



Dialogue on migration and other
health workforce issues in a global
economy

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Session III:

Retaining the Health Workforce: challenges for low income countries

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CO-OPERATION AND DEVELOPMENT

Outline

1. The labour market assumptions which appear to underlie many of the plans for improving health sector performance in the developing world
2. The actual relation between wages and local capacity and international salary levels
3. A possible path for recovery of the costs of training to international standards

Part 1

The labour market assumptions which appear to underlie many of the plans for improving health sector performance in the developing world

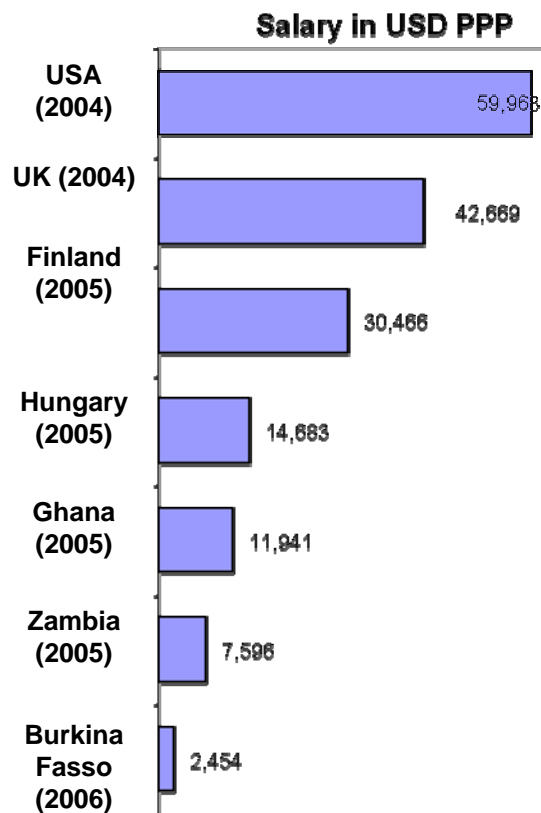
Part 2



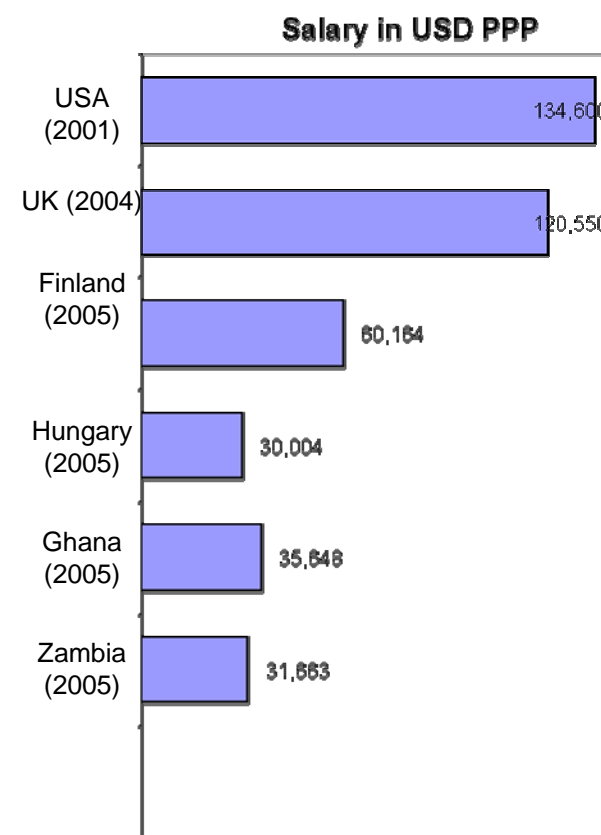
**The actual relation between wages and local
capacity and international salary levels**

Nurses and Doctors' salaries: OECD and African Countries: US Dollar Purchasing Power Parity comparison

