

Promoting Decent Work Across Borders: A Project for Migrant Health Professionals and Skilled Workers

This Project is funded by the European Union



International
Labour
Organization

The Project

In 2011, the European Union awarded the International Labour Organization (ILO) funds to implement a three-year project on the issue of circular migration. The ILO *Decent Work Across Borders project: A Pilot project for Migrant Health Professionals and Skilled Workers* sought to better understand schemes in line with circular migration of health professionals. This was done by engaging governments, trade unions and employers organizations as well as other relevant stakeholders around three main objectives to:



- Strengthen mechanisms of policy dialogue among stakeholders;
- Strengthen employment services for healthcare professionals and skilled workers; and
- Enhance labour market information system with regards to the migration of healthcare professionals and skilled workers.

Through this project, the ILO sought to facilitate an approach to migration that benefits the migrant workers, the source and destination countries within a rights-based framework for labour migration governance. The project focused its activities on three Asian countries concerned with the outflows of health professionals and skilled workers for foreign employment, namely: the Philippines and India and to a lesser degree, Viet Nam.

Project Outputs by Objective

Strengthening Mechanisms of Policy Dialogue among Stakeholders

- Assessment of effectiveness of the existing services available to healthcare professionals in the Philippines and India
- Case studies on the realities of migration from health professionals' point of view in Philippines and India
- Assessment of the effect and impact of the bilateral labour arrangements developed by the Philippines with regards to the migration on healthcare professionals
- Assessment of the working conditions of foreign trained health professionals in Europe
- Assessment of the impact of migration of health professionals on the labour market and health sector performance in destination countries
- Review of the Philippine Overseas Employment Administration (POEA) recruitment agencies award system
- Research/position paper on the access and portability of social security entitlements for migrant workers conducted with Public Services International
- Research on the implications of the World Trade Organization's Mode 4 on the mobility of health professionals
- Research on the viewpoint of health sector employers with regard to circular migration in Europe
- Research on the employers' return and retention policies and programmes in India
- Research on the protection provided to migrant workers, in India, through the capacity building of trade unions
- Participatory assessment of the implementation of the WHO Global Code of Practice on the International Recruitment of Health Personnel in Philippines and India and shared at the international level
- Regional policy dialogue on ethical recruitment practices organized in Manila in collaboration with the IOM
- Regional exchanges of good practices in nursing education in India involving nursing leaders from India, Viet Nam and Philippines
- Knowledge sharing on the experiences of VAMAS (Viet Nam) organized in the Philippines
- Regional knowledge sharing in the Philippines on the health professional migration governance with Viet Nam and India
- Support to a regional meeting on the theories of migration in Asia organized by the Scalabrini Migration Center, the ILO DWAB and IOM
- International trade union dialogues on the access and portability of social security entitlements for migrants organized in Berlin
- Training on the international migration issue for trade union organizations in India in collaboration with the ILO International Training Center
- Five-day training on return and reintegration of migrant workers in the Philippines in collaboration with the ILO International Training Center



- Three-day training on bi and Multilateral labour arrangements for the mobility of health professionals in collaboration with the ILO International Training Center
- Two-day training on the business case for ethical recruitment for private recruitment agencies in the Philippines, India and Viet Nam
- Two-day training on ethical recruitment for labour attaches in the Philippines and Viet Nam
- Support to the development of a tripartite migration network in India
- Production of two documentaries showcasing Filipino health professional migrants' experiences
- Documentation of good practices of recruitment agencies
- Documentation of case stories of health professionals in India and the Philippines
- Organization of three on-line discussion on the ILO Magnet portal on mobility patterns in Asia, social protection for migrant workers and circular migration
- Sponsoring of government and trade union officials to international health forum and training in the ILO International Training Center
- Development of 10 policy briefs stemming from DWAB's research products
- Development of seven policy briefs on Circular Migration

Strengthening of Services for Healthcare Professionals and Skilled Workers

- Feasibility study for raising migrant workers' voice through the assessment of their recruitment experiences in collaboration with the International Trade Union Confederation
- Comparative study on competency and equivalency standards between the Philippines and Finland, Denmark and Norway (Phase 1) and Phase 2 on the comparability of nursing education and practice outcomes between the Philippines, Kerala and Norway
- Policy dialogues on the results of the comparative nursing competency assessment in the Philippines and Norway
- Development of a 48-hour "Migration and Decent Work" course into the nursing and other health science tertiary education curriculum in the Philippines
- Assessment of the factors enabling return and reintegration of health professionals in India
- Development of training materials and training of master trainers on the national nursing core competency standards (NNCCS) in the Philippines
- Development of seven information guides in collaboration with Public Services International on pre-employment, departure and return migration focusing on the Philippines, India, Finland, Norway, Denmark and Germany
- Development of a training course on entrepreneurship for health professionals and the development of the accompanying mobile website
- Production of directory of services for skilled migrants in the Philippines
- Enhancement of the Department of Health's E-jobs for Health portal and linkages with PhilJobNet for increased visibility of health sector related jobs
- On-line photo competition to capture in images the circumstances around migration of health professionals from the perspective of young health professionals

Enhancement of Labour Market Information System

- Pilot installation and training of labour attaches in Europe on the computer-based Foreign Labour Operations Information System (FLOIS)
- Appraisal of the national human resources for Health (HRH) workforce projections: Phases 1 and 2

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Materials can be accessed at:

http://www.ilo.org/manila/info/publi/pr/WCMS_173607/lang-en/index.htm

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Components



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