



# RECENT TRENDS IN INTERNATIONAL MIGRATION OF HEALTH WORKERS

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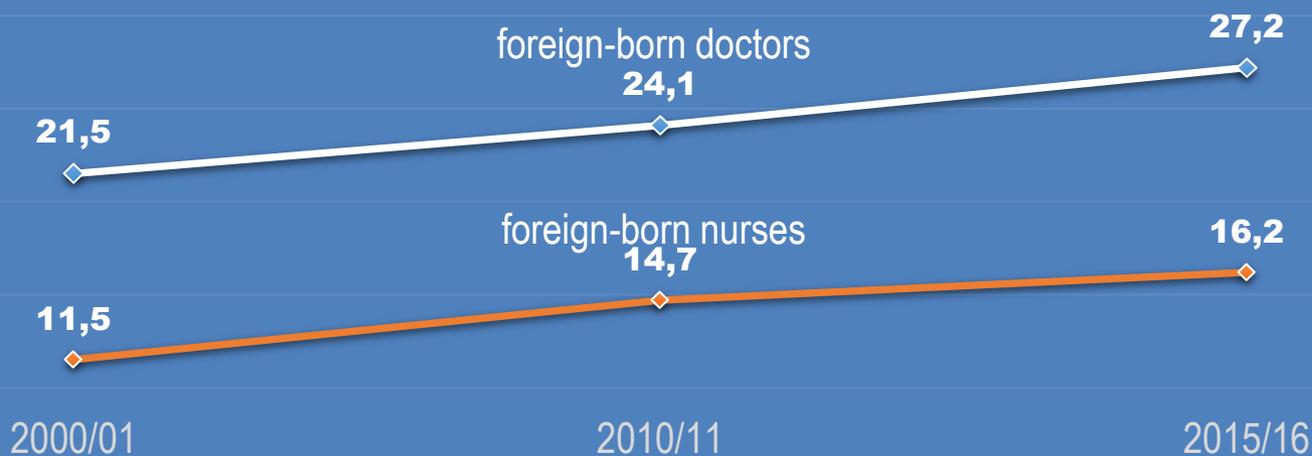


# KEY TRENDS FOR MEDICAL DOCTORS AND NURSES



# An increasing share of migrant health workers in the OECD

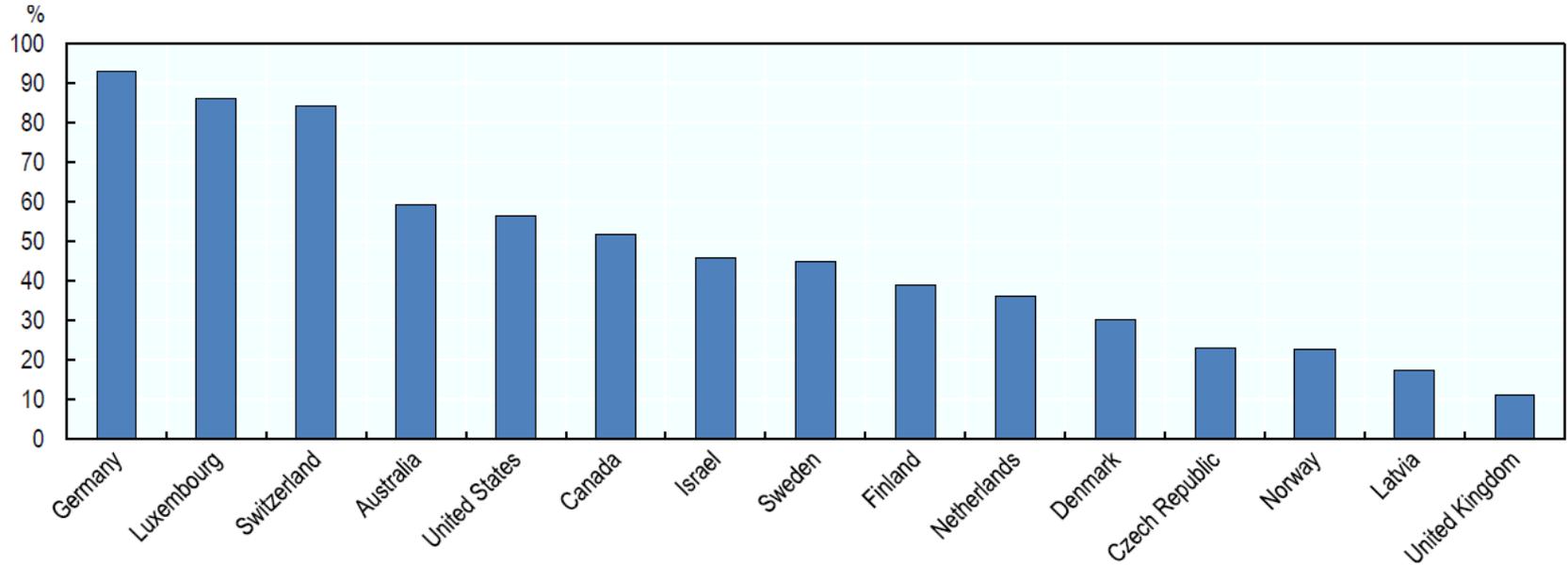
## OECD average share of migrant doctors & nurses – 2000 - 2018



