

Joint Action Health Workforce
Planning and Forecasting

Mobility of health care professionals in Belgium

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FPS Health, Food Chain Safety and Environment

Federal structure of Belgium



Federal structure of Belgium

- 11.200.000 inhabitants
- Neighbouring countries: The Netherlands, Germany, Luxembourg and France
- Belgium consists of 3 communities:
 - Flemish
 - French
 - German speaking

Federal structure of Belgium

BELGIUM

FEDERAL STATE



COMMUNITIES

 FLEMISH COMMUNITY



 FRENCH COMMUNITY




 GERMAN SPEAKING COMMUNITY



REGIONS

 FLEMISH REGION



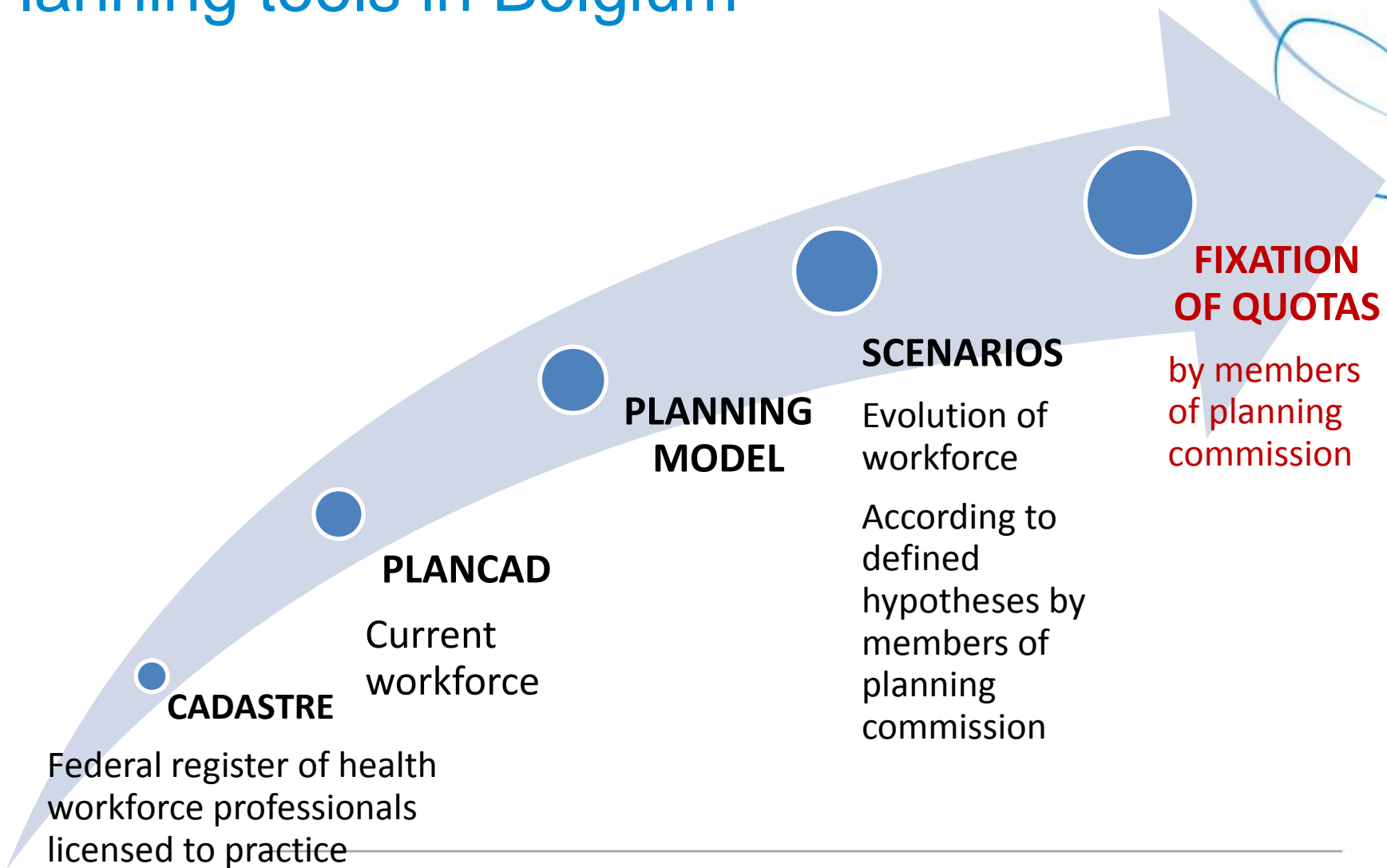
 BRUSSELS-CAPITAL REGION



 WALLOON REGION



Planning tools in Belgium



Planning tools in Belgium

“**Cadastre**” = federal register of health workforce professionals **licensed to practice**

“**Plankad**” = data linking project

Data of Cadastre is supplemented with:

- information about employment, position on labour market, (Datawarehouse Labour Market & Social Protection)
- medical acts performed (Health Insurance)

