

# East-West Migration Of The Highly-Skilled: The Case Of Central Eastern European Physicians In German Hospitals

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“How Global Migration Changes the Workforce Diversity  
Equation”

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# Outline

- Introduction
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- Research Design
- Preliminary Findings
- Conclusions

# Introduction

- shortage of physicians in German hospitals
- recruitment of Central Eastern European (CEE) physicians from member states of the European Union (EU)
- apparent both-win-arrangement
- BUT:
  - so far low-end jobs and de-skilling
  - ill-success in attracting highly-skilled



# Introduction

- How do the recruitment and employment of CEE physicians in German hospitals work out and which challenges and difficulties occur –
  - from the perspective of human resource managers in the respective hospitals?
  - from the perspective of the migrant physicians themselves?
  
- How do structural contexts along the social categories of gender, class and ethnicity determine these migrant physicians' situation and how do they deal with it?

## Context

- EU citizenship since 1992: freedom of movement including extensive rights
- Regulation of non-discrimination
- directive 2005/36/EC of the European Parliament and the European Council on the recognition of professional qualifications

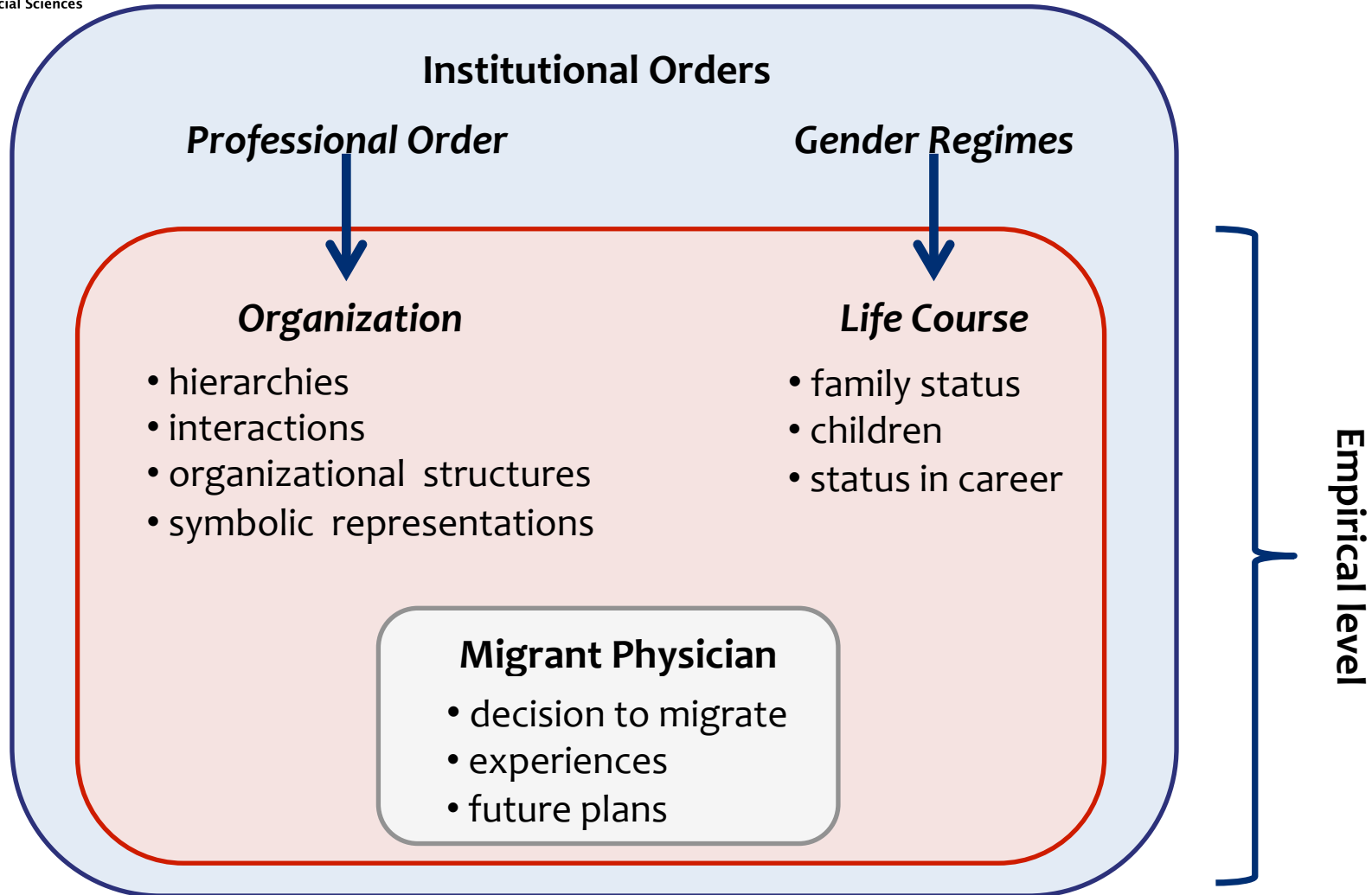
## Context

- “No country of immigration”
- Labor immigration only accepted when demand-driven and on temporary basis
- Green Card initiative failed, but entailed legal facilitations
- Still not attractive for highly-skilled migrants

