



Republic of Mozambique
Ministry of Health
Human Resources Directorate

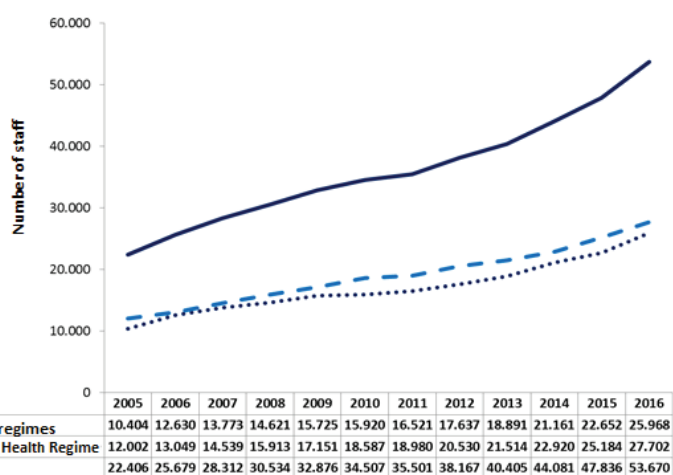
Information about the Human Resources Trends for Health in the National Health Service, 2010 - 2016



Photo: Arturo Sanabria, JSI/SCM

HOW MANY ARE WE?

Evolution of the NHS national Staff by Regime of Careers 2010-2016



Source: MISAU/DRH/eSIP Saúde

Ratios of some professional categories by 100,000 Inhabitants, years 2010, 2013 and 2016

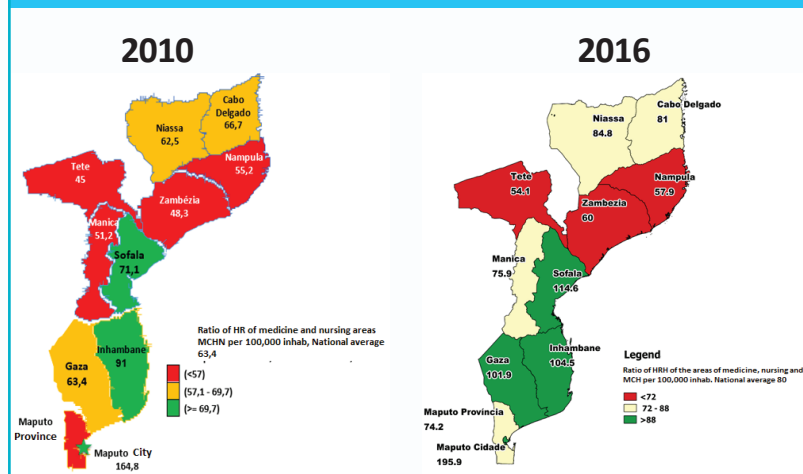
Professionals	2010	2013	2016
Physicians	4,7	5,6	7,7
Nursing	24,0	26,3	28,8
Maternal and Child Health Nursing *	44,0	41,3	50,4
Laboratory	5,3	5,9	6,8
Pharmacy	5,3	5,9	7,6
Preventive Medicine	5,7	6,2	8,1

Source: MISAU/DRH/eSIP Saúde



Photo: Arturo Sanabria, JSI/SCM

Ratio of national and foreigner staff of medicine, nursing, and MCHN areas by 100,000 Inhabitants, 2010 and 2016