→ **practicing and professionally active**

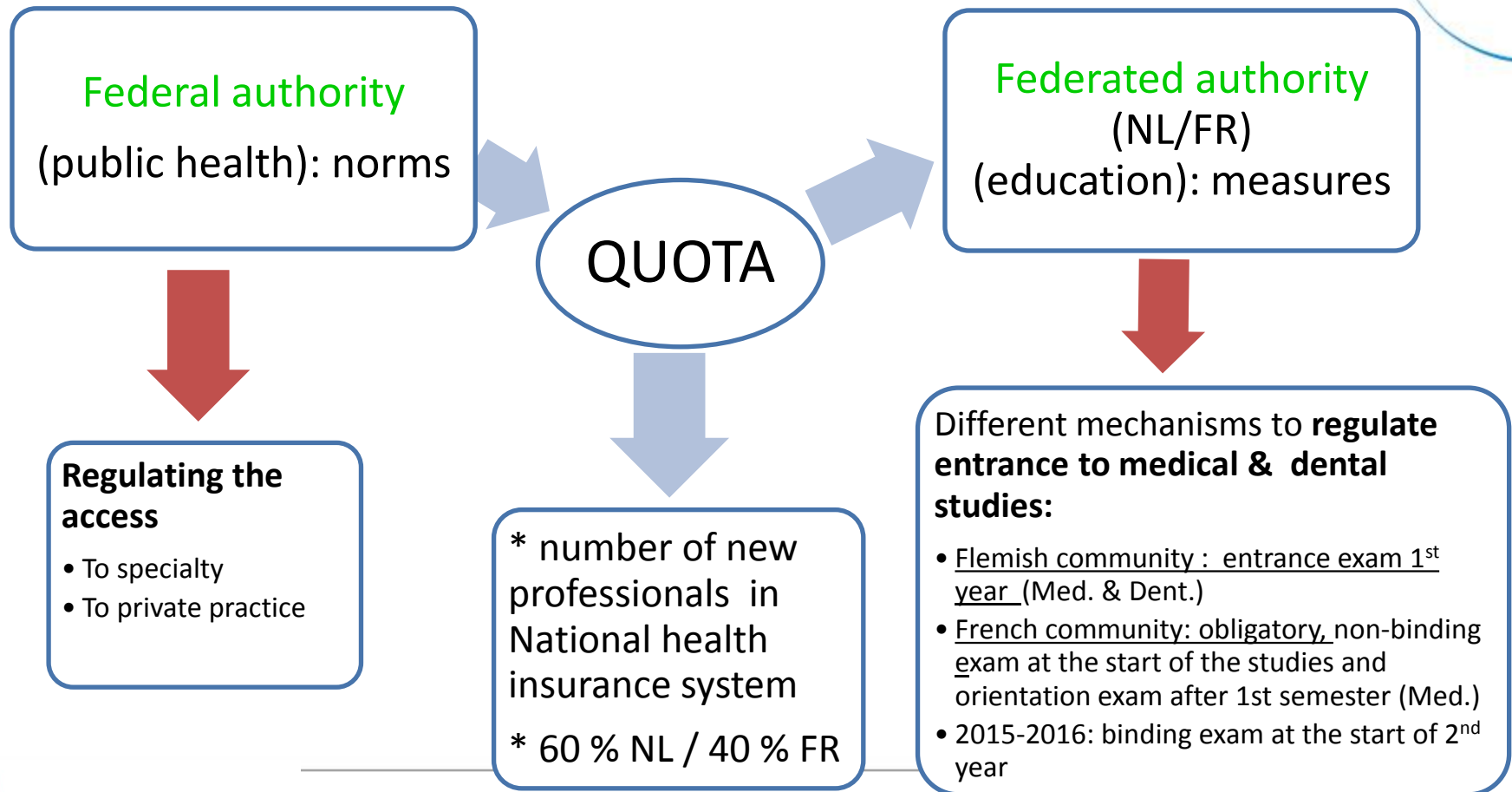
Planning tools in Belgium

Scenarios

- Baseline scenario: current trends continue
- Alternative scenarios: changes are taken into account
 - According to hypotheses defined by members of planning commission

Planning tools in Belgium

Health workforce quota in Belgium



Mobility in Belgium

The **belgian health-care system is self-sustaining** i.e. does not rely on foreign health-care professionals

- Advantage: not dependent on migration of health care professionals.
- Disadvantage: when Belgian students leave, foreign students come to study here, foreign professionals come to work here

