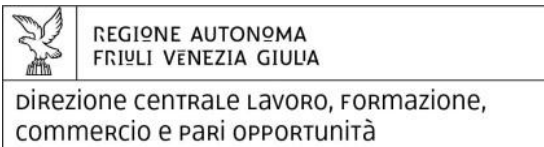




Improving Qualification for Elderly Assistants

THE MOBILITY OF CARE WORKERS FROM AND TO ROMANIA: WHY WE NEED TRANSPARENCY OF QUALIFICATIONS

IQEA TRANSNATIONAL CONFERENCE
BUCHAREST 05.XII.2012



REGIONE AUTONOMA DELLA SARDEGNA

HEALTHCARE WORKERS MOBILITY IN THE WORLD

- ✓ Globally, an extra 4.3 million health workers are needed to make essential health care accessible to all.
- ✓ Whether wealthy or poor, most countries in the world are facing increasing demands on their health systems and yet offer unattractive working conditions to health and care professionals.
- ✓ As a result, British midwives travel to Australia, Zimbabwean doctors transfer to South Africa, Senegalese nurses relocate to France and German doctors migrate to Switzerland.

SOURCE: Action for global health - 2011

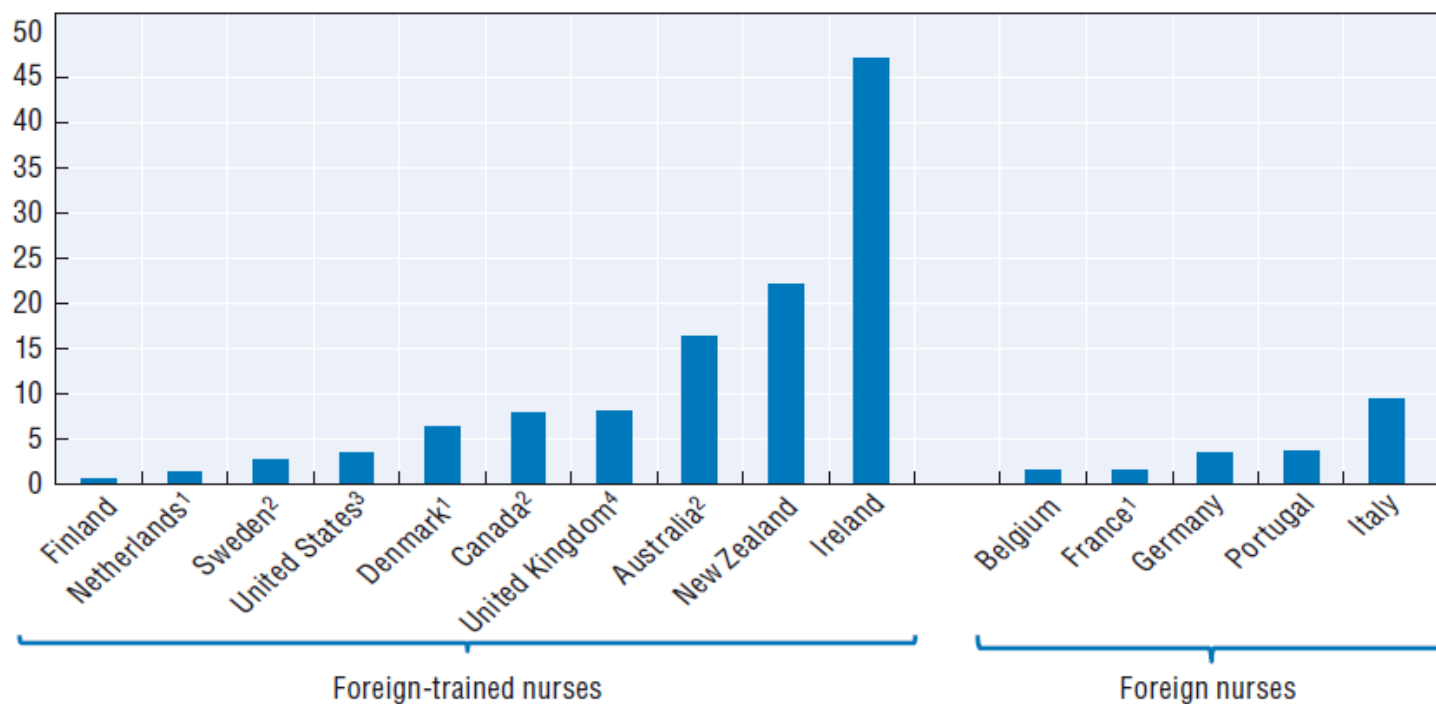
HEALTHCARE WORKERS MOBILITY ACROSS EUROPE – LEGAL BACKGROUND

- ✓ Free movement of persons is one of the fundamental freedoms guaranteed by Community law.
- ✓ Free movement of workers is laid down in Article 39 EC and further developed in Regulation 1612/68/EEC: it provides for the right of EU citizens to work in another Member State as an employee or civil servant.
- ✓ The right of establishment is laid down in Article 43 which provides for the right to work as a self-employed person in another Member State.
- ✓ Article 49 enshrines the right of free provision of services.
- ✓ Directive 2005/36/EC provides for the recognition of professional qualifications in view of establishment in another Member State.

