

EPSU/Uni Hertfordshire Report on migration of health & elderly care workers and related trade union initiatives

(Brussels, 28 August 2012)

The study and report “Opportunities and challenges related to cross border mobility and recruitment of the health sector workforce” have been commissioned by EPSU and prepared by the University of Hertfordshire between December 2011 and July 2012.

The growing demand for health and care workers, projected staff shortages and differential pay and working conditions has led to an increase in the mobility of labour across national boundaries in the sector. The accession of New Member states in 2004 and 2007 further increased the potential for migration.

The research comprises three elements. First, it reports the data from a survey of European Public Services Union (EPSU) affiliates. Second, it reports on primary data in the form of face-to-face interviews that were undertaken in the following countries: Belgium, Germany, Ireland, Italy, The Netherlands, Poland, Romania, Sweden and the United Kingdom. Six countries were selected and developed as case studies (Germany, Italy, Poland, Romania, Sweden and the United Kingdom). These were selected on the basis of including sender and receiver countries from a labour perspective, which broadly correspond to established EU members and New Member states (NMS). Third, the report draws on secondary data from reports, academic literature and databases.

Our study focuses on three broad categories of health workers: doctors, nurses, and care workers. It covers hospitals, residential and home care in the public sector, and the for-profit and not-for-profit sectors.

The aims of the report are to

- outline the EU legal and qualifications frameworks related to cross-border mobility
- identify patterns of migration between countries

- investigate the 'push' and 'pull' factors driving migration
- examine the role of trade unions (TUs) in this process.
- identify key challenges and make recommendations.

- **For the report**

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