International Migration of Health Workers

I. WHO Global Code
II. Evidence
III. Next Steps
I. WHO Global Code
WHO Global Code of Practice

• Adopted in May 2010 through consensus by the 193 WHO Member States
  – Only the second instrument of its kind promulgated by the WHO
  – Broadest possible articulation of the challenges: elaboration of ethical norms, principles, and practices.
Code Structure and Substance

- Preamble
- Article 1: Objectives
- Article 2: Nature and Scope
- Article 3: Guiding Principles
- Article 4: Responsibilities, Rights and Recruitment Practices
- Article 5: Health Workforce Development and Health Systems Sustainability
- Article 6: Data Gathering and Research
- Article 7: Information Exchange
- Article 8: Implementation of the Code
- Article 9: Monitoring and Institutional Arrangements
- Article 10: Partnerships, Technical Collaboration, and Financial Support
Legal and Institutional Arrangements

• While the WHO Global Code is voluntary, it contains a robust process for reporting
  – WHO’s reporting on the Code is mandatory ("shall")
• Progress on the Code is to be reported upon at the World Health Assembly every three years

2015

• First review of Code Relevance (high) & Effectiveness (emerging)

2016

• WHO DG Report on 2nd Round of National Reporting

2019

• Second review of Code Relevance & Effectiveness
• WHO DG Report on the 3rd Round of National Reporting
Increasing Legitimacy and Value

Second round of Code reporting
- **37% increase** in countries appointing NDAs
- **32% increase** in countries submitting complete national reports
  - Improvement in the quality and quantity of data and information
- Reports **publicly available**
Improving Information: Bilateral Agreements

2nd round Code reporting
- 34 countries identified bilateral agreements
- 65 agreements identified
- 22 countries reported taking ethical considerations into account, as called for by the Code
II. Evidence
Key Sources

- OECD, International Migration Outlook, 2015
- 2nd Round of Reporting WHO Global Code of Practice on the International Recruitment of Health Personnel
- Targeted implementation of the WHO Global Code
  - India (Kerala), Ireland, Nigeria (Cross River State), Uganda and South Africa
Share of foreign trained doctors in OECD countries

2013 or latest year available

Source: OECD, 2015
International migration on the rise

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Doctors</td>
<td>19.5 %</td>
<td>22 %</td>
</tr>
<tr>
<td>Nurses</td>
<td>11 %</td>
<td>14.5 %</td>
</tr>
</tbody>
</table>

The number of migrant doctors and nurses working in OECD countries has increased by 60% over the past 10 years (from 1,130,068 to 1,807,948).

Source: OECD, 2015
Key lessons

• All countries are source and destination, albeit to varying degrees.
• Policies for the integration of foreign health professionals are relevant across all countries.
• Strategic linkages must and can be made across the health labour market: production, licensing and registration, employment, and migration.
• Potential to improve global reporting of immigration data across countries, with information sharing facilitated through the Code.
• Targeted support to implementation of the Code in low-income and middle-income countries fundamental.
III. Next Steps: elevating dialogue, knowledge and co-operation
Scaling Up Innovative Practice

National
E.g. South Africa, Foreign Health Professionals Policy / Ireland

Bilateral
E.g. Sudan, Bilateral Agreements

Regional
E.g. East African Community, Regional Harmonization Process
  – Harmonized medical and dental education, registration/licensure, and practice
As an immediate action, calls on ILO, OECD and WHO, with relevant partners, to:

1. Establish an international platform on health worker mobility
   - Maximize benefits from health worker mobility
   - Initiate dialogue, expand evidence, consider new options and solutions
   - Strengthen and support implementation of the WHO Global Code and relevant ILO Conventions and Recommendations
   - Link to the Global Compact for Safe, Orderly and Regular Migration
International Platform on Health Worker Mobility
Thank you

who.int/hrh
#workforce2030