

# Presentation on survey findings for Italy, Portugal and Spain

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## Similar outcomes/indicators, but diversity in policy focus

	IT	PT	ES
Hospital beds/100 000 inhabitants	318	339	297
Medical doctors/100 000 inhabitants	215	244	231
Nursing professionals and midwives/100 000 inhabitants	432	399	<b>342</b>
Healthcare expenditure (% GDP)	8,84	8,97	8,87

Source: Eurostat 2017

Diverse development and policy focus in the healthcare sector:

- A shift towards community and some degree of privatisation of services to address the demographic change (Portugal)
- High level of temporary workers and low salaries (Spain)
- Cost-containment of the universal and quality services due to high public dept (Italy)

Source: Eurofound 2011

## **National social dialogue strongly influenced by the structure of social partners**

Spain: Multiple trade unions and merged employers' organisations in the private sector (a question of power balance between social partners)

Portugal: Nurses appear to be the most organised group of healthcare employees, but fragmented in several organisations; employers' organisations cover both in private and public healthcare sector

Italy: Several strong and mutually interconnected trade unions and two core employers' agencies

**The state is a significant public sector employer in all three countries. Privatisation ongoing in Portugal, private hospitals make about 20% of market share.**

## Direct involvement of social partners in EU level social dialogue

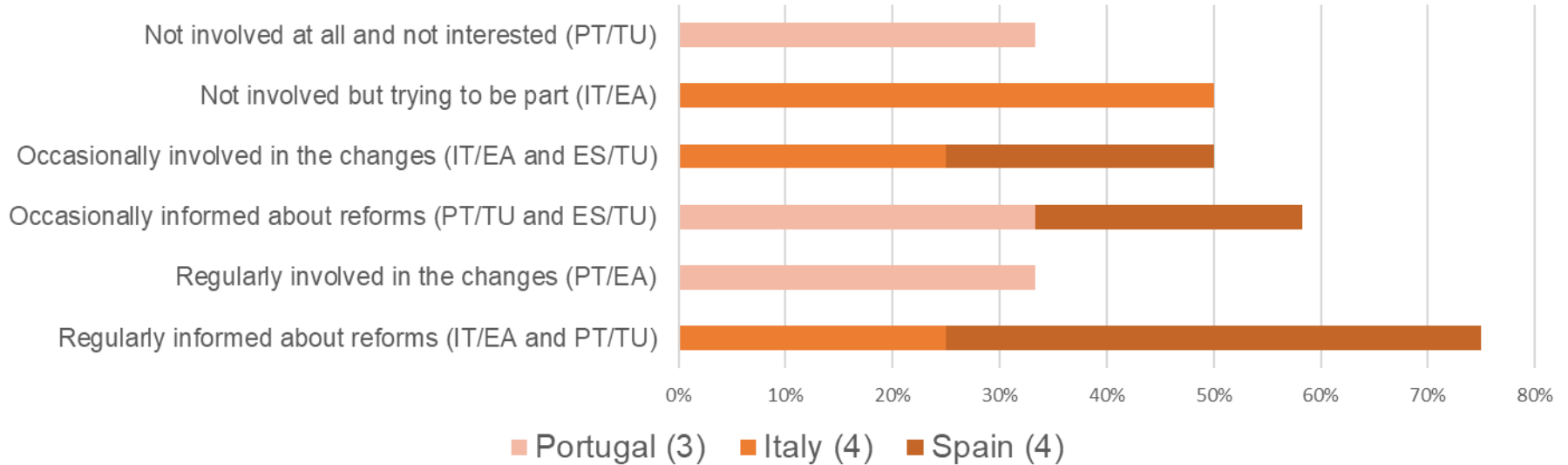
### Employers' organisations

- Aran (IT) and FIASO (IT) members of HOSPEEM
- Employers Confederation of Commerce and Service (PT) involved in the European Economic and Social Committee (EESC)
- ASPE (ES) previous member of HOSPEEM

### Trade unions

- Italy and Spain directly involved in European sectoral social dialogue committee in the hospitals and healthcare sector (represented by EPSU), also EESC
- **Portugal not involved due to lack of financial resources or exclusively national scope of operation**
- **Portugal: Professional associations vs. trade unions**

## Social partners more informed than involved in the European Semester



- Portugal:
  - Trade unions only partly informed or not interested in being involved
  - Employers' organisations involved at the general level, but not specifically on behalf of the hospital sector
- Spain: Active trade unions involved in reforms and participating in meetings but lack of information from employers

# Topics of priority: professional development and safety and health

## Country-specific topics:

- Portuguese social partners rated several topics higher than other countries, indicating the high priority of addressing these topics:
  - Safety and health, working conditions, recognition of skill at national and cross – border level, professional development, reconciliation of work and family
- Italy rated the topic of recruitment and retention policies highest

