

# Global Strategy on Human Resources for Health: Workforce 2030

## VISION

Accelerate progress towards Universal Health Coverage and the Sustainable Development Goals by ensuring equitable access to a skilled and motivated health worker within a performing health system.

## OVERALL GOAL

To ensure availability, accessibility, acceptability and quality of the health workforce through adequate investments and the implementation of effective policies at national,<sup>1</sup> regional and global levels, for ensuring healthy lives for all at all ages, and promoting equitable socio-economic development through decent employment opportunities.

<sup>1</sup> Throughout this document, reference to policy and actions at “country level” or at “national level” should be understood as relevant in each country in accordance with subnational and national responsibilities.

## PRINCIPLES

- Support governments to build optimal health workforce models for the provision of people-centred integrated health services, responsive to patients’ sociocultural expectations, and empowering and engaging communities to be active participants in the health care production process.
- Guarantee the right of health workers to be free from gender discrimination and violence in the work place, and ensure ‘decent work for all’.
- Facilitate the integration of health and social care services through a holistic approach centred on population needs.
- Promote international collaboration and solidarity based on mutual interest and shared responsibility, and ensure ethical recruitment practices.
- Mobilize political commitment and foster collaboration across sectors and constituencies (including public and private) for effective HRH action.
- Ensure WHO support on normative aspects and technical cooperation is coherent and integrated at all levels of the organization.

## OBJECTIVES

**1.** To implement evidence-based HRH policies to optimize impact of the current health workforce, ensuring healthy lives, effective Universal Health Coverage, and contributing to global health security.

**2.** To align HRH investment frameworks at national and global levels to future needs of the health systems and demands of the health labour market, maximizing opportunities for employment creation and economic growth.

**3.** Build the capacity of national and international institutions for an effective leadership and governance of HRH actions.

**4.** To ensure that reliable, harmonized and up-to-date HRH data, evidence and knowledge underpin monitoring and accountability of HRH efforts at national and global levels.

## GLOBAL TARGETS

**1.1.** All countries: by 2030, 80% of countries have halved disparity in health worker distribution between urban and rural areas.

**2.1.** All countries: by 2030, 80% of countries allocate at least [xx]% of their GDP to health worker production, recruitment, deployment and retention, within a balanced allocation taking into account other health and social development priorities.

**2.2.** High and middle-income countries: by 2030, all countries meet at least 90% of their health personnel needs with their own human resources for health, in conformity with provisions of the WHO Code of Practice on International Recruitment of Health Personnel.

**2.3.** Low-and middle-income countries: by 2030, to create, fill and sustain at least 10 million additional jobs in the health and social care sectors to address unmet needs for the equitable and effective coverage of health services.

**2.4.** High-income countries: to ensure that by 2030 all OECD countries can demonstrate allocating at least 25% of all development assistance for health to HRH.

**3.1.** All countries: by 2030, 80% of all countries have institutional mechanisms in place to effectively steer and coordinate an inter-sectoral health workforce agenda.

**4.1.** All countries: by 2030, 90% of countries have established mechanisms for HRH data sharing through national health workforce accounts, and report on a yearly basis core HRH indicators to WHO Secretariat and publish them.

## CORE WHO SECRETARIAT ACTIVITIES IN SUPPORT OF THE STRATEGY IMPLEMENTATION

Develop normative guidance, support operations research to identify evidence-based policy options, and provide technical cooperation – as may be relevant to the needs of Member States – on health workforce education, scope of practice of different cadres, evidence-based deployment and retention strategies, quality control and performance enhancement approaches, including regulation.

Provide normative guidance and technical cooperation on health workforce planning and forecasting, health labour market analysis, costing of national HRH strategies.

Strengthen evidence and adoption of macro-economic and funding policies conducive to greater and more strategically targeted investments in HRH.

Provide Member States with technical cooperation and capacity building to develop core competencies in HRH policy, planning and management.

Foster effective coordination, alignment and accountability of the global HRH agenda by facilitating a network of international HRH stakeholders actors.

Assess systematically the health workforce implications resulting from the technical or policy recommendations presented at the World Health Assembly and regional committees.

Develop, review the utility of, update tools, guidelines and databases relating to HRH data and evidence.

Facilitate a process for countries to report to WHO Secretariat on a yearly basis on a minimum set of core HRH indicators as a basis for a performance and accountability framework of this strategy.

Support countries to strengthen quality and completeness of national health workforce data.

Streamline and integrate all HRH reporting requirements by WHO Member States.

Adapt, integrate and link the monitoring of targets in the Global Strategy on HRH to the emerging accountability framework of the Sustainable Development Goals.