

Some Human Resources Challenges in India

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Outline

- How many and where are health workers
- How to get health workers to underserved areas
- Migration
- Other challenges

Human Resources - Who are the health workers?

The National Classification of Occupations used by the Census of India has the following categories of health workers:

- Allopathic physicians/surgeons
- Health professionals except nursing
- Dental specialists and assistants
- Ayurvedic, Unnani, Homeopathy physicians
- Nursing professionals and associates
- Sanitarians
- Midwives
- Pharmaceutical assistants
- Medical assistants

Human Resources - Who are the health workers?

The National Classification of Occupations used by the Census of India has the following categories of health workers:

- Medical equipment operators
- Dieticians and nutritionists
- Optometrists
- Physiotherapists and related
- Modern health associates
- Health professionals (except nursing)
- Traditional medicine practitioners
- Faith healers

How many health workers?

Official sources (e.g. CBHI):

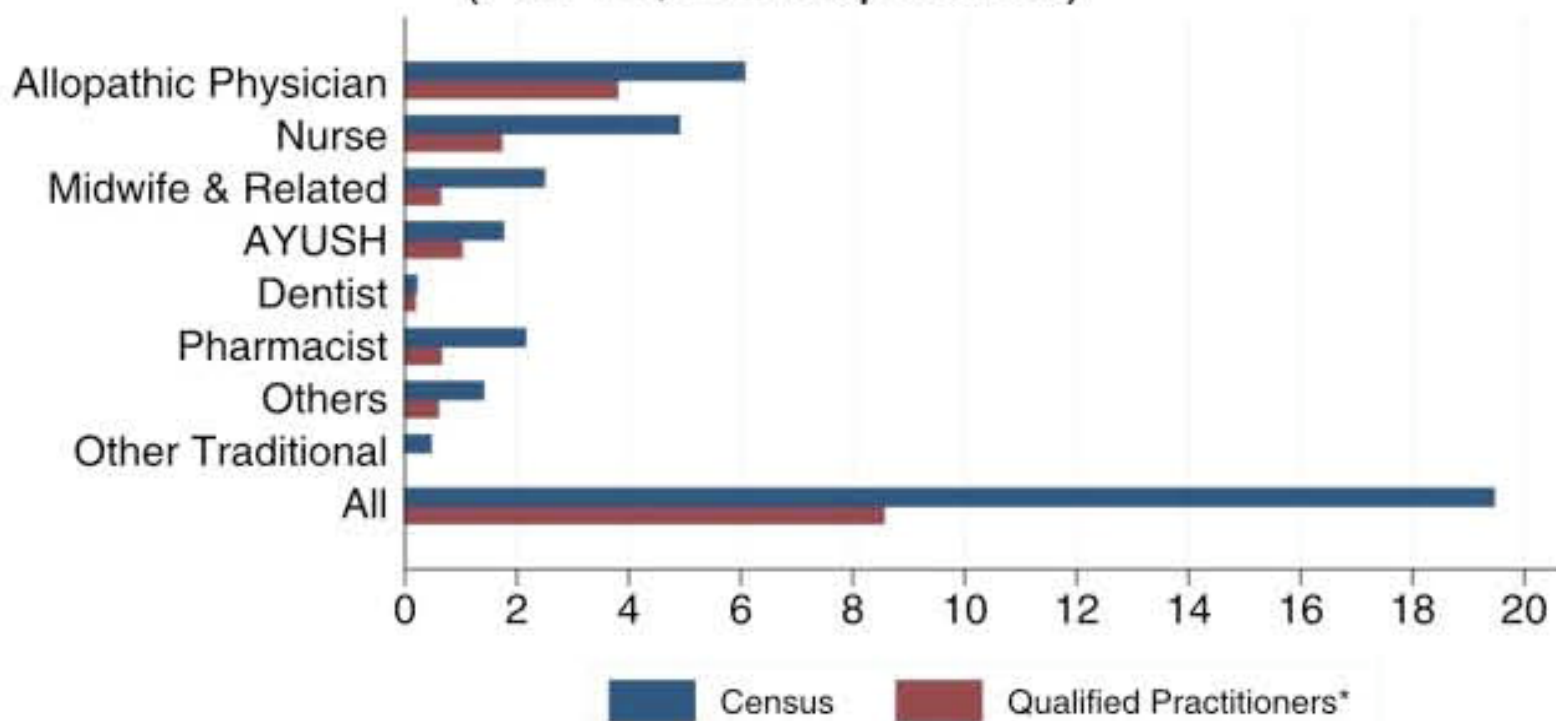
- Public sector health workers
- Total availability of select health workers (doctors, nurses, pharmacists) based on information provided by respective professional councils.

