

OPPORTUNITIES AND CHALLENGES OF NURSING EDUCATION IN NORTH IN EASTERN REGION OF INDIA

**Internship Training
at
Deloitte Touche Tohmatsu India Pvt. Ltd.**

**By
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**Under the guidance of
Dr. Shilpi Mishra Sharma**

**MBA Hospital & Health Management
2013–15**


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Dissertation Report

On

**Opportunities and Challenges of Nursing Education in North
Eastern Region of India**

By

Nupur Agarwal

Under the guidance of

Dr. Shilpi Mishra Sharma

Post Graduate Diploma in Hospital and Health Management

2013-2015



Institute of Health Management Research, Jaipur

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Nupur Agarwal** student of MBA Hospital and Health Management from The IIHMR University, Jaipur has undergone internship training at **Deloitte Touche Tohmatsu India Private Limited** from 20th February, 2015 to 10th May, 2015.

The Candidate has successfully carried out the study designated to her during internship training and her approach to the study has been sincere, scientific and analytical.

The Internship is in fulfillment of the course requirements.

I wish her success in all her future endeavors.



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Dean, Academics and Student Affairs
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TO WHOMSOEVER IT MAY CONCERN

The certificate is awarded to **Nupur Agarwal** in recognition of having successfully completed her **Internship** in the department of **Consulting** and has successfully completed her Project on **Research on Nursing Education: North East India Experience and Challenges**.

Date: From 20-Feb-2015 to 10-May-2015

Organisation: Deloitte Touche Tohmatsu India Private Limited

She comes across as a committed, sincere & diligent person who has a strong drive & zeal for learning.

We wish her all the best for future endeavors.

Yours Sincerely,



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CERTIFICATE BY SCHOLAR

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Nupur Agarwal
Signature

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Nupur Agarwal

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List of Abbreviations

A.N.M. - Auxiliary Nurse Midwifery

B.Sc. - Bachelor of Science

G.N.M. - General Nursing & Midwifery

M.Sc. - Master of Science

NER - North Eastern Region

EXECUTIVE SUMMARY

BACKGROUND

The term Nursing Research is defined as the systematic, objective process of analyzing phenomena of importance to nursing. Nursing Research includes all studies concerning nursing practice, nursing education, and nursing administration. Also, studies concerning nurses themselves are included in the broad category of Nursing Research. This research focuses on nursing education in North Eastern Region (NER) of India. NER consists of seven states: Arunachal Pradesh, Assam, Meghalaya, Mizoram, Nagaland, Manipur and Tripura

OBJECTIVES OF THE RESEARCH

The objectives of the present study were 1) To analyze the current scenario of nursing education in the North Eastern Region of India and 2) To identify and analyze the major problems and challenges related to nursing education in the North Eastern States of India.

METHODOLOGY

The type of the study is exploratory in nature. Study population for the present research work is female in the age group 16-20 years in North Eastern States of India. The present study is based on secondary data. The relevant information is collected using secondary sources. Secondary Data required for the study is collected by through various reports and related documents on nursing education. Data analysis is done with the help of Ms Excel. The results are presented in the form of Tables and Graphs through frequencies and percentages

KEY FINDINGS

a) There is a shortage of nursing institutes present in the North Eastern Region of India as compared to the number of courses being offered in these states. b) Total number of seats present for nursing education are not sufficient as compared to the total number of females willing to take up nursing education. c) Major part of the population willing to pursue nursing come from rural areas. This causes a great hindrance in providing them with proper nursing Education

CONCLUSION AND RECOMMENDATIONS

It is clear from the above mentioned facts that there is an abysmal gap between what exists and what actually should be there in relation to the number of nursing institutes and total number of seats present **Option 1:** It is proposed that a network of Hospitals across India would reserve a certain number of seats for students from the North East; to begin with from Manipur. These seats could be reserved for the ANM / GNM / BSc / MSc course, as deemed appropriate. **Option 2:** It is proposed that the existing four year BSc Nursing programme is re-structured such that the first two years focus on theory (and practical in Labs; soft skills) and the next two years focus on clinical practice (as a Nursing Assistant at an empanelled hospital, outside the North East Region).

