

#### **WHY IT MATTERS**

The health workforce crisis in Europe is a shared concern for all Member States of the European Union and neighbouring countries. Health workers are leaving their home countries in search of better working conditions and career opportunities elsewhere. However, this limits access to healthcare in the countries they leave behind.

To realize effective solutions for this crisis, we must examine why health workers are attracted to other countries ('pull' factors) and why they leave their home countries ('push' factors). While doing so, taking an intersectional approach<sup>2</sup> is essential: it helps us see that migration is the result of individual factors interacting with organizational, health system and societal power structures. This dynamic grants advantages to some health workers or groups, while disadvantaging others.

This infographic aims to support you in taking an intersectional approach with guiding questions.

This approach is essential to:

- unravel the root causes of migration
- help design more effective mitigation measures
- improve health worker retention
- and ultimately: improve access to health for all.

# GUIDING QUESTIONS TO BETTER UNDERSTAND HEALTH WORKER MIGRATION IN EUROPE

- → Who migrates?
- → Why do they migrate (back)?
- What are the consequences of their migration?

#### **INDIVIDUAL FACTORS**

- → What is the role of
  - ... sex, gender, race, ethnicity and socioeconomic status?
  - ... family decisions?
  - ... transnational networks?

## **ORGANIZATIONAL FACTORS**

- → Who has access to resources in the workplace?
- How is labour divided?
- How are values defined in the workplace?
- → Who is in control of decision-making¹?

### **HEALTH SYSTEM FACTORS**

- → Who is disproportionally affected by
  - ... shortages in workforce and how?
  - ... lack of health workforce financing?
  - ... limited access to the labour market?
  - ... deskilling?

## **SOCIETAL FACTORS**

- → Which laws and policies are in place?
- → What are systems of oppression (e.g. racism, sexism)?
- → What is the role of
  - ... social, cultural and gender norms?
  - ... the political and economic environment?

Read more about Pillars of Health

<sup>1</sup>Morgan R, George A, Ssali S, Hawkins K, Molyneux S, Theobald S. (2016) How to do (or not to do)... gender analysis in health systems research. Health Policy Planning. <sup>2</sup> Hankivsky, O., & Cormier, R. (2019). Intersectionality and public policy: Some lessons from existing models. The Palgrave handbook of intersectionality in public policy, 69-93.