



GUIDING QUESTIONS TO BETTER UNDERSTAND HEALTH WORKER MIGRATION IN EUROPE

WHY IT MATTERS

The health workforce crisis in Europe is a shared concern for all Member States of the European Union and neighbouring countries. Health workers are leaving their home countries in search of better working conditions and career opportunities elsewhere. However, this limits access to healthcare in the countries they leave behind.

To realize effective solutions for this crisis, we must examine *why* health workers are attracted to other countries ('pull' factors) and *why* they leave their home countries ('push' factors). While doing so, taking an **intersectional approach**² is essential: it helps us see that migration is the result of individual factors interacting with organizational, health system and societal power structures. This dynamic grants advantages to some health workers or groups, while disadvantaging others.

This infographic aims to support you in taking an intersectional approach with guiding questions.

This approach is essential to:

- unravel the root causes of migration
- help design more effective mitigation measures
- improve health worker retention
- and ultimately: improve access to health for all.

[Read more about Pillars of Health](#)



¹Morgan R, George A, Ssali S, Hawkins K, Molyneux S, Theobald S. (2016) *How to do (or not to do)... gender analysis in health systems research*. Health Policy Planning.
²Hankivsky, O., & Cormier, R. (2019). *Intersectionality and public policy: Some lessons from existing models*. The Palgrave handbook of intersectionality in public policy, 69-93.