

# **Toward a Northern Metric: Tracking Global Citizenship in an Epoch of Health Globalization**

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# Medical Education Futures Study

To Study and Promote the Social Mission  
of Medical Education

- Minorities in medicine
- Physicians in underserved areas
- Physicians in primary care

<http://www.medicaleducationfutures.org>

# Entry Premise

The “Pull Factors” that draw health workers North must be attenuated or all of the good HRH work done in the South will result in little change in the current patterns of HRH of migration.

# Explanations

- **“Supply follows demand”...economics**
- **“Nature abhors a vacuum”...physics**
- **People (especially highly trained and mobile people) go where their greatest opportunities are...”The Law of White Follows Green ”**

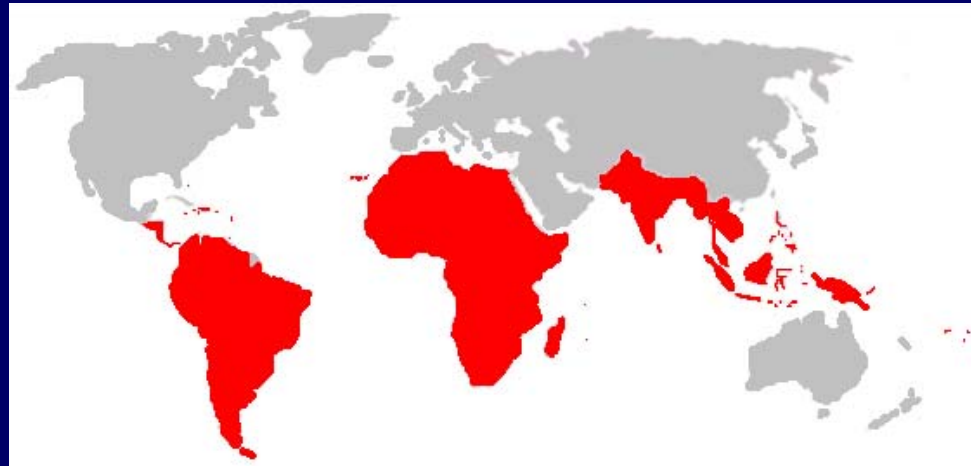
# Pull to the North and West

- **Training Opportunities**
- **Practice Opportunities**
- **Better Remuneration**
- **Better Technology**
- **Family Opportunities**

