

The Current Issues of the Sustainable Development of the Health Care System

Gareeva I.A.

Pacific National University, Khabarovsk, The Russian Federation
e-mail: gar_ia@mail.ru

Abstract—The article deals with risk analysis and the influence of the risks on the sustainable development of the health care system, the ways of solving the problem are under consideration. The problems of one of the most important part of human life -the sphere of health care are in the focus of attention.

Equitable distribution is essential for sustainable development conception. Health care is aimed at strengthening and preservation of health, as any society needs health people without diseases and disabilities. Equitable distribution of medical services for all members of society is crucial for sustainable development of the health care system. The gap between state guarantees of providing health care services and the financial support of this provision was the challenge for a long period of time and caused the decline in the level of quality and availability of health care services. This situation in it's turn causes staff shortage and prevents sustainable development of the health care system. The social research of the author has proven the developed hypothesis that staff shortage and decline in the level of quality and availability are the main risks of the sustainable development of the health care system.

Keywords—sustainable development, health-care system, risks, health, staff, staff shortage.

I. INTRODUCTION

Modern world community faces the problems which cause bad decisions and unjustified actions. Increasing negative processes, natural and manmade disasters, human activity in nature, economics, machines and social life lead to the strengthening of people inequality, climate changes, disappearance of flora and fauna species [6]. Nowadays humane are following bad and harmful way of development. There is a pressing need to act rationally and cognitively, to make qualified decisions to provide sustainable mankind development.

The knowledge about sustainability deals with a broad range of sciences from ecology to economics. Despite the wide range of functioning models, the systems of the health care all over the world face the same problems: optimal functioning, qualitative well-time medical services providing, staff sufficiency, health level of the population. Health care is aimed at strengthening and preservation of health. Any society needs health people without diseases and disabilities. Equitable distribution of medical services for all members of society is crucial for sustainable development of the health-care system. All mentioned above prove actual continuity and practical implication of the scientific analysis of the modern problems of sustainable health care system development.

The scholarly importance of the sustainable health care system development researches is based on the fact that nowadays we can observe theoretical insights and empirical researches of separate items of the sustainable health care system development problem. But this phenomenon has not been approached in its entirety.

The problems of health-care system development are analyzed in the works of A.V.Reshetnikov, D.D.Venedictov; the optimization of the the health-care system is described in the works of V.Z.Kucherenko, V.I.Starodubova, N.G.Shamshurina. I.Illih, P.Konrad, V.Navarro, N.Harta, E.Freidson, M.Fuko review the models of the health-care systems. I.V. Zhuravleva, N.M. Rimashevskaya, O.A. Shapovalova, L.S. Shilova analyzed the attitude of Russian people to the health and health care system.

The main task of this research is to identify risks for the sustainable development of the health care system.

Sustainable development - is a dynamic process which allows people to improve the quality of life and to live their the potential. The individual needs to be healthy to unlock the potential. Health is one of the seventeenth core values, defined during sustainable development working seminars.

Mankind has got over infectious diseases in the making (using vaccines and antibiotics), has increased the lifespan, is coping with malformations and genetic diseases. The population of our planet has increased by a factor of 6 and has reached 7 billion. According to projections of the world bank of development the world population will exceed 9 billion in 2050. The increased population demands more resources in all life spheres and causes changes in the life-standards on a world-wide scale. This will induce technology development including in medicine. Health care achieving increases the lifespan, improves people health and well-being. According to experts, human capital is an important contributor to the economy but the health is the essential part of human assets. Consequently, health is necessary to gain the economy result. The economic importance of health is growing due to the social welfare maximization.

The population health is an important contributor to the national economic development as health correlates with economy in the following manner:

-health stimulates productivity and economic activity of the population and induces all parts of a social life

-developed economy is able to contribute to all social systems, including a health care

-health population needs less medicine and social services and unloads the health care system

-the health care system can get more financial support when the economy is efficient.

Thus, the contribution of health-care system to the high health level and optimum performance in economy is evident.

But without adequate supply of professionals, the health care system is unlikely to cope with the growing health needs of the population, and first of all with the attainment of health for all. There are at least three risk groups that can affect the sustainable health care development:

-staff shortages, low professional motivation of health workers, and these are the main reasons for the health system social inefficiency (low accessibility and quality of health care, and therefore economic losses in society);

-significant deterioration of the population's health indicators: low birth rate and high mortality (natural population decline); decreased life expectancy; gap in the male and female average life expectancy;

- increased social tension among the population associated with poor quality of medical care and its inaccessibility.

All these risks can equally affect the health care system sustainable development, however, the health deficit in the health care system is most critical.

Thus, in order to achieve their goals, health systems need to strengthen all resources, labor ones will receive priority. Health systems with a stable and developed infrastructure are the basis for balancing the relationship between health guarantees and real needs for health services [4].

