

Proposal for a thematic network: Inequalities in working conditions and remuneration in healthcare



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Our expertise in the field



- FEMS is a federation of medical unions established in 1964 , currently with member associations from 17 European countries
- FEMS has already done several surveys on working conditions and remuneration levels in various EU states showing tremendous differences among EU states and regions.



Challenge



The patterns of migrations of healthcare workers and the reports from FEMS associations indicate that there are huge disparities in working conditions and healthcare remuneration levels not just among EU states, but also among various NUTS regions within EU. Despite the fact that EU has introduced the principle of 48 hours working time per week and the principles of automatic recognition of diplomas, the single healthcare labour market seems to work in one way only: from the regions with ongoing poor working conditions for healthcare professionals to the regions where working conditions are better.



Opportunity



It seems that several regions in EU would need support to understand better the importance of working conditions to get more competitive and attractive for healthcare workers and to take more advantage from the single healthcare labour market.



The aim of the proposed thematic network



The aim of this thematic network would be to mobilize a broader coalition of stakeholders from different EU states in order to investigate the key parameters that define the standards of working conditions and remuneration and which represent “push” or “pull” factors for the free movement of professionals. The coalition would then propose an EU action to reduce the inequalities in working conditions by exchanging best practices and promoting the EU working standards where they haven't been put fully into effect.

