

STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR



Health personnel employed in hospitals

Hospital employment (headcount)	47 834
Medical doctors (headcount)	8 714
Nursing professionals and midwives (headcount)	5 368
Hospital beds/100 000 inhabitants	561
Medical doctors/100 000 inhabitants	213
Nursing professionals and midwives/100 000 inhabitants	131
Healthcare expenditure(% of GDP)	6,83

Source: Eurostat, 2018

Although the number of doctors and nurses has increased in recent years, they are unevenly distributed across the country, and many are either moving abroad or nearing retirement.

Source: EC (2019) State of Health in the EU, Country Health Profile

Social partners: Doctors without trade unions

Trade unions

- Croatian Trade Union of Nurses and Medical Technicians (HSSMS-MT)
- Trade Union of Health of Croatia (SZH)
- Autonomous Trade Union in Health Service and Social Protection Service (SSZSSH)
- Croatian Medical Union (HLS)

Employers' organisations

- Croatian Health Employers' Association (UPUZ-HR)
- Croatian Employers' Association- Branch Association of Polyclinics, Hospitals, Medical and Health Care Facilities (CEA)

European Social Dialogue: Trade unions represented at EU level

Trade unions

Active involvement in EU sectoral social dialogue, represented by EPSU.

Employers' organisations

Involved in EU sectoral social dialogue but not in the health sector.



European Semester: Trade unions informed and employers involved in implementation

Trade unions

Regularly informed about reforms proposed within the European Semester process.

Employers' organisations

Regularly involved in the reforms proposed and implemented within the European Semester process.

EU SEMESTER: How can we increase involvement?

Priorities for the EU level: High urgency for every topic

Trade unions

- Recruitment and retention policies,
- Safety and health at work,
- Salaries in health care,
- Continuing Professional Development,
- Reconciliation of work and family time,
- Collective agreements,
- Health workforce shortages.



Employers' organisations

- Synergy of private and public health care provision,
- Safety and health at work



Support of EU-level social partners to national social partners to make a stronger impact on the policies in the health sector

Further information

The fact sheet is the result of a survey dedicated to social dialogue with responses from HSSMS-MT and Croatian Employers' Association as well as desk research conducted in February – August 2020 and information provided at the Regional Webinar on 20 April 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 Croatia are available in the Regional Workshop report: Central Europe and the comprehensive comparative report of the targeted countries available online on HOSPEEM and EPSU websites