SOURCE: European Commission – Green Paper on the European Workforce for Health

HEALTHCARE WORKERS MOBILITY ACROSS EUROPE - FIGURES

Graph 2.
SHARE OF FOREIGN-TRAINED OR FOREIGN NURSES IN SELECTED OECD COUNTRIES IN 2008 (OR LATEST YEAR AVAILABLE)
Percentage



1. 2005
2. 2007
3. 2004
4. 2001.

Source: www.oecd.org/health/workforce.

ROMANIAN HEALTHCARE WORKERS MOBILITY ACROSS EUROPE

- ✓ There is no official data about number of nurses migrating from Romania.
- ✓ The Ministry of Health has accurate data only about nurses who requested the certificates for mutual recognition of their diplomas within EU. These show that from 1 January 2007 (date of Romania membership to EU) to 31 December 2008, 4608 nurses and midwives (3.8% of total) requested the certificate for the recognition of their diploma in the EU.
- ✓ It is now known if those receiving their certificates have migrated or not.
- ✓ A study has estimated intentions to migrate of a Romanian representative sample of nurses. 55% gave a negative answer, 22% did not to answer, and 21% expressed a desire to work abroad

SOURCES:

- OLSAVSKY, V, Human resources in transition period: role of the nurses in the Romanian Health System, PhD Thesis, University of Medicine and Pharmacy, Timisoara, 2008
- Romanian Ministry of Public Health, Statistical Yearbook, 2008, Bucharest

ROMANIAN NURSES IN ITALY

- ✓ In 2011 Italy registered a lack of 50.000 nurses
- ✓ In the same year, the percentage of foreign trained nurses in Italy was equal to more than 10% (reaching over 16% in some Regions)
- ✓ From 2007 to 2010 the number of foreign nurses increased of 25%
- ✓ In 2010 the 43,9% of newly registered nurses came from Romania

SOURCES:

- IPASVI (Italian Regulatory Board for Nurses)

ROMANIAN CARE WORKERS IN ITALY

- ✓ Lack of data concerning foreign born assistant nurses / qualified care workers in hospitals and care facilities – they are supposed to be a relevant group. In Veneto Region, for instance, they were 37% of those obtaining the qualification in 2009.
- ✓ In 2010 over 870.000 regularly employed domestic care workers in Italy – 700.000 are foreign born
- ✓ 150.000 are Romanians (2009) – ranking 1st among the represented nationalities

SOURCE:

- INPS (National Social Security Institute)

«BADANTI»

- ✓ “Badanti” or – most properly “Family Assistants” – appeared for the 1st time in Italy in the 90s and are now a widespread and well known phenomenon
- ✓ With this term we indicate home-care workers who are employed directly by households in order to assist older or disabled persons and that – in the majority of cases – live in the same house where the older person lives and is basically on duty 24 hours a day.
- ✓ At the beginning the phenomenon was very unregulated and informal, with frequent episodes of exploitation and irregular work
- ✓ Since 2007 the situation has improved, with the definition of a national working contract and the development of policies and services to support regular employment, training, better working conditions

«BADANTI»