1.INTRODUCTION

The term Nursing Research is defined as the systematic, objective process of analyzing phenomena of importance to nursing. Nursing Research includes all studies concerning nursing practice, nursing education, and nursing administration. Also, studies concerning nurses themselves are included in the broad category of Nursing Research.¹

This research focuses on Nursing Education in North Eastern Region (NER) of India. NER consists of seven states: Arunachal Pradesh, Assam, Meghalaya, Mizoram, Nagaland, Manipur and Tripura.

Focus has been drawn to these states as these states have almost negligent infrastructure resources for nursing education , facing educational backwardness. Hence, nursing education is still a far cry for the these States of India. The quality of nursing education imparted is not up to date.

2. LITERATURE REVIEW

The National Review of Nursing Education 2002 was initiated in April 2001 to examine the future nursing educational needs of the health, community and aged care system in Australia and to provide advice on appropriate education policy and funding frameworks. The terms of reference included initial registered nurse preparation, enrolled nurse education, education for specialisation, continuing education and the relationship of nursing with other groups in the health workforce. The Review examined the effectiveness of current arrangements for the education and training of nurses, labour market factors affecting the employment of nurses and the choice of nursing as an occupation, and the key factors driving the demand for, and supply of, nursing education and training. The Review

sought to make recommendations on models of nurse education and training, the types of skills and knowledge required, and mechanisms for attracting new recruits to nursing and encouraging the commitment to lifelong learning of those already engaged in nursing.²

The development of nursing in India reflects the country's history and complex socio-cultural composition. Traditionally, amongst Hindu and Muslim communities, the need for female nurses to work outside of the home (including at night), to touch strangers, to mix with men, and to deal with bodily fluids (considered polluting within Hindu and Muslim cosmology) has meant that until relatively recently, nursing was a stigmatised and low status profession. During colonial times, British missionaries attempted to redefine and professionalise nursing as a respectable vocational career. British mission hospitals established nursing schools and recruited poor women or widows from predominantly Christian communities, many from the southern Indian state of Kerala. Kerala remains a major supplier of Indian nurses, although this is changing due to a shift in the desirability of nursing as a career that has come about because of increased opportunities for migration to the Middle East and further afield.³

3.NEED FOR THE STUDY

Nursing is a critical skill required for the growth and upliftment of health industry in any country as nurses are instrumental in providing client-centred care, both as individuals and as members of the health-care team.

India somehow lags behind in this area and there is a huge shortage of skilled nurses although remarkable talent in nursing is present. This study focuses on North Eastern Region (NER) of India. NER consists of seven states : Arunachal Pradesh, Assam,

Meghalaya, Mizoram, Nagaland, Manipur and Tripura. Focus has been drawn to these states as these states have almost negligent infrastructure resources for nursing education , facing educational backwardness. Hence, nursing education is still a far cry for the these States of India. The quality of nursing education imparted is not up to date.

Once these gaps are identified, next major step is to address and fill these gaps in order to enhance the education quality and bring about sustained change.

4. RESEARCH QUESTION

What is the current level of Nursing Education in the North Eastern Region of India?

What are the problems and challenges that are faced in imparting Nursing Education in the North Eastern Region of India?

5.OBJECTIVES OF THE RESEARCH

To analyze the current scenario of Nursing Education in the North Eastern Region of India.

To identify and analyze the major problems and challenges related to Nursing Education in the North Eastern States of India.

6. METHODOLOGY

6.1 Study Design

The type of the study is exploratory in nature.

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Study population for the present research work is female in the age group 16-20 years in North Eastern States of India.

6.3 Data Collection Approach

The present study is based on secondary data. The relevant information is collected using secondary sources. Secondary Data required for the study is collected through various reports and related documents on Nursing Education.

6.4 Data Analysis

Data analysis is done with the help of Ms Excel. The results are presented in the form of Tables and Graphs through frequencies and percentages

7. RATIONALE BEHIND CHOOSING 16-20 YEARS

- The period between ages 16 and 20 is characterized by major role transitions in almost every domain of life.
- Preparing for and initiating adult occupational roles (e.g., by finishing high school, pursuing postsecondary education, and/or seeking formal paid employment)
- Achieving the age of majority with its associated rights and privileges as well as increased accountability, such as financial responsibility.

