

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

Workshop on Human Resources for Health
and Migration

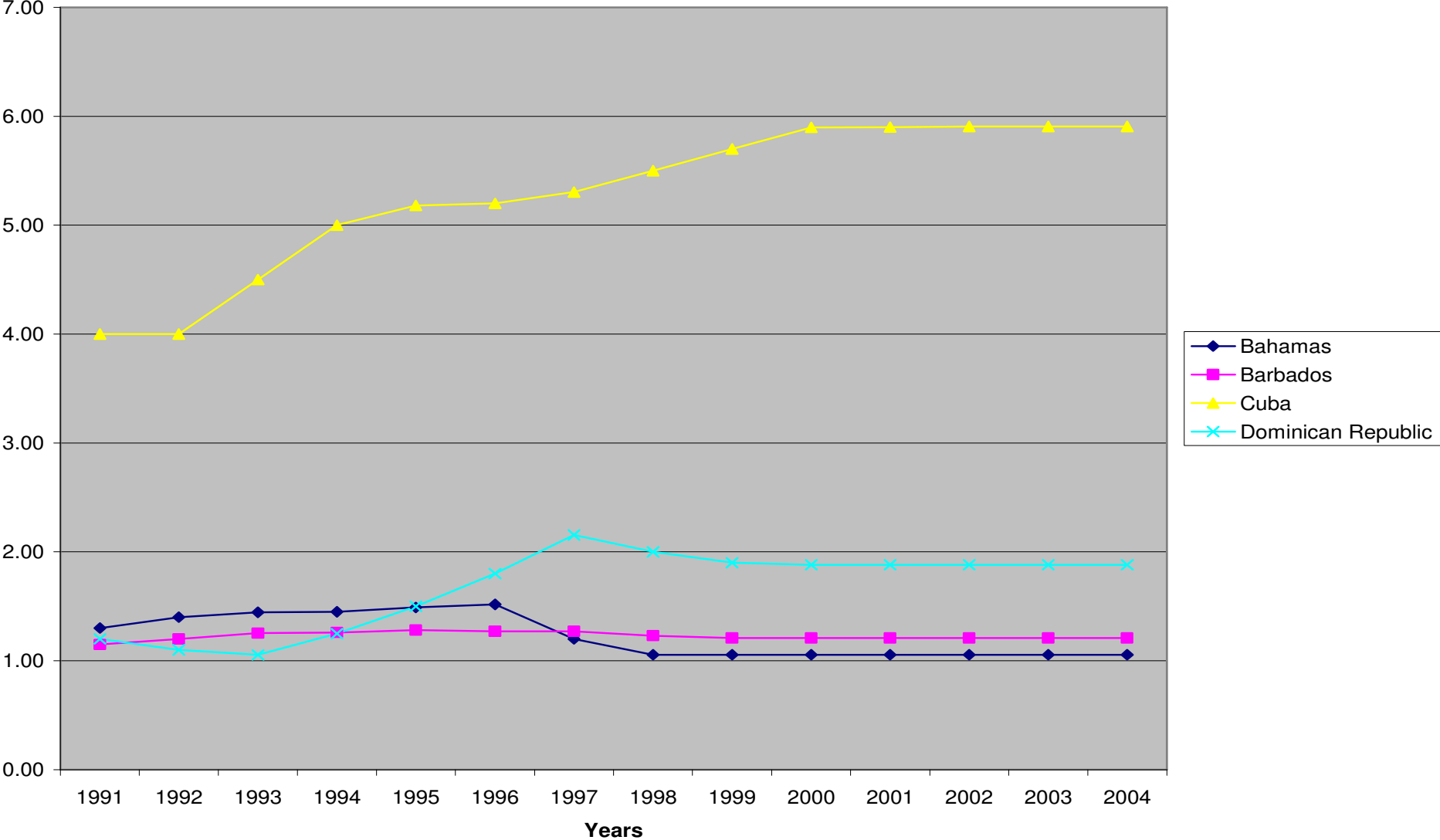
University of Sussex

16-17 May, 2007

Elizabeth Thomas-Hope
University of the West Indies

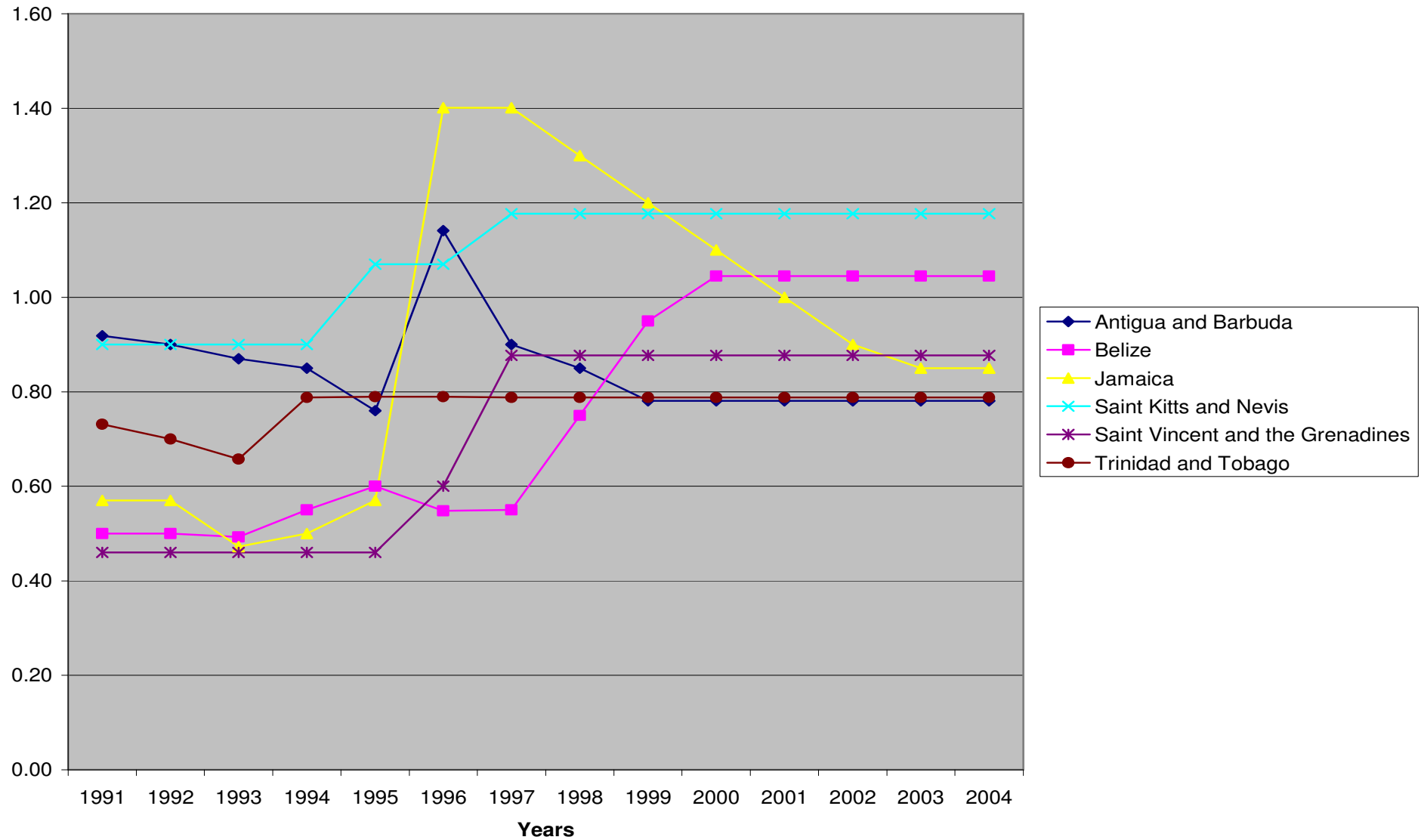
Variability in the Caribbean in the number of
physicians per 1,000 people

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



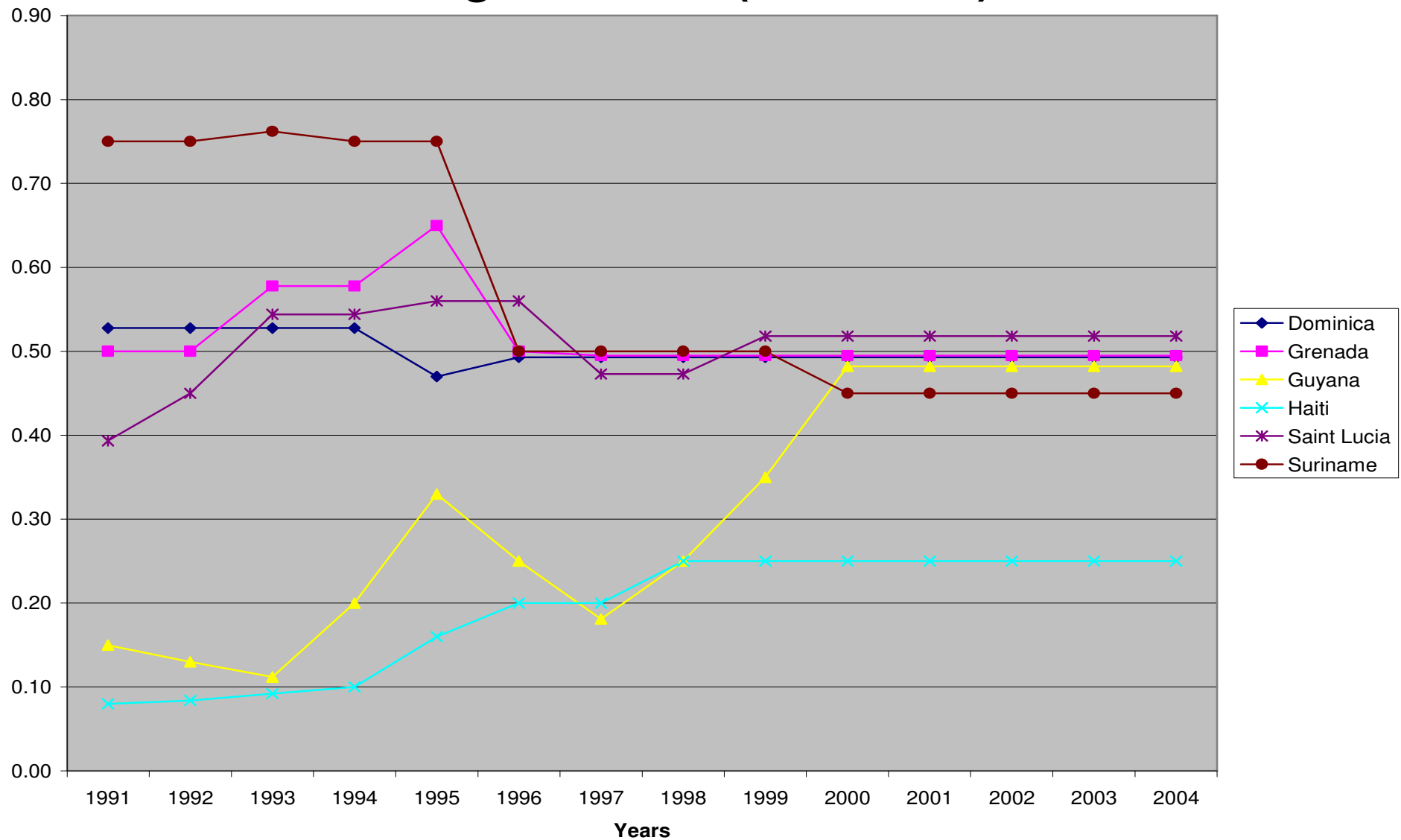
Source: A. Bhargava and F. Docquier. A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version.