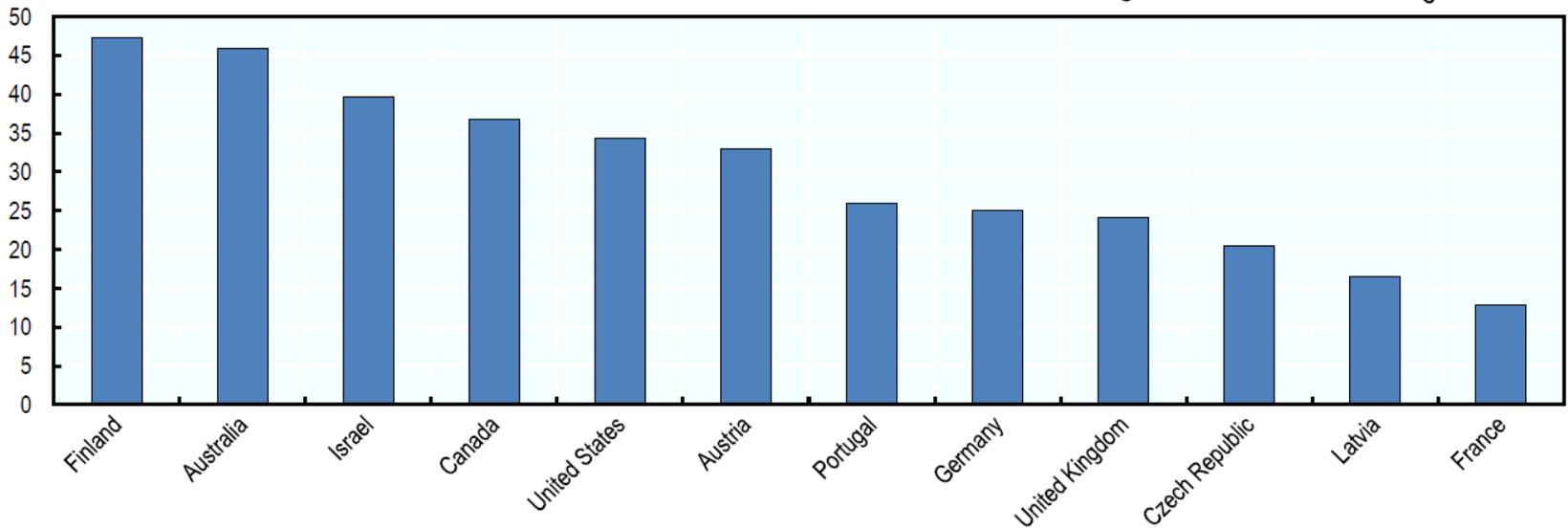


# Share of growth in practising doctors and nurses attributed to migration, 2011-2016

Medical doctors



Nurses



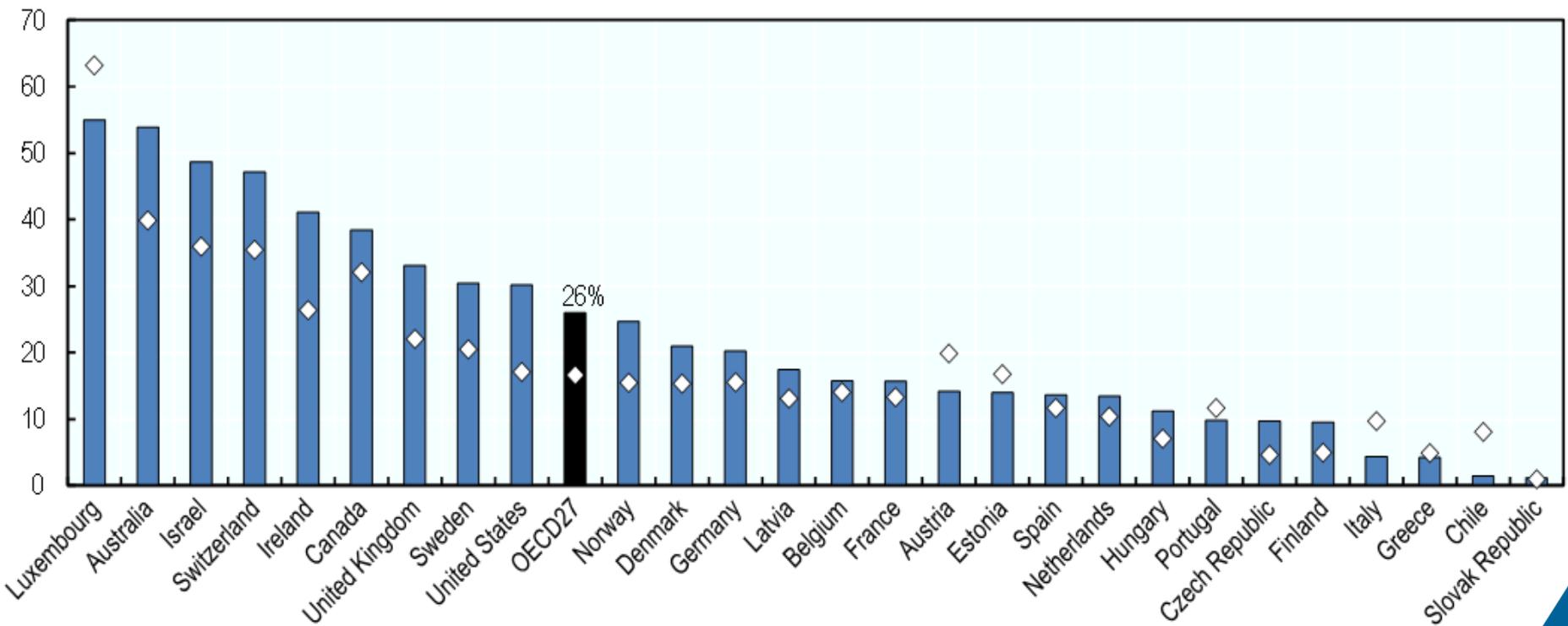


# Migration of health workers should be put in the context of increasing