However:

- Non-adjustment for attrition due to death, migration or retirement
- Double counting of workers (e.g. nurses) registered in more than one state
- Limited information on private sector
- No information on certain categories of health workers (RMP, physiotherapists, medical technicians and faith healers)

Human Resources - How many health workers?

Figure 1: Health Worker Density - All India, 2005
(Per 10,000 Population)



* Estimates based on self-reported occupation in NSSO

Source: Census of India 2001

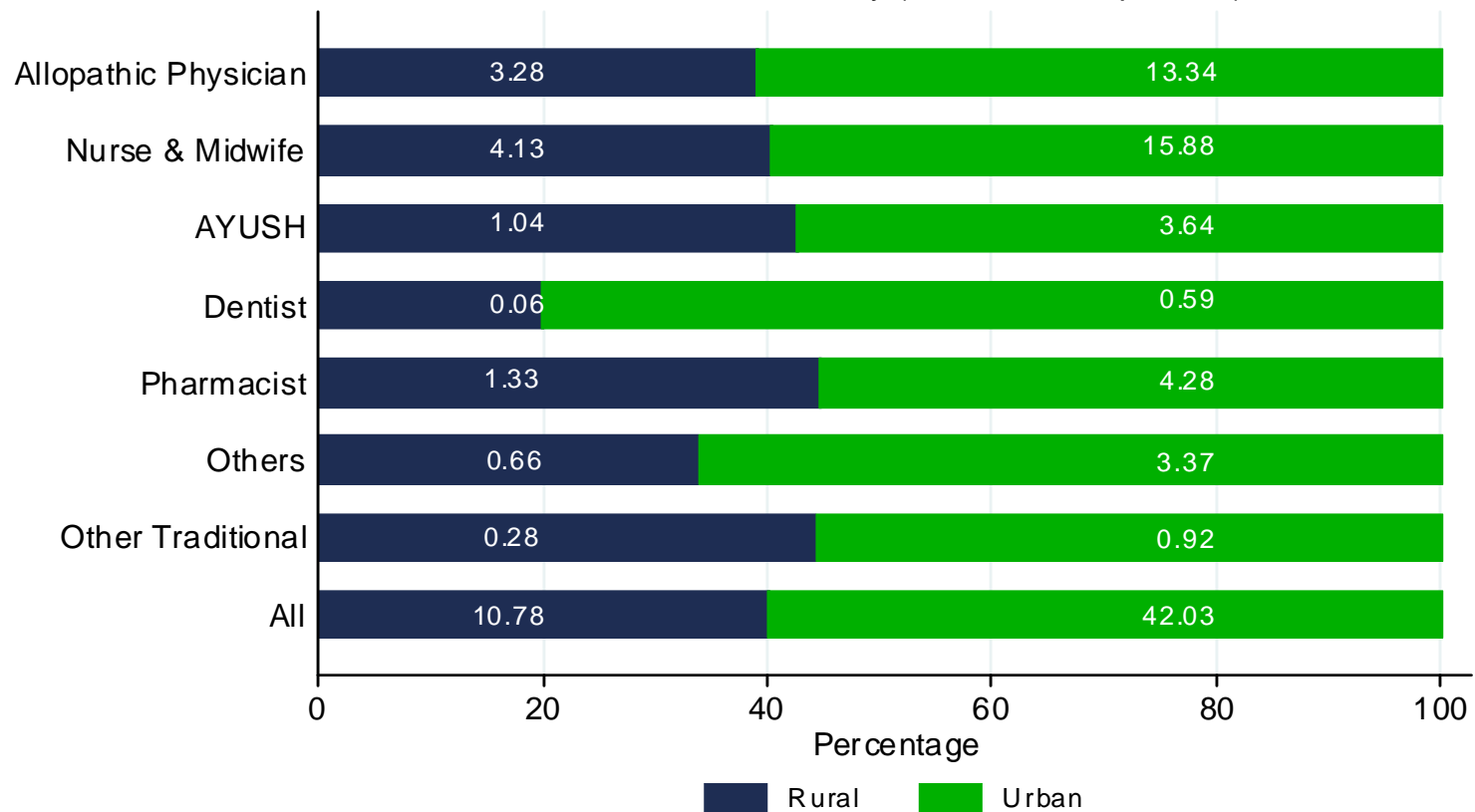
Others = Dietician & Nutritionist, Opticians, Dental Assistant, Physiotherapist, Medical Assistant & Technician and Other Hospital Staff