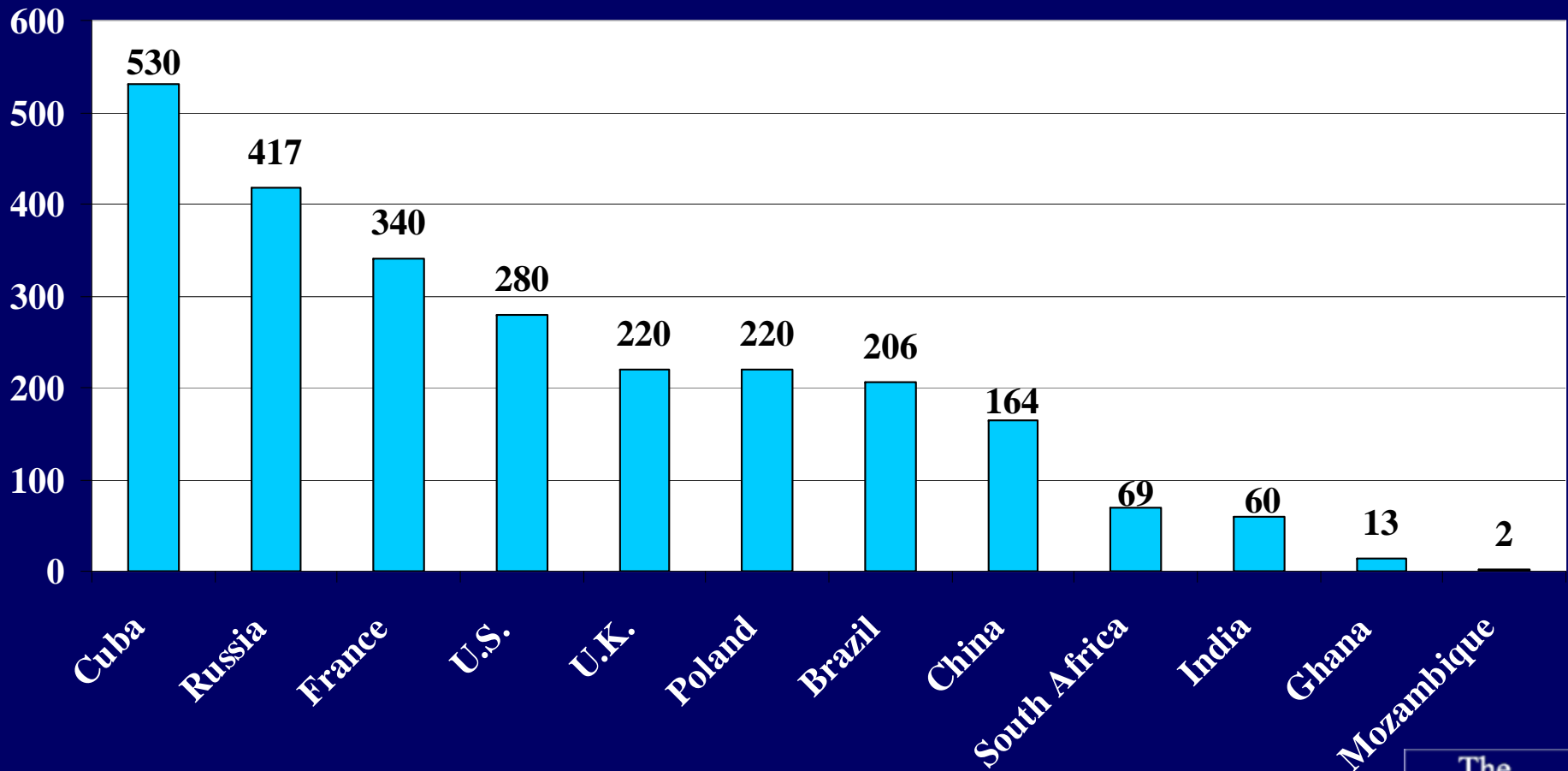


# Push Factors from the South

- **Lack of Post Graduate Training Opportunities**
- **Insufficient practice Opportunities**
- **Poor Remuneration**
- **Security Concerns**
- **HIV/AIDS**



# Physician Density per 100,000 Population



# Characteristics of Physician Workforces of US, UK, Canada, and