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Réka Kovács graduated at the Budapest University of Economics as an economist and master of international relations and also at the Pázmány Péter Catholic University as a jurist.

She has been working since her first graduation as a civil servant of the Hungarian Government dealing with different international aspects of health and social policy. She has extensive experience with the legal framework relating to the free movement of persons within the EU. Her areas of responsibility encompass the directives on mutual recognition of health qualifications and also the regulations on the coordination of social security systems of the Member States. She has also considerable experience concerning health workforce policies.

Réka Kovács is currently working for the Deputy State Secretariat of International and EU Affairs in the Ministry of Human Capacities of Hungary as a professional advisor, while at the same time is also working for the Semmelweis University as part of the JA team.

**Presenting:**

**Applicability of the WHO Code of Practice on international recruitment of health personnel**

**Summary:**

The Joint Action on health workforce planning and among many other activities also addresses the question of mobility and migration as part of WP4 work. The availability of mobility data, the use of agreed definitions and indicators, the monitoring of the flows are in the heart of this mobility activity, which builds also on the results of research programmes as PROMeTHEUS and MoHProf. Part of this activity is the discussion on the applicability of the WHO Code on ethical recruitment of health personnel in the frame of two workshops.

Members States of the EU are committed to reduce the negative impact of migration on fragile healthcare systems and thus to implement the Code in their respective countries. Legal solutions, different types of cooperation programs with third countries have been shared at the two workshops organised within this activity of WP4. While keeping the implementation of the Code in relation to the non-EU countries a priority, a discussion on the applicability of the WHO Code's principles within the EU has also been initiated. The free movement of persons – one of the basic principles of the EU – results in considerable flows of health workers from the East to the West, from the South to North, and especially from new to old Member States, causing distortions in the availability of adequately trained health professionals in adequate number in some countries or regions, and hampering the realization of the principle of equal access to health care for all EU citizens. As part of this discussion Member States examined how the tools, measures introduced recently as part of the Code's implementation could work within the EU context, and formulated statements/recommendations around the topics found the most relevant. The outcome of this discussion will be given in a form of a report to WP7 in order to support the development of policy recommendations.