

STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR

Health personnel employed in hospitals

Hospital employment (headcount)	563 835
Medical doctors (headcount)	107 782
Nursing professional and midwives (headcount)	159 117
Hospital beds/100 000 inhabitants	297
Medical doctors/100 000 inhabitants	231
Nursing professional and midwives/ 100 000 inhabitants	342
Healthcare expenditure (% GDP)	8.87

Source: Eurostat, 2017

The sector is characterised by a high level of temporary workers and turnover, low salaries and a proportion of female workers.

PRIVATISATION of health care has INCREASED

Social partners: : Fragmented trade unions and few independent employers

Trade unions

- Federation of Health Sectors and Socio-Sanitary Sectors of the Trade Union Confederation of Workers' Commissions (FSSS-COO)
- General Union of Workers (UGT)
- Federation of Public Services of the General Workers Union (FSP-UGT)

Employers' organisations

- Spanish Private Health Alliance (ASPE) – merged National Confederation of Private Clinics and Hospital (CNCHP) and Spanish Federation of Private Clinics (FNCP)
- Ministry of Health: Public sector

main employer is the STATE

European Social Dialogue: Active participation of many trade unions

Trade unions

- Involvement in the EU level social dialogue through EPSU;
- Participation in the Economic and Social Committee (EESC).

Employers' organisations

ASPE has previously been a member of HOSPEEM.

European Semester: Trade union would like to be more involved but only informed

Trade unions

Regularly informed or even occasionally involved in the European Semester, depending on the level of representativeness.

Employers' organisations

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EU SEMESTER: How can we increase involvement?



Priorities for the EU level: Improved working conditions

Trade unions

1. Working conditions (working time and salaries);
2. Health and safety at work regarding gender;
3. Staffing levels (nurse-to-patient and patient safety)
4. Digitisation;
5. Exposure to toxic and biological agents, risk prevention;
6. Professional development and retention of staff;
7. Validation of studies and professions;
8. Collective bargaining.

Employers' organisations

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★ Policy influences

★ Health & Safety

★ Exchange of Knowledge & experience

Further information

The fact sheet is the result of a survey dedicated to social dialogue with replies from FSSS-COO, UGT and FSP-UGT 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 Spain 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.