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EUROPEAN ASSOCIATION OF SENIOR HOSPITAL PHYSICIANS
EUROPÄISCHE VEREINIGUNG DER LEITENDEN KRANKENHAUSÄRZTE
EUROPESE VERENIGING VAN STAFARTSEN
DEN EUROPÆISKE OVERLÆGEFORENING
ΕΥΡΩΠΑΪΚΟΣ ΣΥΛΛΟΓΟΣ ΝΟΣΟΚΟΜΕΙΑΚΩΝ ΙΑΤΡΩΝ ΔΙΕΥΘΥΝΤΩΝ
ASSOCIAZIONE EUROPEA DEI MEDICI OSPEDALIERI
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ASSOCIAÇÃO EUROPEIA DOS MÉDICOS HOSPITALARES
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ΕΒΡΟΠΕΪΣΚΑ ΑΣΟΪΑΪΑΪΑ ΗΑ ΣΤΑΡΣΗΤΕ ΒΟΛΗΝΗΧΝΗ ΛΕΚΑΡΗ
ASOCIATIA EUROPEANA A MEDICILOR DIN SPITALE**

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Author :	International Organization for Migration
Purpose :	Info-documents disseminated by the AEMH European Liaison Office do not necessarily reflect the opinion of the AEMH and its Board. Info-documents are meant to inform, to raise awareness, to alert, to launch a debate, to incite taking action,.....
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Subject: Request for participation in the Survey on Mobility of Health Professionals

Please find below an invitation to take part and/or invite relevant stakeholders to fill in the attached questionnaire on the health workforce situation. The MoHProf (summary attached) project consortium (we are one of the partners) has initiated the survey in order to collect relevant policy information for the countries that were not covered in the project. Subsequently we have decided to increase the scope of surveyed organizations and include a broader group of stakeholders in Europe, whose input would be very much valued for the preparation of recommendations/policy actions.

Additionally, we wish to take the opportunity to inform on the forthcoming **High Level International Conference on mobility of health professionals and human resources for health** (*provisionary title*) which we are organizing jointly with the other two major EC funded research projects on the topic, Prometheus (with the European Observatory for Health Systems) and RN4cast (also a large consortium headed by the University of Leuven, Belgium) under the Polish Presidency Patronage. The Conference will be held on the 7th to the 9th of December 2011 in Brussels. More information will follow.

Thank you for your anticipated assistance and please let us know in case of questions.

Best regards,

Adriana Detrell



Adriana DETRELL

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Email: adetrell@iom.int



Mobility of Health Professionals (MoHProf)

Invitation to Survey

Dear Madam/Sir,

The intergovernmental International Organization for Migrations (IOM) would like to invite you to take part in a **survey** within the framework of the **Mobility of Health Professionals (MoHProf) project, co-funded by the European Commission, DG Research**, Seventh Framework Programme. IOM is one of the lead partners of

the Project Steering Group, Research Steering Group and is responsible for the regional research in Africa, as well as policy and dissemination related activities including development of recommendations, policy round tables and International conference, planned for the Fall 2011.

Worldwide mobility of health professionals is a growing phenomenon, impacting the health systems of receiving, transit, and sending countries. EU Member States are increasingly affected by these developments – which might occur simultaneously within the same country. Therefore the need to develop European policies to adequately address these issues is urgent. At the same time, reliable and differentiated knowledge and findings as a basis for such policy are lacking. The research project *Mobility of Health Professionals* (MoHProf) will contribute to improving this knowledge base and facilitate European policy on human resource planning.

Herewith we kindly invite you to contribute to the MoHProf study and fill in your answers in the attached questionnaire. You are not necessarily expected to comment on each item of the questionnaire: while some of you may wish to comment in detail, others may just want to add a few words, so that the questionnaire may only take a few minutes to fill out. You can simply insert your answers into the text, using track changes or a different font to mark your additions. If you prefer, you can also return the questionnaire in hard copy to IOM Brussels (Rue Montoyer 40, 1000 Brussels).

Please be critical in your comments. We will quote your remarks in an anonymous way and your confidentiality will be strictly protected.

For ease of reference, we are sending along with the questionnaire, the [MoHProf project summary](#).

When completed, please return the filled in questionnaire by email to adetrell@iom.int by **June 30, 2011**.

Yours sincerely

Adriana Detrell on behalf of



Roumyana Benedict

Senior Regional Migration Health Manager for the European Region
and Liaison to the EU

International Organization for Migration (IOM)

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Mobility of Health Professionals (MoHProf)

Worldwide mobility of health professionals is a growing phenomenon, impacting the health systems of receiving, transit, and sending countries. EU Member States are increasingly affected by these developments – which might occur simultaneously within the same country. Therefore, the need to develop European policies to adequately address these issues is urgent. At the same time, reliable and differentiated knowledge and findings as a basis for such policy are lacking. MoHProf will contribute to improving this knowledge base and facilitate European policy on human resource planning.



