

**Webinar: Behind the numbers - exploring the missing pieces of health worker mobility data in Europe**

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# **Cross-country analysis of health worker mobility across the European Union and neighbouring countries (2010 – 2022)**

**Marlies Visser**

*Athena Institute - Vrije Universiteit Amsterdam*



**PILLARS OF HEALTH**



# Health worker mobility

- Career opportunities
- Better working conditions
- Staff shortages
- Threat to health systems and medical service delivery
- Undermining Universal Health Coverage

**Health worker mobility:**

***“The movement of health workers, permanent and temporary, that crosses national and regional jurisdictions, with recognition that this is itself closely tied to intra-national movement, as well as occupational movements within and outside the health labour market.”***

***(OECD, WHO, ILO)***





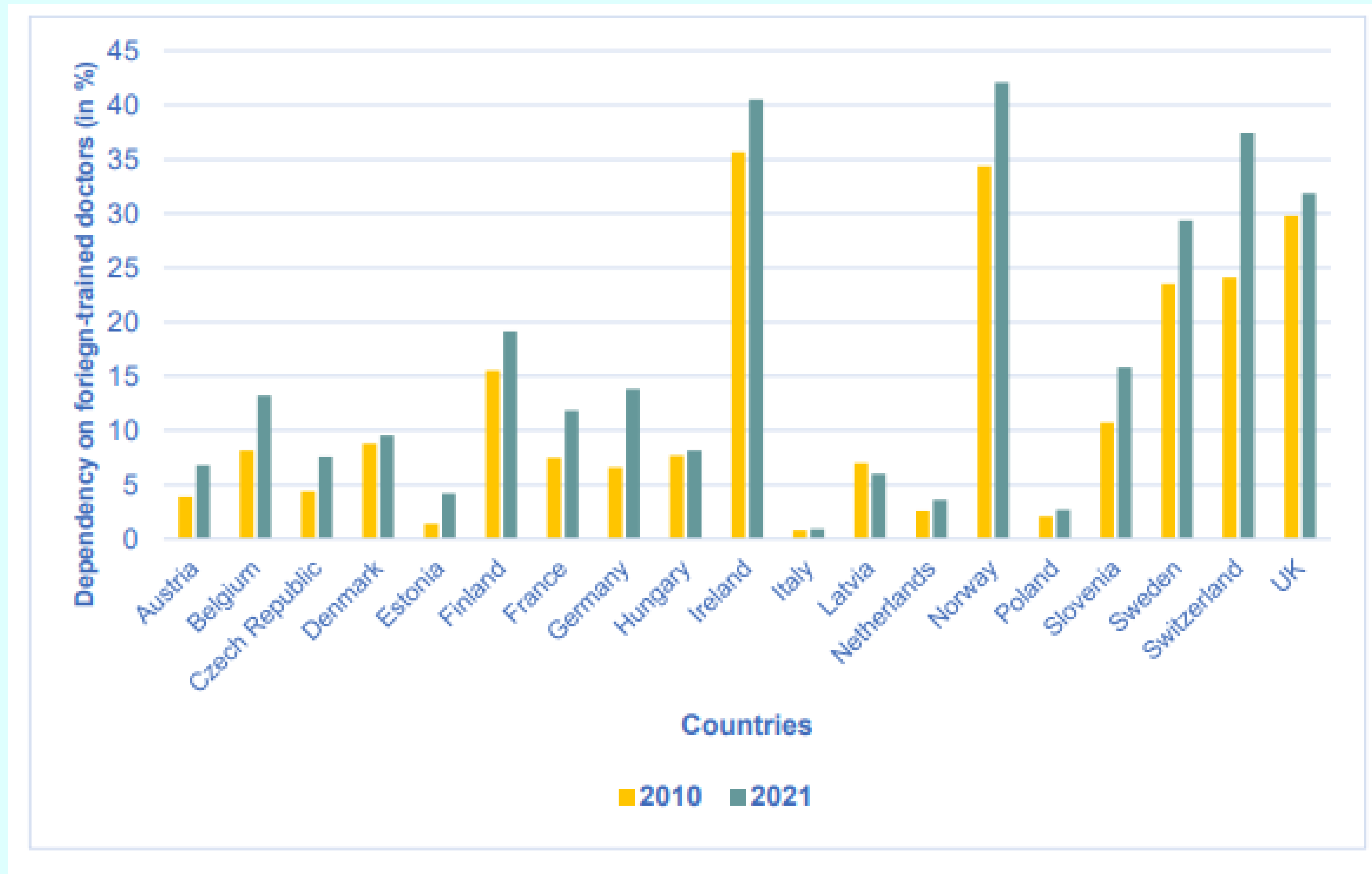
# Reliance on foreign-trained health workers

1. Reliance of countries on foreign-trained medical doctors and nurses in 2021.
2. Identifying trends in reliance from 2010 – 2021.