Some figures to better understand mobility in Belgium

Student mobility

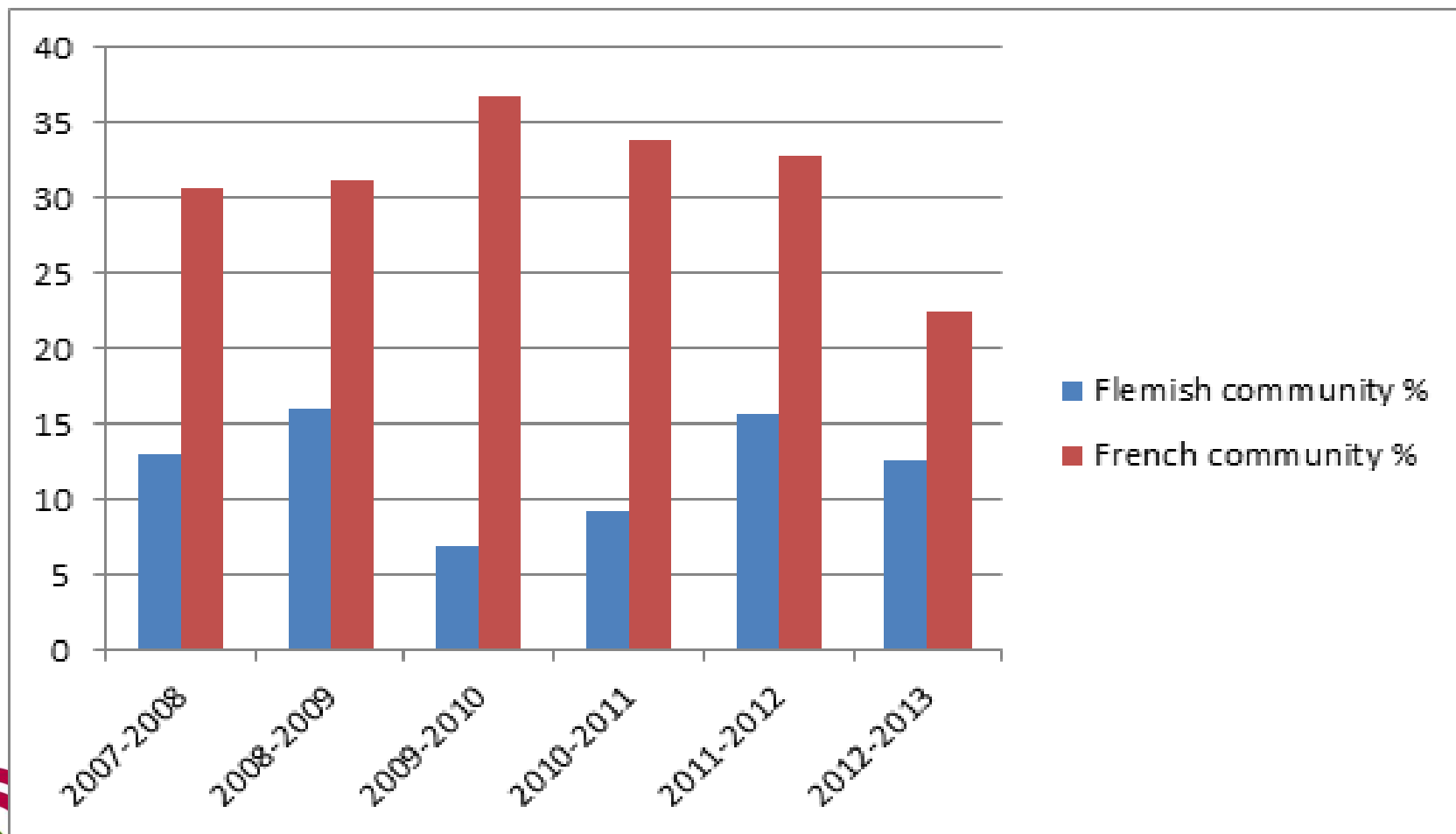
- At the educational level (basic degree)
- At the start of professional training (internships)

Professional mobility

- Registered professionals
 - « stock » of manpower trained in and outside Belgium
- Professionals active on the Belgian labour market

Student mobility - dentists

Percentage of non-belgians with a dental degree (basic degree), in belgian universities



service public fédéral

**SANTE PUBLIQUE,
SECURITE DE LA CHAINE ALIMENTAIRE
ET ENVIRONNEMENT**

Student mobility – Flemish community

Medicine

Number of degrees (Flemish) between 2004-2013 and training programs from 2004, included in the quota By nationality

Source : extraction du cadastre du 14/12/2014.

TOTAL 2004-2013			
Nationality of degree holder	Number of degrees	Number of training programmes	Difference
Belgium	5.012	4.711	301
The Netherlands	261	154	107
Other	67	31	36
TOTAL	5.340	4.896	444

Student mobility – French community

Medicine

Number of degrees (French) between 2004-2013 and training programs from 2004, included in the quota. By nationality

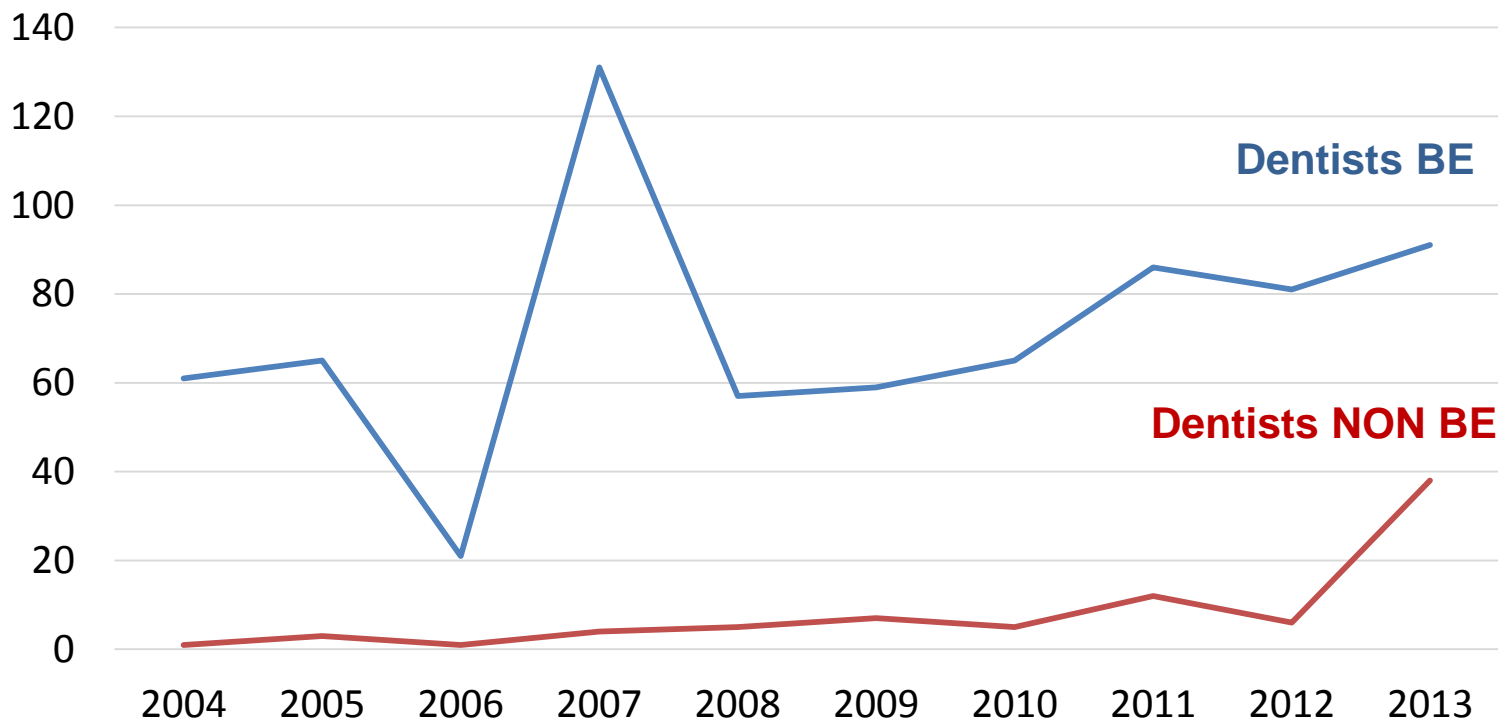
Source : extraction du cadastre du 14/12/2014.

