



Migration intentions of health care professionals: the case of Estonia

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The aim of the research

- To estimate the extent of the migration of health sector workers
- Identify the reasons and factors affecting migration

Outline of the presentation

- Overview of the survey of health professionals
- The current supply of the health care professionals in Estonia
- Migration intentions of health care professionals
- Factors affecting migration

Data

- Registry of health care professionals
- No data on migration – survey among health professionals
- The aim of the survey – to explain the migration intentions of health care professionals
- Questionnaire – French Ministry of Health and Solidarity, additional questions on income and work satisfaction
- Surveyed: random sample of doctors, dentists, residents, nurses, midwives
- Questionnaire sent to the workplace, with one reminder
- Sample was around 20% of the workers and answers were 56% of the sample (in total 1416)



Supply of nurses and doctors in Estonia

Share of health care professionals to 1000 inhabitants

	Doctors	Nurses
Finland	3,3	14,7
Sweden	2,8	8,8
Germany	3,6	9,6
UK	2,0	8,8
Ireland	2,5	14,0
Norway	2,9	10,3
Denmark	3,6	9,5
Netherlands	3,2	13,4
USA	2,5	8,1
Poland	2,2	4,9
Czech Republic	3,8	8,9
Hungary	2,9	4,8
Estonia 2002	3,1	6,4
Target for Estonia	3	8

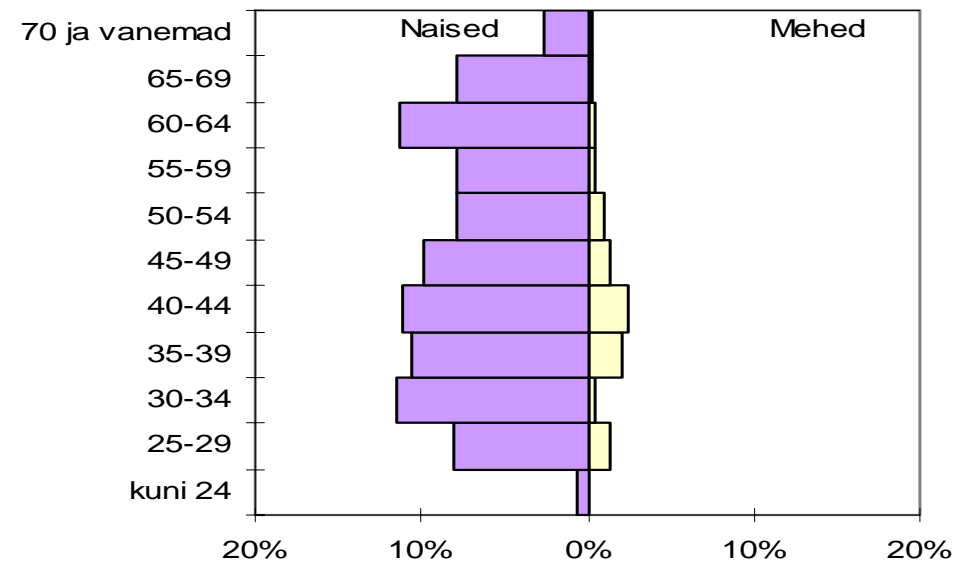
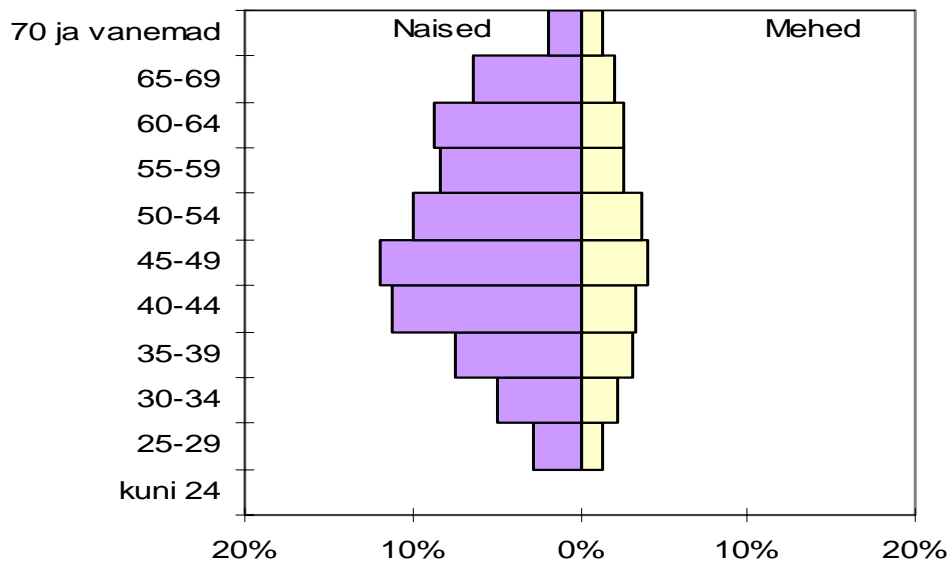
The gender-age structure

