



FDI DRAFT POLICY STATEMENT (revision)

Ethical International Recruitment of Oral Health Professionals

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San Francisco, United States of America
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Shenzhen, China**

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2 CONTEXT

3 Access to oral health care as well as migration for professional, economic or personal
4 reasons are human rights and all countries need to act accordingly. However, migration
5 from less developed to high-developed countries can weaken the health systems in
6 countries with severe shortage of trained oral health professionals.

7 Planned international recruitment of oral health professionals can be only a partial
8 solution to domestic shortages. It is essential that international recruitment is done
9 without detriment to the health services of the origin countries.

10 The WHO “Global Code of Practice on the International Recruitment of Health
11 Personnel”¹ implies a great challenge to member states on its implementation. The
12 subsequent revisions of relevance and effectiveness of the WHO Code of Practice
13 showed that some countries have responded positively and made changes in their
14 national policies³. Although, it is still necessary to identify the gaps remained in
15 international recruitment and strengthen their local systems.

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18 SCOPE

19 This Policy Statement has global relevance for governments, national and international
20 health and workforce authorities, national dental associations, recruiters, employers and
21 oral health professionals.

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23 DEFINITION

24 International recruitment: The seeking of personnel to fill specific positions, which cannot
25 be filled with qualified candidates from the national supply, by extending the search
26 beyond national borders².

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28 PRINCIPLES

29 International recruitment of oral health professionals should be carried out in ethical
30 manner and respecting the principles of transparency, fairness and promotion of
31 sustainability of Health Systems in the developing countries. The right of health

32 personnel to leave any country and the right of population to access oral healthcare
33 should be respected.

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35 **POLICY**

36 FDI calls upon all the stakeholders:

- 37 • to adopt, disseminate and implement the WHO Code of Practice;
- 38 • to establish or improve monitoring systems for the movement of oral health human
39 resources, and report the collected data the responsible authority or
40 representative;
- 41 • to promote the research on international immigration of oral health personnel, in
42 order to address and understand the reasons for migration.

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44 All Governments in collaboration with their NDA's are called upon:

- 45 • to ensure that an adequate number of dentists are educated and licensed to
46 practice, taking into account national needs and resources;
- 47 • to promote policies and strategies that enhance effective retention of dentists in
48 their countries;
- 49 • to promote strategies with partners to lessen the adverse effects of emigration of
50 dentists in the origin countries;

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52 The host governments are called upon:

- 53 • to treat migrant health personnel with no discrimination regarding their country of
54 origin or compared to locally trained professionals, to ensure that migrant
55 professionals are able to provide a quality of treatment which meets the standard
56 required by the regulators of that country.

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58 The dentists are called upon:

- 59 • to learn the language, to be able to communicate with their patients and to
60 understand local customs and traditions;
- 61 • to acquire the knowledge and skills common in the host country;
- 62 • to accept all the rules and regulations that are applicable to local oral health
63 professionals.

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66 **KEYWORDS**

67 International recruitment, ethical recruitment, health professionals.

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69 **DISCLAIMER**

70 The information in this policy statement was based on the best scientific evidence at the
71 same time. It may be interpreted to reflect prevailing cultural sensitivities and socio-
72 economic constraints.

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² international recruitment. (n.d.) Segen's Medical Dictionary. (2011). <https://medical-dictionary.thefreedictionary.com/international+recruitment> Accessed November 26th, 2018

³ WHO Global Code of Practice on the International Recruitment of Health Personnel. Report of the Expert Advisory Group on the Relevance and Effectiveness of the WHO Global Code of Practice on the International Recruitment of Health Personnel. World Health Organization, Sixty-Eighth World Health Assembly: 2015. www.who.int/hrh/migration/Item3-EAG-Second_meeting_report.pdf. Accessed November 25th, 2018