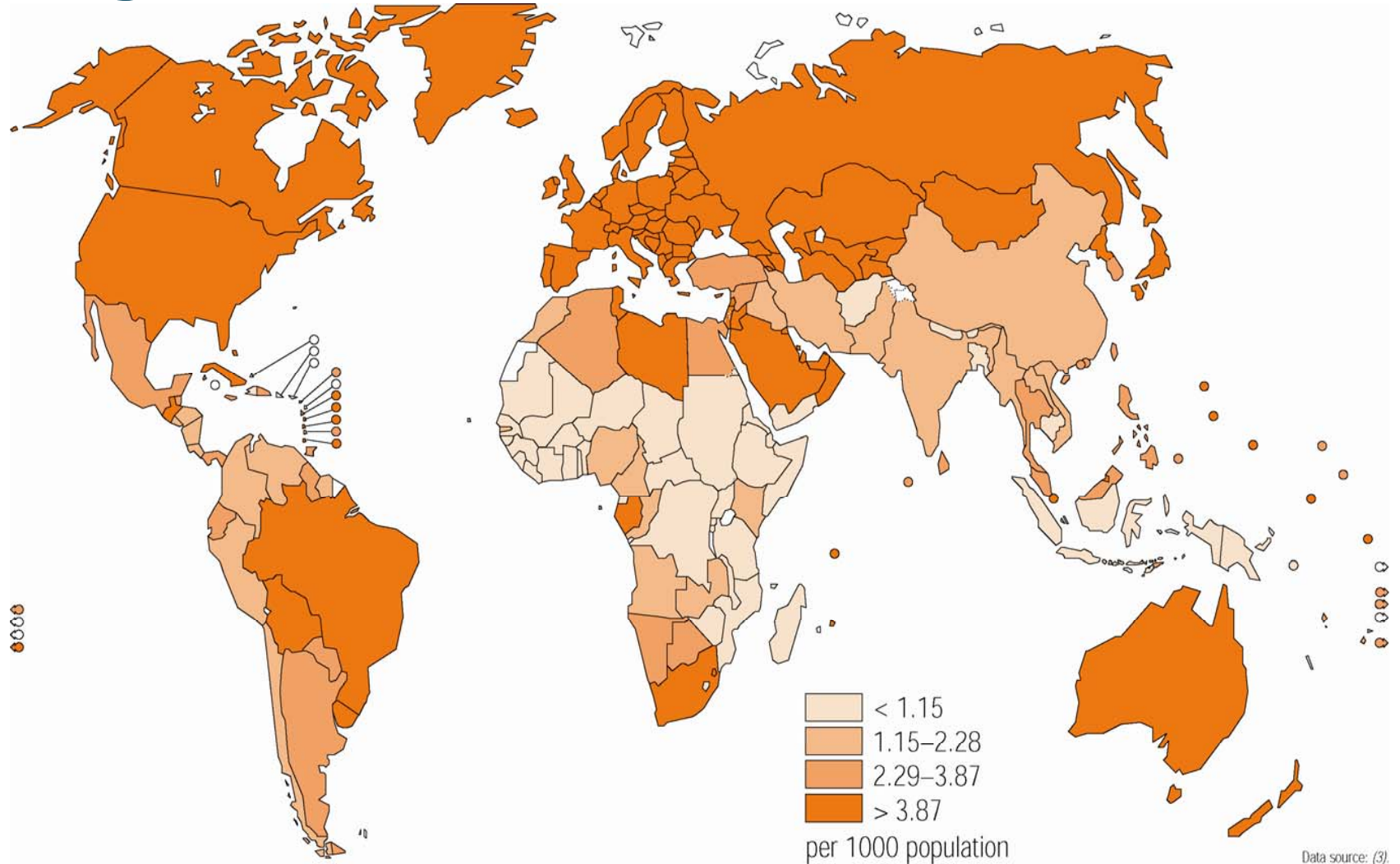




## **Recruitment of health workers: towards global solidarity**

Arne-Petter Sanne

# A global crisis





# Increasing needs in developed countries compounds the natural migration from south to north

1. Demographic changes
2. New user groups
3. Increasing expectations
4. New technology

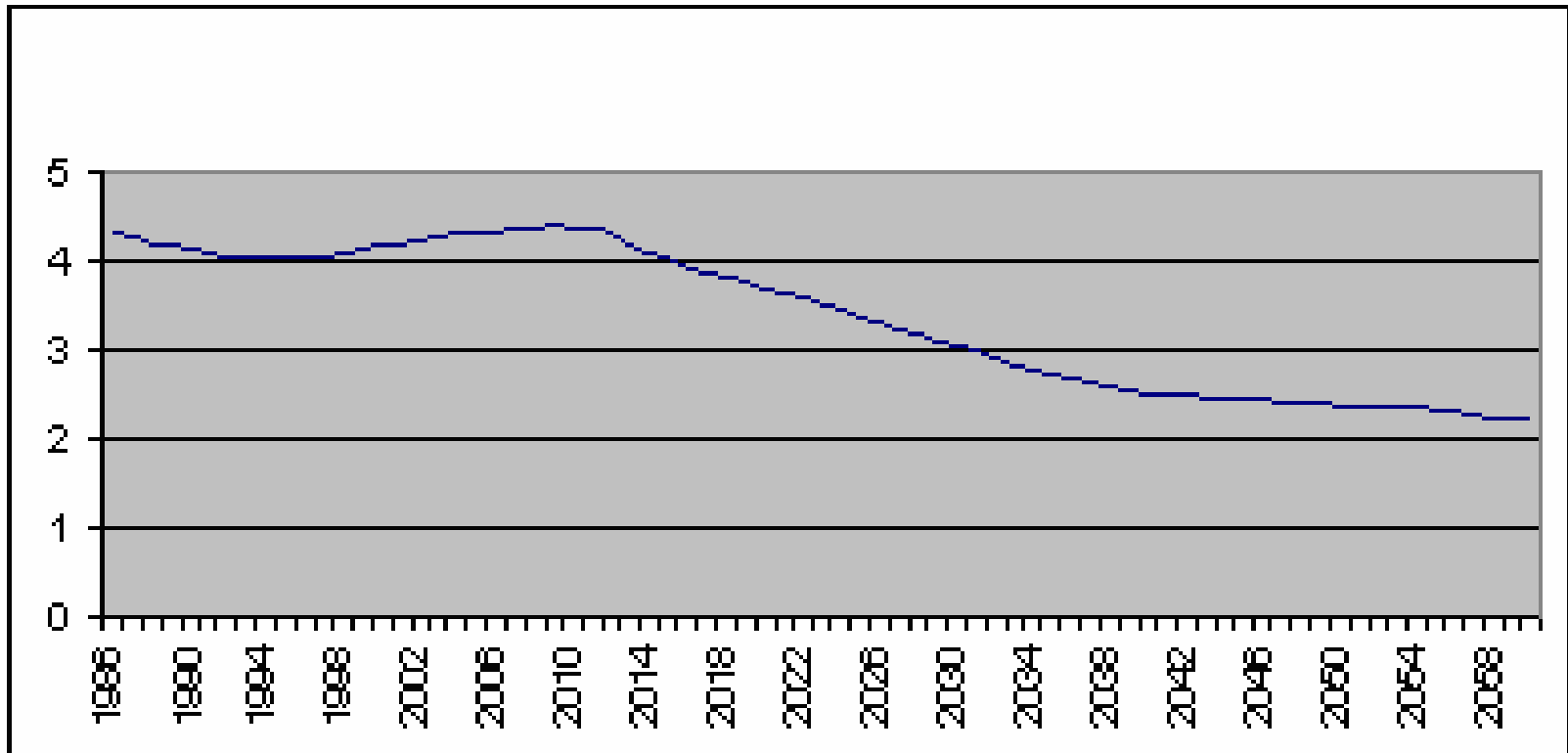
# Norway's approach

- "As one of the richest countries in the world, it is imperative that Norway take responsibility for contributing to creating a health workforce policy that is based on solidarity with developing countries"
- The Ministry of Health and Care Services assigned the Directorate of Health to outline the central features and components of such policies

# Norway's approach

- The Directorate of Health outlined its suggestions in a report in 2007
- It proposed actions in three "dimensions":
  1. Domestic measures to maximise self-sufficiency of health workers
  2. Aid to developing countries
  3. Responsible recruitment through international agreements

# 1. Maximise self-sufficiency



Amount of people in employable age compared to people in need of nursing in Norway

# 1. Maximise self-sufficiency

The report suggests to:

- I. Improve the utilisation of the existing workforce in the health care sector
- II. Increase and appropriately adjust the education capacity

## 2. Aid to developing countries

- The Norwegian Government wants to use development aid to reduce poverty and reach the Millenium Development Goals
- Particular attention paid to MDG 4 & MDG 5

## 2. Aid to developing countries

The report suggest measures to direct aid towards measures that can:

- I. Increase the capacity of health care-related educations in developing countries
- II. Strengthen and further develop exchange programs between developing countries and Norway
- III. Reduce push-effects

## 3. Responsible recruitment

- Many rich countries meet their own demand through recruitment of health workers from developing countries
- The right to migrate is a human right

## 3. Responsible recruitment

- The report suggest the following to ensure responsible recruitment both internationally and globally:
  - I. Establish frameworks and mechanisms to reduce recruitment of health workers from developing countries Increase the capacity of health care-related educations in developing countries

# What happens now?

- The Ministry of Health and Care Services has established two working groups to follow up the report's suggestions
- The Directorate of Health will lead one group – work will commence before this summer
- Norway will participate in efforts by the WHO to develop international guidelines for recruitment

# You can find the report at:

[www.shdir.no/health\\_workforce](http://www.shdir.no/health_workforce)