Arstid

Hambaarstid

Vanus

Vanus

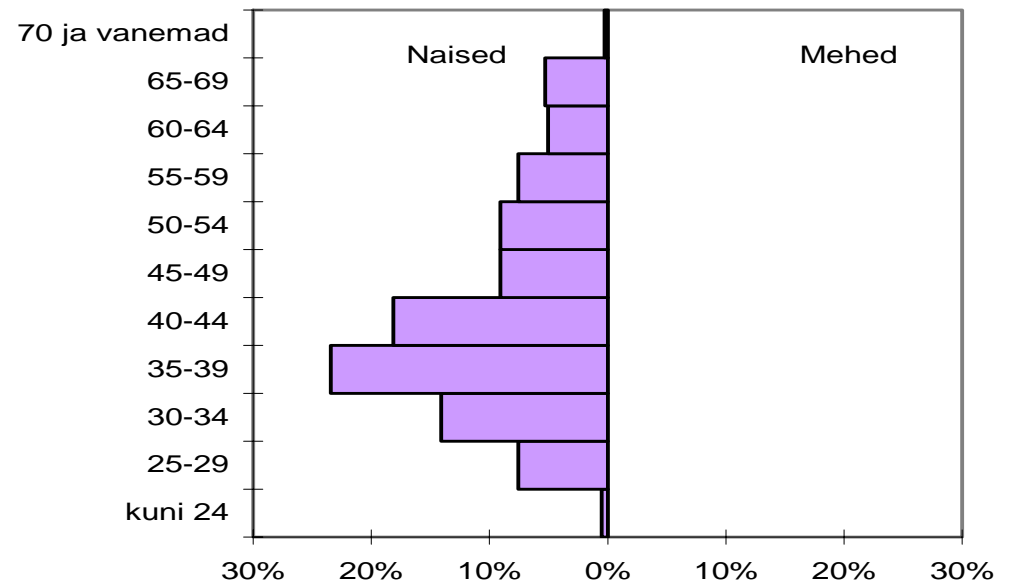
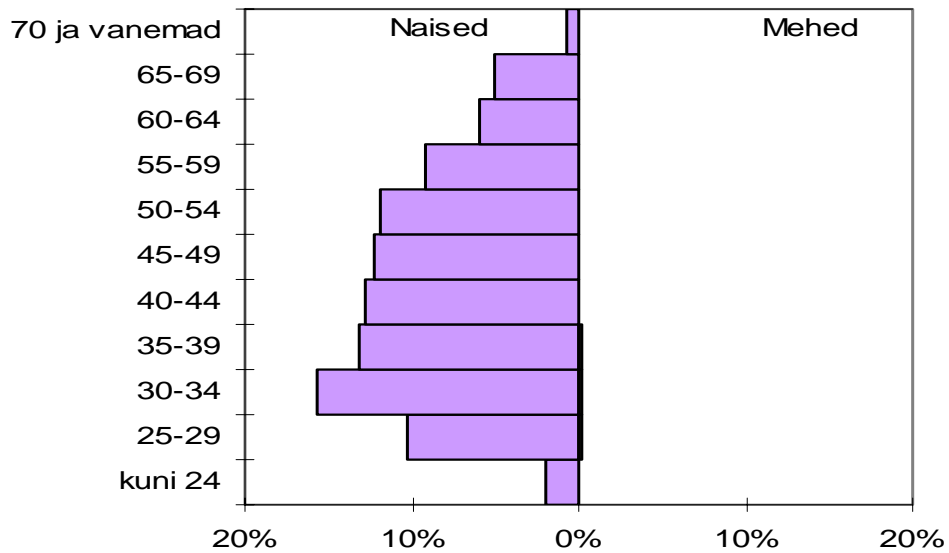


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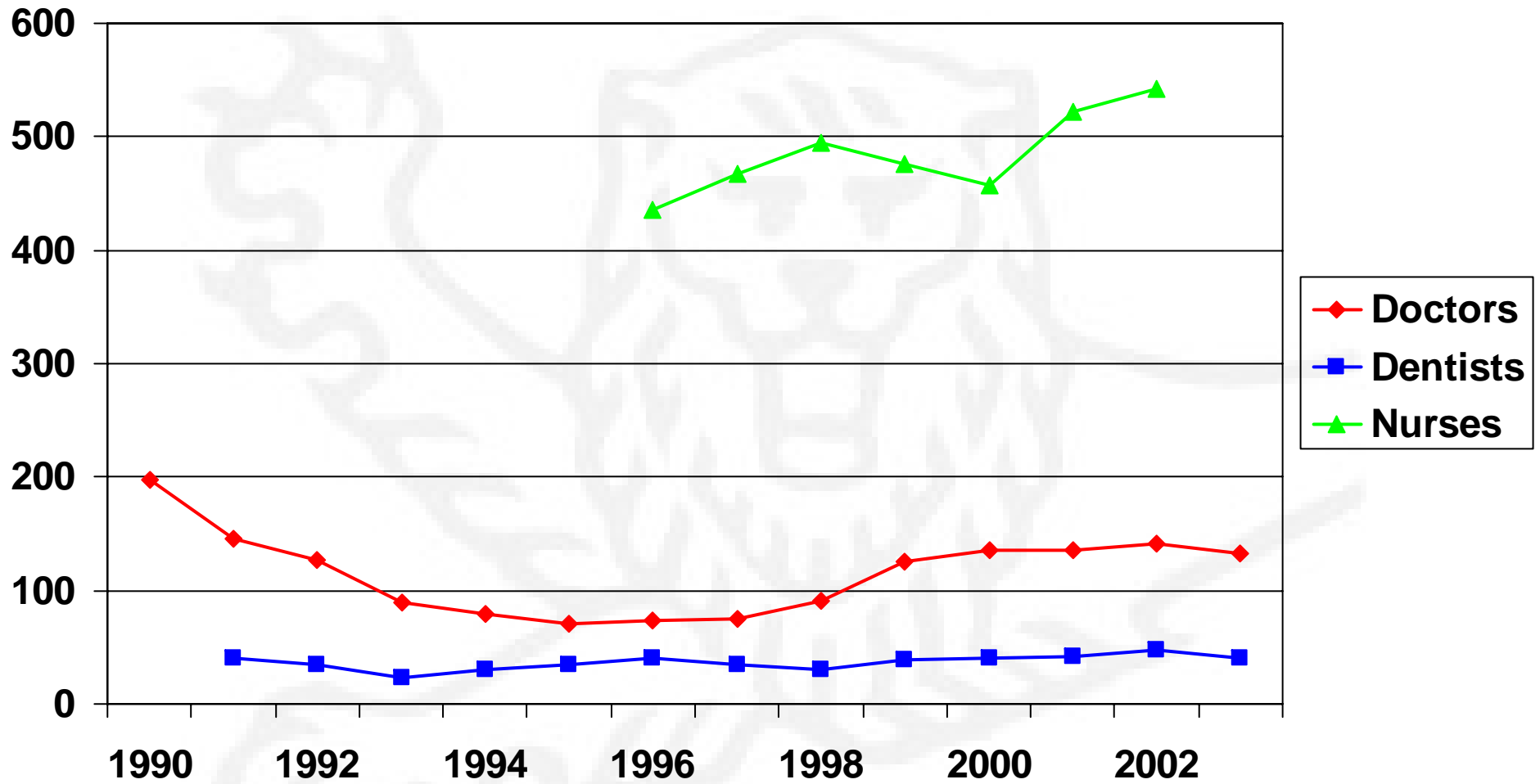
Vanus