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



Source: A. Bhargava and F. Docquier. A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version.

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

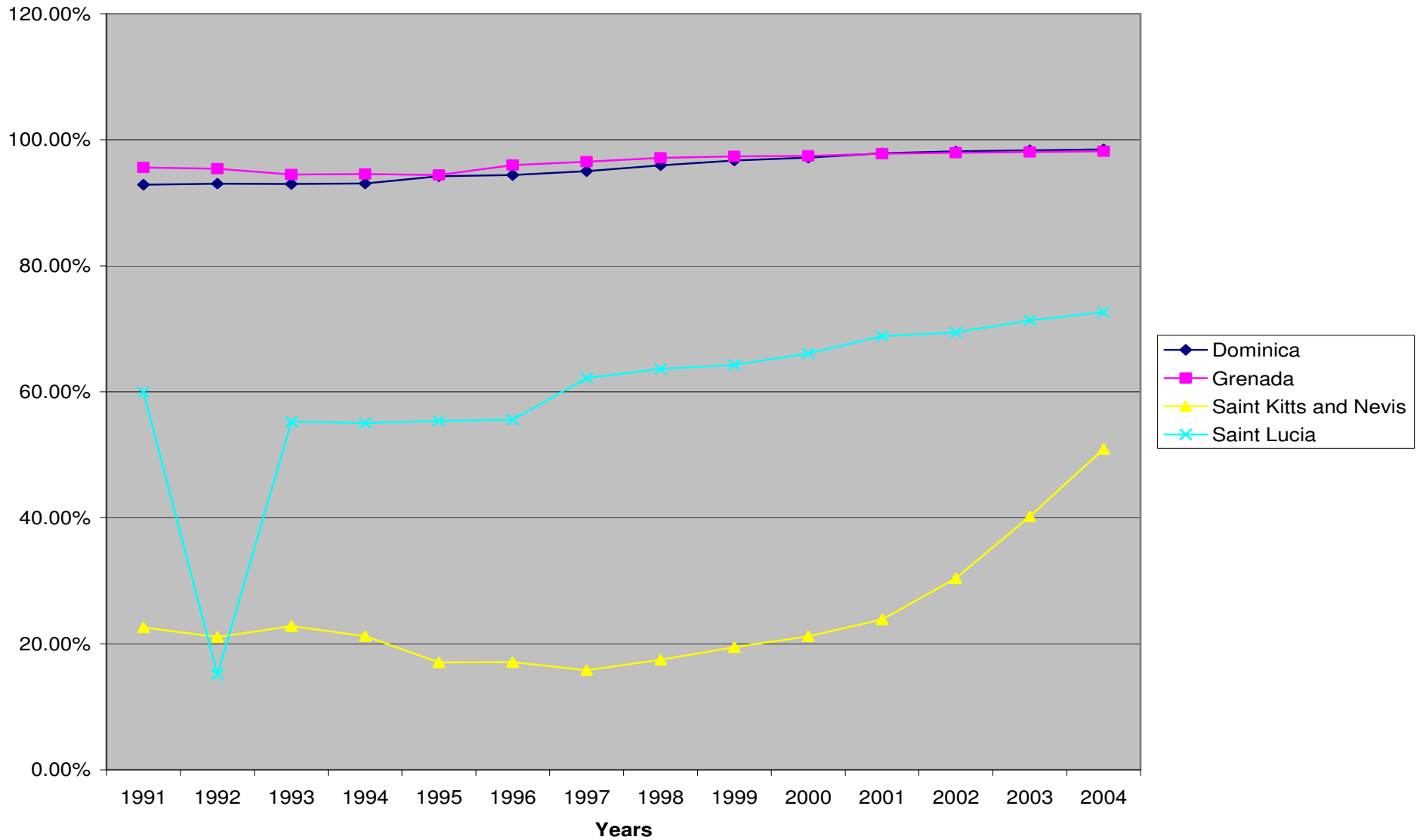


Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

Physicians living abroad by country of birth

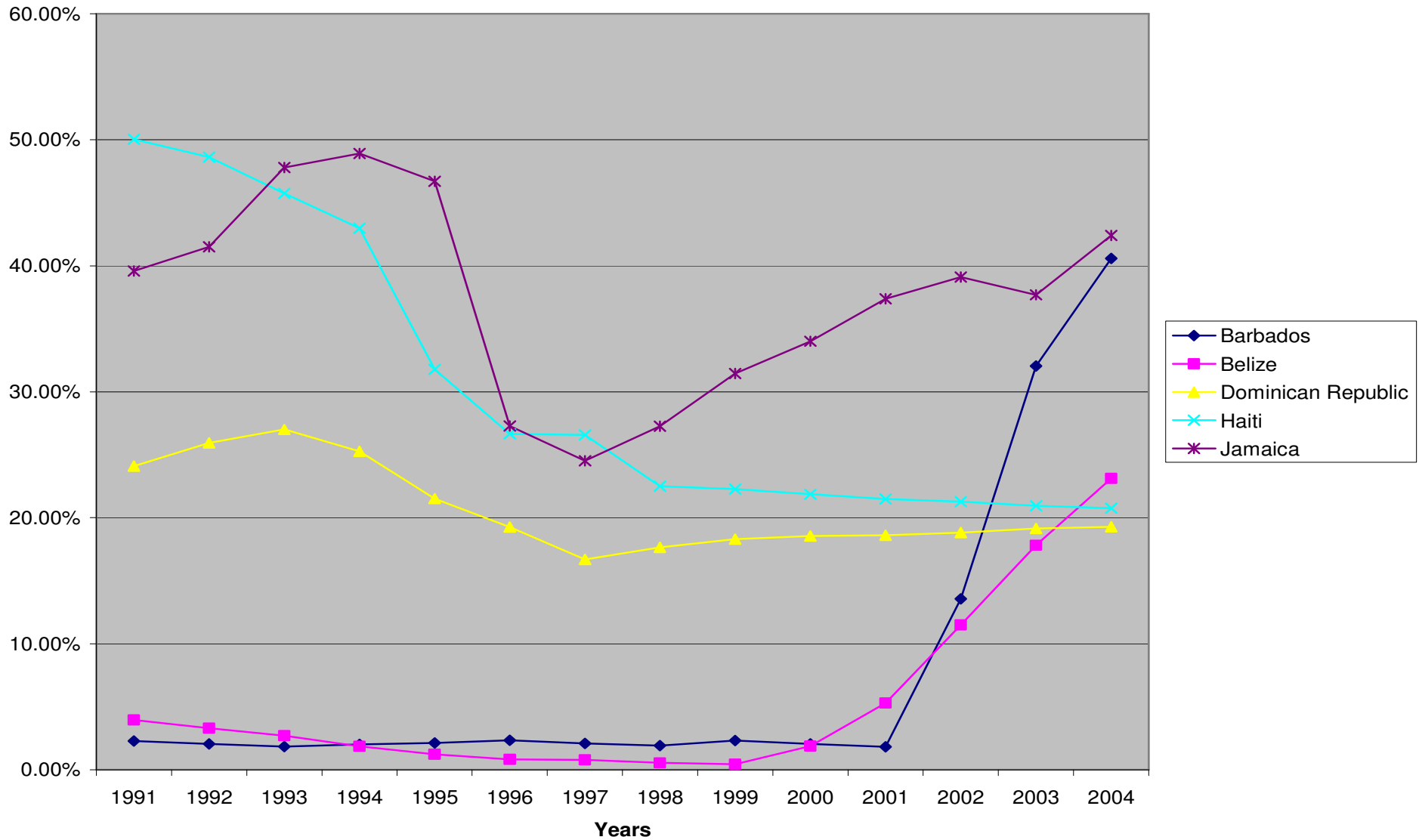
(percentages of the total number of physicians by
country of birth)

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



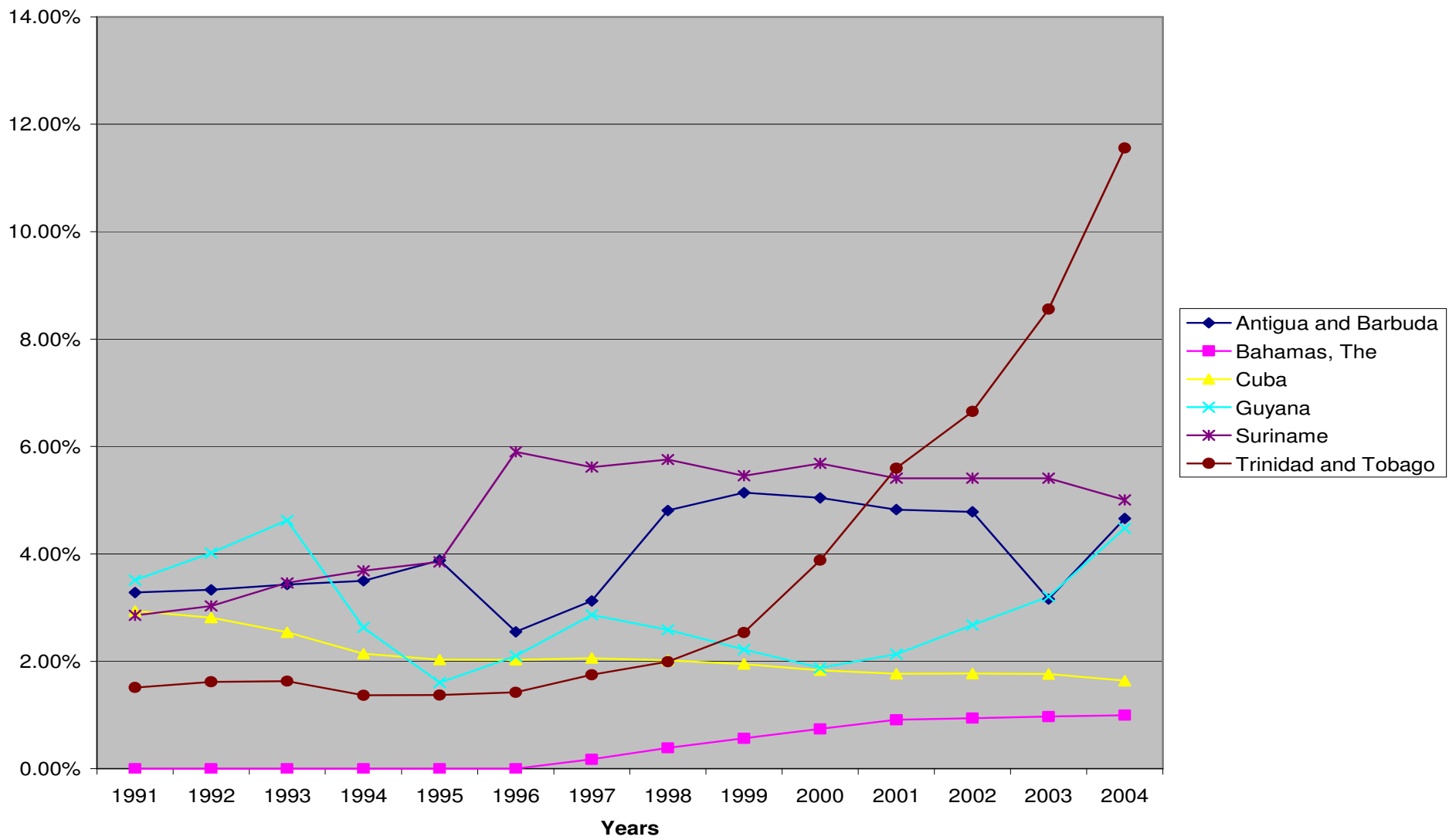
Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

