

POLICY BRIEF
Vol. 5, No. 1 2018



Asia Pacific Observatory
on Health Systems and Policies

POLICY BRIEF

Attraction and Retention of Rural Primary Health-care Workers in the Asia Pacific Region





Asia Pacific Observatory
on Health Systems and Policies

POLICY BRIEF

Attraction and Retention of Rural Primary Health-care Workers in the Asia Pacific Region

Xiaoyun LIU
Anna ZHU
Shenglan TANG



World Health Organization, Regional Office for South-East Asia.

Attraction and Retention of Rural Primary Health-care Workers in the Asia Pacific Region

(Policy Brief, Vol. 5 No. 1 2018)

ISBN 978-92-9022-649-9

© World Health Organization 2018

(on behalf of the Asia Pacific Observatory on Health Systems and Policies)

Some rights reserved. This work is available under the Creative Commons Attribution Non-Commercial Share Alike 3.0 IGO licence (CC BY-NC-SA. 3.0 IGO. <https://creativecommons.org/licenses/by-nc-sa/3.0/igo/>)

Under the terms of this licence, you may copy, redistribute and adopt the work for non-commercial purposes, provided the work is appropriately cited, as indicated below. In any use of this work, there should be no suggestion that WHO endorses any specific organization, products or services. The use of WHO logo is not permitted. If you adopt the work, then you must license your work under the same or equivalent Creative Commons licence. If you create a translation of this work, you should add the following disclaimer along with the suggested Citation: "This translation was not created by the World Health Organization (WHO). WHO is not responsible for the content or accuracy of this translation. The original English edition shall be the binding and authentic edition"

Any mediation relating to disputes arising under the licence shall be conducted in accordance with the mediation rules of the World Intellectual Property Organization (<http://www.wipo.int/amc/en/mediation.rules>).

Suggested citation Liu X, Zhu A and Tang S. Attraction and Retention of Rural Primary Health-care Workers in the Asia Pacific Region. New Delhi: World Health Organization, Regional Office for South-East Asia, 2018.

Cataloguing-In-Publication (CIP) data. CIP data are available at <http://apps.who.int/iris/>.

Sales, rights and licensing. To purchase WHO publications, see <http://apps.who.int/bookorders/>. To submit requests for commercial use and queries on rights and licensing, see <http://www.who.int/about/licensing/en/>.

Third-party materials. If you wish to reuse material from this work that is attributed to a third party, such as tables, figures or images, it is your responsibility to determine whether permission is needed for that reuse and to obtain permission from the copyright holder. The risk of claims resulting from infringement of any third-party-owned component in the work rests solely with the user.

General disclaimers. The designations employed and the presentation of the material in this publication do not imply the expression of any opinion whatsoever on the part of the World Health Organization concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. Dotted lines on maps represent approximate border lines for which there may not yet be full agreement.

The mention of specific companies or of certain manufacturers' products does not imply that they are endorsed or recommended by the World Health Organization in preference to others of a similar nature that are not mentioned. Errors and omissions excepted, the names of proprietary products are distinguished by initial capital letters.

All reasonable precautions have been taken by the World Health Organization to verify the information contained in this publication. However, the published material is being distributed without warranty of any kind, either expressed or implied. The responsibility for the interpretation and use of the material lies with the reader. In no event shall the World Health Organization be liable for damages arising from its use.

The views expressed in this publication are those of the authors and may not necessarily represent the decisions or policies of the World Health Organization.

Printed in India

Contents

Authorship and acknowledgements	iv
Acronyms and abbreviations	v
I. Policy brief	1
What is the problem?	1
What do we know (and not know) about viable options to address the problem?	2
Recommendations	5
II. Working paper	6
1. Introduction	6
2. Methodology	9
3. Results	12
4. Policy implications and recommendations	31
Tables	33
Annex 1: Countries and areas of the Asia Pacific Region	42
Annex 2: Search strategies	43
Annex 3: Interview topic guides	45
References	48
Asia Pacific Observatory on Health Systems and Policies (APO) Publications to date	57

Authorship and acknowledgments

Dr Xiaoyun Liu (China Centre for Health Development Studies, Peking University), Anna Zhu (Global Health Research Center, Duke Kunshan University) and Professor Shenglan Tang (Global Health Research Center, Duke Kunshan University) authored this policy brief.

The authors acknowledge funding from the Asia Pacific Observatory on Health Systems and Policies. We would like to acknowledge our collaborators from Peking University (China), Hanoi University of Public Health (Viet Nam), and the National Institute of Public Health (Cambodia) for their support.

We are also grateful to all the participants for giving their time and sharing their valuable knowledge and information with us.

Finally, we would like to thank Tim Martineau from Liverpool School of Tropical Medicine, Professor Abu Abdullah and Qian Long from Duke Kunshan University, Dr Andrew Cassels from Graduate Institute Geneva, Professor Arie Rotem from University of New South Wales and Professor James Buchan from University of Sydney for their valuable comments on an earlier draft of the policy brief.

Acronyms and abbreviations

GBD	global burden of disease
GDP	gross domestic product
GMIS	Government Midwifery Incentive Scheme
GP	general practitioner
HEF	health equity fund
HRH	human resources for health
IDI	in-depth interview
LMICs	low- and middle-income countries
M&E	monitoring and evaluation
MDGs	Millennium Development Goals
MPA	minimum package of activities
MRBS	mandatory rural bonded scholarship
NCD	noncommunicable disease
NGO	nongovernmental organization
NHFPC	National Health and Family Planning Commission (of China)
ODA	Official Development Assistance
SDGs	Sustainable Development Goals
UHC	universal health coverage
WHO	World Health Organization

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_25779