Nurses

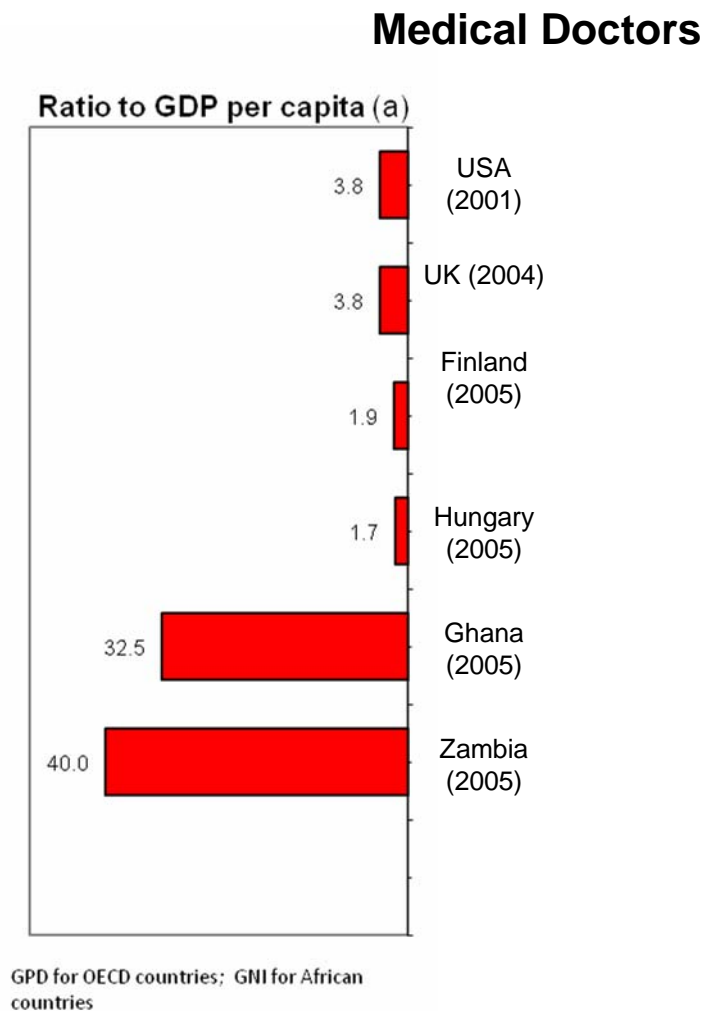
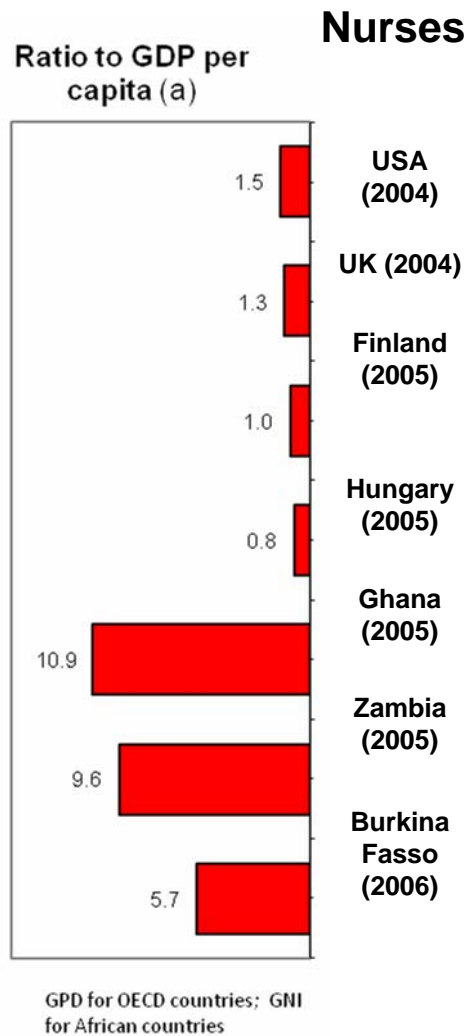


