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WORK-INT

Assessing and enhancing integration in workplaces

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Integration of migrant workers in the health sector

Available evidences, mainly:

1. Based on the macro level
2. Using quantitative approaches
3. Concentrated on the supply side

The WORK-INT approach

- A focus on workplace integration
- A multi-stakeholder approach
- A multi-level approach (local+national+EU)
- Research + policy dialogue activities
- A compared approach

The health care sector in Europe and the role of migrants

Growing shortages and future growing needs in
EU countries

→ Strategies for attracting MHSw from abroad

→ Policy for the recognition of foreign titles

→

→

...with important national specificities

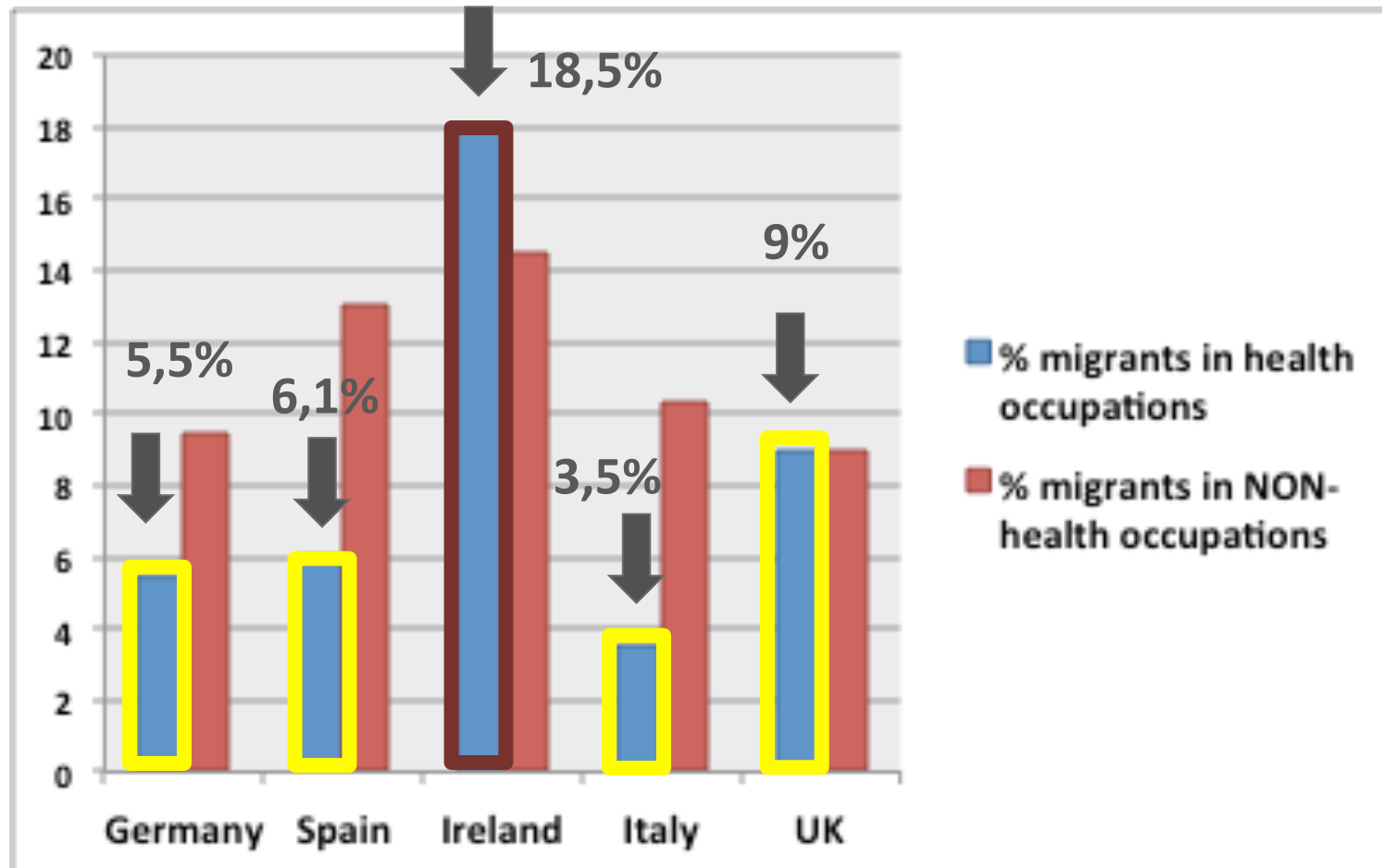
Dimensions of integration

Issues for the analysis of the integration of the MHW in the workplace

1. Individual	Subjective wellbeing, perception and degree of satisfaction of own integration within the workplace , in terms of: <ul style="list-style-type: none">- valorisation of own skills- perception of perceiving an adequate retribution,- careers perspectives, professional development- non discrimination on the base of own cultural and religious background, etc.
2. Relational	Vertical integration → relationships with superior and with subordinate foreign and national colleagues within the workplace Horizontal integration → relationships with foreign and national colleagues or workers of the same occupational level within the workplace
