



IOM International Organization for Migration
 OIM Organisation Internationale pour les Migrations
 OIM Organización Internacional para las Migraciones



IOM's International Dialogue on Migration
 Co-sponsored by WHO and CDC

Seminar on Health and Migration, 9-11 June 2004
 Session IIIB: Migration and Health Policies
 Global overview of migration of health care workers,
 Dr Orvill ADAMS

Migration of health care workers: global overview

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Seminar on Health and Migration
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World Health Organization, Geneva

Outline

- The health workforce in the global context
- Relevance of the migration of health workers
- Policy issues in migration of health workers
- Evidence and policy options to "manage migration"

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The health workforce in the global context

- Overall migration flows are increasing and likely to continue in the future
- Trade agreements are removing barriers to labour flows between countries
- Gap between standards of education narrowing
- There is a global labour market for certain categories of health workers

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Trend in migration of professionals to the US

Immigrants to the United States 1992 to 2000

Year	All Immigrants	All Health Professionals	Physicians	Nurses	All Occupations
1992	~750,000	~150,000	~50,000	~100,000	~100,000
1993	~750,000	~150,000	~50,000	~100,000	~100,000
1994	~750,000	~150,000	~50,000	~100,000	~100,000
1995	~750,000	~150,000	~50,000	~100,000	~100,000
1996	~750,000	~150,000	~50,000	~100,000	~100,000
1997	~750,000	~150,000	~50,000	~100,000	~100,000
1998	~750,000	~150,000	~50,000	~100,000	~100,000
1999	~750,000	~150,000	~50,000	~100,000	~100,000
2000	~750,000	~150,000	~50,000	~100,000	~100,000

Source: Statistical Yearbook of the Immigration and Naturalization Service, 2001, Bureau of Citizenship and Immigration Services

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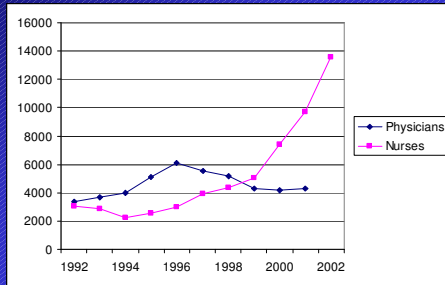
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Trend in migration of physicians and nurses to the UK



Sources: General Medical Council, 2002; The Nursing and Midwifery Council, 2002



Relevance of the migration of health workers

- Developed countries are relying on migrant health workers to cope with domestic shortages
- Developing countries are experiencing low labour supply and public sector expenditure reduction
- Rising death toll among health workers due to HIV/AIDS
- Low motivation and decrease in productivity
- Early decision to migrate in weak economies



Evidence for policy options on migration

- Demographics of migrants
- Factors influencing migration
 - Push - pull
 - Reference group – behaviour model
- Patterns of movement of migrants
- Costs and benefits
- Data and information
- Link between reduction in the stock of health workers and health services performance



Policy issues on migration of health workers

- | National | International |
|---|--|
| <ul style="list-style-type: none"> • Capacity to deliver health services • Internal migration (public/private; rural/urban) • Investment – gain or loss • Replacement and opportunity cost • Remittances – not sector specific | <ul style="list-style-type: none"> • Global labour market (reduction of barriers to move) • Methods of recruitment and commitments • Involves different sectors (education, labour, foreign affairs, etc..) • Regulatory framework – information sharing - quality |





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Emerging policy options to "manage migration"

- Mechanisms that encourage temporary stays
- Develop explicit policies to reduce immigration from at-risk countries
 - e.g., Commonwealth Agreement on Ethical Recruitment
- Facilitate return migration, harness the diaspora
- Use bilateral agreements to manage migration
- Train new types of providers that meet local needs
- Improving planning in developed and developing countries



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