



JOINT ACTION HWPF

FRIDAY 5 DECEMBER, 2014

CHALLENGES IN INTERNATIONAL RECRUITMENT :
MIGRATION FLOWS OF FOREIGN TRAINED PHYSICIANS
EXPLAINED

—
CNOM
DATA
—



ORDRE NATIONAL DES MEDECINS
Conseil National de l'Ordre



DR PATRICK ROMESTAING

CNOM VICE-PRESIDENT

CNOM REPRESENTATIVE TO THE ONDPS (FRENCH OBSERVATORY OF HEALTH PROFESSIONS)
COORDINATOR OF THE EUROPEAN OBSERVATORY OF MEDICAL DEMOGRAPHY (CEOM)



ORDRE NATIONAL DES MEDECINS
Conseil National de l'Ordre

EUROPEAN
OBSERVATORY



3 DECEMBER 2010 : CNOM SET UP A EUROPEAN OBSERVATORY JOINTLY WITH CEOM

FRENCH INVOLVEMENT IN EUROPE

- JOINT ACTION
- OECD





FEMINISATION OF THE PROFESSION

Most feminised countries :

- Romania : 77,4%
- Slovenia : 72,7%
- Lithuania : 70%

Least feminised countries :

- Ireland : 30%
- Switzerland : 31,5%
- Belgium : 36,3%

Position of France :

- 42,1% of women





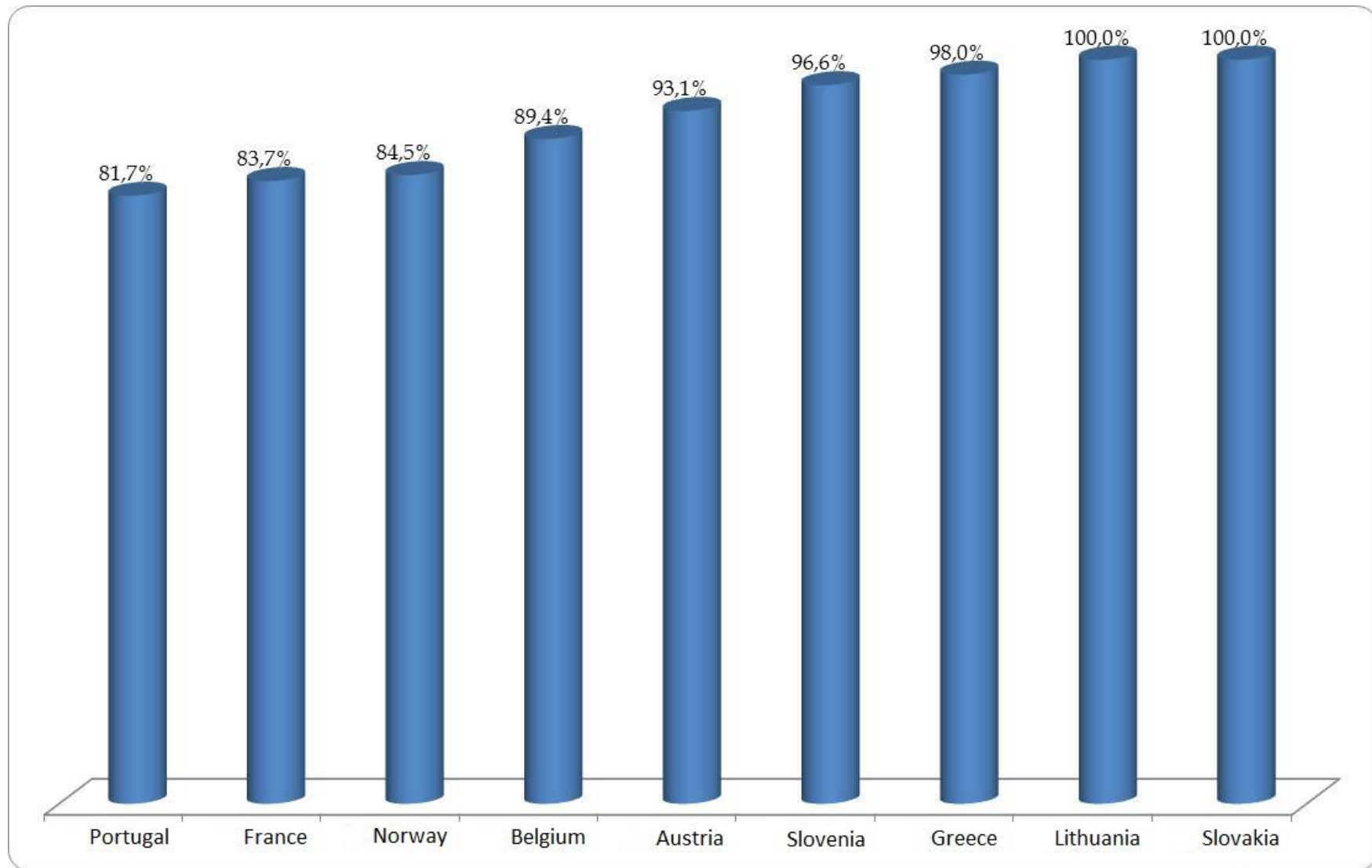
DEMOGRAPHIC PROFILE : A MORE OR LESS MARKED AGEING

☐ Accelerated ageing :

- Belgium :
men : 58 years
women : 47 years
- Portugal :
men : 53 years
women : 57 years
- Slovakia :
men : 56 years
women : 55 years
- Romania :
men : 52 years
women : 51 years
- France :
men : 54 years
women : 49 years



COUNTRY OF BIRTH





COUNTRY OF BIRTH AND EU MIGRATION FLOWS

1st provider :

☒ Germany

2nd provider :

