



# Joint Action Health Workforce Planning and Forecasting

# Making health professional mobility work better: why and how

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# Outline

Making health professional mobility work better

- WHY it matters: four reasons selected
- HOW to: two steps



# Making health professional mobility work better: Why

How can countries address the efficiency and equity implications of health professional mobility in Europe?

Adapting policies in the context of the WHO Code of Practice and EU freedom of movement



WHO Global Code of Practice on the International Recruitment of Health Personnel: “mitigate the negative effects of health personnel migration”  
- Concern over the impact on health systems

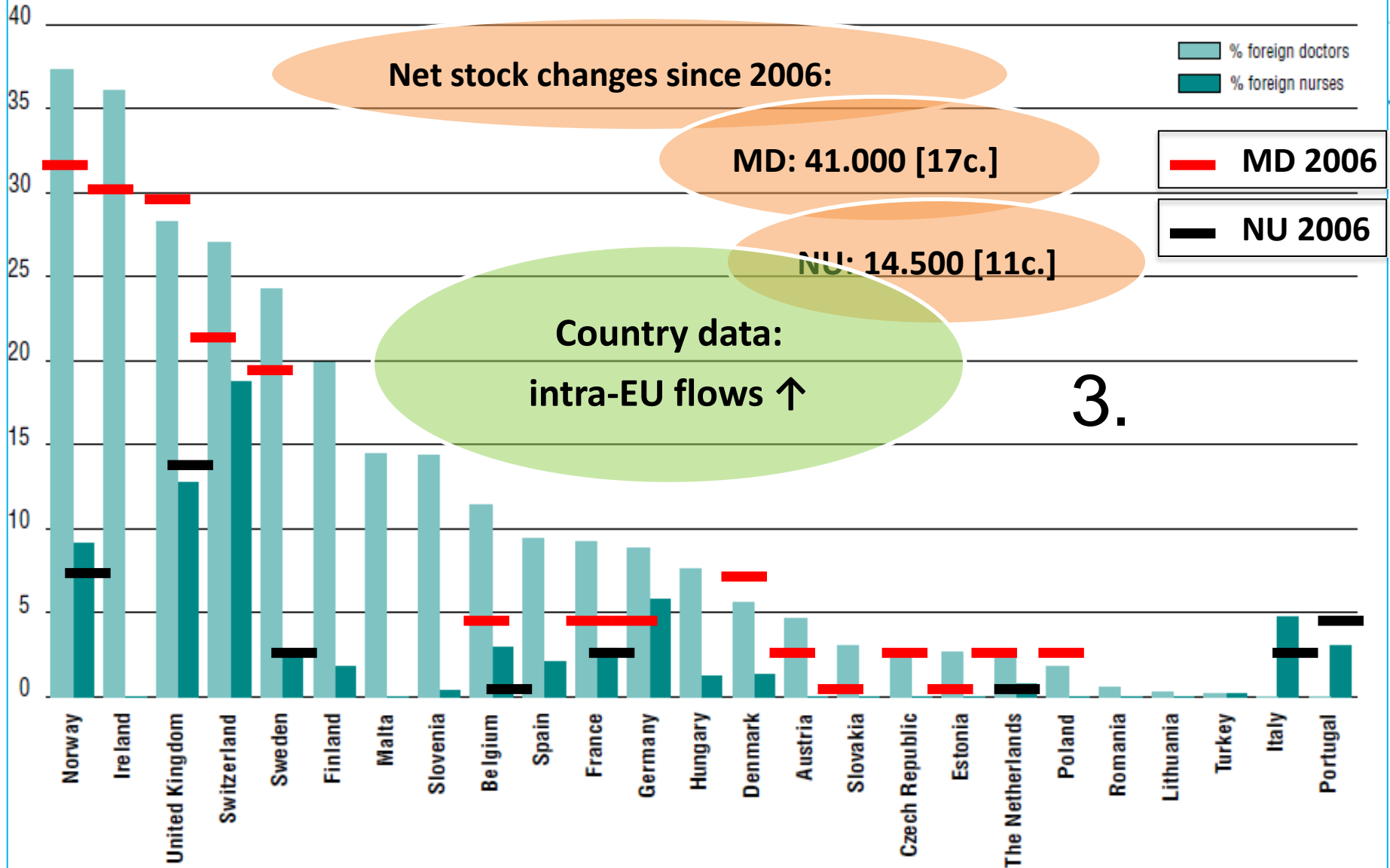
2.

