

<Abstract>

International Cooperation Doctors Program is one of the major programs in the health field of KOICA (Korea International Cooperation Agency) since 1995. Through this program, young and skillful physicians and specialists were sent to developing countries and performed volunteer work as a substitute for their military service. International Cooperation Doctors Program is expected to be discontinued from the first half of 2016 after the last despatch of doctors in May 2013. Currently, there is a great need of development of alternative measures for the International Cooperation Doctors Program. However, the amount of data that objectively evaluates the overall management of the program lacks significantly and such situation is likely to negatively influence the process of designing alternative measures. Thus, the purpose of the research is to examine and evaluate the overall management system and outcome of KOICA's International Cooperation Doctors Program. By doing this, the research aims to investigate the influence of the program on KOICA's health and medical field and suggest effective role of former International Cooperation Doctors.

Reference research and paper-based survey are the two main research methods. The former is conducted as the preliminary research to investigate the detailed information of the International Cooperation Doctors Program such as the selection process, prior training before the dispatch and so on. Based on the collected data, survey questionnaire was designed which was distributed to relevant personnel of the program.

The following are the target population of the survey.

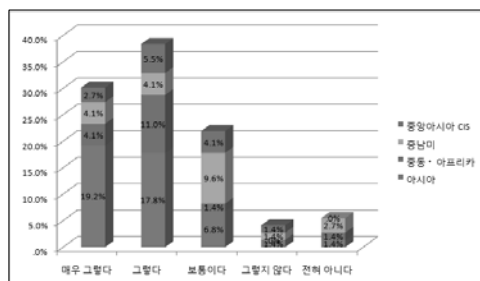
- ① Current and former International Cooperation Doctors
- ② Staff members of KOICA
- ③ Local health and medical workers
- ④ General volunteers and International Cooperation Volunteers of KOICA

In order to prevent the bias and maintain the objectivity of the research, separate sets of survey questionnaires were designed for each target group, thereby comprehensive range of data was gathered. The collected survey responses were analyzed through SPSS Win 18.0. Lastly, frequency analysis and crossover analysis were done to figure out the demographic characteristics and distribution of responses according to regions where doctors were dispatched.

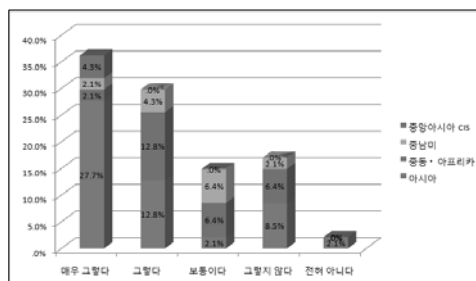
As for the field research, six countries(Mongolia, Cambodia, Laos, Ethiopia, Tanzania, Peru) were selected to visit. These countries are regions where largest number of International Cooperation Doctors were dispatched. The researchers visited KOICA offices and KOICA-cooperation hospitals within these countries and conducted interviews and surveys among authorities of each organization.

By conducting the survey, the researchers were able to understand the general perception and need of the International Cooperation Doctors Program among various types of survey respondents. As a result, participants of the survey showed the need to continue the International Cooperation Doctors Program. Moreover, survey participants agreed upon the development of alternative measures for stable management of KOICA-cooperation hospitals and improvement of local health and medical environment and so on.

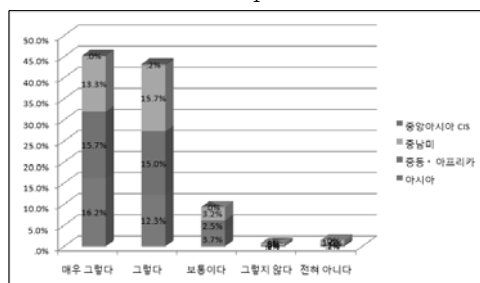
The Need of International Cooperation Doctors Program



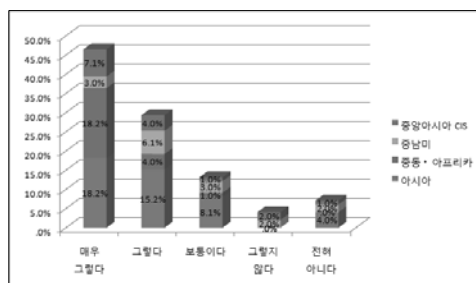
Current and former KOICA International Cooperation Doctors



Staff members of KOICA



Local health and medical workers



General volunteers and International Cooperation Volunteers

Based on multilateral evaluation of the International Cooperation Doctors Program, the researchers insist on continuing the program in its current format of substitute military service. Furthermore, three alternative measures resulted from the research which are ① cooperation with major medical associations, ② utilization of health and medical Project Management Consultancy (PMC) Programs of KOICA, and ③ the development of overseas dispatch program for doctors in order to foster professionals of health and medical ODA.

Alternative Measures to the Discontinuation of the International Cooperation Doctors Program

Alternative Measures to the Discontinuation of the International Cooperation Doctors Program	
1. The needs among relevant personnel to continue the existing program. 2. Limited recruitment and management of Worlds Friends Advisors Program. 3. Available supply of military medical manpower in case of maintaining the existing format of substitute military service. 4. Adjustment in management of existing program is necessary such as: Reformation in recruitment period and prior training is necessary. - Improvement in promotion through cooperation with major medical association and academies. - Improvement in on-site working environment for doctors (in areas such as prior consultation and need assessment etc.) - Distinctive management method from that of General Volunteers and International Cooperation Volunteers Program.	
Strength	The least cost is required among various overseas doctors programs.
Weakness	Additional cost is needed for improving the existing program.
Cooperation with Major Medical Association	
1. Annual announcement of recruitment for overseas doctors through major medical association. 2. Providing enough preparation time for doctors by announcing the recruitment much earlier than actual date of dispatch. - March~May: Recruitment period - June~Before the dispatch: Prior training and qualification test 3. Proceeding the program as PPP format by collaborating with external organizations or institutions.	
Strength	- Available supply of qualified medical specialists - Improved adaptation skills among doctors through strengthened prior training.
Weakness	Additional budget is required for potential increase in wages.

Utilization of health and medical PMC Projects of KOICA	
1. Recruitment and dispatch of medical fellows in university hospitals or teaching hospitals through health and medical PMC projects of KOICA. 2. Labor cost allocated from the project budget and provided to the dispatched personnel. 3. Dispatch period set for at least 2 years for the continuity of the project. 4. Similar project is being implemented among other health and medical organizations	
Strength	– Available supply of qualified medical personnel through participation of medical fellows – Utilization of former International Cooperation Doctors as on-site health and medical expert
Weakness	– The most costly program among various overseas doctors program – Potential difficulties in recruiting former International Cooperation Doctors in case of offering wages less than what average medical specialists earn domestically. – Depending on the progression of the project, the dispatch schedule or personnels can be adjusted, which can hinder the overall process.
Development of overseas dispatch program for doctors	
1. Development of short-term overseas dispatch program or training programs for medical residents in order to foster professionals. 2. Applicants must complete KOICA's on-the-job training in order to apply for the overseas dispatch programs.	
Strength	Enhancing the understanding of International Cooperation and health and medical ODA among applicant through training.
Weakness	Additional budget is required for developing contents for training and dispatch programs.