

# ONE YOUNG WORLD ACADEMY

## WINNING COURSEWORK

**TITLE:** Identify one factor that is driving the increased likelihood of pandemic outbreaks, and discuss a successful strategy in combating this cause.

**AUTHOR:** Maria Kaneva, UK

The WHO estimated that there will be a shortfall of 18 mln health care workers by 2030, mainly in the low- and lower-middle-income countries (Darzi and Evans, 2016) . LMICs are regions where the epidemic diseases are most likely to originate. Without nurses and other health workers, the epidemic diseases are very likely to scale up to a pandemic level.

Successful policies to combat the issue and bring more nurses to labor supply in developing and developed settings include the following. In both developed and developing settings non-monetary aspects play an essential role in promoting nurses' labor supply (Morris and McGuire, 2002; Shields and Ward, 2001). These are occupational environment, working conditions, job satisfaction, spouse's income, and children (Zurn et al., 2004). Shields and Ward (2001) find that dissatisfaction with working conditions and relationships with colleagues are significant predictors of quitting jobs for nurses. Providing childcare at the workplace can be a successful strategy in retaining nurses. Intrinsic motivation plays a critical role in the job market for nurses. Heyes (2005) demonstrated that other things being equal, a lower-paid nurse that has a vocation will perform better than a higher-paid nurse (so wage increase is likely to attract wrong individuals). The nature of work (daytime vs. nighttime shifts) is often valued higher than the wage paid to nurses. Di Tomasso et al. (2009) found out that nurses in Norway would be more willing to work shifts relative to daytime work for a lower wage than the current one.

Special programs should be initiated at a state or regional level to address the shortage of nurses. For example, to exempt university fees for those students who have already obtained a degree and want to return to universities to retrain to be a nurse. Another important measure introduced in Russia aims to guarantee enough supply of nurses in remote and rural areas. A lump-sum payment of around 15,000 dollars and housing are offered to nurses and doctors who commit to moving to rural settlements and staying there for five years.

Better pay is another motivation for nurses both in LMICs and developed countries. Di Tomasso et al. (2009) estimate the response of supply to wage is inelastic. A 10% increase in wages will result in a 3.3% increase in the supply of RNs.

Governmental policies have to address the brain drain from Africa and Asia to the North, mainly to Europe and the US. Research shows that although the prime reason for migration is better pay, other factors such as political stability in a country and an image of the nursing profession in a society also play crucial roles in migration decisions. Addressing nurse burnout among those who decided to stay in their home countries can also mitigate the brain drain. Finally, bringing peace and security to developed settings can ameliorate current shortages in the nursing profession and secure a pandemic-free future.

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