Medical Doctors



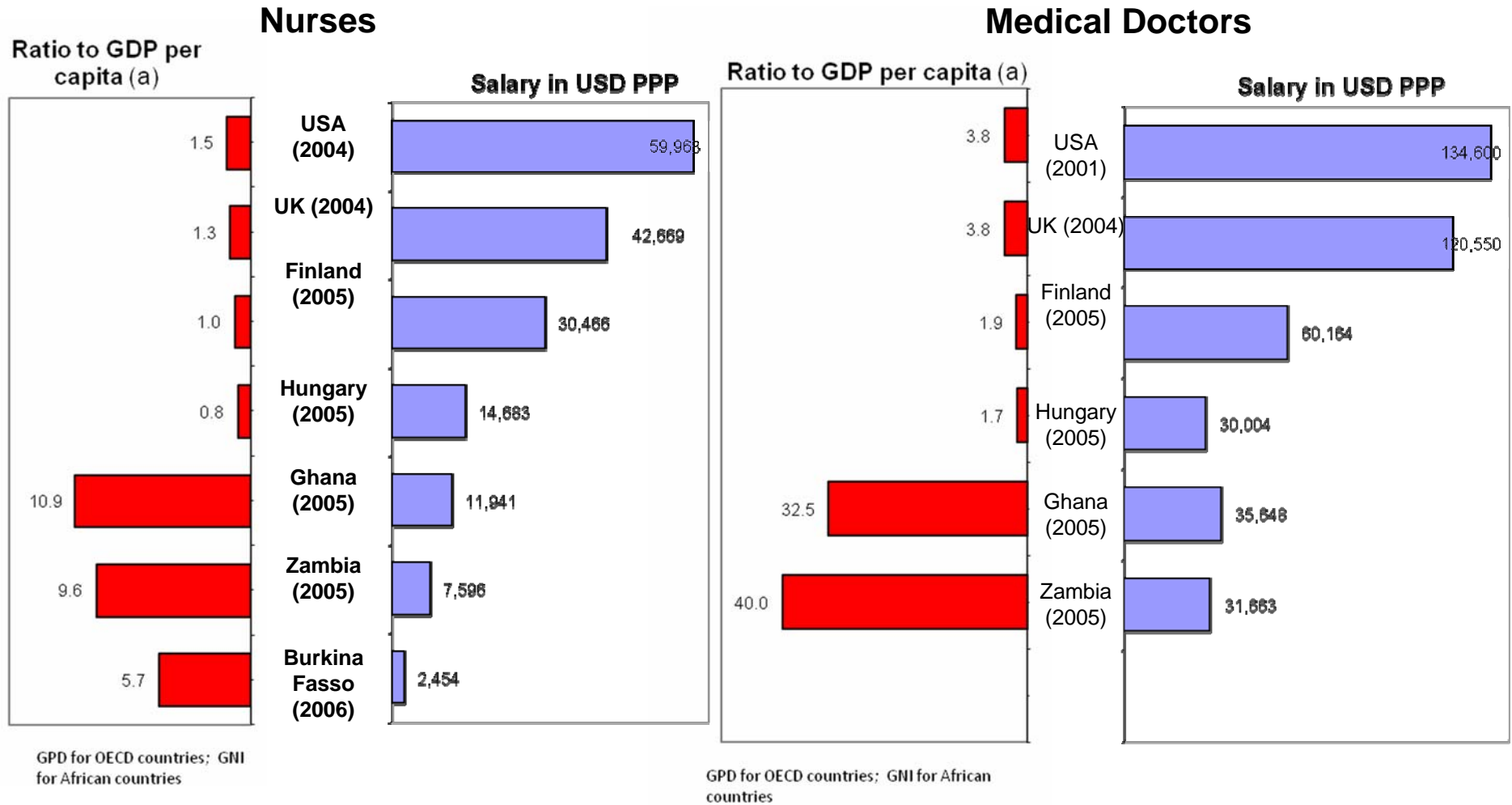
While there is a differential between salaries in African countries and OECD countries, it is no greater than the differences to be found between OECD countries

Nurses and Doctors' salaries: OECD and African Countries: Ration of Salaries to Gross National Income per Capita



However, this is because African salaries, as a percent of National Income and hence budgetary capacity, are much higher than in OECD countries. This may be the basic reason for the poor employment opportunities for African health professionals, leading to outflow to other countries

Nurses and Doctors' salaries: OECD and African Countries



Part 3



**A possible path for recovery of the costs of
training to international standards**