



# GLOBAL HEALTH WORKFORCE INFORMATION SYSTEM

OECD Experience with Joint Questionnaire on  
Health Workforce (OECD/EUROSTAT/WHO-EURO)



# Consolidating HRH information and a core set of Health Workforce data for planning, monitoring, and evaluation

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## **MILESTONE 4.1**

By 2020, all countries have made progress to establish registries to track health workforce stock, education, distribution, flows, demand, capacity and remuneration

## **Milestone 4.2**

By 2020, all countries will have made progress on sharing HRH data through national health workforce accounts and submitting core indicators to the WHO Secretariat annually.



# OVERVIEW

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- There is a global need to improve the availability and quality of health workforce data for monitoring, planning and accountability purposes.
- In many OECD countries, Health Workforce Registries provide the foundation for a regular collection of a minimum dataset on the health workers, but other data sources are needed to provide other important information on the education, employment and remunerations of health workers.
- This presentation reviews experience with the **joint data collection** among OECD, Eurostat and WHO-Europe, its potential contribution to the National Health Workforce Account, and areas requiring further work.



# Background and aim of Joint Questionnaire

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- Started in 2010 on non-monetary health care statistics (health employment and education, physical and technical resources), extended in 2013 (health care activities) and in 2015 (health workforce migration)
- Complementary to health financing data collected under the System of Health Accounts
- Overall aim: Collect internationally comparable data to monitor key aspects and trends in health workforce (and other resources and activities of health systems)
- Aim of joint data collection:
  - Reduce data collection burden on national authorities
  - Improve consistency of data in international databases



# Content of the Joint Questionnaire on Health Employment and Workforce Migration



## Health employment and education

- Physicians
- Midwives, nurses and caring personnel
- Dentists, pharmacists, physiotherapists
- Hospital employment
- Graduates



## Health workforce migration

- Stock of foreign-trained doctors
- Annual inflows of foreign-trained doctors
- Stock of foreign-trained nurses
- Annual inflows of foreign-trained nurses



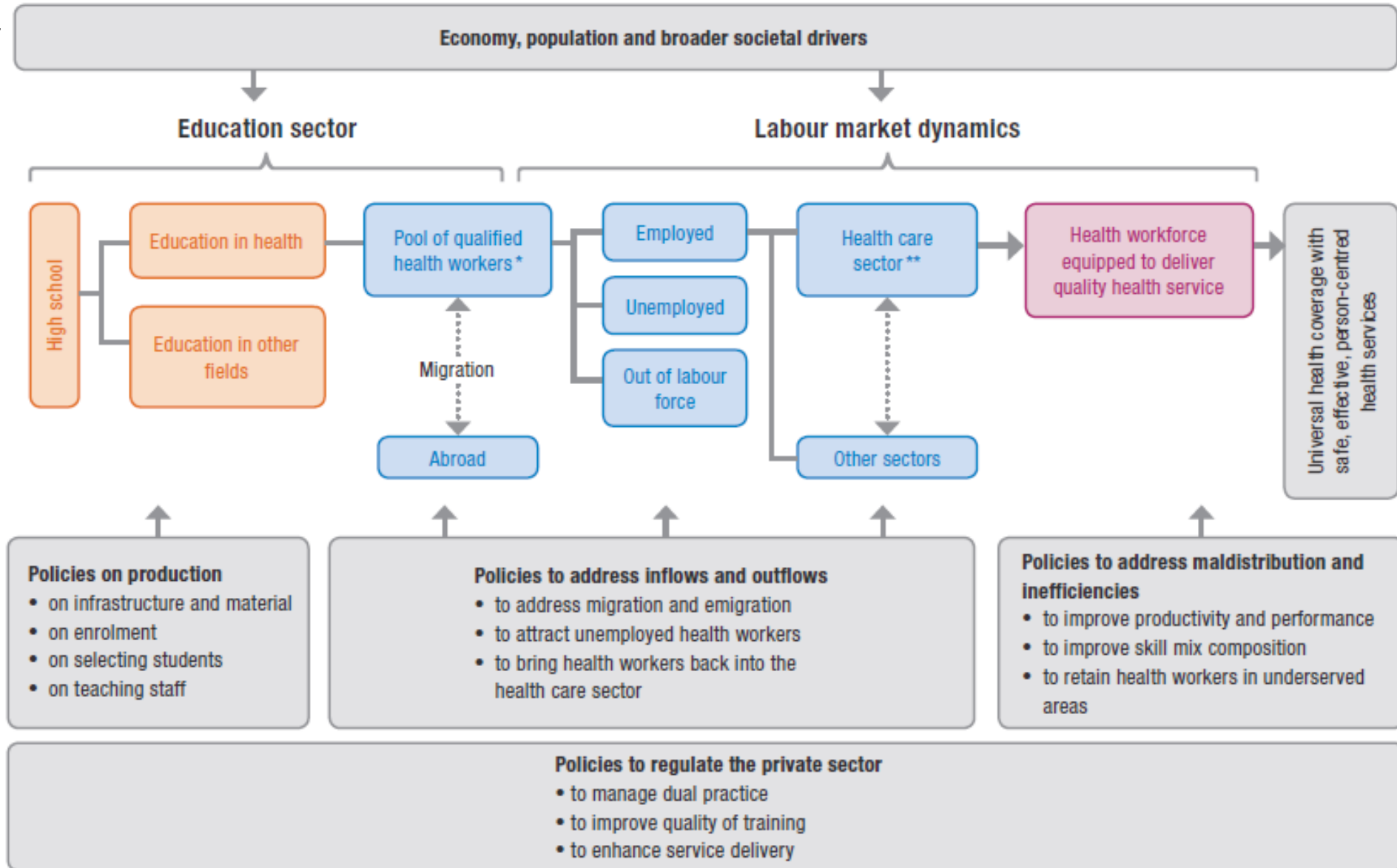
# General approach to Joint Questionnaire

