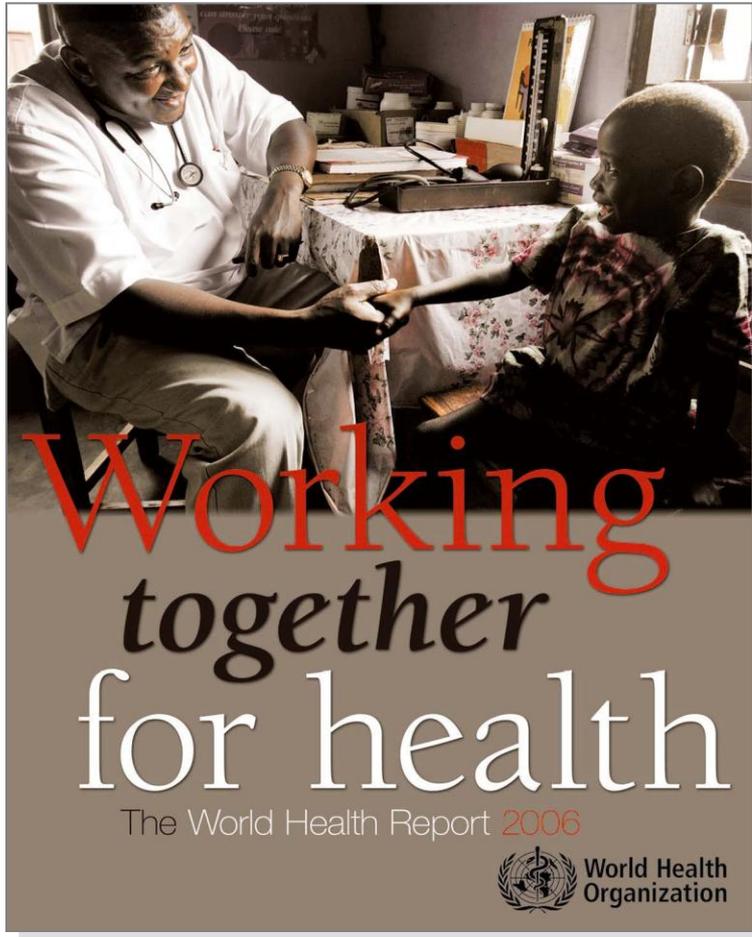


International Health Workforce Issues

Dr Stéphane Vandam

Public Health Officer, WHO Office in Brussels

Health workers save lives!



... but there is a critical shortage of them in 57 countries.

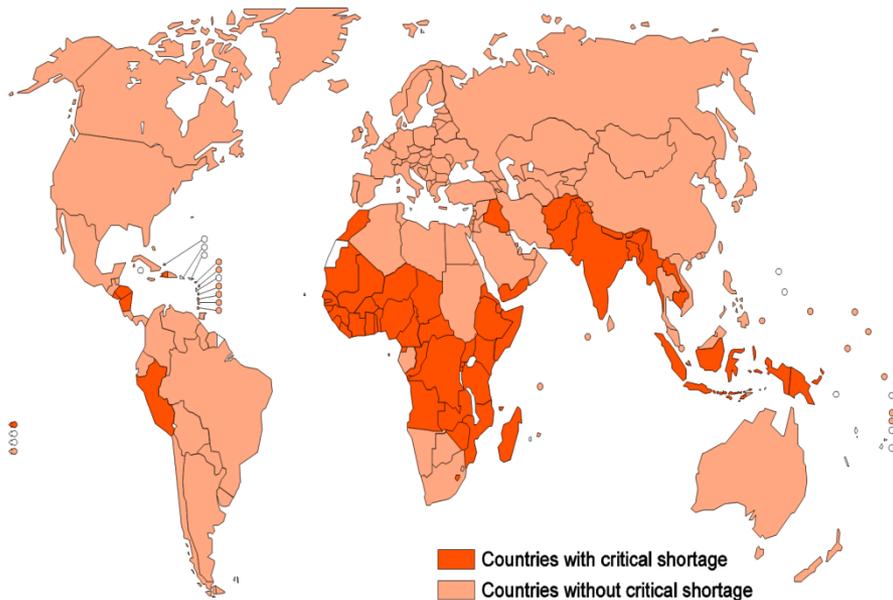
The number of health professionals world-wide, and the quality and relevance of their education, is insufficient to meet the current and future health needs of local populations.