Mobility is a reality in the EU:  
-A right  
-Legally binding  
-Must work with it and adapt to it

1.

# Making health professional mobility work better: Why

Share of foreign-trained doctors and nurses in selected European countries, 2014 or latest (OECD, 2015)





# Making free health professional mobility work better: why and how

## WHY?

Free mobility is a reality

Concerns, WHO Code

EU flows are growing

4. Mobility is evolving

returners, circular m.

crisis

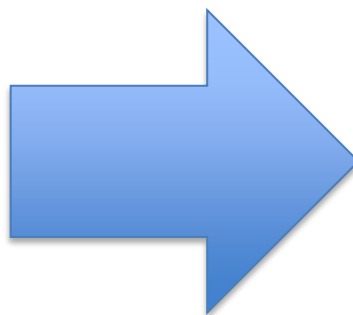
students

more MSs

...

## HOW?

by promoting the positive and mitigating the negative effects of health professional mobility



Step 1: what are the effects of free mobility?

→ Analytical framework

Step 2: what action can promote the positive and mitigate the negative effects?

→ Policy options

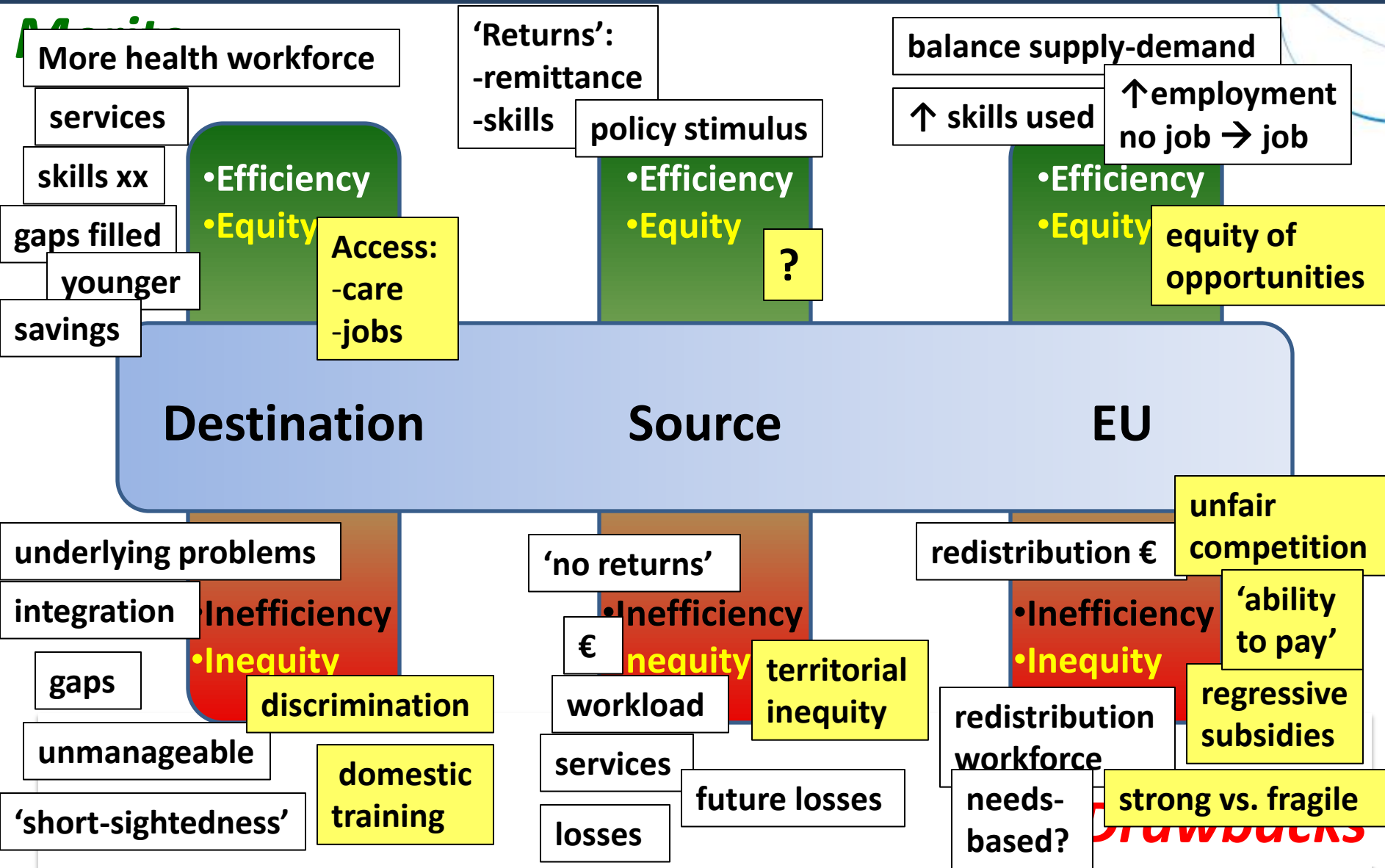


