

## Migration News in Brief

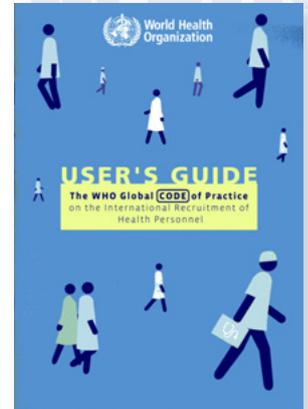
### Public hearing and new User's Guide on the WHO Global Code of Practice

The World Health Organization (WHO) has announced the launch of a Web-based public hearing, from 21 March to 17 April 2011, on the draft guidelines for monitoring the implementation of the WHO Global Code of Practice on the International Recruitment of Health Personnel.

All persons concerned with the international recruitment of health personnel are invited to contribute, including member states, health workers, recruiters, employers, academic and research institutions, health professional organizations, and any relevant subregional, regional and international organizations, whether governmental or nongovernmental.

Complementary documents concerning the Code are also available for download from the WHO's HRH website at <http://www.who.int/hrh>.

The WHO has also released a User's Guide now available to assist in the implementation of the WHO Global Code of Practice on the International Recruitment of Health Personnel. The Guide aims to provide a concise overview of the *continued on page 4*



### Irish health service facing meltdown



Following a nationwide survey, the Irish Nurses and Midwives Organization (INMO) has concluded that most of this year's 1,600 new nursing and midwifery graduates

have either left or will leave Ireland in the next two months.

The majority of these graduates are moving to England to start their careers. Many of them are being provided with air fare, first month's accommodation and a post-graduate course of their choice paid for. It is now recognized that England, the United States, Canada and Australia are actively recruiting Irish nurses.

The out-migration reported by INMO is a result of sweeping cuts in public spending introduced in response to Ireland's dire economic situation, those who are not in a position to travel at best face minimal locum work, or the dole queue, according to the INMO.

The following points highlight Ireland's growing nurse workforce crisis:

- 1,900 nursing/midwifery jobs have been lost in the last 2.5 years
- Up to 1,000 nurse/midwives are eligible to retire in 2011 and these will not be replaced under current HR policies
- 20 percent of the current nursing/midwifery workforce is in the 50–59 age category
- The current average retirement age of a nurse is 57.9 years and the average amount of service is 24.7 years

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## Migration News in Brief

**Nurse migration in the South Pacific**

A recent monograph written by John Connell and published by the University of New South Wales, Australia, has highlighted the impact of migration across the South Pacific, noting that women, especially nurses, are an increasing proportion of skilled migration flows.

Connell writes that most migration from the region is to developed OECD countries in Europe, North America and Australasia. Return migration is limited, and remittances flow largely to the private sector. He notes that privatization of health care is among the factors increasing the level of regional migration, and that migration has depleted workforces, diminished the effectiveness of health care delivery and reduced the morale of the remaining workforce. The monograph states that while some countries have sought to implement policies on wage rates, incentives and working conditions, these have “usually been cancelled out by global uneven development, national economic development problems and intensified recruitment”.

Copies of the monograph are available at [www.med.unsw.edu.au/HRHweb.nsf/page/Publications%20Menu#HWM](http://www.med.unsw.edu.au/HRHweb.nsf/page/Publications%20Menu#HWM)

**Irish health service facing meltdown...**

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■ Health service management’s current approach to managing their budgets is to specifically cut back on front line posts, including temporary nurses. Over the last ten years, 12,000 foreign-educated nurses from India and the Philippines were recruited to replace Irish nurses who had emigrated.

The INMO believes that this short-sighted approach, if continued into the future, will further exacerbate the existing shortage of nursing/midwifery posts in Ireland.

