



Fédération Européenne
des Médecins Salariés
European Federation
of Salaried Doctors



SHAPING THE FUTURE OF DOCTORS' HEALTH

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SHAPING THE FUTURE OF DOCTORS' HEALTH



192 pages
231 tables

PART I – Transformations in Healthcare Systems and the Medical Profession: An Interpretive Framework

- 1.1** European healthcare systems facing new challenges
- 1.2** Demographic and epidemiological transition and new health needs
- 1.3** Redefining medical professionalism: feminization and new generations
- 1.4** The sustainability of medical work: the consequences of ongoing transformations

PART I presents an overview of the sample by analysing the main sociodemographic and professional characteristics of the participants, including country of employment, gender, age, family situation, and educational and professional mobility. This overview provides a context for interpreting the findings of the survey and outlines the characteristics of the population involved in the study.

PART II – The FEMS Survey: Health, Work and Well-Being among European Employed Physicians

2.1 Research design: objectives and methods

2.2 Sample profile

2.3 Health, well-being and the sustainability of medical work: key findings

2.4 Determinants of professional well-being

2.4.1 Gender, health and professional well-being

2.4.2 Age, health and professional well-being

2.4.3 Area of specialization and professional well-being

2.4.4 Organizational position and professional well-being

2.4.5 Length of service and professional well-being

2.4.6 Type of employment contract and professional well-being

2.4.7 Work intensity and professional well-being (hours worked)

2.4.8 Night work and professional well-being

2.4.9 Organizational flexibility, recovery and professional well-being (leave, autonomy and recovery)

2.4.10 Risk of leaving the profession and professional sustainability

2.5 Summary considerations



The analysis then examines several key dimensions of the research, including self-perceived health, the presence of health conditions, the impact of illness on professional activity, health-related absences, perceptions of the influence of work on individual well-being, and attitudes towards remaining in the profession. Particular attention is devoted to the risk of leaving the profession, considered as a composite indicator of the sustainability of the professional experience and the quality of the organisational context.

The second part of the analysis focuses on the relationships between these dimensions and a number of variables considered particularly relevant on the basis of the international literature and the evidence emerging from major European surveys of healthcare professionals.



PART III – National Focus

3.1 Italy

3.1.1 Sample profile

3.1.2 Health, well-being and work organization

3.1.3 Focus: parental leave and work–life balance

3.2 Spain

3.2.1 Sample profile

3.2.2 Health, well-being and work organization

3.3 Sweden

3.3.1 Sample profile

3.3.2 Health, well-being and work organization

3.4 Greece

3.4.1 Sample profile

3.4.2 Health, well-being and work organization

3.5 Croatia

3.5.1 Sample profile

3.5.2 Health, well-being and work organization

3.6 A Comparative Analysis



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A third part of the report focuses on five national contexts—Italy, Spain, Sweden, Croatia, and Greece—selected because of the high number of respondents who participated in the survey.

This analysis makes it possible to highlight potential specificities associated with different healthcare and organisational systems, while maintaining comparability with the overall survey findings.

