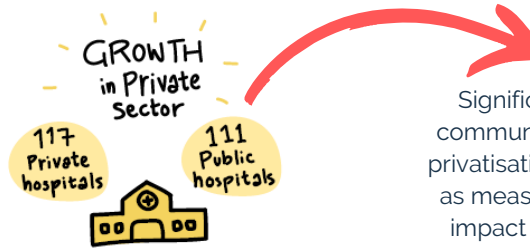


STRENGTHENING SOCIAL DIALOGUE IN THE HOSPITAL AND HEALTHCARE SECTOR

Health personnel employed in hospitals

Hospital employment (headcount)	130 539
Medical doctors (headcount)	25 130
Nursing professional and midwives (headcount)	41 107
Hospital beds/100 000 inhabitants	339
Medical doctors/100 000 inhabitants	244
Nursing professional and midwives/ 100 000 inhabitants	399
Healthcare expenditure (% GDP)	8.97

Source: Eurostat, 2017



Significant policy shift towards community care, liberalisation and privatisation of care services as well as measures taken to address the impact of demographic change.

Social partners: Trade unions well organised but fragmented - employers' strong in private sector

Trade unions

- Union of Portuguese Nurses (SEP)
- Union of Nurses of Madeira (SERAM)
- Union of nurses (SE)
- Independent Union of Professionals in Nursery (SIPE)
- Independent Union of Doctors (SIM)

Employers' organisations

- Portuguese Association of Private Hospitals (APHP)
- Portuguese Commerce and Services Confederation (CCP)
- National Confederation of Institutions of Solidarity (CNIS)

European Social Dialogue: Limited participation on sectoral level

Trade unions

No involvement in the EU level (sectoral) social dialogue due to the lack of financial resource or national scope of operation.

Employers' organisations

CCP participates directly in European Economic and Social Committee (EESC) and meetings of EU level cross-sectoral social dialogue through SMEunited.

European Semester: Stronger involvement of employers' compared to trade unions

Trade unions

Occasionally informed about reforms proposed within the European Semester procedure or not involved at all and not interested in being involved.



Employers' organisations

Portuguese Commerce and Services Confederation is regularly involved in the processed changes implementation that has resulted from the European Semester procedure and participates in the meetings of the European Semester.

Priorities for the EU level: Greatly differ between employers' and trade union

Trade unions

- Collective bargaining;
 - Enhancement of nurses' skills;
 - Career progression;
 - Cross-border recognition of professional qualifications.
- Low satisfaction with the opportunities to address priorities at EU level due to lack of financial resources.



EXPECTATIONS:
Support in
Collective
bargaining

Employers' organisations

- EU Convergence;
- Safety and health at work;
- Working conditions;
- Ageing workforce;
- Vocational education and training;
- Recognition of skills at the national level;
- Continuing Professional Development and Life-Long learning.



Expectations for the EU level social dialogue

- Support in domestic collective bargaining;
- Making stronger impact;
- Acknowledgment of their interests.



Trade unions unsatisfied and employers' satisfied with the opportunities to address priorities at the EU level.

Further information

The fact sheet is the result of a survey dedicated to social dialogue with replies from SE and CCP 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 Portugal 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.