Other Traditional = Traditional Medicine Practitioner, Faith Healer

Where are the health workers?

Rural-Urban Distribution of Health Workers in India

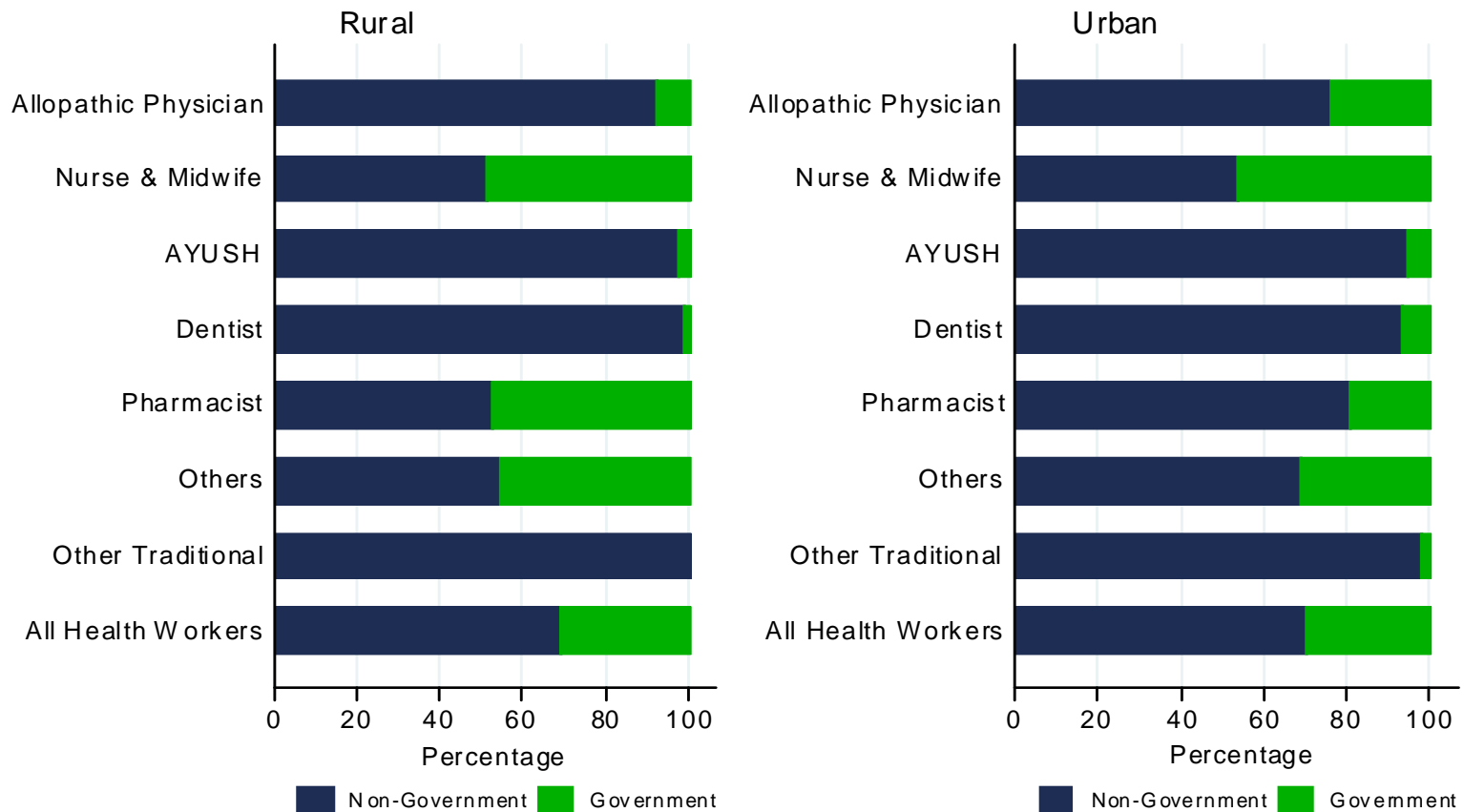
Note: Numbers on the Bars Indicate Density (Per 10,000 Population)