Australia

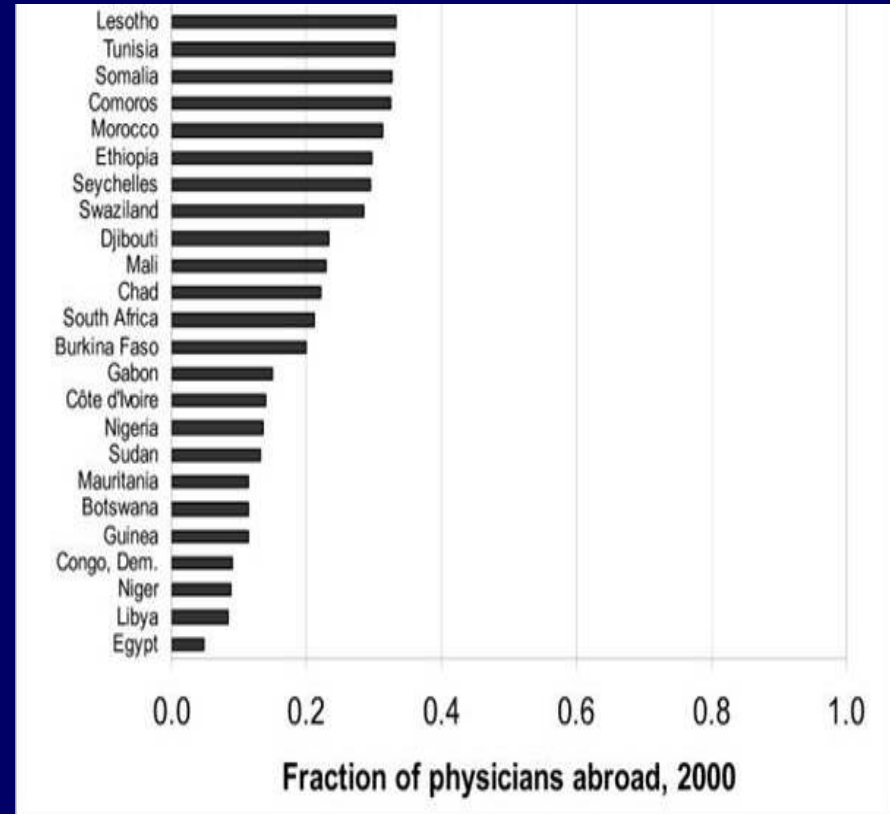
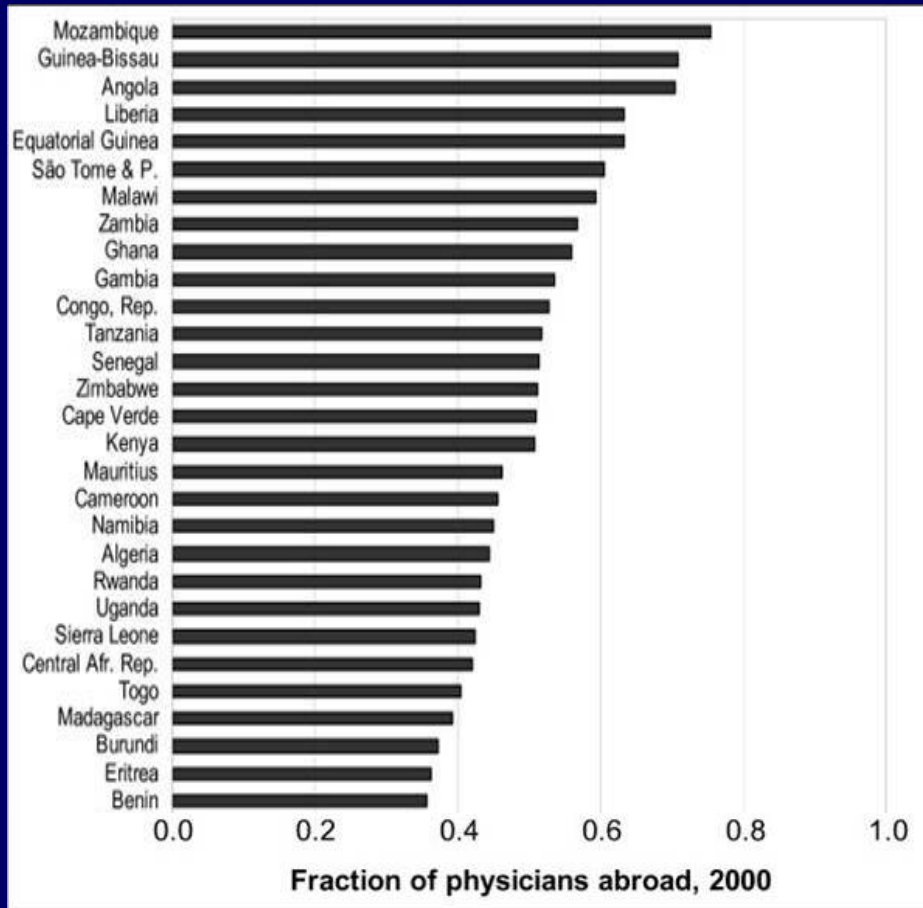
Country	Physicians per 100,000 population	% IMGs in MD workforce (total IMGs)	% IMGs from lower income countries
U.S.	293	25.0 (208,733)	60.2
U.K.	231	28.3 (39,266)	75.2
Canada	220	23.1 (15,701)	43.4
Australia	271	26.5 (14,346)	40.0