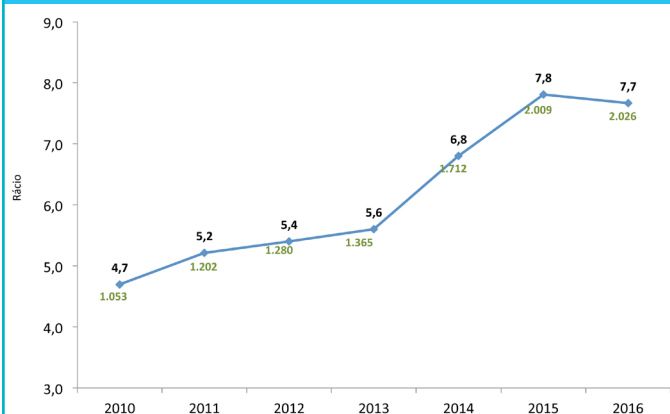


Source: MISAU/DRH/eSIP Saúde



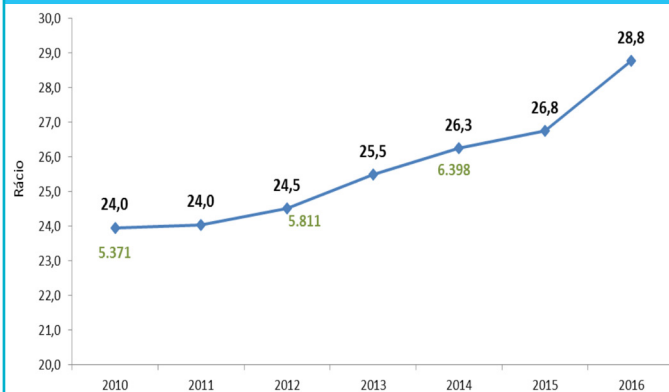
Photo: Arturo Sanabria, JSI/SCM

Evolution of national, and foreigners physicians ratio by 100,000 Inhabitants, 2010-2016



Source: MISAU/DRH/eSIP Saúde

Evolution of the national nurses ratio by 100,000 Inhabitants, 2010-2016



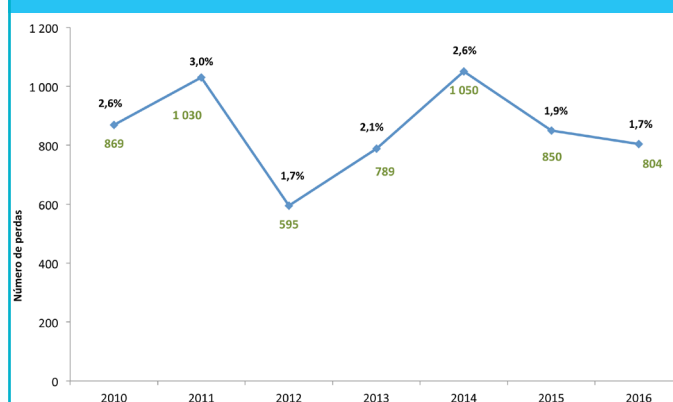
Source: MISAU/DRH/eSIP Saúde

Evolution of the national MCHN ratio by 100,000 women in fertile age (15-49 years) and children from 0-5 years, 2010-2016



Source: MISAU/DRH/eSIP Saúde

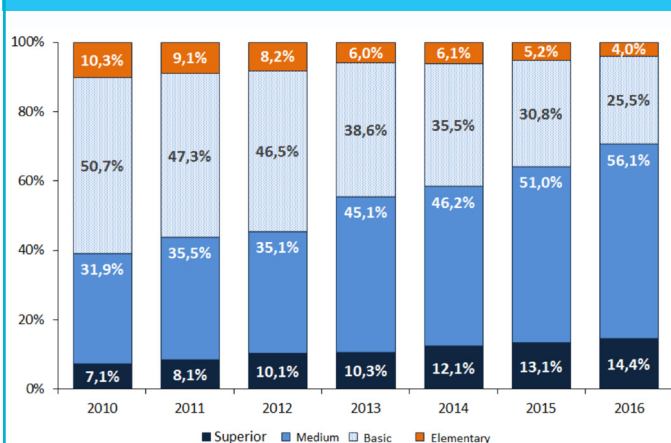
Evolution of the annual rates of losses reported in the sector, 2010-2016



Source: MISAU/DRH/eSIP Saúde

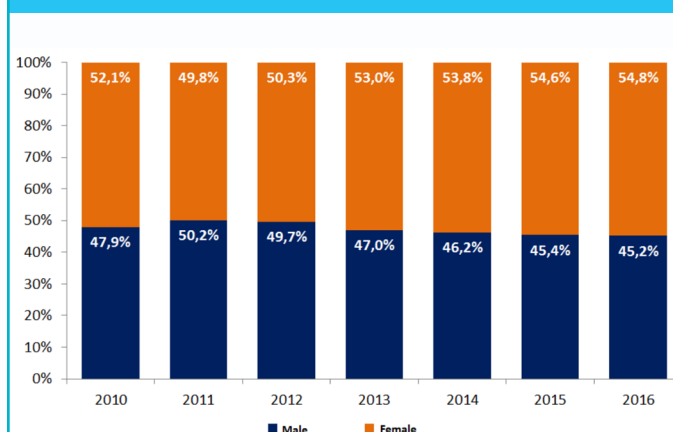
WHO ARE WE?

