



Overview of Globalization of the health labor market

What Really is Brain Drain? Location of Birth, Education and
Migration Dynamics of African Doctors

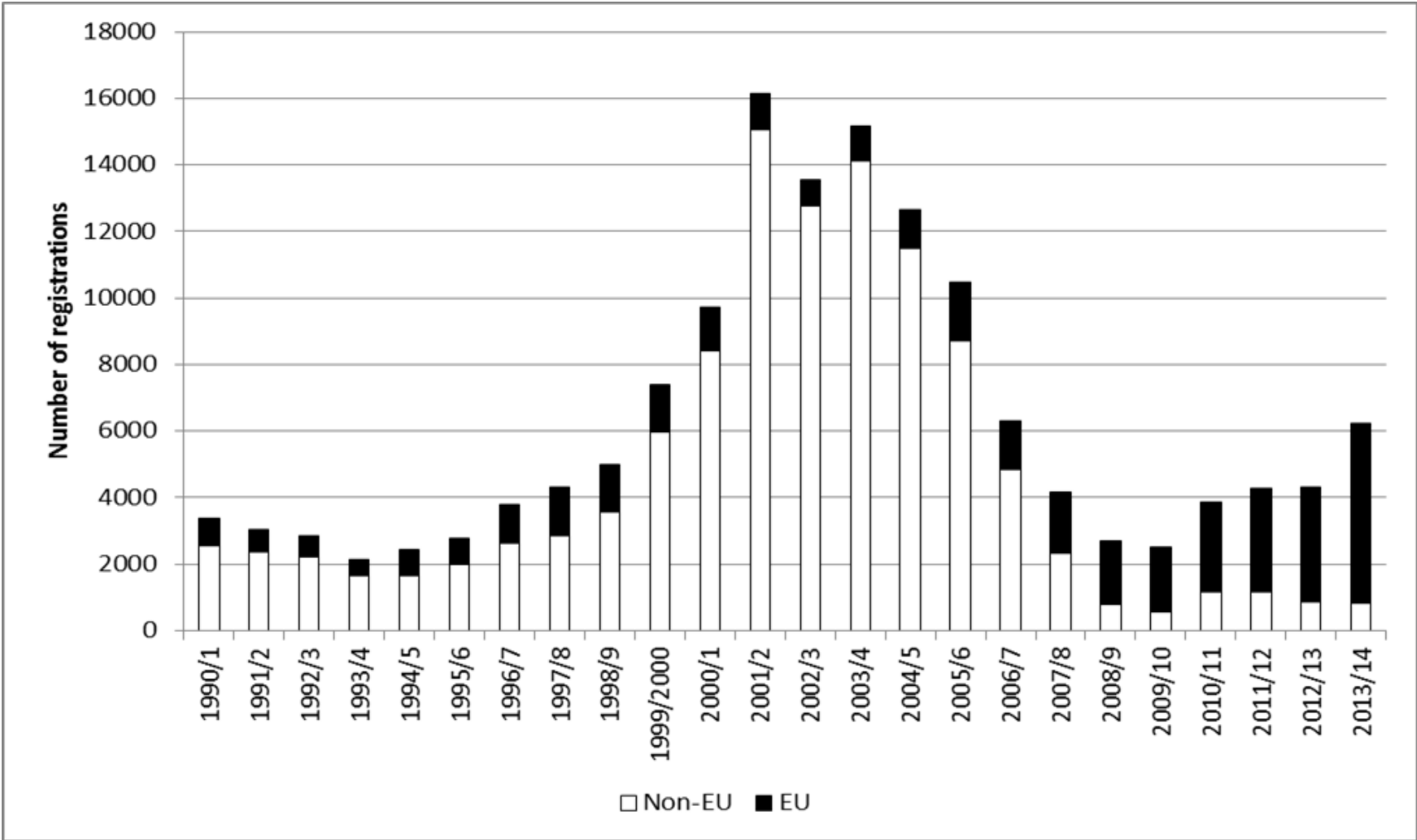
January 15, 2015

Discussant: Akiko Maeda, Lead Health Specialist, World Bank

Globalization of the health labor market

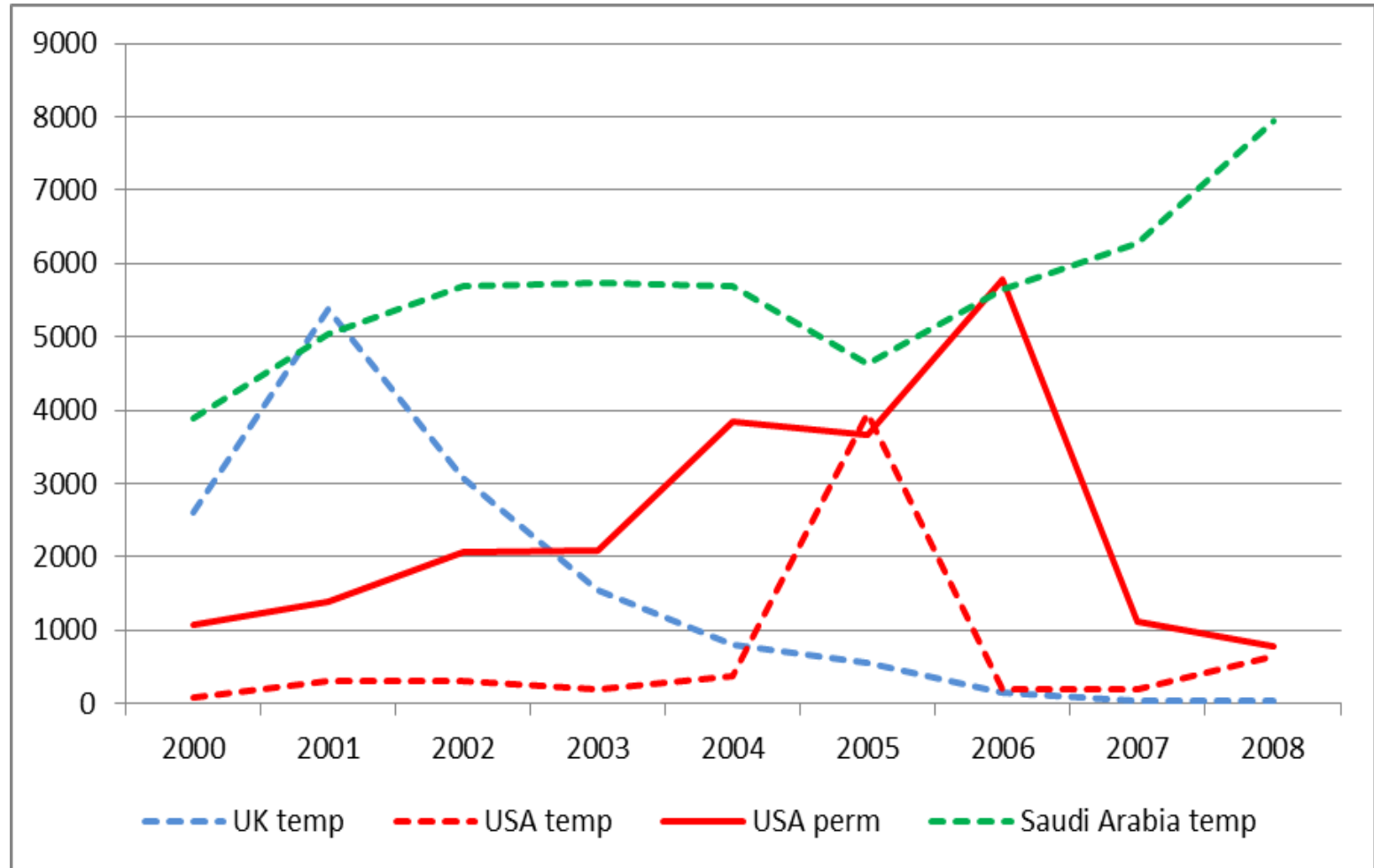
- The global financial crisis reduced health workforce migration after 2008, but with economic recovery, overall patterns of inflow migration to high income countries are now increasing again.
- Emerging regional free markets (e.g., EU, ASEAN, CARICOM) for health workers present new opportunities as well as challenges.
- Demand for health workforce will likely continue to increase in high income countries, due to ageing population and ageing health workforce
- Demand for health workforce will also increase from the emerging middle income economies.

