World Health Organization

REGIONAL OFFICE FOR **Europe**

Using the NHWA to tackle health workforce challenges

Understanding the health workforce

1-01   Health worker density

Name	Density of health workers per 10 000 population
Disaggregation	By occupation, by occupation and activity level
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
Disaggregation	By occupation
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
Disaggregation	By occupation
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
Disaggregation	By occupation
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
Disaggregation	By occupation and 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
Disaggregation	By occupation
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
Disaggregation	By occupation
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
Disaggregation	By occupation, by occupation and country of training
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
Disaggregation	Health and social sectors defined by ISIC codes 86, 87, and 88
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