# Making mobility work better: How

Step 1: identifying the effects



# HOW – Step 1: a new framework





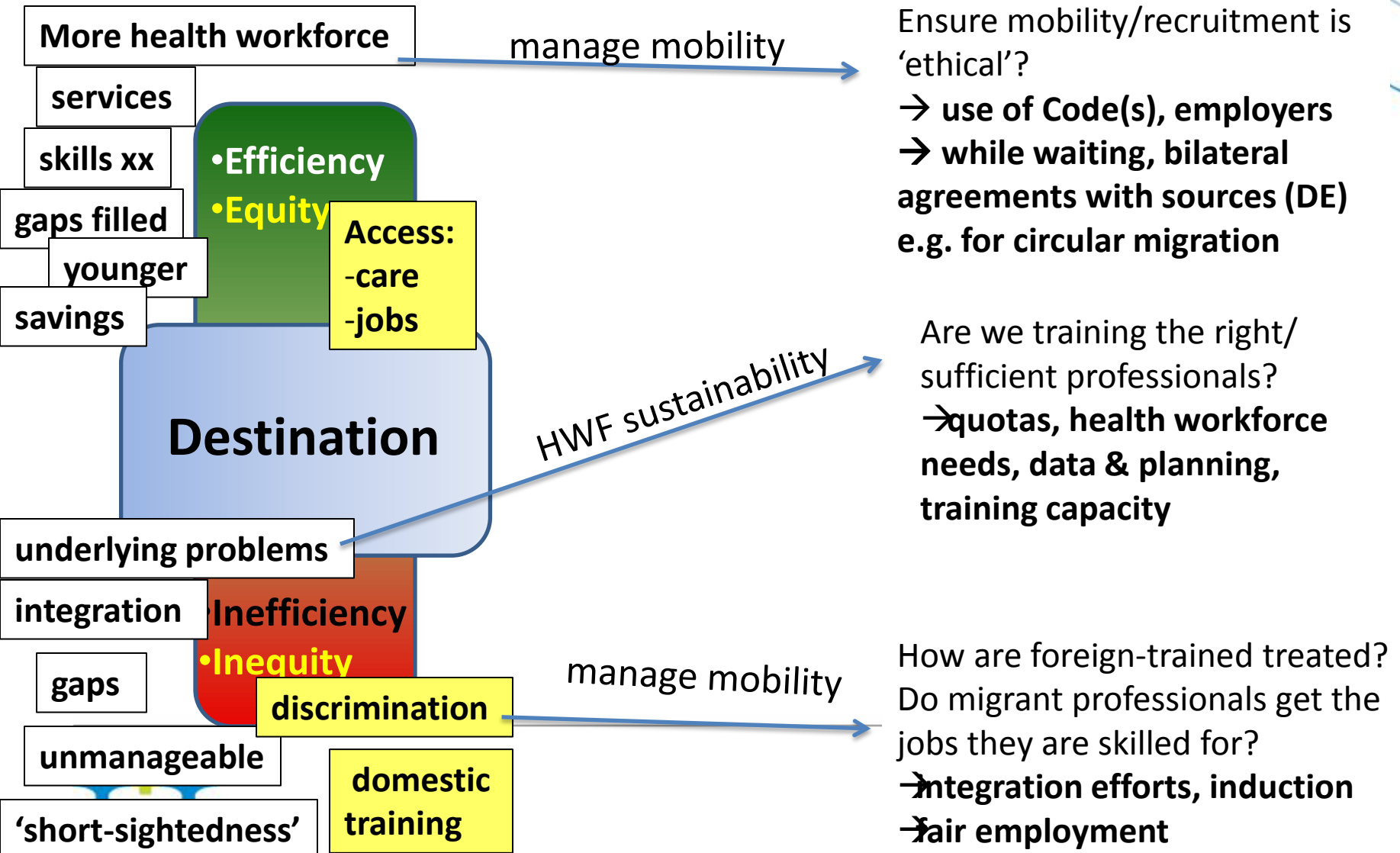


# Making mobility work better: How

Step 2: promoting the good,  
mitigating the unwanted

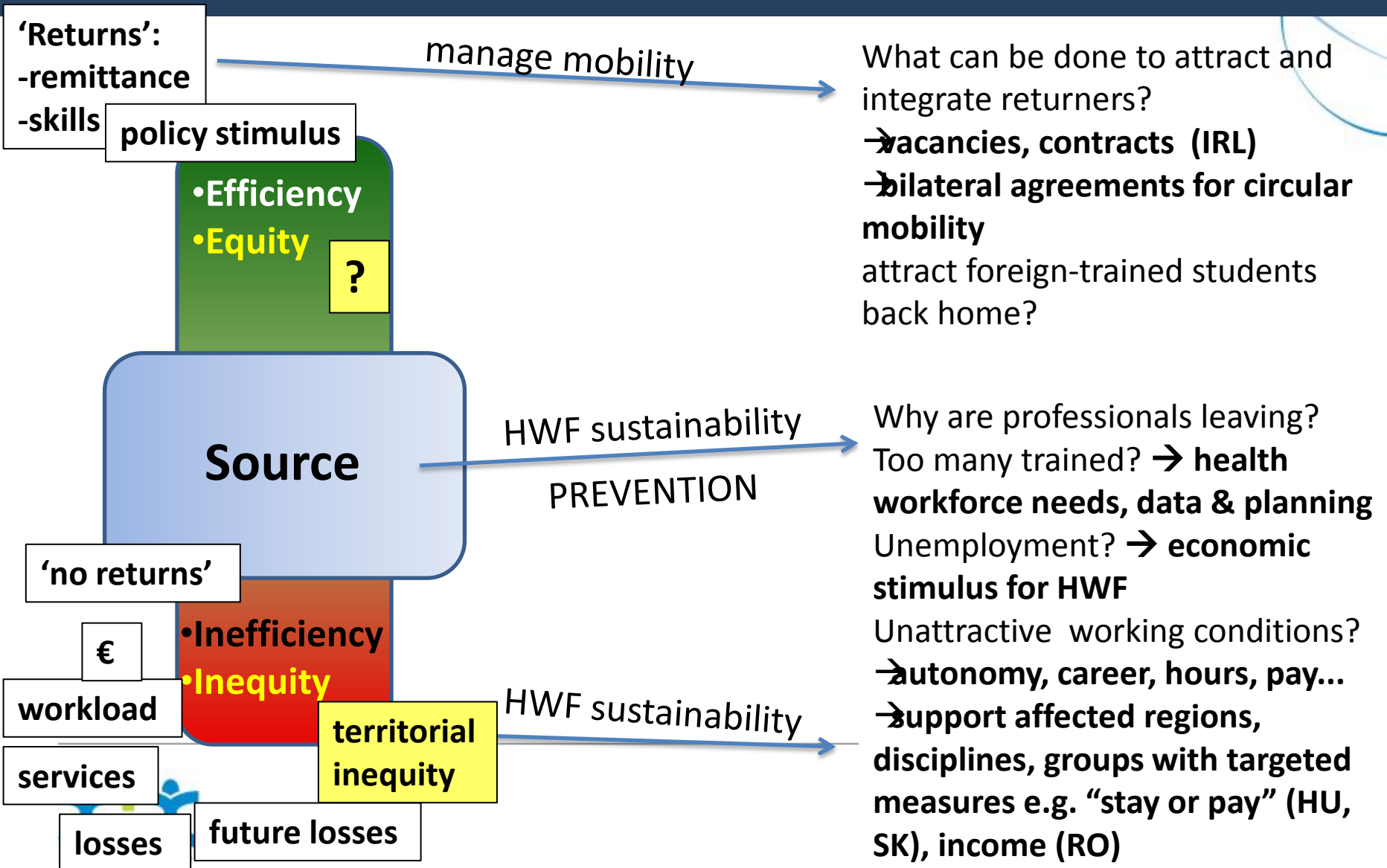


# HOW – Step 2: Policy option examples to mitigate negative and promote positive effects of mobility





# HOW – Step 2: Policy option examples to mitigate negative and promote positive effects of mobility





# HOW – Step 2: Policy option examples to mitigate negative and promote positive effects of mobility

balance supply-demand

↑ employment  
no job → job

↑ skills used

•Efficiency  
•Equity

equity of opportunities

EU

redistribution €

unfair competition

•Inefficiency  
•Inequity

'ability to pay'

redistribution workforce

regressive subsidies

needs-based?

strong vs. fragile