Vanus



The Registry of Health Care Professionals

Schooling



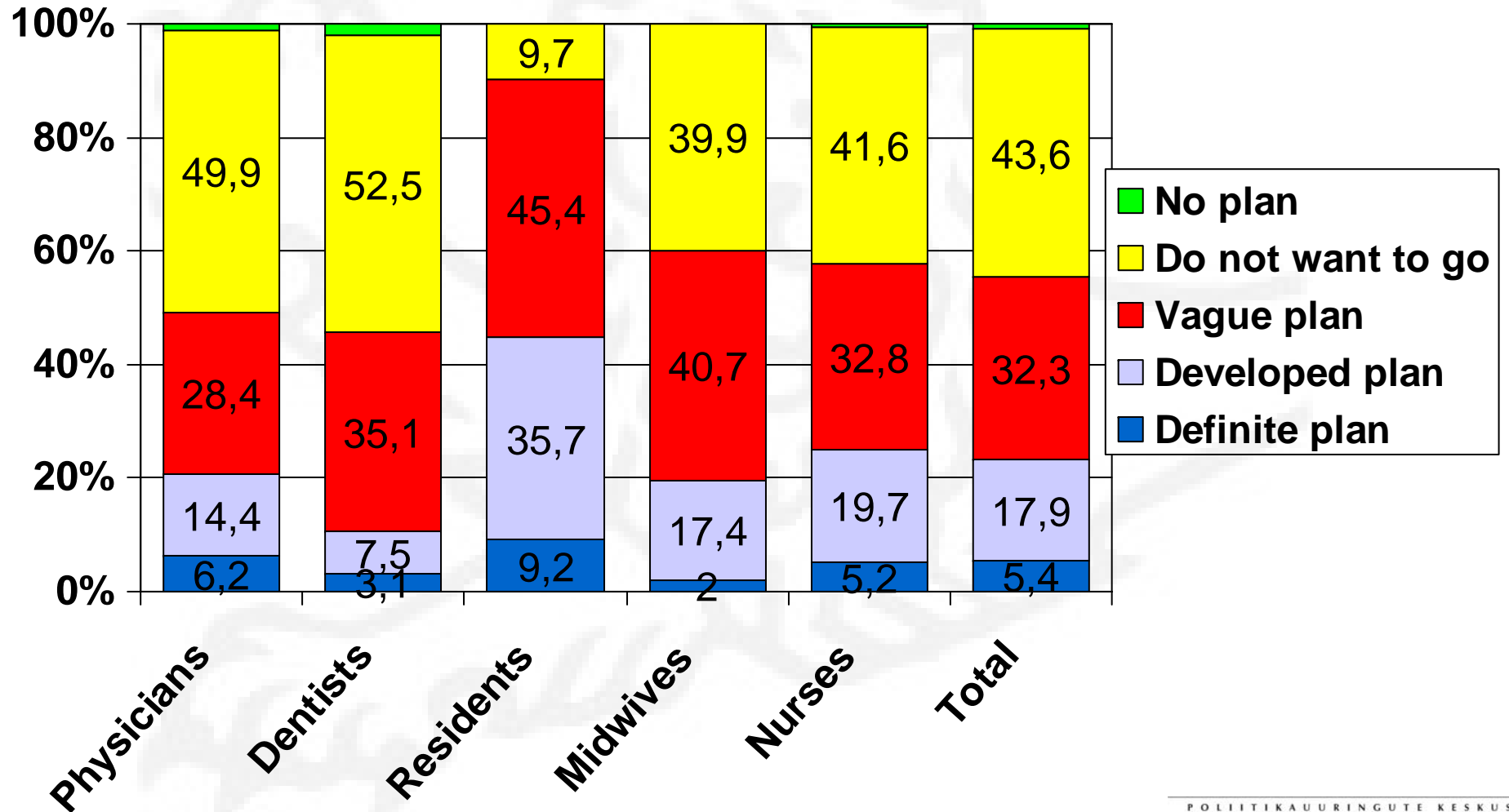
The conclusions on the supply of the health care professionals

