

Migration in Health Care Professions - The Triple Win Approach

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Bratislava, January 29th 2014





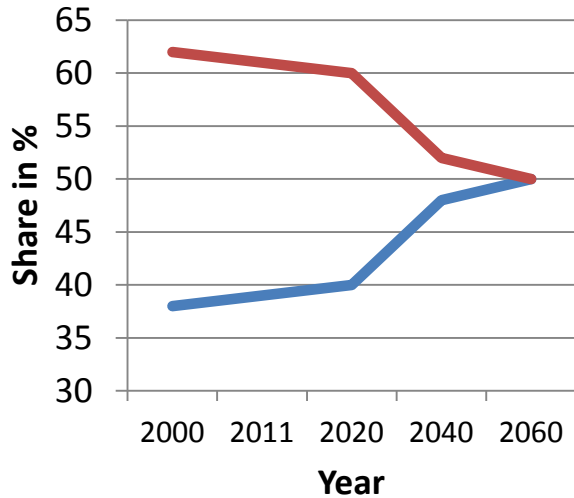
- The IEGUS Institute for healthcare research and social economy has been founded in 2007.
- Located in Berlin-Mitte, Reinhardtstr. 31
- Website: www.iegus.eu
- **Main Topics:** Demographics, demand and supply of labour and skills, development, use and funding of assistive technologies, sector and market analyses, cooperation at European and international level

Skills shortage and migration approaches for nursing personnel:

- Concept development since 2008
- Initial approach „circular migration“
- Finally: „Training and Development partnership“ - synergies between migration and development, migrant´s perspective – Triple Win-Migration ©
- Focus on non-EU Member States and the sector of long-term care