Evolution of the special regime staff by level of occupation, 2010-2016



Source: MISAU/DRH/eSIP Saúde

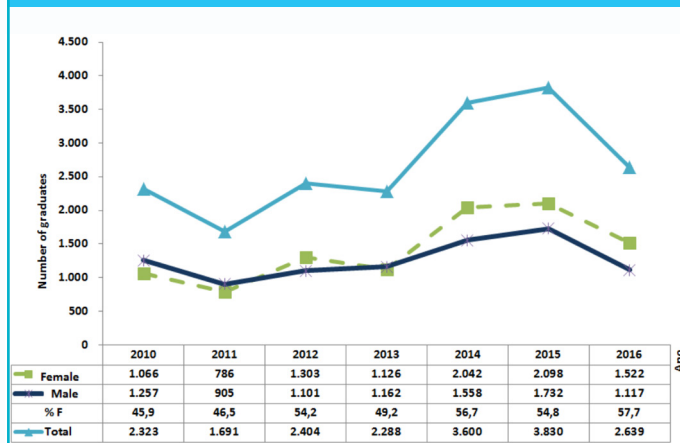
Evolution of the national staff of the health special by gender, 2010-2016



Source: MISAU/DRH/eSIP Saúde

HOW MANY DID WE TRAIN?

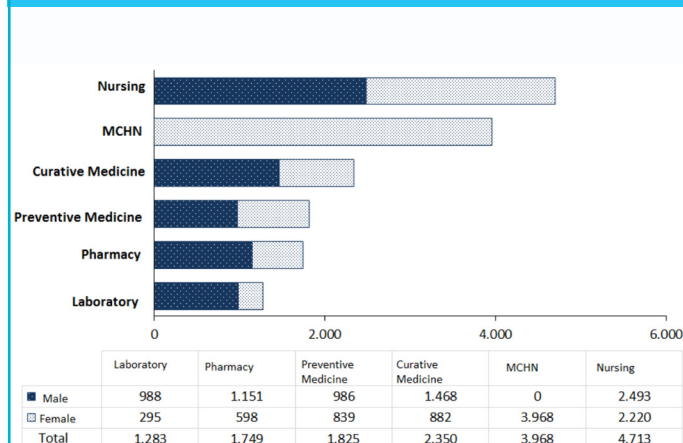
Total number of graduates in the MoH TIs by gender, 2010-2016



Source: MISAU/DRH/eSIP Saúde

WHO DID WE TRAIN?