8. ANALYSIS AND RESULTS

8.1 State Wise Demographic Description of North Eastern Region

8.1.1 Assam

Assam is a state of India in the north-eastern region. Located south of the eastern Himalayas, Assam comprises the Brahmaputra Valley and the Barak river valley with the Karbi Anglong and the North Cachar Hills with an area of 30,285 square miles

(78,438 km²). As per 2011 census, total population of Assam was 31,169,272. The total population of the state has increased from 26,638,407 to 31,169,272 in the last ten years with a growth rate of 16.93%.

8.1.2 ARUNACHAL PRADESH

Arunachal Pradesh is located in northeast India, it holds the most north-eastern position among the other states in the north-east of India. Arunachal Pradesh has a total population of roughly 1.4 million (as of 2011) on an area of 84,000 km²,

Literacy has risen in official figures to 66.95% in 2011 from 54.74% in 2001. The literate population is 789,943. Number of literate males are 454,532 (73.69%) and number of literate females are 335,411 (59.57%)

8.1.3 NAGALAND

Nagaland is a state in Northeast India. It borders the state of Assam to the west, Arunachal Pradesh and part of Assam to the north, Burma to the east and Manipur to the south. The state capital is Kohima, and the largest city is Dimapur.

It has an area of 16,579 square kilometres (6,401 sq mi) with a population of 1,980,602 per the 2011 Census of India, making it one of the smallest states of India.

8.1.4 MEGHALAYA

Meghalaya is a state in north-east India. The name means "*the abode of clouds*" in Sanskrit. As of 2011, the state has a population of 2,964,007 and is the 23rd most populous in the country. The population of Meghalaya as of 2014 is estimated to be 3,211,474. Meghalaya covers an area of approximately 22,430 square kilometres, with a length to breadth ratio of about 3:1.

8.1.5 MIZORAM

Mizoram is one of the states of Northeast India, with Aizawl as its capital. In the northeast, it is the southernmost landlocked state sharing borders with three of the seven sister states. The state also shares a 722 kilometre border with the neighbouring countries of Bangladesh and Myanmar.

Mizoram's population was 1,091,014, according to 2011 census. It is the 2nd least populous state in the country. Mizoram covers an area of approximately 21,087 square kilometre. About 91% of the state is forested.

8.1.6 MANIPUR

Manipur is one of the North Eastern States in India and became a full-fledged state of India on 21st January, 1972. It is comprised of nine districts and has a total land area of about 22,327 sq. km. Manipur, in 2012 – 13 had a GSDP of around Rs. 13023 Crore, growing at a rate of 7.14%.

Manipur has a population of 28.55 Lakh people (2011 Census), of which about 14.38 Lakh are males and 14.17 are females. The Literacy Rate (2011 Census) in the state is about 85% in Urban areas 76% in Rural areas, indicating a relatively high literacy of the population.

8.1.7 TRIPURA

Tripura is a state in North East India. The third-smallest state in the country, it covers 10,491 km² (4,051 sq mi) and is bordered by Bangladesh (East Bengal) to the north, south, and west, and the Indian states of Assam and Mizoram to the east. In 2011 the state had 3,671,032 residents, constituting 0.3% of the country's population.

According to the 2011 census of India, Tripura has a population of 3,671,032 with 1,871,867 males and 1,799,165 females.

8.2 Rural and Urban Bifurcation of Female Population In North Eastern States.

Total number of females (16-20 years) in North Eastern States is calculated by place of residence. This is done in order to find out female population aged 16-20 years in rural and urban areas of North Eastern States.

Table 1 shows Total number of females (16-20 years) in North Eastern States of India.

Table 1: Total number of females (16-20 years) in NER by place of residence.

Name of the states	Total Female Population	Total Female Population in age group 16-20 years	Female Population in urban areas	Female Population in rural areas
Assam	1.52 crores	16,28,000	1,92,060	14,36,021
Arunachal Pradesh	7,00,000	87,109	21,197	65,912
Nagaland	10,00,000	1,17,427	33,339	84,088
Meghalaya	15,00,000	2,00,000	35,640	1,43,462
Mizoram	5,50,000	55,369	26,796	37,869
Manipur	14,00,000	1,50,088	40,319	1,09,769
Tripura	18,00,000	1,73,518	37,346	1,36,172

