Working for Health

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#working4health

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In a nutshell

1. **One vision:** Accelerate progress towards universal health coverage, global health security and the 2030 Agenda for Sustainable Development.

2. **Two goals:** The expansion and transformation of the global health and social workforce.

3. **Three agencies:** The International Labour Organization (ILO), Organisation for Economic Co-operation and Development (OECD), and the World Health Organization (WHO).

4. **Four Sustainable Development Goals (SDGs):** Good health and well-being (SDG3); quality education (SDG4); gender equality (SDG5); decent work and economic growth (SDG8).

5. **Five-year action plan:** To support Member States and stakeholders to implement the recommendations of the High-Level Commission on Health Employment and Economic Growth.
Who we are

*Working for Health* is a strategic, intersectoral, multi-stakeholder programme that leverages the convening power and mandates of the United Nations and the OECD, its rights-based approaches and standards, and the expertise, resources and support from its diverse constituents and partners to expand and transform the health and social workforce.

We work hand in hand with governments, the private sector, civil society, academia, education and training providers, employers, professional associations, regulators, and trade unions.

*Working for Health* will be guided by a Steering Committee and a Strategic Advisory Board. The programme will be backed by a Multi-Partner Trust Fund.
Why we need it

The world’s population is growing, changing and facing an increasingly challenging socioeconomic outlook. Universal health coverage and decent employment are critical to eradicating poverty, enhancing social cohesion and stability and achieving prosperity for all.

The health and social sector is a major and growing employer, offering rare opportunities for young women and men to find a decent job.

70% of the health and social workforce are women and half of women’s contribution to global wealth is in unpaid care roles. Health workforce investments and action could contribute to gender equality and maximize women’s economic empowerment and participation.

There will be an unprecedented doubling in the demand for 40+ million new health worker jobs by 2030, primarily in high- and upper-middle-income countries, with a projected shortfall of 18 million health workers to achieve and sustain universal health coverage, in mostly low- and lower-middle income countries.

Inaction and chronic underinvestment in the workforce have compromised health and security, and have also led to new global risks and serious economic and social setbacks (e.g., Ebola).

Business as usual is untenable: We must change the way we invest in the health and social workforce in order to achieve the SDGs.
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Expanding and transforming the health and social workforce at country level

- Transformation and scale up of education, skills and decent job creation towards a sustainable health and social workforce
- Sustainable domestic and international investments
- Enhanced national workforce strategies
- Improved health labour market data, analysis and evidence
- Concerted tripartite social dialogue
- Transformation and scale up of education, skills and decent job creation towards a sustainable health and social workforce
How it came about

The United Nations Secretary General’s High-Level Commission on Health Employment and Economic Growth proposed ten recommendations and five immediate actions in September 2016 to stimulate the creation of health and social sector jobs as a means to support universal health coverage and advance inclusive economic growth.

Following extensive consultations with Member States and other key stakeholders, the 70th World Health Assembly adopted Working for Health: the Five-Year ILO-OECD-WHO Action Plan on Health Employment and Inclusive Economic Growth in May 2017.

High-level Commission on Health Employment and Economic Growth

Adoption of the Commission’s recommendations in high-level fora

2016
March

United Nations Secretary General establishes the Commission to stimulate health and social sector job creation to support universal health coverage and advance inclusive economic growth

September

Commission launches its report with ten recommendations and five immediate actions

December

UN General Assembly resolution Global Health and Foreign Policy: Health Employment and Economic Growth (New York); High-Level Ministerial Meeting on Health Employment and Economic Growth, Geneva

2017
January

WHO Executive Board; France-Africa Bamako Summit; OECD Health Ministerial Meeting

March

61st Commission on the Status of Women; West African Economic and Monetary Union (UEMOA) health and labour ministers meeting

April

ILO tripartite meeting on improving employment and working conditions in health services

May

G20 Health Ministers meeting; 70th World Health Assembly adoption of Working for Health: Five-year ILO-OECD-WHO Action Plan on Health Employment and Inclusive Economic Growth

June

OECD Health Committee
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Two goals:
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Four Sustainable Development Goals (SDGs):
- Good health and well-being (SDG3)
- Quality education (SDG4)
- Gender equality (SDG5)
- Decent work and economic growth (SDG8)

Five-year action plan:
To support Member States and stakeholders to implement the recommendations of the High-Level Commission on Health Employment and Economic Growth.

10 Commission recommendations:
- Job creation
- Financing and fiscal space
- Gender equality and women’s rights
- Partnerships and cooperation
- Education, training and competencies
- International migration
- Health service delivery and organization
- Crisis and humanitarian settings
- Technology
- Data, information and accountability

5 Immediate actions:

A. Encourage commitments, foster intersectoral engagement and develop an implementation plan
B. Galvanize accountability, commitment and advocacy
C. Advance health labour market data, analysis and tracking in all countries
D. Accelerate investment in transformative education, skills and job creation
E. Establish an international platform on health worker mobility
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