Emerging Trends

There are a number of emerging trends that will influence future directions of the Code implementation, key of which are:

- Emerging patterns of mobility (especially intra-regionally) either naturally or through deliberate economic integration;
- The demographic and epidemiological transition in population, and the ageing health workforce (especially in high-income and emerging economies) increase demand for more health and other care related workforce;
- The technological and scientific advances shapes the demand for health worker services especially the very high skill medical professionals;
- The expanding demand for health services and implications on health worker supply and skill mix;
- The global projections of needs and demand for health workers will exceed the capacity of global health labour production; especially when newer thresholds to achieve universal health access are formulated;
- The increasing urbanization and its disparate impact on access to health services in some countries;
- The rapid expansion of the private health worker education market (a devolution of the education system) will serve the dual purpose of meeting the excess global demand for tertiary education and a common trade between countries that would generate revenues and economic returns;
- The shift in professional boundaries (scope of practice and task shifting) and how it can re-model the health labour market –that warrants a new set of legal requirements for health consumer protection – further still the demand in health care models to address integrated patient-centered care;
- The rising demand for the integration of health and social care in high and middle-income countries which will require new pathways to training and competencies around long-term care as well as innovative financing solutions to the costs of aging and chronic care;
- The growing social inequalities coupled with the increasing differences in opportunities for the development of individual capacities and career advancement, create a disfavorable situation that will largely determines the nature of migratory flows;
- The emergence of social values that influence those held by the new generation of health workers, which increasingly tend to respond more to the labour market demand, supply and salary and less to the concept of public service and social accountability.