UK: new international nurses, EU and non-EU 1993-2014



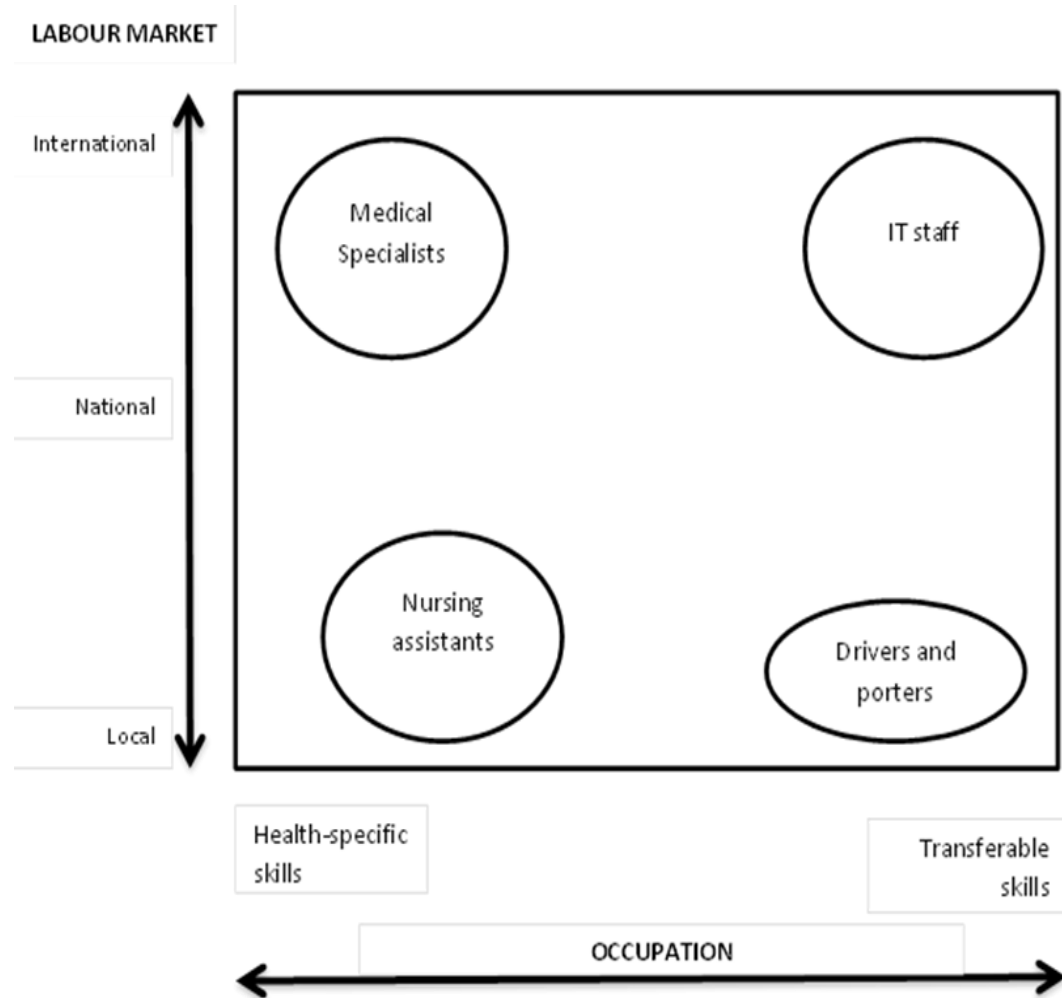
Philippines: pre-crisis outflow of nurses

