International Dialogue on Migration Seminar

MIGRATION AND HUMAN RESOURCES FOR HEALTH:
FROM AWARENESS TO ACTION

Geneva, 23 March 2006

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**Outcome**: Strategies and best practices for the management of health services migration from the supplying nations’ perspective are developed and disseminated.

**Partnership with WHO and IOM**
ILO Tripartite structure

Employers and Workers equal voice with governments

Unique in United Nations system

Social dialogue: Information, consultation, negotiation
Criteria for country selection

Geographic and linguistic distribution
Numbers of health care workers migrating
Strain placed on the national health systems
Position of country in migration chain (both receiving and supplying country)
Social dialogue experience
Particular issues of interest that merit specific research
Support from ILO, WHO, and IOM field offices
Six supplying countries identified

exploring effects of hcw migration on health systems

analysing existing migration policies & practices – ideas for retention

identifying lessons learned and best practices

ethical recruitment guidelines
pre-departure monitoring of employment placement
bi-lateral agreements
Africa: Kenya, Senegal
L. America: Costa Rica
Asia: Sri Lanka
Caribbean: Trinidad & Tobago
Europe: Romania
Balancing Act

Personal human right to freedom of movement and individual’s “capital” of knowledge and skills

Social consequences of health systems of developing countries unable to deliver health care

Rights of migrant workers in destination countries: equality of treatment and opportunity
Aim:

Develop consolidated strategies and best practices

Share with other supplying countries

If funds permit, conduct international meeting end 2007
Social dialogue and stakeholder involvement

National Steering Committees: *multiple* governmental agencies together with employers and workers, and other stakeholders

Common and differing interests: health systems needs, labour migration issues and value of remittances

Dialogue that leads to policy development.
Data improvement

Quality of data on the movement of health workers

Improve national health information systems

Develop own data collection and analysis capacity and to use the findings for policy formulation
Specific research

Evaluating effective mechanisms to manage migration

Effects of remittances

Role of private recruitment agencies

Return migration

Impact of trade, labour and immigration agreements

Changing migration flows
Action Programme
countries met in Geneva
22 March 2006
(yesterday!)
Objectives

Costa Rica
- Conduct inter-sectoral workshop to identify action platform re HW migration

Kenya
- Conduct impact analysis of health worker migration
Objectives

Romania
- Reintegration of returning HW into the system - recognition of professional experience abroad

Senegal
- Improve management of internal and international HW migration
Objectives

Sri Lanka
To establish a MIS for monitoring of migration of HCWs

Trinidad & Tobago
Brain Circulation (dual citizens) and harness vibrant private sector
Thank you!