Small Countries in Context: Perspectives on the Migration of Caribbean Health Professionals

Workshop on Human Resources for Health and Migration
University of Sussex
16-17 May, 2007

Elizabeth Thomas-Hope
University of the West Indies
Variability in the Caribbean in the number of physicians per 1,000 people
Number of Physicians per 1,000 people for the highest ranking countries (1991-2004)

Number of Physicians per 1,000 people for the middle ranking countries (1991-2004)

Number of Physicians per 1,000 people for the lowest ranking countries (1991-2004)

Physicians living abroad by country of birth

(percentage of the total number of physicians by country of birth)
Percentage of Physicians living abroad by country of birth from 1991 to 2004; the most affected countries in the Caribbean

Percentage of Physicians living abroad by country of birth from 1991 to 2004; the moderately affected countries in the Caribbean

Percentage of Physicians living abroad by country of birth from 1991 to 2004; the least affected countries in the Caribbean

Percentage of Physicians migrating to the United States of America from 1991 to 2004; the most affected countries in the Caribbean

Percentage of Physicians migrating to the United States of America from 1991 to 2004; the least affected countries in the Caribbean

Percentage of Physicians migrating to the United Kingdom from 1991 to 2004; the most affected countries in the Caribbean

Percentage of Physicians migrating to Canada from 1991 to 2004; the most affected countries in the Caribbean

Percentage of Jamaican physicians migrating to selected destinations from 1991 to 2004

Percentage of Haitian physicians migrating to selected destinations from 1991 to 2004

• Replacement of Physicians
Comparison between the numbers of local Physicians and those living abroad for Jamaica from 1991 to 2004

Comparison between the numbers of local Physicians and those living abroad for Haiti from 1991 to 2004

Haiti

Comparison between the numbers of local Physicians and those living abroad for Dominica from 1991 to 2004

Comparison between the numbers of local Physicians and those living abroad for Grenada from 1991 to 2004

Comparison between the numbers of local Physicians and those living abroad for St. Kitts and Nevis from 1991 to 2004

Comparison between the numbers of local Physicians and those living abroad for St. Lucia from 1991 to 2004

Comparison between the numbers of local Physicians and those living abroad for Barbados from 1991 to 2004

Barbados

Comparison between the numbers of local Physicians and those living abroad for Guyana from 1991 to 2004

Movement of Cuban Health Professionals to other countries by region

- Africa: 35 countries
- Asia: 1 country
- Central Europe: 1 country
- Latin America and the Caribbean: 28 countries
• Outflows and inflows of nurses
Outflow and Inflow of Nurses from 1999-2005 for Jamaica

Source: Hermi Hewitt (2005) International nursing migration, Jamaica case study
http://www.academyhealth.org/international/nursemigration/256,1,International Nursing Migration
Number of nurses requesting transcripts from the Nursing Council of Jamaica (April 1996 to March 2007)

Source: Nursing Council of Jamaica
<table>
<thead>
<tr>
<th>Country</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antigua &amp; B</td>
<td>17.5%</td>
</tr>
<tr>
<td>Barbados</td>
<td>20.6</td>
</tr>
<tr>
<td>Dominica</td>
<td>6</td>
</tr>
<tr>
<td>Grenada</td>
<td>4</td>
</tr>
<tr>
<td>Jamaica</td>
<td>58.3</td>
</tr>
<tr>
<td>St Kitts &amp; Nevis</td>
<td>26</td>
</tr>
<tr>
<td>St Lucia</td>
<td>4</td>
</tr>
<tr>
<td>St Vincent &amp; G</td>
<td>15.7</td>
</tr>
<tr>
<td>Trinidad &amp; T</td>
<td>53.2</td>
</tr>
</tbody>
</table>
Factors contributing to Nurse Migration
(Jamaica & St Lucia study)

- Conditions of Work
- Salary & Remuneration
- Opportunity for Career Development
- Educational Opportunities
Implications of Nurse Migration

- Remittances ?
- Return +/-
- Knowledge & Skill transfers +/-
- Changes/Efficiencies +
- Staff Shortages -
- Losses of specializations -
- Low morale -
- Undervalued profession +