



Migration of Health Care Workers



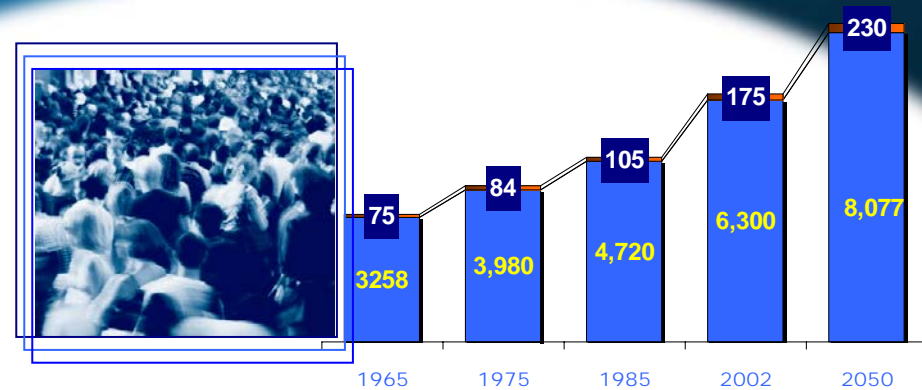
**International, internal and
public/private dimensions**

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Introducing the Debate



North-South Dimension; Globalization of Health Services



- **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**



- **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





- **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**





- **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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