

THE CASE OF MOBILITY FOR HEALTH AND CARE WORK : GHANA'S PERSPECTIVE



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MAP OF GHANA



GHANA



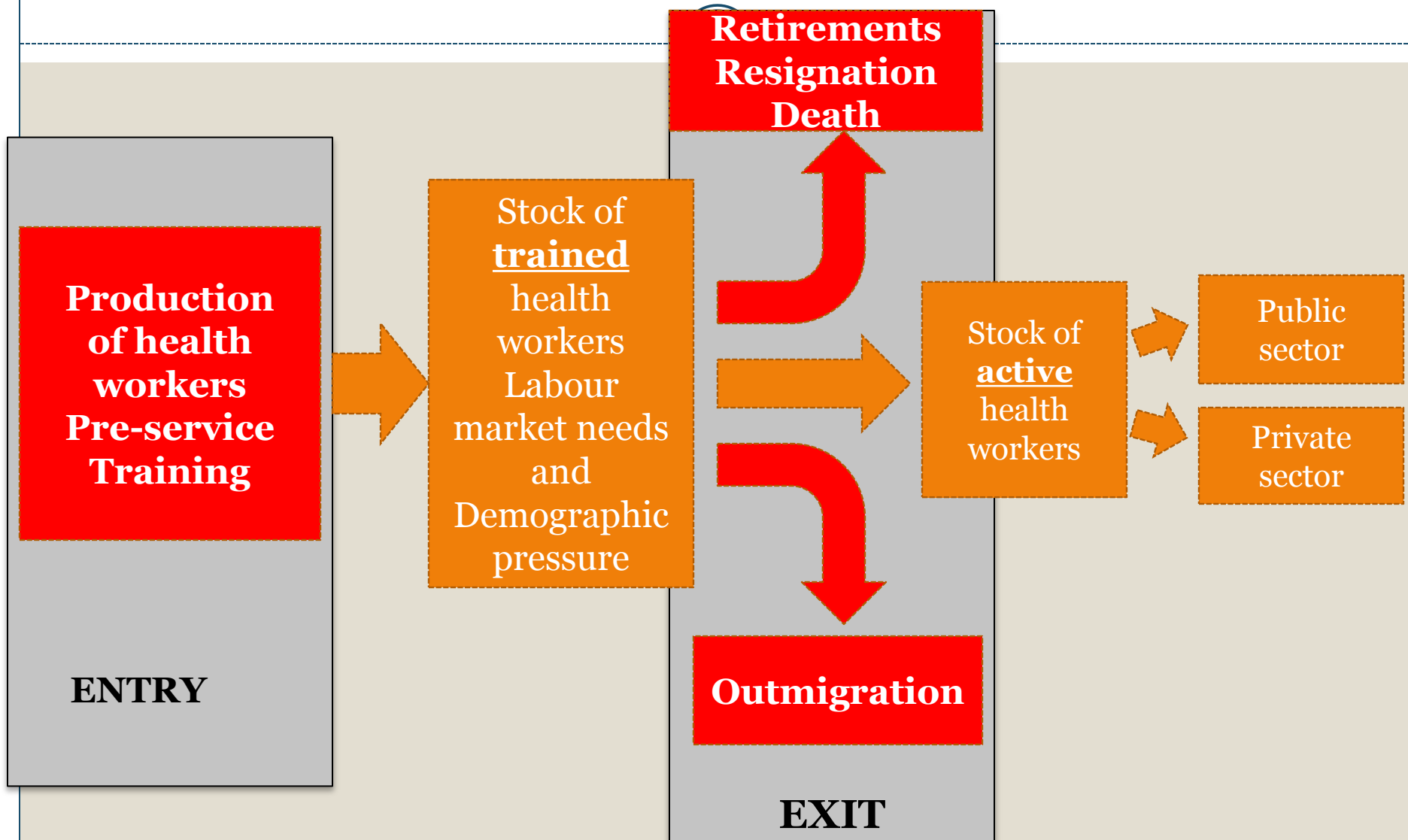
Population:
24m
Regions: 10
Districts: 170