Health workers

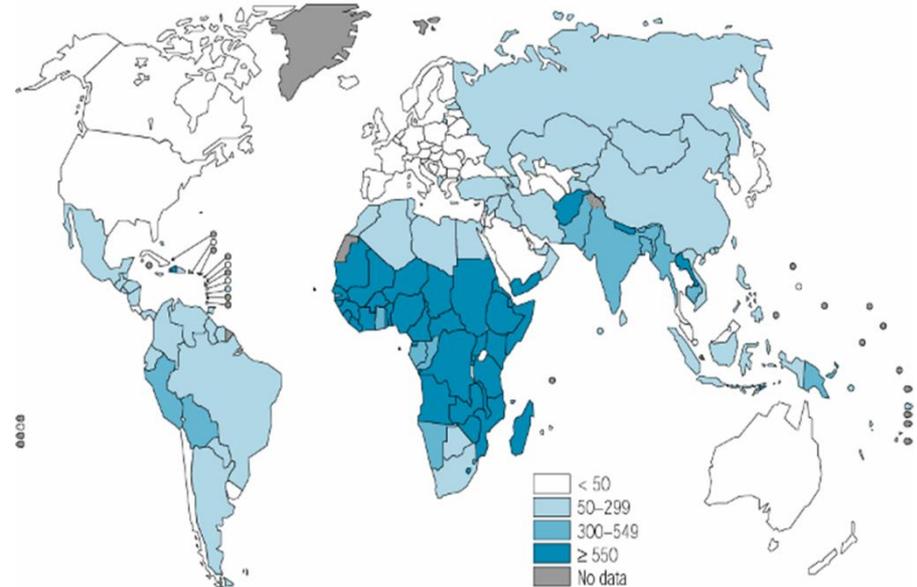
Health outcomes

- Countries with a critical shortage of HRH (< 2.28 physicians, nurses and midwives / 1000 population)

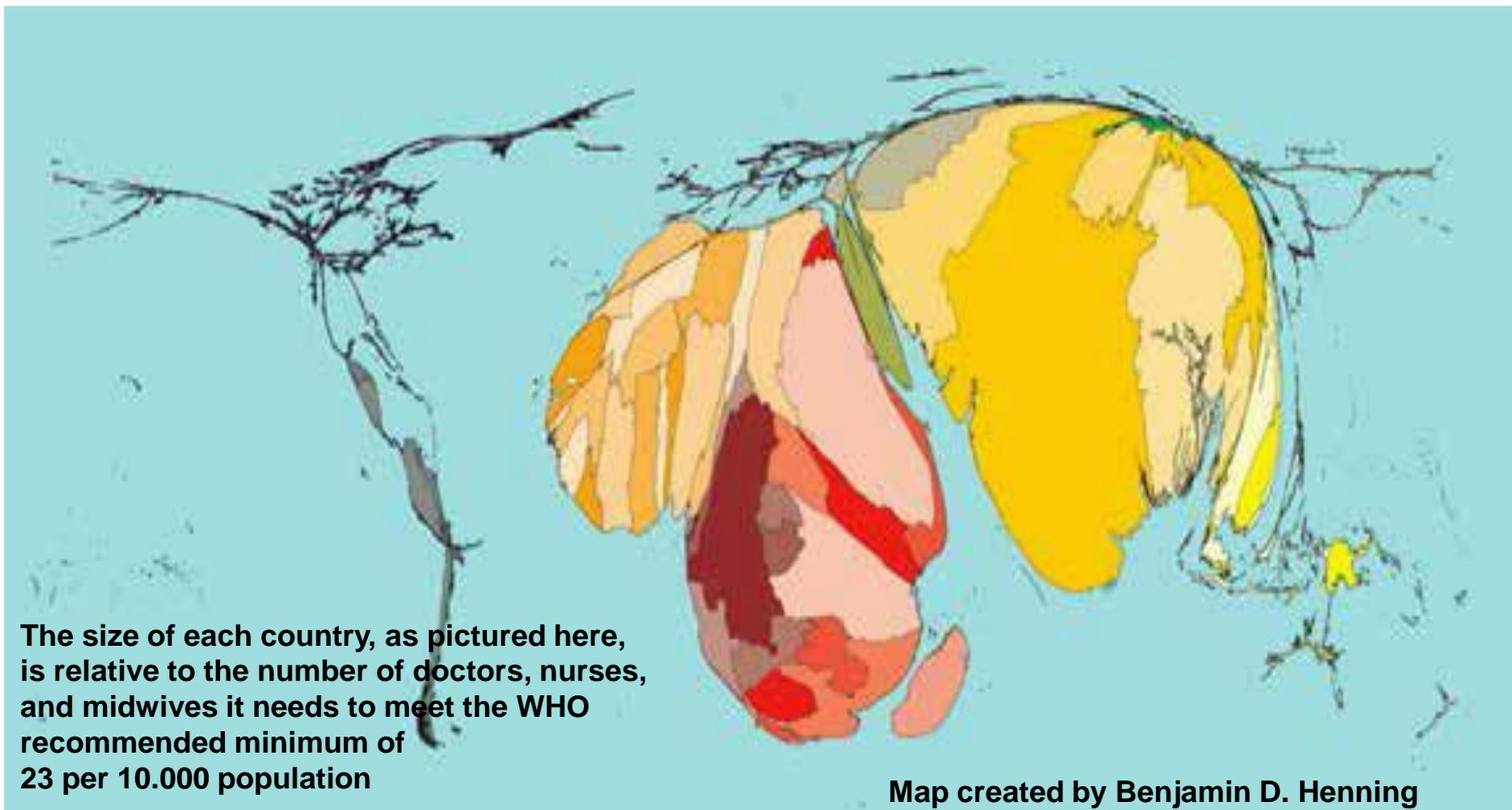
- The HRH crisis countries are making slow progress towards the health-related MDGs (e.g. maternal mortality ratio / 100,000 births)



