

# WORLD HEALTH DAY: EUROPEAN HEALTHCARE WORKERS FEEL VALUED, BUT DISPARITIES ARE EMERGING

clariane

April 7, 2025

# Methodology



## SAMPLE

**1,602** healthcare workers, distributed across **4 countries**:  
France, Spain, Italy and Germany

- 400 **doctors**
- 402 **nurses**
- 401 **caregivers**
- 399 **paramedics and other medical/paramedical staff (support care)**

Number of respondents / country / profession	Doctors	Nurses	Caregivers	Supportive care / Paramedicals
France	100	100	100	100
Spain	100	100	100	100
Italy	100	102	101	99
Germany	100	100	100	100
<b>TOTAL</b>	<b>400</b>	<b>402</b>	<b>401</b>	<b>399</b>



## FIELDWORK DATES

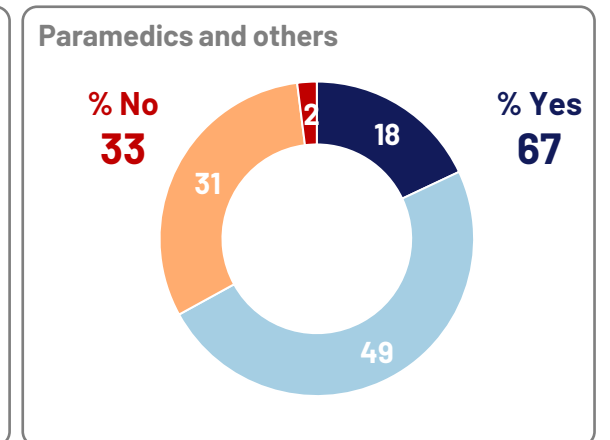
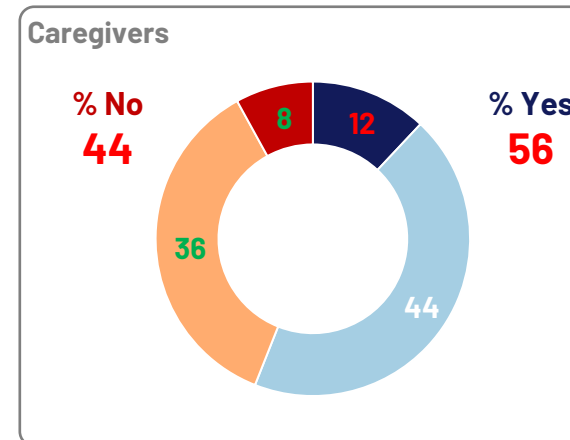
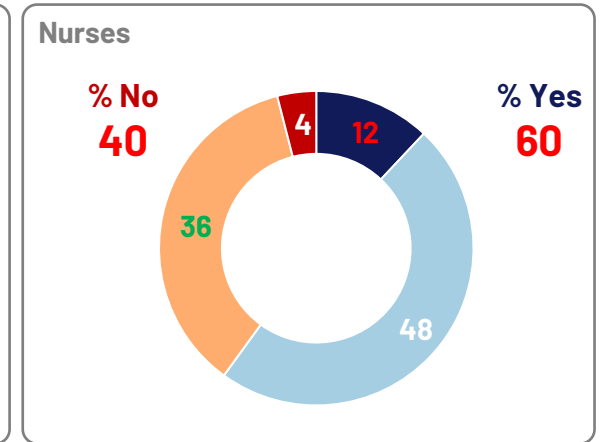
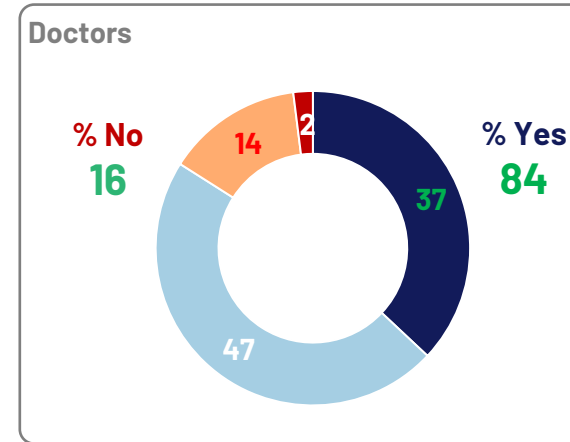
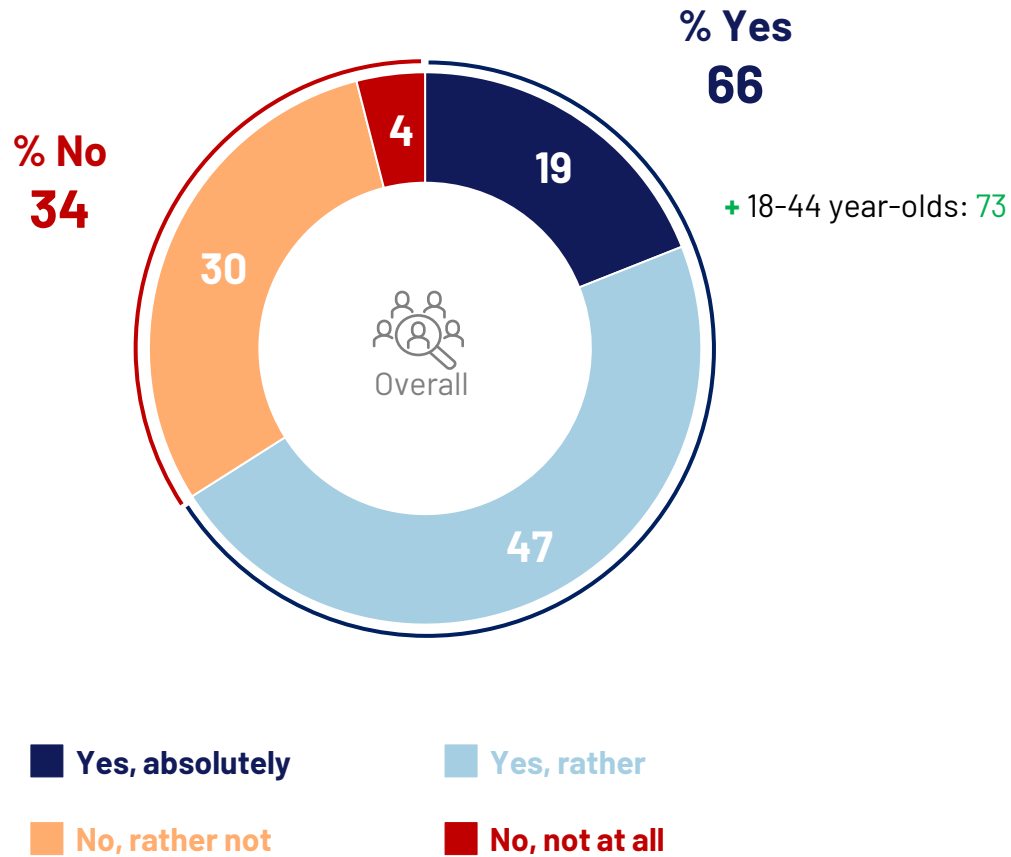
January 10 to February 6, 2025