## Context

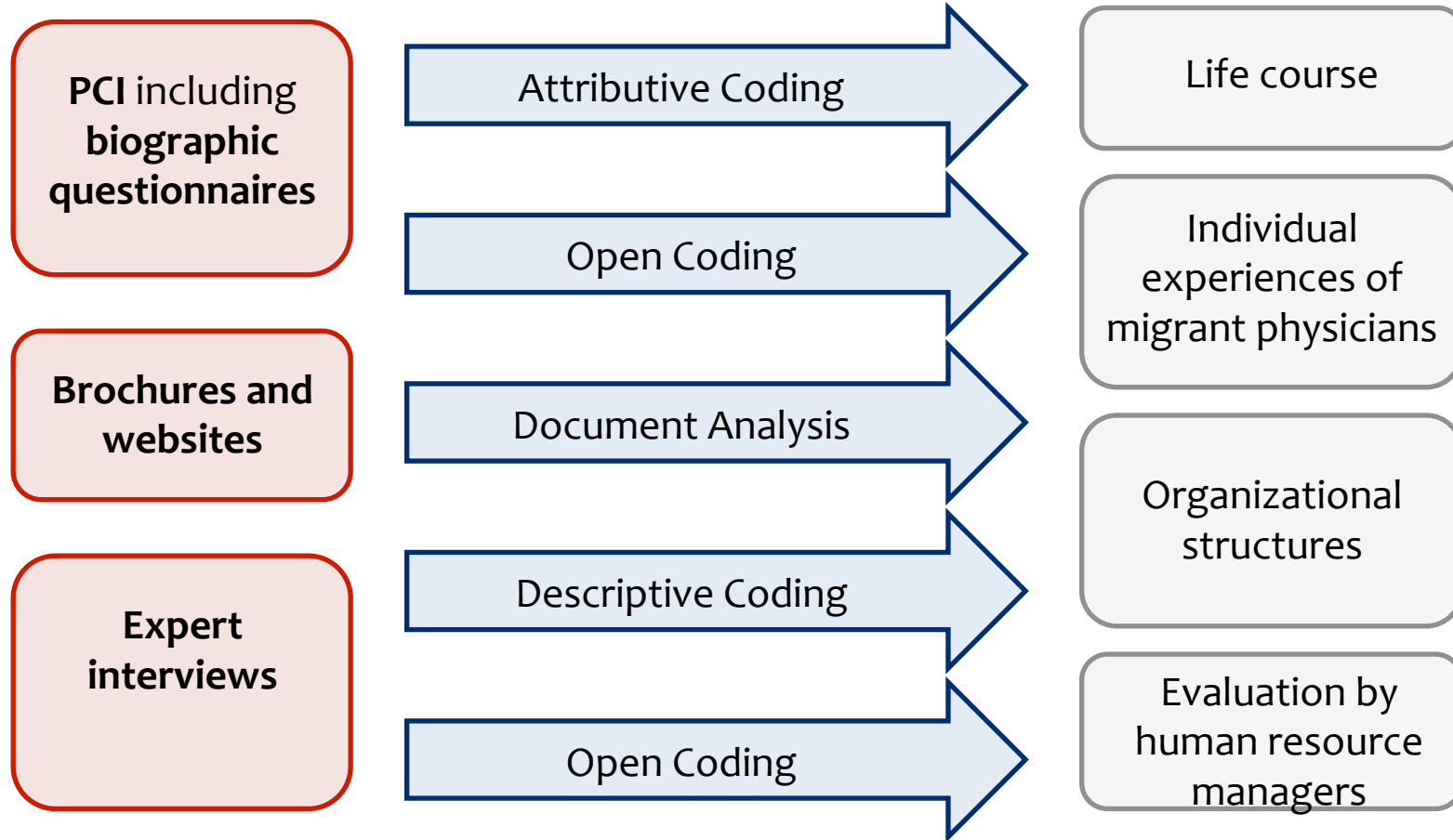
- In 2010 almost 1/3 of German hospitals had difficulties filling vacancies
- Reasons for shortage
  - Increasing drop-out-rate
  - Demographics
- number of non-German physicians in German hospitals increased; the number of Romanian physicians by **50.1%** in 2010 compared to 2009

# Theoretical Concepts





# Research Design



# Research Design

- Sampling criteria for physicians
  - Female and male
  - Nationality of CEE EU member country
  - Finished studies of medicine outside Germany
  - Currently employed as physician in German hospital
- Data basis:
  - 21 interviews with CEE migrant physicians
  - 9 with human resource managers and medical directors

# Preliminary Findings

- expert interviews
  - recruitment through agencies in rural areas, unsolicited applications in cities
  - language skills crucial; sometimes provision of language classes
  - generation y and feminization as critical development of medical profession with regard to shortage
  - migrant physicians in most cases inevitable for functionality of hospital
  - few concerns about well being of migrant physicians

# Preliminary Findings

- problem-centered interviews
  - migration right after having finished university
  - motives: better training opportunities, better equipment of hospitals, better payment
  - language as biggest challenge
  - few reports on discrimination on the part of colleagues, other hospital staff and patients
  - gender issues rarely mentioned
  - dissatisfaction with small towns

## Conclusions

- Employment of CEE migrant physicians in German hospital exceptional case
- Intersectional perspective applied to capture multiple aspects determining success of recruitment
- Different data sources to provide for different perspectives
- In-depth analysis will reveal reasons as well as more detailed findings

Thank you!

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