☒ Italy

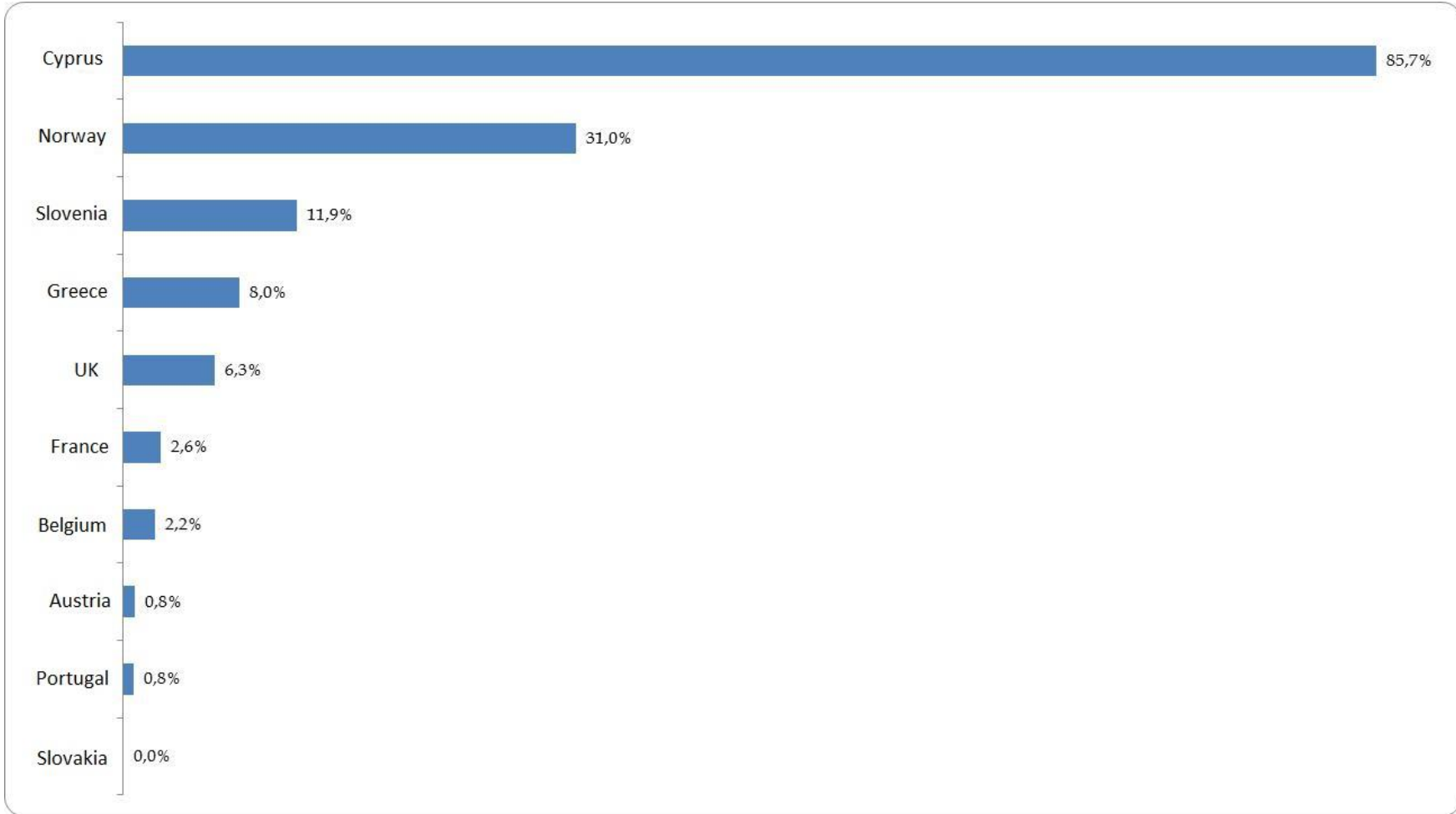
3rd provider :

☒ Romania





GRADUATED FROM OTHER EU COUNTRIES





1 - Is there a shortage of general practitioners in your country?

2 - In your country, does the patient have to consult his general practitioner before consulting a medical specialist?

| Responding countries | Is there a shortage of general practitioners in your country? | In your country, does the patient have to consult his general practitioner before consulting a medical specialist? |
|----------------------|---|--|
| Austria | No | No |
| Belgium | NR | No |
| Cyprus | No | No |
| France | Yes | Yes |
| Greece | NR | NR |
| Ireland | Yes | Yes |
| Lithuania | NR | Yes |
| Norway | No | Yes |
| Portugal | Yes | Yes |
| Romania | Yes | Yes |
| United Kingdom | NR | NR |
| Slovakia | Yes | Yes |
| Slovenia | Yes | Yes |
| Sweden | Yes | NR |
| Switzerland | Yes | NR |

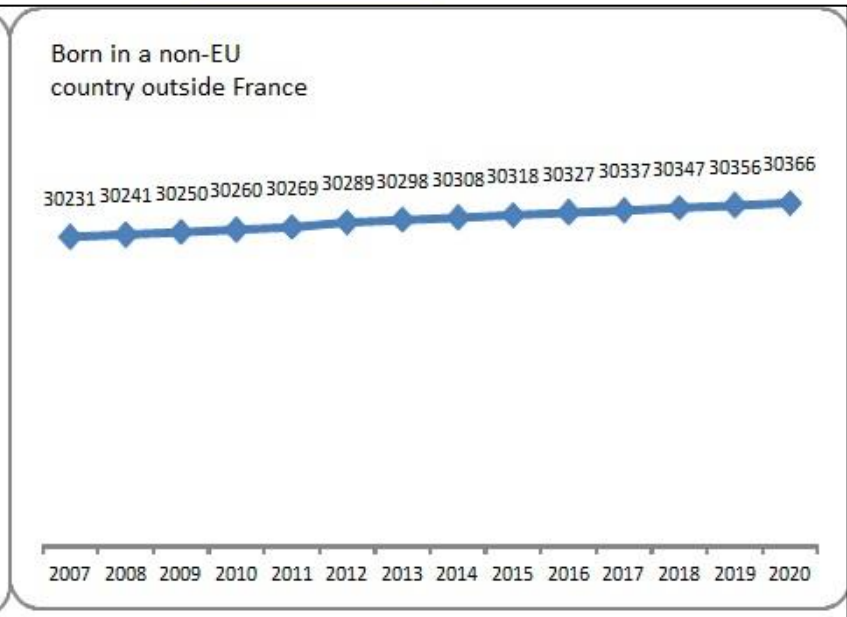
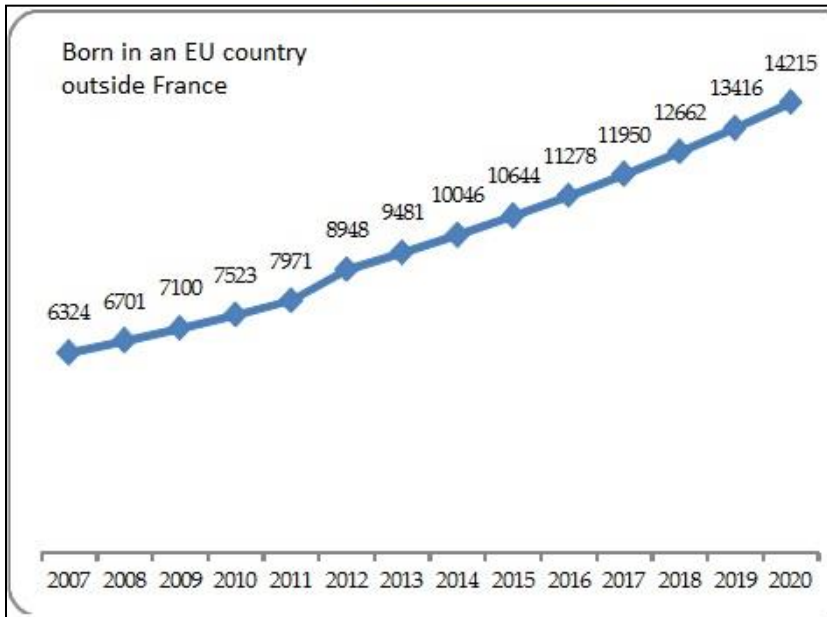
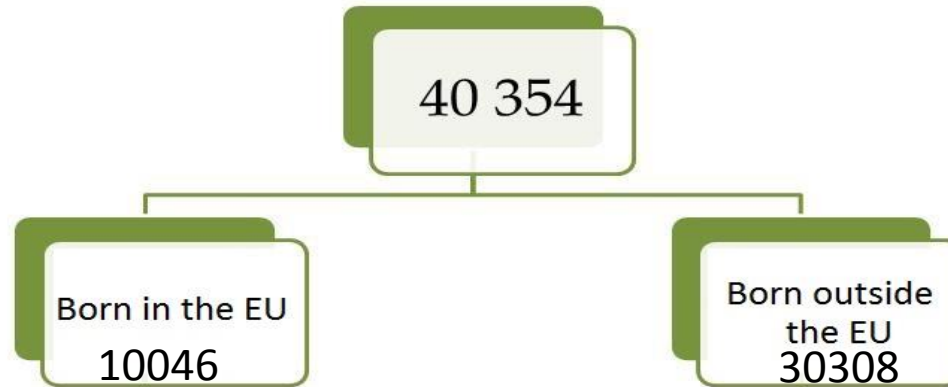