→ *OECD Health Statistics*



# RELIANCE



## Foreign-trained doctors

- **High reliance in**
  - Ireland (40.5%), Norway (42.1%), Switzerland (37.4%) and the UK (31.9%)
- **Increasing reliance**
  - Germany (increase of 7.2% points)
  - Norway (7.7% ,, )
  - Switzerland (13,3% ,, )

Fig. 1. Change in reliance on foreign-trained doctors (Source: OECD Health Statistics, based on OECD/Eurostat/WHO-Europe Joint Questionnaire)



## RELIANCE

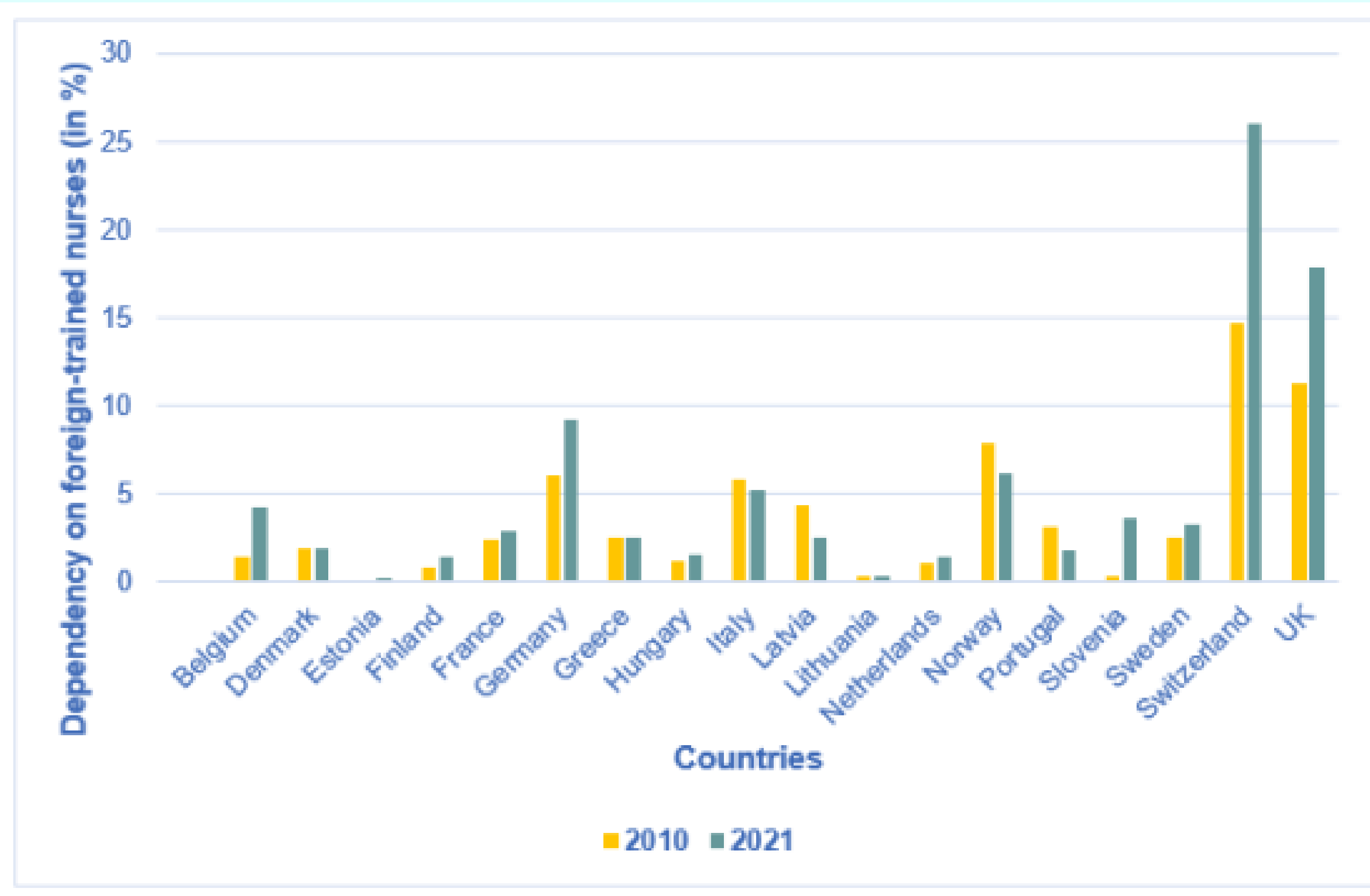


Fig. 2. Change in reliance on foreign-trained nurses (Source: OECD Health Statistics, based on OECD/Eurostat/WHO-Europe Joint Questionnaire)

### Foreign-trained nurses

- **High reliance**
  - Ireland (46.5% 2021), Switzerland (26%), the UK (17.9%) and Austria (12.5%)
- **Increasing reliance**
  - Belgium (increase of 2.8% points)
  - Germany (3.1% ,,)
  - Slovenia (3.3% ,, )
  - Switzerland (11% ,,)





## Geography of mobility

1. Regional patterns between Southern, Eastern, Western and Northern European regions.
2. Comparative analysis of popular recipients of requests and senders of requests (using 'recognition of qualification' data).