TOTAL 2004-2013			
Nationality of degree holder	Number of degrees	Number of training programmes	Difference
Belgium	3.327	3.325	2
France	191	174	17
Other	162	145	17
TOTAL	3.680	3.644	36

Professional mobility – Flemish community

Dentists

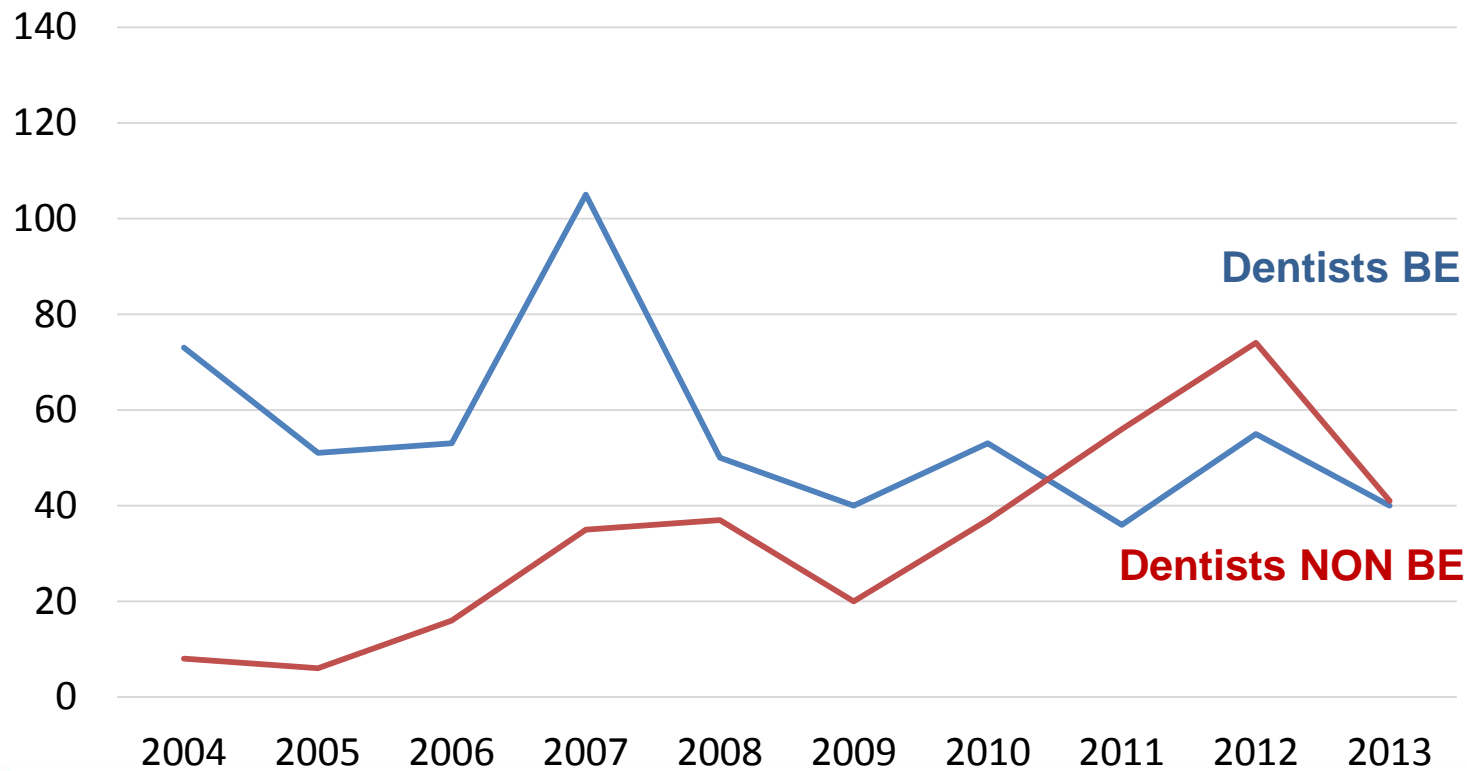
Number of licensed to practice dentists, by nationality, in the Flemish community 2004 - 2013