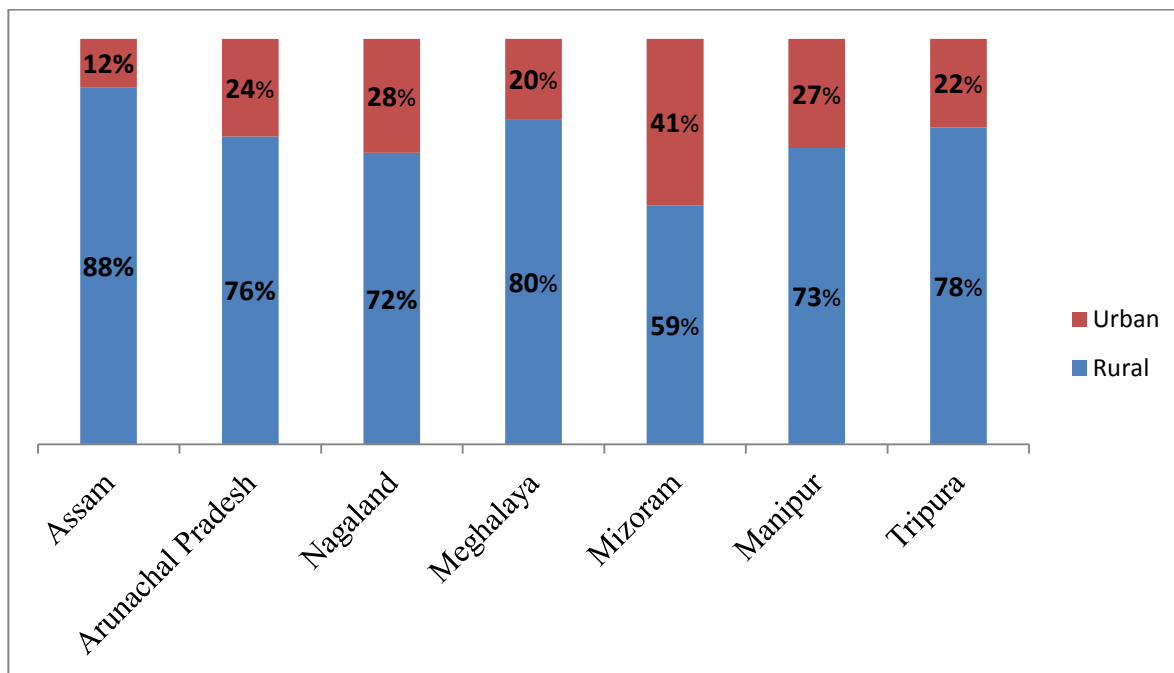
Source: <http://www.censusindia.gov.in/2011census/C-series/C-13.html>

8.3 Percentage share of Female Population aged 16-20 years in NER by place of residence

In this section, percentage share of female population aged 16-20 years is calculated by place of residence. This is done with the help of a graph.

Share of female population aged 16-20 years in North Eastern States by place of residence is shown in Fig. 1.

Fig. 1: Percentage share of female population (16-20 years) in NER by place of residence



Source: <http://www.censusindia.gov.in/2011census/C-series/C-13.html>

It is evident from Fig.1 that in North Eastern States of India, a major percentage of female population resides in rural areas with Assam having the highest percentage of females coming from rural areas i.e. 88%, followed by Meghalaya, Tripura, Arunachal Pradesh, Nagaland, Manipur and Mizoram.

8.4 Current scenario of Nursing Education in North Eastern States of India

In this section, total number of nursing courses with total number of nursing institutes and the number of seats present is shown. State wise number of nursing institutes offering various nursing education courses and number of seats are given in Table 2.

Table 2: Number of Nursing Institute with seats for different courses offered in NER

Name of the States	Courses offered							
	A.N.M.		G.N.M.		B.Sc.		M.Sc.	
	Number of Institute	Total No. of Seats	Number of Institute	Total No. of Seats	Number of Institute	Total No. of Seats	Number of Institute	Total No. of Seats
Assam	13	335	26	820	6	260	3	51
Arunachal Pradesh	5	120	3	80	1	40	-	-
Nagaland	1	40	3	110	1	40	-	-
Meghalaya	-	-	3	80	2	90	-	-
Mizoram	-	-	1	30	-	-	-	-
Manipur	6	145	9	260	2	90	-	-
Tripura	2	70	2	90	2	90	2	22

Source: <http://www.indiannursingcouncil.org/>

It is evident from Table 2 that some of the North Eastern states do not have sufficient number of nursing institutes in accordance to the nursing courses being offered. There is huge shortage in terms of number of institutes and number of nursing courses being offered.

