

STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR



Health personnel employed in hospitals	
Hospital employment (headcount)	42 287
Medical doctors (headcount)	9 309
Nursing professionals and midwives (headcount)	21 352
Hospital beds/100 000 inhabitants	570
Medical doctors/100 000 inhabitants	171
Nursing professionals and midwives/100 000 inhabitants	392
Healthcare expenditure(% of GDP)	6,69

Source: Eurostat, 2018

Assuming no policy changes, Slovakia is projected to endure a shortfall of more than 3,000 doctors (20% of active doctors) and 9,900 nurses (33% of active nurses) by 2030.

Source: Ministry of Health Slovakia, 2018

Social partners: Nurses' trade unions fragmented in several organisations

Trade unions

- Slovak Trade Union of Health and Social Services (SOZZaSS)
- Labour Union of Physicians (LOZ)
- Trade Union of Nurses and Midwives (OZSaPA)
- Slovak Chamber of Nurses and Midwives (SKSaPA) - cooperating organisation with trade unions

Employers' organisations

- Association of Hospitals of Slovakia (ANS)
- Association of State Hospitals of Slovak Republic (AŠN SR)
- Association of Private Physicians of Slovak Republic (ASL SR)

European Social Dialogue: Trade unions represented at EU level

Trade unions

Involvement in EU sectoral social dialogue, represented by EPSU.

Employers' organisations

No involvement in EU sectoral social dialogue, but represented in other EU level organisation

European Semester: Limited involvement but strong interest to take part

Trade unions

- Limited involvement in the European Semester
- Most of the organisation informed on the reforms but not in the implementation
- Those not involved are trying to become a part of the process

Employers' organisations

N/A



Priorities for the EU level: Guidance on strengthening social dialogue expected

Trade unions

- Working conditions;
- Reconciliation of work and family
- Continuing professional development and life-long learning;
- Recruitment and retention policies;
- Health workforce shortages and attractiveness of the sector

Employers' organisations

- Information on the distribution of EU structural funds (ASN)
- Working conditions (ASN)
- Increase in payments for state insured persons (ASL SR)



EU social dialogue considered as appropriated level to address priorities only partly. Low satisfaction with the possibilities to address priorities at the EU level.

Further information

The fact sheet is the result of a survey dedicated to social dialogue with responses from SOZZASS, OKSaPA and LOZ (Košice, Levoča) as well as desk research conducted in February – August 2020 and information provided at the Regional Webinar on 20 April 2021 within the joint project of HOSPEEM and EPSU. The answers to the survey are generalised. Therefore, information might not apply to all organisations listed above. More detailed results on Slovakia 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