This report was prepared in accordance with the international standard ISO 20252 "Market, social, and opinion research".

This report was reviewed by Adeline MERCERON, Deputy Director of the Health Department at Public Affairs France.

While the vast majority of healthcare workers feel "rather" regarded (66%), 1 in 3 claims not to be. A feeling that varies between professions: 84% of doctors vs. 56% of caregivers.



Q2. And you, as a healthcare worker, do you feel regarded or not? Base: all healthcare workers.

This feeling of being valued is shared by the majority in all countries: from 73% in Italy to 59% in France.



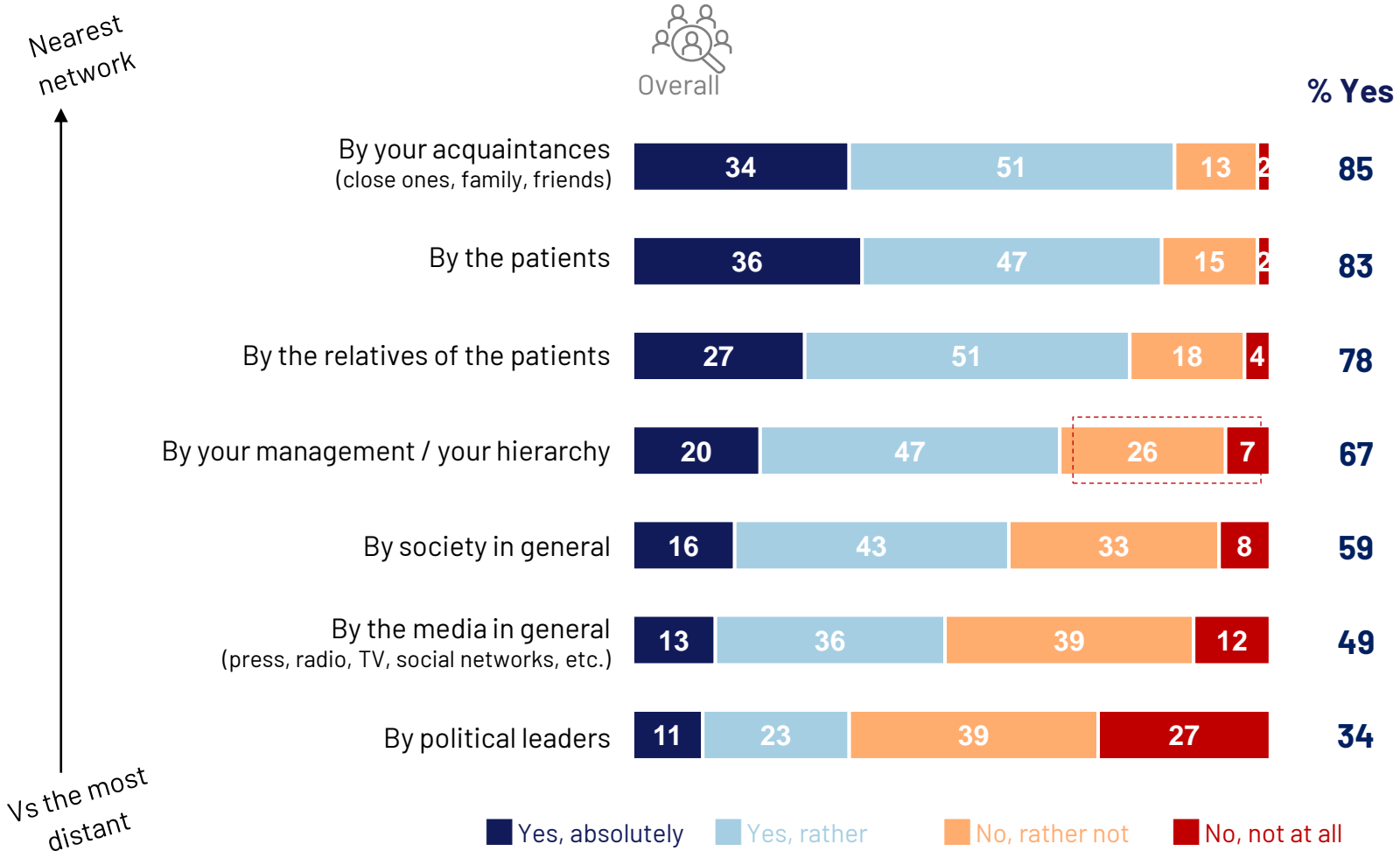
	Overall	France	Spain	Italy	Germany
<b>Subtotal Yes</b>	<b>66</b>	<b>59</b>	<b>65</b>	<b>73</b>	<b>69</b>
Yes, absolutely	<b>19</b>	<b>13</b>	22	15	<b>28</b>
Yes, rather	<b>47</b>	46	43	<b>58</b>	<b>41</b>
<b>Subtotal No</b>	<b>34</b>	<b>41</b>	<b>35</b>	<b>27</b>	<b>31</b>
No, rather not	<b>30</b>	35	32	<b>23</b>	28
No, not at all	<b>4</b>	6	3	4	3

Q2. And you, as a **healthcare worker**, do you feel regarded or not? Base: all healthcare workers

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Feelings of consideration vary greatly depending on who you talk to: from more than 80% among the immediate circle of carers to 34% among politicians.



	Doctors	Nurses	Caregivers	Paramedics and others
	92	87	76	83
	87	82	79	83
	86	72	74	80
	76	62	60	71
	77	52	48	60
	65	47	41	45
	51	26	28	32

Q1. As a healthcare worker, do you feel that your profession is regarded or not? Base: all healthcare workers

For 1 in 2 European healthcare workers, however, the feeling of consideration has deteriorated over the past 5 years.