Professional mobility – French community

Dentists

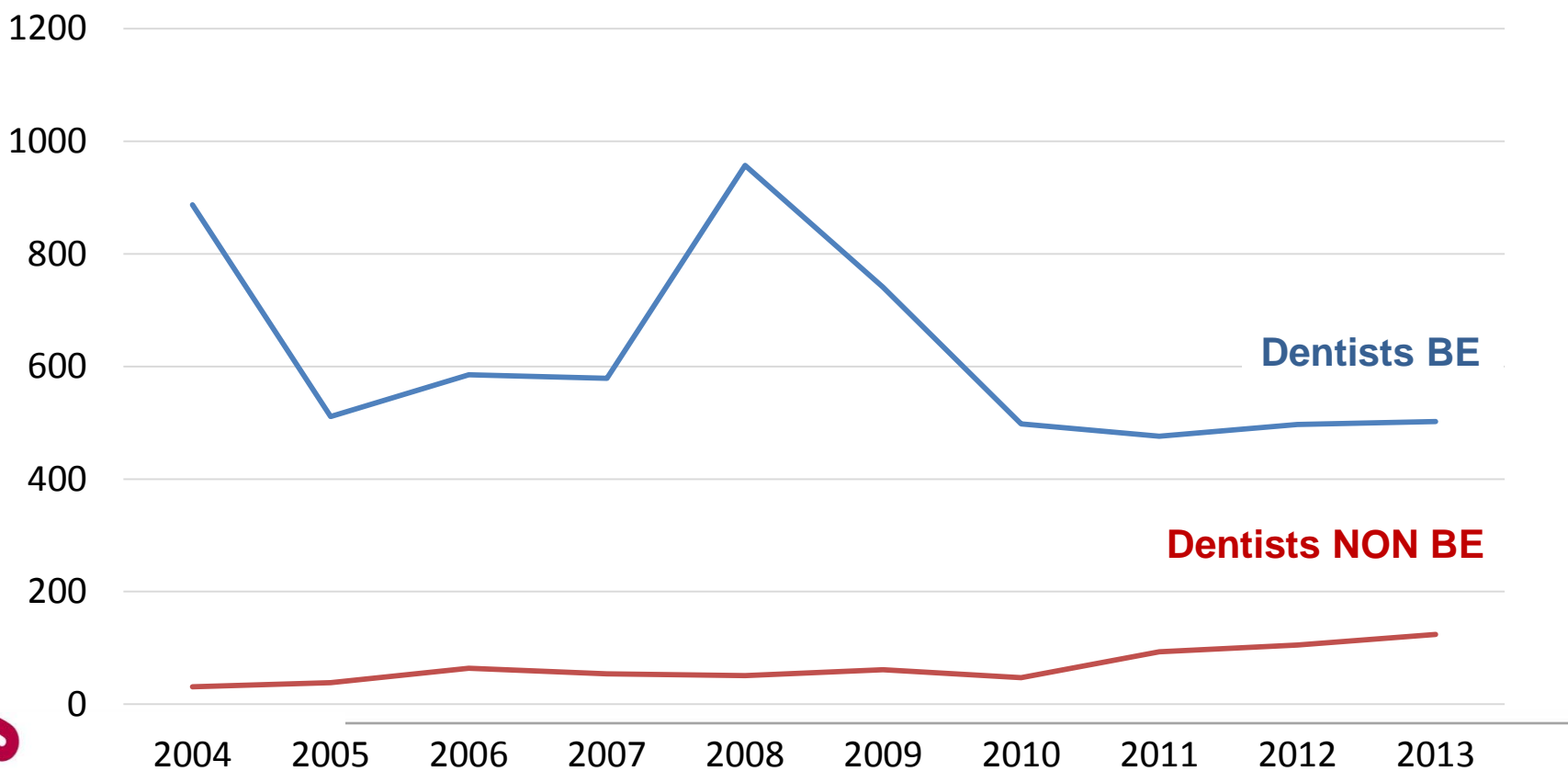
Number of licensed to practice dentists, by nationality, in the French community 2004 -2013



