



Mobility of Health Professionals

WIAD Scientific Institute of the Medical Association of German Doctors
Bonn, Germany

Funded by



Objectives of MohProf

■ General

- Analysis of current trends of the mobility of health professionals to, from and within the EU, including return and circular migration
- Evaluation of policies addressing migration
- Development of evidence based recommendations on human resource policies in European and third countries

■ **Studies** in a selected range of representative MS and source countries to determine the impact of different types of migration on national health systems

■ **Methodology:** Literature/document analysis + mainly *in-depth interviews* based on thematic guidelines with *key stakeholders* in the health system (organisations and units) and *HP*



Need to improve available information on extent and qualities of flows

- Many studies focus on single countries or selected regions
- Main source for quantitative data: administrative registers (pop.reg, migration visas, work permits, border statistics, censuses and surveys) – most sources neither complete nor comparable, no info on *effects or motives of migration*
- ▶ Broad understanding of migration flows needs **triangulation** of qualitative with quantitative data



Improve data and information

- In order to understand the complexity of migrant flows, *focus on developed and developing countries, source and destination countries*
- Also look at *small migration flows*, which might have a severe impact on source countries
- Look at *internal flows* like shifts from public to private sector or health prof. moving to other economic sectors/ temporary flows
- Analyse *push/pull/stick/stay factors*
- ► Verify the often incomplete quantitative data by applying qualitative approach



Sampling of countries

- Based on high absolute figures of migrants and/or high % of foreigners or expatriates:
 - Important **EU destination countries**:
Austria, Ger, France, Ireland, NL, Port, Sweden, UK
 - Important **sending countries**:
Africa: Angola, Egypt, Ghana, Morocco, Kenya, SA
Asia: Philippines, India,
Europe: Bulg, Lithu, Poland, Roman, Rus, Ukraine
 - Important **destination countries for EU staff**:
Canada, USA, Australia



ORGANISATION SCHEME OF THE CONSORTIUM

Project Steering Group

Project Advisory Committee
 World Medical Association (WMA)
 International Council of Nurses (ICN)
 Global Health Workforce Alliance (GHWA)
 European Medical Association (EMA)
 International Organization of Migration (IOM)
 International Hospital Federation (IHF)

Overall Management (WIAD)

Research Steering Group

Regional Research Groups

Research Advisory Group
 International Organization of Migration (IOM)
 International Hospital Federation (IHF)

WIAD, Germany

University of Warsaw, Poland

Medical University of Varna, Bulgaria

IOM - MRF, South Africa

University of Manila, Philippines

PHI, USA

France

Austria

Bulgaria

Angola

Australia

Canada

Germany

Ireland

Romania

Egypt

India

USA

Netherlands

Lithuania

Russia

Ghana

Philippines

Portugal

Poland

Ukraine

Kenya

Sweden

Morocco

United Kingdom

South Africa

National Researcher



General project features

Project duration: 3 years

- Phase 1: **output: analytical framework + research tools** (Apr 09)
- Phase 2: qualit. + quantit. research on **macro level** in EU and third countries: **output: 25 Country Reports** (soon ready for distribution)
- Phase 3: Apr`10 – Dec `10 qualit + quanti research on **micro level** in EU and third countries
- March `11- Oct `11 Recommendations/ distribution



Informants Macro phase

- Key officials from the Ministry of Health (permanent secretaries, directors of health services, and managers of specific programmes)
- Key officials from ministries and departments with a role in determining remuneration policies/procedures (Ministry of Public Service, Ministry of Labour)
- Key officials from immigration departments
- Heads of professional health regulatory bodies (eg Nursing Council, Medical Council and Pharmacy Council)
- Management of professional associations
- Management of labour unions
- Management and other senior staff from the training institutions



1. Basic country information

1.1 Population

1.2 Geo-political data

1.3 Economic indicators

2. Health Status and Health System

2.1 Health Indicators

2.2 Health System: General Information

2.3 Supply of Health Professionals

2.4 Health professional education

2.5 Context of Health Status and Health System



3. Policy Framework

- 3.1 Immigration and emigration policies in general
- 3.2 Other policies with inadvertent effects on migration of health workforce
- 3.3 Shifts in politics and major political parties affecting policy change; approach to health and approach to migration
- 3.4 To what extent policies are enforced; responsibility for the enforcement
- 3.5 Incentive schemes used to retain or recruit healthcare professionals

4. Migration Flows

- 4.1 General migratory profile
- 4.2 Inflows and Outflows of health professionals
- 4.3 Context of Migration Flows



5. Results of qualitative interviews

Summary of migratory factors by country

<p>Push</p> <p>factors pushing national health care workers abroad</p>	<p>Pull</p> <p>factors pulling immigrants into the country</p>
<p>Stick</p> <p>factors sticking the national health care workers in the home country</p>	<p>Stay</p> <p>factors discouraging re-emigration of immigrants in destination country</p>



Next steps

- Publication of 25 national macro research reports
- Further procession/analysis of macro research reports
- Implementing micro research
- Preparation *comparative national profiles of mobility of HP* (policy briefs)
 - National background data (policy framework, HC system, general migration...)
 - Mobility of HP (according to different categories of HP, ranked PPSS-factors, main streams and qualities of mobility, strength/weakness of monitoring, policy rec...)
- Delphi (expand the geographical scope of MoHProf, i.e. include remaining MS)



Thank you for your attention!

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