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



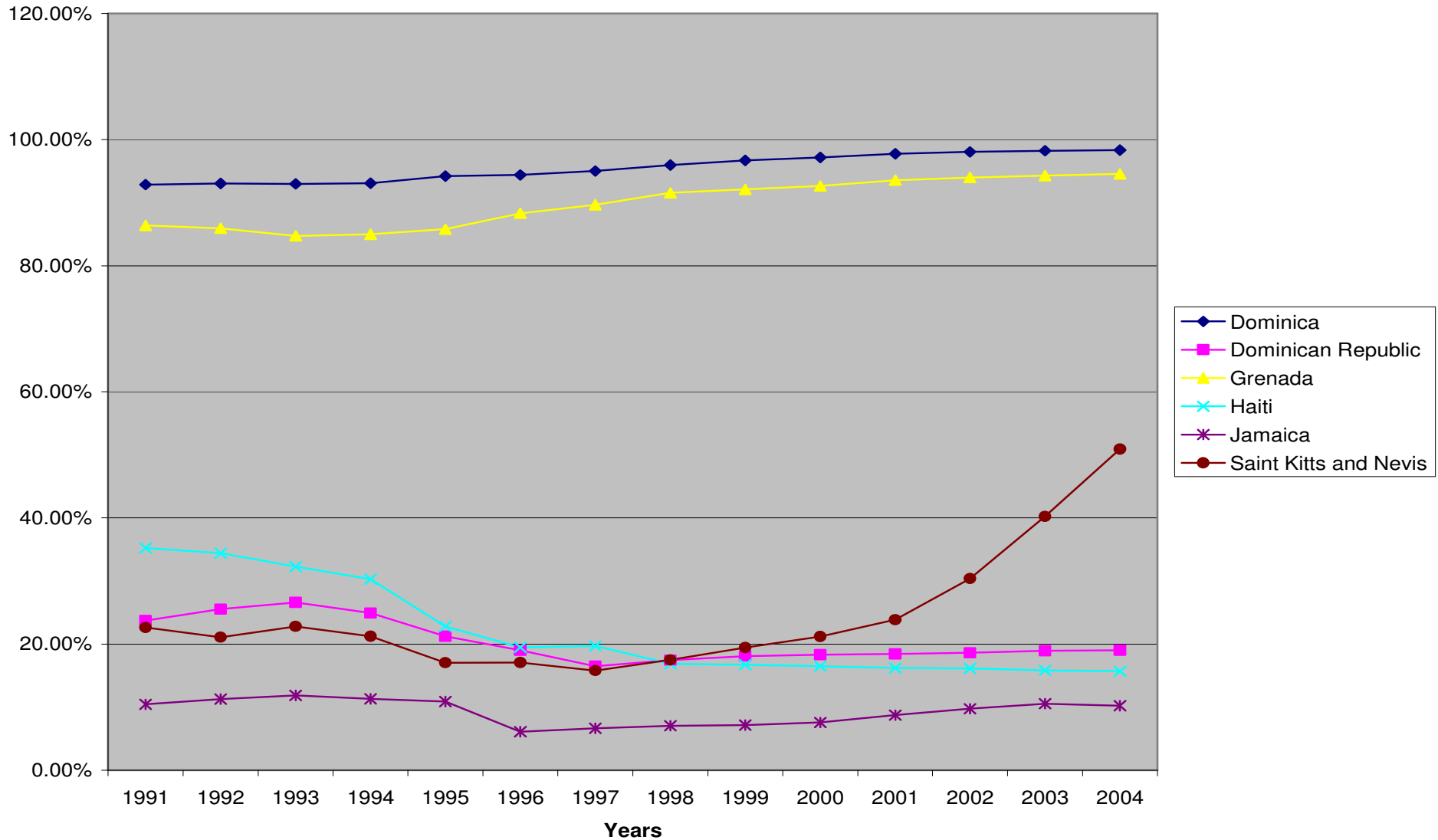
Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

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



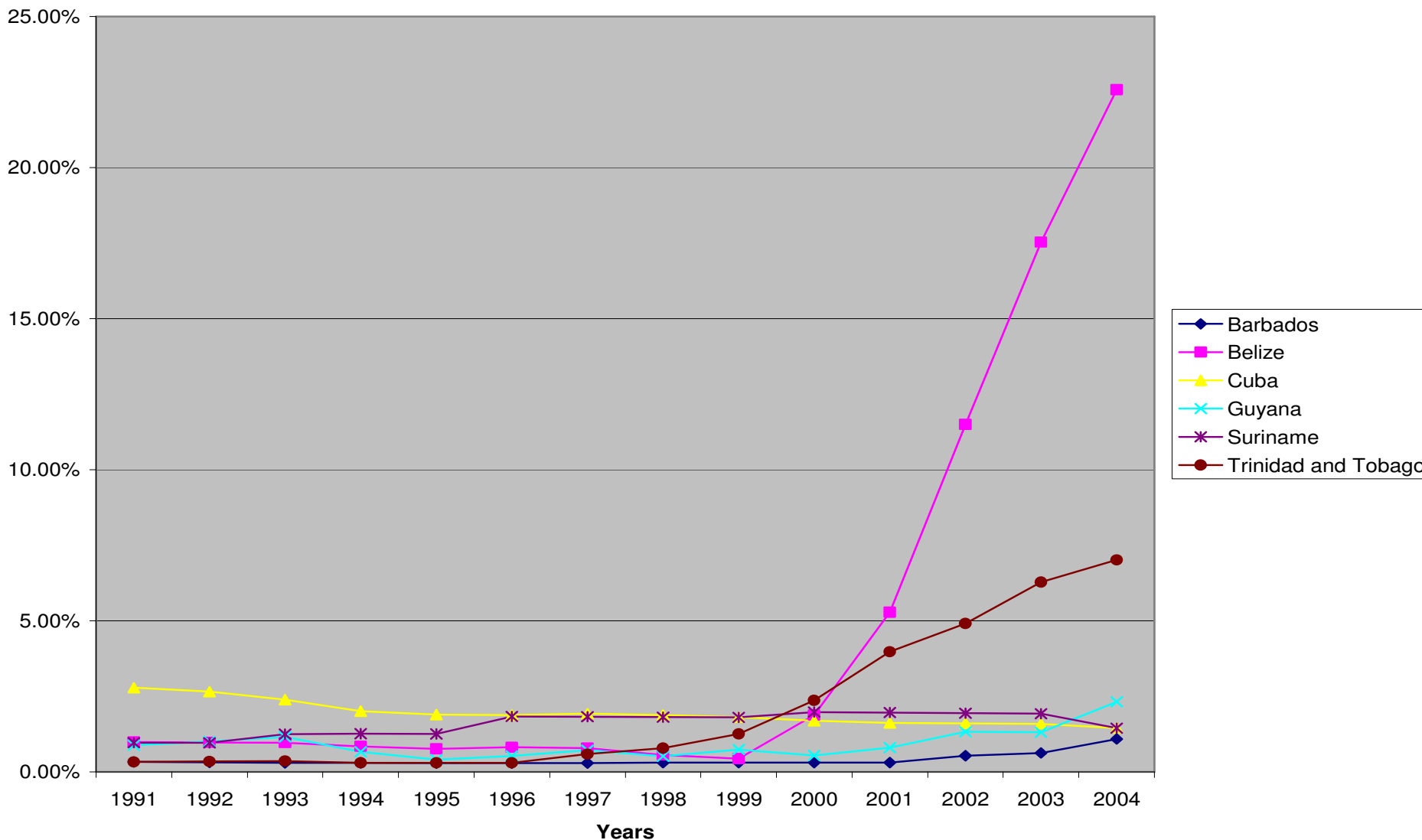
Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

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



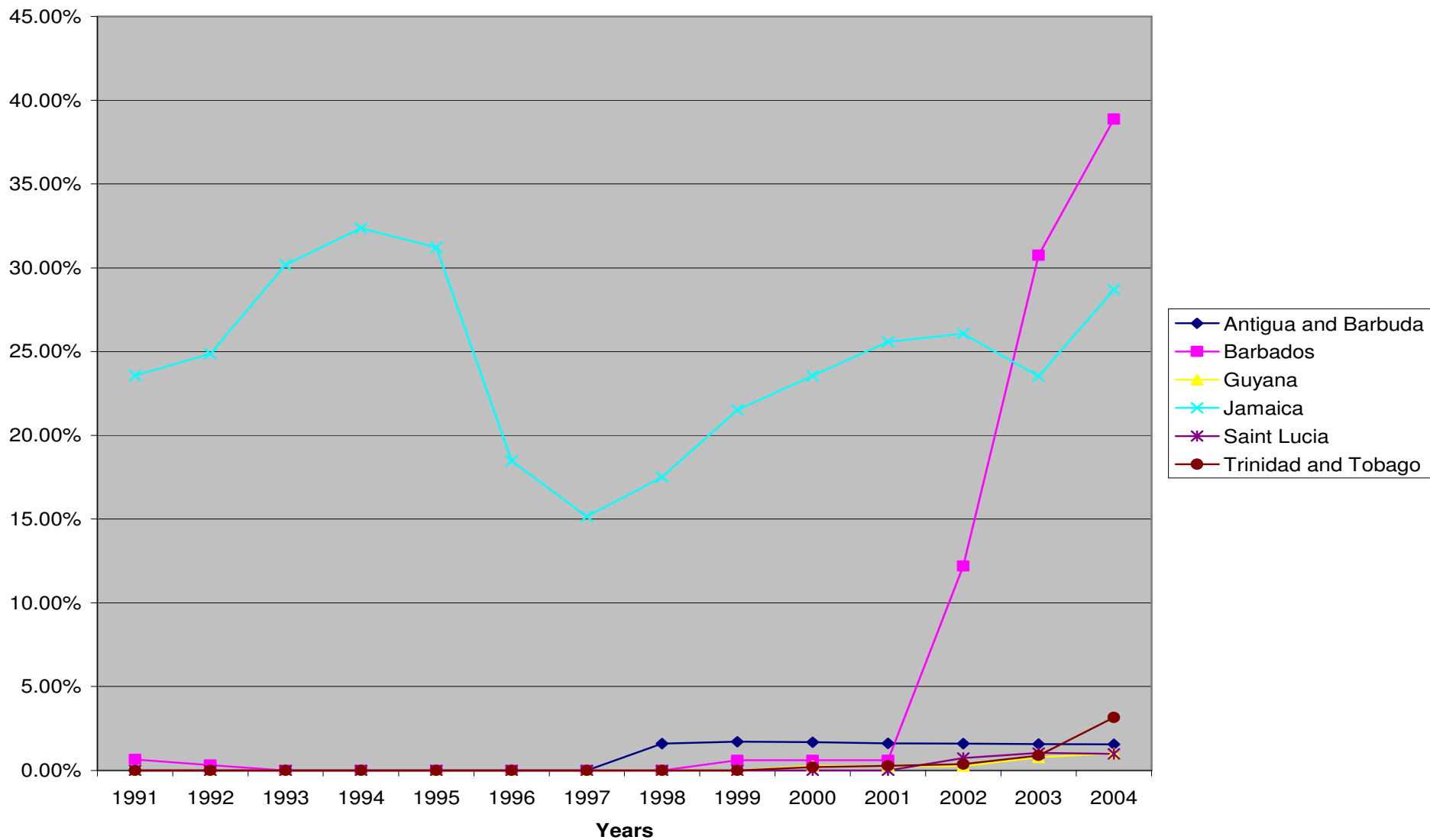
Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