CNOM-2014 Publication

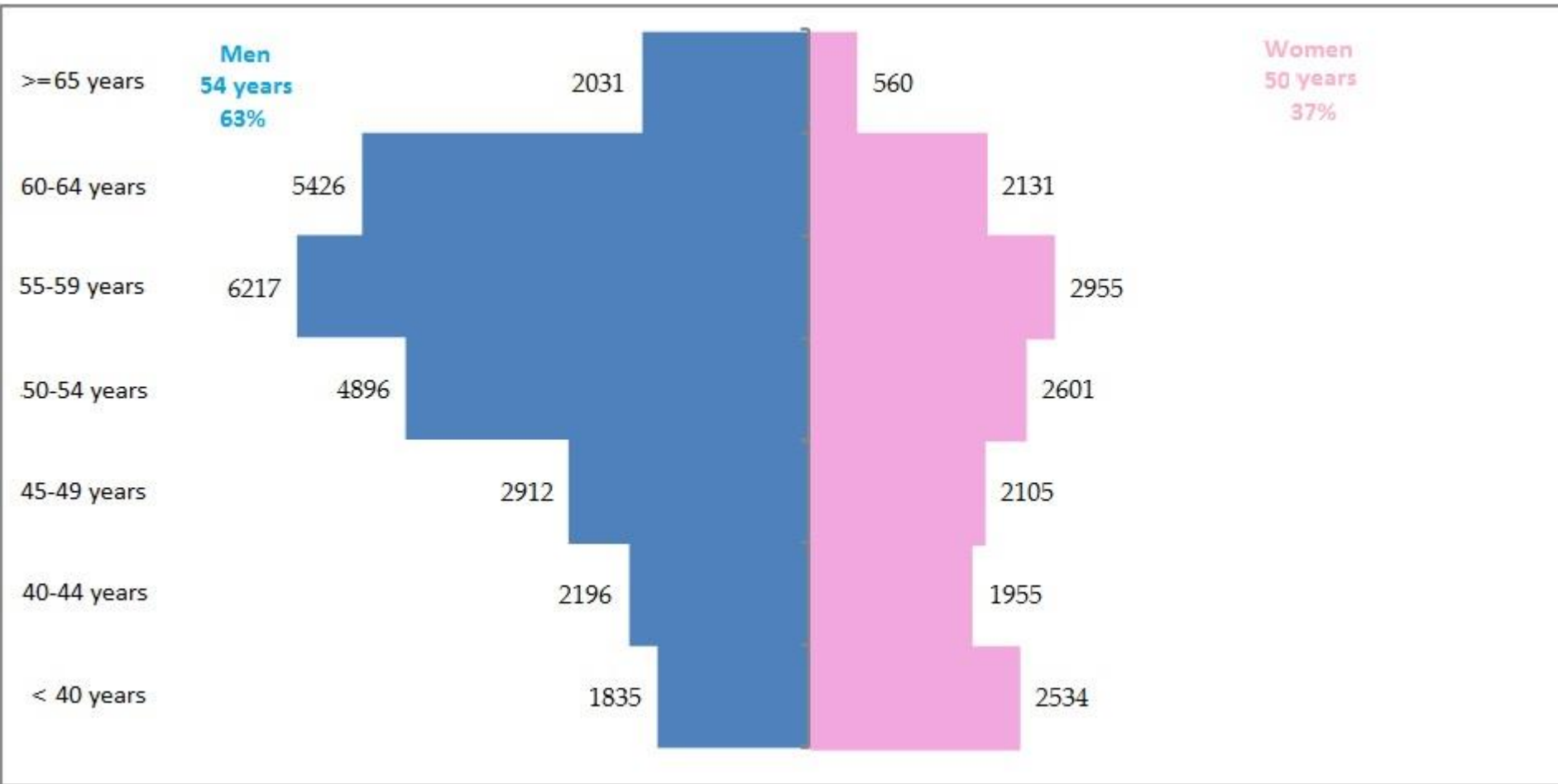
**MIGRATION
FLOWS &
TRAJECTORIES**

**COUNTRY OF
BIRTH**

GEOGRAPHICAL ORIGIN & WORKFORCE



DEMOGRAPHIC PROFILE



European Union & outside France

Men : 51 years

Women : 47 years

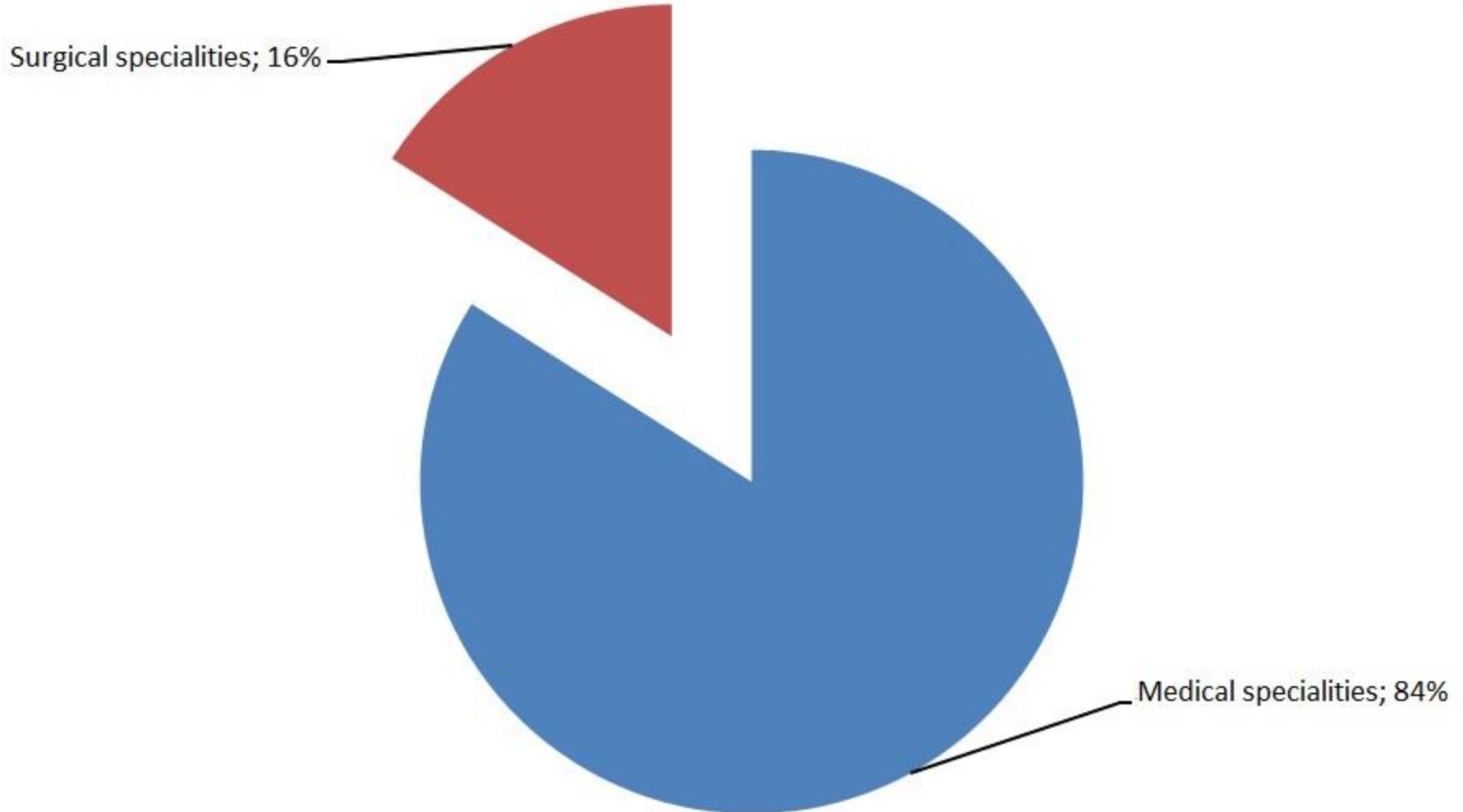
Outside European Union & outside France

Men : 53 years