Source: [www.inmo.ie](http://www.inmo.ie)

**Useful links and resources**

*Here are a few links and resources that you may find useful.*

Alliance for Ethical International Recruitment Practices  
[www.fairinternationalrecruitment.org](http://www.fairinternationalrecruitment.org)

Asia Pacific Action Alliance on  
Human Resources for Health  
[www.aaahrh.org/aaah.php](http://www.aaahrh.org/aaah.php)

CGFNS International  
[www.cgfns.org](http://www.cgfns.org)

Clearing House on Nursing Shortage Issues, Office of the  
Professions, New York State Education Department  
[www.op.nysed.gov/prof/nurse/nurseclearinghouse.htm](http://www.op.nysed.gov/prof/nurse/nurseclearinghouse.htm)

Global Health Workforce Alliance  
[www.ghwa.org](http://www.ghwa.org)

International Centre for Human Resources in Nursing  
[www.ichrn.org](http://www.ichrn.org)

International Council of Nurses  
[www.icn.ch](http://www.icn.ch)

International Labour Organization –  
International Labour Migration  
[www.ilo.org/public/english/protection/migrant/](http://www.ilo.org/public/english/protection/migrant/)

International Organization for Migration  
[www.iom.int/jahia/jsp/index.jsp](http://www.iom.int/jahia/jsp/index.jsp)

Migration Policy Institute  
[www.migrationpolicy.org](http://www.migrationpolicy.org)

Mobility of Health Professionals (MohProf) Project  
[www.mohprof.eu](http://www.mohprof.eu)

OECD: International Migration Policies  
[www.oecd.org/department/0,3355,en\\_2649\\_33931\\_1\\_1\\_1\\_1\\_1,00.html](http://www.oecd.org/department/0,3355,en_2649_33931_1_1_1_1_1,00.html)

The World Bank: Health Systems:  
Human Resources Web page  
[go.worldbank.org/WBF7LWUHA0](http://go.worldbank.org/WBF7LWUHA0)

## Europe consults on the Professional Qualifications Directive

As reported in the last edition of this newsletter, the European Commission (EC) is currently conducting a major evaluation of the Professional Qualifications Directive (Directive 2005/36/EC). The directive sets the rules for mutual recognition of regulated professionals between member states. The evaluation aims to provide an evidence-based assessment of how well legislation has been achieving its objectives and whether the objectives of such legislation are still pertinent in the light of potentially changing needs.

As part of the evaluation, the project conducted public consultations, including a public meeting held



in February 2011, as well as accepting written submissions from professionals and consumers, industry and business as well as ministries and authorities responsible for the regulated professions such as Ministries of Health and Education.

The findings of the consultation will be taken into account in preparation of the final evaluation report and a green paper on the Professional Qualifications Directive will be published in autumn 2011, with a view to a legislative proposal on the modernization of the Directive in 2012.

Further information: [ec.europa.eu/internal\\_market/consultations/2011/professional\\_qualifications\\_en.htm](http://ec.europa.eu/internal_market/consultations/2011/professional_qualifications_en.htm)

## Migration Policy Institute names its top 10 migration issues of 2010



The Migration Policy Institute (MPI), a Washington, D.C., USA-based, non-profit research organisation has published its annual assessment of the top 10 issues impacting migration in 2010. The items identified are summarised below. For further information, visit the MPI at [www.migrationinformation.org/issue\\_dec10.cfm](http://www.migrationinformation.org/issue_dec10.cfm)

1. **Evidence from the great recession is in** – migration flows dropped, unemployment among certain immigrants rose.
2. **The Arizona effect: When national governments fail, others react** – The Arizona act makes it a state misdemeanour crime for an alien to be in Arizona without carrying required documents. It has received national and international attention and has fueled considerable controversy.
3. **Painful cuts to integration budgets** – European countries, as well as a number of U.S. states, made cuts to programs affecting immigrants in 2009 and again in 2010.
4. **Europe, wary of immigration and immigrants, reaches an inflection point** – A number of events in 2010 across the continent, seem to indicate a larger shift away from openness towards migrants.
5. **United States still stalled on immigration reform** – Republican victories during the U.S. midterm elections may change the landscape in 2011.
6. **Remittances rebound after recession** – The worst is over, but the outlook remains grim.
7. **When all else fails, leave** – emigration from Europe's new destinations on the rise – in Ireland, non-Irish nationals led the exodus, but Irish nationals now make up a sizeable proportion of those leaving. Greece appears poised to become a net exporter of people as well.
8. **Not just the highly skilled** – Countries are increasingly seeking assurances they're getting the "cream of the cream", as well as the skills they need.
9. **Crackdown on illegal migration makes Greece main entry point to Europe** – Migrants seeking illegal entry find new ways to enter in response to enforcement measures.
10. **Natural disasters in Haiti and Pakistan highlight diaspora response**