# Regional Emigration Factors in 8 Regions of the World

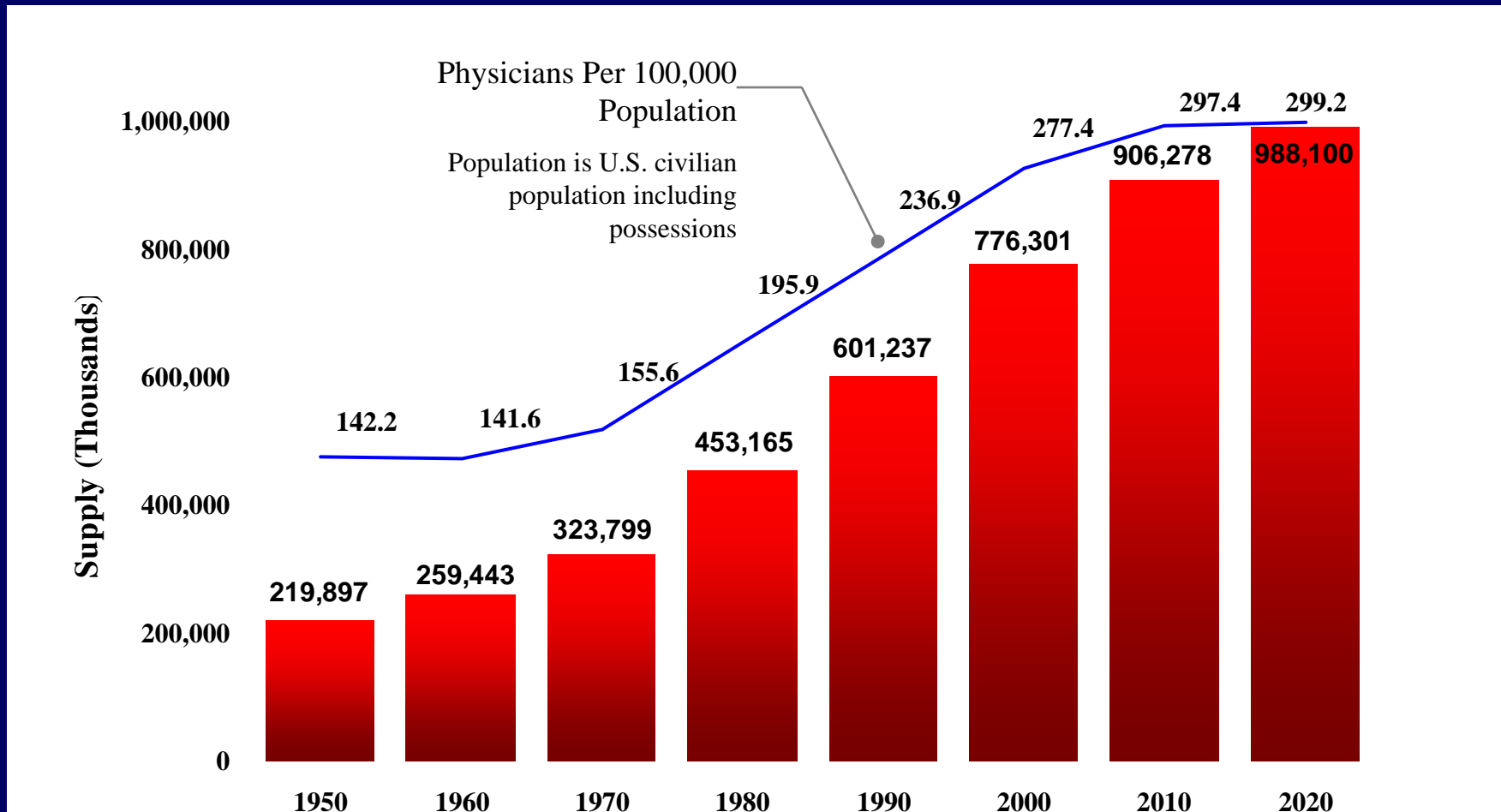
<b>Global Regions</b>	<b>Sending country MDs in recipient countries by sending region</b>	<b>Sending country MDs in sending region</b>	<b>Emigration Factor</b>
<b>Sub-Saharan Africa</b>	<b>13,272</b>	<b>82,100</b>	<b>13.9</b>
<b>Indian Sub-Continent</b>	<b>78,680</b>	<b>656,876</b>	<b>10.7</b>
<b>Caribbean</b>	<b>8,010</b>	<b>87,443</b>	<b>8.4</b>
<b>Middle East and North Africa</b>	<b>27,010</b>	<b>489,464</b>	<b>5.2</b>
<b>Central and South America</b>	<b>12,103</b>	<b>707,416</b>	<b>1.7</b>
<b>Europe and Central Asia</b>	<b>44,988</b>	<b>2,741,717</b>	<b>1.6</b>
<b>East Asia and Pacific</b>	<b>39,910</b>	<b>2,808,400</b>	<b>1.4</b>
<b>North America</b>	<b>14,519</b>	<b>1,076,398</b>	<b>1.3</b>