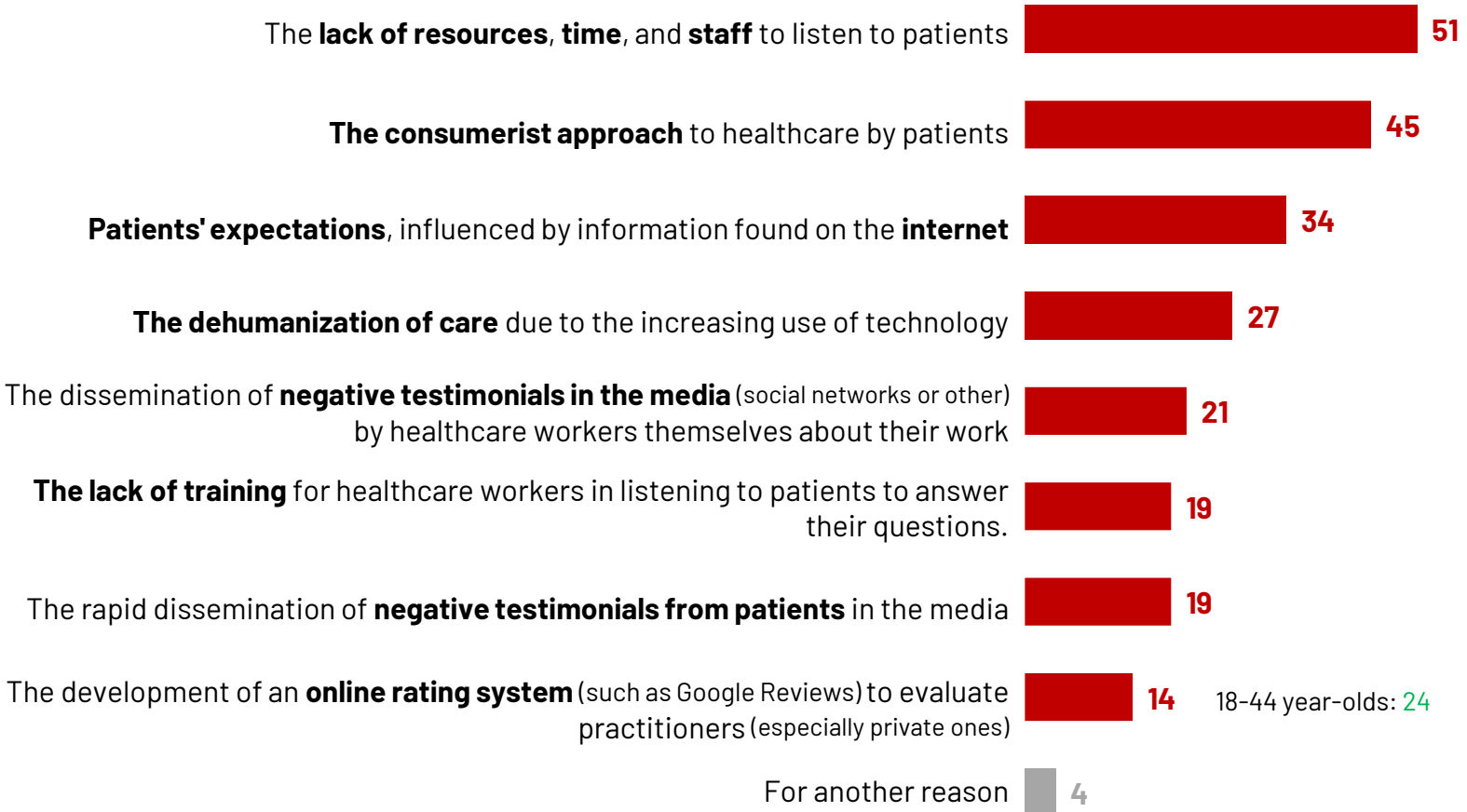


	Ensemble	France	Spain	Italy	Germany
<b>More and more considered</b>	<b>23</b>	15	32	24	20
<b>Less and less considered</b>	<b>49</b>	58	46	47	44
<b>You think that nothing has changed in the past 5 years</b>	<b>25</b>	25	20	24	33
<b>You don't know</b>	<b>3</b>	2	2	5	3

Q3. In general, over the past 5 years, do you feel that healthcare workers are more or less considered? Base: all healthcare workers.

This lesser consideration is primarily attributed to a lack of resources and a consumerist approach to health.

**Base: Healthcare workers who feel less and less considered**



	Doctors	Nurses	Caregivers	Paramedicals and others
	44	56	51	51
	<b>55</b>	44	40	43
	40	34	<b>24</b>	36
	22	32	30	24
	23	18	22	20
	14	19	23	20
	<b>26</b>	17	17	16
	18	12	18	9
	1	5	1	6

