CHALLENGES IN INTERNATIONAL RECRUITMENT: MIGRATION FLOWS OF FOREIGN TRAINED PHYSICIANS EXPLAINED
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COORDINATOR OF THE EUROPEAN OBSERVATORY OF MEDICAL DEMOGRAPHY (CEOM)
3 DECEMBER 2010: CNOM SET UP A EUROPEAN OBSERVATORY JOINTLY WITH CEOM

FRENCH INVOLVEMENT IN EUROPE
- JOINT ACTION
- OECD
FEMINISATION OF THE PROFESSION

Most feminised countries:
- Romania: 77.4%
- Slovenia: 72.7%
- Lithuania: 70%

Least feminised countries:
- Ireland: 30%
- Switzerland: 31.5%
- Belgium: 36.3%

Position of France:
- 42.1% of women
DEMOGRAPHIC PROFILE : A MORE OR LESS MARKED AGEING

Accelerated ageing:

- Belgium: men: 58 years, women: 47 years
- Portugal: men: 53 years, women: 57 years
- Slovakia: men: 56 years, women: 55 years
- Romania: men: 52 years, women: 51 years
- France: men: 54 years, women: 49 years
COUNTRY OF BIRTH

- Portugal: 81.7%
- France: 83.7%
- Norway: 84.5%
- Belgium: 89.4%
- Austria: 93.1%
- Slovenia: 96.6%
- Greece: 98.0%
- Lithuania: 100.0%
- Slovakia: 100.0%
COUNTRY OF BIRTH AND EU MIGRATION FLOWS

1st provider:

- Germany

2nd provider:

- Italy

3rd provider:

- Romania
GRADUATED FROM OTHER EU COUNTRIES

- Cyprus: 85.7%
- Norway: 31.0%
- Slovenia: 11.9%
- Greece: 8.0%
- UK: 6.3%
- France: 2.6%
- Belgium: 2.2%
- Austria: 0.8%
- Portugal: 0.8%
- Slovakia: 0.0%
1 - Is there a shortage of general practitioners in your country?
2 - In your country, does the patient have to consult his general practitioner before consulting a medical specialist?

<table>
<thead>
<tr>
<th>Responding countries</th>
<th>Is there a shortage of general practitioners in your country?</th>
<th>In your country, does the patient have to consult his general practitioner before consulting a medical specialist?</th>
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</thead>
<tbody>
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<td>Austria</td>
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<tr>
<td>Switzerland</td>
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<td>NR</td>
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</tbody>
</table>
MIGRATION FLOWS & TRAJECTORIES

CNOM-2014 Publication
COUNTRY OF BIRTH
DEMOGRAPHIC PROFILE

European Union & outside France
Men : 51 years
Women : 47 years

Outside European Union & outside France
Men : 53 years
Women : 46 years
43.5% specialists in general practice
GENERAL PRACTICE – BORN IN MAGHREB

- Born in Algeria
  - 27.7% graduated in Algeria
  - 71.7% graduated in France
  - 0.6% graduated outside Algeria or France

- Born in Morocco
  - 11.3% graduated in Morocco
  - 85.9% graduated in France
  - 2.8% graduated outside Morocco or France

- Born in Tunisia
  - 5% graduated in Tunisia
  - 93.5% graduated in France
  - 1.5% graduated outside Tunisia or France
GENERAL PRACTICE – BORN IN ROMANIA

- 87.7% graduated in Romania
- 11.5% graduated in France
- 0.8% graduated outside Romania or France

- Born in Romania
  - Employed 36.2%
  - Private/mixed 63.7%
COUNTRY OF GRADUATION
FROM THE OBSERVATION TO THE EXPECTATION

Graph showing an upward trend with data points from 2007 to 2020.

Bar charts for years 2007, 2014, and 2020, showing percentages outside EU and EU.
GEOGRAPHICAL ORIGIN – EU

L’origine géographique des médecins diplômés de l’Union Européenne

Source : CNOM 2014
Auteur : CNOM, G. Le Breton-Lerouvillois, 2014
Les dix principaux pays
Origine géographique des diplômes

Source : CNOM 2014
Auteur : CNOM, G. Le Breton-Lerouvillois, 2014
DEMOGRAPHIC PROFILE

- France:
  - <40 years: 16.3%
  - >=60 years: 25.6%

- EU:
  - Men 49 years: 46%
  - Women 45 years: 54%

- non-EU:
  - Men 52 years: 73%
  - Women 51 years: 27%
MODES OF PRACTICE

- Employed: 62.4%
- Private: 25.0%
- Mixed: 12.6%

**EU**
- Employed: 65.5%
- Private: 31.5%
- Mixed: 7.0%

**non-EU**
- Employed: 63.5%
- Private: 19.6%
- Mixed: 16.6%
THANK YOU FOR YOUR ATTENTION