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



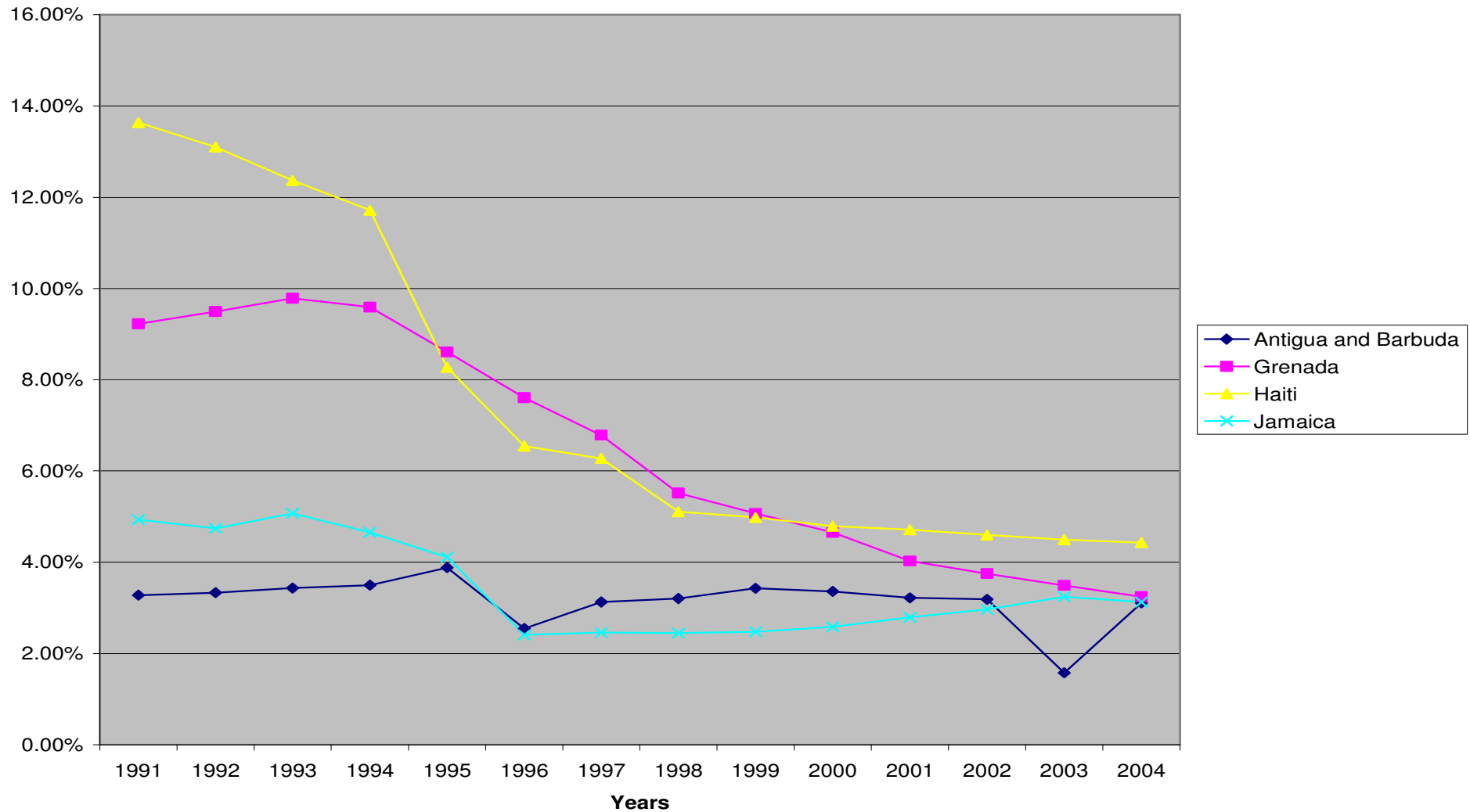
Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

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



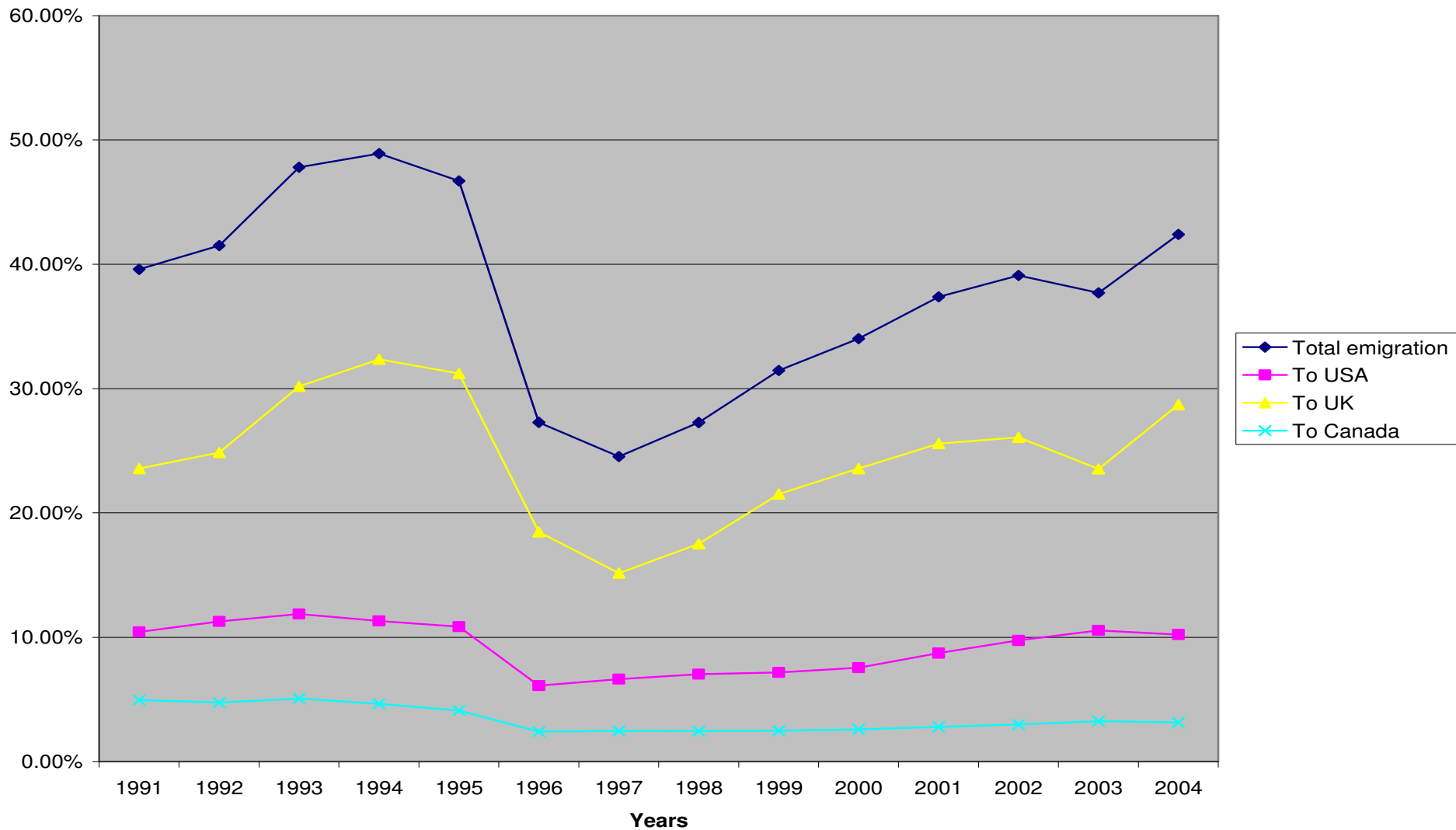
Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

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



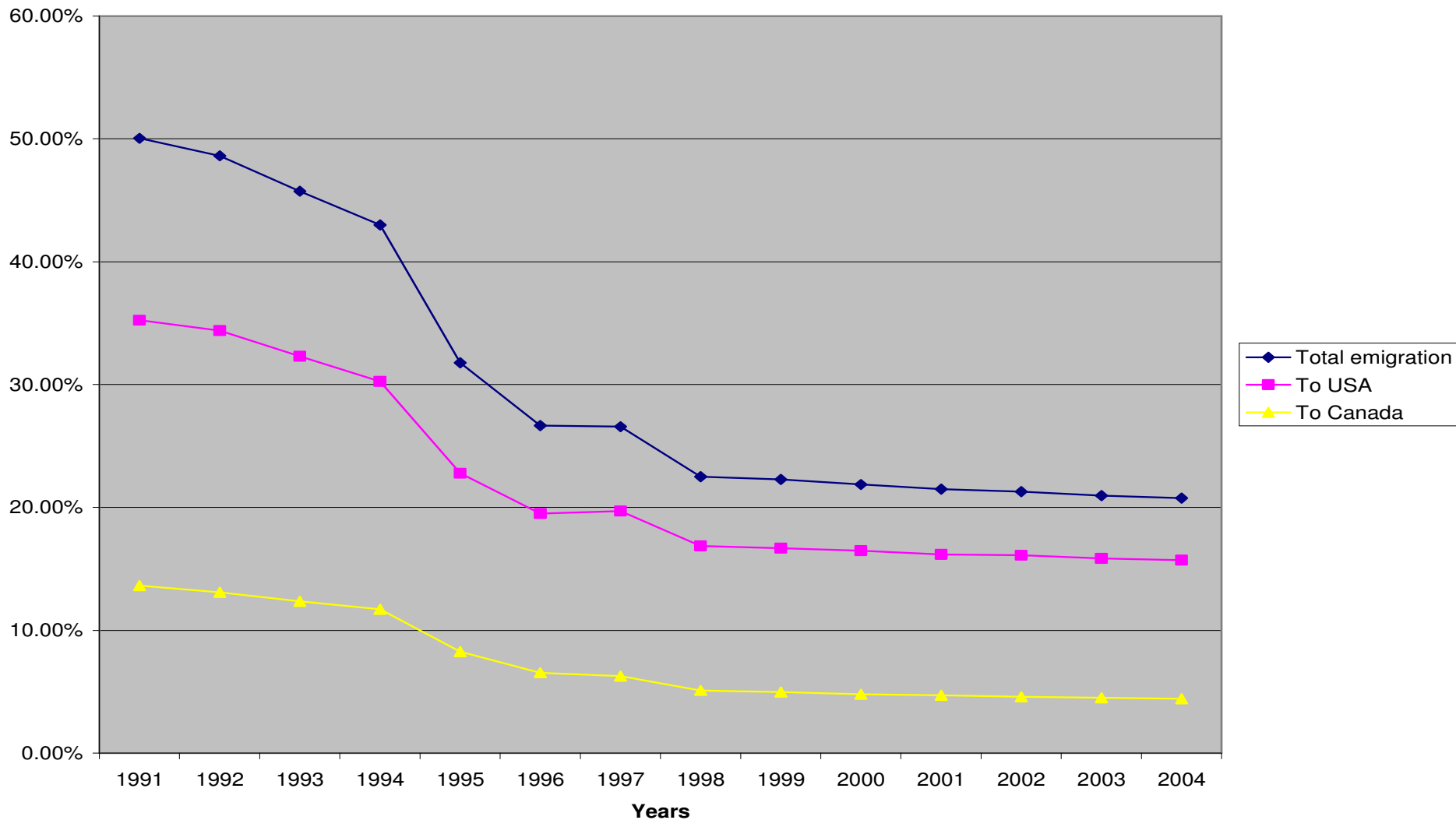
Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

