

CGFNS International Global Credibility

A Global Perspective

- Globalization of the Health Workforce
- Migration and its impact
- Changing Demographics
- Critical Issues and Policy Challenges



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- *Globalization*
- *Migration*

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Globalization

- ***A borderless world***
- ***Globalization: the international movement of technology, ideas, products, labor markets and professional education and standards***

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Globalization

- **Transcends all boundaries**
- **Involves migration**
- **Erases perceived differences**
- **Ignores local definitions**
- **Seeps through porous borders**
- **Is irreversible**

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MIGRATION

Migration is the movement of people across borders, usually for the purpose of employment or acquiring a new residence. It occurs within countries (internal – rural to urban) or external through daily commuting, seasonal relocation or internationally.

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“Migration is one of the defining issues of the twenty-first century. It is now an essential, inevitable and potentially beneficial component of the economic and social life of every country and region.”

Brunson McKinley, Director General, International Organization for Migration

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CHANGING DEMOGRAPHICS – Global

Globally Mobile Populations

- Nearly one billion people cross international borders annually
- Predicted to increase to 1.5 billion per year in 10 years

Source: Consortium on Health and Mobility

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CHANGING DEMORGRAPHICS – Global **Globally Mobile Populations**

Includes:

- Immigrants
- Refugees
- Migrant Workers
- International Adoptees
- Trafficking Victims
- Displaced Persons
- Tourists
- Business Travelers

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CHANGING DEMOGRAPHICS – Global

***Globally Mobile Populations
Trends in Immigration***

***192 million world-wide immigrants
25 million come to the U.S. annually***

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CHANGING DEMOGRAPHICS – Global

Globally Mobile Populations

Trends in Migration

- World-wide, one of every 35 individuals is a migrant
- In urban areas, one of every 8 individuals is a migrant

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CHANGING DEMOGRAPHICS – Global

Globally Mobile Populations

TRENDS IN MIGRANT POPULATIONS

2010

| | | |
|--------------|----|--------------------|
| 42.8 Million | -- | USA |
| 12.3 Million | -- | Russian Federation |
| 10.8 Million | -- | Germany |
| 7.3 Million | -- | Saudi Arabia |
| 7.2 Million | -- | Canada |

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CHANGING DEMOGRAPHICS – USA

Migration Trends

***Today, the United States is the largest
recipient of international migrants***

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CHANGING DEMOGRAPHICS – Global

Migration Trends

Migrants bring new cultural influences

- Religion
- Language
- Cultural Practices and Norms

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CHANGING DEMOGRAPHICS – Global

Globally Mobile Health Professionals
Health Care Workforce
Mirrors These Trends

- **Cross Cultural Value and Belief Differences**
- **Linguistic and Language Differences**
- **Racial and Ethnic Differences in Patient Care Outcomes**

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**GLOBAL FACTS & THE HEALTH
WORKFORCE**

59 Million Healthcare Workers

Comprised of:

- 2/3 Health Service Providers
- 1/3 Health Management Support Workers

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Distribution & Shortages

- **Shortages**
 - Global 4.3m Health Workers
 - 57 Countries, Mostly Africa
- **Maldistribution**
 - Africa 4% Workers
 - Americas 37% Workers
- **Skill Mix**
 - Nurse: Doctor – 8:1 Africa; 1.5:1 W. Pacific
 - Public Health, Managers
- **Gender**
 - Doctors > 70% Male
 - Nurses > 70% Female
- **Public/Private**
 - Public 2/3
 - Private 1/3

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CHANGING DEMOGRAPHICS – Global

Globally Mobile Health Professionals

Three Demographic Mega Trends

- Demographic Changes
- Epidemiological Changes
- Technological Changes

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Globally Mobile Health Professionals

Demographic Changes

- Aging Populations
- Age of the Healthcare Workforce
 - Nursing as an Example
 - USA, Canada
 - Germany, Japan, Korea

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CHANGING DEMOGRAPHICS – Global

Globally Mobile Health Professionals

- Epidemiological Changes
- Technological Changes

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CHANGING DEMOGRAPHICS --Challenges

ADDRESSING WORKFORCE ISSUES

- **Global Tug-of-War for Healthcare Workers**
- **Lack of Standardized Data Elements and Comparable Data Bases**
- **Strategic Examination of Factors**

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CHANGING DEMOGRAPHICS –
Challenges

ADDRESSING WORKFORCE ISSUES

- **How to Mitigate Grave Imbalances**
- **Balance the Right to Move Without Damaging the Right to a Basic Standards of Care**

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CHANGING DEMOGRAPHICS – Challenges

UNIVERSAL HUMAN RIGHT

“Everyone has the right to leave any country, including his own, and to return to his country.”

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CHANGING DEMOGRAPHICS-- Challenges

ADDRESSING WORKFORCE ISSUES

- Economics Drives Health Workforce Issues
BUT
- Politics Shapes the Issues
- Muster the Political WILL to Change

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CHANGING DEMOGRAPHICS -- Challenges

Health Professionals

ADDRESSING WORKFORCE ISSUES

Means:

Health care providers can no longer conceptualize “disease over there or disease seen here”.

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CHANGING DEMOGRAPHICS – Challenges

ADDRESSING WORKFORCE ISSUES

Means:

- Expanding our view about health and care
- Understanding that migrants bring new cultural dynamics and influence
- Understanding the Care Drain is a Global Phenomenon

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TO SUM UP...

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- Determinants of health are inequitably distributed
- Health professionals are inequitably distributed
- Many diseases and causes of death are also inequitably distributed with a greater burden in low income countries
- How can there be a better balance with more responsive health and human resourcing?

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CODE OF ETHICS FOR NURSES

“The achievement of a true global awareness about the human condition and the needs for health care is one of most important moral challenges of the 21st century, and this code beckons nurses toward such awareness.”

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“... health is understood as being broader than delivery and reimbursement systems, but extending to health-related socio-cultural issues such as violation of human rights, homelessness, hunger, violence, and the stigma of illness.”

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MARTIN LUTHER KING:

**“We are tied together in a single garment
of destiny, in the web of mutuality.”**

-- 1968

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Collaboration is Key

- ❑ **Harmonize policies on retention and recruitment of health professionals, nationally, regionally and globally**
 - ❖ **Policy research**
 - ❖ **Policy coherence & comprehensiveness**
- ❑ **Capacity Building: training; scholarships; graduate programmes and creative opportunities for research**

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“Health is a valuable resource, a basic human right and a global public good that needs to be practiced and promoted by the global community.”

***Ilona Kickbusch
Yale University, 2002***

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