Data source: World Health Organization. *Global Atlas of the Health Workforce* (<http://www.who.int/globalatlas/default.asp>).



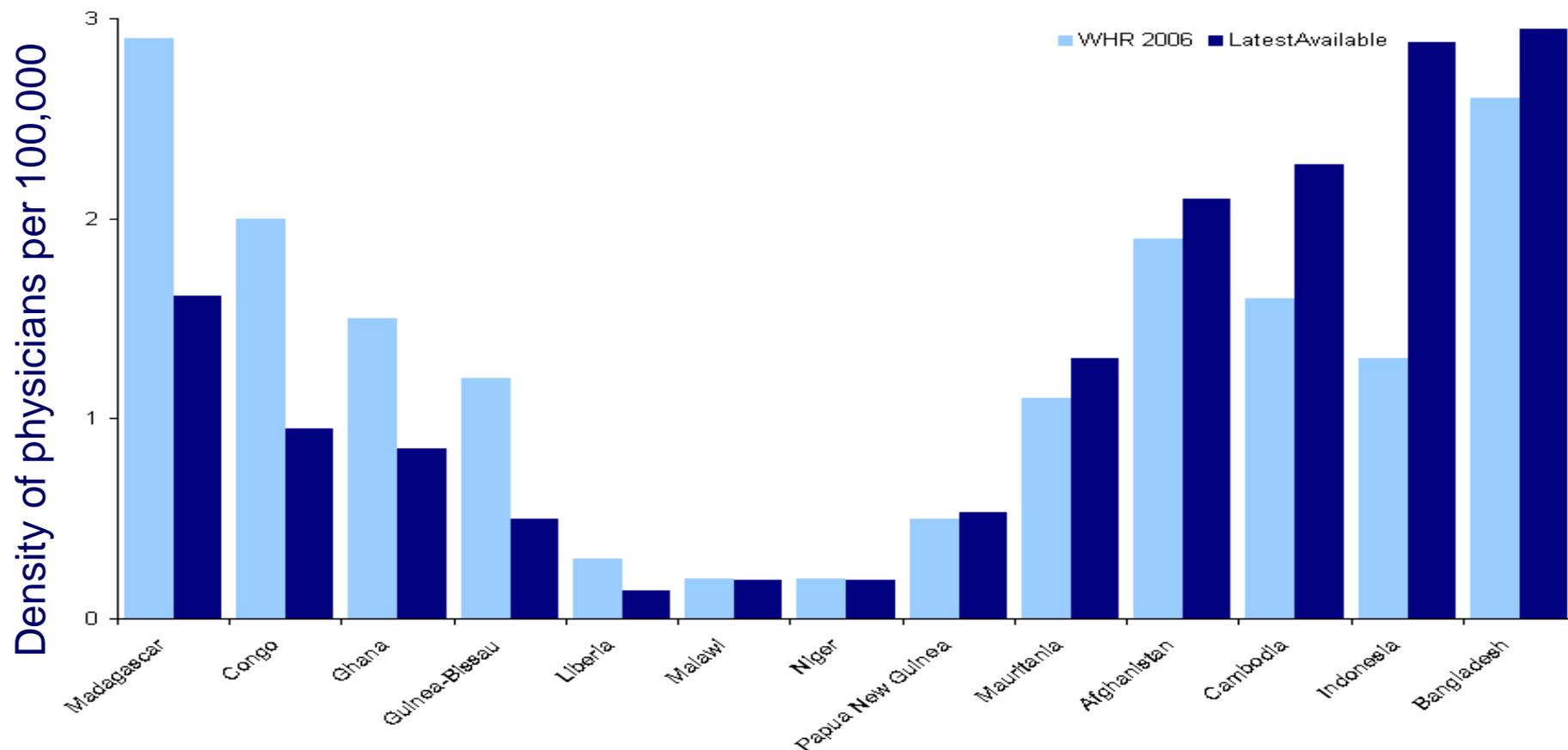
Global Inequalities: Health Workforce Shortages



