

8th EUGEO Congress on the Geography of Europe
Prague, 28 June-1 July 2021



NEMZETI KUTATÁSI, FEJLESZTÉSI
ÉS INNOVÁCIÓS HIVATAL



Gazdaság- és
Társadalomföldrajz
Tanszék

The role of identity in migration of health care professionals: the case of Hungary

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This presentation is financed by the Hungarian National Research, Development and Innovation Office within the frameworks of research projects “Geographical aspects in the migration of the Hungarian health care professionals” (pr. nr.: K124938) and „The Role of Access to Health Care in Health Inequalities in Hungary” (pr. nr.: K119574).

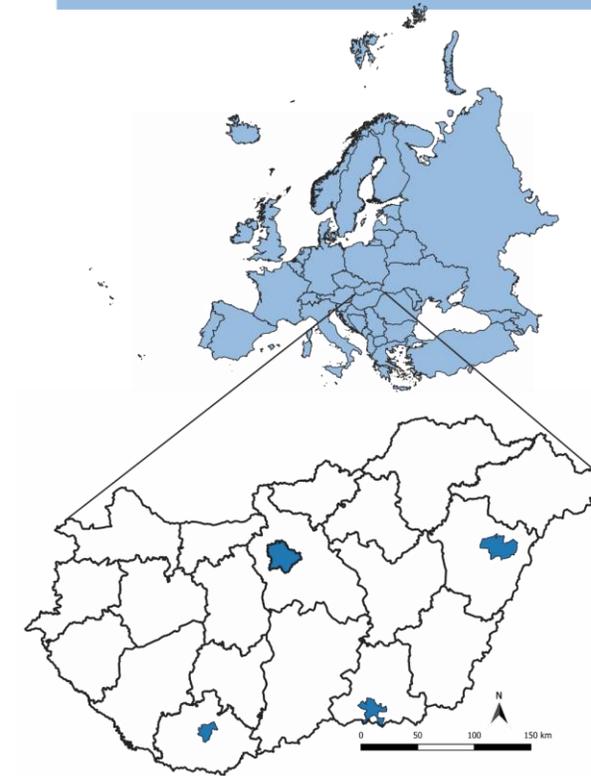
Research questions and objective

- The research questions addressed in this presentation:
 - What are the main motivations behind the migration-related decisions of health care professionals?
 - How identity is related to the decisions and attitudes towards migration and re-migration among Hungarian health care professionals??
- Main objective: to gain a deeper understanding on the migration intentions and motives

Research methods

a) Questionnaire survey

- Medical students, four Hungarian universities (n=670)
- 235 medical students, 111 dental students, 324 students in other health professions
- 19.03.2019 – 16.05.2019, Printed format
- Main training programmes: physician, dentist, nursing and patient care, pharmacologist, midwife, dental hygienist, health visitor
- Potential respondents: 3139 (1068 doctors)
- SPSS (crosstab analysis)



b) Semi-structured interviews

- Hungarian physicians and health professionals (n=58)
- 9 physicians and 8 other health professional
- Between 16.07.2019 and 10.08.2020
- Main categories 

(1) those who have worked only in Hungary so far

(2) those who are currently working abroad

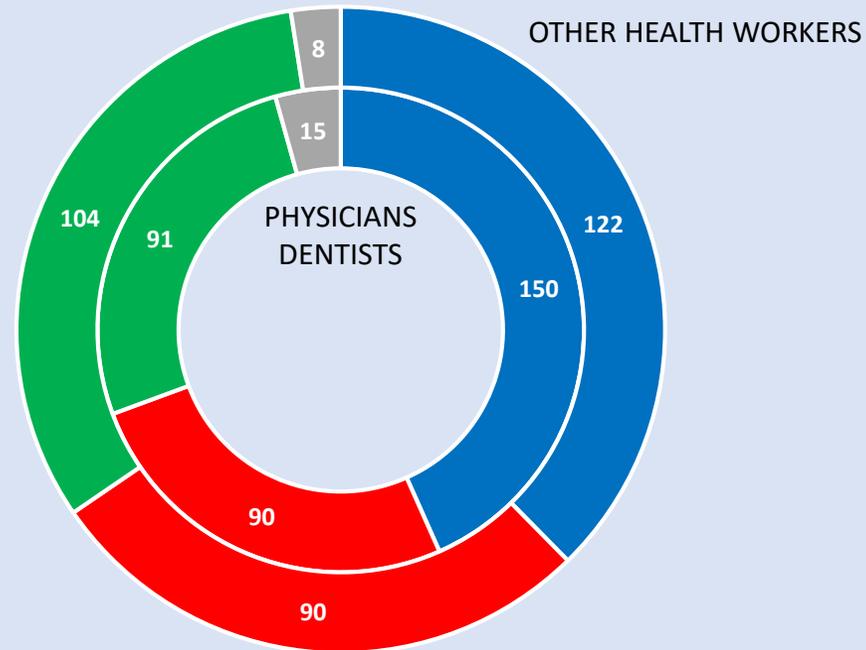
(3) those who started their careers in Hungary, then emigrated but have already returned to Hungary