high skilled migration

Percentage of **foreign-born doctors** and other immigrants with high level of education in 27 OECD countries, 2015/16

■ % foreign-born doctors

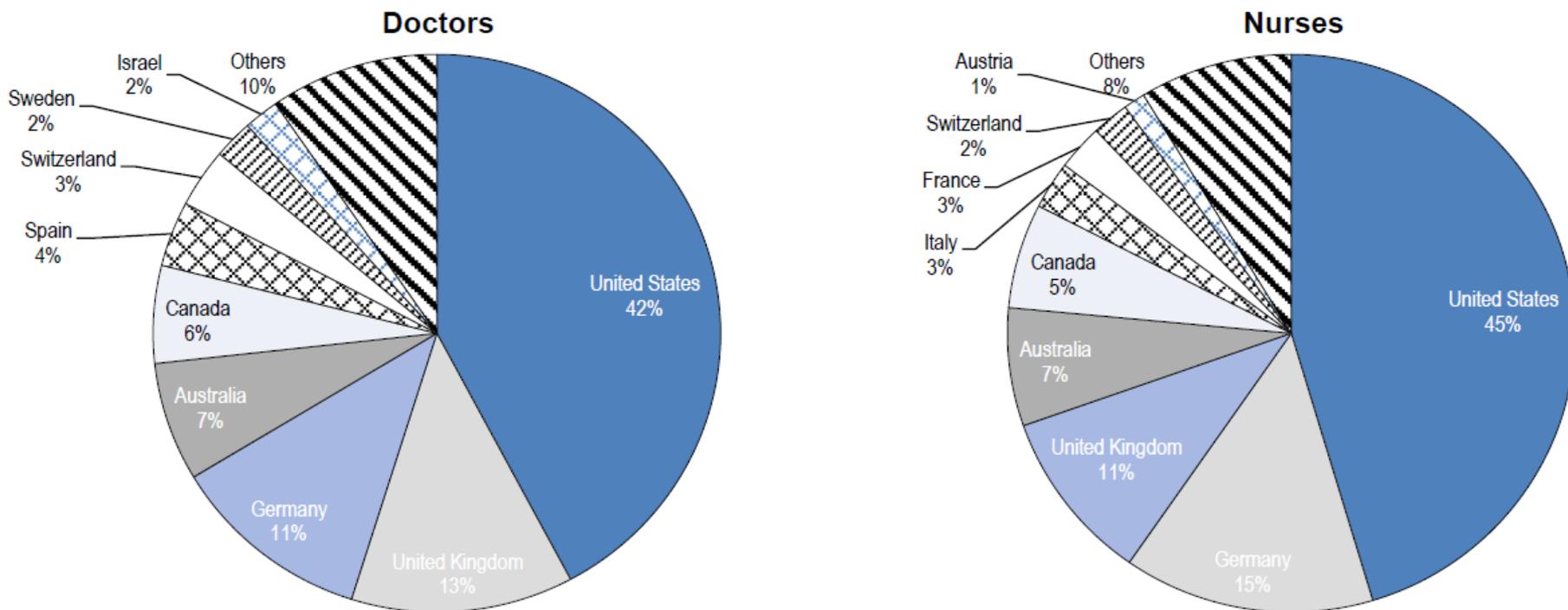
◇ % foreign-bom among people with a high level of education





