

# Migration of Health Professionals from Ghana: which Trainees are more Prone to Leave?

Adriana Castaldo  
*University of Sussex*

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# Aims

- To draw a profile of the trainee health professionals who are more likely to emigrate from Ghana;
- The focus is on individuals' aspirations and perceptions more than 'objective' characteristics;
- To identify possible areas for policy intervention to minimise the costs/maximise the benefits of this phenomenon, both at the stage of the training and the actual profession.

# Background

- This work adds to existing DRC research conducted by John Anarfi, Stephen Kwankye and John Agyei at ISSER (University of Ghana);
- This broader research studies ‘The Emigration Expectations among Trainee Health Professionals in Ghana’, and uses, *inter alia*, primary data collected in Ghana in 2005;
- This particular study uses this data source to estimate a model of stated intentions to emigrate of trainee nurses and doctors.

# The Data: ISSER 2005

- Survey instrument: self-administered short individual level questionnaire;
- Sites: leading medical and nursing training institutions in the three main ecological zones of Ghana, plus two newly opened private nursing training colleges in Accra/Tema and Kumasi;
- Sampling procedure: proportional to the size of student population in the various institutions;
- Sample size: 541 trainees: 94 medical and 447 nurses.

# 'Potential' Emigrants

- Are those who responded 'yes' to the question: "Do you have any intention now to emigrate immediately after graduation/qualification?";
- Usual limitations apply: the stated intention may not materialise.

# Variables' Description

Name	Description
Intention to emigrate	=1 if yes; =0 if no
Age	The age of the respondent in years
Region of the interview	Greater Accra; Ashanti; Northern
Type of student	=1 if the respondent is a medical student; =0 if the respondent is a nursing student
Gender	=1 if the respondent is male; =0 otherwise
Born in rural/urban area	=1 if the respondent was born in a rural area; =0 otherwise
Initial aspirations of the respondent	=1 if the initial aspiration of the respondent was to work in the health profession; =0 otherwise
Close relative in the health profession	In Ghana; outside Ghana; no close relative in the health profession
Views on the nursing/medical profession in Ghana	=1 if the respondent views the nursing/medical profession in Ghana as prestigious/rewarding; =0 if the respondent views the nursing/medical profession in Ghana as frustrating/stressful
Motives for wanting to become a nurse/doctor	=1 if the nature of the stated motive for wanted to become a nurse/doctor is 'non-altruistic' (e.g., prestige, money); =0 if this is 'altruistic' (e.g., to save lives, to help the nation reduce the shortage)
Respondent's view on the emigration of the health professionals from Ghana	good/beneficial; unavoidable; detrimental to nation's development

# Summary Stats (451 obs)

Variable	Mean
Intention to emigrate	0.583
Age	22.14 (2.57)
Region of the interview=Greater Accra	0.523
Region of the interview=Ashanti	0.333
Region of the interview=Northern	0.144
Type of student (1=medical student)	0.153
Gender (1=male)	0.293
Born in rural/urban area (1=rural)	0.215
Initial aspirations of the respondent (1=to work in the health profession)	0.867
Close relative in the health profession in Ghana	0.328
Close relative in the health profession outside Ghana	0.151
No close relative in the health profession	0.499
Views on the nursing/medic. profession in Ghana (1=prestigious/rewarding; 0=frustrating/stressful)	0.293
Motives for wanting to become a nurse/doctor (1='non-altruistic': prestige, money)	0.273
Views on emigration of health professionals from Ghana=good/beneficial	0.244
Views on emigration of health professionals from Ghana=unavoidable	0.346
Views on emigration of health professionals from Ghana=detrimental to nation's development	0.410

# Logit Estimates of Intention to Emigrate

Variable	Coefficient
Age	-0.0485
Region of the interview=Greater Accra	0.6017***
Region of the interview=Ashanti	<i>Base category</i>
Region of the interview=Northern	0.3499
Type of student (1=medical student)	0.2216
Gender (1=male)	0.4459*
Born in rural/urban area (1=rural)	-0.3118
Initial aspirations of the respondent (1=to work in the health profession)	0.6262**
Close relative in the health profession in Ghana	0.2562
Close relative in the health profession outside Ghana	0.6529**
No close relative in the health profession	<i>Base category</i>
Views on the nursing/medic. profession in Ghana (1=prestigious/rewarding; 0=frustrating/stressful)	-0.6338***
Motives for wanting to become a nurse/doctor (1='non-altruistic': prestige, money)	0.7551***
Views on emigration of health professionals from Ghana=good/beneficial	0.3565
Views on emigration of health professionals from Ghana=unavoidable	0.4549*
Views on emigration of health professionals from Ghana=detrimental to nation's development	<i>Base category</i>
<i>Number of observations</i>	451
<i>LR chi2(13)</i>	44.20***
<i>Mc Fadden Pseudo R2</i>	0.0721



# Profile of Trainees who Intend to Emigrate after Graduation

- Those trained in Greater Accra;
- Males;
- Those whose initial aspiration was to work in the health profession;
- Those with a close relative in the health profession outside Ghana;
- Those who view the profession in Ghana as frustrating or stressful;
- Those who joined the health profession for reasons such as prestige or money ('non-altruistic');
- Those who view emigration of health professionals from Ghana as unavoidable.

# Directions for Policy

<b>Findings</b>	<b>Policy Implications</b>
Greater Accra region more exposed to migration	Focus training away from Greater Accra
Those who see health profession as frustrating more likely to migrate	Focus on better incentives - working conditions, etc.