Women : 46 years



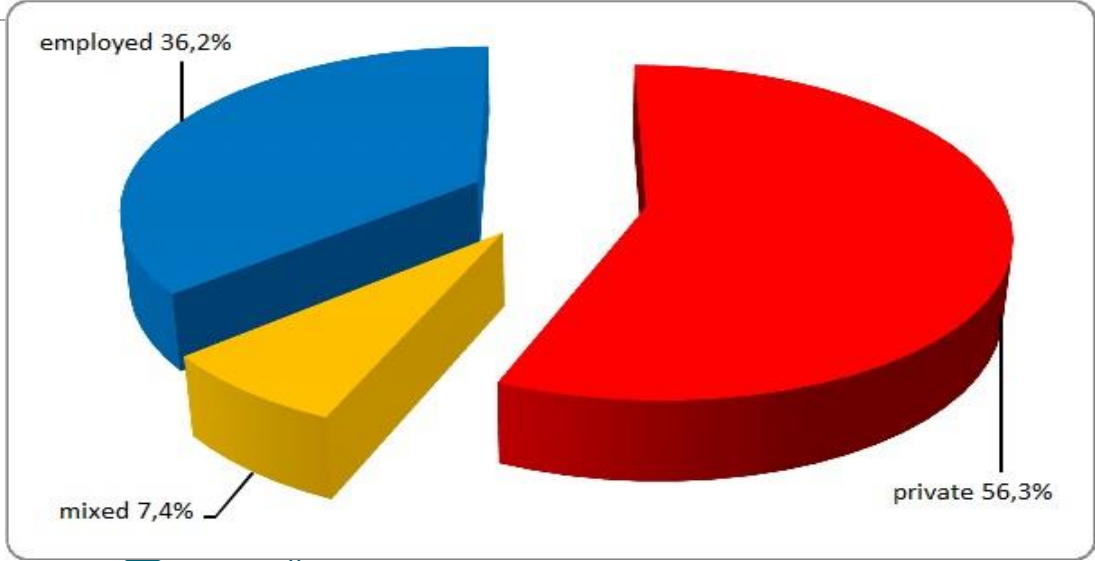
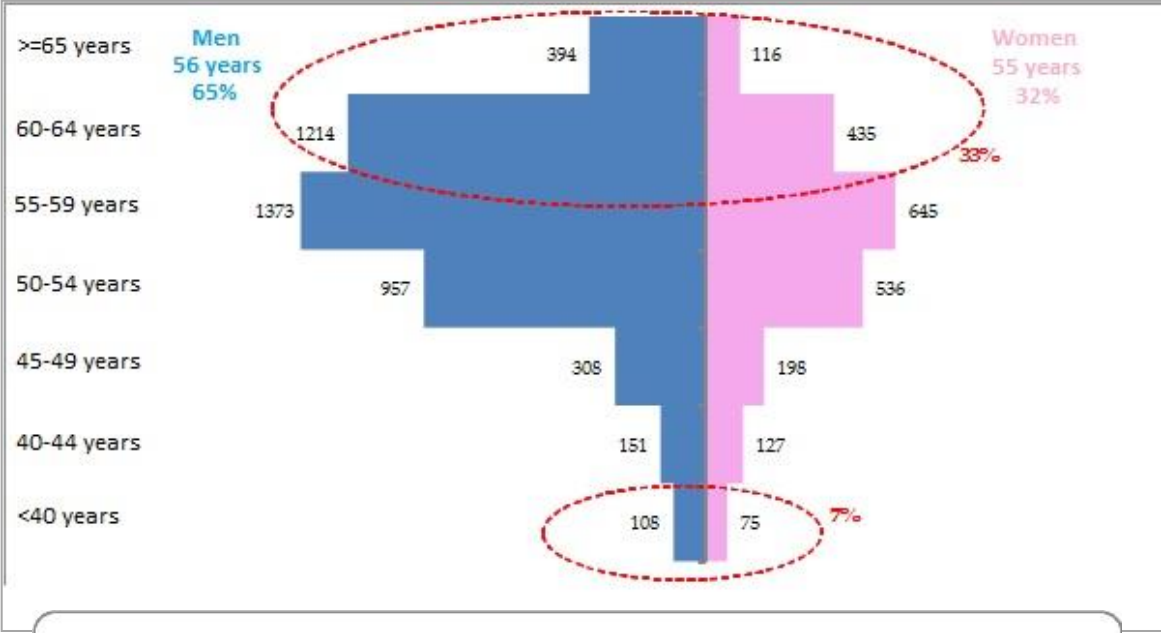
SPECIALITIES & MODES OF PRACTICE



43,5% specialists in general practice



GENERAL PRACTICE – BORN IN MAGHREB



Born in Algeria

- 27,7% graduated in Algeria
- 71,7% graduated in France
- 0,6% graduated outside Algeria or France