Source: [www.migrationinformation.org/issue\\_dec10.cfm](http://www.migrationinformation.org/issue_dec10.cfm)

## Migration News in Brief

**US and European Immigration Systems project**

The Migration Policy Institute has announced a partnership project with the European Union Institute to launch a series of research studies that will identify how the United States and Europe can address major immigration challenges.

The project will focus on eight areas – employment, economic growth, human rights, security, immigrant integration, demographics, development and cooperation with immigrant-sending countries. A series of papers will

be developed examining issues, trends and challenges, and assessing the potential for transatlantic cooperation on migration issues.

The research is funded by the European Commission Directorate-General for the External Relations as part of its series of pilot projects on “Transatlantic Methods for Handling Global Challenges”. The project is being carried out by the Migration Policy Institute and the European University Institute’s Shuman Center for Advanced Studies.

Research from the project will be available at: [www.migrationpolicy.org/immigrationsystems/](http://www.migrationpolicy.org/immigrationsystems/).

Source: [www.migrationpolicy.org/pubs/bordercontrols-koslowski.pdf](http://www.migrationpolicy.org/pubs/bordercontrols-koslowski.pdf).

**Update: The Alliance for Ethical International Recruitment Practices**

The U.S.-based alliance has certified its first two subscribers, O’Grady Peyton International and GlobalCare, Inc. to the *Voluntary Code of Ethical Conduct for the Recruitment of Foreign-Educated Nurses to the United States*. O’Grady Peyton (an AMN Healthcare Company) is the largest international health care staffing company in the United States. GlobalCare, based in the Philippines, is one of the largest health care placement agencies in the world.



The alliance also announced that Ms. Carol Bellamy, previously director of the Peace Corps and Executive Director of UNICEF and current chair of the Education for All Fast Track Initiative, has been elected the Board Chair for the alliance. She succeeds Interim Chair, Dr. Patricia Pittman, who was the founding chair of the alliance.

Source: [www.fairinternationalrecruitment.org](http://www.fairinternationalrecruitment.org)

**Public hearing and new User’s Guide on the WHO Global Code**

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Code. It explains the context of the Code’s development and outlines its main messages. The Guide was launched at the January 2011 Bangkok meeting of the Global Health Workforce Alliance. The target audience for the Guide is all stakeholders concerned with or interested in the international recruitment of health personnel.

The WHO Global Code of Practice on the International Recruitment of Health Personnel was adopted by the World Health Assembly in May 2010.

Copies of the User’s Guide are available for download at: [www.who.int/hrh/migration/code/practice/en/index.html](http://www.who.int/hrh/migration/code/practice/en/index.html)

**ICN Conference and CNR**

The goals of the ICN international conference are to:

- **Advance** and improve the coverage and quality of health services
- **Demonstrate** the nursing contribution to the health of individuals, families and communities
- **Provide** opportunities for an indepth exchange of experience and expertise within and beyond the international nursing community

**Events****ICN Conference and CNR: “Nurses Driving Access, Quality and Health”**

Valetta, Malta, 2–8 May 2011

[www.icn2011.ch/](http://www.icn2011.ch/)



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## Public Services International project on health workers' international migration

**ETHICAL RECRUITMENT PROTECTS MY RIGHTS!**



Public Services International (PSI) is conducting a three-year project (2010–2012) on International Migration and Health and Social Care Workers. The project aims to strengthen the capacity of public sector trade unions to address the causes and impact of migration on public services and workers' rights through advocacy and dialogue, research, information drives, capacity building and organizing.

Meetings are scheduled in three pilot countries: in Kenya, September 2011; in South Africa, October 2011; and in Ghana, November 2011.

