



Current Crisis of Human Resource of Health in African Countries

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One of the pillars for successful health care system is efficient health workers. They are also crucial in preparation for response to health threats like emerging epidemics and pandemics like SARS, Avian flu, CCHF, EBOLA, etc.¹ Therefore human resource crisis is seen as the greatest hurdle in achieving basic health needs like childhood immunization, safe pregnancy and delivery, access to prevention and treatment of life threatening disease like HIV/AIDS Malaria and Tuberculosis.

Africa Region faces health workforce crisis since long. WHR 2006² depicted 36 African countries with critical shortage of health workers. Moreover recent WHO World Health Statistic 2016³ shows that as compared to global average of 29.9 workforces per 10000 population African countries have only 13.1, which is far below the average required workforce. Even these figures tell only half story, as around half of the countries had <1 physician and <7 Nursing and midwifery personnel per 10,000 populations.

One of the important reasons for crisis of health workers in African countries is low budgetary allocation to health. WHO African health report 2014⁴ stated that in African countries Government expenditure on health is 9.7% compared to 15.2% globally, indicating very poor health allocation especially when African region contribute only 2.14% of Global GDP.⁵ Due to budgetary constrain government is unable to attract and maintain the health workers. Due to poor infrastructure and low budget allocation, quantity and quality of training and education of medical and nursing personnel is not up to the mark. Along with this increased demand of health workers in developed countries, because of increase in chronic health problems in ageing population and even their own health workforce is getting old, led to migration of health workers from developing world like African countries to the developed countries.

HIV is a major epidemic in African countries.⁶ Among the new HIV infection in age group of 15-24 years, 80% are living in African countries. The

impact of HIV is very serious in African countries as almost 19-53% of deaths were among government health employees which results in attrition due to deaths and absenteeism. Chances of Acquiring infection while taking care of HIV patients make the working condition even worse for health care workers.

At present war like situation prevails in many African countries which lead to loss of governmental property and make it difficult to maintain hospital buildings. All these ultimately lead to poor working environment and low efficiency which ultimately translated in to poor health care service.

CONCLUSION

So, in conclusion low budgetary allocation, poor infrastructure, poor training and education of health personnel, poor working condition, HIV epidemic and migration of health workers due to low wages and facilities lead to severe crisis of health workers in African countries and this hinders to achieve the desired goal defined in sustainable developmental goals in the region.

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