Research issues

The general objective of the project is to research current trends of mobility of health professionals to, from and within the EU. Research will also be conducted in non-European sending and receiving countries, but the focus lies on the EU: comparative studies in a selected range of representative states will determine the impact of different types of migration on national health systems. Partners inside and outside the EU will cooperate in the project. Scientific institutes capable of conducting sound investigations are working together with worldwide active international health service organisations, which have the information and global links for research and policy development on international mobility.



Methodological approach

An innovative approach will generate more comparable, specified and qualified data gathered by mainly qualitative research. The project looks for quantities of migration flows, as well as detailed qualities like professions, motives, circumstances and the social context, i.e. push and pull factors. Crucial for the approach are key stakeholders, which represent the relevant unities, organisations, and sectors in national health systems. They will enable the collection of existing data and statistics, but, above all, enable the generation of new, qualitative data. In-depth interviews, based on thematic guidelines, with representatives of these key stakeholders will allow a triangulation of the data: their expertise on health professionals' mobility and its impact on structures and processes of health systems will qualify the quantitative findings and explore what mobility means for the health systems and the persons and organisations involved. Furthermore, a Delphi Survey will be performed in those EU member states not covered by the other methodological approaches.



Policy dimension

The policy dimension of MoHProf comprises recommendations on human resource policies in European and third countries for policy and decision makers on the basis of sound empirical research. A key part constitutes the development of conceptual frameworks for monitoring systems concerning the mobility of health workers. Consultation meetings and roundtables with policymakers will be an essential component of the project.



MoHProf is funded by the European Commission as a medium-scale collaborative project within the Seventh Framework Programme.

Participating scientific institutes and international organisations

The lead partner of MoHProf is WIAD. The participants form a Project Steering Group (a). Research will be supervised by a Research Steering Group (b) and conducted by Regional Research Partners (c).

Scientific Institute of the German Medical Association (WIAD), Germany (a, b, c)

International Organization for Migration (IOM), MRFs Brussels (a, b, c) and South Africa (c)

Medical University of Varna (MUV), Bulgaria (a, b, c)

Centre of Migration Research of the Warsaw University (CMR), Poland (a, b, c)

Institute of Health Policy and Development Studies of the University of the Philippines (IHPDS) (a, b, c)

Public Health Institute (PHI), USA (a, b, c)

International Hospital Federation (IHF), France (a, b)

International Council of Nurses (ICN), Switzerland (a)

World Medical Association (WMA), France (a)

Global Health Workforce Alliance (GHWA), Switzerland (a)

Above countries are covered and studied by collection of available information (reports, statistics etcetera) and qualitative interviews with national stakeholders, migrant health professionals and local human resource managers. The present Delphi Study will cover the remaining 15 EU member countries.”

Sampling of countries

The sampling is based on high absolute figures and/or high rates of foreign or expatriated health professionals in the health systems of the receiving or sending countries, respectively. Research will be conducted in EU receiving countries (Austria, France, Germany, Ireland, Netherlands, Portugal, Sweden, United Kingdom), sending countries to the EU (Algeria, Egypt, Ghana, Kenya, Morocco, South Africa [Africa]; India, Australia, The Philippines [Asia]; Russia, Ukraine [Europe]), sending countries within the EU (Bulgaria, Lithuania, Poland, Romania) and destination countries for health professionals from EU Member States (Canada and United States of America).

Duration and time schedule

The project comprises four phases over a three-year period starting from November 2008:

- Pilot phase of theoretical and methodological work (month 1-6)
- Qualitative and quantitative field studies inside the EU and third countries on the macro level (month 7-18)
- Qualitative and quantitative field studies inside the EU and third countries on the micro level (month 19-30)
- Development of empirically based policy recommendations (month 31-36)

There will be four project meetings, starting with a kick-off meeting and project launch and concluding with an international conference, and roundtables as appropriate.

Deliverables

Deliverables comprise guidelines for research; comprehensive, comparative reports on the macro, as well as on the micro level – based on respective country reports; and empirically based recommendations for human resources policies, including conceptual frameworks for monitoring systems. Moreover, dissemination of the projects results and outcomes to a wider public of target groups will include a web site, a roundtable with policy makers and above all the international conference addressing experts, stakeholders and policymakers.

Project coordination:

Dr. Caren Weilandt

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Web site of the project: www.mohprof.eu

Contact point - Brussels:

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Questionnaire



1. Is there a balance of supply and demand for health professionals in your home country?

	<i>Medical doctors</i>	<i>Nurses</i>	<i>Dentists</i>	<i>Other:</i>	<i>.....</i>	<i>.....</i>
a. There is a balance of supply and demand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Supply overweighs demand	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Demand overweighs supply	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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Please indicate references of published information or data on this subject:

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2. Is international migration of health professionals an issue in your country?

