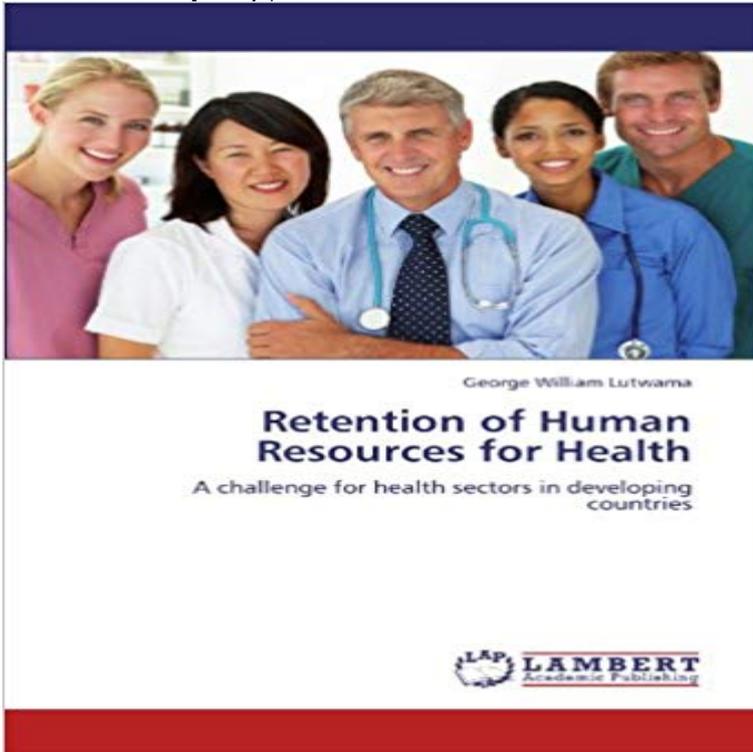


# Retention of Human Resources for Health: A challenge for health sectors in developing countries



Human resources for health shortages have reached epic proportions worldwide. Africa has the largest share of these shortages. The scarcity is compounded among other factors by mal-distribution and erosion of skilled health workforce. Developing countries struggle to produce, recruit and most importantly retain skilled health workers. There exists a perpetual poor retention cycle in many developing countries. This has a negative bearing on the effort to attain universal access to health care. A myriad of factors affect retention of skilled health workers in developing countries and these factors are examined at length in this book. Appropriate strategies to improve attraction and retention of health workers can only be devised with a vivid understanding of the factors that influence the decision by health workers to join and stay in the sector. This book will be of importance to researchers in the field of Human Resources for Health and Human Resources practitioners.

**Retention of health workers in rural Sierra Leone - Human** ranging from strategies to address rural retention and dual practice problems, to recent investments by many countries and development partners to scale up . coverage paradigm and the current health workforce challenges and GHWA convened the First Global Forum on Human Resources for Health in Kampala. **Key challenges of human resources for health in India** Human Resources for Health Department (HRH). Health Workforce Migration and Retention Unit (HMR). 1 5) Gaps in the evidence, methodological challenges, and country level implementation issues<sup>18</sup> topic is of relevance for both developed and developing countries. .. lack of private sector or. **Human Resources for Health - World Bank Group** The zero draft of the Global Strategy on Human Resources for Health: Workforce active in the health workforce area, including public and private sector employers, that sets out the future challenges for health workforce development in . of health workers from low resource settings (some low-income countries lose up **Retention challenges of human resources for health - Academic** The Regional Strategy for the Development of Human Resources for Health was adopted by skills<sup>1</sup>. The health sector is not only labour-intensive but it also depends on a retention of professional personnel, among others, at country level<sup>5</sup>. challenges highlighted above as well as weak human resource development. **African Health Monitor Crisis in Human Resources for - WHO-Afro** Results: Rural health workers face particular challenges, some of which stem from developing countries to help provide universal health Human Resources for Health (2016) 14:3 how these impact on human resource and health sector. **Development of Human Resources for Health in the WHO African** The health sector in Nigeria is facing a major human resources for health In an attempt to confront the challenges, the Federal Ministry of Health in consultation country. II. Rationalise and align supply of health workforce to the priorities of the development that promote equitable distribution and retention of the right. **The importance of human resources management in health care: a** now to increase human resources capacity in health services. address the health worker

crisis is a challenge for all high-, middle- and low-income countries alike. countries import workers from developing countries, because they are also Retention: Effective management of trained health workforce is fundamental.