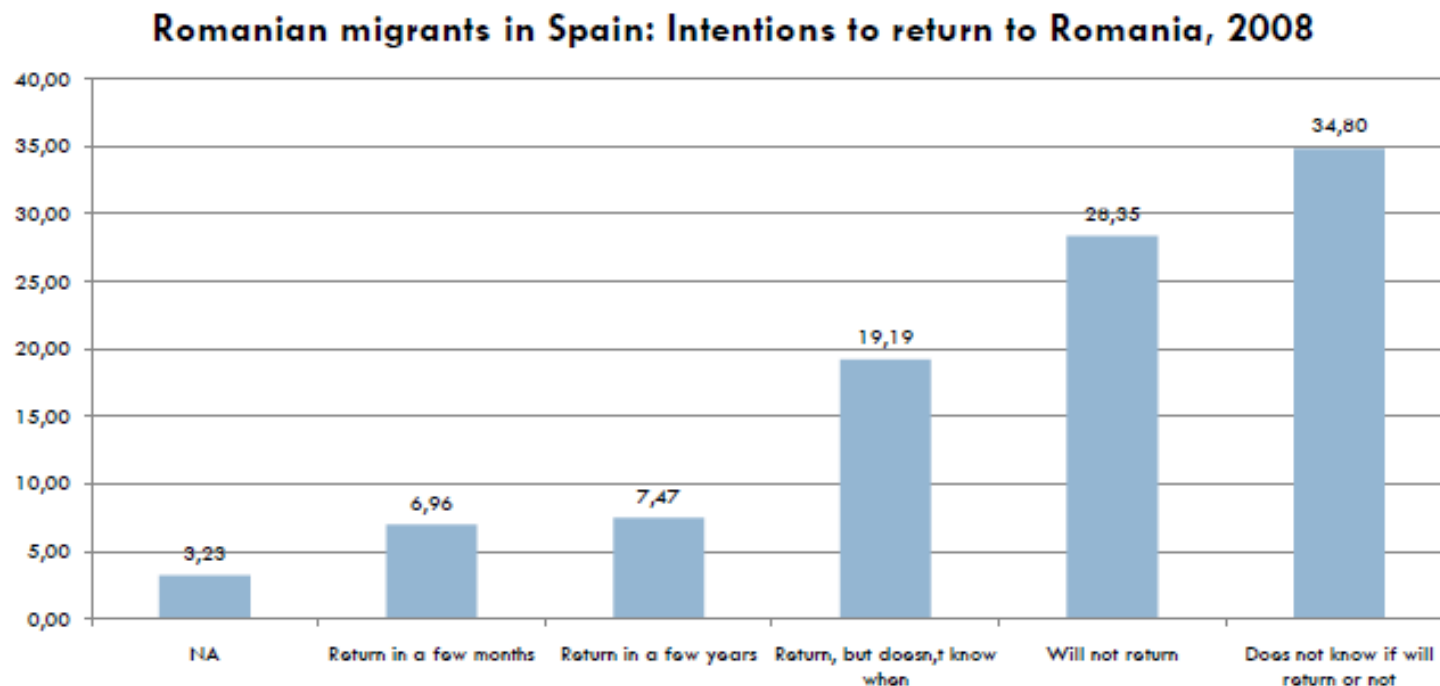
- ✓ Still, It's an exhausting job performed with no supervision or support, with lack of free time, with restriction of personal freedom. Thus, for those people who have a medium term migration project it is desirable to do it for a limited amount of time only and to find opportunities to shift to home or residential care services provided by public or registered agencies, offering better working condition and carrier opportunities...
- ✓ ... but to do so you first need a qualification!

RECOGNITION OF ROMANIAN QUALIFICATIONS IN ITALY

- ✓ Registered nurses can benefit of the European Directive for the recognition of their qualification in Italy – the procedure is rather straightforward and does not require additional training except for an exam on Italian language and Italian regulations concerning nurses.
- ✓ But what about other kind of care workers?
- ✓ Foreign trained care workers and nurses whose qualifications have not been recognized but who are willing to work as professional care workers can – in some Italian regions – obtain a “discount” on the 1000 hours of training they have to follow to get the “OSS” qualification. Still, this happens random and with no clear regulation about how the recognition should happen.
- ✓ The recognition of Romanian qualifications in order to work as domestic care worker is not regulated – therefore it is left up to the employer. Nevertheless, some kind of training in the care field is more and more requested by private and public placement services – it can therefore affect significantly the employment opportunities

RETURN MIGRATION

- ✓ But what about return migration?
- ✓ There are no official statistics on return migration from Italy to Romania – still the economic downturn that Italy is facing might soon become a push factor for return migration



RETURN MIGRATION

- ✓ On the other hand...
- ✓ Romania is also facing a shortage of healthcare professionals (especially in rural areas), that could lead to necessity of “import” of health workforce.
- ✓ Very pronounced is the need of nurses and caregivers. If the pace of emigration stays the same after 3 to 5 years the system will feel acute shortage of physicians as well. But it would be difficult to attract outside specialists with recognized diplomas and to meet quality requirements

SOURCE: Romania - Mobility of Health Professionals – Medical University of Varna, 2011

CONCLUSIONS

- ✓ The mobility of care workers from Romania to Italy and vice versa is a fact
- ✓ The lack of straightforward procedures for the mutual recognition of qualifications acquired in the two countries is an important obstacle to a qualified employment in the country of destination
- ✓ A tool for recognition of ECVET credit is needed... with the IQEA project we made an effort to develop a suitable one!

- **THANK YOU FOR YOUR ATTENTION**
- **ANY QUESTIONS?**

Licia Boccaletti – ANS – Italy

• progetti@anzianienonsolo.it - www.anzianienonsolo.it

