Using the NHWA to tackle health workforce challenges

Understanding the health workforce

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### 1-01 Health worker density

**Name**: Density of health workers per 10 000 population

**Definition**: Number of health workers per 10 000 population

**Potential data sources**
- Health workforce registry or database
- Aggregate data from health facilities (routine administrative records, Health Management Information System, District Health Information System census and/or survey)
- Professional council/chamber/association registers
- Labour force surveys
- Population census data
- United Nations Statistics Division population data

### 1-02 Health worker density at subnational level

**Name**: Density of active health workers per 10 000 population at subnational level

**Definition**: Number of active health workers per 10 000 population in the given subnational administrative unit

**Potential data sources**
- Health workforce registry or database
- Aggregate data from health facilities (routine administrative records, Health Management Information System, District Health Information System census and/or survey)
- Professional council/chamber/association registers
- Population census data
- Health facility database (with location)
- United Nations Statistics Division population data

### 1-03 Health worker distribution by age group

**Name**: Percentage of active health workers in different age groups

**Definition**: Percentage of active health workers in the given age groups, by occupation

**Potential data sources**
- Health workforce registry or database
- Aggregate data from health facilities (routine administrative records, Health Management Information System, District Health Information System census and/or survey)
- Professional council/chamber/association registers
- Labour force surveys
- Population census data

### 1-04 Female health workforce

**Name**: Percentage of female health workers in active health workforce

**Definition**: Percentage of female health workers in active health workforce, by occupation

**Potential data sources**
- Health workforce registry or database
- Aggregate data from health facilities (routine administrative records, Health Management Information System, District Health Information System census and/or survey)
- Labour force surveys
- Population census data

### 1-05 Health worker distribution by facility ownership

**Name**: Percentage of active health workers employed by type of facility ownership

**Definition**: Percentage of active health workers employed in facilities by type of ownership (public, private not-for-profit, private for-profit)

**Potential data sources**
- Health workforce registry or database
- Aggregate data from health facilities (routine administrative records, Health Management Information System, District Health Information System census and/or survey)

### 1-06 Health worker distribution by facility type

**Name**: Percentage of active health workers employed by facility type

**Definition**: Percentage of active health workers employed in the given facility type, by occupation

**Potential data sources**
- Health workforce registry or database
- Aggregate data from health facilities (routine administrative records, Health Management Information System, District Health Information System census and/or survey)

### 1-07 Share of foreign-born health workers

**Name**: Percentage of active foreign-born health workers

**Definition**: This indicator will capture the information on health workforce coming from abroad

**Potential data sources**
- Health workforce registry or database
- Professional council/chamber/association registers
- Health facility data
- Population census data (data mainly available on place of birth, not place of training)

### 1-08 Share of foreign-trained health workers

**Name**: Percentage of active foreign-trained health workers

**Definition**: Percentage of active foreign-trained health workers in the active health workforce

**Potential data sources**
- Health workforce registry or database
- Professional council/chamber/association registers
- Health facility data

### 1-09 Share of workers across health and social sectors

**Name**: Percentage of workers in the health and social sector to total civilian workers

**Definition**: Ratio of the number of persons working in health and social sector to the total number of persons employed in the civilian labour force. Total civilian corresponds to the total labour force excluding armed forces

**Potential data sources**
- Labour force surveys
- Tax registries, insurance or pension fund registries