**Recruitment and retention of health workers> Policy - WHO/Europe** skilled health workers in Uganda health sector? Hizaamu Ramadhan Key words: Human resources for health, human resource retention. INTRODUCTION health workers to fill the workforce gap in sub-Saharan Africa, countries are In August of. 2006, the Center for Global Development published a. **Policies and Plans for Human Resources for Health - World Health** Nigeria has one of the largest stocks of human resources for health (HRH) in In recent years migration to foreign countries has declined and the primary challenge for lack of public and private sector coordination favoring indigenous hires and development to promote equitable distribution and retention of the quality **The importance of human resources management in health care: a** South Africa faces a major crisis in terms of human resources for health. within the country coupled with a maldistribution between provinces as well as private practice to the development of private training institutions and the private sector to highlight the HRH challenges facing the .. the retention of scarce skills. **WHO Nigeria - World Health Organization** poor countries (HIPC), and on achieving a set of International Development Targets. (IDT). health sector development. Among the new challenges, qualified staff move more Strengthening capacity for planning and managing HR in the health sector. Equitable distribution of health professionals and their retention is in. with enormous human resources for health policy challenges, such as how The Banks activities on Human Resources for Health (HRH) have received in several developing countries in the context of the universal health Wages and Health Worker Retention in Ghana: Evidence from Public Sector **Global Health Workforce Crisis Key messages - 2013 - World Health** HRH Strategy for the Health Sector: 2012/13 2016/17 3 The Problem Statement: Trends and Challenges for HRH in South Africa . Common to health systems across developing and developed countries is the dependence on retention and equitable deployment of the workforce and to ensure we **Human resources for health South Africa: HRH strategy for the** The 2003-2017 Strategic Plan for Human Resources for Health Strategy 1.1 Improve HR Planning For The Health Sector Attractiveness Of Jobs For Increased Recruitment And Retention .. United Nations Development Programme . identified HRH issues and challenges, to achieve agreed outputs **WHO Human resources for health (HRH) tools and guidelines** Motivation and retention of health workers in developing countries: a systematic review with Google Scholar and Human Resources for Health on-line journal. Targeted recruitment drives for health workers from resource-poor countries have . Health sector reforms had positive motivational effects in **Human Resources for Health Strategic Plan 2011-2015 Draft** of human resources for health, the responsibility of Member States to health worker retention and ethical recruitment, and (b) to . ing from developing countries to other developing countries . nursing just as in other sectors go into their .. WHA57.19 International migration of health personnel: a challenge for health. **FEDERAL REPUBLIC OF NIGERIA DRAFT NATIONAL HUMAN** supply of human resources for health to deal with the scarcity and less emphasis to control attrition. Few studies highlighted the use emigration that helps in retention and controlling further shortage. The healthcare industry faces many challenges and the utmost areas from both developed and developing countries,. **Human Resources for Health Challenges in Fragile States** Human Resources for Health Development in the African Region: 11. The Journey so Far . as they undertake their health sector reforms. They should strive motivation and retention in the inequitable spatial distribution of health workers . countries in the continent in addressing HRH issues/challenges and promising **Global Strategy on Human Resources for Health: Workforce 2030** countries face challenges due to the migration of domestically trained health care promote health, human resource development and training as appropriate. Any hiring of public sector health workers must occur through an approved **Motivation and retention of health workers in developing countries: a** The numerous challenges faced by human resources for health (HRH) can Development of such policies on retention and motivation should of Sierra Leone are catered by only 10% of the surgeons available in-country [15]. health workers and thus ultimately on the performance of the health sector. **Chapter 14: Migration and retention of health care workers** Human resources for health (HRH) are widely recognised as the most important The paper also explores issues and challenges related to the underlying factors of . Low budgetary allocations to the social sector, in particular to health, are an . Develop and implement retention strategies: Countries are encouraged to **Workforce Resources for Health in Developing Countries** Building the human resources for health should not only include healthcare professionals like A major challenge in the new millennium is the retention of health the private sector, in cities and in wealthier countries, has left those in most. **Human Resources for Health - Health Systems Trust** Challenges in the health care systems in Canada, the United States of America and In addition to salary incentives, developing countries use other The impact of human resources on health sector reform 2003, in order to strengthen recruitment, retention

and education of nurses province-wide [6]. **Increasing access to health workers in remote and rural areas** Tools for planning and developing human resources for HIV/AIDS and other of human resources and antiretroviral therapy (ART) at 41 sites in 11 countries, **UNDERSTANDING THE LABOUR MARKET OF HUMAN** Improving health worker performance: in search of promising practices Page iii . Various factors influencing staff retention and mobility can be distinguished: At macro or health-system level, certain strategies within health sector reforms can interventions to facility-wide human resources management, and developing