Professional mobility – Flemish community

Medicine

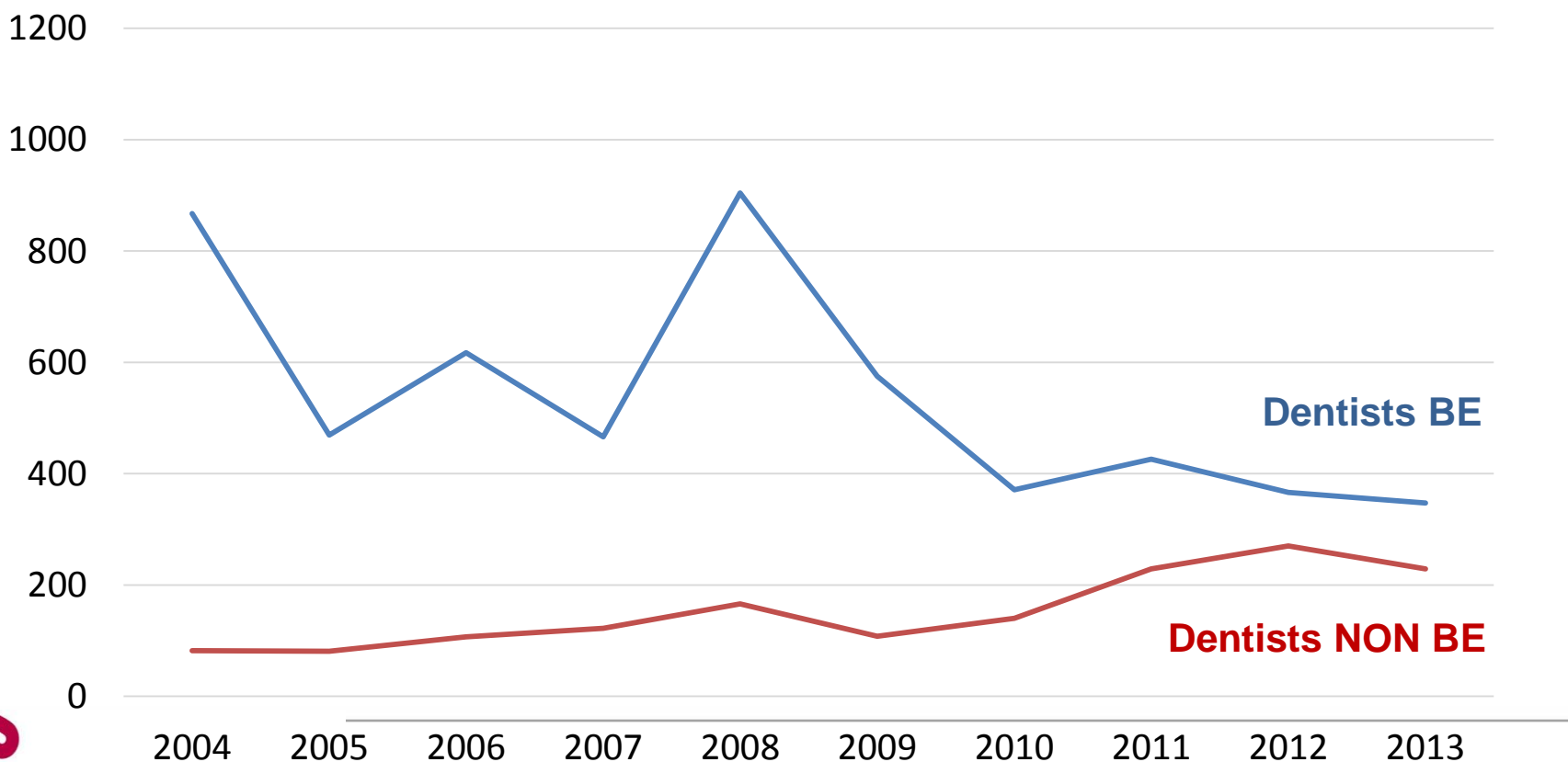
Number of licensed to practice doctors, by nationality, in Flemish community 2004 -2013



Professional mobility – French community

Medicine

Number of licensed to practice doctors, by nationality, in French community 2004 -2013