# African Physician Emigration by Country

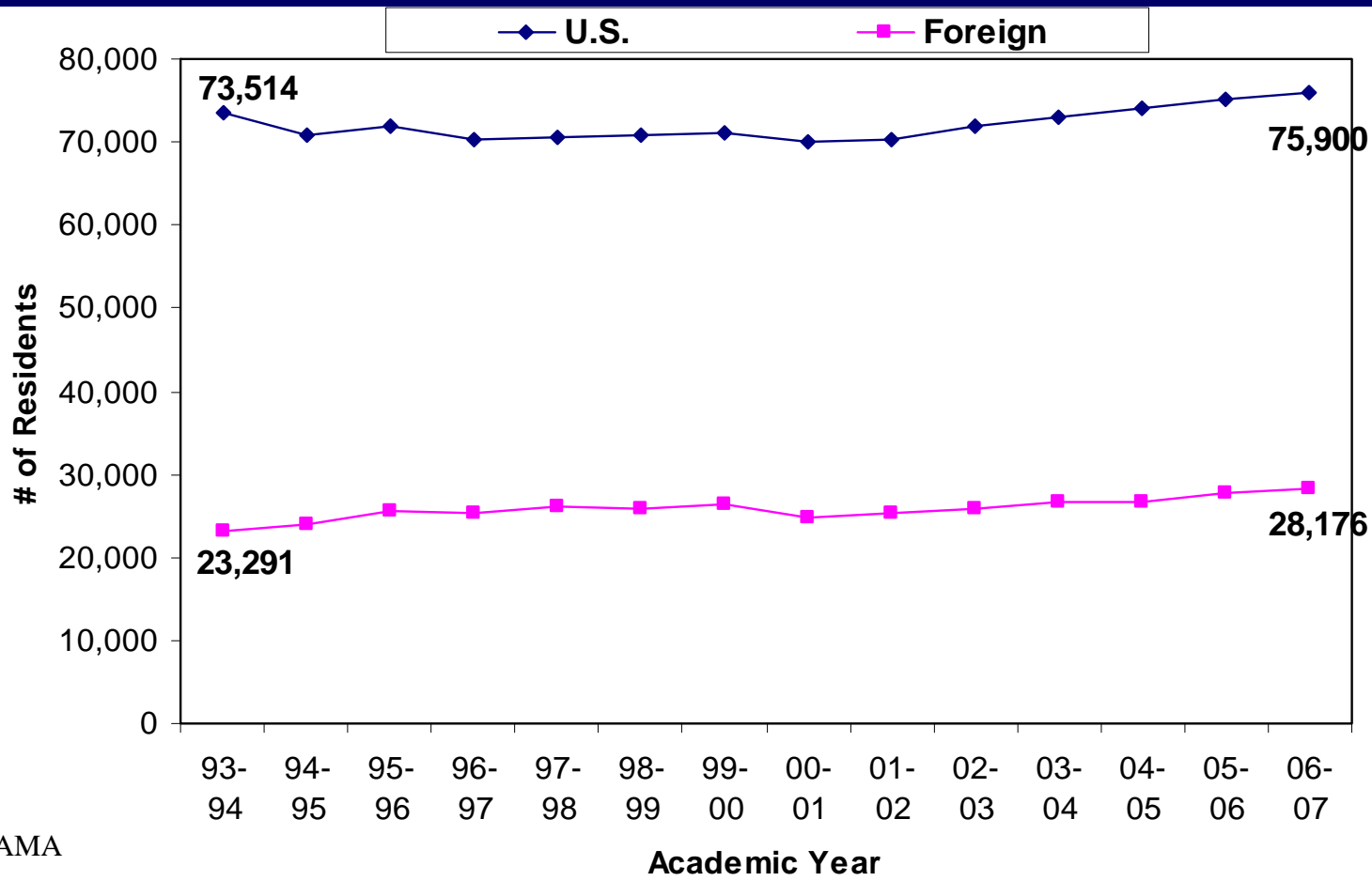


# **Growing Physician Demand in The North: The United States as Example**

# Supply of Active Physicians (MD & DO) and Ratio to Population Actual 1950-1990 and Projected 2000-2020

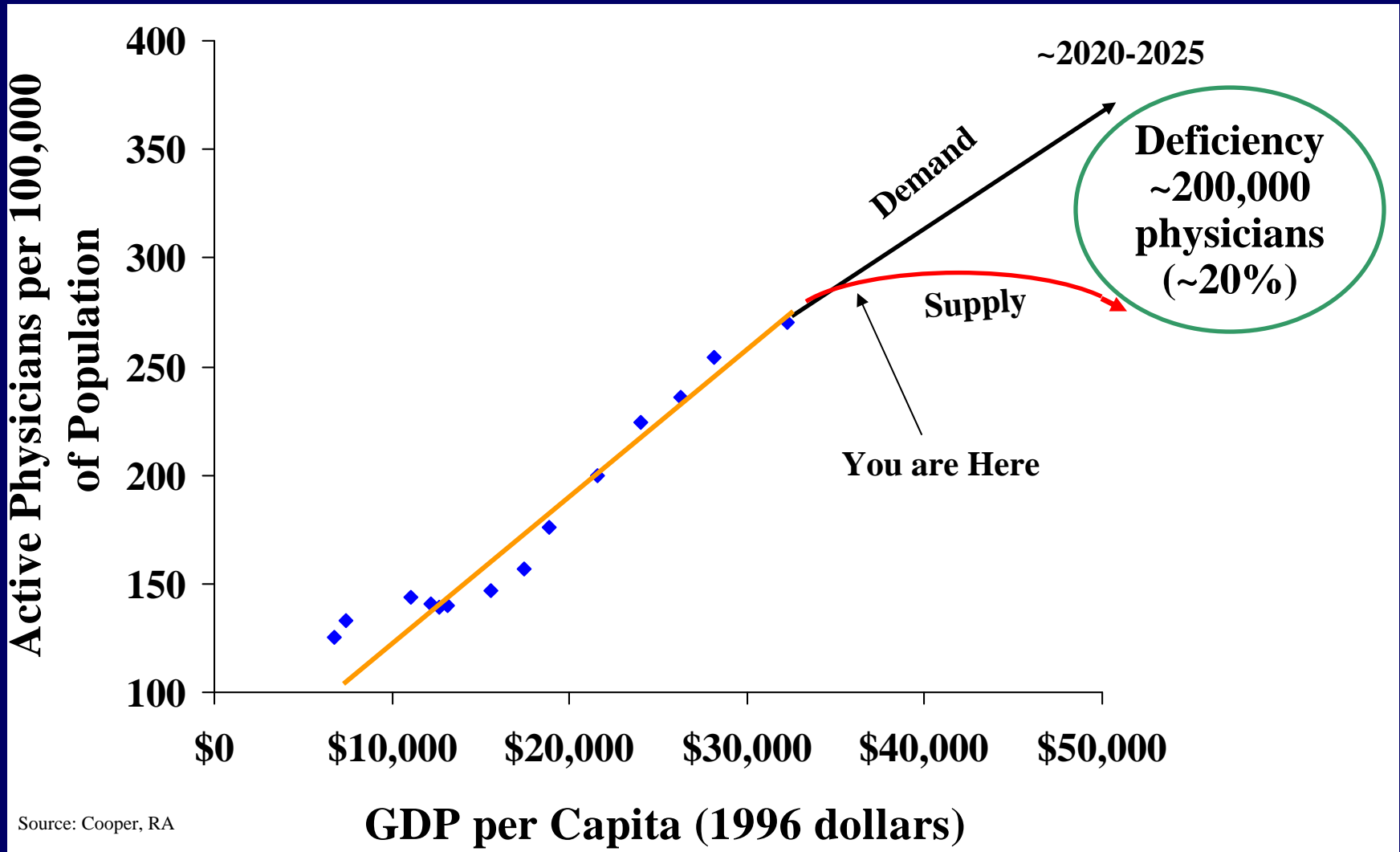


# Number of Residents in U.S. Training Programs According to Medical School Attended -- 1993-2007



Source: AMA

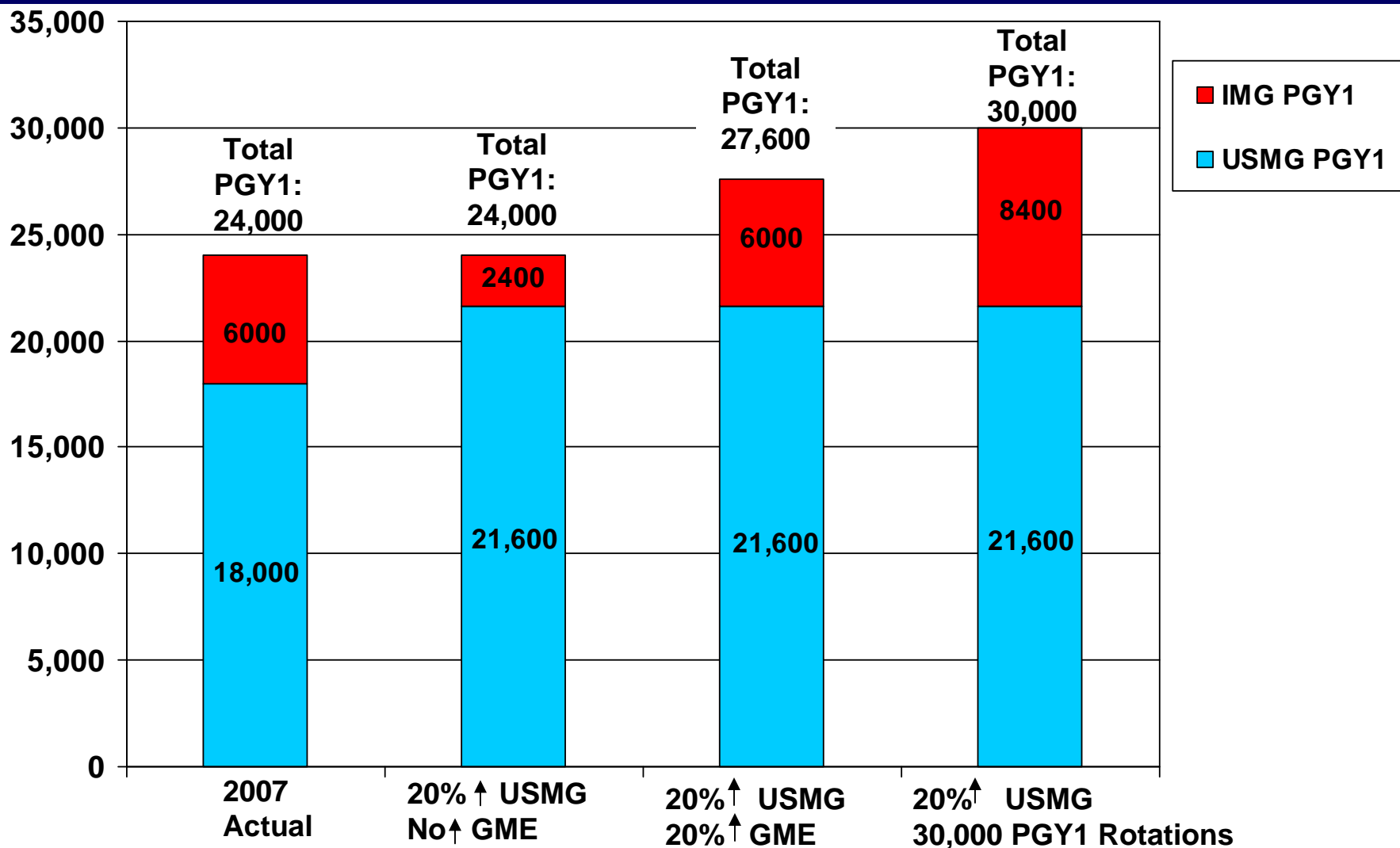
# Projected Physician Deficit



# Medical School Expansion Underway

- 20% increase in medical school grads by 2015
