

STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR



Health personnel employed in hospitals

Hospital employment (headcount)	70 449
Medical doctors (headcount)	16 732
Nursing professionals and midwives (headcount)	22 752
Hospital beds/100 000 inhabitants	727
Medical doctors/100 000 inhabitants	235
Nursing professionals and midwives/100 000 inhabitants	319

Source: Eurostat, 2016



Make NURSES Profession MORE ATTRACTIVE

Increase qualification



Social partners are represented on both sides; Trade unions cover mainly public sector

Trade unions

- Federation of Trade Unions - Healthcare Services (CITUB)
- Medical Federation Podkrepa



Employers' organisations

- National Association of Healthcare Employers (NUPH)
- National Union of Private Hospitals
- Bulgarian Association of Employers in Healthcare

Public Health Council: An informal body, jointly created by Trade unions and employers' organisations

European Social Dialogue: Active trade unions

Trade unions

- Involvement in the EU level social dialogue through EPSU;
- Participating at meetings of the European and Economic and Social Committee (EESC).



Employers' organisations

- Not participating in any EU level social dialogue structures.

Reasons for non-participation: lack of financial resources

European Semester: Social partners are informed, but their involvement is limited on sectoral level

- **NUPH:** Occasionally informed about reform procedures;
- **CITUB:** Regularly informed about changes proposed within the European Semester.

EU SEMESTER: How can we increase involvement?

None of the listed organisations participated directly in the European Semester meetings in the past three years.

Priorities for the EU level: Working conditions, migration of workforce and access to services

Trade unions



EXPECT GREATER acknowledgement & recognition of their own interests

Employers' organisations

- Cross-border access to healthcare services;
- More opportunities to be involved in EU level.

Further information

The fact sheet is the result of a survey dedicated to social dialogue with responses from CITUB, Podkrepa, NUPH and Bulgarian Association of Employers in Healthcare as well as desk research conducted in April – June 2019 and information provided at the Regional Workshop in Bucharest on 14 June 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 Bulgaria are available in the Regional Workshop report: Eastern Europe and the comprehensive comparative report of the targeted countries available online on HOSPEEM and EPSU websites.