Health workers are "people engaged in activities whose basic purpose is to promote health." [2] Health workers provide medical care, manage the health care system, support delivery systems for medical and other services which are directly related to the health system. In addition to the definition that "a doctor is a specialist who helps people with loss in physical and mental health", at the present stage the doctor acts "as a producer of medical services and the seller of his or her labor and its results." Medical practice has had social significance at all times.

The World Health Organization (WHO) estimates, there are approximately 60 million health workers worldwide. According to the WHO, if there are less than 23 doctors, nurses and midwives per 10 000 inhabitants, there is a critical shortage of professional personnel in the health care system in the country. The WHO experts came to the conclusion that to eliminate the staff deficit in only one country, it would take at least \$ 447 million per year [3] However, the needs and expectations of the population in medical personnel are always ahead of the financial capacity of the health system in providing quality and affordable medical services. Therefore, the health care system within limited resources is not able to meet the expectations of

the population. Staff shortages in the domestic health care system persist for twenty-five years.

The health system can be sustainable if the following conditions are met: rapid adaptation to changing conditions, search for and implementation of an integrated health care system management framework, timely regulation and elimination of identified deficiencies.

The government strategy identified an important condition without which the future of healthcare is exposed to a high degree of risk and put forward a provision that "the healthcare system must provide a sufficient number of health workers with relevant skills and services appropriately distributed by type, level and location and located in a work environment that motivates them to work effectively". [2]

The strategy documents stressed that "the elimination of the imbalance between supply and demand for health personnel takes much longer – up to 10 years for some specialties, and traditional approaches to planning, training, allocating and managing health personnel no longer meet the requirements for meeting the demand for personnel since the dynamics of the international and domestic labor market development, as well as demand and supply are constantly changing."

When setting the strategy, the following were taken into account:

-constantly changing health-care needs of the population, as well as standards in health-care delivery;

-the number of medical personnel to meet the needs of the population for medical services, compliance with standards, the orientation to which will allow to achieve the required level of staffing, structure (general practitioners and specialists), territorial distribution and labor productivity;

-unstable dynamics of supply and demand for medical personnel.

To overcome the staff deficit, a number of tasks need to be solved:

-calculation of the required number of health workers of various profiles and skill levels;

-optimal allocation of health personnel, taking into account all factors and risks that can affect staff turnover to ensure remote, rural and poor areas of the country and territories,

-monitoring of all health resources, and first of all personnel, including those who are able to function actively in the labor market;

-analysis of the size, structure of the personnel, level of training, distribution, identifying the factors that can affect their mobility and performance.

To overcome the personnel imbalance in the health care system, operational information of the following character is needed: age and sex composition, territorial distribution, training and retraining of staff, productivity and labor

remuneration. Lack of information is one of the problems that prevents timely reliable analysis and forecasting of the need for medical personnel.

The population's need for medical personnel refers to the part of needs that require social reproduction on the basis of economic and production needs verification. The need for human resources is largely manageable. The state of the health care system human resources is characterized by a numerical disproportion of doctors and nurses. This is due to the imbalance in their training, the lack of necessary qualifications and regional disharmony.

The sociological portrait of a modern doctor, compiled on the basis of the author's sociological survey of participants in the survey (n=340, statistical sample, representative of the general population) is as follows. In the healthcare system, women predominantly work, representing the major doctors in the medical institutions of the region (81%), and 19% are men. Seventy-three percent of working doctors of all respondents are aged 30 to 60 years old, the share of young professionals under 30 years old is 14%, the older age group (60 years old and over) makes up 13%. In the group from 30 to 60 years old, the age groups are distributed in the following order: from 31-40 years old – 27%, from 41-50 years – 28%, from 51-60 years – 45%. A significant part, 74% of all respondents, work in the health care system for ten years or more, less than 10 years – 22%. 4% of respondents have been engaged in professional activity in the health care system for up to 3 years. With this age ratio in the medical profession, given the low prestige of medical activity among the younger generation, the personnel shortage of medical personnel will only worsen, as full filling of posts by young medical personnel is not expected. Most of the respondents work in the municipal medical institutions – 57%, in federal and state institutions – 31%, in private medical institutions – 15%, and 7% of the respondents combine their activities in medical and preventive institutions or medical educational institutions (the total percentage of responses to this question exceeded 100%). 78% of respondents work on a full time basis, 22% work 1,5 times the official wage rate, 79% of them combine their activity in one medical institution, 21% work 1.5 rates, combining their activities in other medical institutions. [1] The majority of respondents (63%) are satisfied with their professional activities, for them the profession is important and they do not think of any other activities; 27% are

disappointed with their profession, but continue working in the healthcare sector, 10% did not answer this question. However, when asked about the prestige of the doctor's profession, the answers were as follows: 42% consider the profession of a physician to be prestigious, and 42% believe that the profession of a doctor is not prestigious, and 16% of respondents found it difficult to answer.

II. CONCLUSION

Thus, the author's sociological study confirms the hypothesis put forward that the main risks of the healthcare system sustainable development are the personnel deficit in the public health system due to uneven distribution of staff, low prestige of the medical profession and low professional motivation.

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