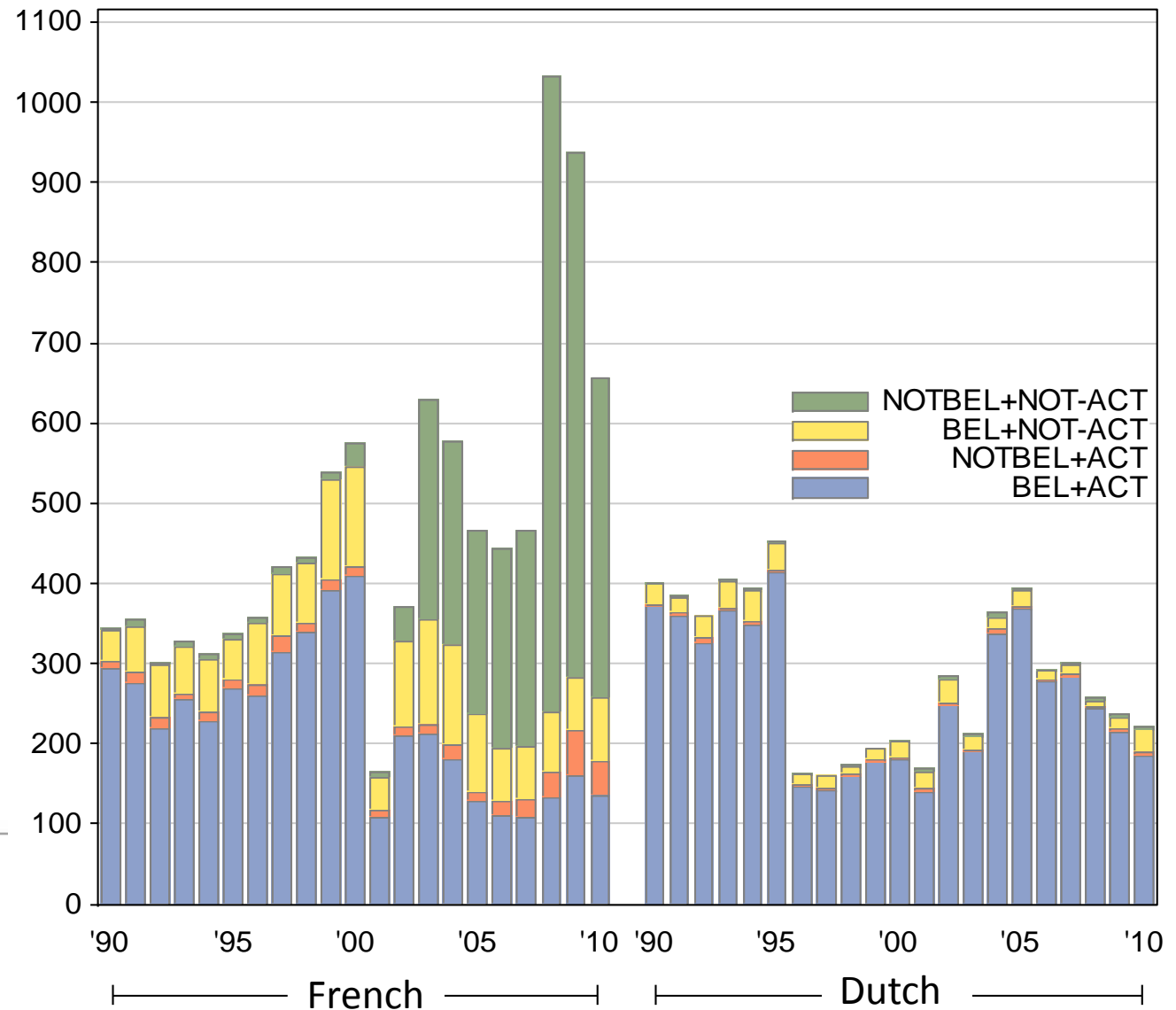


Professional mobility – Belgium

Physiotherapists

Number of licensed physiotherapists per year and language of degree.

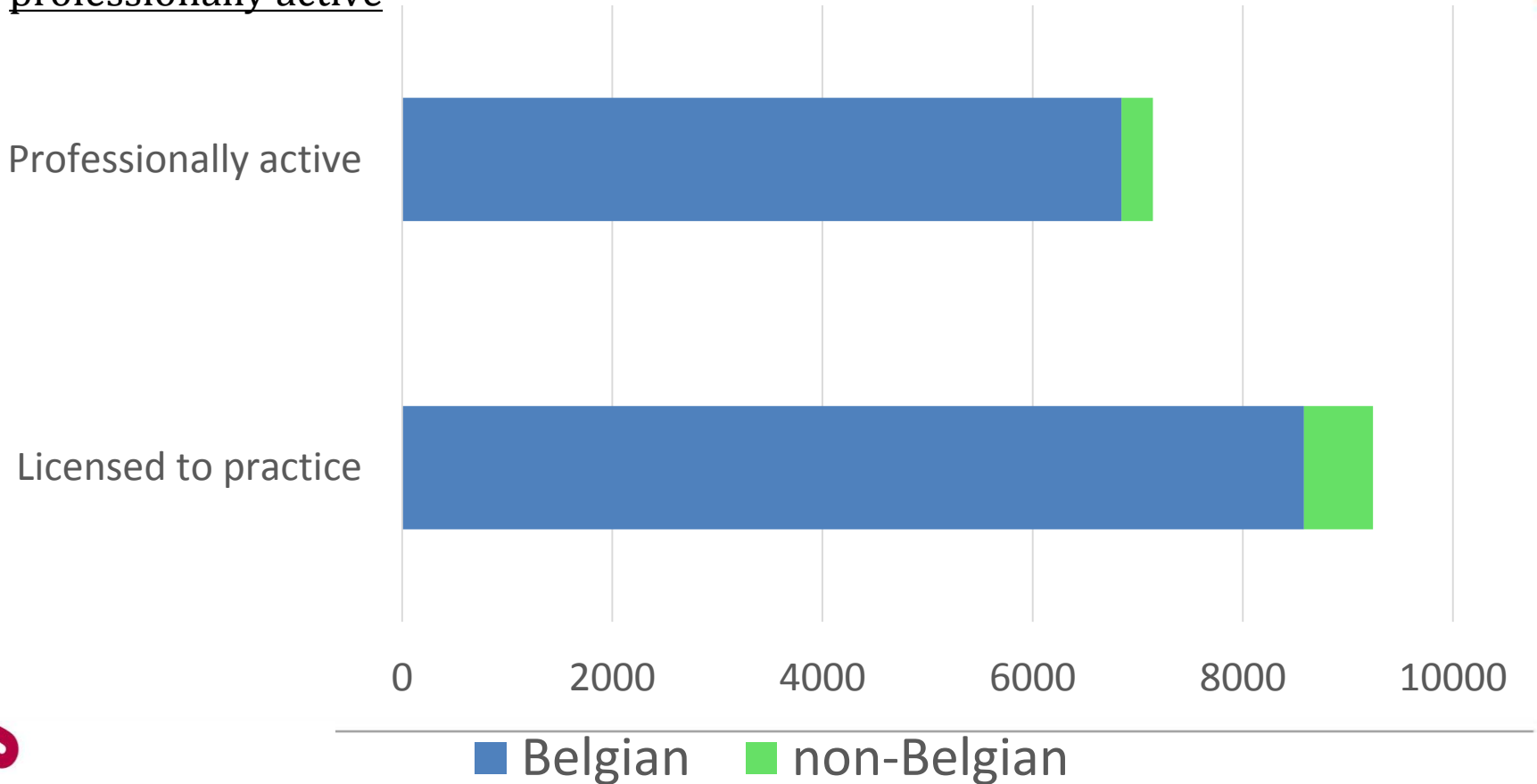
Distinguishing: active and non-active belgians and non belgians



