FEMS Project

Shaping the Future of Doctors' Health

ENCOURAGING BROADER PARTICIPATION



Alessandra Spedicato
FEMS President

Paese	Risposte
Italia	2153
Hrvatska	760
España	615
Portugal	330
Türkiye	120
Magyarország	114
Slovenija	113
France	106
България (Bălgariya)	93
Malta	42
Северна Македонија (Severna Makedonija)	15
Κύπρος (Kýpros) / Kıbrıs	14
België / Belgique / Belgien	13
Deutschland	8
Ελλάδα (Elláda)	6
Schweiz / Suisse / Svizzera / Svizra	5
Österreich	4
Eesti	4
Suomi / Finland	4
România	4
United Kingdom	4
Nederland	3
Lietuva	3
Polska	3
Latvija	2
Sverige	2

Fédération Européenne des Médecins Salariés
European Federation of Salaried Doctors

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PARTICIPATION RATE

- ✓ Participation so far could be stronger
- ✓ Best results are linked to
  - Broader representativeness
  - Stronger commitment to the initiative
- ✓ **Your participation is essential for meaningful results**

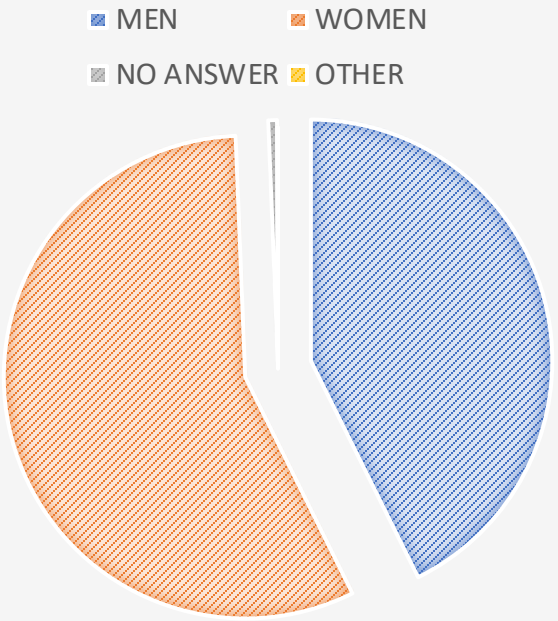
Brussels

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ITALY - *PRELIMINARY FINDINGS*

PROVING THE VALUE OF THE PROJECT

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2048 PARTICIPANTS
(updated to 16 September)
Women 1161
Men 874
No answer 12
Other 1

Participants with at least one child

♀ 705 of whom 345 (49%) have taken parental leave → 49943 days (145 days/each)

♂ 586 of whom 105 (18%) have taken parental leave → 2336 days (22 days/each)

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WHAT DOES IT MEAN?

Data not filtered for age or national collective agreement on parental leave

- *Female doctors will be absent from work for 145 working days on average (not included pregnancy and mandatory maternity leave)*
- *Younger generations are expected to take an increased number of parental leave days (work-life balance and new legislative provisions)*
- *Currently, female doctors younger than 44 years old are the **64%** of italian medical population*
- **FULL TIME EQUIVALENT for female age group 30-40 years old is expected lower than 1**