- There are a lot less nurses than the target
- There will be shortage of doctors soon, due to the current age structure

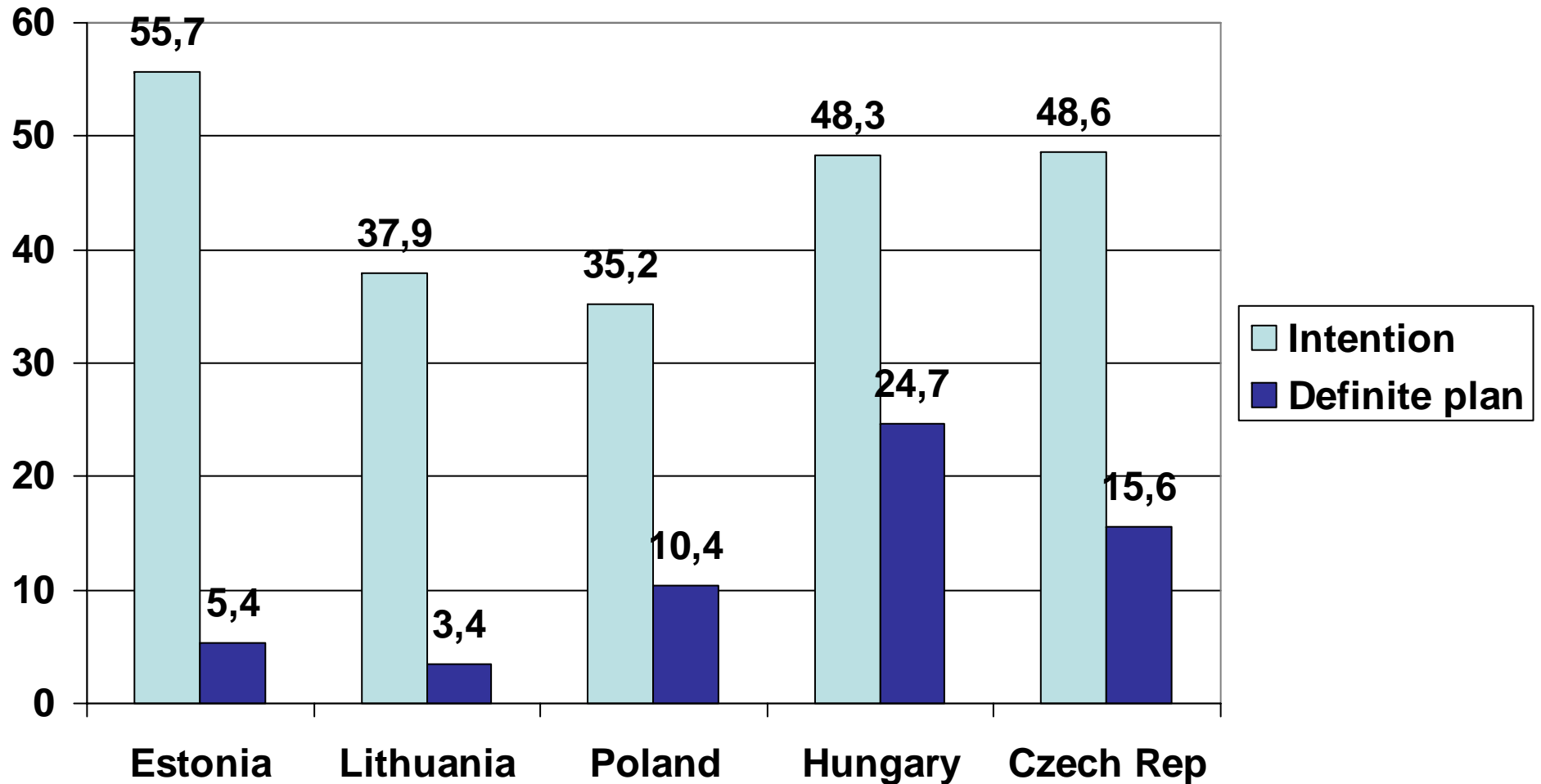


Migration intentions

Intentions of migration



Intentions in international perspective



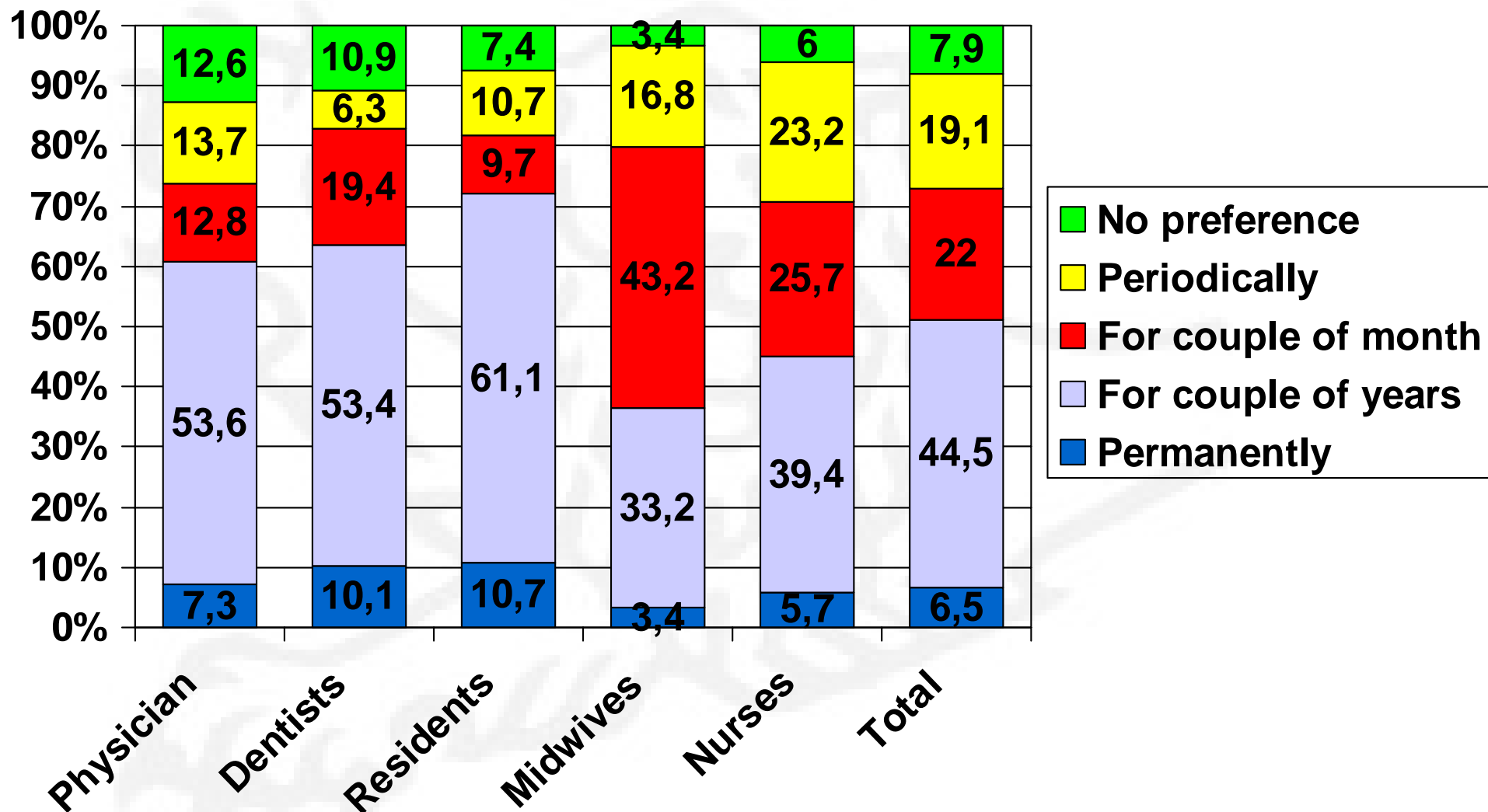
Examples of active recruitment

- **Kotka** and **Lappenranta** (Finnish county) organized two big cocktail parties in order to hire Estonian doctors. For more interested doctors a trip was organized to Kotka on the account of the receiver (over 15 doctors were needed)
- **Uusinmaa** county needs 15-16 doctors, which they plan to hire from Estonia
- **Päijäthämä** region representatives came to Estonia to introduce working possibilities there. Doctors organized themselves a trip to there (currently two doctors are going)
- **MedOne** – **biggest employer of Finnish doctors**, was introducing working possibilities in Finland in regular winter party of the Medical faculty students of Tartu University
- **UK** has announced the need for hundreds of doctors and plans to hire them also from Estonia
- A **Swedish company** hired for Sweden around 20 doctors – introduced working possibilities in Estonia, organized and paid for trip to working place, concluded a contract and paid for language classes and exam

