Accelerating health workforce investments: progress on WHO’s Global Strategy on HRH and the High-Level Commission on Health Employment & Economic Growth

10 February 2017

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Global economy is projected to create around 40 million new health sector jobs by 2030\(^1\)

Projected shortfall of **18 million** health workers to achieve and sustain the SDGs\(^2\)

1 World Bank. 2 World Health Organization
Health Labour Market Framework for UHC

Economy, population and broader societal drivers

Education sector
- Education in health
- Education in other fields

Labour market dynamics
- Employed
- Unemployed
- Out of labour force
- Other sectors

Pool of qualified health workers*
- Migration
- Abroad

Health care sector**
- Health workforce equipped to deliver quality health service

Policies on production
- on infrastructure and material
- on enrolment
- on selecting students
- on teaching staff

Policies to address inflows and outflows
- to address migration and emigration
- to attract unemployed health workers
- to bring health workers back into the health care sector

Policies to address maldistribution and inefficiencies
- to improve productivity and performance
- to improve skill mix composition
- to retain health workers in underserved areas

Policies to regulate the private sector
- to manage dual practice
- to improve quality of training
- to enhance service delivery
The Global Strategy on HRH: Workforce 2030

1. **Optimize the existing workforce** in pursuit of the Sustainable Development Goals and UHC (e.g. education, employment, retention)

2. **Anticipate and align investment in future workforce requirements** and plan the necessary changes (e.g. a fit for purpose, needs-based workforce)

3. **Strengthen individual and institutional capacity** to manage HRH policy, planning and implementation (e.g. migration and regulation)

4. **Strengthen data, evidence and knowledge** for cost-effective policy decisions (e.g. National Health Workforce Accounts)
WORKING FOR HEALTH AND GROWTH

Investing in the health workforce

The Power of Health Workers video:
https://www.youtube.com/watch?v=TeP0aafYvH0
Case for investment

Pathways to economic growth

1. Health
2. Economic output
3. Social protection
4. Social cohesion
5. Innovation and diversification
6. Health security

- Full-income growth
- Improved labour supply and productivity
- Services
- Goods and capital assets
- Reduced inequality
- Political stability
- Technological change and risk management
- Commerce, trade, and the movement of populations
# Commission’s recommendations

## 10 recommendations + 5 immediate actions

<table>
<thead>
<tr>
<th>Transforming the health and social workforce to achieve the 2030 Agenda</th>
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<tbody>
<tr>
<td>1. Job creation</td>
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<td>2. Gender equality and women's rights</td>
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<td>3. Education training and competencies</td>
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<td>4. Health service delivery and organization</td>
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<td>5. Technology</td>
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<td>6. Crisis and humanitarian settings</td>
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<td>Enabling change</td>
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<td>7. Financing and fiscal space</td>
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<td>8. Partnerships and cooperation</td>
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<td>9. International migration</td>
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<td>10. Data, information and accountability</td>
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### TVET scale-up: aligned with WHO guidelines

<table>
<thead>
<tr>
<th>Year</th>
<th>QTR</th>
<th>Activities</th>
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<tbody>
<tr>
<td>2016</td>
<td>QTR 1:</td>
<td>Steering Group establishment</td>
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<td></td>
<td>QTR 2:</td>
<td>Overview of existing systematic reviews</td>
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<td></td>
<td>Q3:</td>
<td>Public consultation to inform scope of guidelines</td>
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<td>Q4:</td>
<td>First Guideline Development Group meeting</td>
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<td>2017</td>
<td>Q1 – Q2:</td>
<td>Commission systematic reviews</td>
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<td></td>
<td>Q3:</td>
<td>Second Guideline Development Group meeting to assess evidence, develop recommendations and draft guidelines</td>
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<td>Q4:</td>
<td>Peer-review and finalization of guidelines</td>
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<td>2018</td>
<td>Q1:</td>
<td>Guidelines dissemination</td>
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**Objectives:**

- Provide recommendations in the areas of community-based health worker selection, education, continuing training, linkage with other health workers, management, supervision, performance enhancement, incentives, remuneration, governance, health system integration
- Identify relevant contextual, implementation and evaluation considerations at the policy and systems level
- Suggest tools to support the uptake of the recommendations at the country level
- Identify priority evidence gaps to be addressed through further research.
<table>
<thead>
<tr>
<th>Year</th>
<th>Date</th>
<th>Event</th>
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<tbody>
<tr>
<td>2016</td>
<td>20 September:</td>
<td>Launch of the report of the High-Level Commission on Health Employment and Economic Growth</td>
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<td>15 December:</td>
<td>Adoption of UNGA resolution Global Health and Foreign Policy: Health Employment and Economic Growth</td>
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<td>22 December:</td>
<td>UNSG welcomes the Commission report and urges agreement on a way forward to ensure bold action to build a sustainable global health workforce and align public and private investments to do so.</td>
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<td>2017</td>
<td>14 January:</td>
<td>France-Africa Bamako Summit Declaration commits to implement recommendations of the Commission</td>
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<td>17 January:</td>
<td>OECD Health Ministerial Meeting welcomes the Commission report and requests OECD to work with WHO and ILO on its implementation</td>
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<td>26 January:</td>
<td>WHO Executive Board Decision EB140(3) welcomes the report of the Commission and requests the WHO DG to finalize the five-year action plan for consideration at the 70th WHA</td>
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Opportunity for alignment
5-year action plan

15 December 2016 – 17 February 2017
Consultation on the five-year action plan

9 February 2017
Information session and technical discussion with missions

18 February – 7 March 2017
Review and synthesis of feedback on the five-year action plan. Action plan revision and finalization.

17 March 2017
Submission of final action plan to WHO governing bodies for the 70th WHA