


First Meeting of the Health workforce Information Reference Group  
10-12 March 2010 / Montreux, Switzerland



## Opportunities and challenges for monitoring trends in international migration of health personnel

---

Pascal Zurn  
Department of Human Resources for Health  
World Health Organization, Geneva

*Towards a global strategy for strengthening health workforce information systems*



# What are the issues?

---

- Defining the international "migrant" health worker

- Foreign-trained (FT)
- Foreign-born (FB)
- Foreign-national (FN)

## FT – FB differences

Country	% Foreign-born doctors	% Foreign-trained doctors
Canada	35	23
New Zealand	47	35
United States	24	26

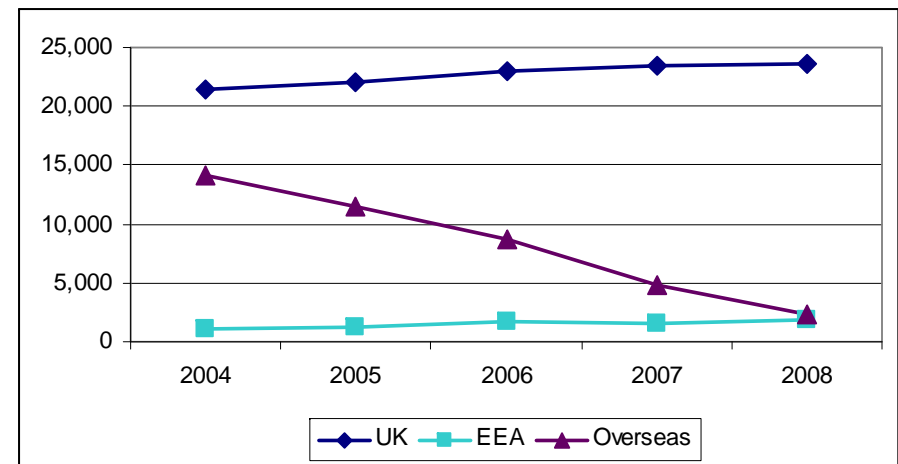
Source: OECD, 2007

# What are the issues?

○ Type of information on migration:

- Stock – Flows
- Active – Non active
- Socio-demographics
- Location

## Annual nursing registration in the UK



Source: NMC, 2006

*Towards a global strategy for strengthening health workforce information systems*



# What are the constraints?

---

- Source (sending) - Destination (receiving) countries
- Data sources:
  - Professional registers
  - Censuses
  - Labour force surveys
  - Surveys of health personnel
  - Recognitions of foreign credentials
  - Work permits
  - Verification notifications
- Harmonisation of data



# What are the lessons learnt?

---

- Complexity of the monitoring of trends in international migration of health personnel
- Develop a core data set on migration
- Importance of data collection harmonization
- Global "code of practice on the international recruitment of health personnel" as advocacy tool for strengthening monitoring of international migration of health personnel



# Strengthening HRH information systems: Questions for the working groups

---

- What do we recommend as the essential data on international migration of health personnel that should be collected
  - in sending countries?
  - in receiving countries?
- What mechanisms should be promoted to support sharing of data across sending and receiving countries?
- What can the HIRG do to support activities for strengthening data collection and dissemination related to international migration of health personnel
  - in sending countries?
  - in receiving countries?