Regional Conference on Migration of Health Workers
3 June 2014

Results of the questionnaire on Migration of health workers
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“This activity is founded by the Trade Union Health Federation of Kosova-TUHFK.
Foreword by the TUHFK President, Dr. Blerim Syla, in Regional Conference on "Migration of health workers"

Given the fact that the Trade Union Health Federation of Kosova, has a mission to protect, promote and advance the rights of health professionals, the intensifying issue of migration of health professionals, pursuing better wages and better living conditions for themselves and their families, has sparked a great concern and need for immediate action.

The movement of people from one place to another has led to the transformation of the World politically, socially and economically and continues to bear a major impact on societies world wide.

As a result of poor economic and social conditions, migration of the people from their homelands towards more developed countries, is seen as the “sole solution” of their problems.

Health workers, likewise other workers, tend to go to the places where working conditions are better, therefore they mostly target the most economic developed country with the highest living standard.

Income is an important motivation for migration, but not the only one. Other reasons may be:

♦ greater pleasure to work (working conditions);
♦ career opportunities;
♦ quality of management and governance.

Migration is often a step by step process. People from poorer places tend to move to richer cities within a country and then at a later stage move towards countries with higher income. In most countries, there is also a major shift of employees from the public health sector to the private one, especially if there are significant differences in income levels.

Globalization has helped international migration. At the same time, demand for health workers has increased in rich countries where domestic workers are not in sufficient numbers and the existing workforce is growing in age.

Nora Murataj

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Demand for health services is also increasing because of the aging population and ever increasing number of people suffering of chronic diseases, such as: diabetes and heart diseases, especially in remote areas.

Movement of health workers abroad has both negative and positive consequences:

When, large numbers of doctors and nurses leave, a country that has financed their education loses a return of their investments. But, financial loss is not the most damaging outcome, however, when a country has a fragile health system, the loss of its healthy workforce can bring the whole system close to collapse.

On the positive side, each year, migration generates income in remittances (money sent home by migrant workers), which is associated with a decrease in poverty levels. Seldom, health workers may return and bring significant advanced professional skills and expertise into their respective countries.

According to the Statistical Agency of Kosovo, 2013 bulletin, 39.1% of respondents claimed readiness to migrate abroad because of better conditions of work and higher incomes. A recently published article, arguments that about 400 health professionals has left Kosova during last two years and taking into account that our health institutions already face shortage of physicians due to aging staff (average age of physicians is 53 years old), this situation clarifies the real state of our health system.

Therefore, taking into account all these circumstances and in cooperation with the European union colleagues, migration of health workers is a topic that should be addressed in the wider instances. This process should involve all relevant actors who can contribute: such as Ministry of Health, Ministry of European Integrations, international and non-governmental organizations and especially local health workers unions.
In order to sensitization of public opinion and wider Kosovo on 03 June 2014 TUHFK keeps  Regional Conference on "Migration of health workers".

At this conference participants are union partners from the whole of the region and the countries of Southeast Europe, representatives of EPSU and PSI, the Ministry of Health and other relevant actors.

This conference is organized with the aim of preventing mass migration of health workers from Kosovo, created more favorable conditions in the country, which regards all political parties in the Republic of Kosovo.

In this case FSSHK unable to extracting accurate data on migration of health workers in Kosovo has conducted a survey with students and health workers on their perceptions on migration .Research was conducted as of 15.03.2014-15.05.2014 in 7 regions of the Republic of Kosovo:

1 Gjilan  
2 Prizren  
3 Pejë  
4 Ferizaj  
5 Gjakova  
6 Pristina  
7.Mitrovicë

There were 533 respondents involved in all levels of health institutions ,such as UCCK, Regional Hospitals and MFHC, including health workers and their support staff.

The survey was based on a quantitative questionnaire method.

The total number of health workers in the Republic of Kosovo is:

13.610 Health workers.
Breakdown by gender:

- Female - 4,596
- Male - 9,014

Staff breakdown list, as per profession:

- Physicians: 4,669
- Nurses: 8,205
- Support and maintenance: 736

Median age of the responding HP, as per research conducted in 2013, by FHTUK:

- 51.2 years old.

Gender | Source: all the participants, n=533,+25
Marital status

Source: all the participants, n=533, +25

- Married: 85%
- Single: 15%

Profession

- Physicians: 38%
- Nurses: 52%
- Support staff: 10%

Work place

- Regional Hospitals: 47%
- MFHC Centers: 44%
- FHC Centers: 9%
Total Source: all the participants, n=533,+25

Have you ever thought of migrating from Kosovo, because of employment?

Total Source: all the participants, n=217,+25

What would be your reason to migrate from Kosovo?
Emigration argument, as per Region:  
Source: all respondents, n=217, 25+

What actions should government institutions undertake to reduce/stop migration process?

- Safety and working conditions.
- Qualitative refinement of health services.
- Depolitization of health institutions.
- Contracting/employment of HP in accordance to real needs of health institutions.
- Health insurance scheme enforcement.
Questionnaire for Medical Faculty students of Prishtina University

Out of total number of students 2525, in polling took part only 242 respondents, ky pyetësor është zhvilluar me metodën e rastit.

- Medical Faculty: 100 students
- Pharmacy Faculty: 46 students
- Faculty of Stomatology: 63 students
- Faculty of Nursing: 33 students

Q 1—Would you emigrate out of Kosovo?
Q 1— Preferred field of specialization:

Q 1— Would you emigrate out of Kosovo?
**Conclusions**

- Increase the quality of education
- Creation of new jobs
- New/contemporary fields of specializations
- Employment opportunities after graduation
- Planning of specialization needs

Q 2- What would be your reason to migrate from Kosovo?

![Bar chart showing reasons for migration by faculty.]

Q 3- On institutional level, what needs to change in order to stop migration of HP’s?
Conference on Migration of Health Workers
Conclusions

- Increased investment in public health;
- Increase the welfare and working conditions of health workers / wages / nightshifts / hours of work;
- De-politicization of health institutions;
- Continuing education / new specialistic directions;
- Ethical recruitment procedures;
- Bilateral agreements on migration of health workers
Photos of the Conference.
This publication has been produced by the Federation of Trade Unions of Health of Kosova/FHTUK.

The contents of this publication is the responsibility of FHTUK.

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