The project will carry out participatory research, in conjunction with a desk review and mapping of the health and social care sectors. The results are expected to assist PSI in formulating trade union tools to deal with the new migration challenges in the context of the economic crisis, demographic change and the rise in "precarious employment", characterised by uncertainty and insecurity through the use of standby, temporary, employment agency, casual, part-time, and seasonal contracts; pseudo-self-employment; and no direct or an unclear employer/employee relationship.

## Contribute to the ICNM eSources Library online

ICNM is actively seeking submissions of original high-quality migration-related materials for inclusion in the eSources library. Types of materials appropriate for submission include journal articles, research reports, conference papers and presentations, and dissertations and theses. ICNM does not accept lesson plans, blogs, or individual web pages.

Before submitting your material, please have the following items prepared:

- File containing your submission. The file must be in the format of .pdf, .txt, .doc, .ppt, or .rtf.

- The first page of your document must include the title, author names, and publication date. ICNM cannot accept materials without identifying information.
- Narrative or structured abstract summarizing your submission.

Once you have completed your submission, an eSources subject matter expert will review your material in accordance with the screening criteria for submission material. You can check your status of your submission in MY eSources.

Source: [esources@icnm.org](mailto:esources@icnm.org)

## Research and publications update

### World Bank Web site on Human Resources for Health

The World Bank has launched a new Web site focussing on Human Resources for Health, providing access to the latest reports, data, upcoming events and projects from a range of the World Bank's partner countries. Recent publications available at the site include:

- *Reducing Geographical Imbalances of Health Workers in Sub-Saharan Africa*
- *New Insights into the Provision of Health Services in Indonesia: A Health Workforce Study*
- *Getting Health Workers to Rural Areas: Innovative Analytic Work to Inform Policy Making*
- *Working in Health: Financing and Managing the Public Sector Workforce, and*
- *Political Economy of Health Workforce Policy: The Chattisgarh Experience*

Visit the site at [www.worldbank.org/hrh](http://www.worldbank.org/hrh) for further information.

### A Vision and Compass for Healthcare Leadership: Lessons from the Migrant Nurse for Recurrent Nursing Shortages

Wilson DS, Redman RW & Potempa KM, *Journal of Healthcare Leadership*, (17 August 2010)

### Circular Migration and the Potential to Improve Health Outcomes

Lawrence A, *Public Policy Research*, Vol 16, Issue 1 (2010)

### DIASPORAS: New Partners in Global Development Policy

Newland K, Editor (2010) [https://www.migrationpolicy.org/news/2010\\_11\\_30.php](https://www.migrationpolicy.org/news/2010_11_30.php)

### Home Wages and Migration: Evidence from Health Sector wage Changes in Ghana

Antwi J and Phillips D (2010)

### International Migration of Nurses

Hellmann (2010)

### Lived Experience of Internationally Educated Nurses in Hospitals in the United States of America

Jose MM, International Council of Nurses (2011)

### Migration and the Globalization of Health Care

Connell J, Edward Elgar Publishing (2010) [www.e-elgar.com/Bookentry.Main.lasso?id+13013](http://www.e-elgar.com/Bookentry.Main.lasso?id+13013) for further information

### Migration of Nurses in the EU, UK, and Japan: Regulatory Bodies and Push-Pull Factors in the International Mobility of Skilled Practitioners

Inoue J, Technical Report, Discussion Paper Series, No. a526, Institute of Economic Research, Hitotsubashi University, Japan (2010)

### The Future of Nursing: Leading Change, Advancing Health

Institute of Medicine, Washington, DC, The National Academies Press (2011) <https://www.nap.edu>

### From the Editor

ICNM eNews is an initiative of the International Centre on Nurse Migration – a collaborative project launched by the International Council of Nurses and the CGFNS International. Established in 2005, ICNM works to address gaps in policy, research and information with regard to the migrant nurse workforce and serves as an international resource for the development, promotion and dissemination of documentation on nurse migration. Current and back issues are available online at: [www.intlnursemigration.org/sections/research/icnmenews.shtml](http://www.intlnursemigration.org/sections/research/icnmenews.shtml)

We welcome any feedback you may have. Please send comments to [info-icnm@intlnursemigration.org](mailto:info-icnm@intlnursemigration.org)

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