Source: Census of India 2001

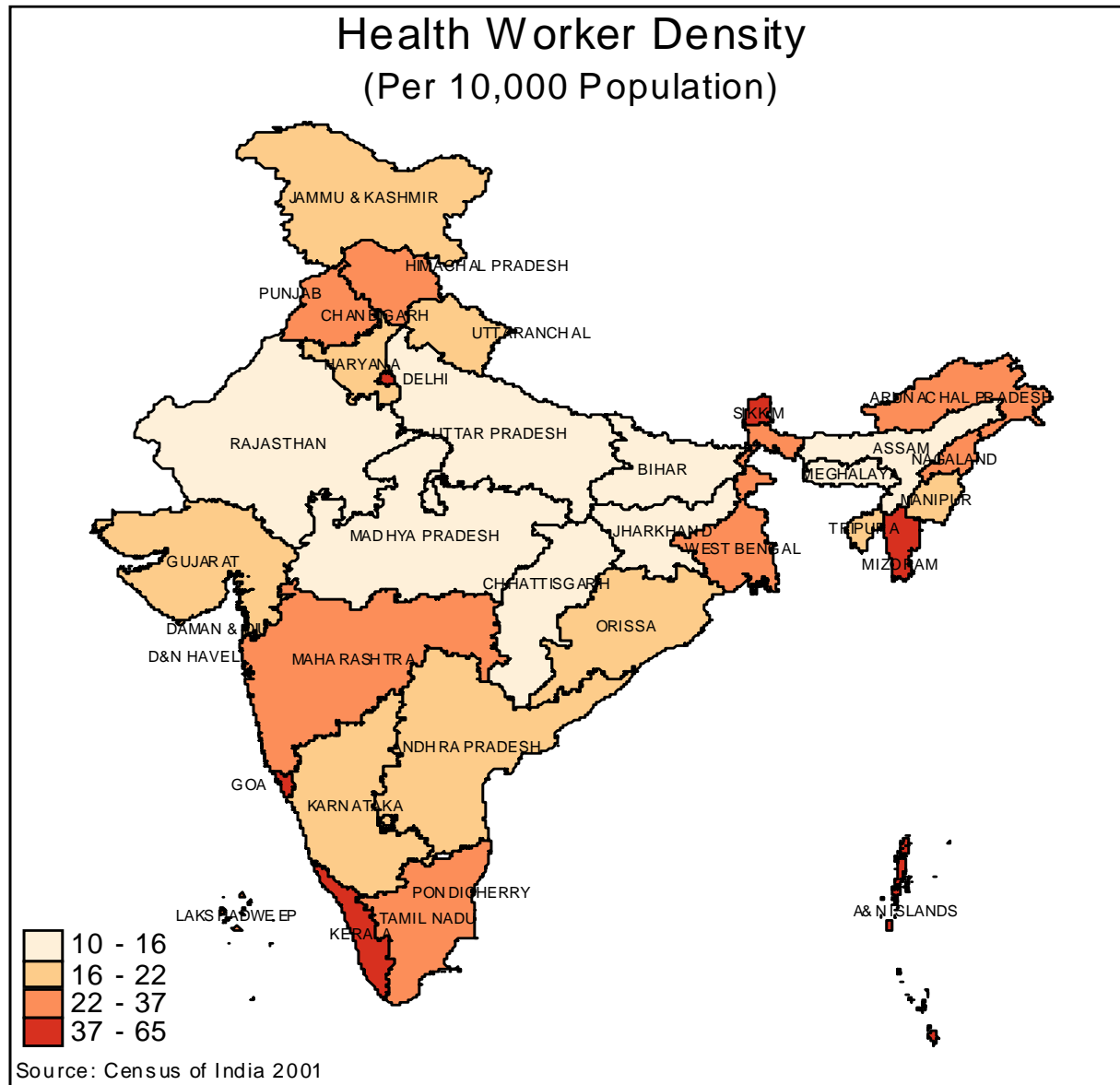
Where are the health workers?