- Post-graduate positions stable x 15 years
- Post-graduate positions federally subsidized
- Campaign underway to increase federal subsidy to post-graduate medical education

# International Medical Graduates Entering Residency: Various Scenarios





# **Northern Strategic and Moral Role in Global Workforce Stability**

# Previously Proposed Responses

- Ethical Recruitment Codes
- Emigration/Immigration Regulation
- Bonding/Community Service
- “Reparations”

# What To Do in the North?

- Develop codes of ethical recruitment
- Sponsor capacity building and twinning in the South
- Promote “reverse flows”
- Educate/train *toward* self sufficiency

# Northern Self Sufficiency!

Without health professional training commitment in the North that approaches self sufficiency...

Southern educational and training scale-up initiatives will remain permanently subject to brain drain and health workforce instability

# Needed: Northern...

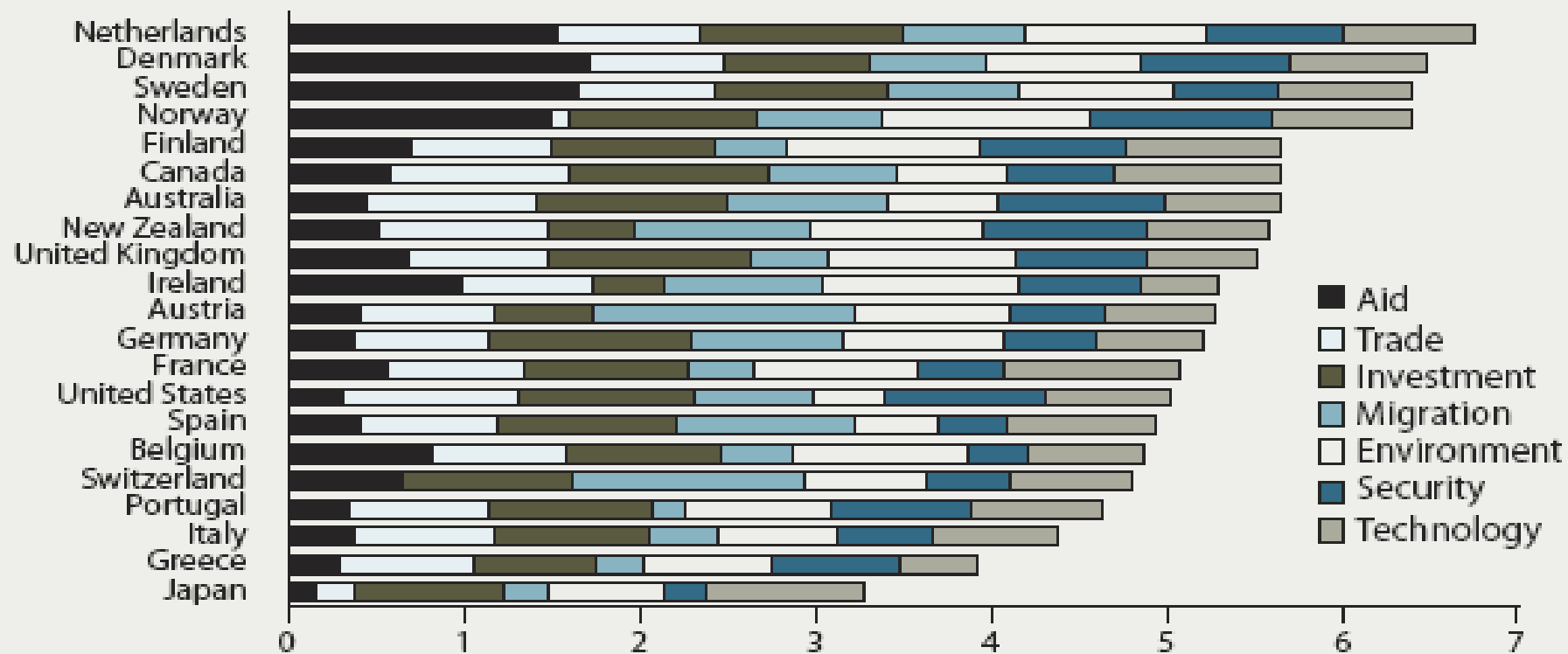
- Popular awareness
- Policy principles
- Political and financial commitments