Map created by Benjamin D. Henning
www.viewsoftheworld.net

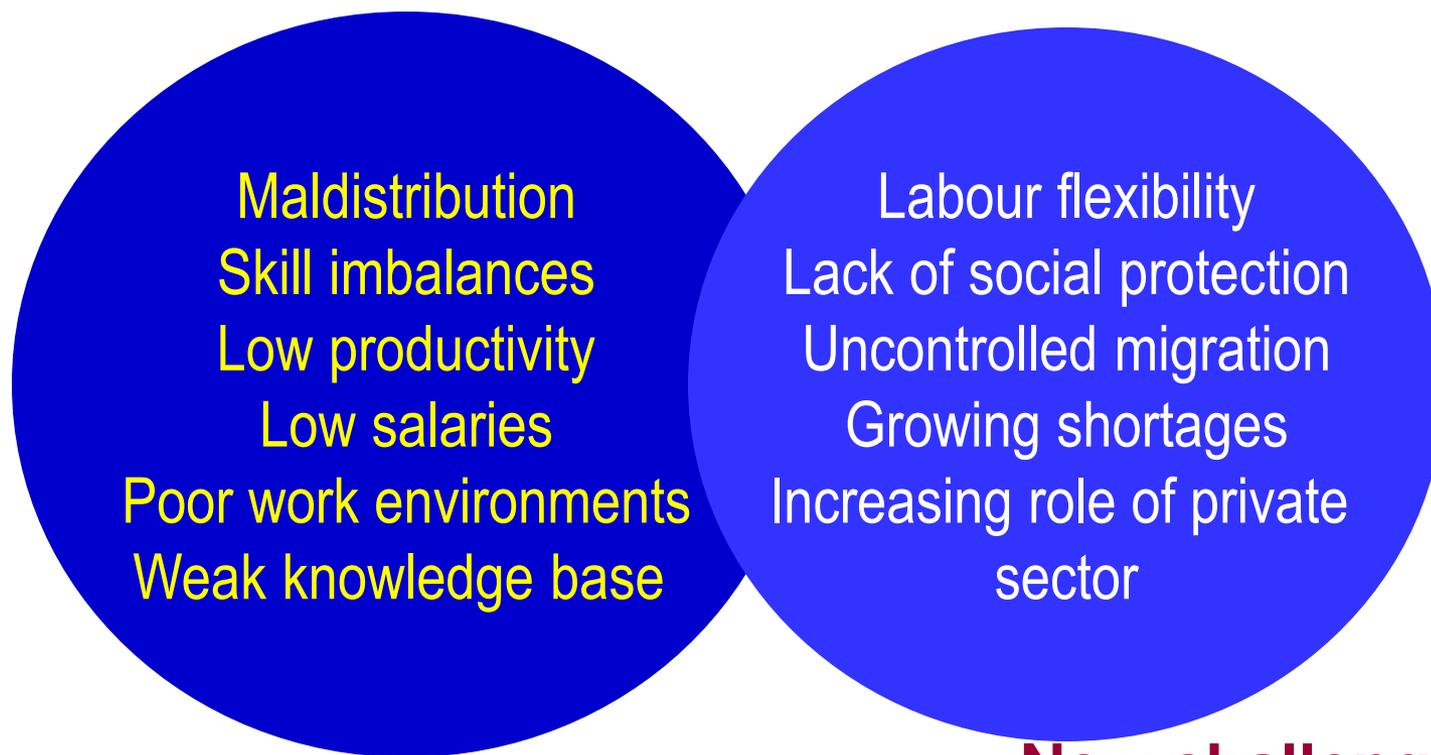
Some progress, but many countries see increased shortages during the last years