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



Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

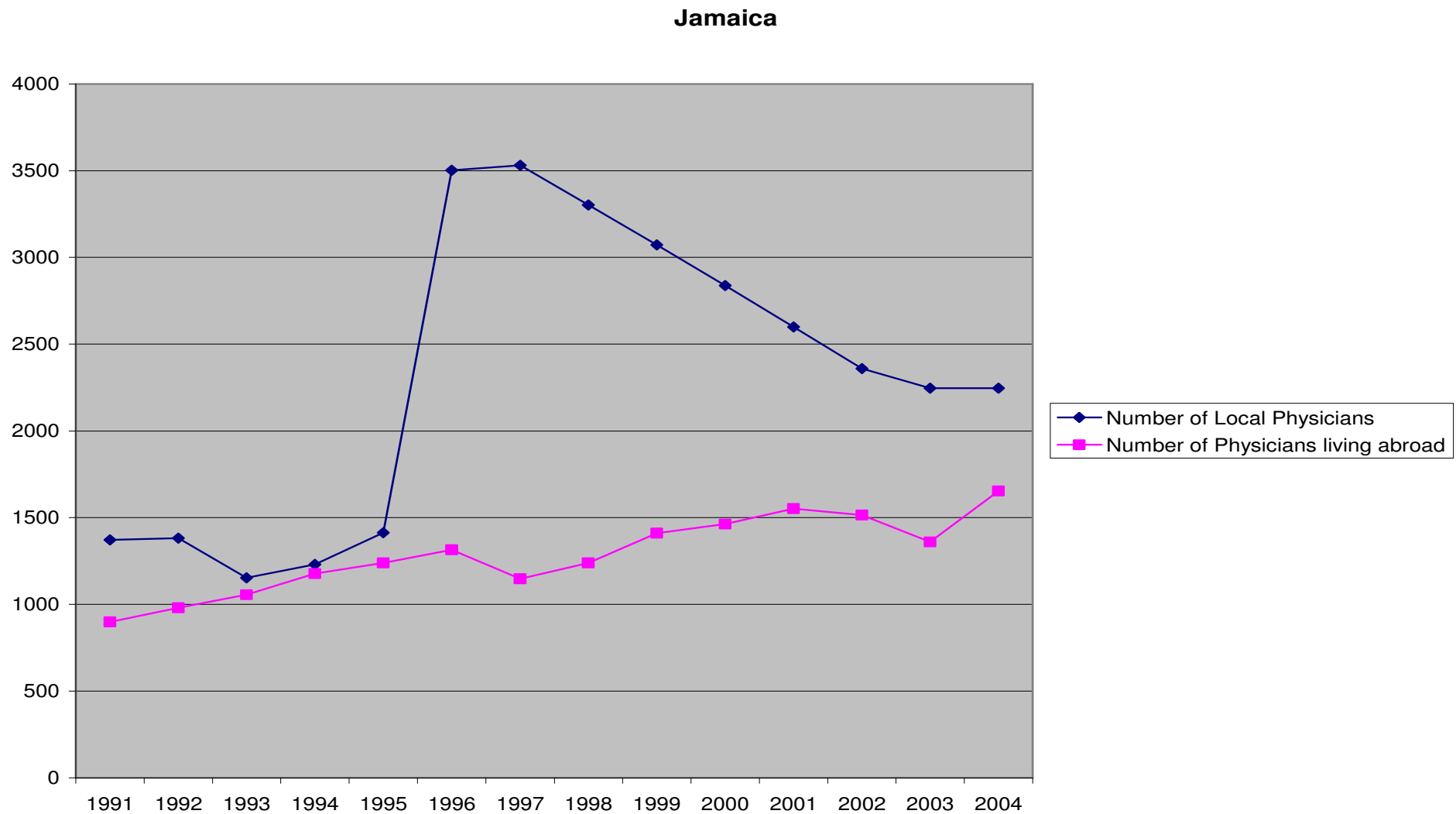
Percentage of Haitian physicians migrating to selected destinations from 1991 to 2004



Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version

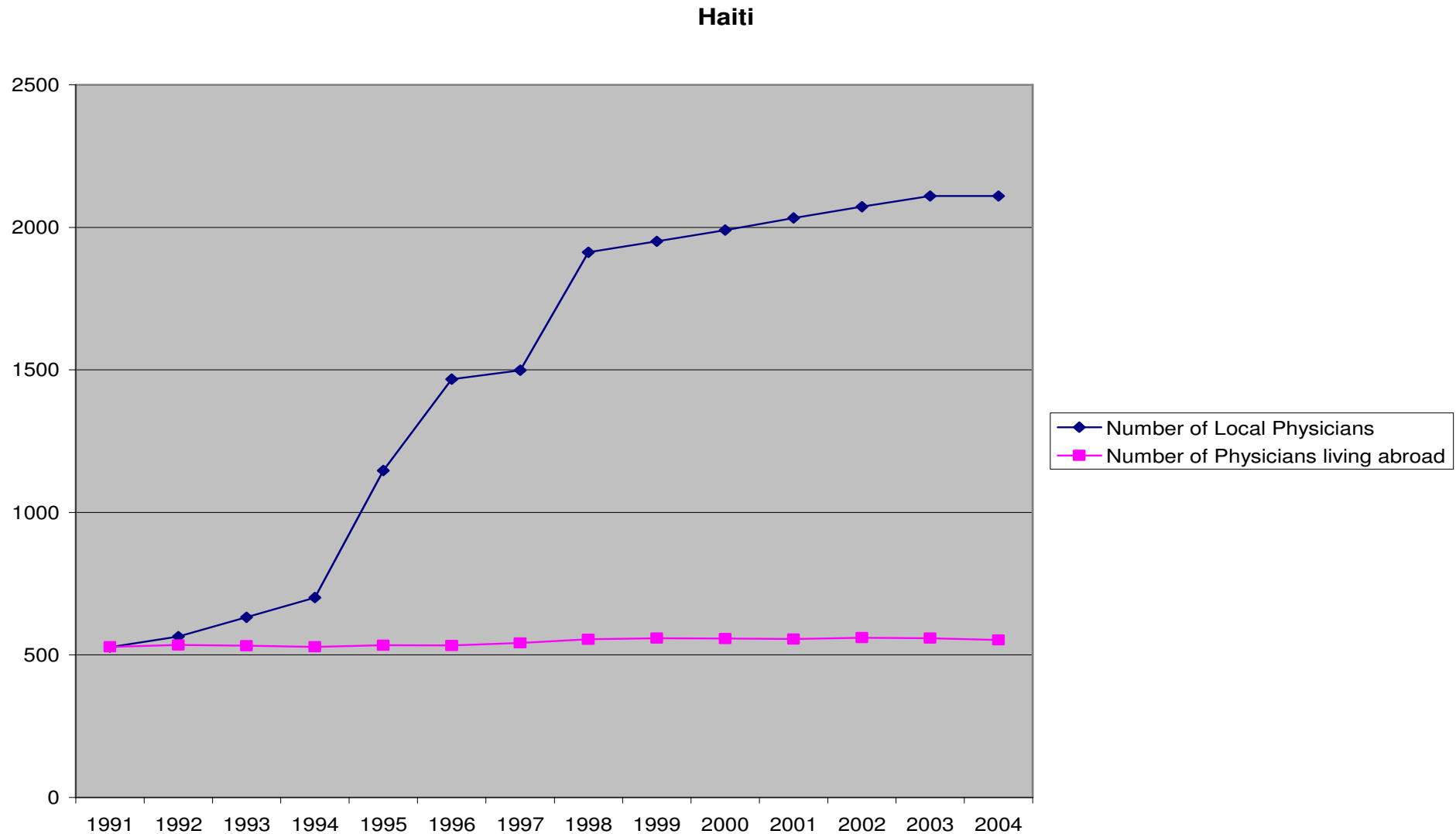
- Replacement of Physicians

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



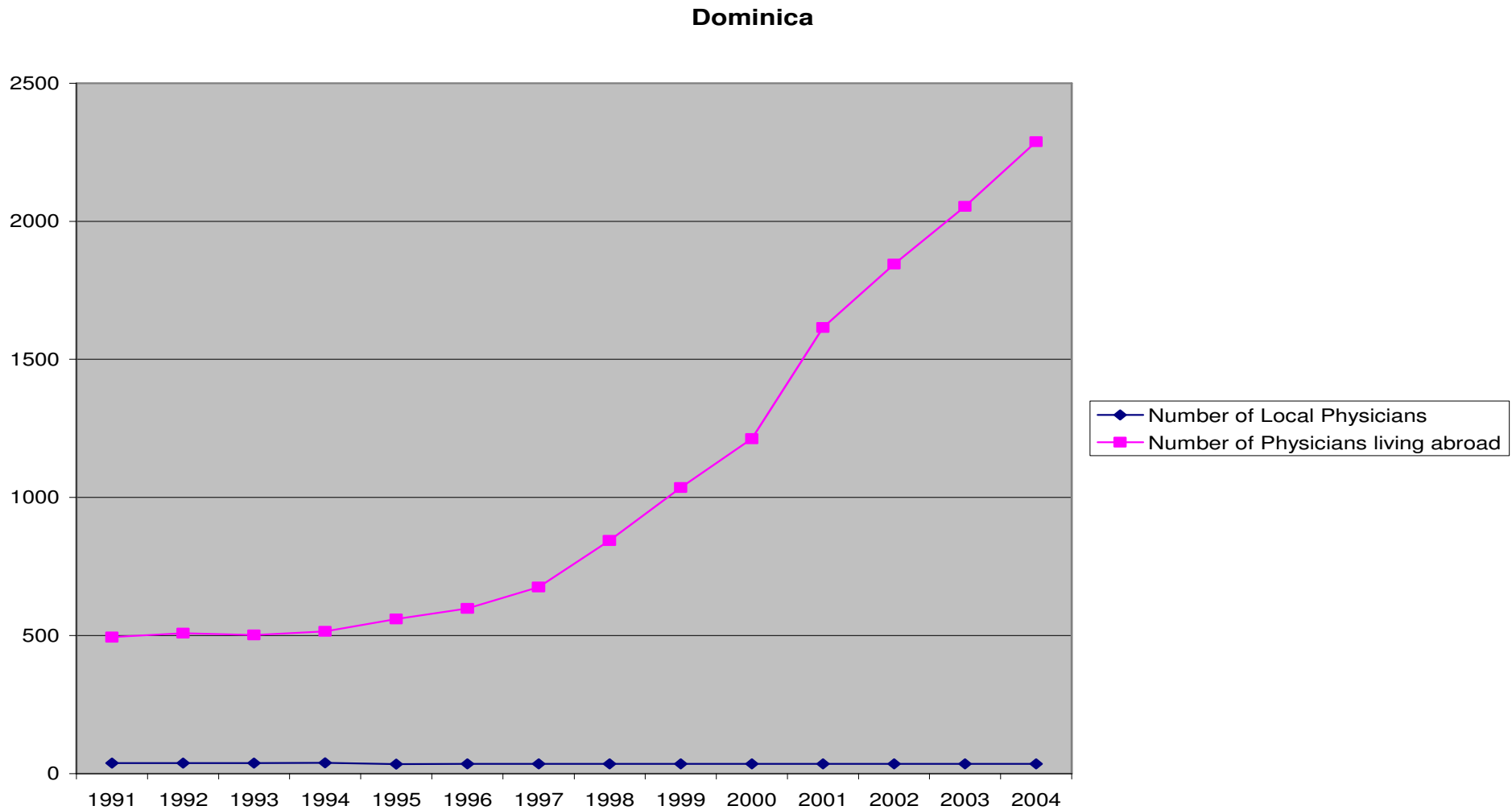
Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version, A. Bhargava and F. Docquier. http://www.ires.ucl.ac.be/CSSSP/home_pa_pers/docquier/oxlight.htm