# To get started: North-South Workforce Equity Benchmarks

- Establish national goals for self-sufficiency
- Track Southern HRH immigration into North
- Measure “reverse flows”
- Set capacity development funding targets
- *Create an overall equity index*

# Center for Global Development Commitment to Development Index

Commitment to Development Index 2007



# DARA

a Spanish-based NGO committed to improving the quality of development and humanitarian interventions through evaluation

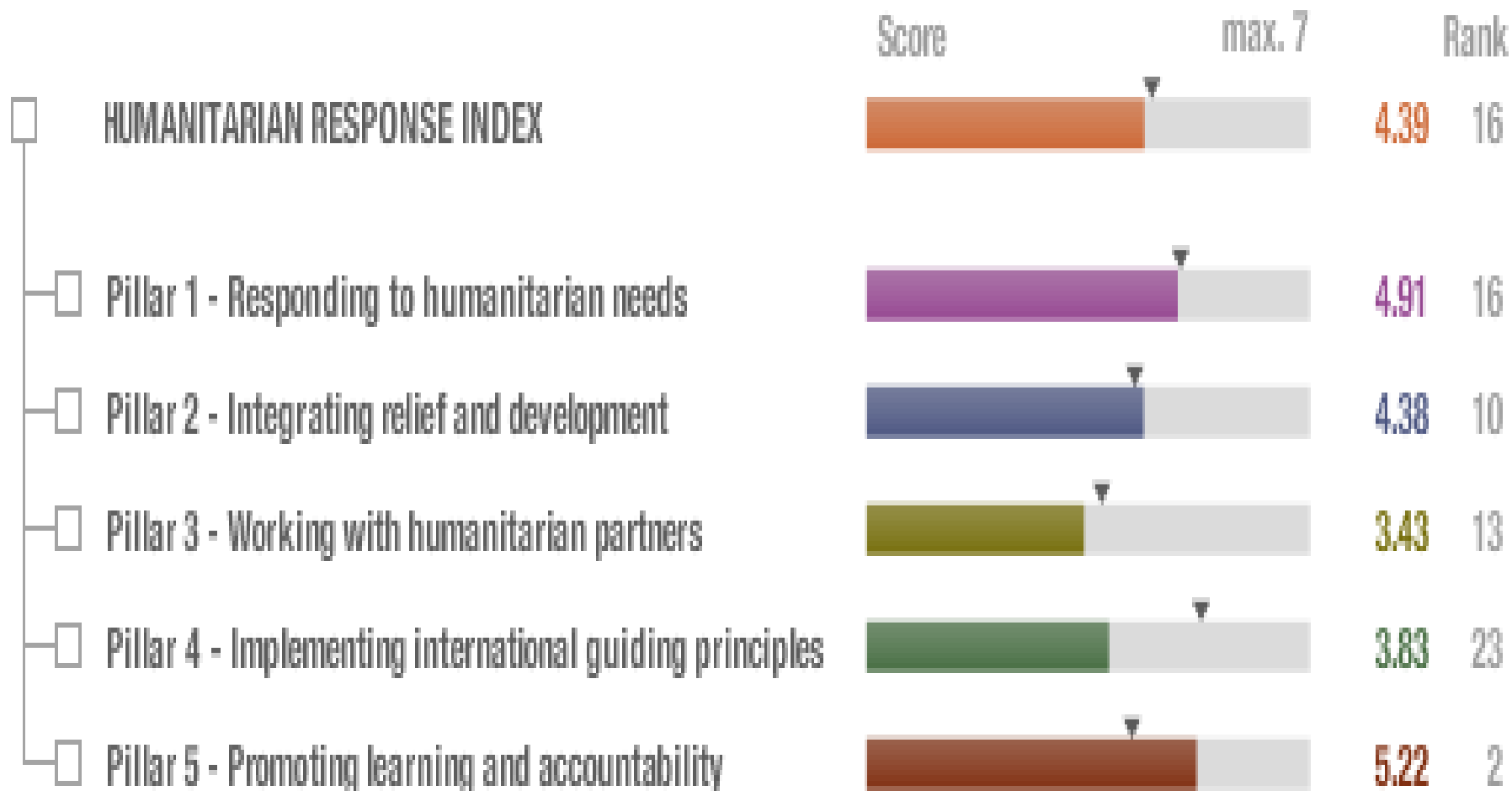


We improve the quality of humanitarian aid and development through evaluation





# DARA Humanitarian Response Index



# HRH Equity Index Would Bring Focus To...

- Workforce Metrics
- Northern global commitments
- Northern domestic commitments

# African Proverb

**“The best thing to do  
is to have planted a  
tree twenty years  
ago...  
the next best thing  
to do is to plant a  
tree today.”**

