

## **Guidelines for delegates' position statements**

Please submit a position statement for your country or NGO (50–100 words) before February 10<sup>th</sup> 2008. **All the statements will be made available to the delegates at the conference as a reference document.**

Statements could address some of the following points, when applicable:

### **States:**

- Does the number of healthcare providers (HCPs) respond to the needs of your population?
- What measures are in place in your country to mitigate the entry and exit of HCPs?  
e.g. clinical licensing, immigration visas, international agreements
- Is your country suffering from brain drain? What kind of actions do you take to alleviate it?  
e.g. training more HCPs, actively recruiting foreign HCPs, improving HCPs working conditions, attempts at reversing brain drain
- Are you profiting from brain gain? If so, how do you compensate the countries that trained the HCPs you are gaining?  
e.g. monetary compensation, educational partnership programs, educational funds
- Any specificity in your country's health care system or in the patterns of migration of HCPs?  
e.g. medical tourism, industry to train and export nurses, recruitment practices

### **NGO's:**

- What is the main interest of your organization?
- What solutions does it suggest to limit or reverse the negative effects of the migration of HCPs?
- Did it develop or endorse any codes of practice and/or position statements on the migration of HCPs?

### **Recruiting agencies:**

- What are the regions you recruit from/to (source and destination)?
- Who do you recruit for?  
e.g. governments, private institutions
- What kind of legal obstacles are you faced with?
- Do you follow any recruitment guidelines?