Migration of Health Care Workers

International, internal and public/private dimensions

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Introducing the Debate
• Growth in scale of migratory flows

• Sharp rise in demand for health personnel foreseen in developed countries

• Concern for the economic, social and health conditions in poorest countries
• **Pull from the rich countries**
  - General expansion of health care provision
  - Population ageing

• **Int’l migration: both winners & losers in countries of origin and destination**
  - Effects in the poorest: potentially more dramatic
  - Availability and quality of health care > GMG

• **Difficulty of measuring the impact**
Multi-dimensional Aspects

- Labor, health, migration components
- New partnerships
- Cross-border flows
  - Information, education, training, patients
- Virtual care
  - “Telehealth” and “telemedicine”
- Increasing role of private sector
- Liberalization of health services
- Dual dimension
  - Health care: social good and economic good
Health Care and Globalization
Common Factors Across Regions

- A multi-directional phenomenon
- Simultaneous emigration and immigration of professionals
- Mobility of workers, students, trainees and patients
• **Majority of health services worldwide: privately financed**

• **Foreign direct investment (FDI)**
  - Upgrading and modernizing
  - Integrated health company networks
  - Unequal access

• **Training and career opportunities**

• **Internal brain drain**
The Internal Dimension

• Foreseeable shortage of health workers
  ➢ Poor and/or demanding work environment
  ➢ Understaffing and underfunding

• Unequal distribution of human resources for health within a country or region
From Awareness to Action
• **Now** is the time for action

• **Int’l** migration of health workers: not a good or bad thing *per se*

• **Importance** of policy and flanking measures

• **Today:** unique opportunity to share knowledge & lessons learned

• **Need for innovative solutions** to manage int’l mobility
• *National, regional, international levels*

• *Among key stakeholders*
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