

STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR

Health personnel employed in hospitals

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| Hospital employment (headcount) | 625 107 |
| Medical doctors (headcount) | 130 179 |
| Nursing professional and midwives (headcount) | 261 530 |
| Hospital beds/100 000 inhabitants | 318 |
| Medical doctors/100 000 inhabitants | 215 |
| Nursing professional and midwives/ 100 000 inhabitants | 432 |
| Healthcare expenditure (% GDP) | 8.84 |

Source: Eurostat, 2017



Everyone has the right to ACCESS to HEALTH

Public debt causing cost-containment of universal and quality healthcare services.

Social partners: Several trade unions and two core employers' organisations

Trade unions

- Public Service Union (FP-CGIL)
- Local Authorities Federation (FPL UIL)
- Federation of Public Workers and Services (FPS-CISL)
- Federation of Autonomous Health Workers (FIALS)
- Federation of Independent Unions - Health Care (FSI)

Employers' organisations

- Agency for the contractual Representation of the Public Administration (ARAN)
- Italian Federation of Hospitals and Health Agencies (FIASO)

Employers perspective need to be taken into account

European Social Dialogue: involvement strongly influenced by the structure of social partners

Trade unions

Limited involvement in the EU level social dialogue.

Employers' organisations

Strong involvement in the EU level social dialogue through HOSPEEM by both organisations.

European Semester: Activities are difficult to coordinate

Trade unions

- Regularly informed about reforms proposed within the European Semester procedure;
- Participating in the European Semester meetings.

Employers' organisations

ARAN and FIASO are occasionally involved in the implementation of the processed changes that have resulted from the European Semester procedure.

Priorities for the EU level: Common solutions are needed

Trade unions

- Collective bargaining;
- Employment in the healthcare sector;
- Dialogue with sectoral trade unions;
- Working condition;
- Safety and health at work;
- Reconciliation of work and family;
- Recruitment and retention policies for all health workers.



Employers' organisations

- Life-long learning and Continuing Professional Development;
- Work organisation;
- Digitalisation of workplace / digital skills;
- Vocational education and training;
- Recruitment and retention policies for all health workers;
- Attractiveness of the sector for young workers.



Expectations for the EU level social dialogue: To provide space for networking and exchange of experiences.

Further information

The fact sheet is the result of a survey dedicated to social dialogue with responses from FP-CGIL, FPL UIL, ARAN and FIASO as well as desk research conducted in June – November 2019 and information provided at the Regional Workshop in Rome on 15 November 2019 within the joint project of HOSPEEM and EPSU. The answers of the survey are generalised, therefore, information might not apply to all organisations listed above. More detailed results on Italy are available in the Regional Workshop report: Southern Europe and the comprehensive comparative report of the targeted countries available online on HOSPEEM and EPSU websites.