Overview

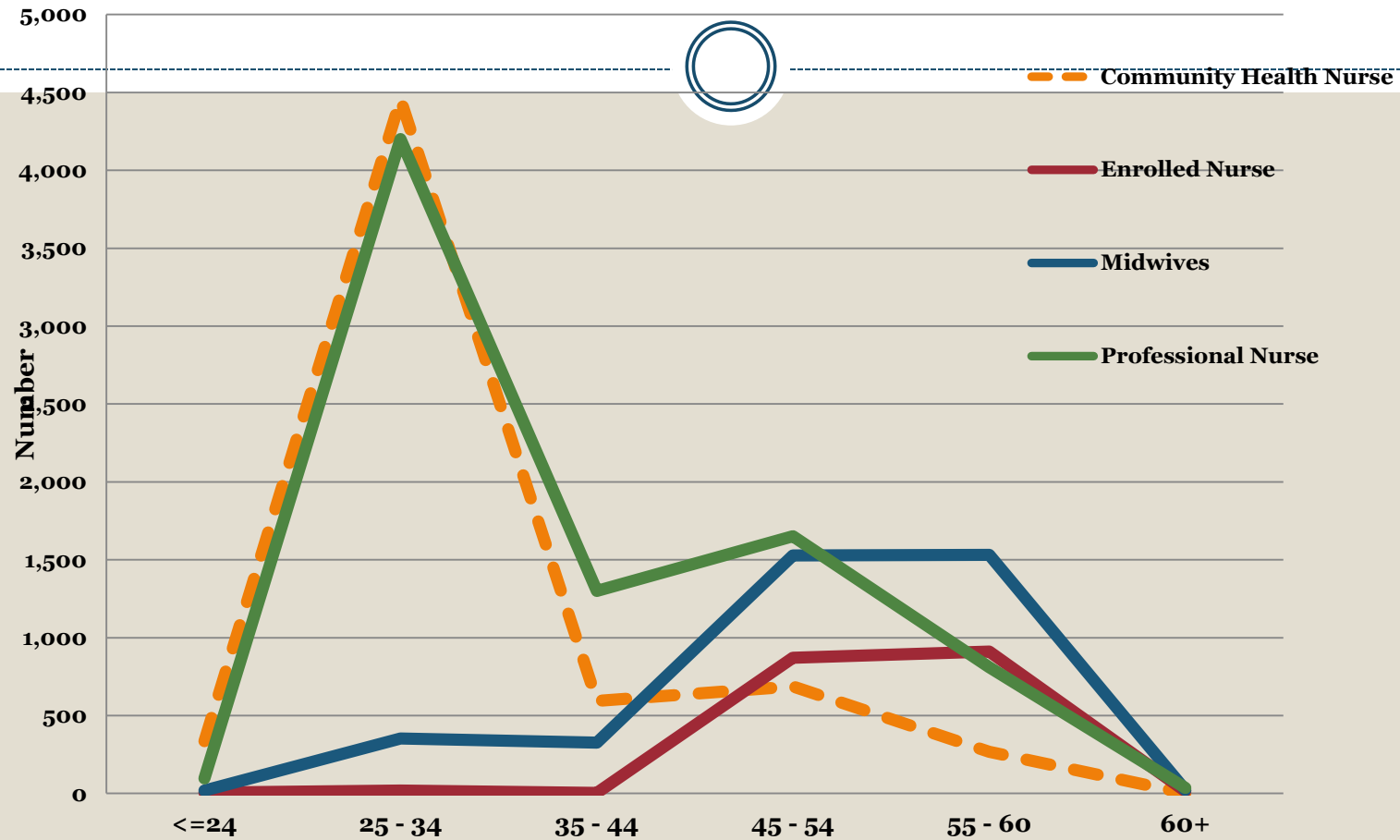


- Migration is a process to be carefully explored and not a problem to be eliminated
- Unfortunately, debate on migration tends to focus on the negative aspects such as brain-drain, unwanted illegal migration and the human drama in both countries of origin and host nations,
- However, remittances which migrants sent had become an important source of social safety-net and a major source of foreign exchange for many countries, including Ghana.
- We need to look beyond the labour issues and address migration holistically and that is where there is the need for International Dialogue on Migration (IDM)
- Government of Ghana is formulating a comprehensive migration and development policy for the country to provide a framework for the effective management of migration in Ghana.