3. Structural	At a micro level : <ul style="list-style-type: none">- Health structure' policies or specific measures concerning the recruitment and integration of MHW (e.g. diversity management firm strategy or initiatives; recruitment policies targeting personnel with migrant background, with specific language and cultural requirements; etc.); explicit or implicit forms of institutional discrimination at a firm level; etc.- Impact of MHW on the efficiency of health structures (Does ethnic diversity in an asset for the health structures? How? Does the fact of employing workers with migrant background represent an advantage in the health provision to the migrant component of the patients?, Does it constitute a limit or generate specific problems? etc..). At a (local/)national level : <ul style="list-style-type: none">- local and national policies and measures (in)directly hindering or facilitating: a) the migrant workers' access into the health sector b) and their integration in the workplaces (with eventual specificities for the health sector). E.g.: recognition of the educational titles; access to public employment; conditions for the practice of the health professions.
4. Transnational	At a micro level <ul style="list-style-type: none">- ties with the health workers' community in the country of origin and/or in other countries; contribution to the origin country as a professional while abroad- intentions to return as a health worker in the country of origin or to re-migrate elsewhere. At a local/national level

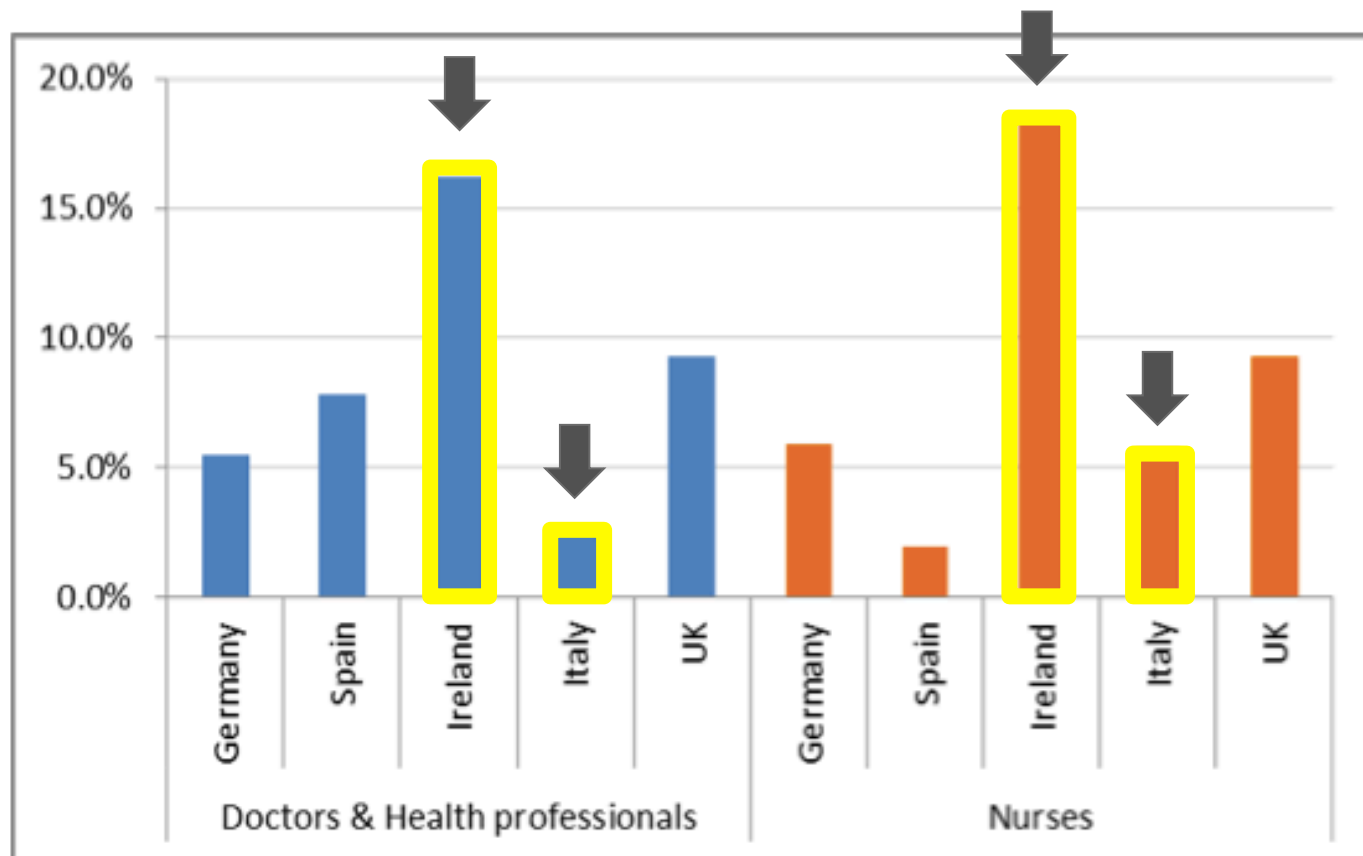
The contribution of migrants to the health sector in Europe

Share of migrant workers on total workers in the health and non-health occupations (average 2011-2012)



