



Mobility of Health Professionals

National report: France

Funded by



Micro study: NPDC and PACA case study

- Two contrasted regions: the Nord-Pas-de-Calais (NPDC) located in the North of France, and the Provence-Alpes-Cote d'Azur (PACA) located in the South of France



Micro study: NPDC and PACA case study

- Reasons for the case study selection:
 - doctors represent the group that accounts for the largest number of foreign practitioners (including nationality and/or diploma), and they also represent the category for which there exists a shortage of labor in certain regions
 - the NPDC and the PACA regions represent two contrasting regions in terms of medical density
 - however, both regions experience regional disparities with regard to the distribution of doctors



Findings from the case study

- **1. The recruitment challenges**
 - ten public hospitals interviewed to identify the major recruitment challenges
 - Small hospitals are the ones who encounter the greatest challenges as they have to compete with hospitals in large cities and the private sector
 - Both large hospitals (including university hospitals) and small hospitals encounter difficulty finding certain type of specialists (of radiology/imagery and anesthesiology)



Findings from the case study

1. The recruitment challenges

Nord-Pas-de-Calais

	Lille University Hospital	Boulogne-sur-Mer Hospital	Valenciennes Hospital	Sambre Avesnois Hospital
Neurological surgery			X	
Ears-nose-throat surgery			X	
Radiology/Imagery	X		X	X
Anesthesiology	X	X		X
Oncology		X		X
Radio therapy			X	
Cardiology				X
Endocrinology				X
Pediatrics				X

Provence-Alpes-Côte d'Azur

	Dignes Hospital	Orange Hospital	Hyères Hospital	Marseille University Hospital	Nice University Hospital	Briançon Hospital
Psychiatry	X					X
Radiology/Imagery	X	X		X		X
Obstetrics/Gynecology			X			
Orthopedic surgery		X	X			
Anesthesiology		X		X	X	
Emergency care		X				



Findings from the case study

■ 2. The recruitment means deployed by hospitals

	Lille	Boulogne-sur-Mer	Valenciennes	Sambre-Avesnois	Dignes	Orange	Hyères	Marseille	Nice	Briançon
Internal referrals	X	X	X	X	X	X	X	X	X	X
Recruitment agencies – permanent positions		X		X		X		X		
Recruitment agencies- interim		X	X		X	X	X	X		X
Increased number of students /interns	X	X						X		
Job postings		X	X	X		X		X	X	
Partnerships/collaborations with other hospitals from the same region	X	X	X	X		X				
Agreements with foreign countries								X	X	
Recruitment of non-EU doctors with validated diploma		X	X		X	X		X	X	X
Recruitment of non-EU doctors with non-validated diploma		X	X			X	X	X	X	X
Recruitment of Eastern European doctors	X	X	X					X	X	
Recruitment of other EU doctors	X							X		



Findings from the case study

- **3. The recruitment of foreign doctors**
 - 10 165 foreign doctors in France registered with the Order of Doctors
 - 64% possess the citizenship of an EU Member State
 - The top three categories in terms of number of registered doctors are: Romanians, Belgians, and Algerians



Findings from the case study

3. The recruitment of foreign doctors

	Number of registered doctors	Age average	Gender composition	Peaks in the selection of the area of settlement	Area of specialty	Mode of exercise
Romanians	1253	40	71% women	Paris region (highest concentration) Nord-Pas-de-Calais Lorraine Alsace Rhône-Alpes	General medicine (321) Anesthesiology (118) Psychiatry (100)	84% employed 14% liberal 2% mix
Belgians	1228	48	65% male	Nord-Pas-de-Calais (highest concentration) Paris region Rhône-Alpes Provence <u>Alpes Côtés-d'Azur</u> Languedoc Roussillon	General medicine (371) Anesthesiology (159) Medical imagery (93)	50,6% liberal 42,1% employed 7,3% mix
Algerians	886	50	75% male	Paris region (highest concentration) Homogenous distribution throughout the territory without any particular number peaks in any other regions	General medicine (298) Psychiatry (67) Medical imagery (65)	74% employed 15% liberal 10,8% mix



Findings from the case study

■ 4. Factors that determine migration to France

	Doctors coming from EU countries	Doctors coming from non-EU countries
Wage differentials and possible economic prosperity	X Not as relevant for EU-15 countries, but relevant for A8 countries and EU-2 countries	X
Better living conditions (including those of the family, especially children)	X Relevant for most A8 countries and EU-2 countries	X
Ability to financially help or support family members or relatives in the home country	X Relevant for most A8 countries and EU-2 countries	X
Rejection of a corrupted health system	EU-2 countries	Not declared during the interviews
Better professional and career development opportunities	X	X
The ability to speak or quickly learn the language	X	X
Historical or cultural ties	X	X
Migrant network	Not declared during the interviews	X
University and/or training exchange programs	Mentioned during only two interviews	X
Credential recognition including diploma and professional recognition	X	No



Findings from the case study

- **5. Factors that determine the choice of settlement in France:**
 - the employment offer
 - urban settings
 - the possibility to create a social network
 - family or marital ties



- **6. The experience of the EU and non-EU doctors interviewed:**
 - long and difficult administrative process and procedures to obtain visas and work permits, and to have their diplomas and professional experience recognized for non-EU doctors
 - the EU legislation facilitates the mobility and migration process of doctors coming from EU countries, allowing them to easily settle and practice their profession in France



Conclusions

- The macro and micro phase of this report highlight several challenges for France:
 - the importance to project the adequate number of doctors to meet the healthcare demand
 - the management of the geographical maldistribution of healthcare professionals
 - the international migration flows of healthcare professionals, a poorly understood phenomenon



Conclusions

- The macro and micro phase of this report highlight several challenges for France (cont.):
 - the importance of cooperation among EU states to avoid massive shortages and brain drain in the EU sending countries
 - the relevance to maintain existing national training policies (*numerus clausus*) within the EU context



Thank you for your attention!

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