→ Invest in mobility intelligence (flows, policies, impact...)  
→ Protect & monitor freedom of movement and non-discrimination

→ Foster joint HWF development  
→ Support data, data exchanges, mutual learning  
Coordinated training capacity?  
'Outsource' production to low-cost countries?

→ Address the drawbacks  
'compensation measures' via structural funds to strengthen HWF sustainability and improve health care facilities



# Policy options: TOOLBOX



COUNTRY LEVEL

Health workforce sustainability

- B WP4 (data) / WP5 & WP6 (planning methodologies)
- Training and adapting today's workforce
- Tra WP6: D062: Report future skills & competencies
- Domestic recruitment

Managing

- No options 'best'
- No option is enough: mix, coordinate
- Choice is country-specific based on HWF situation, priorities, capacity...
- Indispensable EU: mobility without borders, solutions without borders

WHO Code

data in the EU

EU action addressing the consequences and opportunities of free mobility

- Better
- Joint planning and workforce development
- Protecting vulnerable health systems
- Protecting/promoting mobility



# Concluding remarks

- Limitations: the individual health professional, global context
- Strengths: flexible, holistic, efficiency > equity, destination > source, EU dimension
- Benefits of making mobility work better:
  - Promotes free mobility
  - Commitment to the WHO Code
  - Rebalance efficiency and equity
  - Health systems
  - Rebalance strong >< fragile systems
  - Health professionals
- Making mobility work better will take concerted, coordinated efforts within and between countries
- Future developments? Student migration; multiple mobility pathways; circular mobility; data challenges...