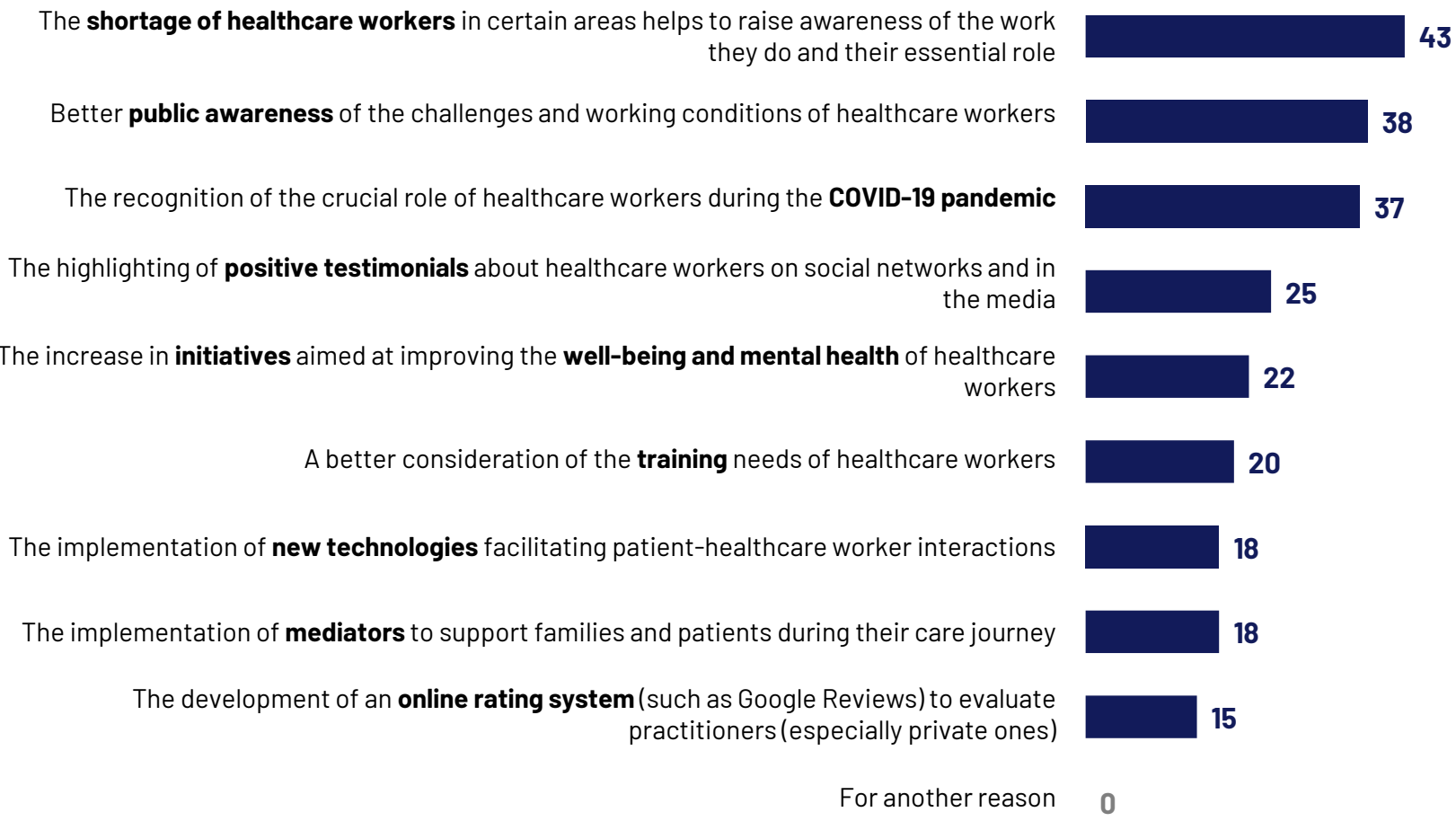
Three possible answers - Result greater than 100

**Q5. What do you think explains why, over the past 5 years, healthcare workers are less and less considered?** Base: Healthcare workers who feel they are **less and less** considered (n=780)



Conversely, for healthcare workers who feel they are more and more considered, the increased consideration is primarily due to the shortage of healthcare workers, which helps to understand their essential role.

Base: Healthcare workers who feel more and more considered



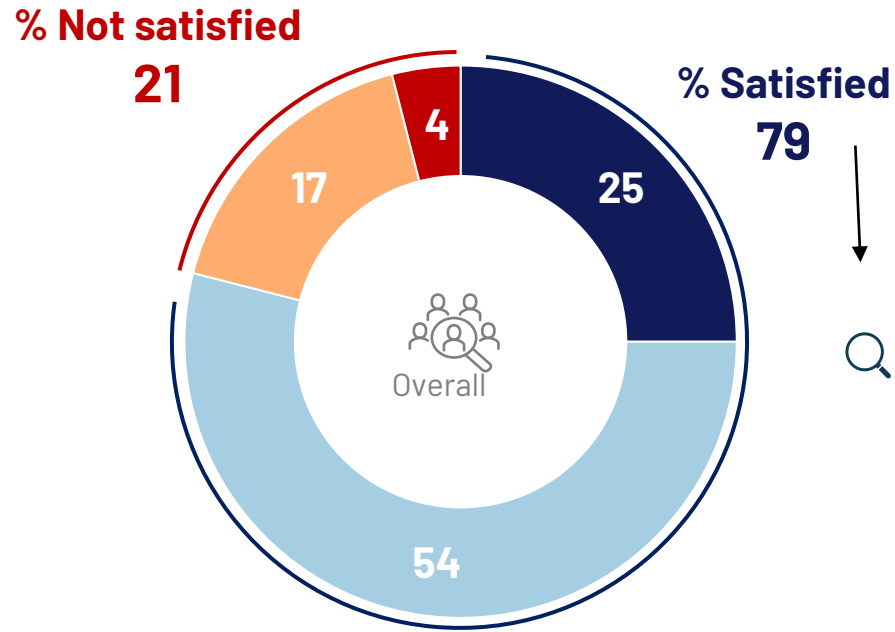
	Doctors	Nurses	Caregivers	Paramedicals and others
	43	36	49	44
	39	35	40	39
	31	38	44	37
	26	22	26	26
	24	23	17	21
	20	16	22	22
	18	20	20	16
	22	13	15	20
	22	12	5	14
	0	0	0	1

Q4. What do you think explains why, over the past 5 years, healthcare workers are more and more considered? Base: Healthcare workers who feel they are **more and more** considered (n=371)