Stock of physicians: WHR 2006 statistics compared to the latest statistics



Health workforce challenges

Unfinished agenda



New challenges

Responding to global concerns

WHO and partners' contribution

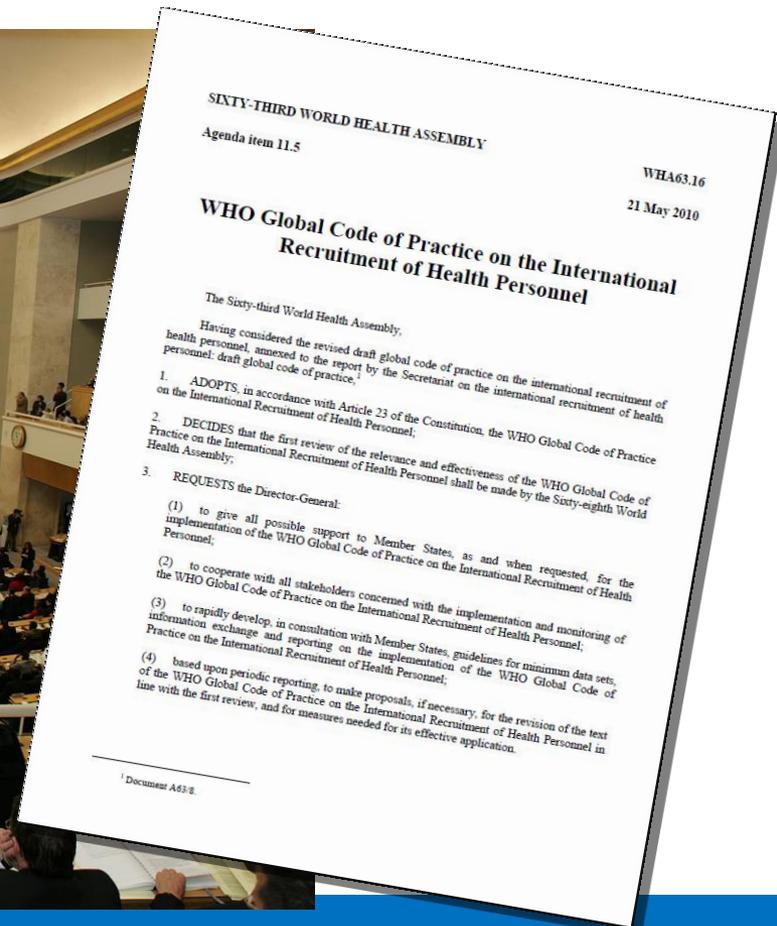
WHA Resolutions

- Scaling up HRH production
- Code of practice on international recruitment
- Strengthening nursing & midwifery

HRH Global Forums

- Declaration and Agenda for Global Action Kampala, 2008
- Outcome Statement of the Second Global Forum on Human Resources for Health Bangkok, 2011

WHO Global Code of Practice on the International Recruitment of Health Personnel was adopted by the 63rd World Health Assembly on 21 May 2010