## Topics by type of social partner:

- Highest rated topics by employers differ from those of trade unions
  - Employers: Continuing professional development and life-long learning; vocational education and training, an ageing workforce
  - Trade unions: Safety and health at work and cross-border recognition of professional qualifications

## Social partners wish to communicate a variety of priorities to the EU level

### Trade unions:



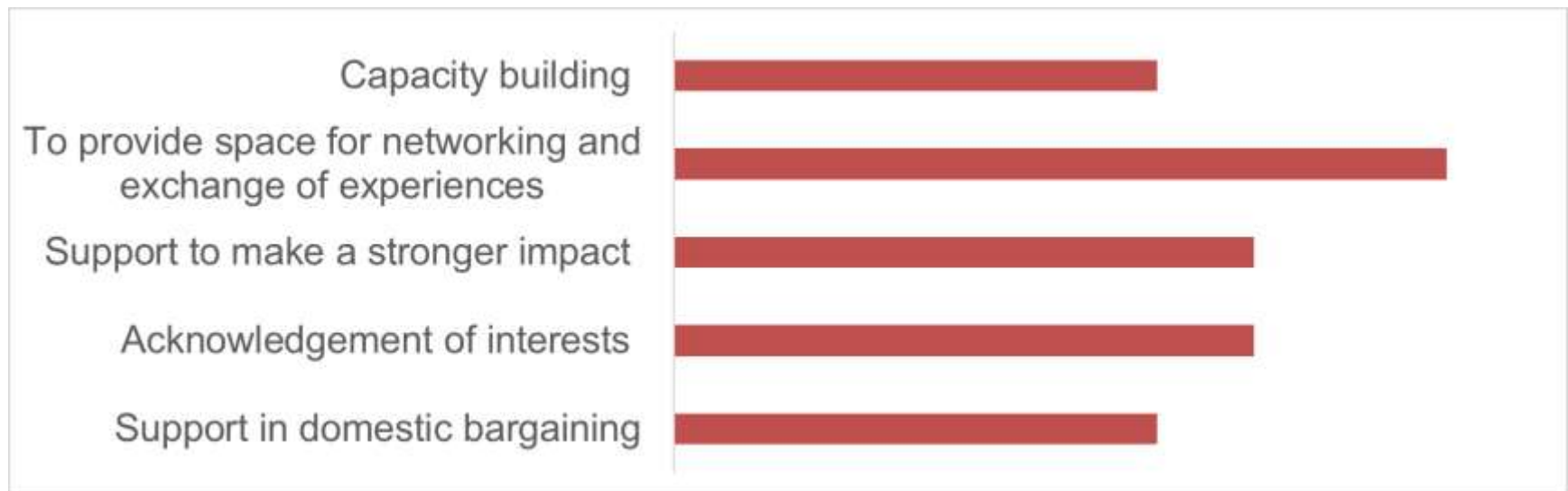
- Collective bargaining is a common priority for all countries
- Enhancement of skills and recognition of qualifications in Spain and Portugal
- Strong emphasis on safety and risk prevention in Spain

### Employers' organisations:



- Lifelong learning and work organisation in Italy; EU convergence and employment in Portugal
- For Spain, only indirect/assumed priorities related to modernisation and recognition of specialists

## The expectation from EU level social dialogue: Provide space for networking and exchange of experiences



- Employers expect support in making a stronger impact on policies in their countries
- Trade unions reported acknowledgement of interests and support in collective bargaining



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## Summary of findings

- Similar situation based on indicators, but diversity in policy focus;
- **National social dialogue strongly influenced by the structure of social partners;**
- Involvement of social partners in EU level social dialogue except trade unions in Portugal;
- **Social partners more informed than involved in EU Semester, but all interested;**
- Variety of specific priorities that social partners wish to communicate to the EU level, from collective bargaining for trade unions to EU convergence for Portuguese employers' associations;
- **Prioritized topics include professional development and safety and health; especially in Portugal;**
- The most frequent expectation from EU level social dialogue was to provide space for networking and exchange of experiences.

Survey findings show the presence of **multiple trade unions** in all three countries.

- Does the relationship between trade unions have any impact on (a) the quality of social dialogue on the national level and (b) on the interest of trade unions to be more actively involved in EU-level social dialogue?

Survey findings show that the **employers' representation** is not always existing.

- How does the lack of independent employers' organisations influence the priorities of trade unions and their interest in EU level social dialogue?
- What steps should be taken to support the creation and well-functioning of employers' organisation on a national level?

Most social partners that are involved in the EU level social dialogue are satisfied with the **opportunities to address their priorities** to the EU level. Nevertheless, their priorities are quite diverse.

- What are your expectations concerning the social dialogue at EU level?
- In what way would you like your expectation (better) addressed?
- Is the diversity of priorities an obstacle for deeper involvement in EU level social dialogue?



Asking questions about CEE labour markets

**THANK YOU FOR YOUR  
ATTENTION!**

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