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



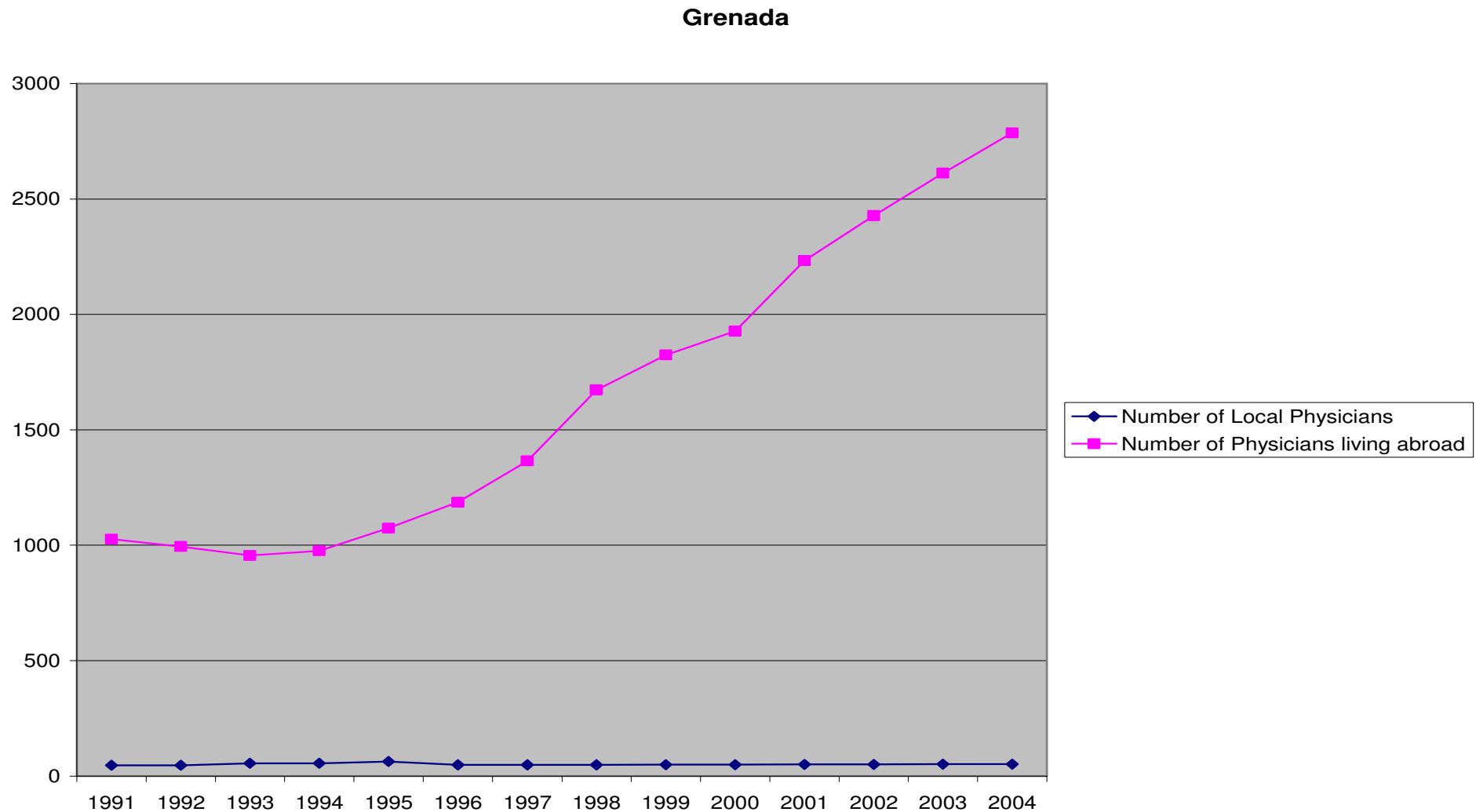
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Comparison between the numbers of local Physicians and those living abroad for Dominica from 1991 to 2004



Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version, A. Bhargava and F. Docquier. http://www.ires.ucl.ac.be/CSSSP/home_pa_pers/docquier/oxlight.htm

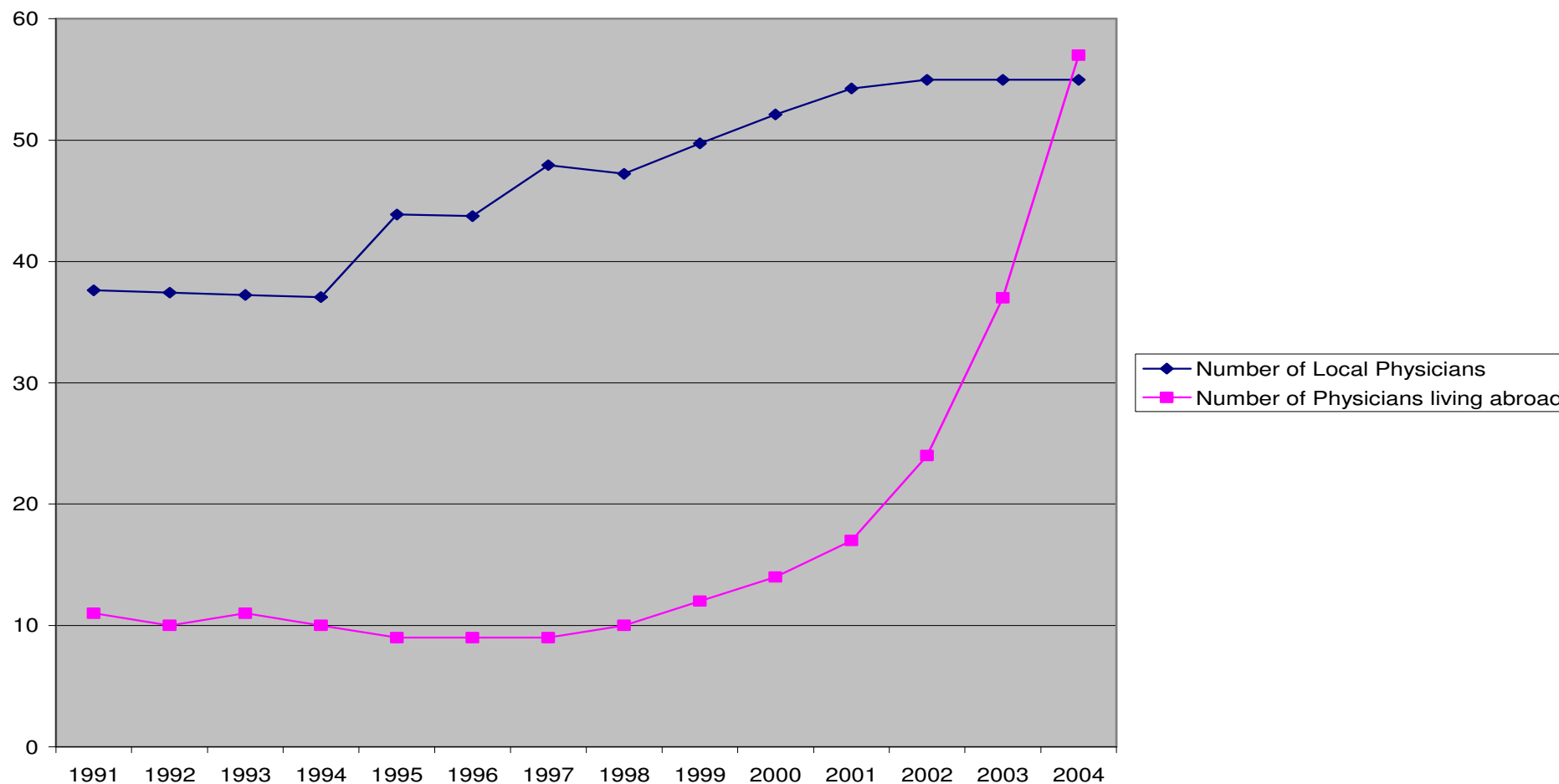
Comparison between the numbers of local Physicians and those living abroad for Grenada from 1991 to 2004



Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version, A. Bhargava and F. Docquier. http://www.ires.ucl.ac.be/CSSSP/home_pa_pers/docquier/oxlight.htm