Illustration of Linkages between Migration Dynamics, Labour Markets Needs, and Demographic Pressures Ghana Health Sector

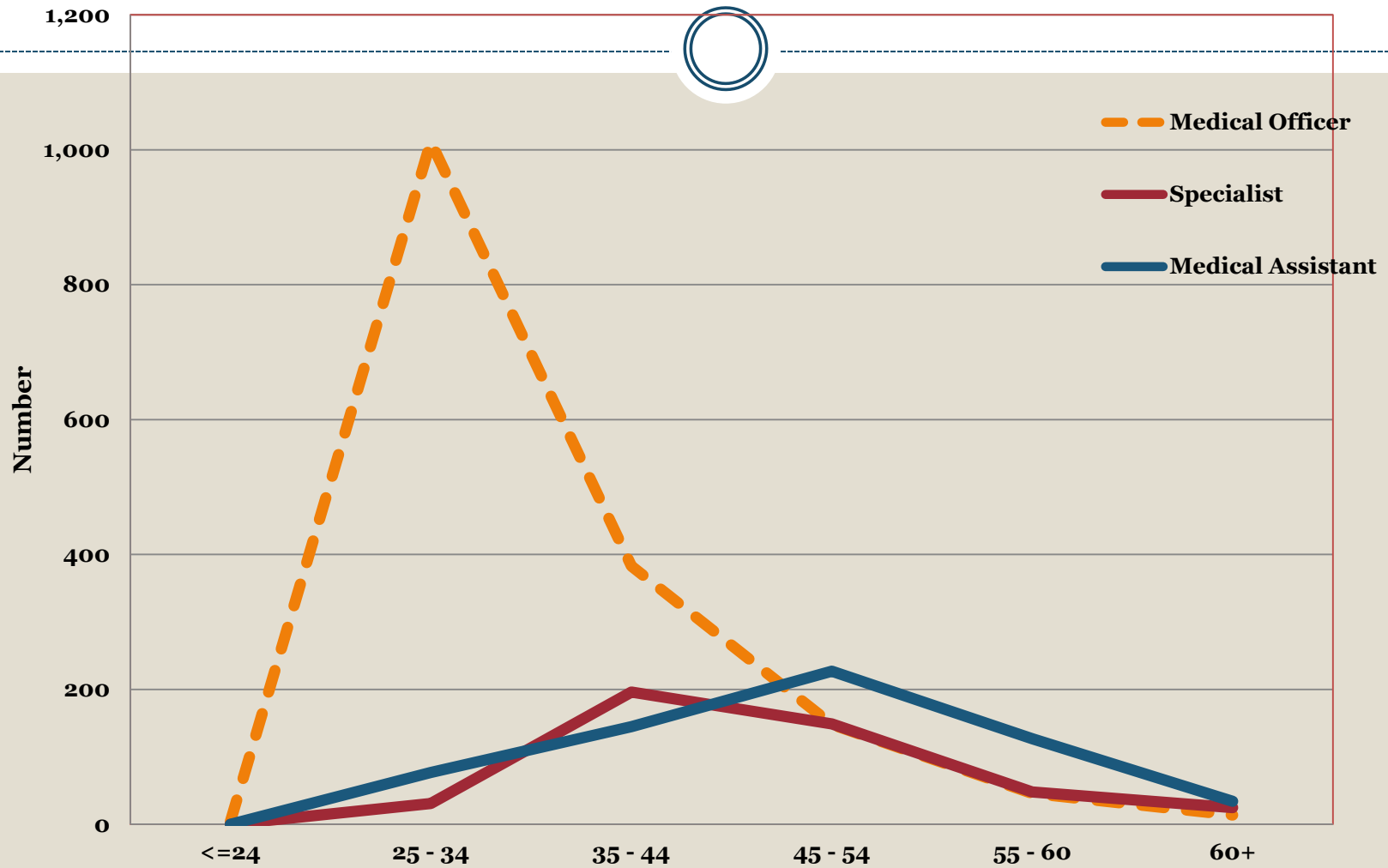


Distribution of Category of Nurses by Age Interval



Source: IPPD, Dec. 2010

Distribution of Category of Medical Officers by Age Interval



Source: IPPD Dec 2010

Trends in International Migration Over 10-Year Period



PROF. CATEGORY	1999-2003 COMMULATIVE LOSS	2004-2008 COMMULATIVE LOSS	PERCENTAGE DECREASE
MEDICAL OFFICERS	450	205	54.4
PHARMACIST	329	118	64.1
PROF. NURSE	959	198	74.4
MIDWIFE	366	95	74.0
MED.LAB.TECH NO.	165	69	52.2
RADIOLOGIC TECN.	137	51	62.8

Source: Asabir (2009:102)

Interventions



- Establishment of Ghana College of Physicians and Surgeons in 2005
- Initiation of “Brain-gain” project ie Migration for Dev’t in Africa (MIDA) Ghana, 2005
- Enhancement of Health Sector Salary
- Provision of basic tools and equipment at health facilities in Ghana
- Introduction of Hire-purchase vehicle with revolving fund
- Increase intake of students into Health Training Institutions
- Adaption of WHO Code of Practice on International Recruitment of Health Personnel

Objectives of Migration for Dev't in Africa (MIDA)



- To utilize the available skills, expertise and experience of Resource Persons (RPs) in the Netherlands and other European countries to the benefit of the Ghanaian health sector.
- To contribute to the capacity-building process in Ghana, in particular the efforts of Government of Ghana's Human Resources Development Strategy in reversing brain-drain in the health sector.
- To build networks with the Ghanaian diaspora thereby stimulating cooperation with healthcare institutions in Ghana, UK, Germany and the Netherlands.

Impact of MIDA



- Interns acquire new competencies for healthcare delivery
- Skills transfer
