INVESTMENTS IN THE HEALTH LABOUR MARKET WILL RESULT IN IMPORTANT MULTIPLIER EFFECTS IN THE WIDER ECONOMY

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What is the issue?
Health workers need non-health workers, but how many?

• Health workers cannot be fully effective without support from workers in non-health occupations (NHOs), eg:
  – drug manufacturers, vehicle mechanics, health insurance workers, construction workers, LTC workers

• Investment in health occupations (HOs) need for more NHOs (multiplier effects in wider economy)

• Many NHOs are employed outside the health sector, or not formally employed
  – difficult to estimate how many there are, and how many are needed
A NEW METHOD OF ESTIMATING THE NUMBERS OF HO AND NHO WORKERS AVAILABLE AND NEEDED
The research questions

Using comparable methods for all countries, estimate:

• How many NHO jobs are in the workforce?
• How many NHO workers are needed to support HO workers to deliver UHC?
• How many HO and NHO workers are missing from the workforce?
## Conceptual framework

<table>
<thead>
<tr>
<th></th>
<th>Workers in health occupations (HOs)</th>
<th>Workers in non-health occupations (NHOs)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employed in the health sector</td>
<td>A</td>
<td>C</td>
<td>A+C</td>
</tr>
<tr>
<td>Employed outside the health sector</td>
<td>B</td>
<td>D</td>
<td>B+D</td>
</tr>
<tr>
<td>Not formally employed</td>
<td>-</td>
<td>E</td>
<td>E</td>
</tr>
<tr>
<td>Total</td>
<td>A+B</td>
<td>C+D+E</td>
<td>A+B+C+D+E</td>
</tr>
</tbody>
</table>
Method (1)

Using global databases (ILOSTAT, GHO):
1. Estimate no. of HO workers using ISCO codes
2. Estimate no. of service industry workers using ISIC codes
3. Estimate % of service industry workers who are NHO workers using a proxy variable (THE as a % of GDP)

Apply observed ratio of HO to NHO workers to countries with insufficient data.

Estimate # of informal NHO workers based on country age profile and surveys showing # of people who have given up paid employment, reduced working hours or taken early retirement in order to provide long-term care
Method (2)

• Estimate number of ‘missing’ HO and NHO workers:
  – Calculate median HO and NHO workers per 1,000 population in low-vulnerability countries
  – Apply this ratio to population in all countries to estimate the number needed
  – Compare against actual numbers to estimate shortfall
RESULTS
1.5 formal NHO workers + 0.8 informal NHO workers for every HO worker
89 countries have a HO worker shortage and 123 have a NHO worker shortage
The largest shortfalls are in Africa and Asia
Projecting forward

An additional 27 million HO jobs and 57 million NHO jobs are needed to achieve UHC by 2030.
CONCLUSIONS
Conclusions

• The health sector is strongly linked to the wider economy
• In meeting health needs, consideration must be given to NHOs as well as HOs
• Huge potential for creating decent work, especially if informal NHO jobs become formal
  — and increased equity via focused investment in under-served locations and female-dominated spheres such as long-term care
• But: improved data collection methods are needed for more accurate estimates
• Investment in HOs and NHOs should be viewed as an investment, not a drain on resources
For more details


Available on USB stick.
ANY QUESTIONS?