



USAID
FROM THE AMERICAN PEOPLE



Partners for Health Reform^{plus}

The Human and Financial Resource Requirements for Scaling Up HIV/AIDS Services in Ethiopia

February 2005

Prepared by:

Gilbert Kombe, MD, MPH
Abt Associates Inc.

David Galaty, MSc
Abt Associates Inc.

Raj Gadhia, MPH
Emory University

Catherine Decker, BA
University Research Co

This document was produced by PHR^{plus} with funding from the US Agency for International Development (USAID) under Project No. 936-5974.13, Contract No. HRN-C-00-95-00024 and is in the public domain. The ideas and opinions in this document are the authors' and do not necessarily reflect those of USAID or its employees. Interested parties may use the report in part or whole, providing they maintain the integrity of the report and do not misrepresent its findings or present the work as their own. This and other HFS, PHR, and PHR^{plus} documents can be viewed and downloaded on the project website, www.PHRplus.org.



Abt Associates Inc.
4800 Montgomery Lane, Suite 600 ■ Bethesda, Maryland 20814
Tel: 301/913-0500 ■ Fax: 301/652-3916

In collaboration with:

Development Associates, Inc. ■ Emory University Rollins School of Public Health ■ Philoxenia International Travel, Inc. ■ Program for Appropriate Technology in Health ■ Social Sectors Development Strategies, Inc. ■ Training Resource Group ■ Tulane University School of Public Health and Tropical Medicine ■ University Research Co., LLC.

Order No TE 059



Mission

Partners for Health Reformplus is USAID's flagship project for health policy and health system strengthening in developing and transitional countries. The five-year project (2000-2005) builds on the predecessor Partnerships for Health Reform Project, continuing PHR's focus on health policy, financing, and organization, with new emphasis on community participation, infectious disease surveillance, and information systems that support the management and delivery of appropriate health services. PHRplus will focus on the following results:

- ▲ *Implementation of appropriate health system reform.*
- ▲ *Generation of new financing for health care, as well as more effective use of existing funds.*
- ▲ *Design and implementation of health information systems for disease surveillance.*
- ▲ *Delivery of quality services by health workers.*
- ▲ *Availability and appropriate use of health commodities.*

February 2005

Recommended Citation

Kombe, Gilbert, David Galaty, Raj Gadhia, and Catherine Decker. February 2004. *Human and Financial Resource Requirements for Scaling Up HIV/AIDS Services in Ethiopia*. Bethesda, MD: The Partners for Health Reformplus Project, Abt Associates Inc.

For additional copies of this report, contact the PHRplus Resource Center at PHR-InfoCenter@abtassoc.com or visit our website at www.PHRplus.org.

Contract/Project No.: HRN-C-00-00-00019-00

Submitted to: Holly Fluty-Dempsey, PHN
USAID/Ethiopia (Addis Ababa)

Hope Sukin,
Africa Bureau, Office of Sustainable Development
United States Agency for International Development

and: Karen Cavanaugh, CTO
Health Systems Division
Office of Health, Infectious Disease and Nutrition
Center for Population, Health and Nutrition
Bureau for Global Programs, Field Support and Research
United States Agency for International Development

Abstract

Ethiopia is currently one of the countries most seriously affected by HIV/AIDS, with the sixth highest number of infections in the world. To combat this epidemic, the government of Ethiopia has launched a national HIV/AIDS program focused on decreasing the vulnerability of individuals and communities to the disease, providing care and support for people living with HIV/AIDS, and reducing the adverse socioeconomic consequences of the epidemic.

As the country scales up HIV/AIDS services, increased attention is focused on identifying constraints to program expansion. One of the most important constraints is that of human resources, though this issue has received little attention nationally.

Recent data suggest that Ethiopia is facing a critical shortage of human resources to deliver even basic health services. In 1999, the physician to population ratio in Ethiopia was 1:48,000, one of the lowest in the world. The current (2003) ratio of 1:34,000 is still more than five times lower than the sub-Saharan Africa average and that of nurses (1:4,900) is more than four times lower. It is envisioned that significant numbers of health care personnel will be needed to provide antiretroviral treatment and other AIDS-related medical services since more than half of all hospital beds are occupied by AIDS patients. It is vital to point out that expanding HIV/AIDS services and shifting resources towards achieving HIV/AIDS targets may have unintended effects on other essential programs such as malaria, immunization, and maternal and child health.

Developing and implementing comprehensive capacity-development measures are not likely to be accomplished cheaply. Yet, this expansion of human capacity will be critical if the goals of the President's Emergency Plan for AIDS Relief, the Global Fund to Fight AIDS, Tuberculosis and Malaria, the World Health Organization's 3 by 5 Initiative, and Millennium Development Goals are to be achieved.
