Health personnel employed in hospitals:

<table>
<thead>
<tr>
<th>Hospital employment (headcount)</th>
<th>70,449</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical doctors (headcount)</td>
<td>16,732</td>
</tr>
<tr>
<td>Nursing professionals and midwives (headcount)</td>
<td>22,752</td>
</tr>
<tr>
<td>Hospital beds/100,000 inhabitants</td>
<td>777</td>
</tr>
<tr>
<td>Medical doctors/100,000 inhabitants</td>
<td>235</td>
</tr>
<tr>
<td>Nursing professionals and midwives/100,000 inhabitants</td>
<td>319</td>
</tr>
</tbody>
</table>

Source: Eurostat, 2016

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.

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 of their own interests
- Safety and health is a priority
- Single minimum wage?

**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 and 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. 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.

Authorised by the Central European Labour Studies Institute

Graphics by Christopher Malapitan

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