Demographic trends in Germany and demand for nursing staff



— Share of population < 20 and above 65 years

— Share of population 21 - 64 years

— Hackmann 2009 Nachfrage

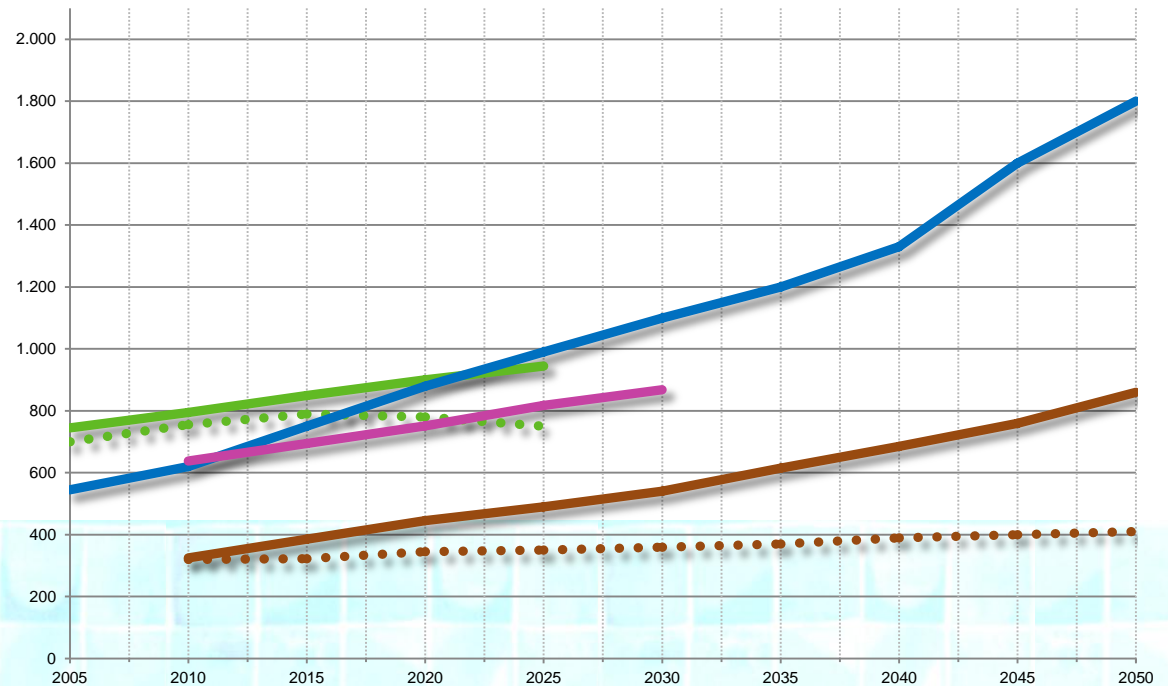
••••• Hackmann 2009 Angebot

— Afentakis/Maier 2010 Nachfrage

••••• Afentakis/Maier 2010 Angebot

— Schnabel 2007 Nachfrage

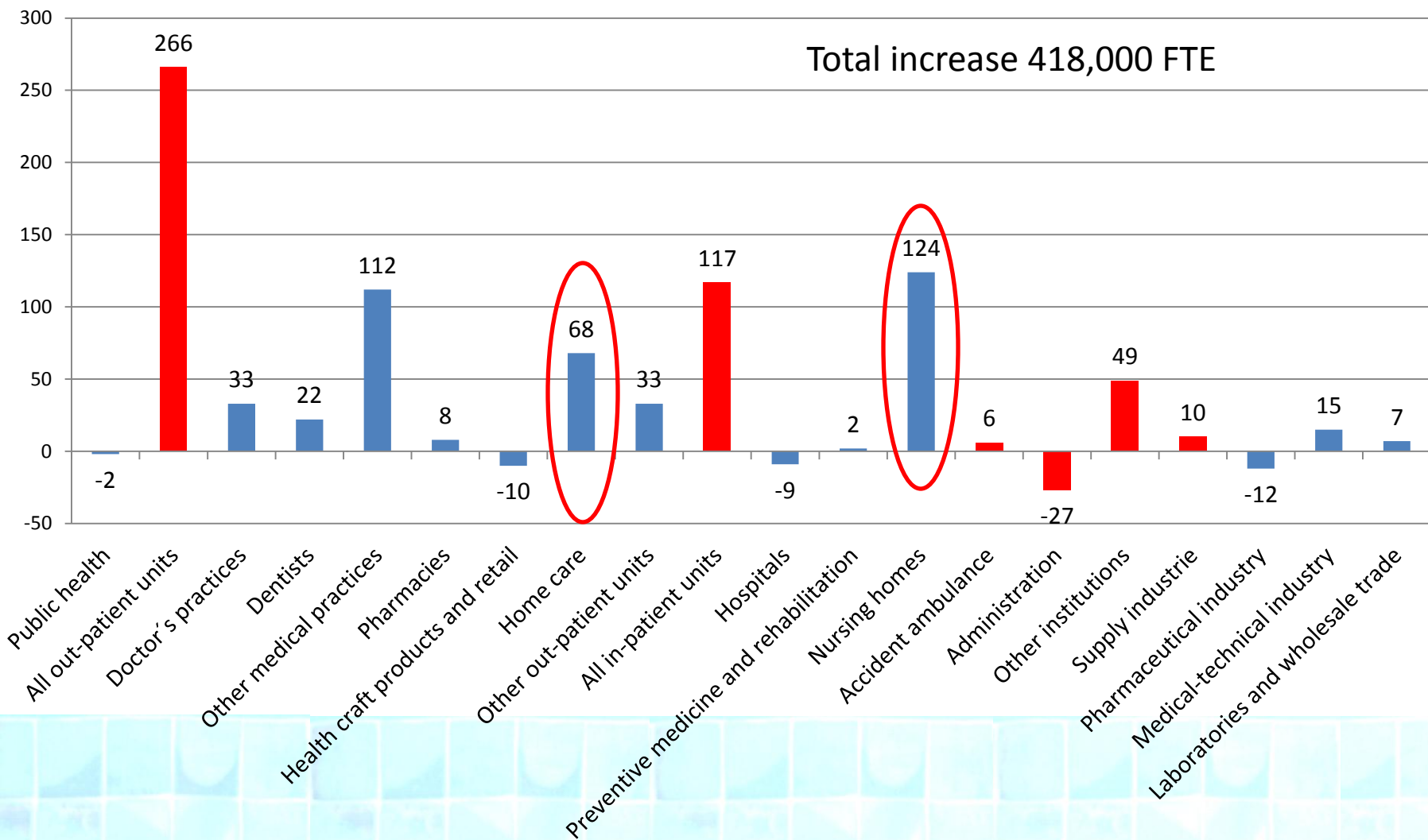
— RWI 2011 Nachfrage



Between 2010 and 2030 the demand for nursing staff will increase - + 200,000 FTE.

In the same period the labour force in Germany will decrease - - 4.5 million people!

Development of Employment in Health and Social Care Units in Germany 2000 - 2011 (in 1,000 FTE)



Our Approach: Triple Win Migration[©]

While Germany is facing a lack of workforce other countries, especially in Asia, have a growing population. At the same time the projected growth of population aged 60-plus will more than double until 2050 compared to 2012, for instance in China (2.5), Indonesia (3.0) and India (2.4) (Germany: 1.4)

(Source: Global AgeWatch Index 2013).

In the next years many emerging countries will see:

- a) A growing need for better health care services and elderly as well as geriatric care
- b) An enormous increase of the incidence of old age related diseases like dementia

„We have policies that encourage living a long-life. But we don't have policies that encourage the quality of life in old age. We are having years, but not life.“ (Prof. Irudaya Rajan, Centre for Development Studies Trivandrum)



The Guiding Principles for Triple Win Migration[©]



**World Health
Organization**

WHO Global Code of Practice on the International Recruitment of Health Personnel (2010)

- According to Article 5.1 „... the health systems of both source and destination countries should derive benefits from the international migration of health personnel“ – any recruitment has to be complemented by development cooperation

Additional principles:

- International recruitment of health personnel is just one instrument among many others to create a sustainable health workforce in Germany
- Migrant care workers should become part of the regular workforce employed by formal care organisations (not private households)
- Equality of treatment and pay with the domestically trained health workforce
- Focus on countries with population growth (growing workforce)