→ *EC Regulated Professions Database*





## Regional patterns: Doctors

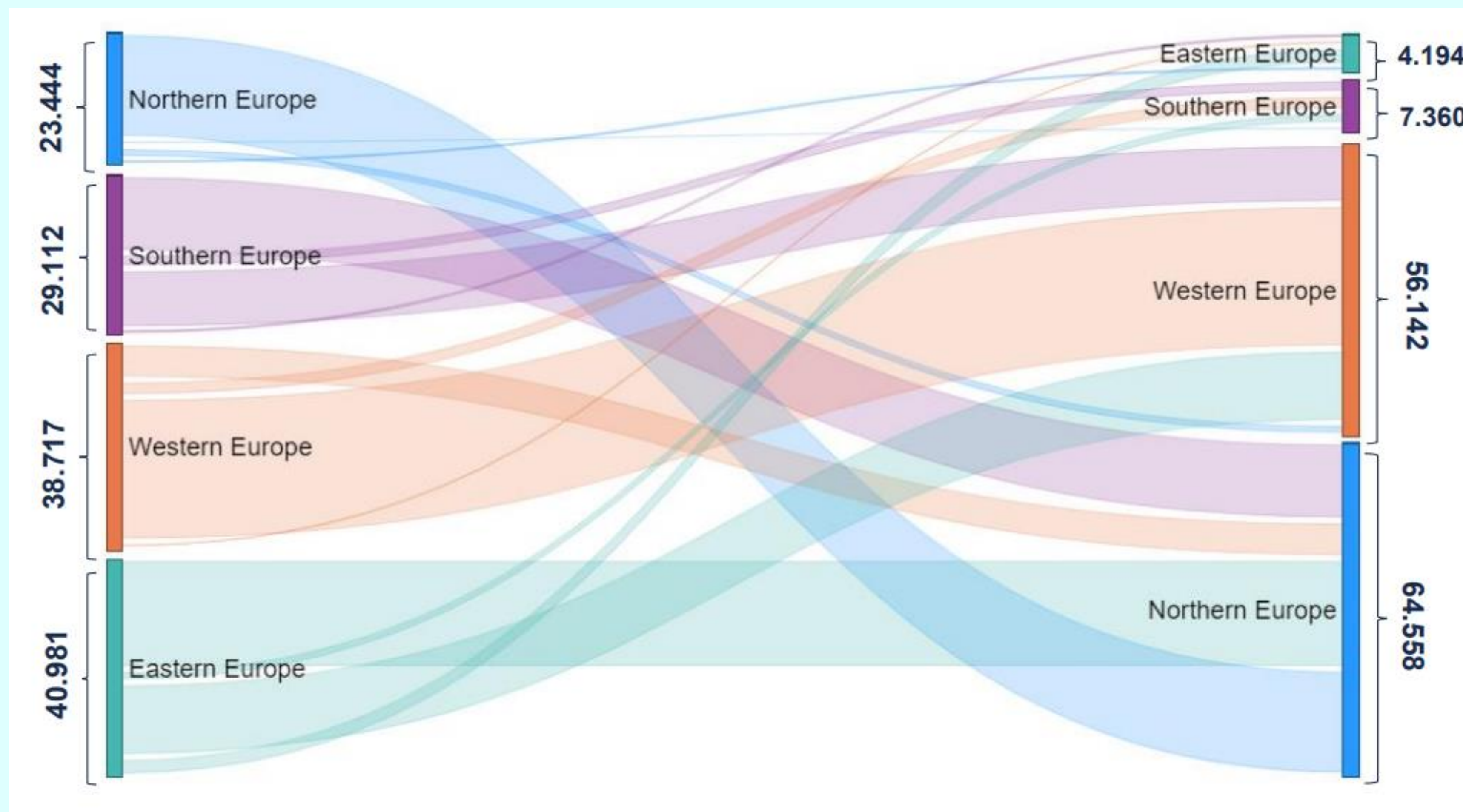


Fig. 3. Intended mobility flows of doctors between subregions (Source: EC Regulated Professions database)

- **Countries from which doctors send most requests:**
  - Germany, Romania, Italy, Greece, Poland.
- **Countries receiving most requests:**
  - The UK, Switzerland, Norway, Germany, Sweden.