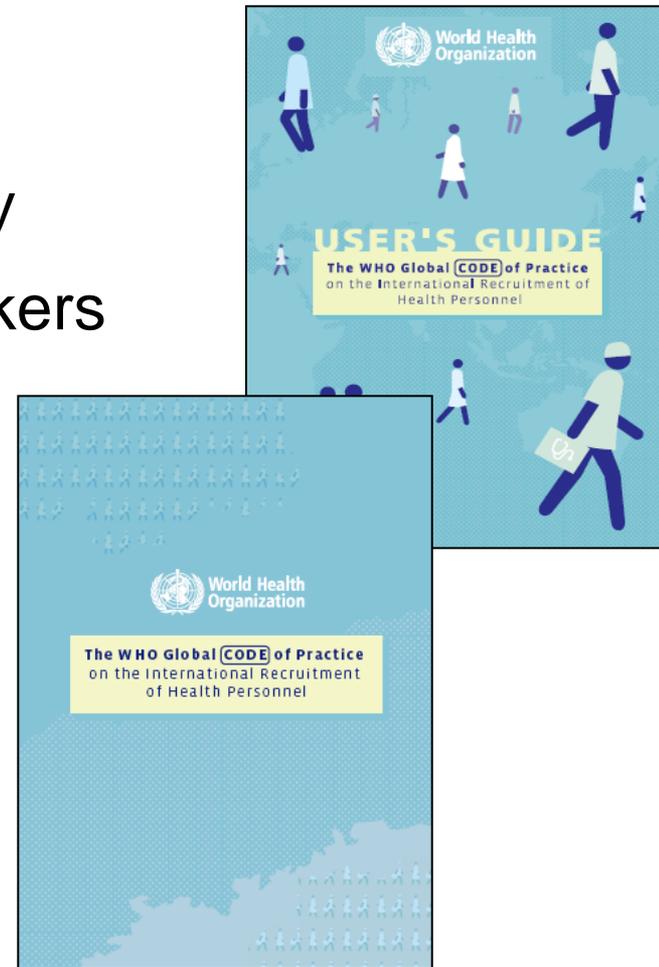


WHO Code of Practice

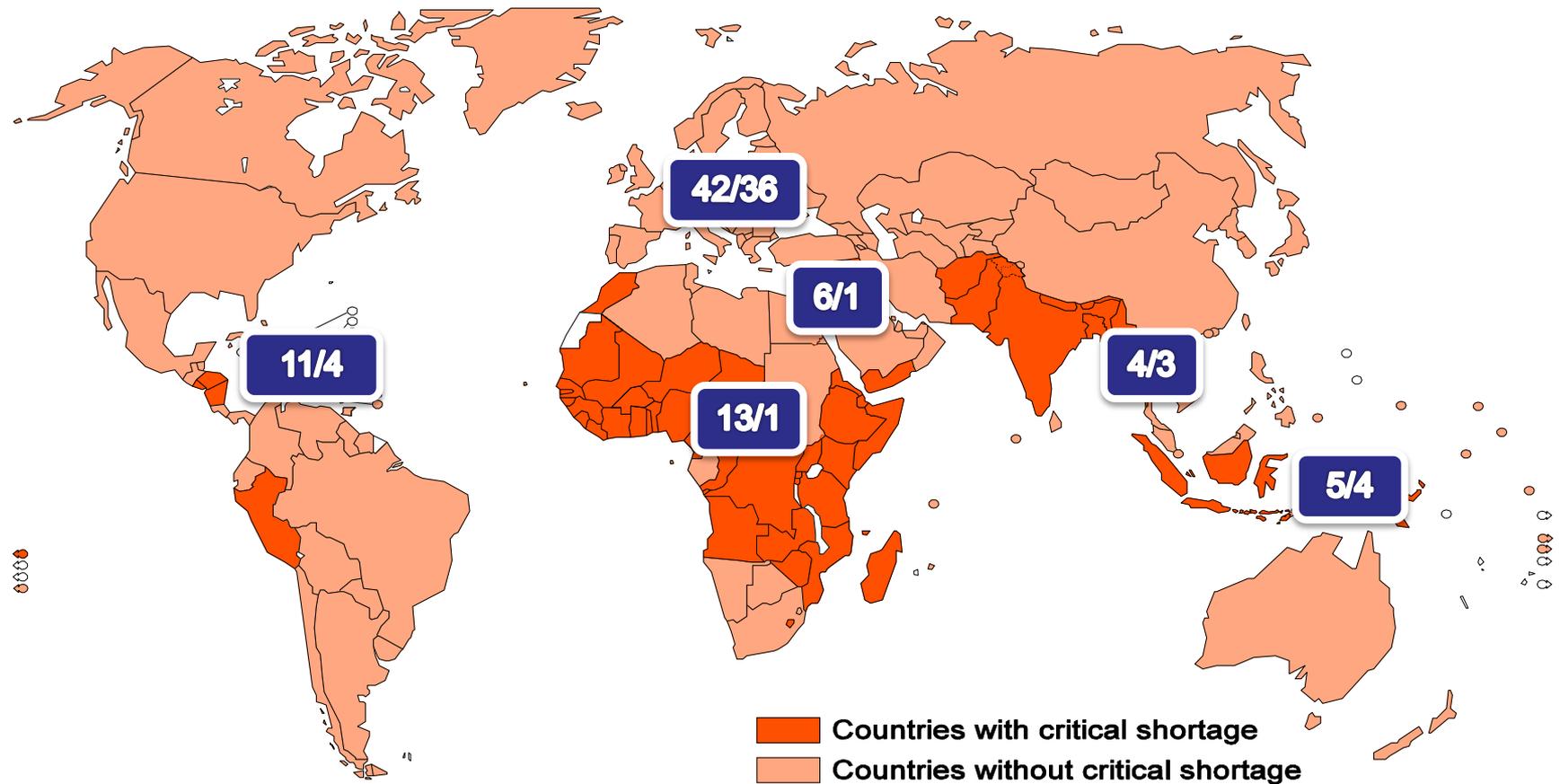
- **Voluntary principles and practices** for the ethical international recruitment of health personnel and the strengthening of health systems.
- **Dynamic framework for global dialogue and international cooperation** to address challenges associates with the international **migration** of health personnel.
- **Information exchange** on issues related to health personnel and health systems in the context of migration, and reporting on measures taken to its implementation.

Guiding principles of the WHO Code

- Ethical international recruitment
- Health system vs. HRH sustainability
- Fair treatment of migrant health workers
- International cooperation
- Support to developing countries
- Data gathering
- Information exchange



Designated national authorities by WHO region



Data source: World Health Organization. *Global Atlas of the Health Workforce* (<http://www.who.int/globalatlas/default.asp>).

