



# **Expert Meeting WHO Global Code on International Recruitment of Health Professionals**

## **EU Mechanisms**

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# Action Plan

**Improve  
workforce  
planning**

**Anticipate  
skills needs**

**Recruitment  
and  
retention**

**International  
ethical  
recruitment**



- EPSU/HOSPEEM Code on Ethical Recruitment and Retention
- Support for implementation of WHO Global Code
- Joint Action on health workforce planning
- data on mobility of health professionals
- exchange of good practice on ethical recruitment practices



# EU Mechanisms and Tools

- Global Dimension
  - Developing Countries
  
- European Dimension
  - EU-non EU countries
  - Intra-EU

# Global Dimension HRH in Developing Countries



- Reducing the push factors:
  - EU funding assistance through EDF
  - Build HRH capacity: train, re-train and retain
- Projects
  - HRH observatories in developing countries
  - Manage mobility of health professionals in Moldova
  - Wemos project “Health Workers for All”

## **Non EU Countries to EU EU Blue Card :Highly Skilled Migrants**

- from outside the EU with fast track procedure for special residence and work permit
- Possibility for a MS to reject application on ethical recruitment grounds
- Commission progress report in May 2014



# EU-Non EU Countries European Migration Network

- Steps to implement ethical recruitment in the health sector?
- Are there bilateral or multilateral agreements on international recruitment of health personnel?
- Any guidelines, policy or other tools to facilitate, circular and temporary migration?

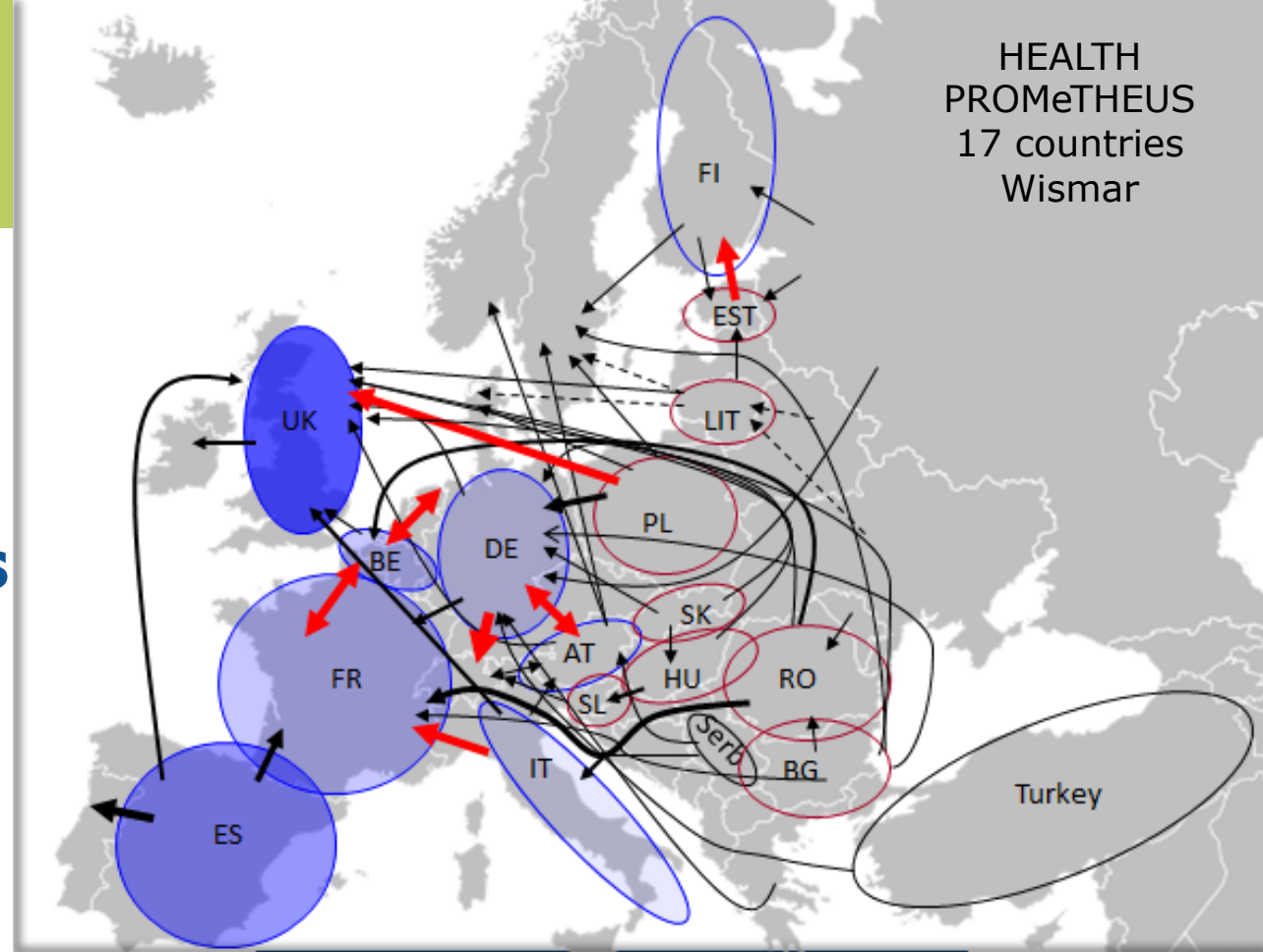


# Mobility Partnerships

- Non binding framework for managed migration between EU, EU Member States and a non-EU country
- Mobility partnerships tailored to specific needs and list initiatives to manage mobility between partners
- Moldova, Georgia, Armenia, Cap Verde



# CHALLENGE: Mobility of Health Professionals



- *Complex and diverse with little data*
- *Two European research projects : Prometheus and Mobility of Health Professionals*
- *Huge challenge for Central and Eastern European countries*





## EU Mechanisms: within the EU

- Solidarity via EU Cohesion Funds 2014-2020  
Priority in Partnership Agreements?
- EPSU/Hospeem Code on Ethical Recruitment:  
Implementation?
- Bi-lateral agreements within EU: Examples?
- sharing successful approaches to retain health  
workers: findings in 2015
- Review of education and training capacities: findings  
in 2016



## EU Dimension

- Step up the pace: **promote the implementation of the Code**
- **Enhanced cooperation** between European Commission, EU member states, health organisations, social partners
- **Improved policy coordination:** finance, health, employment, migration, development,
- Maximise use of the **European funds: health, research, development aid, structural funds**



# Meeting the challenges

- **Promote the implementation of the WHO and EPSU/Hospeem Codes**
- **Enhanced cooperation** between European Commission, EU member states, health organisations, recruitment agencies, social partners, NGOs
- **Improved policy coordination:** finance, health, employment, migration, development
- Maximise use of the **European funds: health, research, development aid, structural funds**



## For further information

[http://ec.europa.eu/health/workforce/policy/index\\_en.htm](http://ec.europa.eu/health/workforce/policy/index_en.htm)