

STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR



| Health personnel employed in hospitals | |
|--------------------------------------------------------|--------|
| Hospital employment (headcount) | 10 059 |
| Medical doctors (headcount) | 1 218 |
| Nursing professional and midwives (headcount) | 3 116 |
| Hospital beds/100 000 inhabitants | 449 |
| Medical doctors/100 000 inhabitants | 260 |
| Nursing professional and midwives/ 100 000 inhabitants | 666 |
| Healthcare expenditure (% GDP) | N/A |

Source: Eurostat, 2018

Social partners and government committed to addressing the increasing demand for the services and lack of staff by social dialogue and collective bargaining.



Social partners: Several trade unions and one cross-sectoral employers' organisation

Trade unions

- Union of United Workers (UHM)
- General Workers Union (GWU)
- Malta Union for Midwives and Nurses (MUMN)
- General Workers Union - Government and Public Entities Section

Employers' organisation

Malta Employers' Association (MEA)

MEA is a cross-sectoral organisation, counting four members in the healthcare sector, amongst them the largest private hospital.

European Social Dialogue: Involvement of social partners differ on European level

Trade unions

- Meetings with other members of EU level sectoral social partner organisations in the hospital and healthcare sector;
- Membership in the European Economic and Social Committee (EESC).

Employers' organisation

Direct participation in the meetings of members of EU level social partner organisations.

European Semester: Social partners informed but not involved

Trade unions

- Regularly informed about reforms proposed within the European Semester procedure;
- Some are not involved at all and not interested in being involved.

Employers' organisation

Occasionally informed about reforms proposed within the European Semester procedure.

EU SEMESTER: How can we increase involvement?

Priorities for the EU level: Nursing profession needs improvement

Trade unions

- Collective bargaining;
- Private partnership;
- Employee rights in a healthcare setting;
- Burnout at work;
- Reconciliation of work and family.



The most appropriate institution for addressing the priorities is the establishment-level collective bargaining with individual employers.

Employers' organisation

- Posting of workers;
- Attractiveness of the sector for young workers



Rather **satisfied** with the opportunities to address the priorities to the EU level, but **many expectations** to the EU level partners:

- Support in domestic collective bargaining and make a stronger impact;
- Guide how to strengthen social dialogue

Further information

The fact sheet is the result of a survey dedicated to social dialogue with responses from GWU and MEA 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 Malta 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.