The contribution of migrants to the health sector in Europe

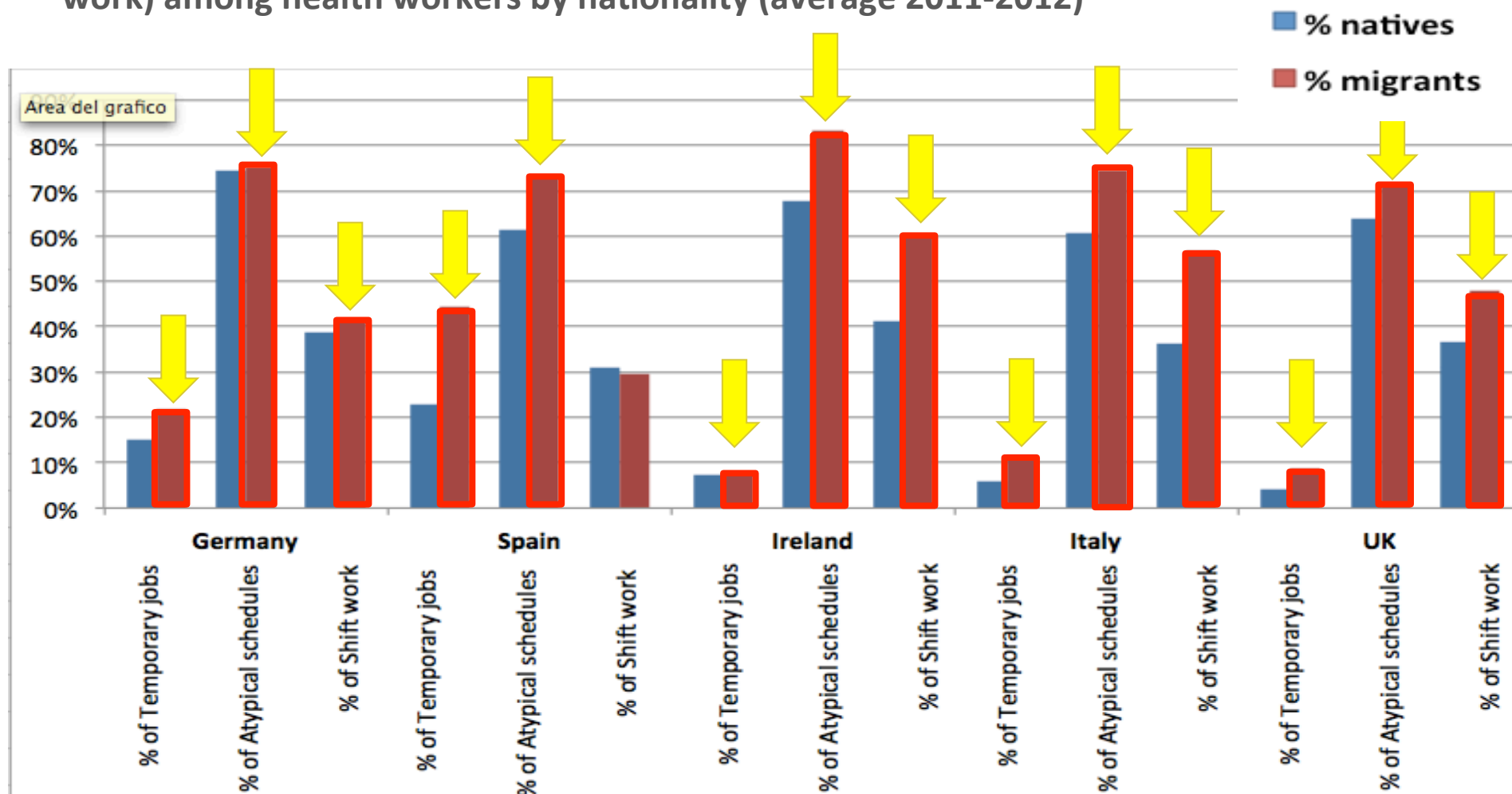
Figure 3. Share of migrant health workers among doctors and nurses (average 2011-2012)



Source: Our elaboration on Eurostat EU-LFS.

Integration of migrant workers in the health sector

Share of non-standard work (Temporary jobs, Atypical schedules of working time and shift work) among health workers by nationality (average 2011-2012)



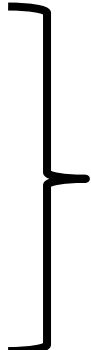
The research components

- **Research held by 5 EU cities** (Dublin, Hamburg, Oxford, Madrid, Turin):
 - 1 comparative statistical report based on EU-LFS data
 - 5 background reports
 - qualitative research in 5 countries
- **Policy dialogue activities**
 - national forum with local and national stakeholders
 - EU level policy forum

The qualitative research

5 country case studies, based on:

1 public
+
1 private hospital



interviews with national +
EU/non EU workers and
managers

Interviews with local and national stakeholders

Main definitions within the project

- MHWs: health professionals + health associate professionals + health management & support personnel + personal care workers (health service providers excluded)
- Integration at a workplace level, based on 4 dimensions (Zincone, 2009): systemic; individual; relational; transnational

Thank you for your attention!

For downloading research material
visit the ptoject website:

www.work-int.eu