What does Triple Win Migration[©] stand for?

- a) Identification of appropriate source countries (in terms of health workforce, education and training, future health system needs, cultural aspects ...)
- b) Establishment of a training and development cooperation between different institutions in both countries (schools/universities, care organisations and companies)
- c) Foreign health professionals (nurses) are recruited and trained concerning their language skills (in the country of origin). The project management gives support concerning the transfer to Germany (recognition of qualification, residence and work permit) and an intercultural training.
- d) The foreign nurses have the opportunity to work in German healthcare facilities and are (further) educated in geriatric and elderly care.
- e) The foreign health personnel will be actively supported to utilize work experience gained abroad for the benefit of their home country.

The Vision of Triple Win Migration[©]

- (1) Source countries will win knowledge (skilled workforce).
- (2) Germany will win labour and gains from cultural diversity.
- (3) Migrants will win job opportunities (in both destination and source countries) and skills.



Status Quo and Perspectives

- Triple-win migration © concept with India is completed.
- A network of care facilities and nursing schools has been created in Germany to work on migration issues and share experiences. Facing skills shortage already today companies are willing to pay for sustainable migration programmes!
- The legal framework in Germany for migration from non-EU Member States has changed in June 2013 (non-academic personnel, shortage occupations) – no recruitment from countries with critical shortage of health workers (according to the WHO-list 2006)!
- Furthermore there are bilateral agreements for the recruitment of nurses with Serbia, Bosnia-Herzegovina, Philippines and Tunisia....
- On behalf of the Federal Ministry of Economics and Technology IEGUS is evaluating the pilot project with Vietnam (education and training in elderly care, until 2016).
- For the German Accident Insurance we are studying the challenges of employing migrants in the health sector for the provision of Health & Safety at work.

Thank you for your attention!

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