



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

**INTERNATIONAL DIALOGUE ON MIGRATION
SEMINAR ON MIGRATION AND HUMAN RESOURCES FOR HEALTH: FROM
AWARENESS TO ACTION
23-24 March 2006 – Geneva, ICCG**

**Session III: Engaging Businesses and civil society in managing the
mobility of health care workers**

This session focuses on the management of health care workers mobility and the engagement of businesses such as private recruitment agencies, employers and civil societies such as medical, nursing and other health professional organizations, employer and worker associations.

Presentations will highlight the perspectives of professional organizations, private recruiting agencies, workers and employers organizations, and patients.

Health service employers and private recruiting agencies are expected to follow practices set by codes of practices to ensure ethical recruitment of international health workers. Does this apply to both source and receiving countries? Do these organizations recruit members of diasporas to go back to strengthen the health system in the home countries where they are often needed most?

The engagement of civil society organizations creates an opportunity for health service users' perspective to be heard. This information is vital when developing strategies to recruit and retain health workers to meet the health service needs of the patients.

Governments worldwide have embarked upon exploring collaboration between the public and private sectors to address unmet needs that arise from health worker migration. Most source countries lack the buying power in world economies and thus there are too frequently few incentives to engage in these partnerships where they are critically needed.

The public sector can learn from successful strategies used by the private sector to strengthen health care systems. The private sector can be used to strengthen the health workforce and the infrastructure of weaker health services. Health systems can be part public and part private as a means to sustainability.

Other key questions to be examined during this session include:

- How can diasporas be more effectively engaged with businesses and civil societies to ensure adequate human resources for health?
- How can private businesses support health care worker employment and training opportunities to meet individual country needs?
- How can various business and civil society entities provide support to strengthen health systems?
- How can bilateral cooperation between these non-governmental actors in sending and receiving countries be strengthened?
- How can these private stakeholders more effectively ensure that workers are protected against workplace violence, gender and racial discrimination?