# 5 destination countries concentrate more than 75% of all migrant health workers in the OECD

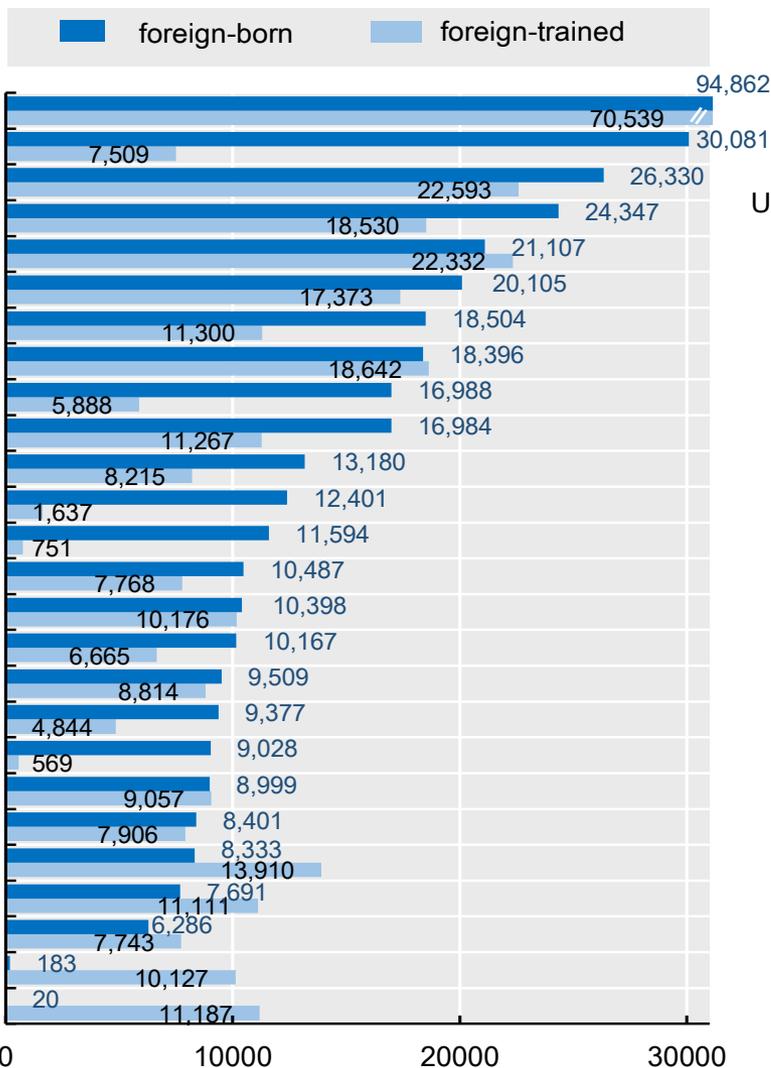
Distribution of foreign-born doctors and nurses by country of residence, 2015/16