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- **62 countries receive the Joint questionnaire each year:**
  - 28 EU countries + 7 EU candidate countries and EFTA countries
  - 18 other countries in WHO-Europe region
  - 9 OECD countries outside Europe (Australia, Canada, Chile, Israel, Japan, Korea, Mexico, New Zealand, US)
- **Based on international standard classifications:**
  - SHA: International Classification of Health Accounts (ICHA)
  - ISCO-08: Broad coverage of occupations in all sectors, but limited breakdown in some areas (e.g., specialist doctors)
- **Flexibility to take into account specific information needs of different organisations**

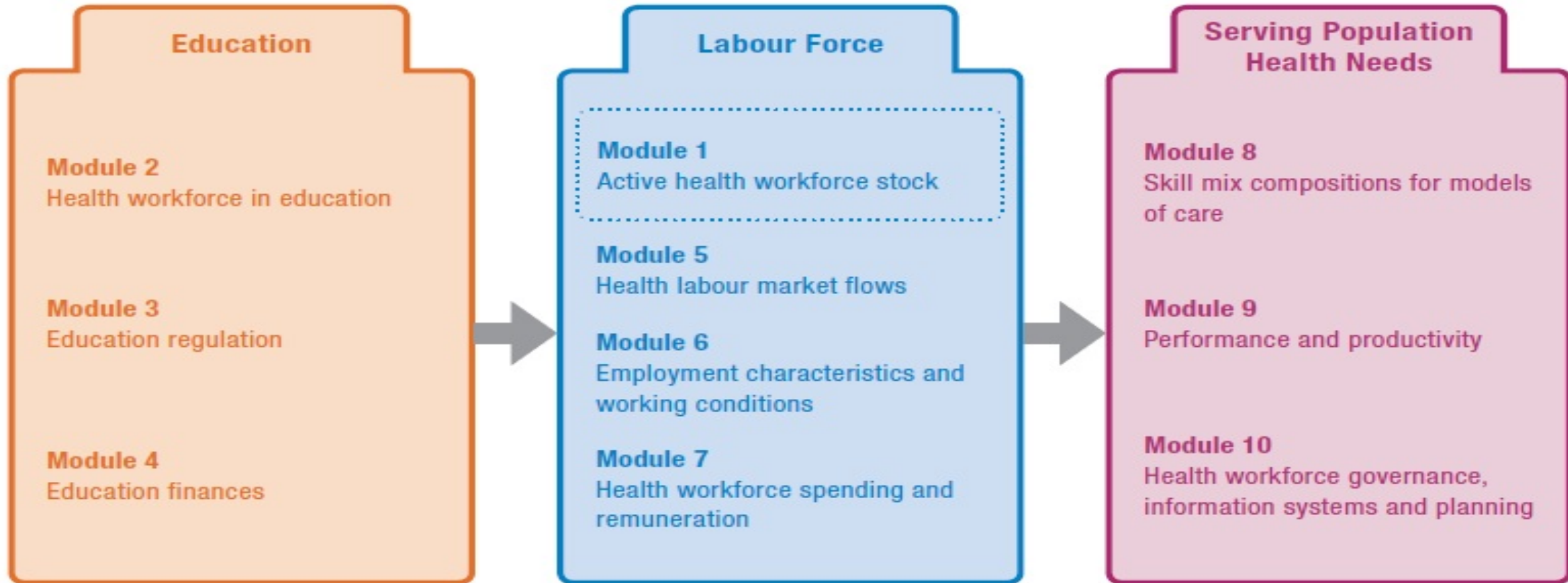


# Health Labour Market Framework for UHC





# 10 Modules for National Health Workforce Account



**90 Indicators: progressive implementation 2016 - 2030**





# The Joint Questionnaire mapping to NHWA

OECD/Eurostat/WHO Europe Joint Data Collection on Non-Monetary Health Care Statistics List of common variables related to Health Employment and Education		Check-list
<b>Physicians (Head Count)</b>	Go	
Practising physicians		
Professionally active physicians		
Physicians licensed to practice		
<b>Physicians by age group and gender</b>	Go	
Physicians by age group (less than 35, 35-44, 45-54, 55-64, 65-74, 75+) and by gender		
<b>Physicians by categories</b>	Go	
Generalist medical practitioners		
- General practitioners		
- Other generalist (non-specialist) medical practitioners		
Specialist medical practitioners		
- General paediatricians		
- Obstetricians and gynaecologists		
- Psychiatrists		
- Medical group of specialists		
- Surgical group of specialists		
- Other specialists not elsewhere classified		
Medical doctors not further defined		
<b>Midwives (Head Count)</b>	Go	
Practising midwives		
Professionally active midwives		
Midwives licensed to practice		
<b>Nurses (Head Count)</b>	Go	
Practising nurses		
- Professional nurses, practising		
- Associate professional nurses, practising		
Professionally active nurses		
- Professional nurses, professionally active		
- Associate professional nurses, professionally active		
Nurses licensed to practice		
- Professional nurses, licensed to practice		
- Associate professional nurses, licensed to practice		
<b>Caring personnel (Personal care workers) (Head Count)</b>	Go	