1997-2008

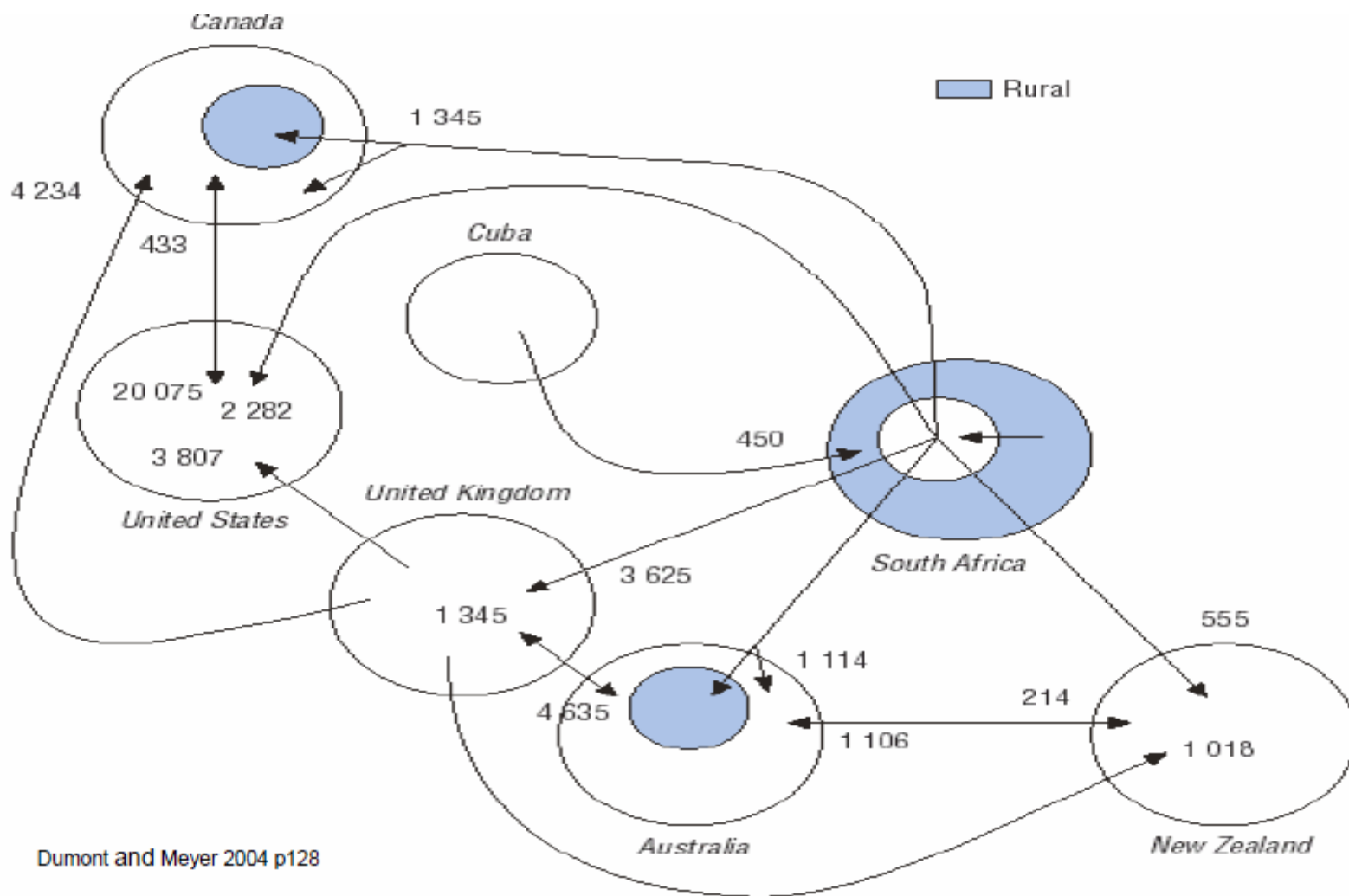


Health workforce involves a wider segment of workers than clinical professionals

- Information and analysis of health workforce mobility has been limited to a narrow segment of health professionals.
- Mobility will vary by the type and levels of skills, and these aspects need to be addressed.



Health workforce migration in South Africa: A complex interaction across several inter-locking “labor markets”



Dumont and Meyer 2004 p128

WHO Global Code of Practice on the International Recruitment of Health Personnel (WHO 2010)

- Establish and promote voluntary principles for the ethical international recruitment of health personnel
- Serve as a reference for member states in establishing or improving the legal and institutional framework required for the international recruitment of health personnel;
- Provide guidance, where appropriate, in the formulation and implementation of bilateral agreements and other international legal instruments
- Facilitate and promote international discussion and advance co-operation on matters relating to the ethical international recruitment of health personnel as part of strengthening health systems

Integrating international mobility patterns in national health workforce planning

- WHO Code has identified need for effective tracking of migration flows requirements.
- But such efforts need be linked with overall improvement of data for health workforce planning and policy-making, not just address migration in isolation from other labor market dynamics.
- Migration/mobility cannot be addressed successfully or “solved” as a stand alone policy challenge: it is part of the broader dynamic of workforce mobility at global, national and local levels.

WHO Global Code of Practice on the International Recruitment of Health Personnel (WHO 2010)

- The Code sets out a broad based, voluntary, policy approach to address health workforce migration, but its application to date has been limited.
- Renewed effort at examining its application in a broader policy context will be important for health workforce policy and planning in support of universal health coverage goals.

Thank you!
amaeda@worldbank.org

The World Bank Group