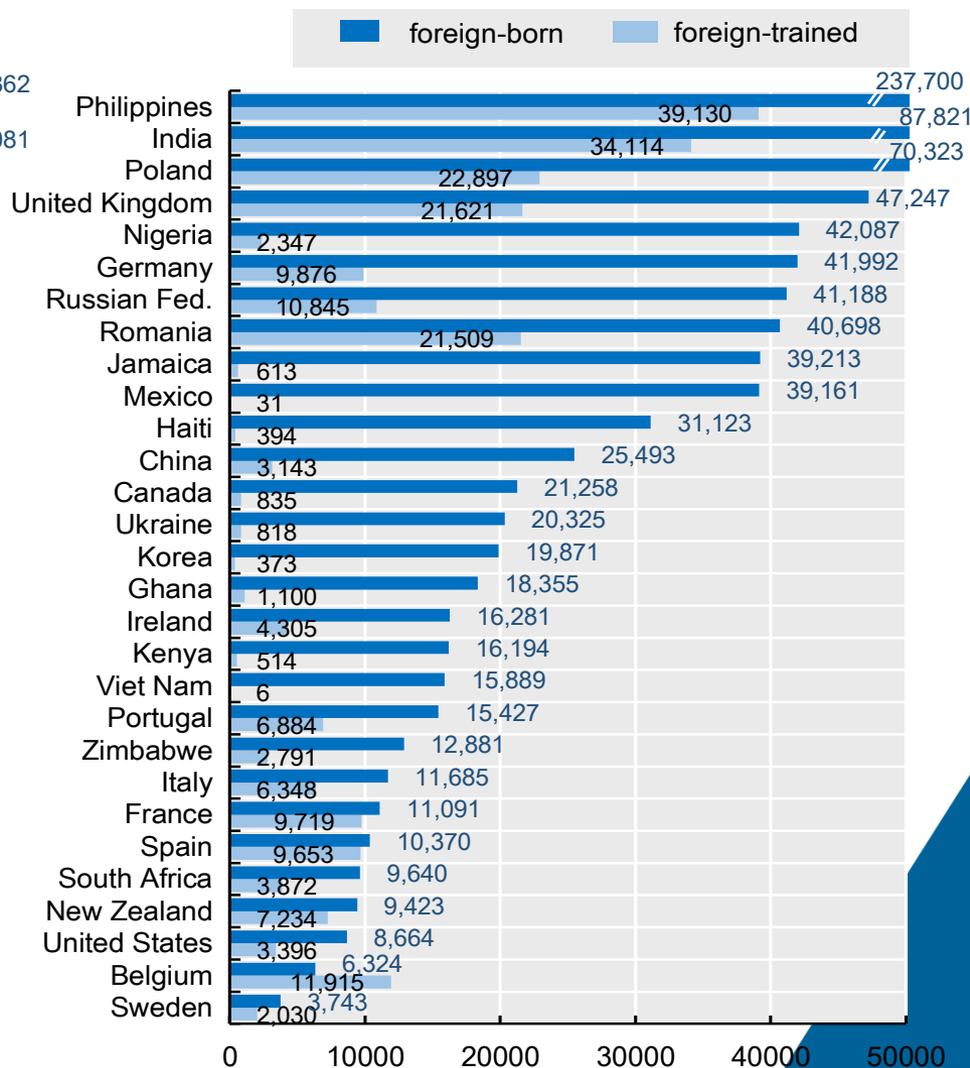


# Main countries of origin (in absolute terms) are from European and large Asian countries

### migrant doctors



### migrant nurses



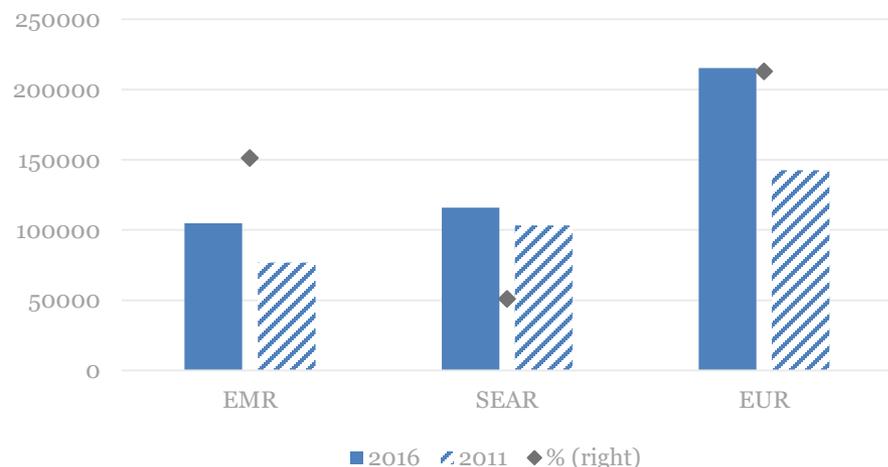


# Evolution of number of migrants doctors and nurses from the three regions

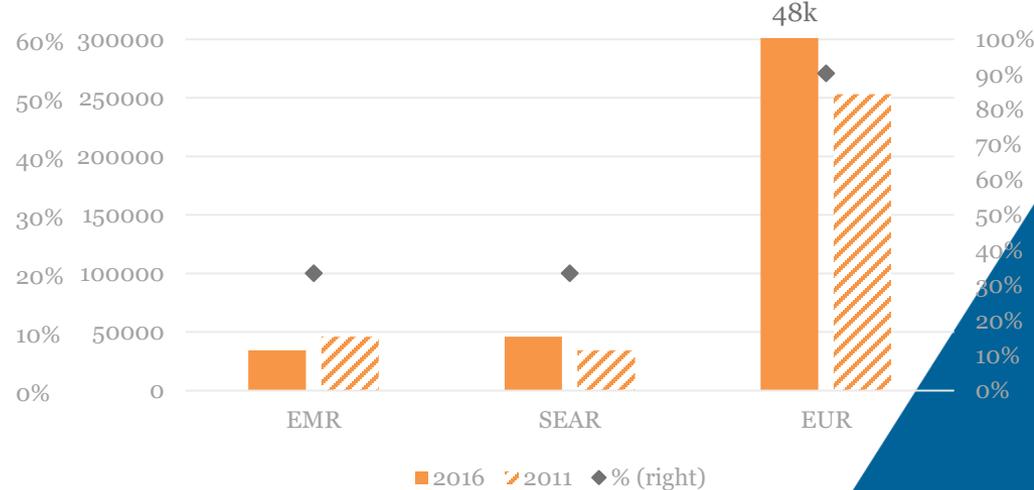
- Total number for employed foreign-born doctors (nurses) in the OECD increased by 28% (39%) between 2011 and 2016
- Increases are larger for doctors in EMRO and EURO and in the 3 regions for nurses

