

ABSTRACT

Human resources for health is one of the health system building blocks which is crucial to achieve Universal Health Coverage. Without sufficient workforce, it is impossible to fulfill the Sustainable Development Goal 3. There is a huge gap of human resources for health not only in Myanmar but also across the world. This study was conducted to identify human resources for health gap and factors influencing intention and challenges to stay in Chin State.

A cross-sectional descriptive study with mixed method was used. There were 451 respondents for quantitative study from three townships of Chin State; 210 from hospital side and 241 from public health side. For qualitative study, 28 respondents were selected from above participants. Chi-square test, bivariate analysis and multiple logistic regression were used for statistical analysis. Intention to stay was found to be associated with residence of the respondents (9.2 odds), living with family at current job location (9.5 odds), perceived security of the respondents (11.5 odds) and agreement of the respondents' family to serve in Chin State (42.5 odds). From In-Depth Interview, the most mentioned difficulties were transportation, inadequate equipment and medicines, inadequate housing or improper housing condition and language barrier. Almost all of the respondents preferred to get more regional allowance. Strengths and benefits of serving in Chin State were getting more work experience, getting regional allowance and having a chance to work at his native township. Other suggested factors for intention to stay in Chin State were being prioritized in promotion, selection for post-graduate trainings and to have a clear transfer policy for those who served in remote areas.

In order to achieve Universal Health Coverage as a whole country, human resources for health gap in remote areas must also be considered. The actions need to be implemented as much as possible according to the factors influencing intention to stay in remote areas.

Key words: Intention to stay, human resources for health gap, remote areas