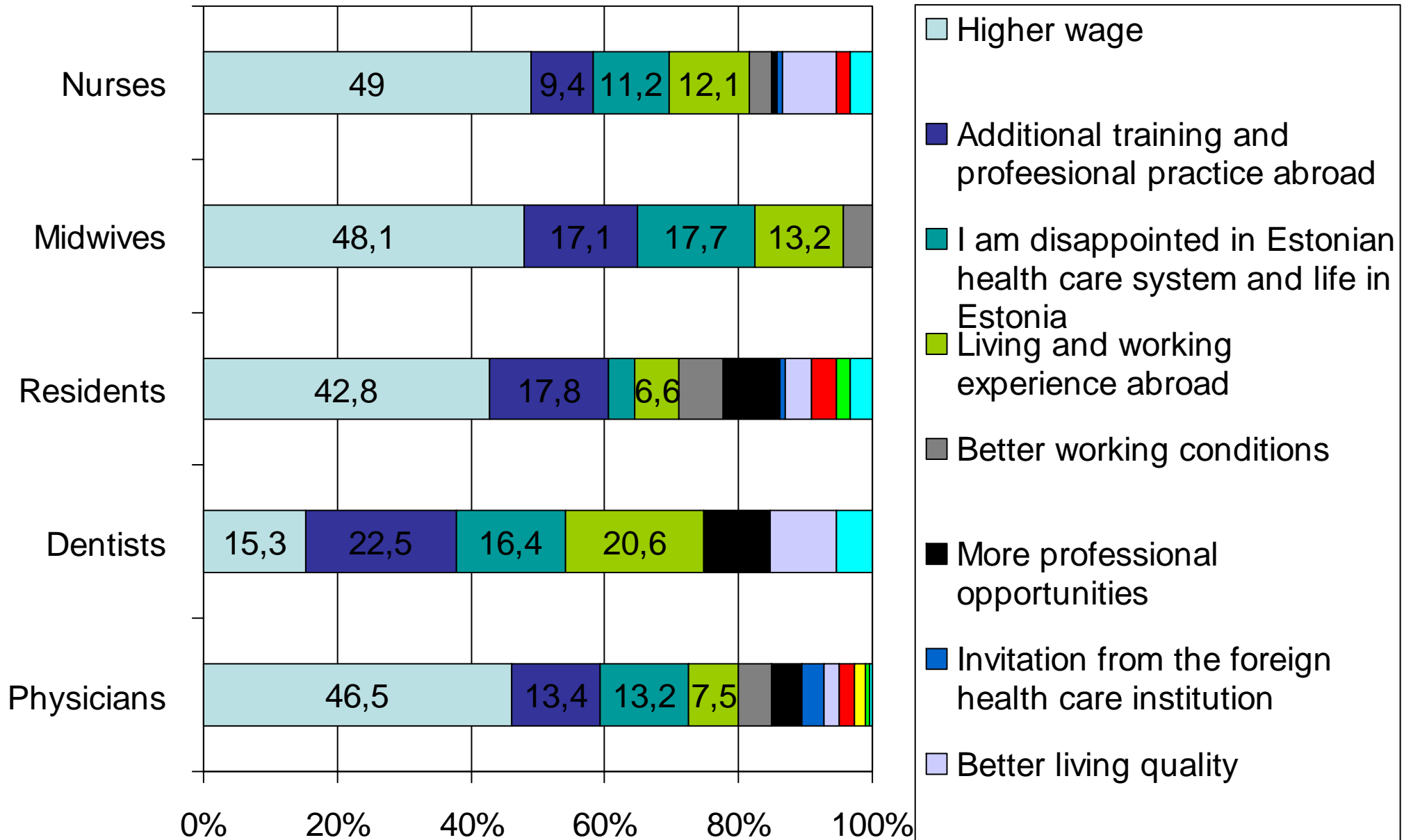
Examples of active recruitment of nurses

- **Employment intermediation company Radmann Group started a project to train and send 60 Estonian nurses to Norway (2001)**
 - project failed, criminal aspects, no support from the government of Norway
- **Swedish Dalarna county hospital initiated a project to train nurses at Tallinn Medical School in 2002, hoped to get 15 in the first year, 200 vacancies total**
 - did not start, because of the negative impact of the earlier project of Radmann Group