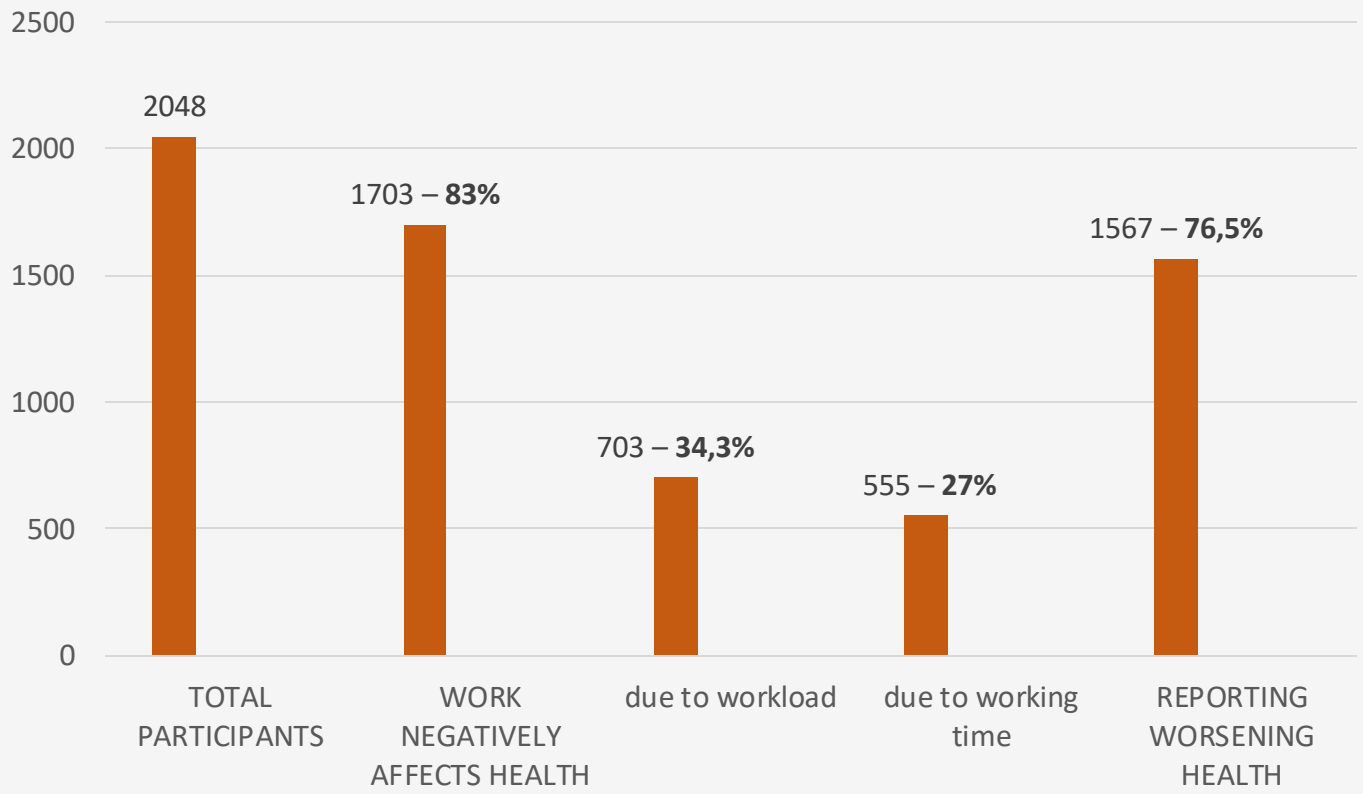
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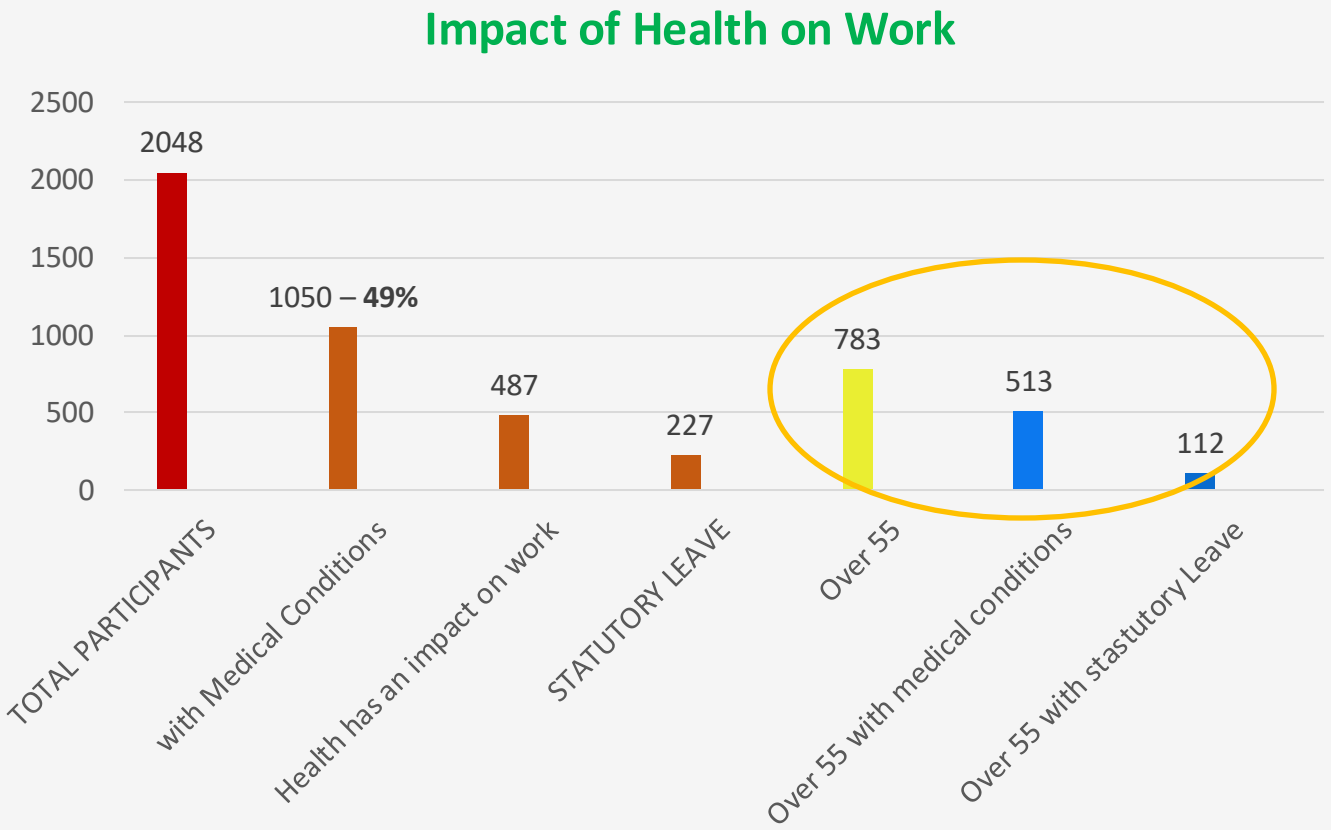
Perceived Negative Impact of Work on Health