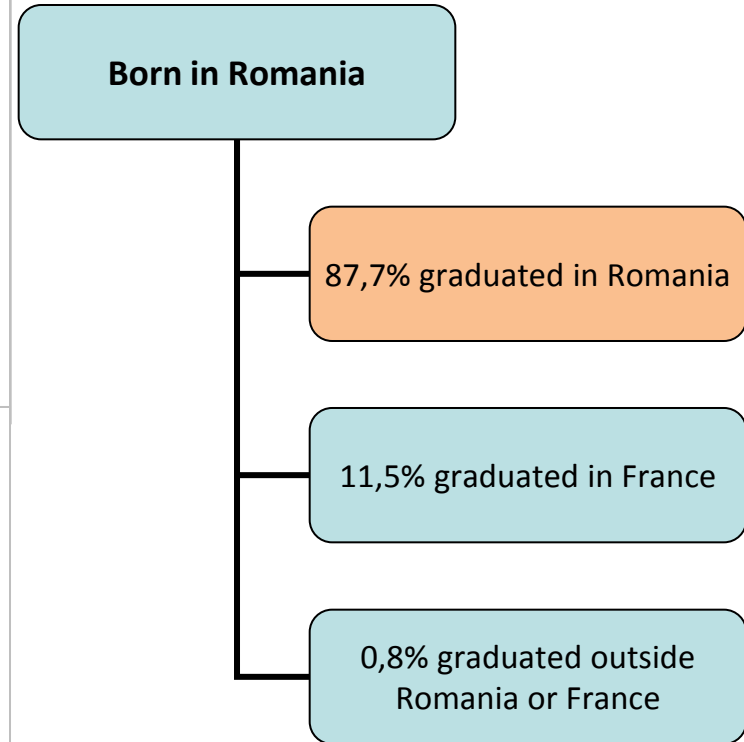
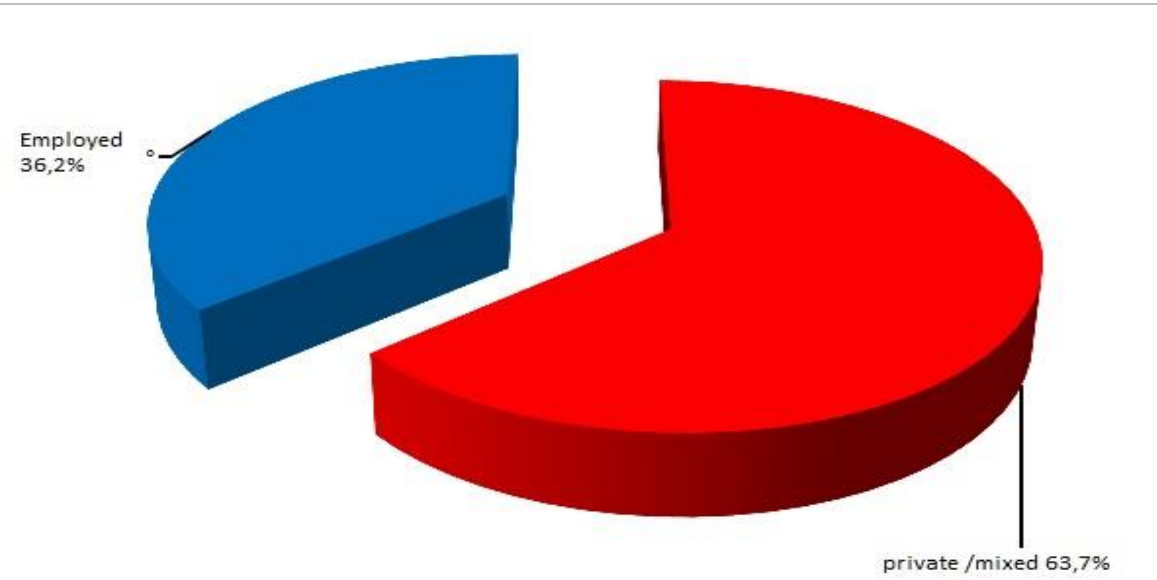
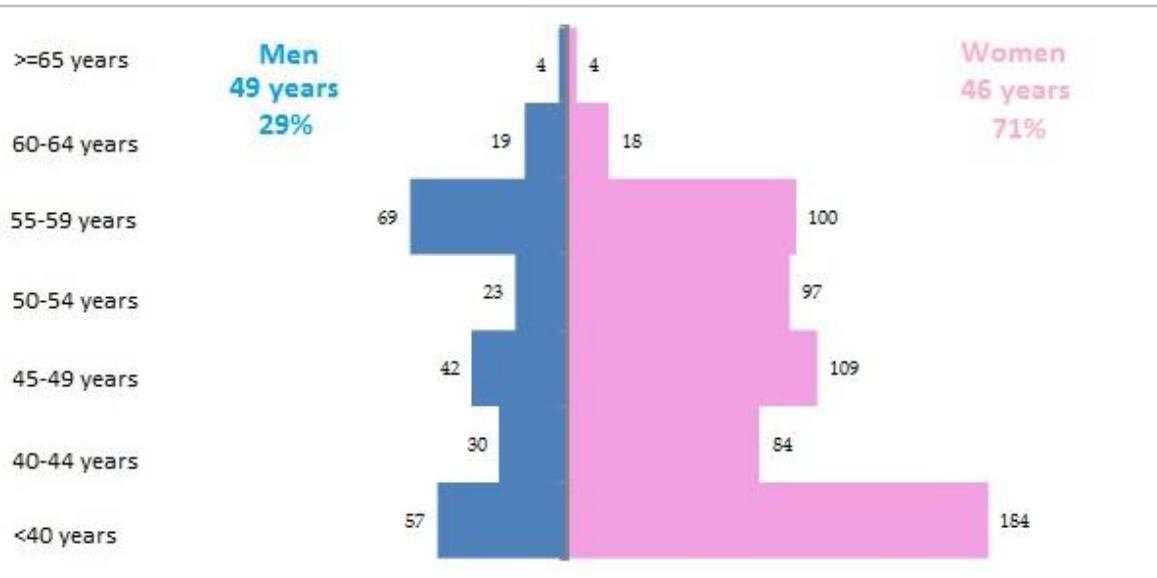
Born in Marocco

- 11,3% graduated in Marocco
- 85,9% graduated in France
- 2,8% graduated outside Maroc or France