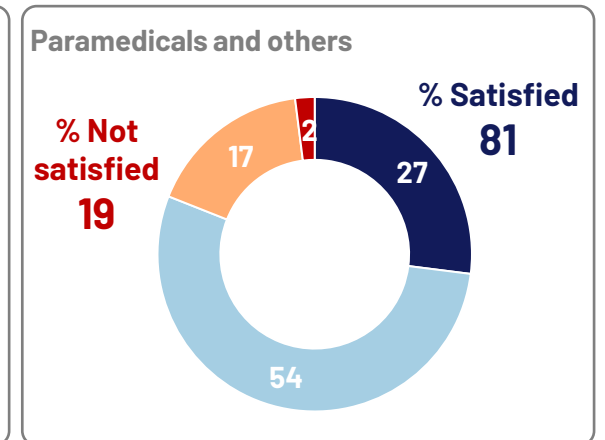
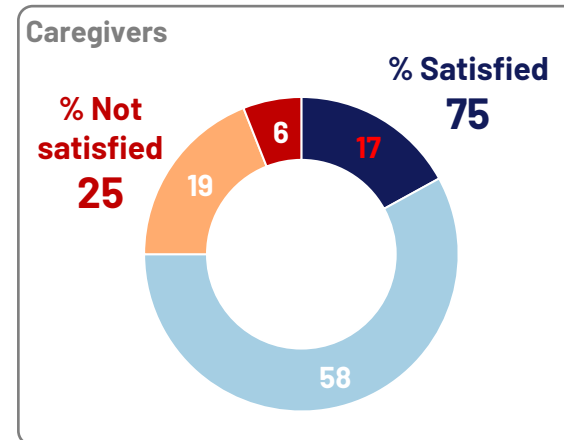
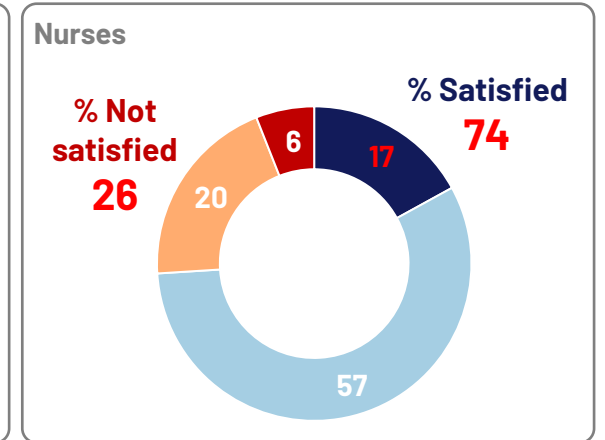
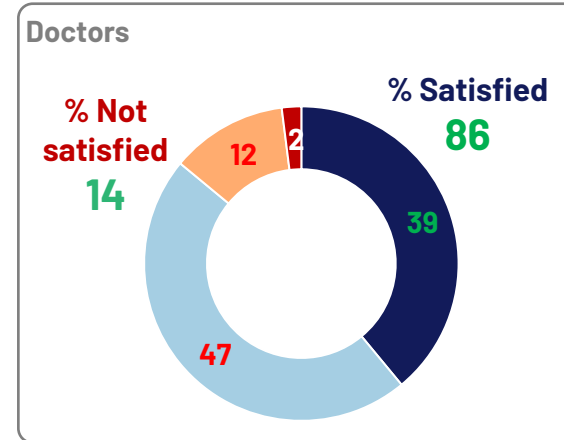




However, nearly 8 out of 10 healthcare workers report being satisfied with their current job