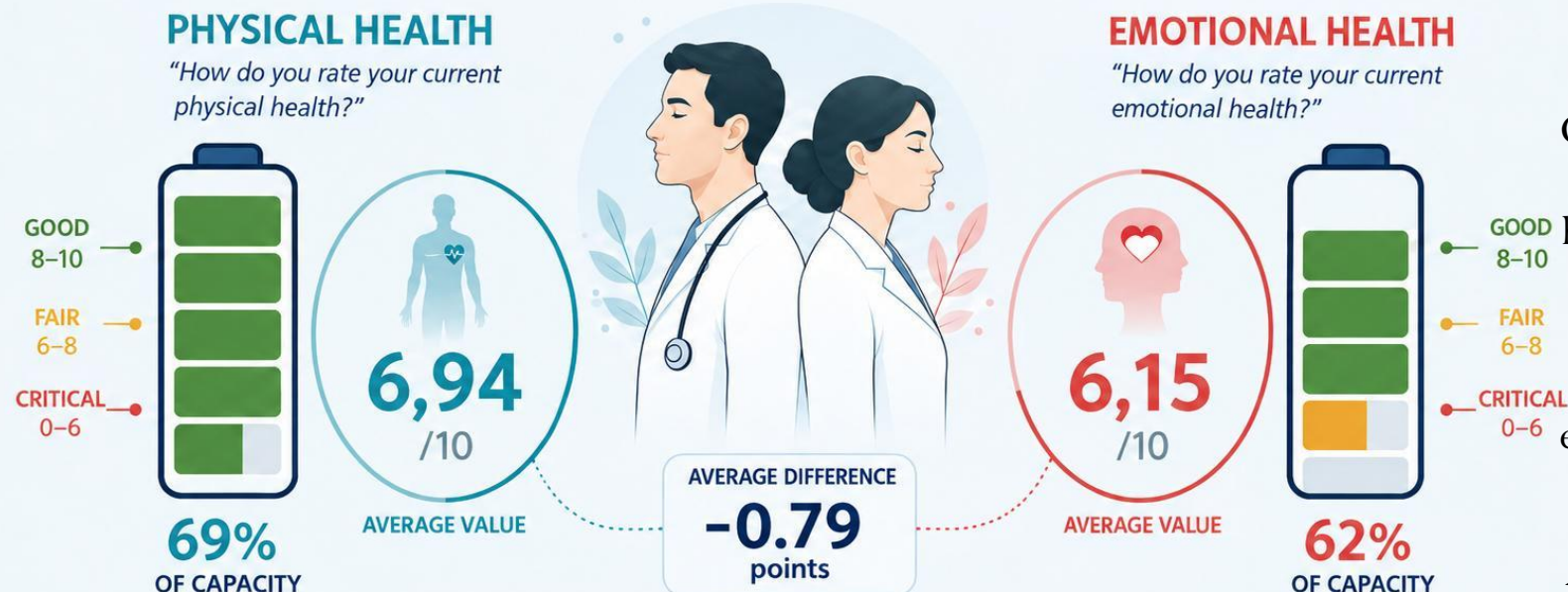
In the case of Italy:

- *A specific analysis was also conducted on parental leave, given the particular relevance of this dimension in the national context.*
- *A comparative analysis of morbidity among Italian Physicians and the general population*

From the Health of Medical Professionals to the Sustainability of Healthcare Systems: Concluding Remarks

HOW ARE EUROPEAN DOCTORS DOING?

Perception of one's own health (0–10 scale)