8.5 Standard number of seats for nursing courses as per inc norms

A.N.M. - 60 seats

G.N.M. - 60 seats

B.Sc. - 40 seats

M.Sc.- 20 seats

8.6 Availability of seats for nursing education

An attempt is made to find out total number of females (16-20 years) willing to take nursing education and the total number of nursing institutes with total number of seats present for nursing in North Eastern States of India. This is done in order to find out any gap or surplus, if present. Table below depicts the same.

Table 3: Gap Analysis

List of the states	Total Number of Nursing Institutes	Total Number of Seats	Standard Number of seats	Gap
Arunachal Pradesh	4	240	520	280
Assam	30	1466	2640	1174
Nagaland	3	190	280	90
Meghalaya	3	170	260	90
Manipur	17	495	980	485
Mizoram	1	30	60	30
Tripura	3	272	360	88

It can clearly be interpreted from Table 3 that the number of seats present for nursing education in these states are not sufficient in comparison to the standard number of seats. This creates a gap between the standard number of seats and the actual number of seats present. In Assam, major gap is present.

9. Key Findings

a) There is a shortage of nursing institutes present in the North Eastern Region of India as compared to the number of courses being offered in these states.

b) Total number of seats present for nursing education are not sufficient as compared to the total number of females willing to take up nursing education.

c) Major part of the population willing to pursue nursing come from rural areas. This causes a great hindrance in providing them with proper nursing Education

10. CONCLUSION AND RECOMMENDATIONS

It is clear from the above mentioned facts that there is an abysmal gap between what exists and what actually should be there in relation to the number of Nursing Institutes and total number of seats present. A large part of female population willing to take up Nursing Education come from rural areas causing a great hindrance in providing them with Nursing Education. The first thing to be done is to provide students with opportunities by increasing the number of seats to an optimum level so that there is no shortage of seats in these states.

It is important to find out options to overcome the gap. In specific two options can be considered as detailed below:

Option 1: It is proposed that a network of Hospitals across India would reserve a certain number of seats for students from the North East; to begin with from Manipur. These seats could be reserved for the ANM / GNM / BSc / MSc course, as deemed appropriate.

Option 2: It is proposed that the existing four year BSc Nursing programme is re-structured such that the first two years focus on theory (and practical in Labs; soft skills) and the next two years focus on clinical practice (as a Nursing Assistant at an empanelled hospital, outside the North East Region).

11. PRE-REQUISITE FOR IMPLEMENTING THE RECOMMENDATIONS

In the above mentioned options, it shall be ensured that the requirements as per the Nursing Council's requirements are met. However, it is to be noted that for this option, approvals will be required from the Manipur State Nursing Council, the destination state Nursing Council, the Indian Nursing Council and the degree granting University.

In order to overcome these problems, following steps shall be taken:

- Institutional Branding in these states shall be done. Institutes from all over India shall be advertised and branded in the North Eastern States of India. This would increase the scope and eventually the level of Nursing Education.
- A requirement in the INC rules that the “distance between the college and the hospital should not be more than 50 kms (for hilly regions)” shall need to be relaxed for the students from the NE.

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Annexure 1: Nursing Colleges in Assam

Table 4: List of A.N.M. Recognized Nursing Institute

Name of the College	Number of seats
Indian Red Cross Hospital	30
Red Cross Nursing Training Centre	40
Siva Sundari Nari Sikshasram & Ante Natal Clinic	20
C P M S School Of Nursing	30
Arya School Of Nursing Village	20
Amiya Bharali School Of Nursing	20
Sankar Madhab School Of Nursing	30
Makunda Christian Leprosy And General Hospital	25
P Baruah School Of Nursing	30
Assam Imdadna Hospital Committee Fhw Training Centre	30
Nightingale School Of Nursing Village	30
Holy Spirit School Of Nursing	20
Dispur Anm Training School	30

