

## **Towards A Retention Policy for Talents: Reverse Brain Drain of Healthcare Workers Philippine Experience**

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### **Abstract**

Globalized healthcare labor markets now prominently incorporate international migration, and this has complicated effects on both the countries and the health workers that work there. One of the principal nations from which migrant health workers come is widely acknowledged to be the Philippines. Thus, "brain drain," or the pattern of highly educated professionals moving permanently from underdeveloped to industrialized countries. The study utilized a descriptive case study approach to determine the scope and trends of health worker migration as well as to investigate the factors that affected their decisions to leave or remain in the country. Based on the data gathered these themes emerged from the respondents' responses: higher salaries in the US and lower salaries in the Philippines; US-based healthcare workers receive comprehensive benefits while Philippine-based healthcare workers receive less extensive benefits, and US-based healthcare workers work in a safe working environment while Philippine-based healthcare workers work in a more challenging work environment. A well-developed retention policy can be used and adapted to ensure that there will be less to no brain drain and a revised brain drain of healthcare workers in the Philippines.

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