Yes

No

If yes, is it considered a challenge or an advantage or what else? Please explain:

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3. Is there an active monitoring system of the supply and demand and/ or respective migration flows for health professionals in your home country?

Monitoring of supply: Yes No

Monitoring of emigration: Yes No

Monitoring of demand: Yes No

Monitoring of immigration: Yes No

If yes, please explain strengths and weaknesses of the monitoring systems

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4. Which are the main receiving countries of health professionals who leave your country to work abroad?

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5. Which are the most frequent health professions (doctors, nurses, dentists, other health professionals -please mention specialization if applicable) that migrate from your country to work abroad?

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6. Which are the main sending countries from which you receive health professionals?

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7. Which are the most frequent health professions (doctors, nurses, dentists, other health professionals -please mention specialization if applicable) that migrate to your country?

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8. Is there any information/data available from your country about internal migration (i.e. health professionals leaving the national health care workforce in order to work in other professional sectors within the country)? If yes, please specify according to professional group.

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9. Please indicate the extent to which you think each of the following represents an important push factor away from your home country. Please rate each push factor related to your home country from “not important at all” to “extremely important”.

PUSH FACTOR	<i>Not important at all</i>	<i>Slightly important</i>	<i>Moderately important</i>	<i>Important</i>	<i>Extremely important</i>	<i>No opinion</i>
a. Security for family	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Too many working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Lack of job opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Unemployment of health professionals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Too low salary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Profession not valued enough	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Lack of further, more specialized, training and education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Active recruitment agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Lack of appreciation from employer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Low level of development of home country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. Inefficient organization of health services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Family life is difficult	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Too hierarchical organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. Political situation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Discrimination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Ethnical/religious factors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
r. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
s. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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10. Please indicate the extent to which you think each of the following represents an important pull factor to another country. Please rate each pull factor from “Not important at all” to “Extremely important”

PULL FACTOR	<i>Not important at all</i>	<i>Slightly important</i>	<i>Moderately important</i>	<i>Important</i>	<i>Extremely important</i>	<i>No opinion</i>
a. Security for family (in receiving country)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Satisfying number of working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Enough available job positions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Satisfying salary level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Profession is highly valued	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Career advancement opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Further, more specialized education/ training available	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Ability to apply learned skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Active recruitment agencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
j. Employer express their appreciation of professionals performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
k. High level of general development of the receiving country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
l. Effective organization of health services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
m. Family life is facilitated	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
n. More egalitarian organization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
o. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
p. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
q. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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12. Please indicate the extent to which you think the following represents an important reason to stick to home country. Please rate each stick factor from “not important at all” to “extremely important”

STICK TO HOME FACTOR	<i>Not important at all</i>	<i>Slightly important</i>	<i>Moderately important</i>	<i>Important</i>	<i>Extremely important</i>	<i>No opinion</i>
a. Family bonds and dependencies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Satisfying work conditions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Satisfying salary level	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Do not want to start from the beginning in a new country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Uprooting from home country is too cumbersome	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. There is a brighter future in sight regarding development of health services in home country	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
g. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
h. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
i. Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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13. Are there any international agreements (bilateral, multilateral) on migration of health professionals in force in your country?

- No
- Do not know
- Yes

If yes, please, mention title/ topic/ URL etc. of this agreement

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14. Is there a need for international agreements (bilateral, multilateral) on migration of health professionals?

- Yes No No opinion

If yes, please indicate topics and countries/organizations to be involved

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15. Are you aware that the World Health organization (WHO) recently adopted a Global Code of Practice on International Recruitment of Health Personnel?

- Yes
 No

If yes, please indicate how this code may affect migration movements to or from your country

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16. Is there a role for the European Union (EU) on migration of health professionals?

- Yes No No opinion

If yes, please indicate what should be the role of EU

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17. Are you aware of the Council Conclusions on investing in Europe's health workforce of tomorrow: scope for innovation and collaboration?

- Yes
 No

If yes, please indicate how the conclusions may affect migration in your country

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18. Do you have any policy recommendations or ethical codes at national, EU and/or international level regarding migration of health professionals?

- National (if yes, please mention recommendation/ code)

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- EU level (if yes, please mention recommendation/code)

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- International (if yes, please mention recommendation/ code)

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19. Can you give any examples of “good practice” (projects, activities, initiatives) at national, EU and/or international level regarding migration of health professionals?

- National (if yes, please mention “good practice”)

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- EU level (if yes, please mention “good practice”)

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 International (if yes, please mention “good practice”)

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Further comments/remarks:

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Finally, thank you very much for taking your time to complete this questionnaire.

If you have any questions or comments, please contact us by email msamuilova@iom.int or phone **+32 2 287 7211**. For further information about MoHProf: www.mohprof.eu