Distribution of Health Workforce by Sector

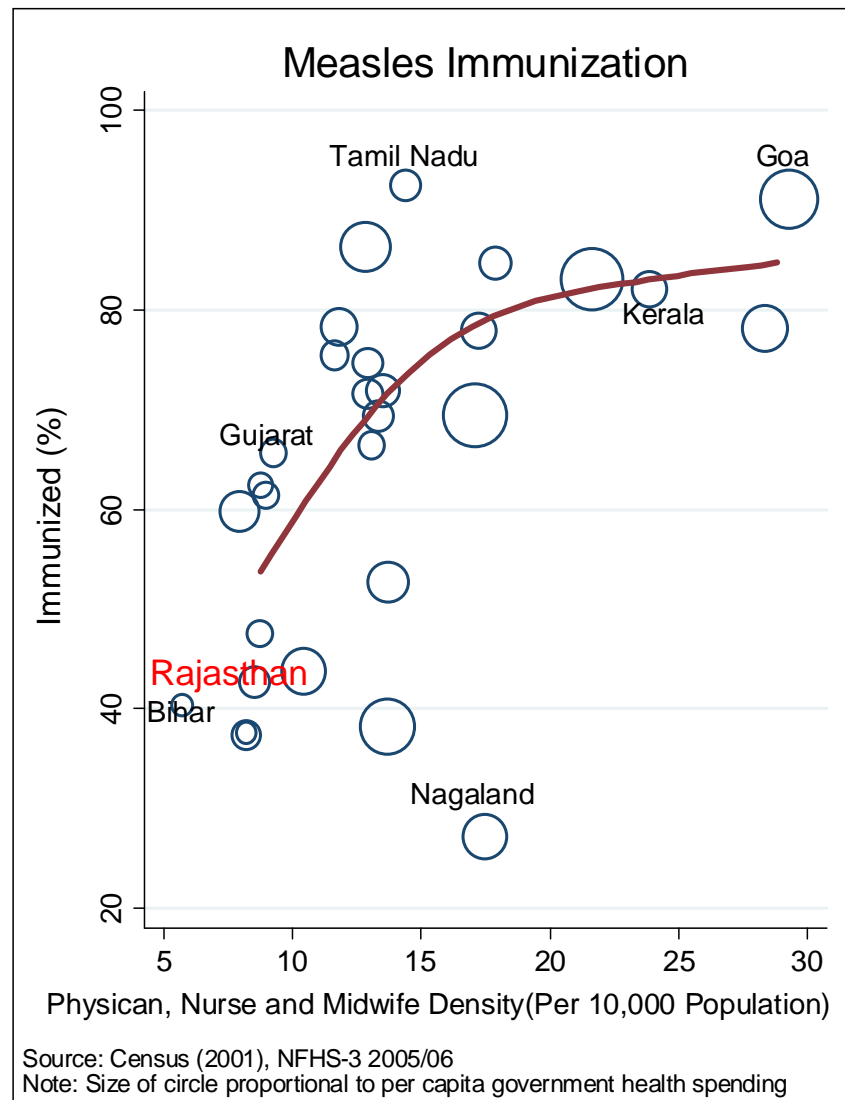
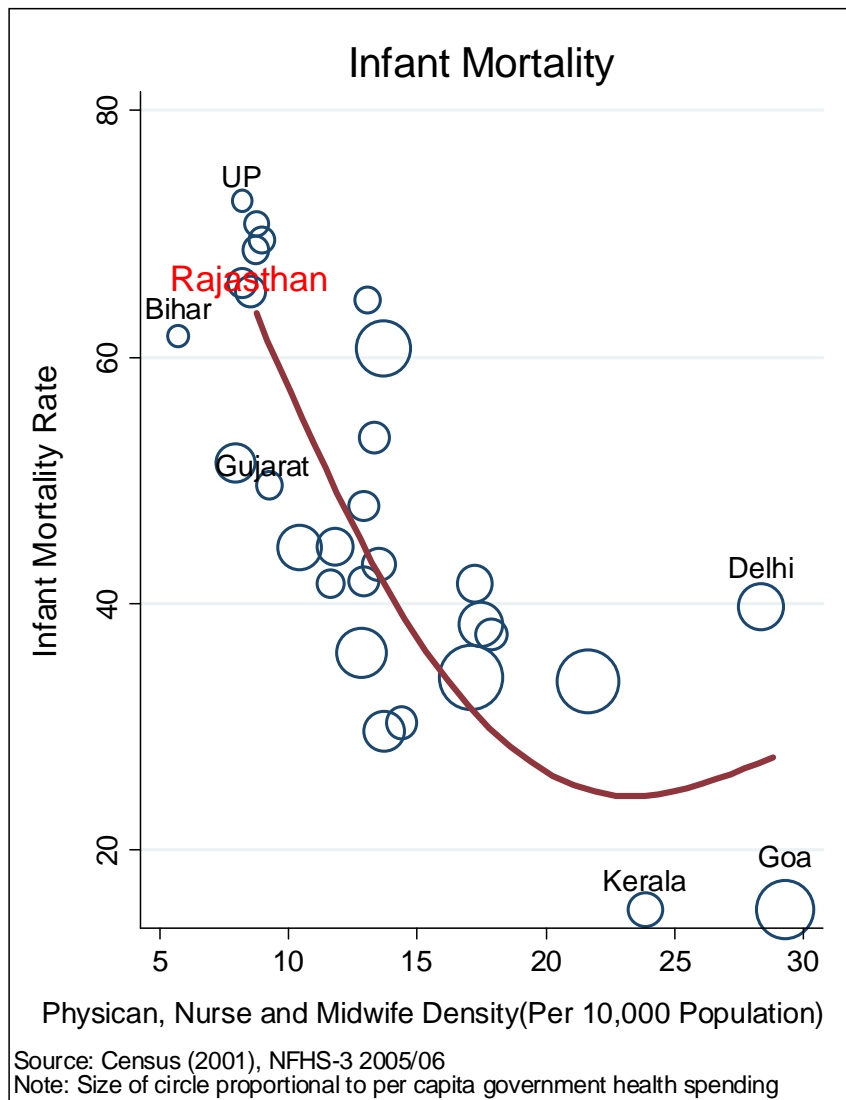