(4) others, such as those who were born in other countries and started their careers there, but are currently working in the Hungarian health system

(5) Those who left their health care career permanently

Migration intentions of Hungarian health workers (empirical results)

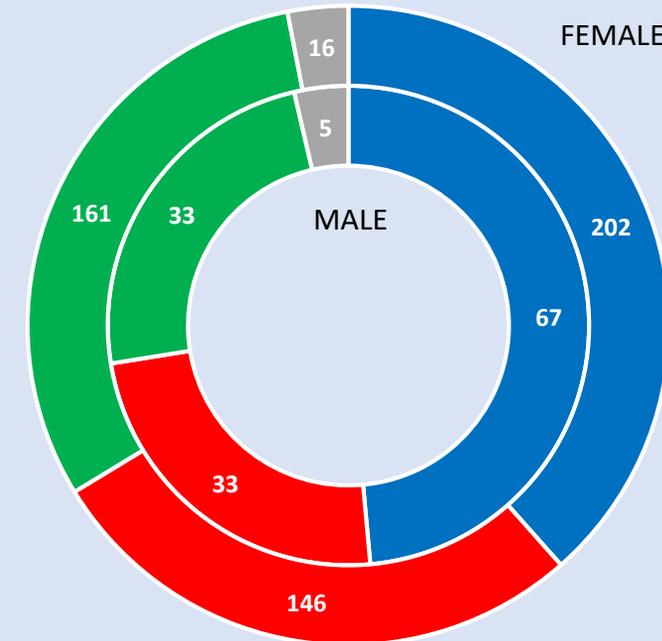
Do you plan to work abroad after your studies?



N=670

■ Yes ■ No ■ Don't know ■ No opinion

Do you plan to work abroad after your studies?



N=663

■ Yes ■ No ■ Don't know ■ No opinion

Hungarian health workers' migration motives: micro-level factors

- To migrate or not to migrate? A career choice
 - Gaining experience, and return
 - Connected to national identity
 - Accumulate funds abroad
 - To buy house
 - To start enterprise
- Migration as an adventure
 - Experiencing new cultures
 - New impulses, motivations

„I came here to learn (...). I still want to be a Minister of Health to rebuild the whole system.”
(46 years old, male, 3rd category, doctor currently working in Norway)

Hungarian health workers' migration motives: micro-level factors

- **Personal networks**
 - E.g. ethnic Hungarians from Serbia and Romania
 - Pull factor for emigration
 - Maintaining ties with home
- **Working environment**
 - Can be both push and pull factor
 - Hierarchy and power relations
- **Professional commitment**
 - E.g. projects, research, mentoring
 - Helping the community

„I felt a strong cohesion among the people from Transylvania. When I wanted to work as a G.P. I got a name from a Transylvanian friend, and he said: contact him, he is from Transylvania too. Tell him that I sent you (...). As I jokingly said, the Transylvanian mafia does its job, in a good way.”
(70 years old, male, 4th category, working in a Hungarian hospital)

„There were conflicts with one of a senior physician. He polarised the situation at the hospital. I do not want to got to work to fight with colleagues.”
(mid-40s, male, 2nd category, anaesthesiologist in Sweden)

Conclusions: answers to the research questions

- A considerable part of the respondents want to move abroad, but most of them only for a short period
- Besides income, other factors are also important
 - power relations within health care,
 - working conditions,
 - friendship and kinship ties,
 - place attachment,
 - settlement type,
 - identity