



**Fédération Européenne
des Médecins Salariés**
European Federation
of Salaried Doctors

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Report for FEMS
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In Spain, temporality continues increasing as well as the instability in the medical profession. This is the main conclusion of a recent study about the status of "The employment of physicians" conducted by the Medical Chambers and our organization, the National Confederation of Medical Unions (CESM).

This study is based on 10.050 surveys. In public health care sector, half of the doctors have a permanent position (50.2%), and the other half hold precarious contracts, mostly with a duration of less than 6 months.

Other findings are as follows:

- Increase of long-term unemployment. Around 30% of physicians are unemployed for over a year.

- The 46,5% of unemployed physicians are aged between 40 and 60 years.

- The 64% of unemployed physicians are women. In all age ranges women are more unemployed than men.

The study also reflects that since the previous study, conducted in 2014, the aspects of the medical profession that worry more are the remuneration of physicians (90.8%) and the workload (87%).

European directive

We have to recall the European Directive 1999/70. The Directive establishes minimum requirements relating to fixed-term work, in order to ensure equal treatment of workers and to prevent abuse arising from the use of successive employment contracts or relationships of this type. It calls on the Member States to lay down penalties for infringements of these requirements.

In other words, the Directive prohibits abuses in the succession of temporary contracts and Spanish Government has already been warned by the European Commission about the risk of being punished if the current situation is not corrected. Yet nothing has been done.

Last year the Ministry of Health agreed a common compromise with CESM to defend and lead important proposals to promote job stability. Nevertheless this is not implemented due to the unstable political situation in the country.

Other highlights in this report are:

-Doctors have not yet recovered their full salaries since 2010, due to the economic crisis. Although the crisis seems to be overcome (Spanish GDP increased around 3% in 2015) doctors wages have only been increased in 1% this year. The only positive development in this regard is that in some autonomous communities (management of the Spanish public health care is decentralized) is partially reinstating a salary supplement that was suspended under the pretext of the economic crisis.

- Still not implemented national regulations about "Clinical Management". Text agreed between CESM and the Ministry of Health requires the support of the Interterritorial Council (where all regions are represented). Nurses do not agree with these regulations but Spanish courts support the role of physicians.