Number of migrant doctors and nurses from EMRO, SEARO and EURO in the OECD

## Doctors



## Nurses





# Migration from the EURO region

## Doctors

Largest numbers  
FB 2016

DEU,  
ROU, UK,  
POL, RUS

Largest emigration  
rate 2016

MLT, ALB,  
ROU, LUX,  
CYP

Largest var %  
2011-16

KAZ, UZB,  
TKM, TJK,  
MDA

## Nurses

POL, DEU,  
RUS, ROU,  
UK

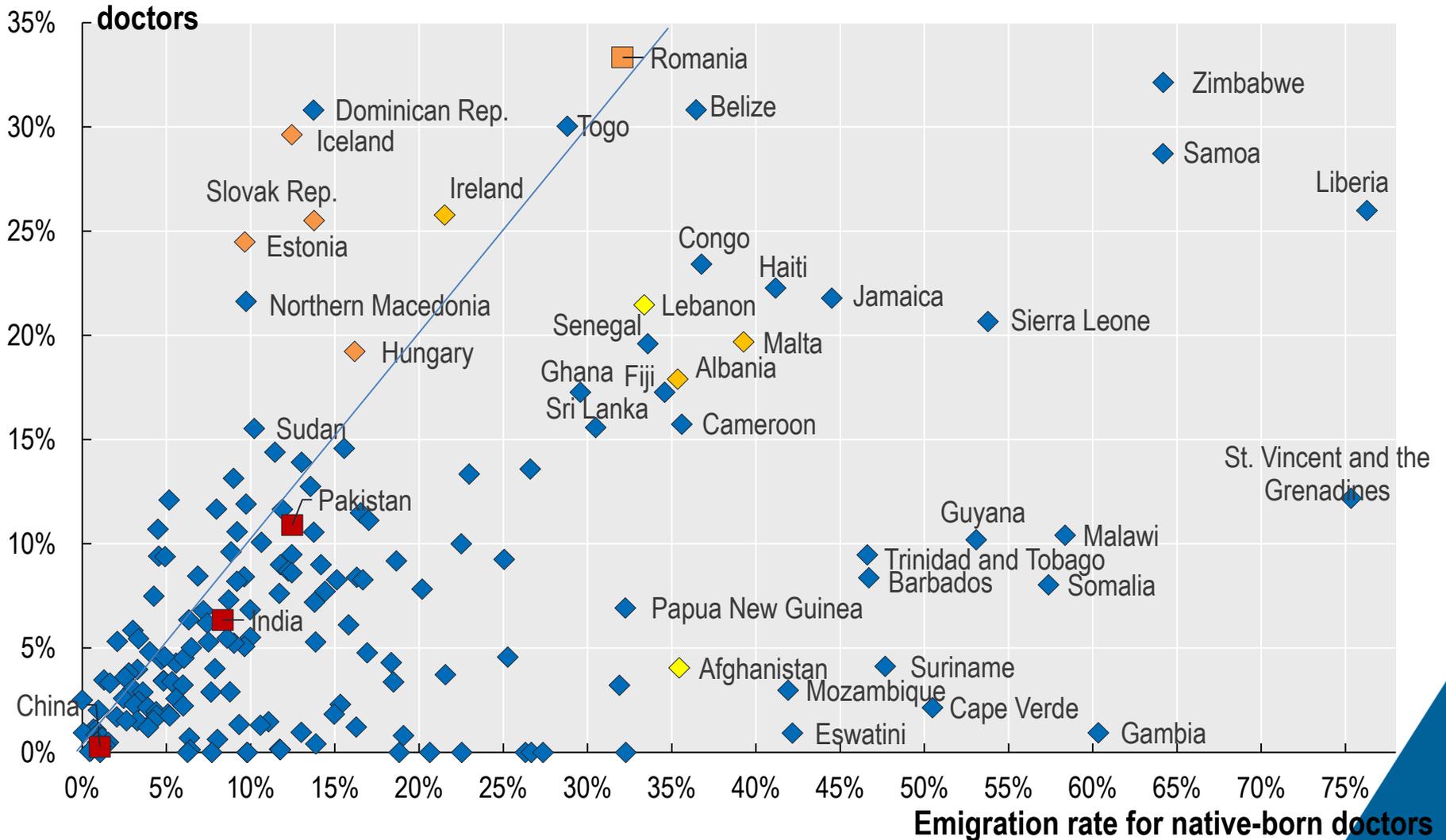
ALB, BIH,  
HRV, ROU,  
POL

KAZ, MDA,  
KGZ, BLR,  
RUS



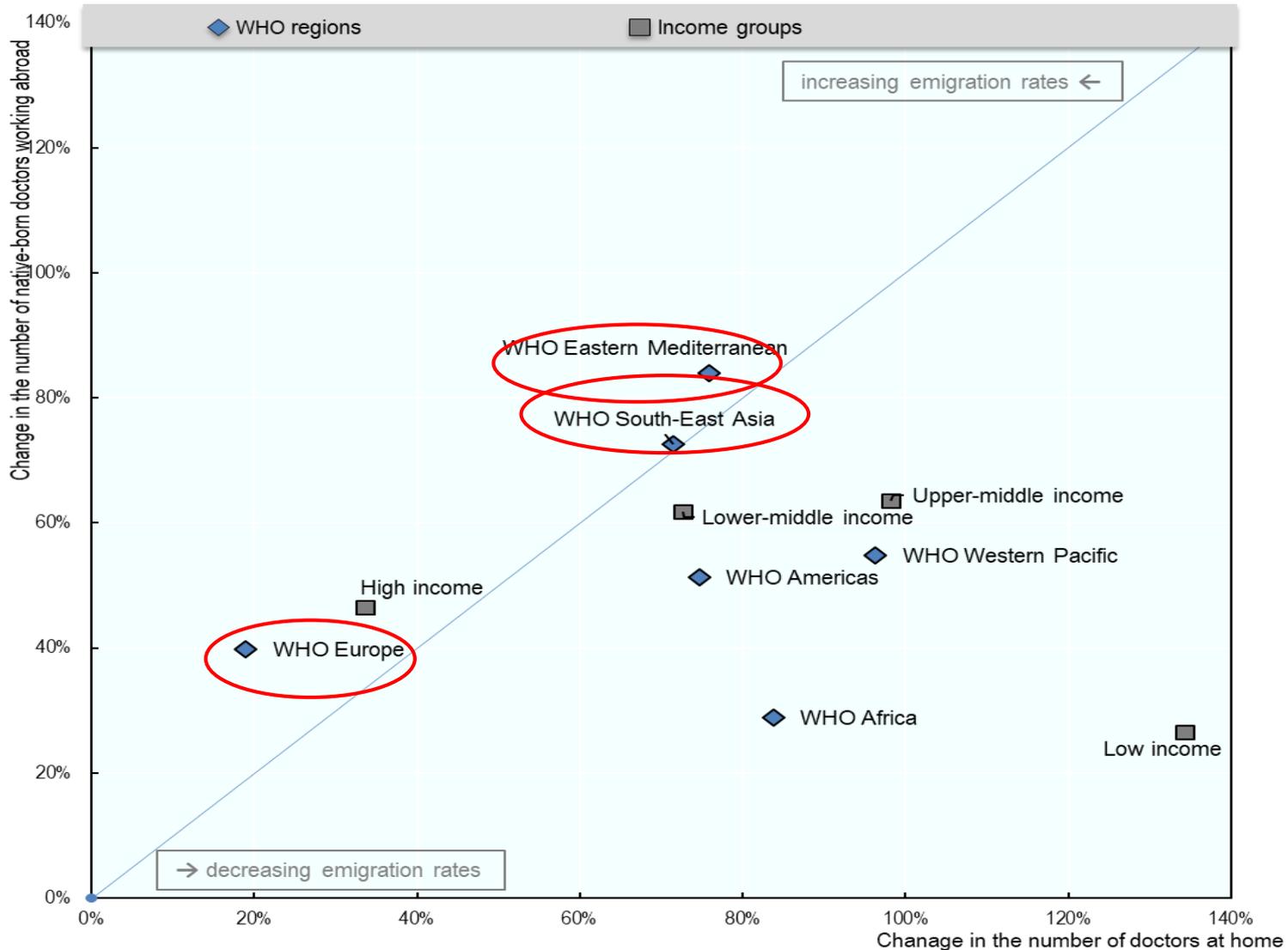
# But highest emigration rates found notably in Africa and the Caribbean

Emigration rate for home-trained doctors





# Some progresses made in the past 15 years but only in relative terms !!!





# KEY POLICY RESPONSES



# (OECD) policy responses to the global health workforce shortage

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- Implement to its full scope the “**WHO Global Code of Practice** on the International Recruitment of Health Personnel”
- Increase **training capacity** in main receiving countries and improve retention into the health workforce to reduce domestic shortages and misdistribution.
- Ensure that migrant health workers have **equal working conditions** with other health workers and acknowledge their contribution to the functioning of national health systems, including in the context of the COVID-19 pandemic.
- Address the risk of “**brain waste**” by streamlining procedures for the recognition of foreign qualifications and reinforcing the offer for bridging courses where appropriate.
- Reinforce international co-operation to help less advanced countries build up a sufficient health workforce and to strengthen their health systems, thereby mitigating factors that are pushing health professionals to leave.