Challenges to the implementation of the Code

- Engagement of multiple stakeholders (at the national and sub-national levels, in the public and private sectors) involved in decision –making process on the migration and recruitment of health personnel.
- Lack of coordinated and comprehensive data on health personnel migration.
- Lack of shared understanding between stakeholders
- Weak national capacity to deal with health workforce issues, to design and implement health workforce policies responding to the needs, and to mobilize the stakeholders and coordinate their actions in their support.
- Development of inter-country cooperation in exchanging data, in sharing tools and good practices to better manage the health workforce.

Countries expectations from the global community to be able to respond to the challenges

- **Tools** for a correct **diagnosis** of the situation
 - HRH Action framework and other assessment tools
- **Policy options** and sound technical advice
 - Evidence-based recommendations
- Effective and sustained **technical support**
 - Sustained and predictable financing
- Mutual **learning** and **sharing**
 - Documentations of innovations

Collecting and harmonising data on health workforce

- Global Atlas of the Health Workforce
- URL: www.who.int/globalatlas/autologin/hrh_login.asp

Welcome to the WHO
Global Atlas of the Health Workforce



New Joint Data Collection on HRH



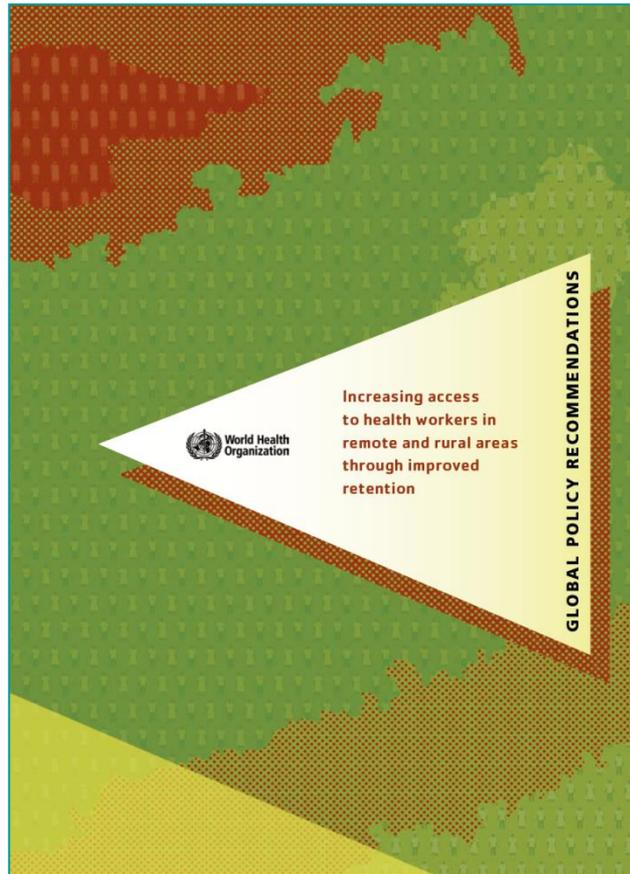
World Health Organization
Regional Office for Europe



- Joint Data base on health workforce (WHO Europe, OECD and Eurostat)



Global Policy Recommendations on health workforce retention



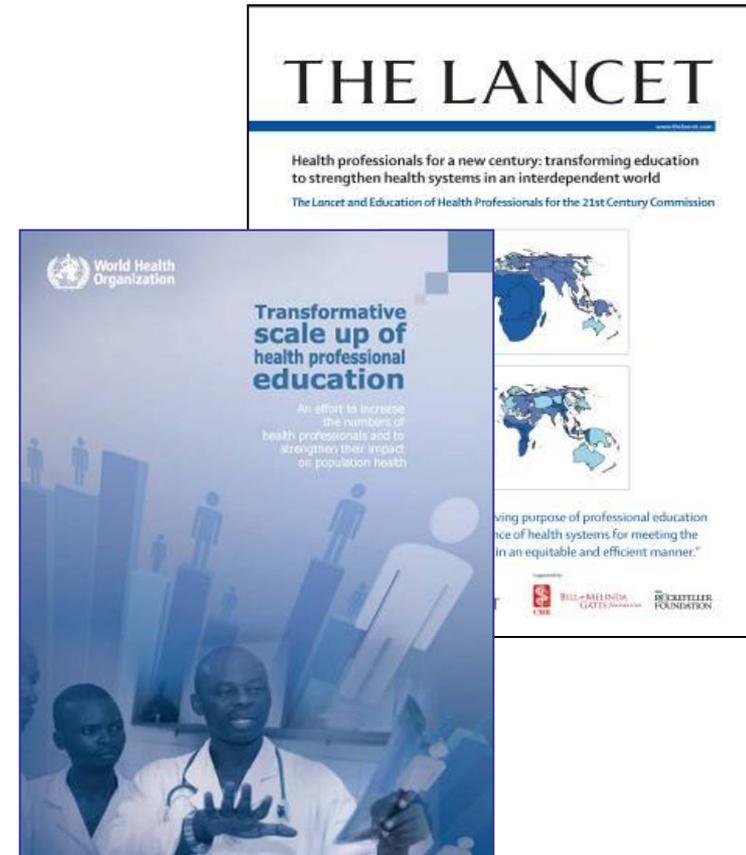
- The WHO recommendations apply to all types of health workers in the formal, regulated health sector.
- Complement the WHO Global Code of Practice on the International Recruitment of Health Personnel.