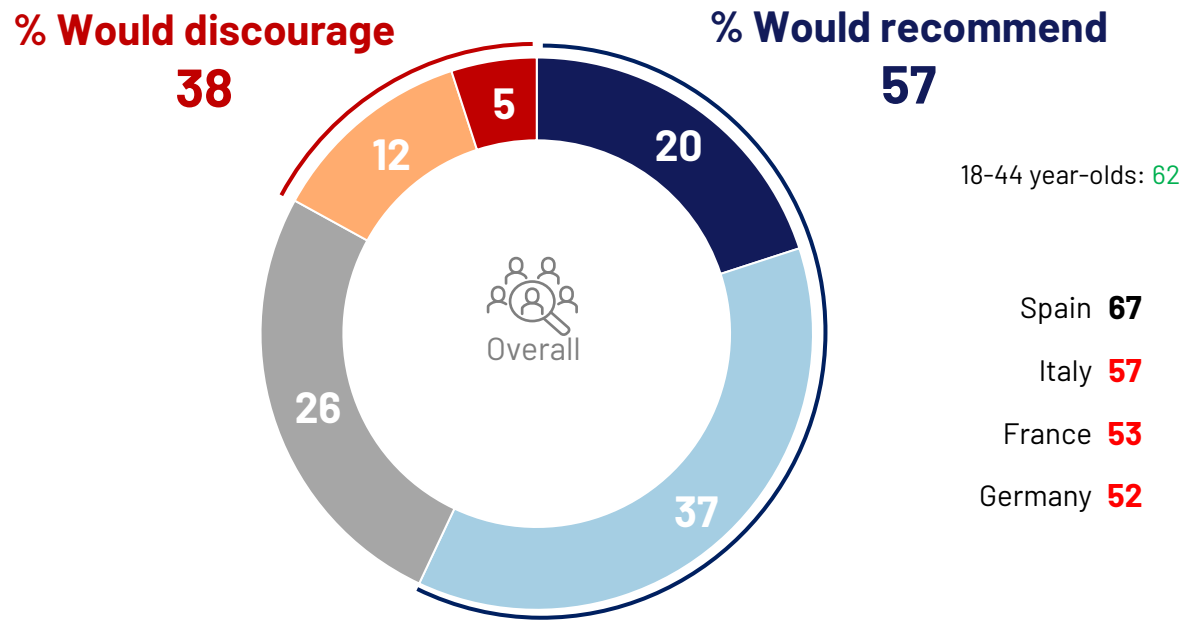


- Liberals **84**
- Spain **83**
- Germany **81**
- Italy **79**
- France **73**



Q14. To what extent are you satisfied with your current profession? Base: all healthcare workers

# The majority of European healthcare workers would also advise a young person to take up their profession



18-44 year-olds: 62

Spain 67

Italy 57

France 53

Germany 52

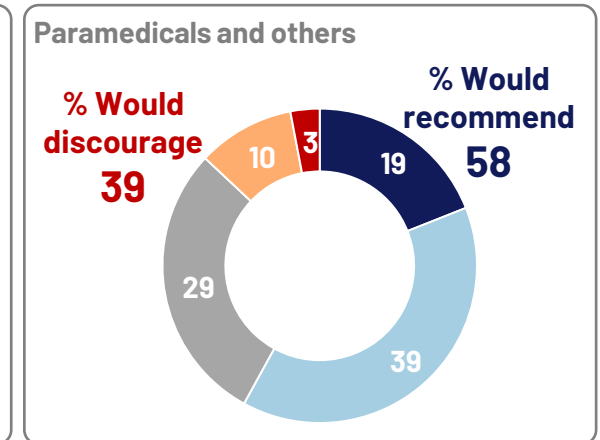
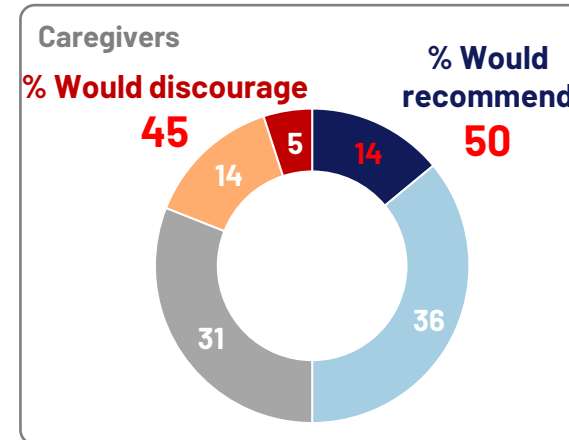
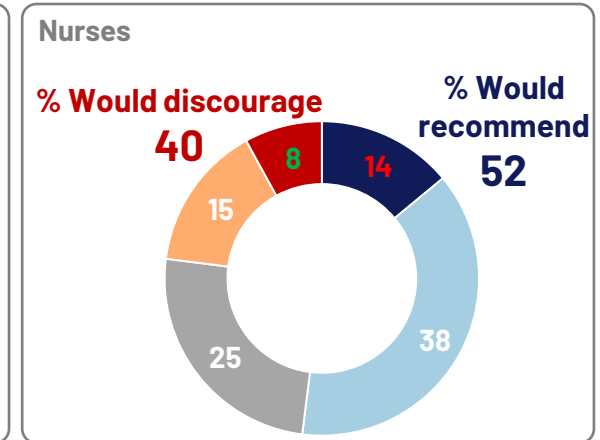
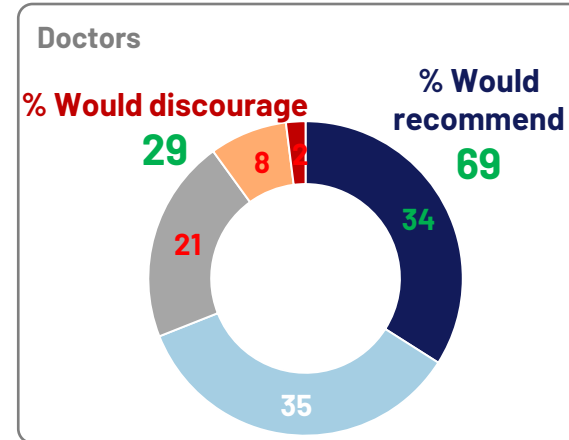
**I would strongly advise them to do it**