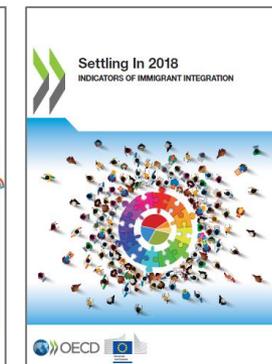
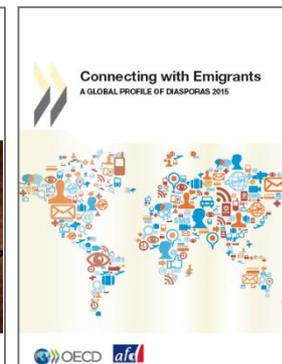
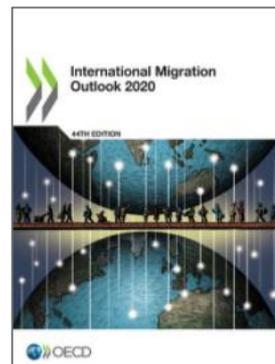
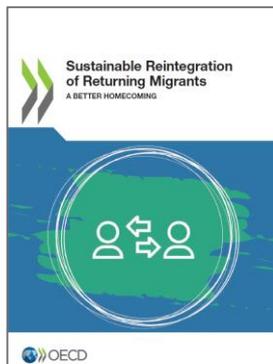


# Thank you!

For further information:

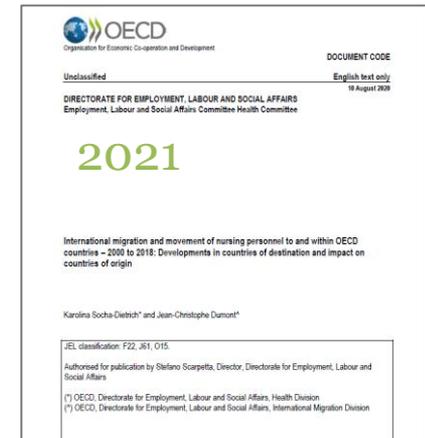
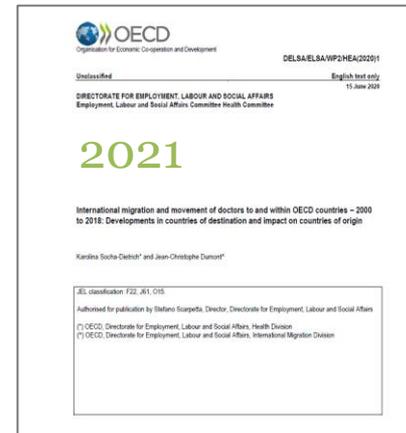
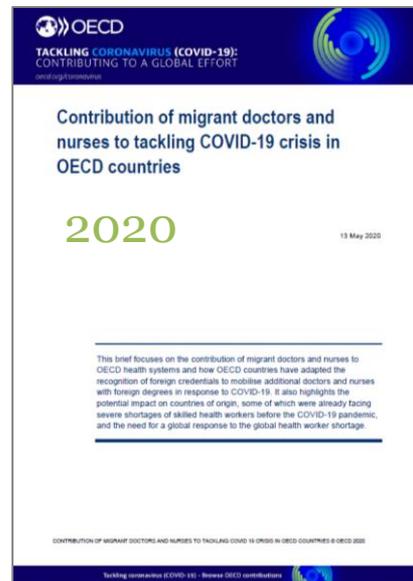
[www.oecd.org/migration](http://www.oecd.org/migration)

[jean-christophe.dumont@oecd.org](mailto:jean-christophe.dumont@oecd.org)





# Recent OECD publications on health workers migration



- <https://www.oecd.org/health/recent-trends-in-international-migration-of-doctors-nurses-and-medical-students-5571ef48-en.htm>

- <https://www.oecd.org/coronavirus/policy-responses/contribution-of-migrant-doctors-and-nurses-to-tackling-covid-19-crisis-in-oecd-countries-2f7bace2/>

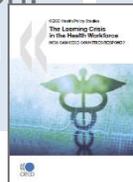


# Overview of OECD activities over the past decade to monitor health workforce migration

**2008**

**OECD *The Looming Crisis in Health Workforce***

calling for actions to increase training, retention, and productivity of health workers



**2015**

**OECD *International Migration Outlook***



**2016**

UN General Assembly adopts report from ***High-Level Commission on Health Employment and Economic Growth***

calling for expansion and transformation of health workforce to achieve Universal Health Coverage (SDG goal 3.8)

**2007**

**OECD *International Migration Outlook***

First broad overview of migration flows to support more informed policy dialogue



**2010**

World Health Assembly adopts ***Global Code of Practice on the International Recruitment of Health Personnel***

**2017**

World Health Assembly adopts joint ***OECD-ILO-WHO Working for Health Programme*** (2017-2021)

**2019-21**  
**New data sets**

New health and policy context