## Regional patterns: Nurses

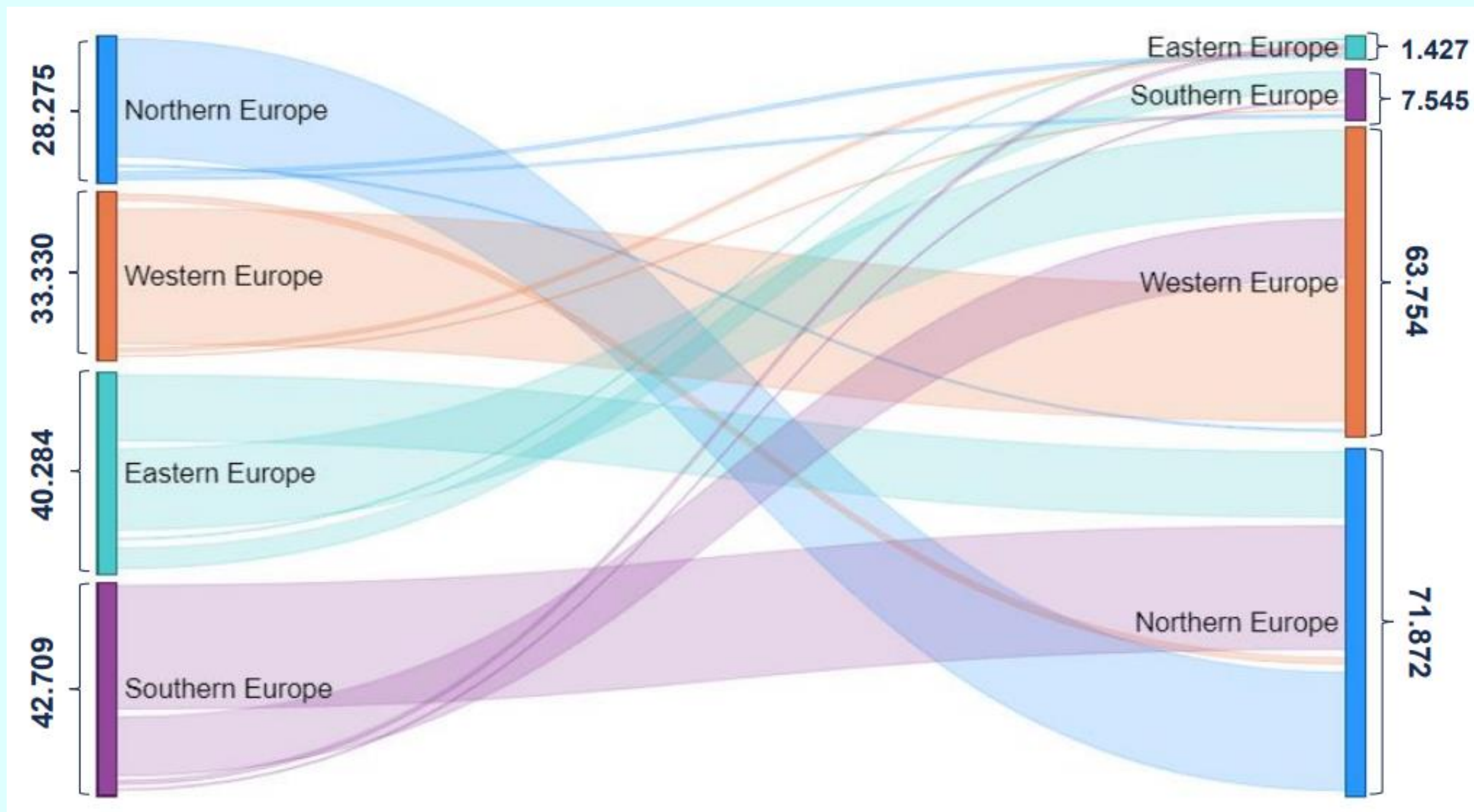


Fig. 4. Intended mobility flow of nurses between subregions (Source: EC Regulated Professions database)

- **Countries from which nurses send most requests:**
  - Romania, Spain, France, Italy, Portugal.
- **Countries receiving most requests:**
  - The UK, Switzerland, Norway, Germany, Belgium.





## Regional patterns

Two compounding patterns of intended mobility across the UN European subregions.

- **Pattern 1:** health workers intend to migrate **from** the Eastern and Southern European regions *towards* the Northern and Western European regions.
  - Mobility towards Eastern and Southern regions remains limited.
- **Pattern 2:** health workers intend to migrate **within** Western and Northern European subregions.
  - Mobility within Northern and Western regions appears a key contributor to inflow and outflow.
  - Mobility within Eastern and Southern regions remains limited.





## Geography: Magnitude

- **Magnitude** = intended outflow relative to the sending country's (average) national health workforce between 2010 – 2020.

- Romania
- Denmark
- Estonia / Portugal

Countries	Total outflow/ average total medical doctors	Total outflows as % of average total domestic medical doctors
Estonia	N=1445 / 4466	32.4%
Denmark	N=6087 / 22.217	27.4%
Romania	N= 13.225 / 51.729	25.6%
Slovakia	N= 3747 / 18.590	20.2%
Hungary	N=6594 / 33.973	19.4%

Countries	Total intended outflow/ average total nursing personnel	Intended outflows as % of average total domestic nursing personnel
Romania	N= 19.414 / 120979	16.0%*
Portugal	N= 10.123 / 65.655	15.4%
Denmark	N= 6672 / 56.313	11.8%
Estonia	N=730 / 8026	9.1%
Slovakia	N=2629 / 31.375	8.4%

Table 1 & 2. Total intended outflow per country / average total of domestic doctors (upper) and nurses (below) from 2010 – 2020. (Source: EC Regulated Professions Database and WHO Global Health Workforce Statistics)