- Institutions benefit from equipment and logistics through the establishment of good relationship between host institutions and Resource Persons Team
- Return beneficiaries of various internships foster opportunities for future collaboration with these benefactor institutions abroad

Achievements by First Quarter of 2011



- **150** Temporary returns realized
- **180 +** Migrant professionals registered
- **90** Healthcare institutions needs database acquired
- **40** Ghanaian institutions benefited directly
- **10** Internships in Europe facilitated
- **21,000** students and health workers directly benefited from capacity-building component since 2006
- All **10** regions of Ghana have benefited from short-term assignments
- Closer collaboration with MoH and partners
- Exploration of Long-term return possibilities
- Institutional linkages facilitated by resource persons between Ghana and Western Europe have been established

Transfer of Skills



A Ghanaian surgeon based in the United Kingdom shadows a medical student during a surgery in Takoradi (Western Region)



A Ghanaian urologist from Germany returns home to train other health staff and students at a Kintampo Municipal hospital (Brong Ahafo Region)

Way forward



- 1. Provide Information:**
 - Migration policies and procedures
 - Countries of destination
- 2. Exchange programmes for training and skills**
 - Ensure migration has a 'brain gain'
- 3. Improve regulation and monitoring of recruitment companies**
- 4. Support services on arrival**
 - Support in settling into new country
 - Monitoring of working conditions
 - Creation of "labour attachés" in Ghanaian embassies
- 5. Retention strategies**
 - Investing in health care system
 - Improve salaries, working conditions, training and education
- 6. Reintegration of returning migrants into the health workforce**

Thank you for your kind attention