Table 5: List of G.N.M. Recognized Nursing Institute

Name of the College	Number of seats
Assam Oil School Of Nursing	30
St Luke's Hospital, School Of Nursing	20
School Of Nursing Baptist Christian Hospital	30
Jorhat Christian Medical Centre School Of Nursing	20
Indian Oil Limited Duliajan	20
Satribari Christian Hospital School Of Nursing	20
Catholic Hospital, School Of Nursing	20
Burrow Memorial Christian Hospital	20
St Gerosa Institute Of Nursing,	20
Down Town School Of Nursing	30
College Of Physiotherapy & Medical Sciences School Of Nursing	50
S D Sahewalla Memorial School Of Nursing	40
International Hospital School Of Nursing	40
Arya School Of Nursing Village	30
St Augustine Hospital	30
Haji Abdul Majid Memorial Nursing School	30

Table 6: List of B.Sc. Recognized Nursing Institute

Name of the College	Number of seats
Asian Institute Of Nursing Education	50
College Of Physiotherapy & Medical Sciences College Of Nursing	50
Army Institute Of Nursing	50
Arya Nursing College Village	40
Hayat Institute Of Nursing Education	40
Assam Oil College Of Nursing	30

Table 7: List of M.Sc. Recognized Nursing Institute

Name of the College	Number of seats
L G B Regional Institute Of Mental Health College Of Nursing	12
Asian Institute Of Nursing Education	19

Annexure 2 : Nursing Colleges in Arunachal Pradesh

Table 8: List of G.N.M. Recognized Nursing Institute

Name of the College	Number of Seats
Ramakrishna Mission Hospital School Of Nursing	20
Arunachal State Hospital School Of Nursing	30
Health Training & Research Centre	30

Table 9: List of B.Sc. Recognized Nursing Institute

Name of the College	Number of Seats
North East Nursing College Of Health Science	40

Annexure 3: Nursing Colleges in Nagaland

Table 10: A.N.M. Recognized Nursing Institute

Name of the college	Number of seats
Health Nursing School	20

Table 11: List of G.N.M. Recognized Nursing Institute

Name of the college	Number of seats
School Of Nursing District Hospital	40
Gnm School Of Nursing District Hospital	40

Annexure 4: Nursing Colleges in Meghalaya

Table 12: List of G.N.M. Recognized Nursing Institute

Name of the College	Number of Seats
Rino Simonetti Memorial School Of Nursing	30
Woodland Institute Of Nursing	30

Table 13: List of B.Sc. Recognized Nursing Institute

Name of the College	Number of Seats
North Eastern Indira Gandhi Regional Instt Of Health & Med Sc.	50
Woodland Institute Of Nursing	40

Annexure 5: Nursing Colleges in Mizoram

Table 14: G.N.M. Recognized Nursing Institute

Name of the College	Number of Seats
Synod Hospital School Of Nursing	30

Annexure 6: Nursing Colleges in Manipur

Table 15: List of A.N.M. Recognized Nursing Institute

Name of the Institute	Number of Seats
F.H.W/A.N.M Training School, Medical Directorate	20
Jawaharlal Nehru School Of Nursing	20
L Chaobi Nursing Institute	20
Royal School Of Nursing	25
Advanced Nursing Institute	20
School Of Community Nursing	40

Table 16: List of G.N.M. Recognized Nursing Institute

Name of the Institute	Number of Seats
F.H.W/A.N.M Training School, Medical Directorate	20
Jawaharlal Nehru School Of Nursing	20
L Chaobi Nursing Institute	20
Royal School Of Nursing	25
Advanced Nursing Institute	20
School Of Community Nursing	40

Table 17: List of B.Sc. Recognized Nursing Institute

Name of the Institute	Number of Seats
College of Nursing	50
RDO College of Nursing	40
Kangleipak Medical & Nursing Institute	40
College of Nursing, Medical Directorate	40
CMC College of Nursing, Catholic Mission Hospital	40

Annexure 7: Nursing Colleges in Tripura

Table 18: List of G.N.M. Recognized Nursing Institute

Name of the College	Number of seats
Institute Of Nursing Sciences	30
I L S Nursing Institute	40

Table 19: List of B.Sc. Recognized Nursing Institute

Name of the college	Number of seats
Tripura College Of Nursing	60
Institute Of Nursing Science	30

Table 20: List of M.Sc. Recognized Nursing Institute

Name of the college	Number of seats
Institute Of Nursing Science	12
Tripura College Of Nursing	10