Migration of Workers and Other Hot Topics in Occupational Medicine

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• **Migration of workforce**

1. To another territory (175 million workers, 15% irregular status)
2. To another employer
3. The same employer on different localizations
4. Workforce flexibility
   * permanent contract
   * fixed term contract
   * different contractors
5. Retirement
• **Push-pull factors for migration**

**IN THE PAST**
1. Food and water sources
2. Shelter, predators
3. Climate

**TODAY**
1. Poverty, famine
2. Wars
3. Environmental disasters
4. Personal and professional development
Manmade barriers to control migration

IN THE PAST
1. Walled cities
2. Papers conferring rights to passage
3. Quarantine

TODAY
1. Restricted travel, immigrant return travel
2. More migration-dependent are Western nations
3. Infectious disease control, vaccination request
• Migration of medical workforce (60 million)

1. Students
2. Trainees
3. Specialists
4. Other health care workers

• Code of Ethics in Occupational Medicine (responsibility also to the third parties, multidisciplinary approach in occupational health)

• Psycho-physical fitness to work (HIV ??, Hepatitis B, Hepatitis C ?? ...)

• Language!!
PROVOCATIVE QUESTION

Evidence based data

Outcomes of work
EU physicians : non-EU physicians ??
Self health-assessment

Years concerning anticipated retirement

Estimation score

0 2 4 6 8 10 12 14 16
• **Risks, stresses and strains:**

Pre-employment health assessment

• From miners to **fitness to work** - reduced psychological well-being, depression;
  alcohol consumption, drugs;
  weight gain;
  reduced physical activity and exercise

• To protect the company or the workers?
  Tests for clinical benefit of the individual and advertising or policing procedures ??
FUTURE RESEARCH ON QUALITY IN OCCUPATIONAL MEDICINE

• Competencies of occupational medicine –
  do we meet competencies and workers’ needs?

• Different models of occupational medicine in Europe –
  their impact on workers’ and companies’ health?
Thank you for your attention!

http://www.uems-occupationalmedicine.com

Ref.
5. Minutes of Innsbruck Meeting of UEMS Section of Occupational Medicine, April 14, 2012, http://www.uems-occupationalmedicine.com