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

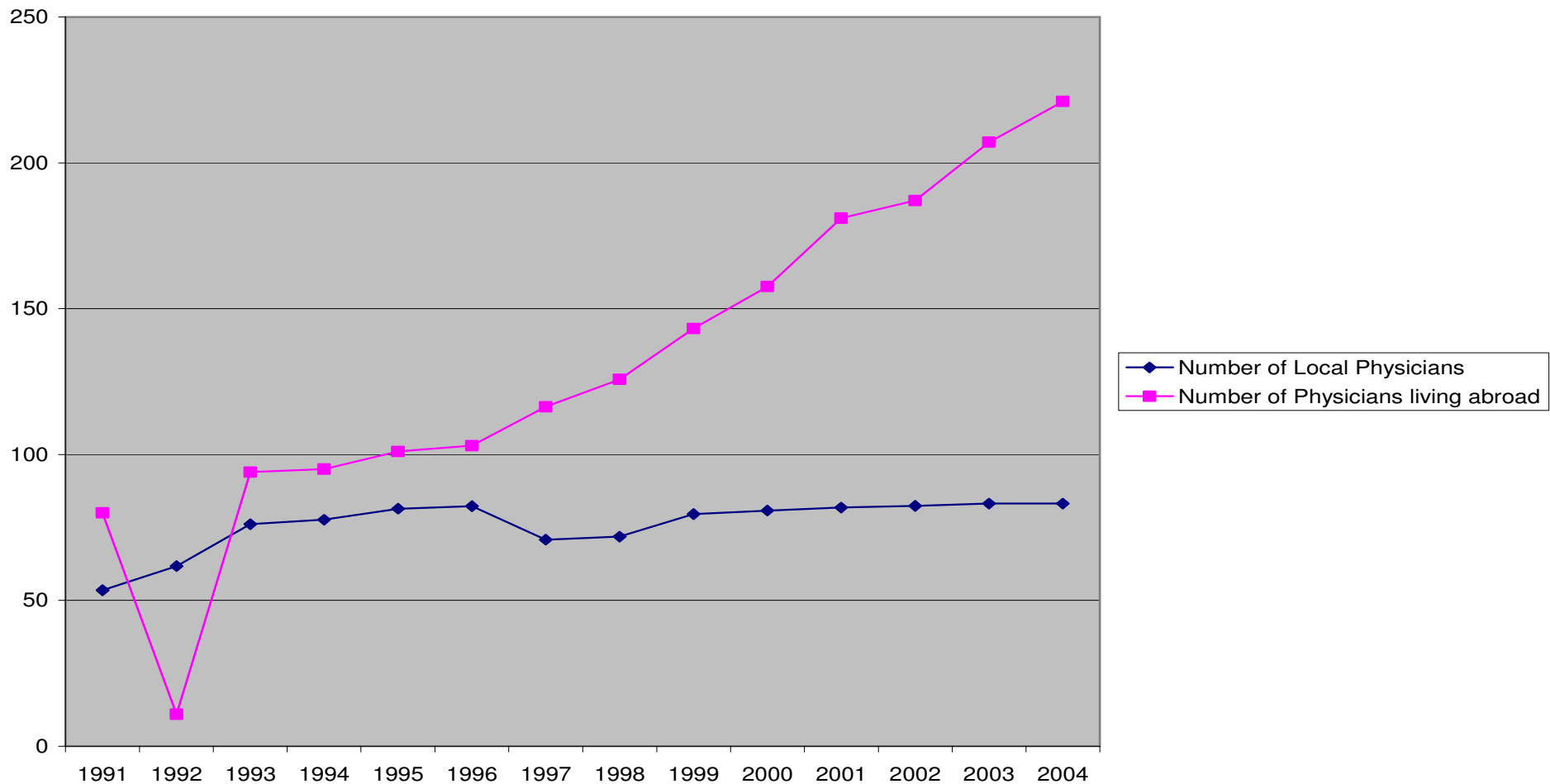
St. Kitts and Nevis



Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version, A. Bhargava and F. Docquier. http://www.ires.ucl.ac.be/CSSSP/home_pa_pers/docquier/oxlight.htm

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

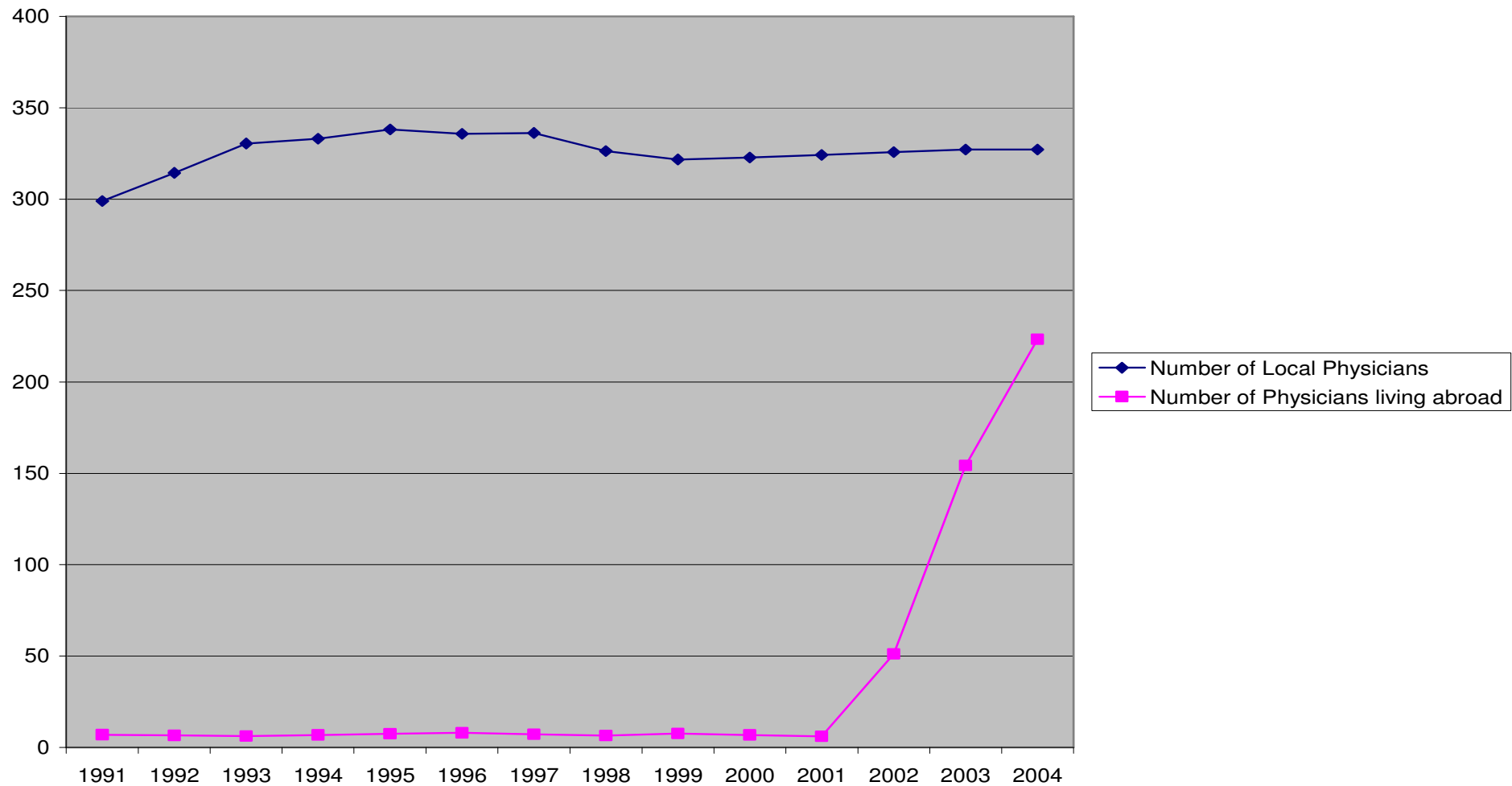
St. Lucia



Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version, A. Bhargava and F. Docquier. http://www.ires.ucl.ac.be/CSSSP/home_pa_pers/docquier/oxlight.htm

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

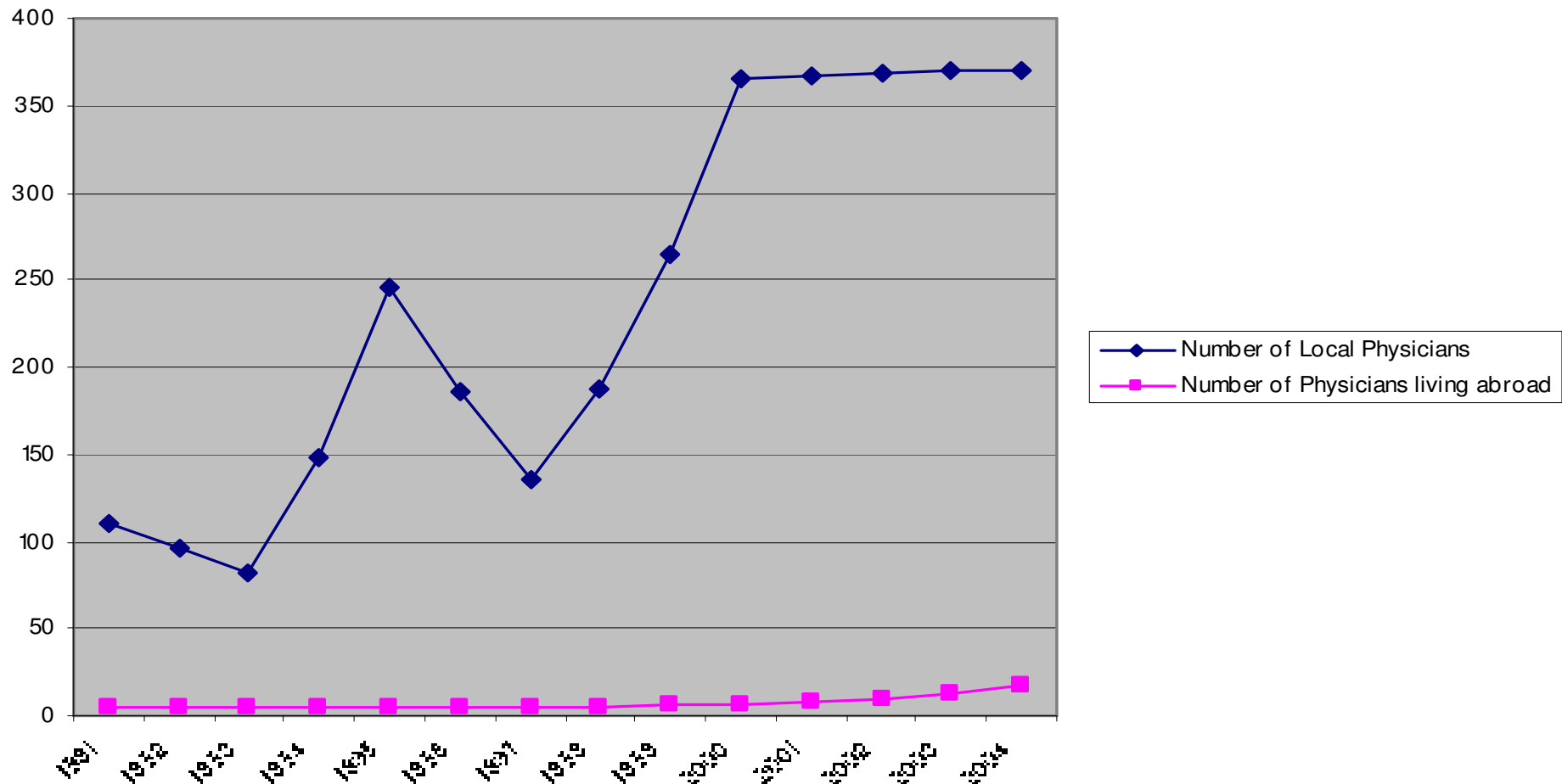
Barbados



Source: A New Panel Data Set on Physicians' Emigration Rates (1991-2004). Preliminary Version, A. Bhargava and F. Docquier. http://www.ires.ucl.ac.be/CSSSP/home_pa_pers/docquier/oxlight.htm