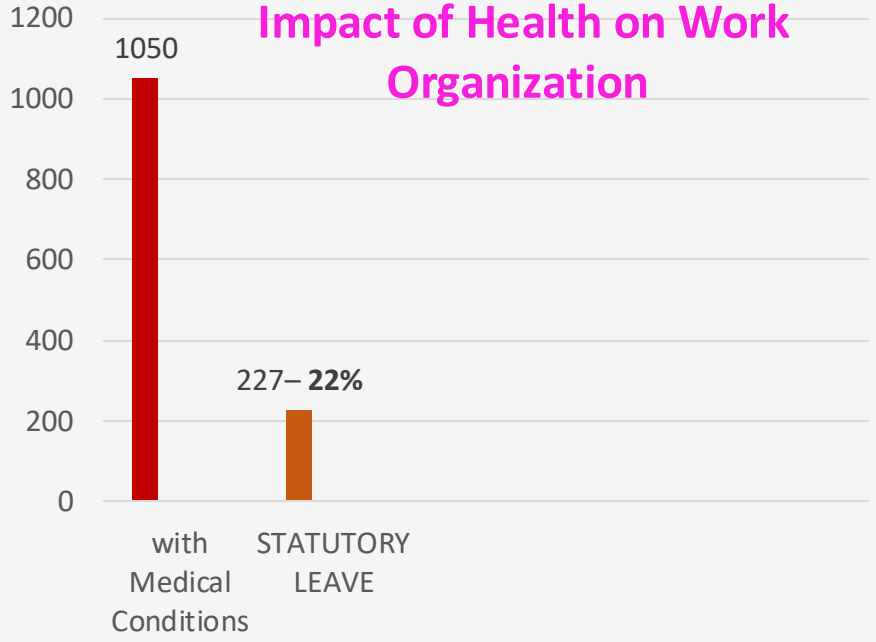


ITALY - *PRELIMINARY FINDINGS*

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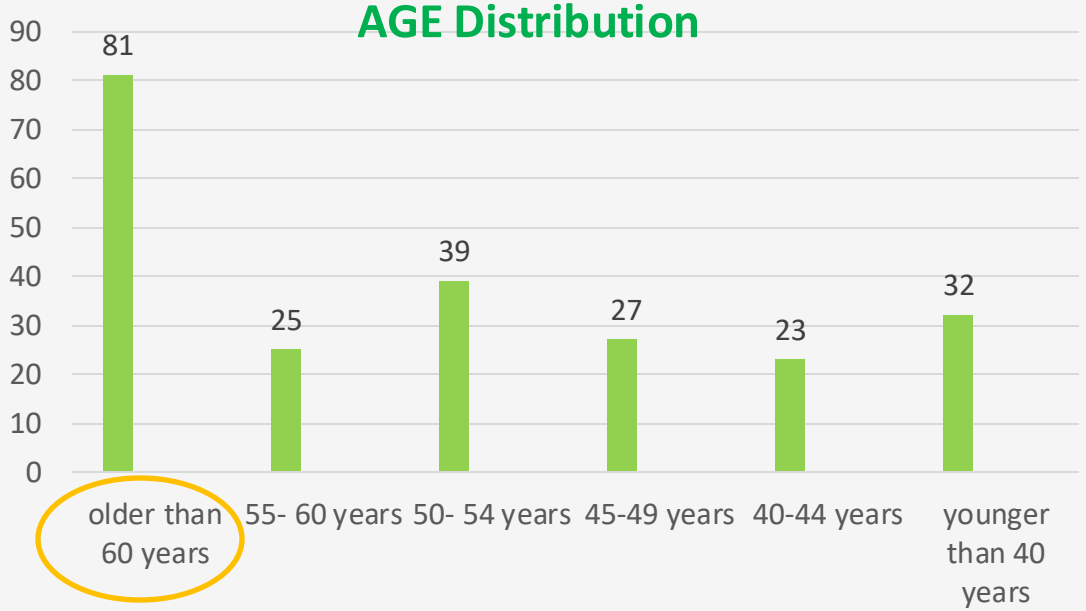