# Thank you for your attention

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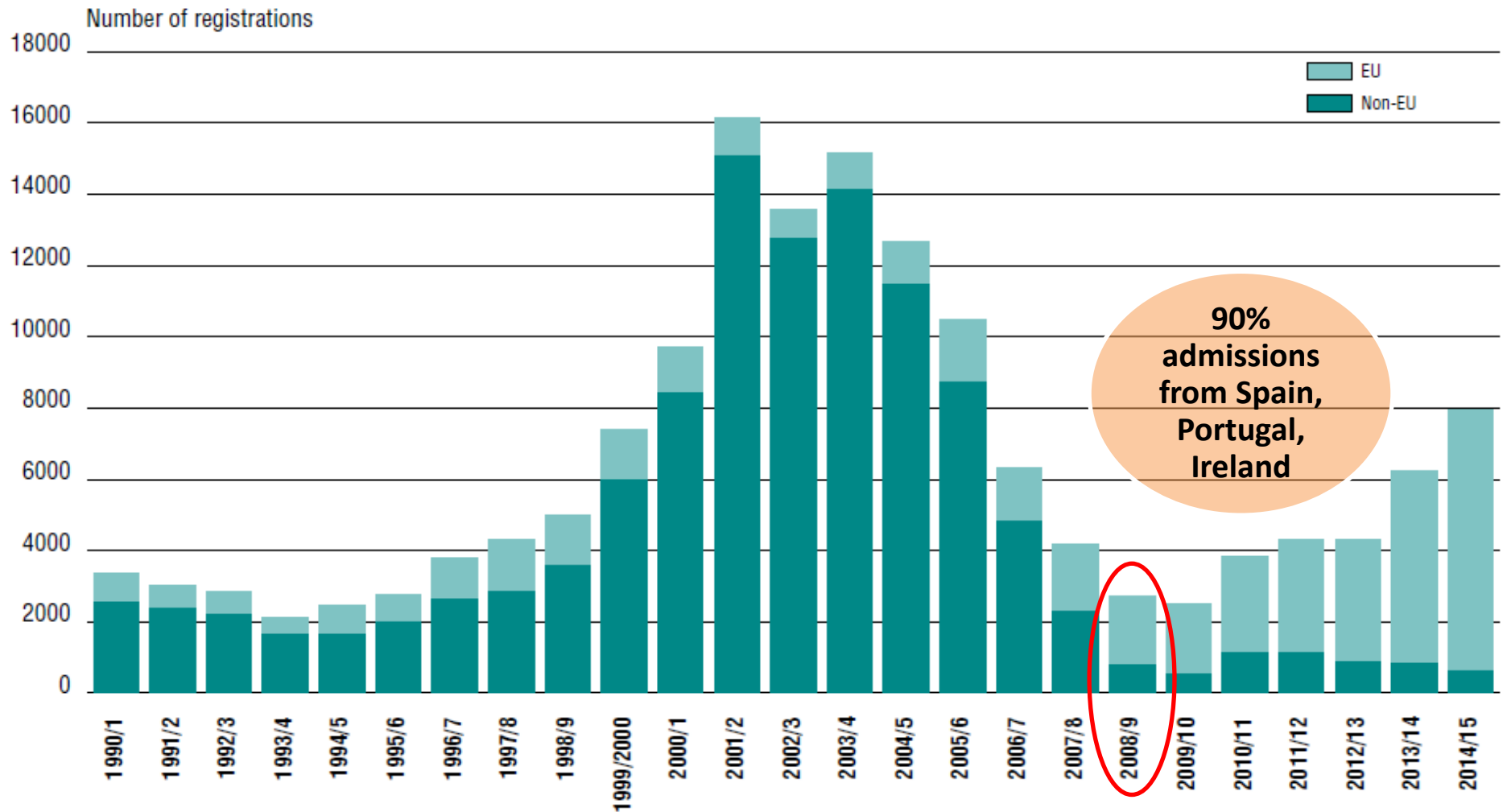


on Health Systems and Policies

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# Increasing intra-EU flows: inflows of nurses to the UK, annual registrations of EU and non-EU trained nurses, 1990–2015







Implications/ Level	EU	Destination	Source
<i>Merits:</i>			
• Efficiency	A	B	C
• Equity	D	E	F
<i>Drawbacks:</i>			
• Inefficiency	G	H	I
• Inequity	J	K	L



# Making free health professional mobility work better: why and how

- Step 1: acknowledging why this is important (mobility is a reality, is growing, is diversifying, and is likely to continue doing so)
  - Step 2: clarifying what we mean by ‘work better’ - that is, to promote mobility’s positive and address its negative effects
  - Step 3: but to take policy action, we first need to identify/understand what the effects of mobility are on health systems
- This is why we came up with a new tool, key components:
- Distinguish between effects on source country, destination country, and the EU (given the policy focus)
  - Classify effects according to positive and negative
  - Organise effects according to whether mobility impacts on efficiency/ inefficiency or on equity/ inequity (to represent two values which are omnipresent and which Member States have to balance
    - Freedom of movement vs. ethical concerns, WHO Code
    - Freedom of movement vs. planning requirements for universal access



# Making free health professional mobility work better: why and how

## WHY

acknowledging why this is important (mobility is a reality, is growing, is diversifying, and is likely to continue doing so)

**Mobility is a reality, is growing, is diversifying, and is likely to continue doing so**

## HOW

by promoting its positive effects and mitigating its negative effects

Step 1: identify/understand what the effects of mobility are

→ analytical framework, key components:

- Distinguish between effects on source country, destination country, and the EU (given the policy focus)
- Classify effects according to positive and negative
- Organise effects according to whether mobility impacts on efficiency/ inefficiency or on equity/ inequity (to represent two values which are omnipresent and which Member States have to balance
  - Freedom of movement vs. ethical concerns, WHO Code
  - Freedom of movement vs. planning requirements for universal access
  - Performance vs. equity

Step 2: identify/take measures to encourage the beneficial effects and address the detrimental.