

Attraction and Retention of Rural Primary Health Care Workers in Asian Pacific Countries



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Background

- Shortage and maldistribution of health workers are serious concerns in the Asia Pacific region.
- Research on how significant contextual factors affect healthcare human resources (HRH) strengthening in this region can help fill the knowledge gap and draw useful lessons for HRH strengthening.

Aims

This policy brief aims to:

- 1) Synthesize lessons and experiences of Asia Pacific countries in attracting and retaining rural PHC workers.
- 2) Summarize key strategies, implementation process, and effectiveness of the interventions.
- 3) Special attention will be paid to different political, economic, social and health system context.

Study Design

- Literature review was conducted to synthesize lessons and experiences of Asia Pacific countries in attracting and retaining rural PHC workers.
- Key informant interviews were conducted in Vietnam, Cambodia, and China to supplement and to help interpret findings from the literature review.
- This study focuses on family physicians, while other types of health workers such as nurses and community health workers will also be included in the analysis when evidence is available.

Study Focus

Health care system, healthcare human resources strengthening

Status

Completed

Study Sites

Cambodia, China, and Vietnam

Duration

April, 2016– Dec, 2018

Principal Investigator

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Impact

- This study has provided evidence to inform policy makers about the most feasible and effective interventions to strengthen rural health care human resources.
- The study found that monitoring and evaluation needs to be strengthened during implementation, with special attention on the variations in different localities, thus providing guidance on improved implementation of intervention strategies in the future