

EUROPE:

DESTINATION AND SOURCE OF MIGRATION

Some experiences from Belgium

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**HealthWorkers
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Migration of medical personnel from the South is a recent phenomenon

- Inflow in Belgium last decade:
 - around 400 foreign doctors per year
 - 250 - 880 nurses per year
 - Doctors: 18 % of foreign origin of which 70 % have Belgian training and certificate.
 - Nurses: 6 % of foreign origin of which 85 % have Belgian training and certificate
 - Origin :
 - 55 % from EU countries
 - 15 % Africa,
 - 12 % Middle East and Asia
- 5 % North or Latin America



Challenges

- Ageing population with increasing demand for medical personnel.
- Demographic evolution, proportion of 65 + years:
 - 1980: 15 %
 - 2000: 17 %
 - Expected 2050: 27 %

à Need for additional medical personnel !
from 9 % of the labor population to 22 %



Four experiences from Belgium tackling the issue

1. **IQ x EQ = Health Care**

Campaign to promote a career in the medical sector.

2. **Charter Be-cause Health**

Charter of Belgian development cooperation actors on recruitment and support of the development of human resources for health in partner countries.

3. **Return to Care**

Support to doctors from the South who are in specialist training in Belgium to return to the reality in their country.

4. **MEMISA's "Hospital for Hospital" twinning program**

Alliance between medical institutions in the North and the South



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1. IQ x EQ = Health Care

- Flemish campaign through ambassador for the health and care sector Eleonora Holtzer .
- Focused on how to attract young people towards the health sector (improve image, campaigns through media, website...),
- Orientation towards the different career opportunities and towards retention (how to keep people motivated and active)
- The initiative was supported at national level with
 - “project 600” that offers the possibility to upgrade training as part of professional activities
 - Measures to gradually reduce workload > 55 year

à **Inflow to schools for nurses increased last 2 years with 13 % !!**



2. Be-Cause Health Charter on HRH

- Based on the WHO Code of Practice on the International Recruitment of Health Personnel (WHA 63.16, 2010)
- Objective: to harmonise, increase efficiency and render more equitable the practices of Belgian development cooperation actors in the field of recruitment and support for the development of health workers from partner countries
- Voluntary engagement of different Belgian actors on international health to sign and implement a charter, with special attention to:
 - actively support the capacity building of health workers and to reinforce sustainable health systems
 - limit the negative consequences that the international recruitment of health workers from partner countries might have on local capacity



2. Be-Cause Health Charter on HRH

- Next step: Monitor + follow-up of the commitments on the implementation by signatories
- Aspirations: to encourage similar initiatives in partner-countries and to develop the « North» elements in Belgium.



3. Return to Care

- Assistance of around 300 specialists in training for one year in Belgian University Hospitals to return to the reality of their country of origin.
- In order to avoid frustration and to increase motivation on return, assistance to develop sustainable working conditions.



4. MEMISA's "Hospital for Hospital" initiative

- An alliance and twinning initiative between 17 hospitals in the South (Dem Republic Congo and Burundi) and Belgium in order to:
 - Create awareness on the common goal to assure quality health care for all (even under very different circumstances)
 - Exchange information and experiences between health professionals
 - Organize field visits to experience the Southern reality and challenges

Sensitize on social responsibility for Northern hospitals and eye-opener for the need for health care, everywhere !!