## In sum

- **Persistent popularity** of certain EU countries (e.g. Germany, Sweden) and high-resource EU neighbouring countries (e.g. UK, Switzerland and Norway) for foreign-trained workforce or requests for recognition of qualifications.
- **Increasing dependency** on foreign-trained doctors and nurses over time.
- **Two compounding patterns of mobility:**
  - Mobility **from** Eastern or Southern Europe **towards** Northern or Western Europe.
  - Mobility **within** Northern and Western Europe.
- **Magnitude of outflow** highest certain Eastern European countries (Romania, Estonia, Hungary, Slovakia), & Denmark.





# Key gaps in the data

## 1. Reliability and availability of data

- Consistency of indicators, data for specific occupational groups, for specific countries, over time.

## 2. Important nuances to type of indicators used

- 'Intention to leave' data.
- Foreign-born and native-born health workers, among 'foreign-trained'.

## 3. Limited disaggregated data available

- Not disaggregated for sex, gender, ethnicity, cadres/discipline/specialty or years of experience.

## 4. Limited connections or integration between international, regional and national data.



# Unfinished business

- Need for **reliable and comprehensive data**
  - Broaden scope of data collected, disaggregate data, align indicator definitions and methods for data collection across countries.
- Need to **closely monitor** gradual changes in mobility over time, as well as gain insight in the **type of mobility** and geographical **mobility routes** between countries and regions.
- To ensure a coordinated response to health worker mobility in Europe, the **integration of international, regional and national data** is key.





**Thank you for joining!**

**For more information & other resources, please visit our website:**

**<https://pillars-of-health.eu/>**

**We are looking for health workers who migrated within the EU and neighbouring countries to participate in an online interview or fill out the online survey:**

**<https://pillars-of-health.eu/2023/03/10/survey-we-are-looking-for-health-workers-who-migrated-in-eu-and-neighbouring-countries/>**