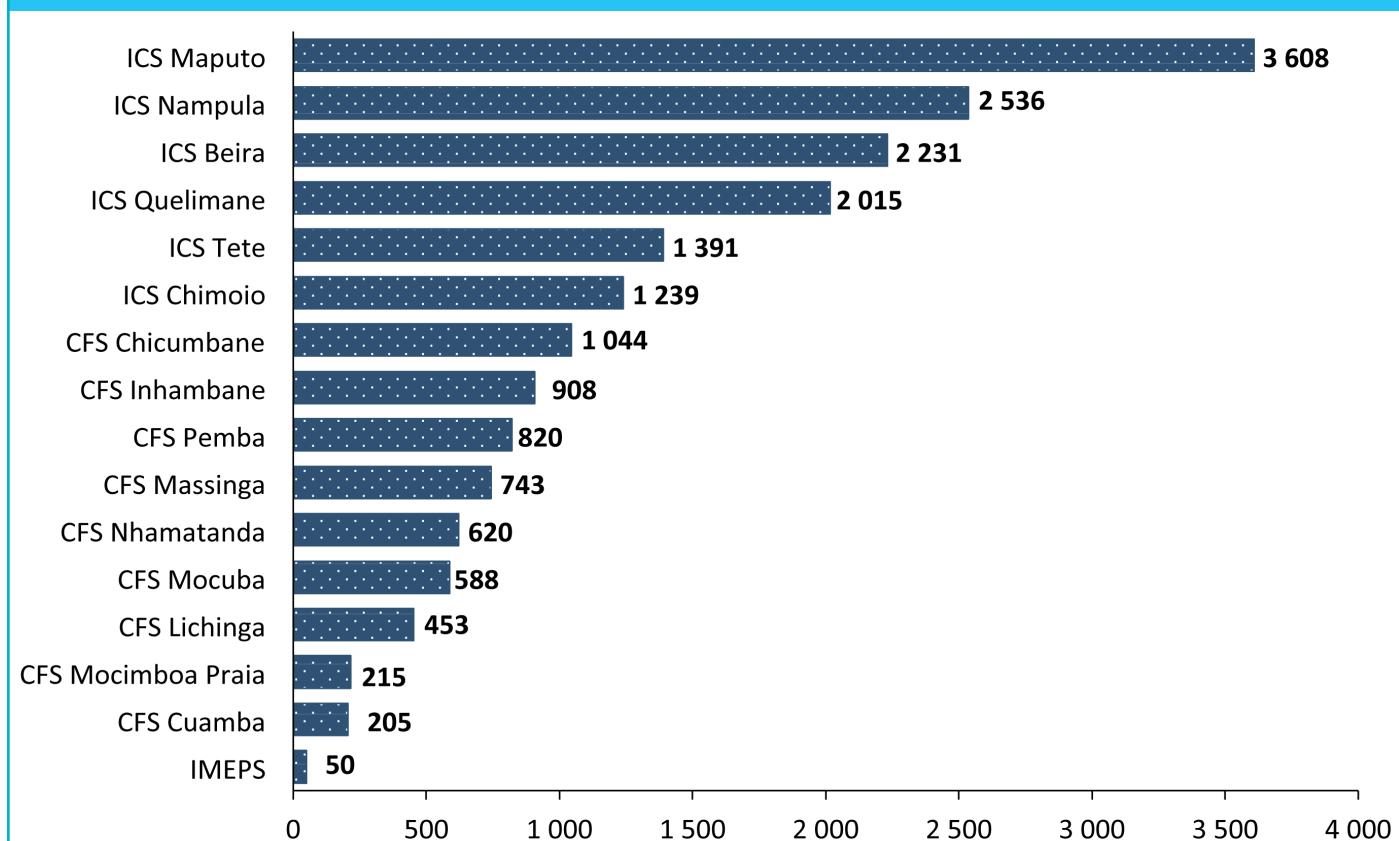
Cumulative number of graduates of the main occupational areas by gender, 2010-2016



Source: MISAU/DRH/eSIP Saúde

WHERE DID WE TRAIN?

Cumulative number of graduates by training institution, and by gender, 2010-2016



Source: MISAU/DRH/eSIP Saúde

KEY CONCLUSIONS

- Mozambique is accomplishing progresses with the increase of human resources for health in general. From 2010 to 2016 the effective of national HHR grew in 56%;
- The ratio of health technicians has been registering improvements. The ratio of national and foreigner physicians per 100,000 inhabitants has gone up from 4,7 in 2010 to 7,7 in 2016, the one of nurses has gone up from 24,0 in 2010 to 28,8 in 2016, while the one of MCHN has gone up from 44,0 in 2010 to 50,4 in 2016;
- There is reduction of the health special regime staff of the elementary and basic levels, and an increase in the medium and superior levels during the period under analysis. In 2010, out of the total health special regime staff 10% were of the elementary level, 51% of the basic level, 32% of the medium level, and 7% of the superior level, towards 4%, 26%, 56% and 14% for the elementary, basic, medium and superior levels, respectively, in 2016;
- The workforce is equilibrated in terms of gender, with a trend to increase the females, which percentage in 2010 was 52,1, and in 2013 was 54,8;

The number of graduates has gone up in 14% from 2010 to 2016.



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