ITALY - *PRELIMINARY FINDINGS*

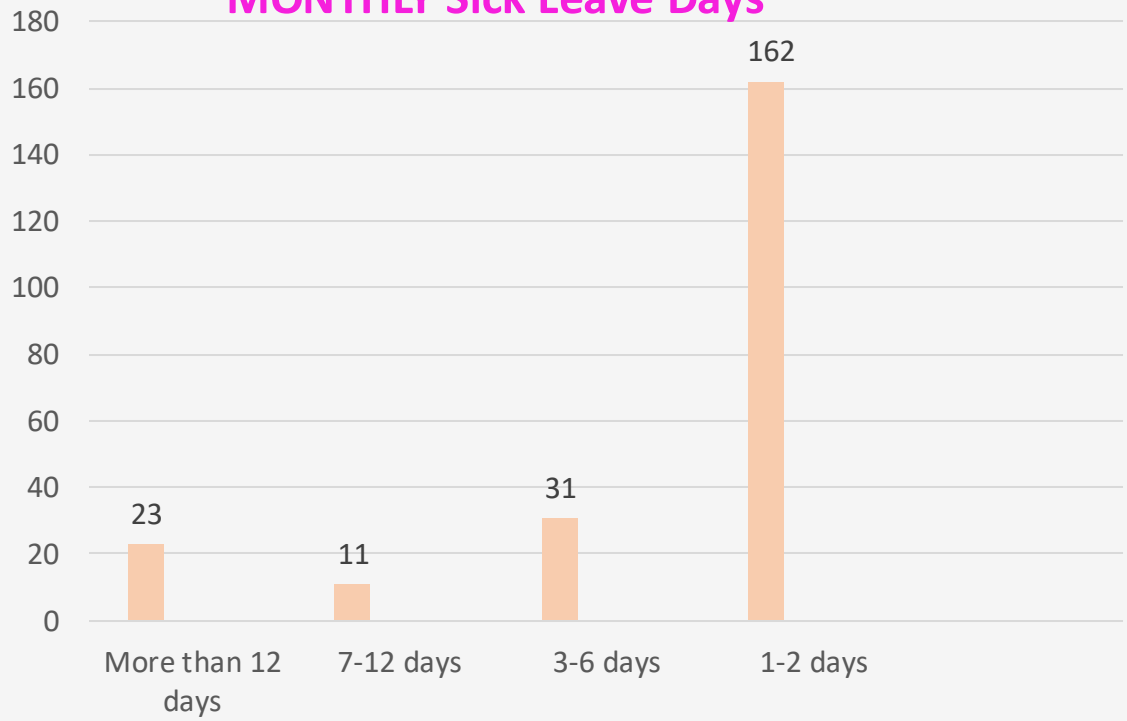
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Doctors on statutory leave – AGE Distribution



Doctors on statutory Leave- MONTHLY Sick Leave Days



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WHAT DOES IT MEAN?

- *8 Doctors out of 10 report an **impact on their health** due to work organization and working time*
- *The Medical Population is not in good health: 50% of participants suffer from a medical condition – **65,5%** in the Age Group older than 55 years (OECD – in 2021, 55,2% of doctors were older than 55 years)*
- *22% of doctors suffering from a medical condition report the recognition of a statutory leave – disease of considerable severity*
- *103 out of 227 (43%) work in demanding specialties*
- **FULL TIME EQUIVALENT for age group older than 55 years is expected lower than 1**
- **Medical Profession MUST be considered as an arduous job**

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WHICH OPPORTUNITIES FOR FEMS COUNTRIES?

- ✓ Professional statistical analysis of the results from each Country
- ✓ Comparative analysis among the different Countries
- ✓ Drafting of a POLITICAL and TECHNICAL DOCUMENT to be presented at the national and European level on workforce needs and work organization

Next steps

The survey will remain open until 31 December 2025

The results are expected for the second semester of 2026 – be promoted through dedicated events

Interests from the European Commission, in particular regarding FTE

Closer collaboration with UEMS, especially in relation to the survey

FOCUS on those Countries with significant responses

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WHAT ARE YOU WAITING FOR?

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