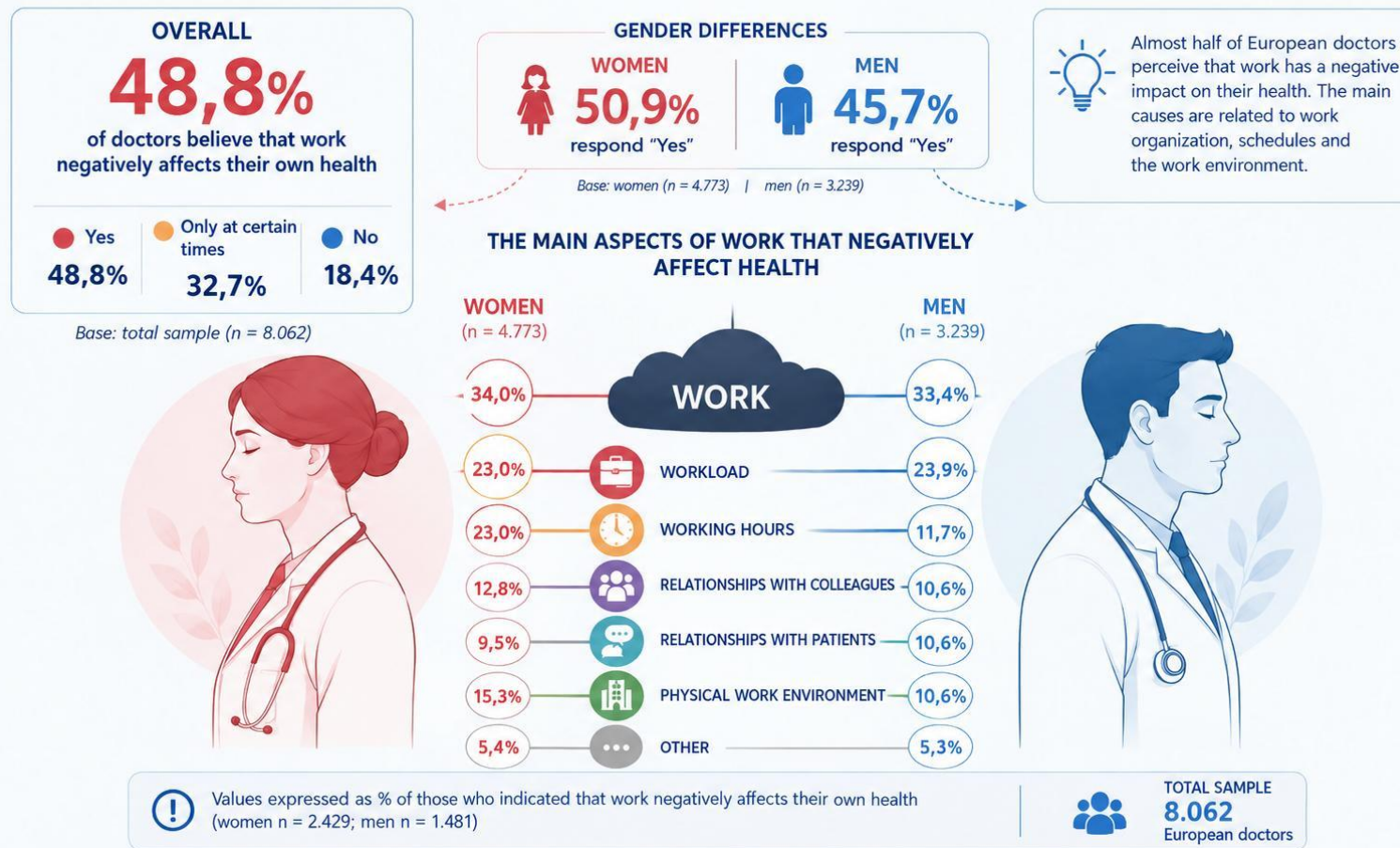


Emotional health as the main area of vulnerability

Overall, the study shows that perceptions of physical health are generally positive, whereas emotional health appears to be significantly more fragile. More than one third of respondents fall within the low emotional health range, a proportion higher than that of professionals reporting high levels of emotional well-being. This finding is fully consistent with the most recent evidence produced by the WHO (2025) and Eurofound (2023), and confirms that work-related stress is currently one of the main challenges facing the medical profession.

WORK NEGATIVELY AFFECTS HEALTH

Perception among European doctors



Work organisation as the main determinant of health

The data show that organisational conditions have a greater impact than individual characteristics. The number of night shifts, high workloads, extended working hours, limited flexibility in organising annual leave, and limited opportunities for rest and recovery are systematically associated with poorer perceived health, a higher prevalence of health conditions, greater difficulties in psychological and physical recovery, and a higher intention to leave the profession.