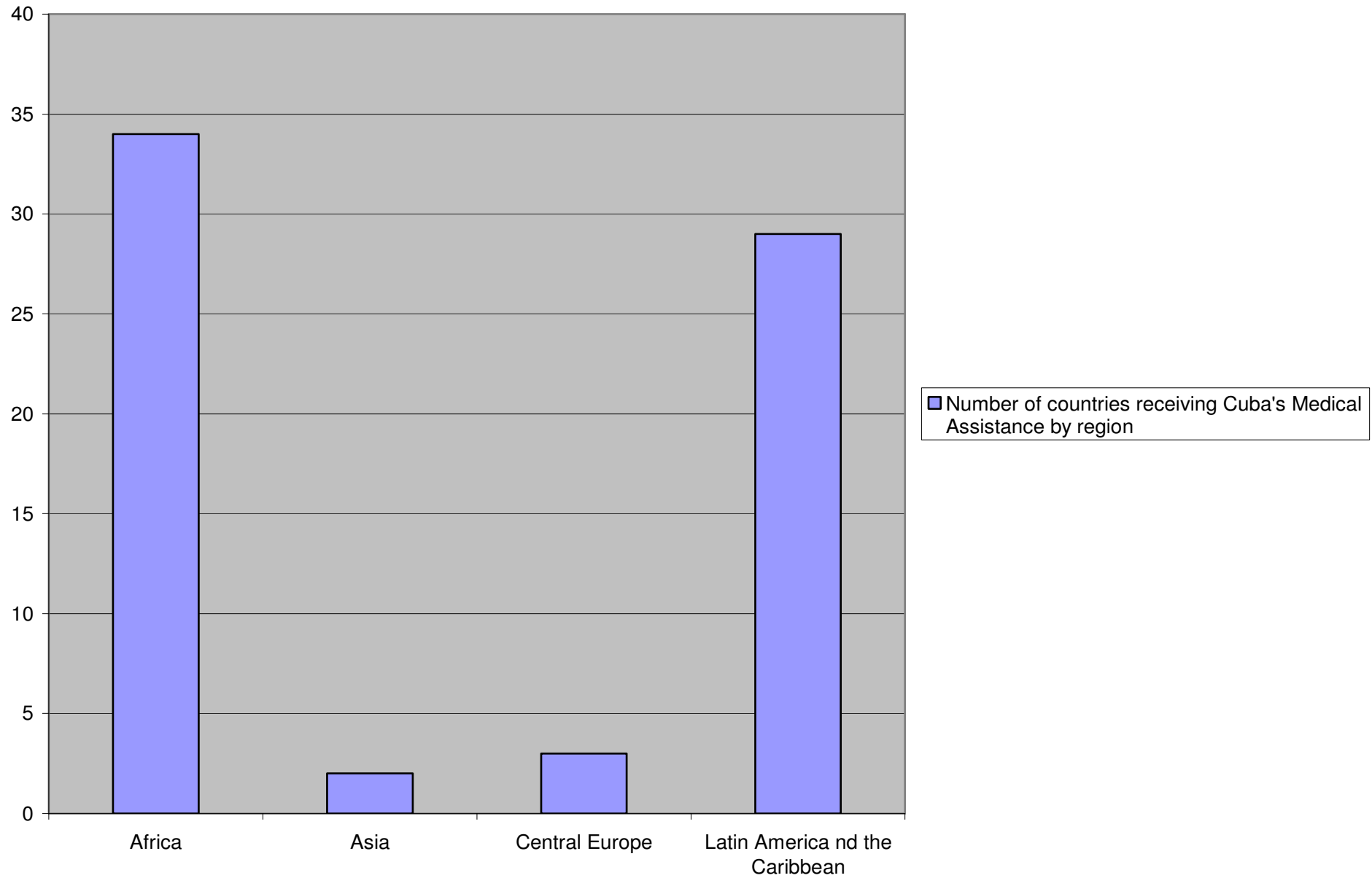
Comparison between the numbers of local Physicians and those living abroad for Guyana from 1991 to 2004

Guyana



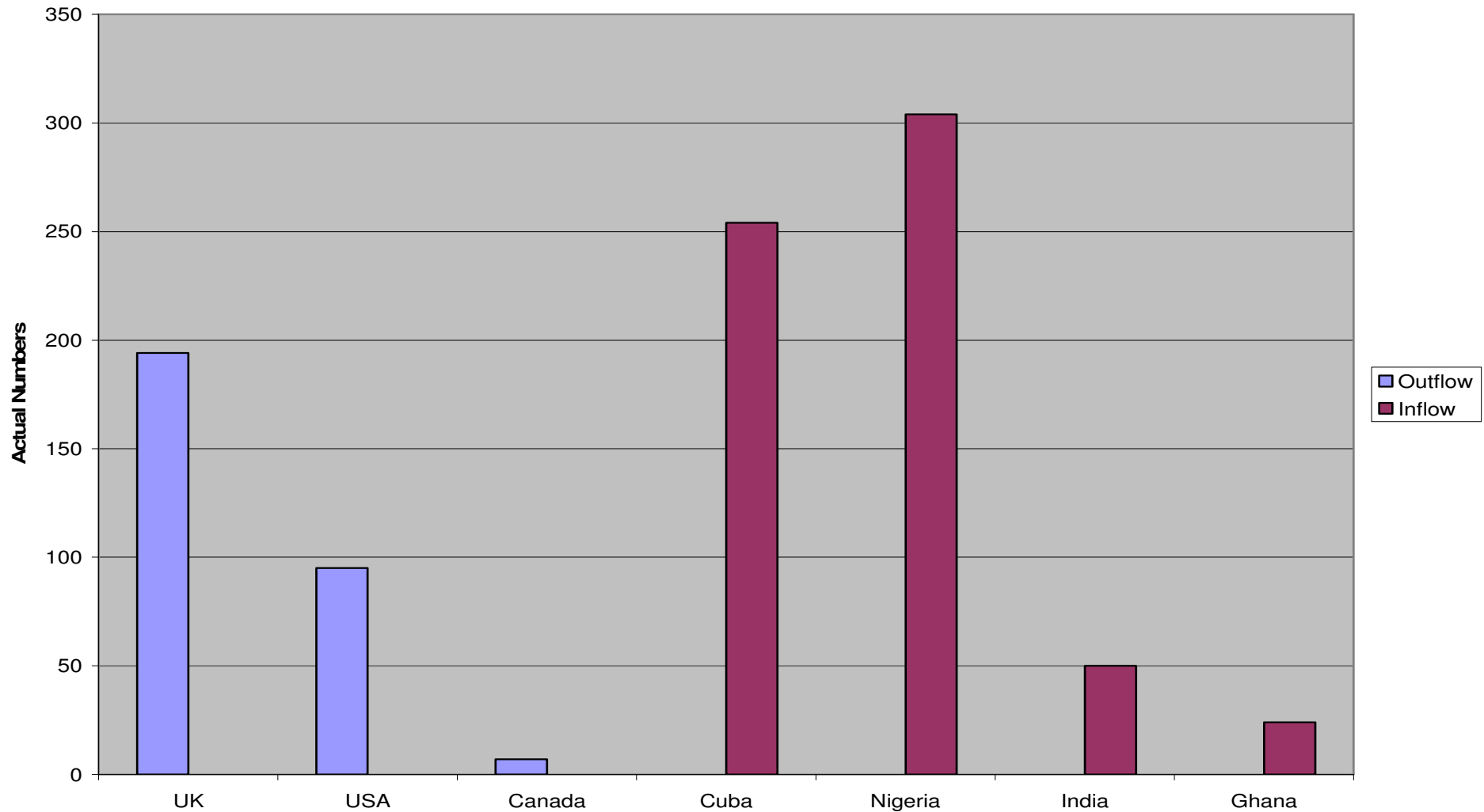
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Movement of Cuban Health Professionals to other countries by region



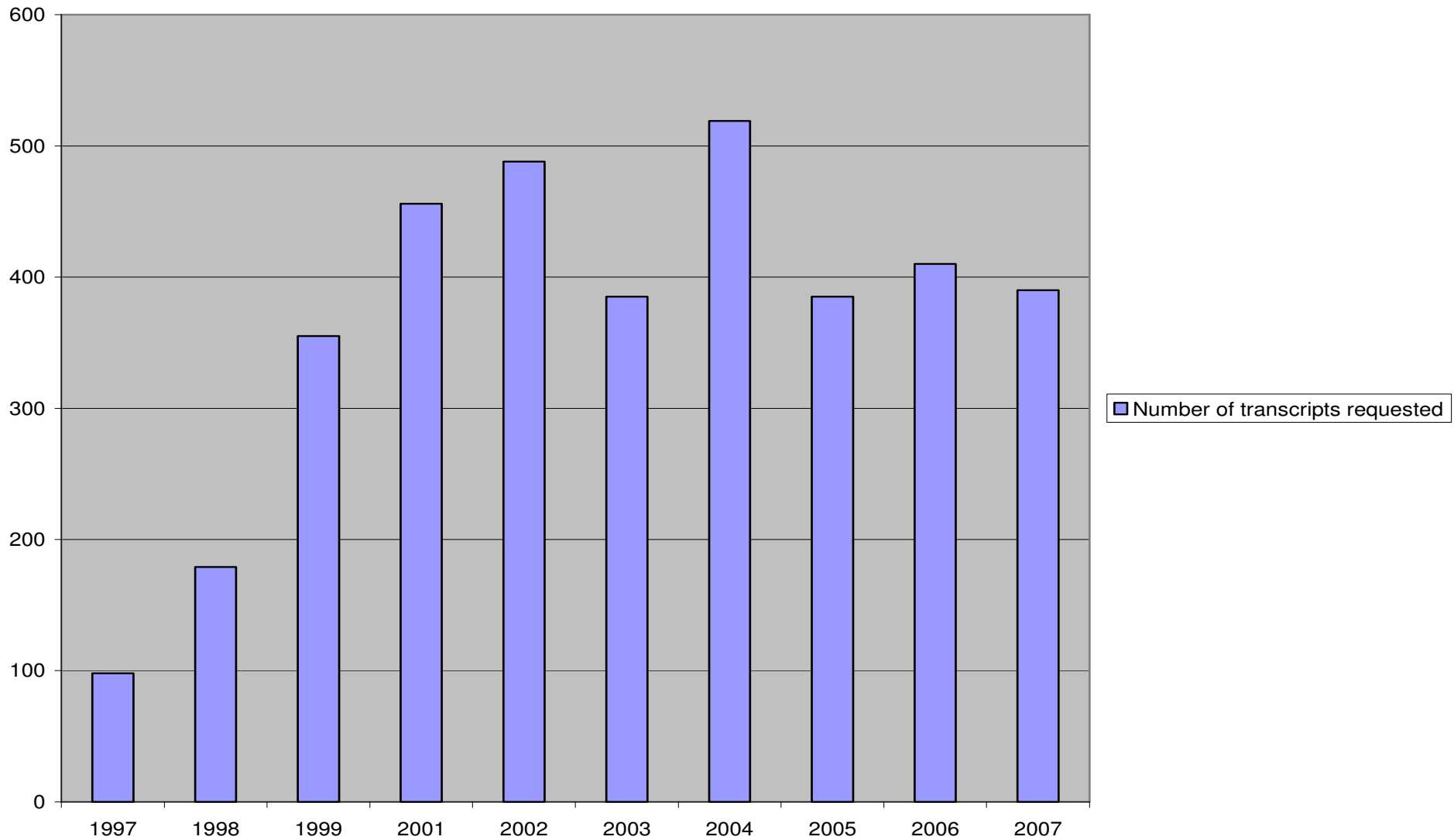
- Outflows and inflows of nurses

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](http://www.academyhealth.org/international/nursemigration/256,1,International%20Nursing%20Migration)

Number of nurses requesting transcripts from the Nursing Council of Jamaica (April 1996 to March 2007)



Source: Nursing Council of Jamaica

Nurse Vacancy Rates (July 2005)

Antigua & B	17.5%
Barbados	20.6
Dominica	6
Grenada	4
Jamaica	58.3
St Kitts & Nevis	26
St Lucia	4
St Vincent & G	15.7
Trinidad & T	53.2

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 +