Born in Tunisia

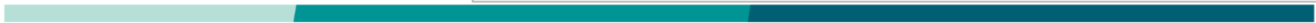
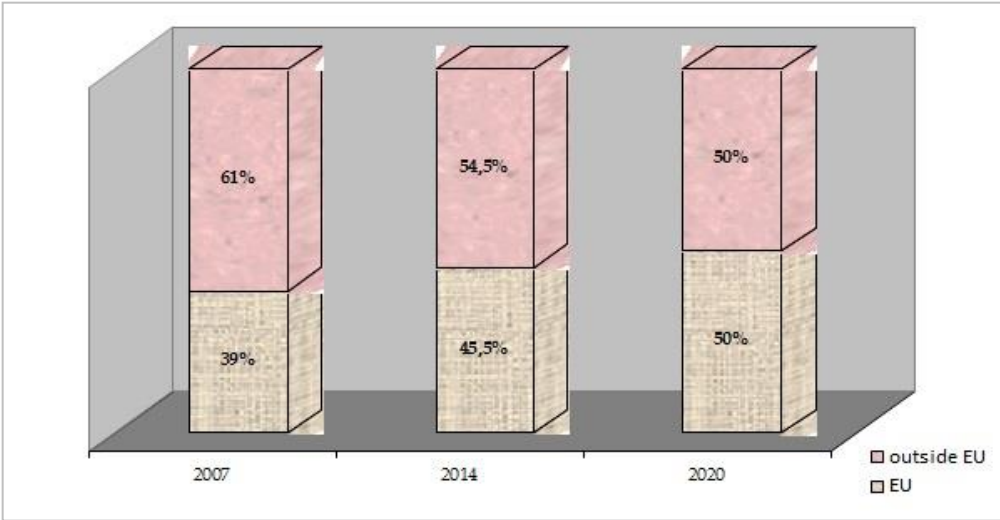
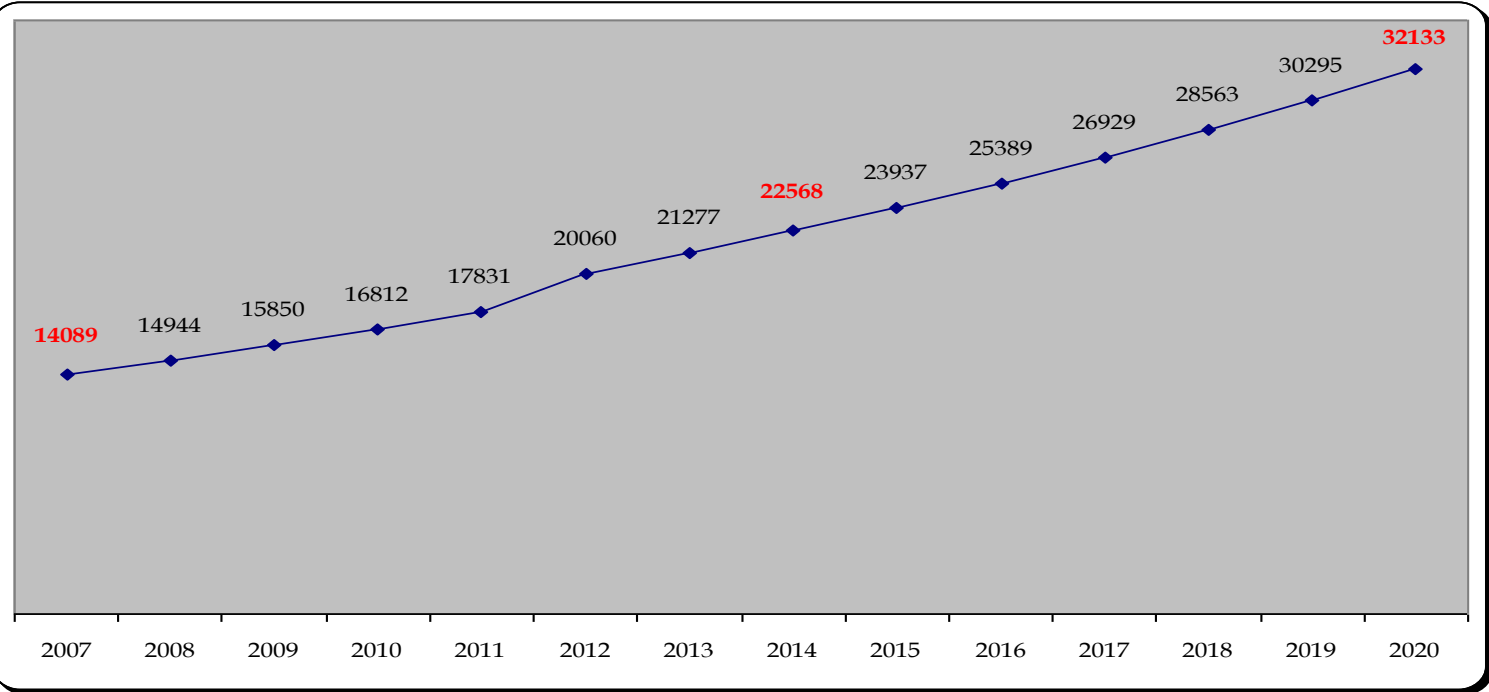
- 5% graduated in Tunisia
- 93,5% graduated in France
- 1,5% graduated outside Tunisia or France