Source: National Sample Survey Organisation (NSSO), 2004-05

Where are the health workers?



Health Workers and Health Outcomes



How to get health workers to underserved areas ?

Many natural experiments taking place at the state level on strategies to recruit and retain health workers in underserved areas:

- Education incentives:
 - Reservation for post-graduate studies in medicine in Tamil Nadu (e.g. Tamil Nadu)
 - Paying the cost of MBBS degree (e.g. Meghalaya)
- Monetary compensation:
 - Higher salary to serve in remote areas (e.g. Himachal Pradesh, Uttarakhand)

How to get health workers to underserved areas ?

- Workforce management:
 - Direct recruitment of doctors by the health ministry
 - Locating doctors centrally in remote areas (e.g. Uttrakhand)
- Public-private partnerships:
 - Contracting out of PHCs to NGOs (e.g. Karnataka)
 - Contracting in of doctors and other health workers (almost all states)
- Alternative service providers:
 - Rural Medical Assistants in Chhattisgarh
 - 'Sputum microscopists' in Uttrakhand
 - AYUSH doctors (almost all states)

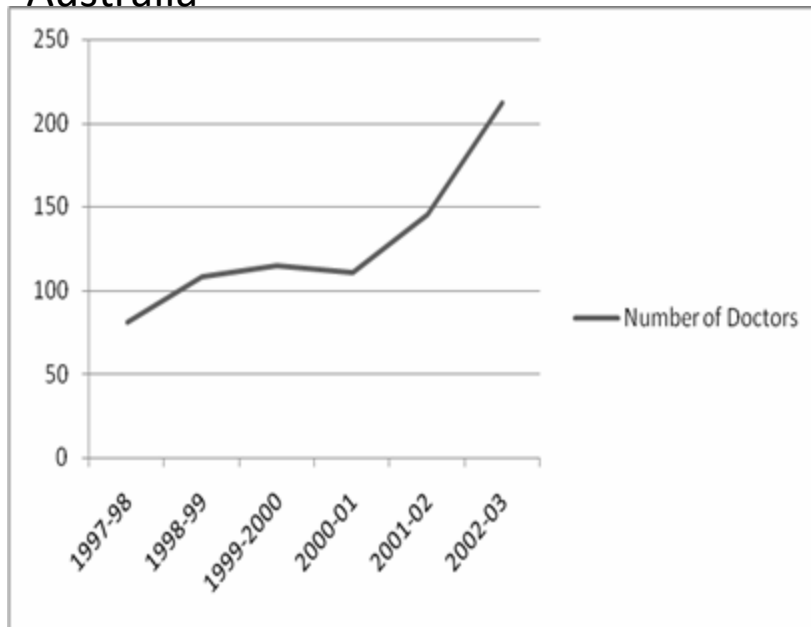
Migration

Major donors	Major recipients	Both donor& recipient
India, Pakistan	US	UK
Sri Lanka, Philippines	UK	Germany
South Africa, Nigeria	Canada	Canada
Ghana, UK, Canada	Australia	
Germany, New Zealand	Germany	

Source: Joint Learning Initiative, Harvard University

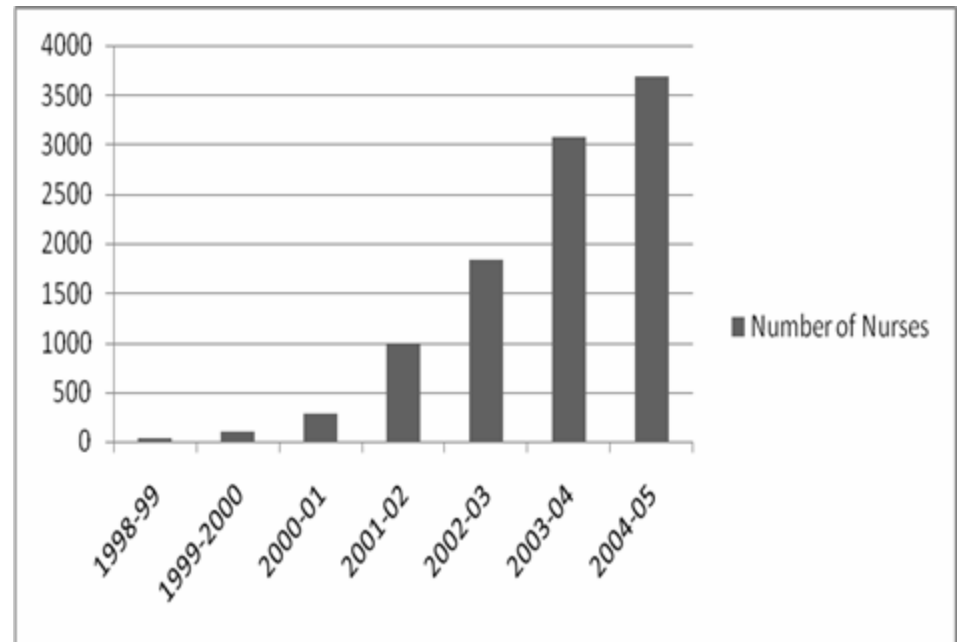
Migration

Indian Doctors working in Australia



Source: Birrell, 2004

Indian Nurses Registered in the United Kingdom



Source: Bach 2006

Other Challenges

Production of health workers

- Bulk of medical and nursing colleges located in South India.
- Lack of teaching staff in nursing colleges (e.g. UP)

Nurse-doctor ratio of around 1:1

Nurses occupy a low position in the health workforce

Institutional problems in the recruitment of doctors

- In UP it takes upto 2 years to fill an advertised post for government health services

Quality of health workers

- large number of unqualified health workers operating, particularly in rural areas.

Thank You