


# CASMED'S FIELD RESPONSE TO LABOUR MIGRATION AND HEALTH DISPARITIES IN MOLDOVA

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# MOLDOVA: COUNTRY PROFILE

**CHF 178**

3 684 Lei

**Average monthly pension**



**CHF 135**

2 778 Lei

**Minimum pension**



**71.33 years**

**Life expectancy at birth, both sexes**

**2020**

**2.5 million people**



**2024**

**2.4 million people**



**100 000 refugees have sought shelter in Moldova**



## MOLDOVA: HEALTH SYSTEM



**5.2% of GDP**  
**Total healthcare expenditures for 2023**

**Doctors who left the medical system over the past 25 years (approx. 3,400)**



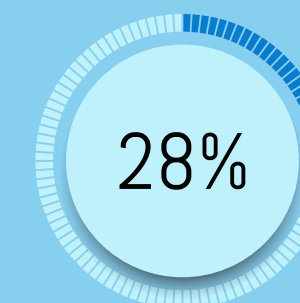
**Healthcare spending per capita**

**5,137.5 lei**  
**(approx. 250 CHF)**



**9 630** **Total number of medical doctors**

**Active doctors are at retirement age**



**25 per 100,000**



**Medical graduates per capita in Moldova—**  
**one of the highest in Europe**

**43.1% of doctors**

**44.5% of nurses**

**> 55+**

# HEALTH STAFF MIGRATION CAUSES AND EFFECTS

## Economic Factors

- High living costs
- Family safety concerns
- Limited access to quality education for children
- Insufficient social protection
- Low wages

- Migration for better pay
- Staff dissatisfaction
- Loss of skilled professionals

## Work Conditions

- High stress
- Excessive workload
- Lack of malpractice insurance
- Outdated equipment

- Prolonged stress results in burnout
- Staff migrate for better working conditions
- Decreased quality of care
- Limited healthcare access in rural areas



## Political Issues

- Corruption
- Politically influenced hiring
- Limited career advancement
- Frustration leads to migration for merit-based jobs
- Professionals leave for career growth

## Social factors

- Lack of respect from patients or colleagues
- Hostile work environment
- Higher turnover
- Seeking better workplace respect

## Educational system

- Rigid residency system
- Few specialization opportunities
- Pushing young professionals to go abroad for better training and specialization opportunities

# CASMED'S EXPERIENCE IN RETAINING MEDICAL STAFF

Changing Mindsets



Professional Development

Empowering Nurses

Improved Working Conditions

Training Caregivers

# Changing Mindsets

- Encouraging personal and professional growth
- Encouraging nurses to change self-perception and discover their potential
- Focus on skill development and overcoming internal fears



*Fitness class for seniors and volunteers*



*Childcare vocational course*

# Professional Development

- **Psycho-pedagogy Program for nurses aspiring to be trainers**
- **Enhancing skills to teach caregivers and volunteers proper care techniques**



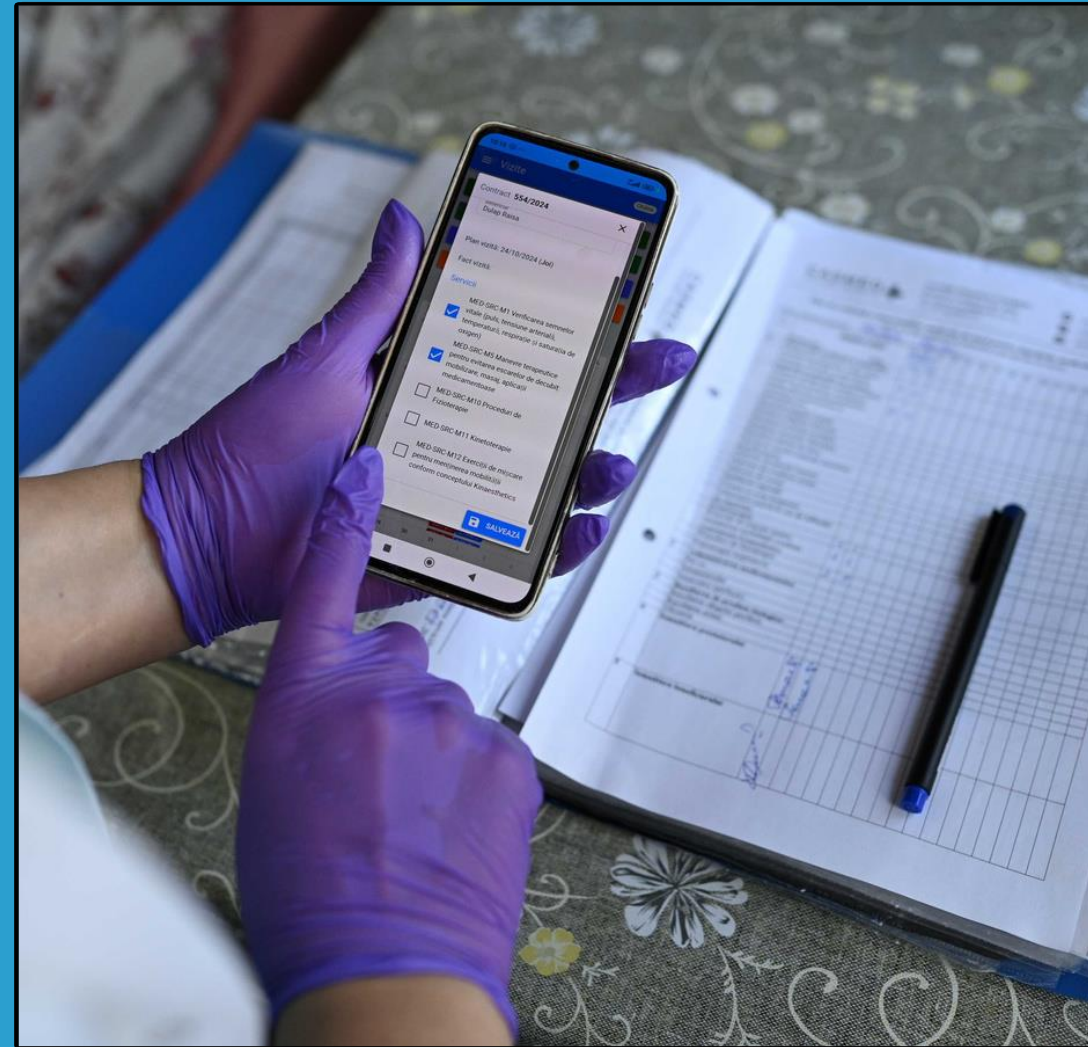
*Training of medical personnel by CASMED nurses*