Professional mobility – Belgium

Dentists

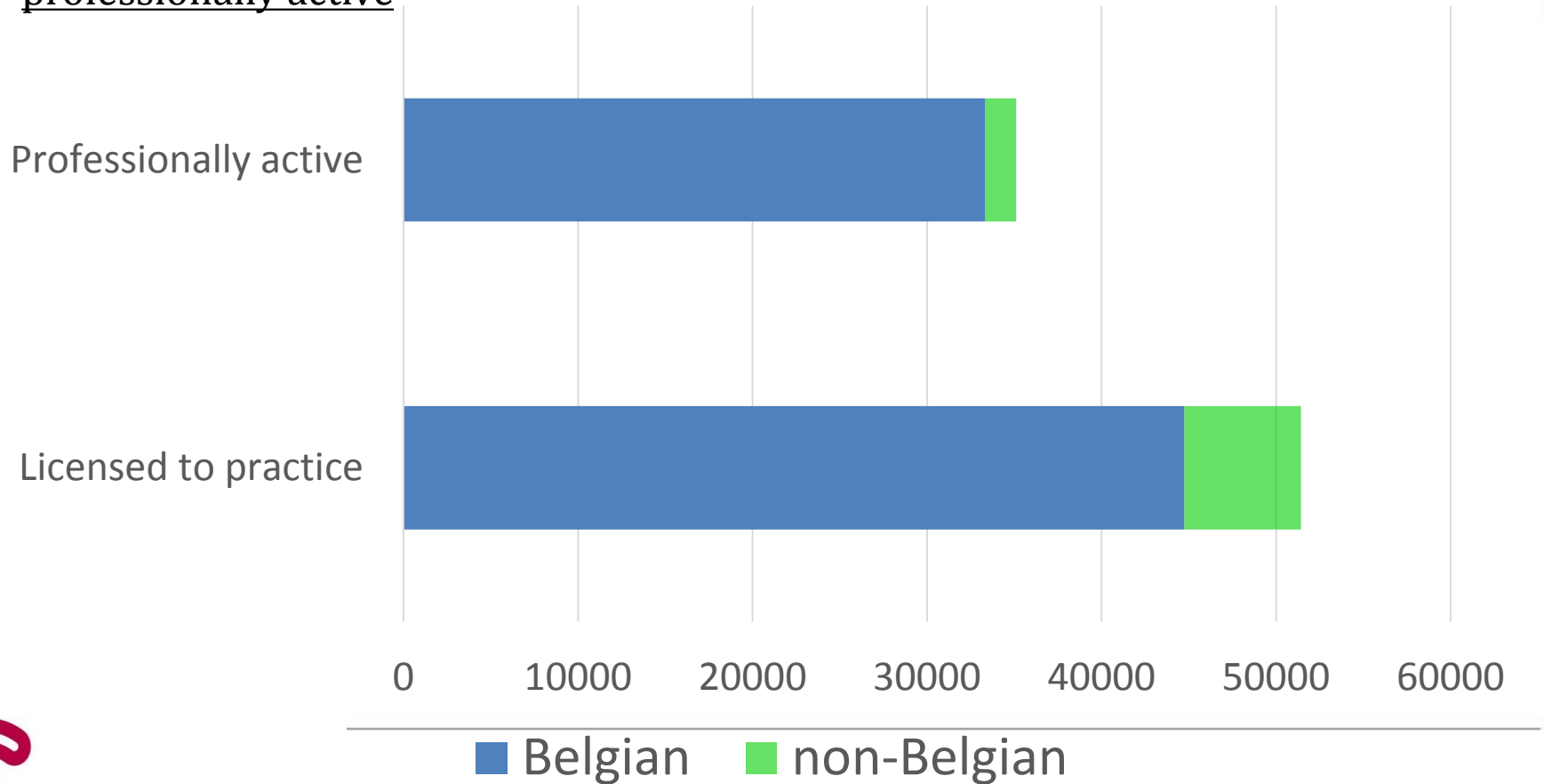
Proportion of non-belgian dentists – licensed to practice & professionally active



Professional mobility – Belgium

Medicine

Proportion of non-belgian doctors– licensed to practice & professionally active



Findings

- **Double movement of mobility**
 - Student mobility
 - Professional mobility → interpretation of data is more complex
- **Current developments:**
 - Number of students grows continuously
 - Education of numerous foreign students (particularly from neighbouring countries)
 - Different situation in Flemish and French speaking community
 - Professional mobility is increasing
 - Foreign professionals educated in Belgium do not always participate in the belgian labour market
 - ! Interpretation of resultats, ~ recent phenomenon
 - Delay between start of studies and entering labour market

Conclusions (1/2)

- Evolution of students and taking into account the capacity of universities and the quality of these studies
- Monitoring of mobility data is essential
- Phenomenon in motion where the consequences will be visible in a few years.
 - Long term observation
 - Distributing data between countries

Conclusions (2/2)

- Mobility challenges the quota system: only applicable to belgian degrees
- Directive DIR 2013-55: facilitates personal movements around Europe.
- Planning = international perspective
- Scenarios about workforce evolution: knowledge about observed trends before integrating them in the mathematical model.