Women show greater vulnerability

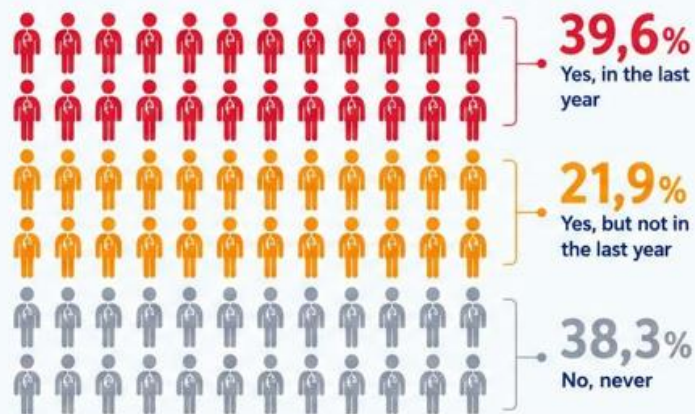
Gender differences concern, above all, the emotional dimension of well-being. Female professionals report lower levels of emotional health, a greater perception of the negative impact of work on their health, more frequent difficulties in recovery, and a greater intention to leave the profession.

A PROFESSION IN DECLINE

THE APPOINTMENT OF DOCTORS AND HEALTHCARE WORKERS IN EUROPE

OUR STUDY – TB: 8,062 EUROPEAN DOCTORS

HAVE YOU ALREADY OBTAINED A LICENSE?

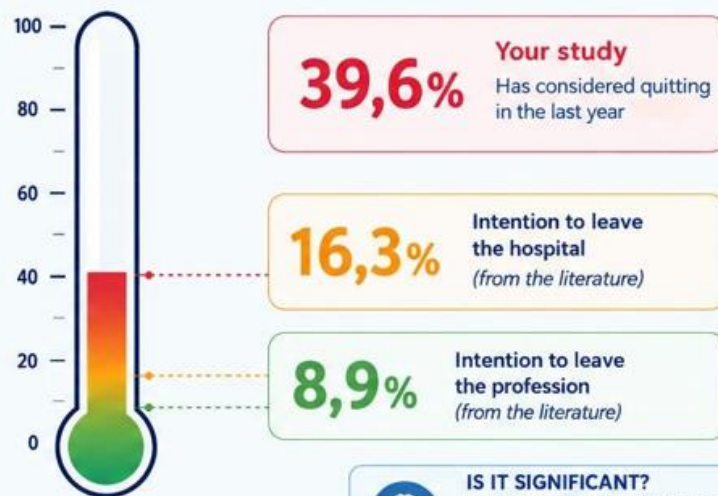


ALMOST 1 IN 2 EUROPEAN DOCTORS considered the idea of leaving their job for a better opportunity.

Base: total sample (n = 8,062) – Expressed values in %

CONFRONTED WITH INTERNATIONAL LITERATURE

European study by Maniscalco et al.
(Scientific Reports, 2024) – 26 countries, 39,742 doctors



Note: the non-identifiable requests, not correlated with the indicator, are excluded.



IS IT SIGNIFICANT?

Our study shows a link between the high level of doctors who considered quitting their job. A sign of the need for organizational interventions and professional well-being.



WHY IS IT IMPORTANT?



Risk of loss of experienced professionals



Impact on the quality of healthcare services and patient safety



Higher costs due to turnover and hiring of new staff



Acting now to retain doctors and guarantee a sustainable healthcare system

Sources: Data from the study "Esercizio della professione medica in Europa 2025"

("The practice of medicine in Europe 2025") – Letteratura: Maniscalco D. et al., Intention to leave work and intention to quit among hospital doctors in Europe: a cross-sectional study. Scientific Reports, 2024.

The risk of leaving the profession is linked to professional well-being

Almost four out of ten physicians report having considered leaving their job during the past year. The intention to leave increases progressively as perceived health and the quality of organisational conditions deteriorate, exceeding a ratio of four out of ten in some groups.

Among those wishing to change jobs, the desire to pursue a different profession is predominant.

This appears to reflect not only a desire for professional mobility, but also, and above all, a deeper crisis concerning the sustainability of the medical profession.

A decline in professional vocation is present across all age groups, including among those at the very beginning of their careers.

NEXT STEPS

- Translation
- Design And Layout, Including Infographics
- Official Presentation- Event at the European Parliament (February 2027)
- National Disseminations and Promotion of the Report