*Training of medical personnel by CASMED nurses*

# Improved Working Conditions

- **Access to psychological consultations**
- **Discounts on massages at the Recovery Center**
- **Annual activities to strengthen team relationships**
- **Birthdays off to promote work-life balance**
- **Dedicated software**



*Digital records*

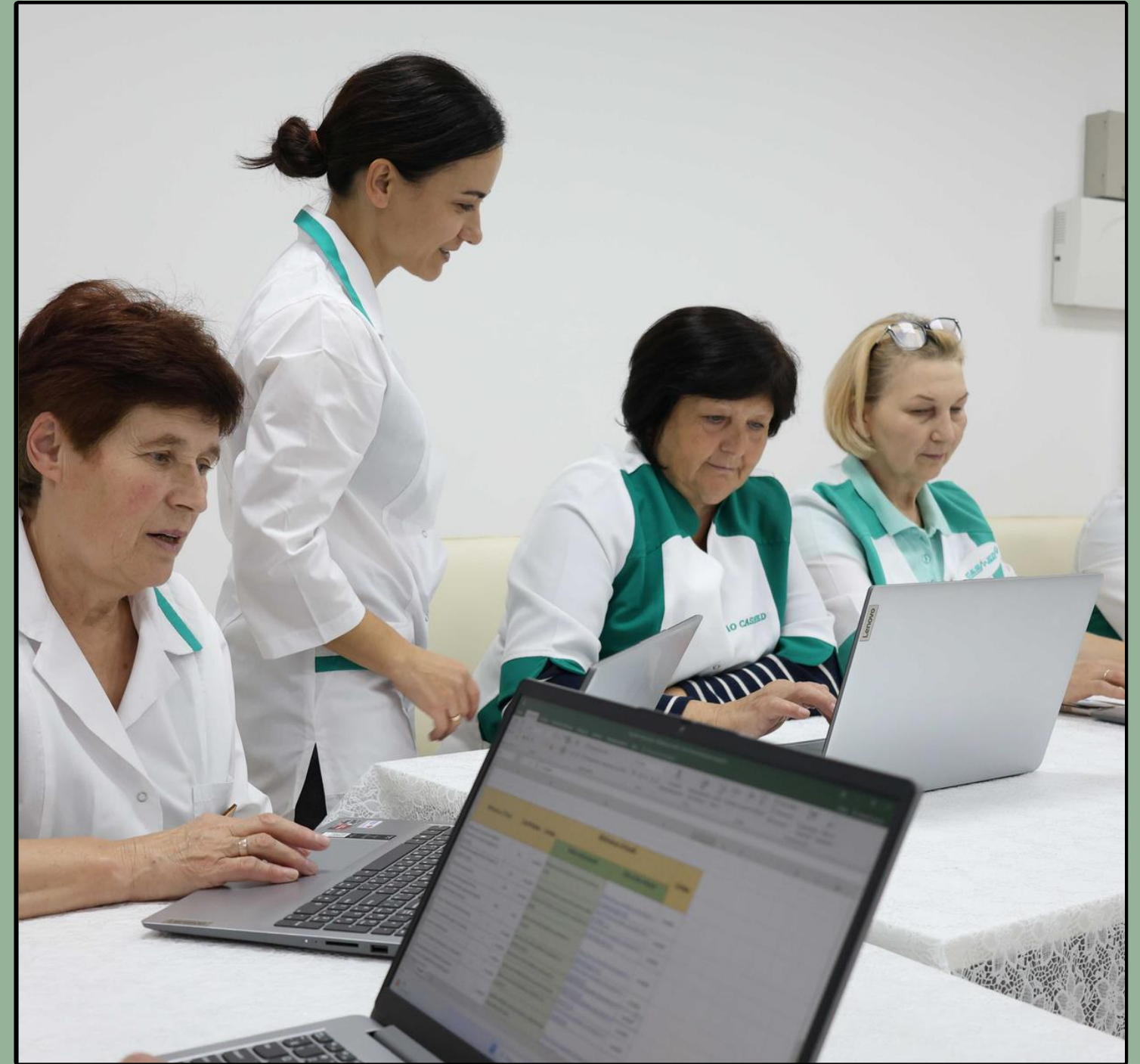


*Relaxation retreat*



# Empowering nurses

- Encouraging open dialogue and feedback from all team members
- Fostering responsibility through involvement in organizational growth
- Fostering a culture of collaboration and shared ownership



*Nursing team strategy session*

# Training caregivers

- **Training caregivers in basic healthcare tasks, like hygiene and wound care**
- **Caregivers work under nurse supervision to ensure quality care**



*Caregiver coaching session*



**THANK YOU!**

**We believe that by empowering and supporting healthcare professionals, we can mitigate the effects of this crisis and continue to deliver essential services to those in need.**