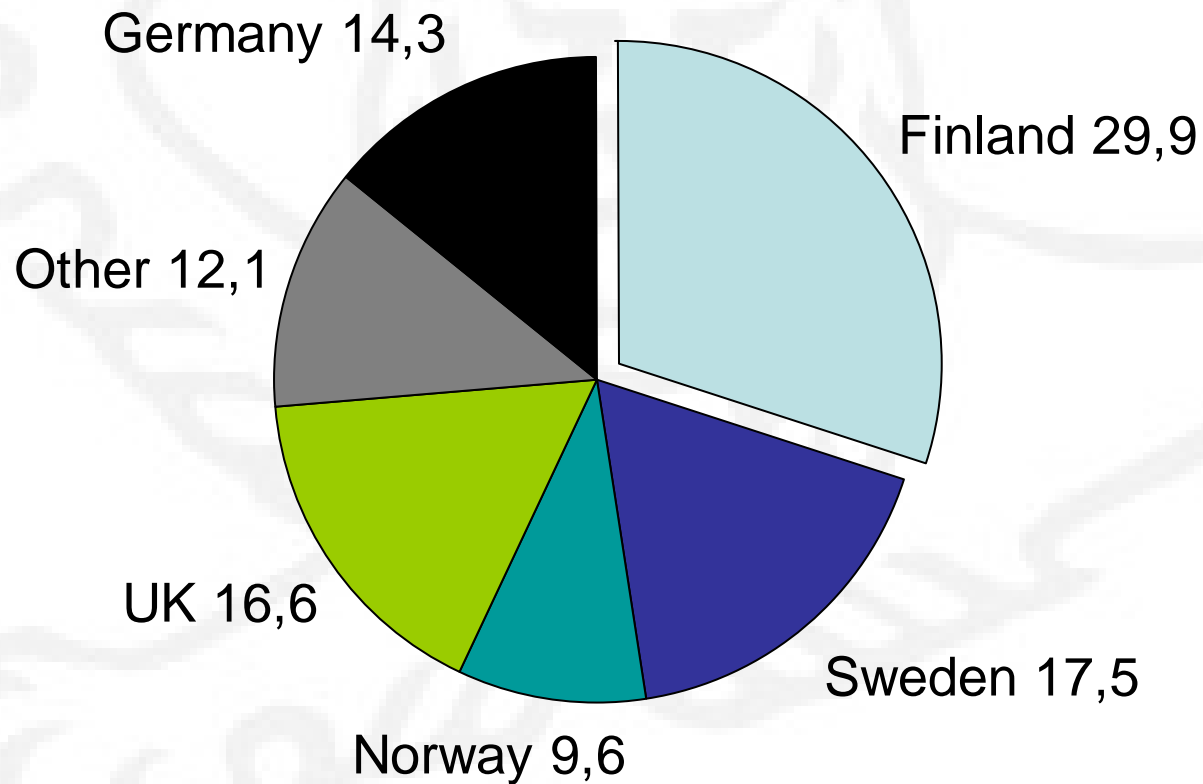
The preferred length of the stay



The reasons for going



Target country



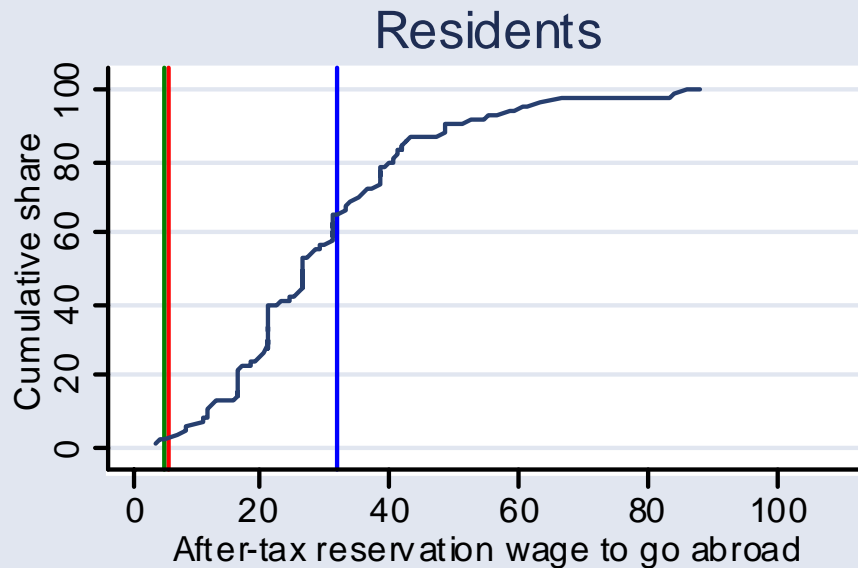
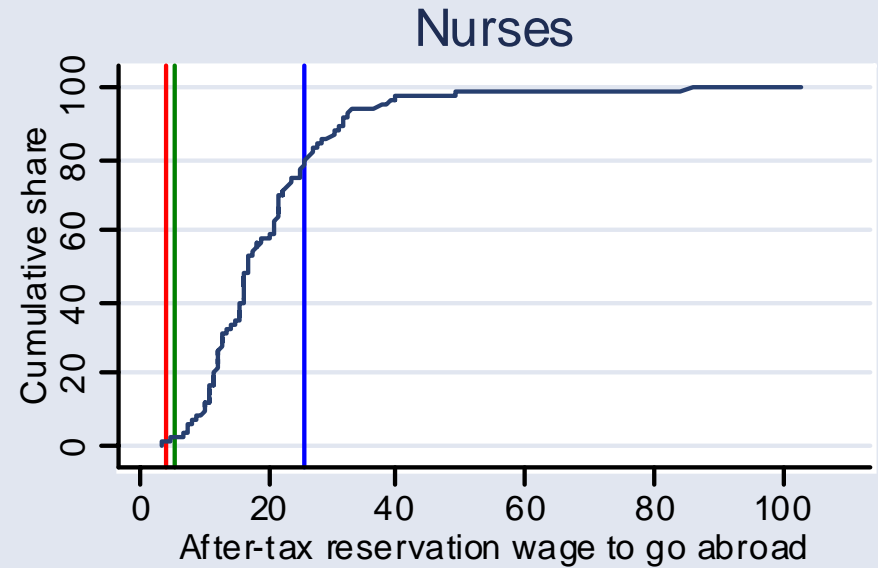
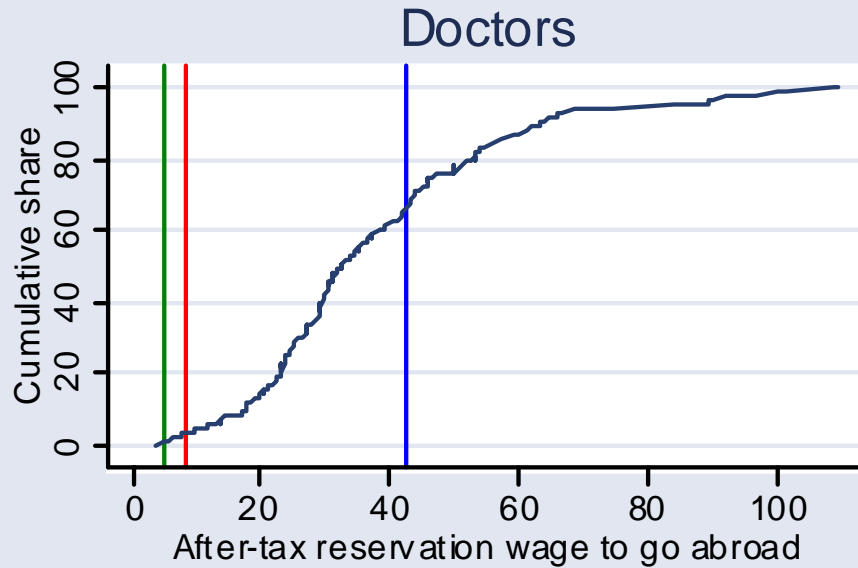
Conclusion on migration intentions

- Over half are willing to go – can not say, how many will actually go
- Around 5% (700-800) have definite plan for going – these should be considered as going during the next years
- Most active are residents, least dentists
- Most would like to go for a short period
- The main reason – wage, better working conditions (dentists are different)