GENERAL PRACTICE – BORN IN ROMANIA



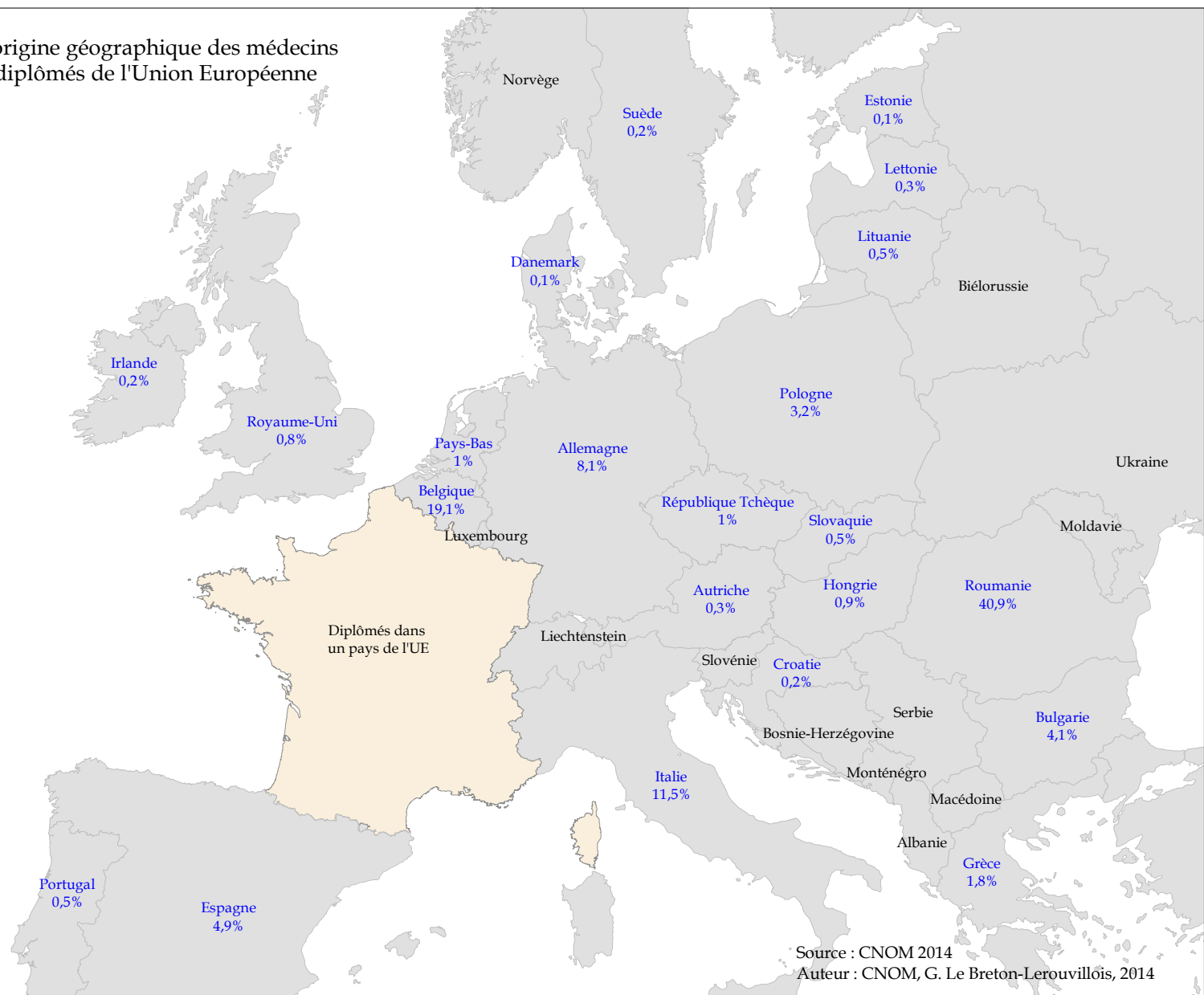
COUNTRY OF
GRADUATION

FROM THE OBSERVATION TO THE EXPECTATION



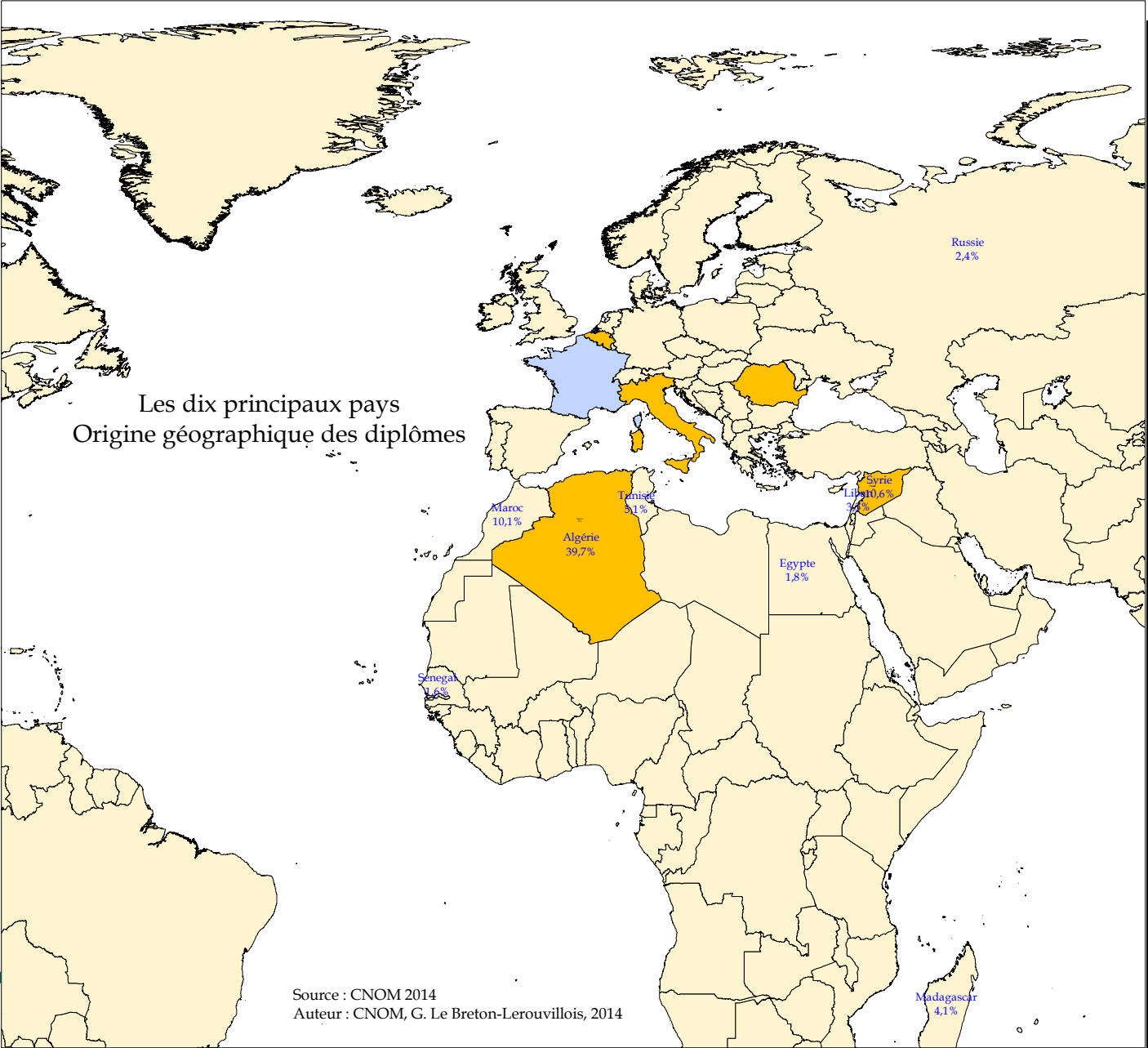
GEOGRAPHICAL ORIGIN – EU

L'origine géographique des médecins diplômés de l'Union Européenne



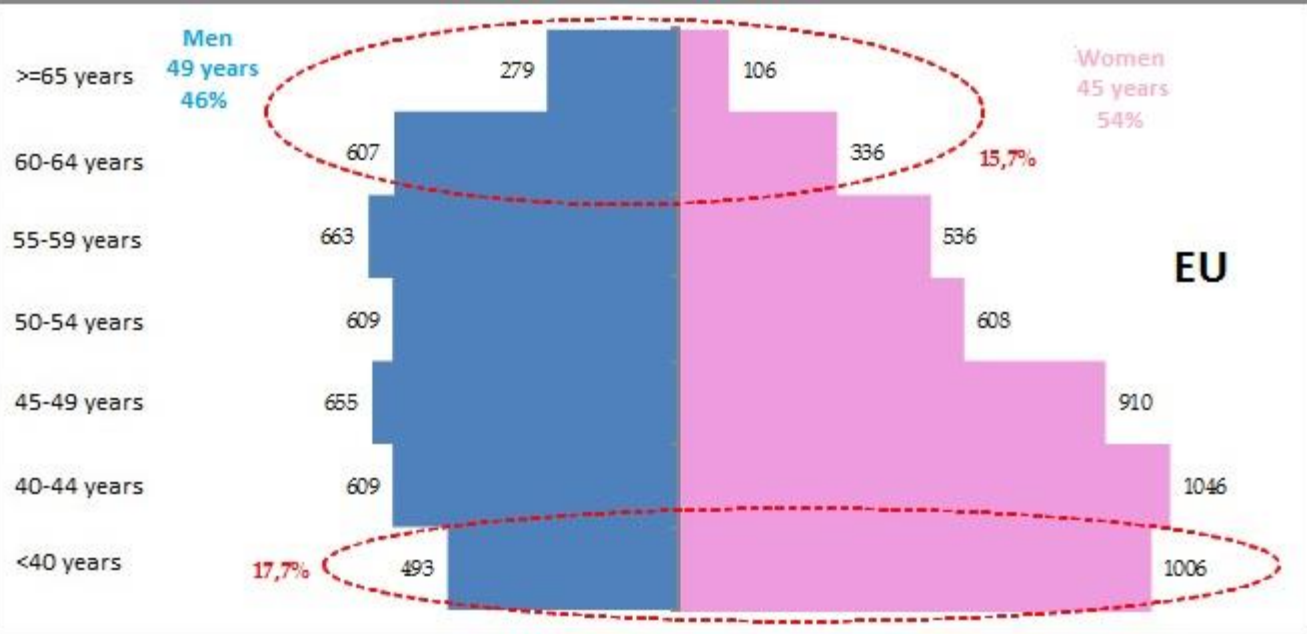
Source : CNOM 2014
Auteur : CNOM, G. Le Breton-Lerouvillois, 2014