**I would probably advise them to do it**

**I would probably advise them against it**

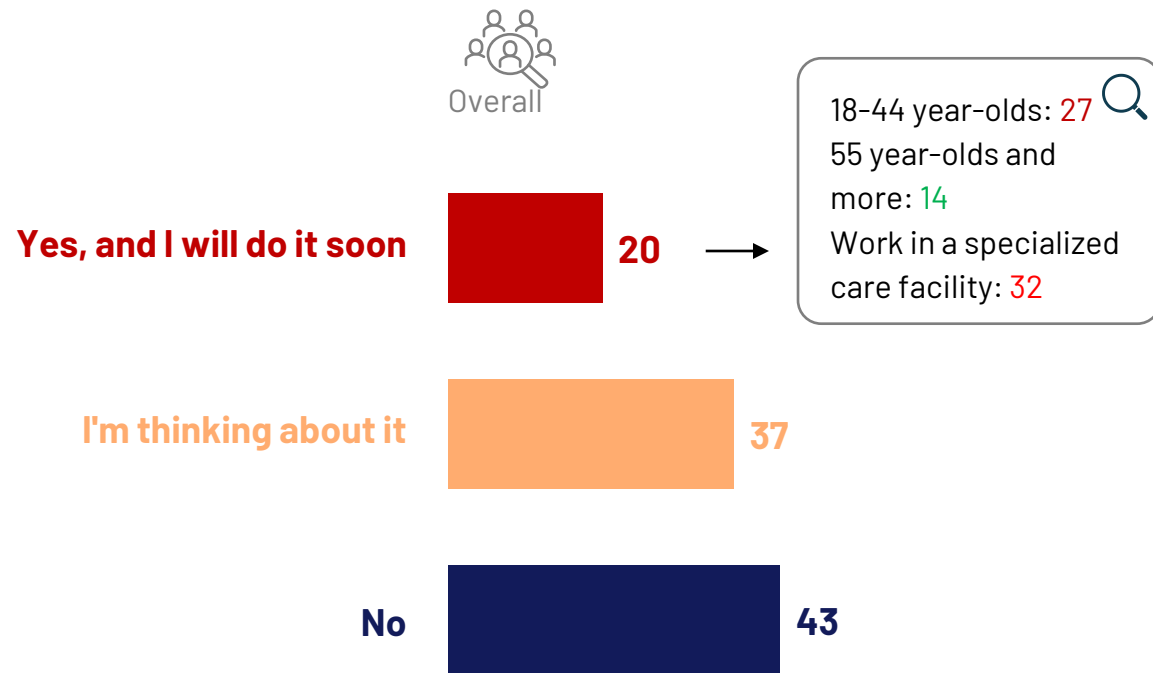
**I would strongly advise them against it**

**I would be neutral**



Q15. If a young person came to see you tomorrow to pursue the same profession as you, what advice would you give them? Base: all healthcare workers

# 1 in 5 European healthcare workers is considering a career change.



	Doctors	Nurses	Caregivers	Paramedicals and others
<b>Yes, and I will do it soon</b>	<b>59</b>	<b>60</b>	<b>59</b>	<b>49</b>
<b>I'm thinking about it</b>	<b>26</b>	20	20	13
<b>No</b>	33	40	39	36
	41	40	41	51

Q16. In the past year, have you wanted to leave/resign from your current position? Base: all healthcare workers

Attachment to the healthcare sector remains very strong: three quarters of healthcare workers considering leaving their jobs would continue to work in the healthcare sector.



	Overall	France	Spain	Italy	Germany
Change specialty/position while remaining a healthcare professional	<b>32</b>	23	34	39	31
Continue practicing your profession in the healthcare field, but elsewhere	<b>30</b>	28	37	26	29
Stop being a healthcare professional while remaining in the healthcare field	<b>13</b>	16	11	13	13
<b>No longer practice your current profession and leave the healthcare field</b>	<b>25</b>	33	18	22	27

**Q17. If you are considering resigning, it would be mainly for...?** Base: Healthcare workers who are planning to leave their position or are considering it (n=916)



To improve recognition, healthcare workers first emphasize public awareness and highlighting healthcare professions.



**% In total**



- Create a positive **communication campaign** highlighting the daily lives of healthcare workers and their role in society
- Organize **school interventions** to raise awareness among young people about healthcare professions and their importance to society
- Offer regular **training on active listening** and empathetic communication
- Organize **open days** in healthcare facilities to raise public awareness about the work of healthcare workers
- Implement simulation sessions to **develop skills** in managing emotionally difficult situations
- Establish regular team **debriefing sessions**
- Establish a **mentorship program** between experienced and junior caregivers

**51**

**46**

**45**

**42**

**38**

**35**

**31**



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**Q13. In your opinion, among the following measures, which would be the most effective in improving the recognition of healthcare workers in their daily activities (1st? 2nd? 3rd?)**

(Base: all healthcare workers)