Global policy recommendations on transforming and scaling up education and training of health professionals

A series of policy recommendations and guidelines that addresses the **quantity, quality and relevance** of health professionals and contributes to improving population health outcomes.

"the current medical training model, which annually consumes about 100 billion USD worldwide, no longer works"...

"it is fragmented, static and out-dated"
The Lancet 376(9756): 1923-1958. 2010



Some WHO tools to support health workforce planning and projections

The Workload Indicators of Staffing Need (**WISN**) method is a human resources management tool.

It is a software tool for recording, analyzing and reporting data related to staffing conditions at the health facility level.



Some WHO tools to support health workforce planning and projections

Objective: to develop alternative scenarios of how the health sector might/could, develop.

This tool enables to analyze the possible effects of different assumptions on HRH supply, requirements, training, costs, productivity, and distribution.

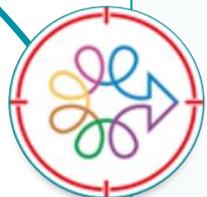
Human Resources for Health Planning & Projection Tool

General Information

Project name: Project-1
 Country: Russia
 Last changes: 6/27/2011, 1:34 PM
 Base year: 2011
 Projection period (years): 30

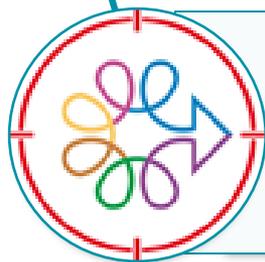
Occupations	Supply in 2011	% FTE in public sector	FTEs Public
Doctors	2,000	70	1,400
Nurses	3,000	85	2,550
Midwives	800	75	600
Dentists	200	40	80
Asst. doctors	1,200	90	1,080
Auxiliary nurses	3,000	85	2,550
Auxiliary midwives	600	80	480
Lab technicians	350	85	298
Asst. lab technicians	500	90	450
X-ray technicians	300	85	255
Asst. x-ray technicians	200	80	160
Therapists	200	50	100
Public health specialists	700	90	630
Pharmacists	400	50	200
Asst. pharmacists	500	60	300
Malaria workers	400	100	400
Family planning staff	700	90	630

Global Forum Momentum



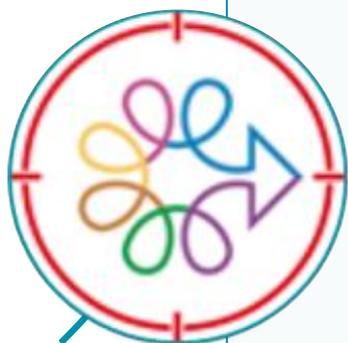
FIRST GLOBAL FORUM (Uganda, 2008)

HRH firmly in the policy agenda through development of the Kampala Declaration and Agenda for Global Action)



SECOND GLOBAL FORUM (Thailand, 2011)

Reviewed progress, highlighting many persisting gaps in taking forward the HRH agenda



THIRD GLOBAL FORUM (Brazil, 2013)

- Will elicit new HRH commitments to accelerate progress
- Will update HRH agenda to make it relevant to the current global health policy discourse, including push to accelerate progress towards health MDGs, UHC and post-2015 agenda

The 3rd Global Forum on HRH

Recife, Brazil, 10-13 November 2013



Forum slogan

Rising to the grand challenge of human resources for health

Overall theme

Human Resources for Health: foundation for Universal Health Coverage and the post-2015 development agenda

Forum Sub-Themes:

- **Leadership**, partnerships and accountability for HRH development
- Impact-driven HRH **investments** towards UHC and the health-MDGs
- Supportive legal and **regulatory** landscape for HRH
- **Empowering** health workers: Overcoming policy, social and cultural barriers
- Harnessing **innovation** and research for HRH: new management models and technologies <http://www.who.int/workforcealliance/forum/2013/en/index.html>

THANK YOU !