GEOGRAPHICAL ORIGIN – OUTSIDE EU

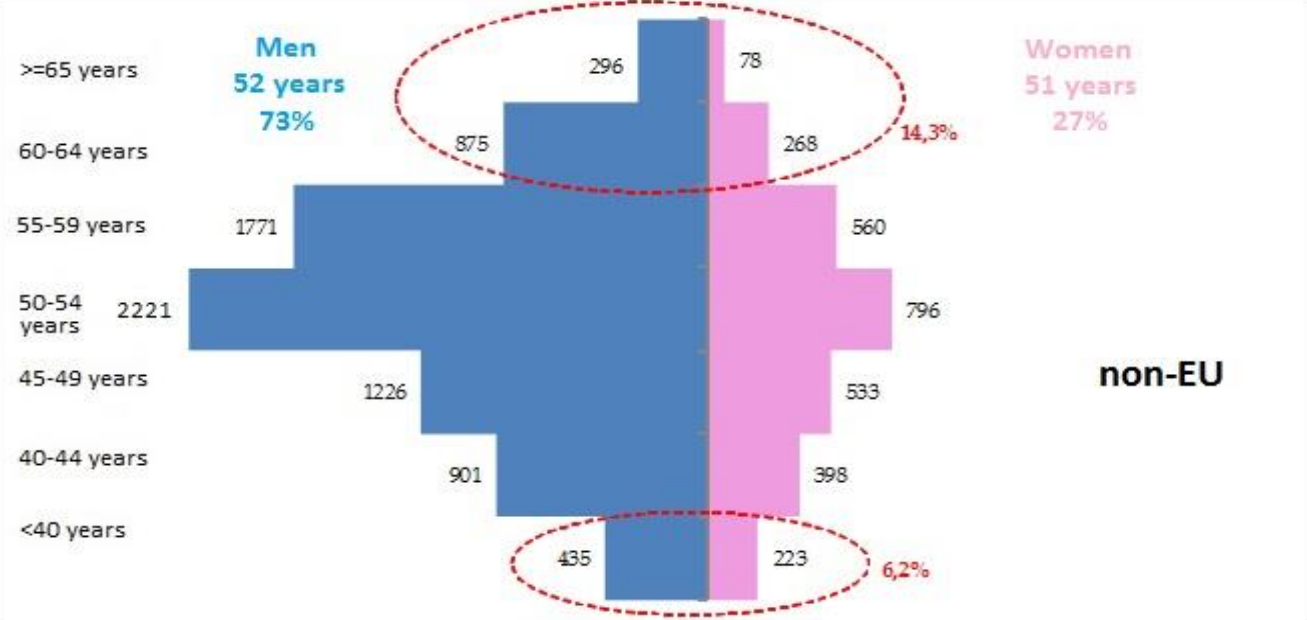


Source : CNOM 2014
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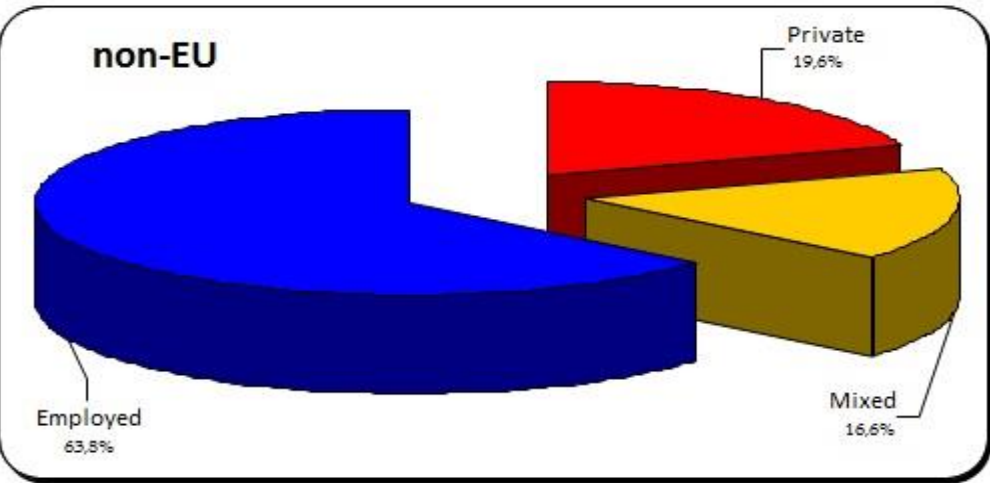
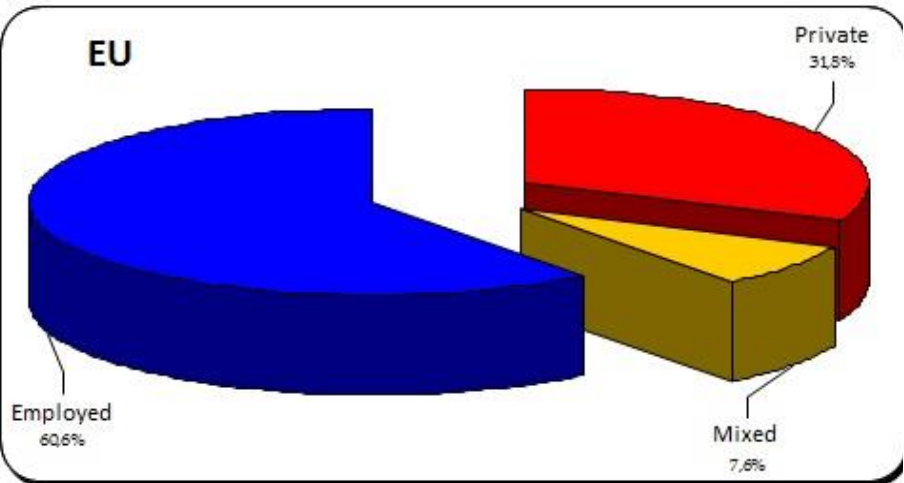
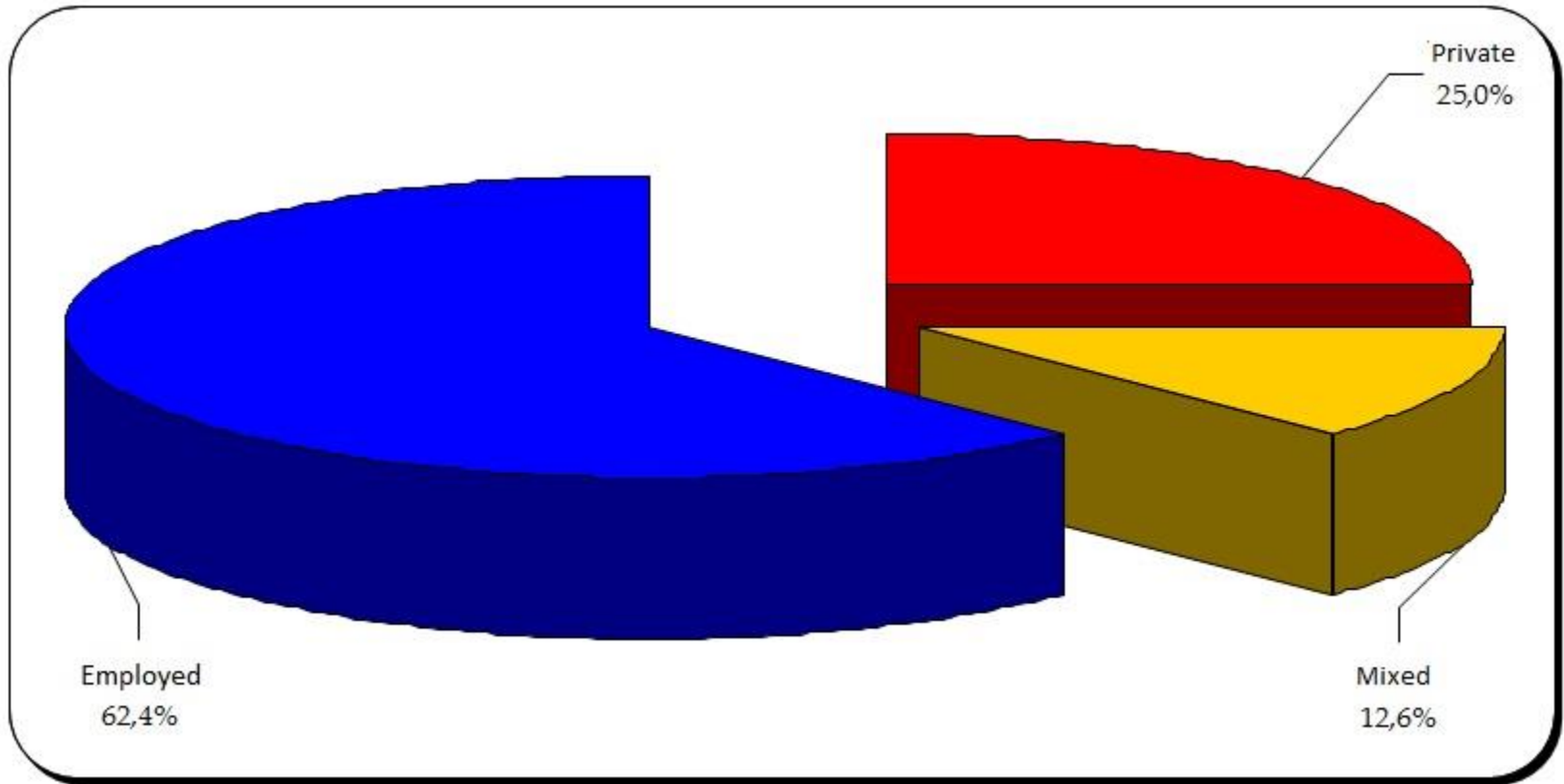
DEMOGRAPHIC PROFILE



France
 <40 years : 16,3%
 >=60 years : 25,6%



MODES OF PRACTICE



THANK YOU FOR YOUR ATTENTION