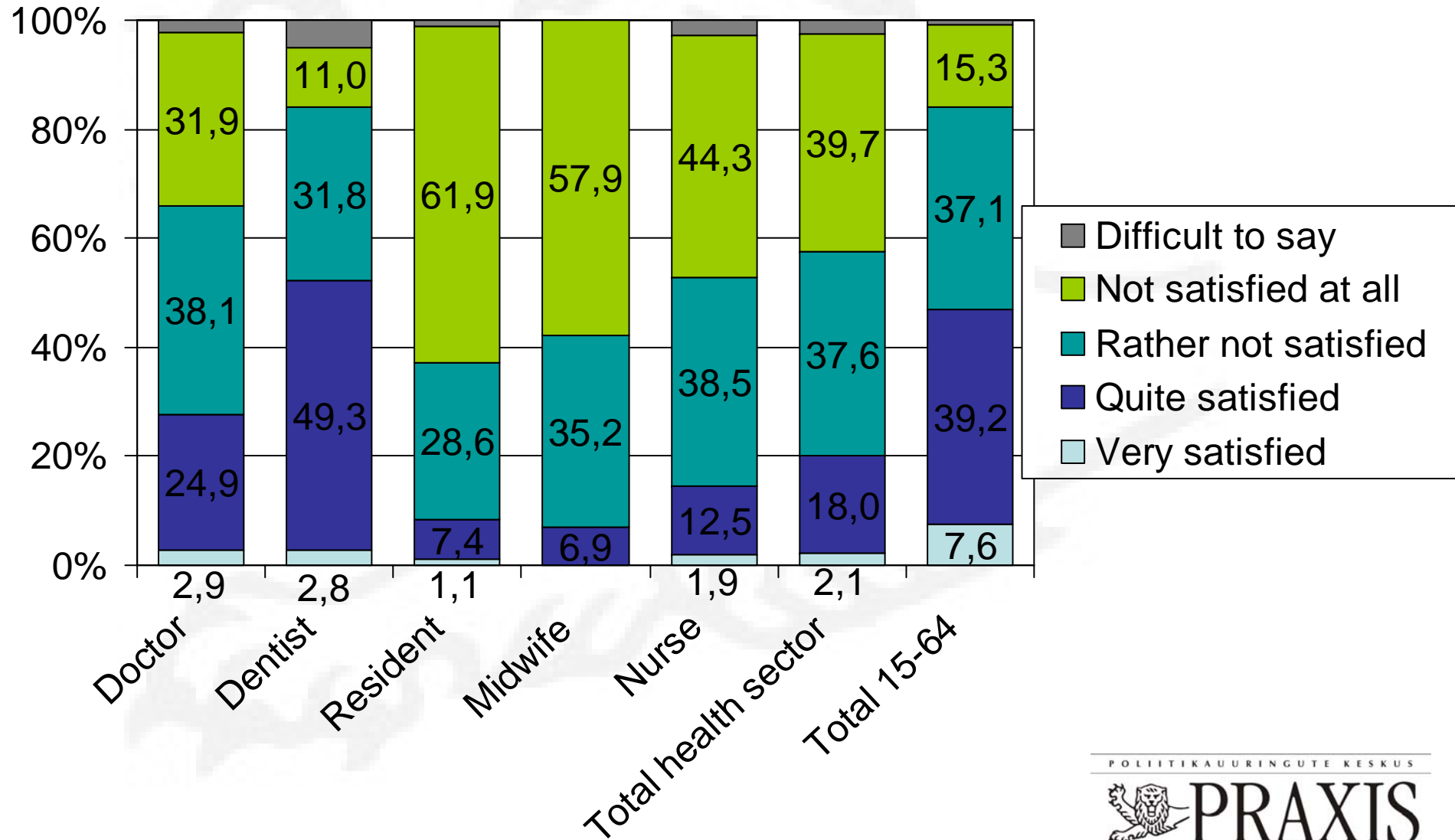
Factors affecting migration

Reservation wage and wage abroad



blue - average net wage in Finland, red - average net wage in Estonia, green - overall average net wage in Estonia

Satisfaction with wage in Estonia



Logit-regressions

- Dependent variable – intention to go abroad
- Independent variables – occupation, age, sex, nationality, children, region, marital status, possibility of job loss, assessment on the household's economic situation, wage
- Wage
 - current wage/the wage which is considered to be fair for the current job
 - Categorical variable on the discontent with current wage
 - The difference of the wage with the average wage in Finland

Regression results

- **Age** – older people are less willing to go
- **Sex** – male are more willing to go
- **Region** – people in two largest urban areas are more willing to go
- **Marital status** – married/co-habiting are less willing to go
- **Possibility to lose job** – who are certain on the loss of the job are more willing to go

Importance of wages

	(1)	(2)	(3)
Ratio of Finnish average to individual wage			-0.004
Ratio of satisfactory wage and actual wage	0.044***		
Satisfaction with current wage level (compared to “Very satisfied”)			
Satisfied		0.251*	
Not satisfied		0.373***	
Absolutely not satisfied		0.549***	
Difficult to say		0.322*	

Conclusions

- Over half would like to go – based on the opinion survey can not say how many will actually go. With active recruitment – potentially all might go
- 5,6% have definite plan for going. They will leave in coming years
- Main reason for going is wage, which means discontent with current wage



Thank you!



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