Practising caring personnel (personal care workers)		
Professionally active caring personnel (personal care workers)		
<b>Dentists (Head Count)</b>	Go	
Practising dentists		
Professionally active dentists		
Dentists licensed to practice		
<b>Pharmacists (Head Count)</b>	Go	
Practising pharmacists		
Professionally active pharmacists		



**1 Active health workforce stock**

- Sector employment**
  - Health and social sector employment
- Density**
  - Health worker density
  - Health worker densit
- Activity**
  - Health worker densit
  - Activity ratio
- Demographic characteristics**
  - Distribution by sex
  - Distribution by age
  - Median age of health workers
- Distribution**
  - Health worker distribution by facility/ institution ownership
  - Health worker distribution by facility type

**2 Health workforce in education**

- Pre-entry and entry into education and training**
  - Applicants to education and training places ratio
- Entry into education and training**
  - Entrants to education and training places ratio
  - Entrants to education and training programmes by cadre
  - Sex distribution of entrants, by cadre, by institutional ownership
- Graduates from education and training programmes**
  - Sex distribution of graduates by cadre, by institutional ownership
  - Graduation rate by cadre
  - Education output by cadre, by institutional ownership

**5 Health labour market flows**

- Entry into labour market**
  - Graduates starting practice
  - Entry rate into health labour market
- Exit from labour market**
  - Exit rate from health labour market
- Labour market imbalances**
  - Unemployment rate
- International mobility**
  - Registration mechanisms for international movements
  - Immigration rate
  - Emigration rate
  - Information on intention to leave
- Balance of flows**
  - National variance of the stock of active health workers

**8 Skill mix composition for models of care**

- Skill distribution**
  - Ratio of nurses to physicians
  - Percentage of generalist physicians
  - Specialized birth care workforce
  - Specialized child care workforce
- Specialized surgical workforce
  - Advanced nursing roles
  - Policies on skill mix
  - Prioritization of primary care
- International Health Regulations (2005) capacity**
  - Availability of human resources to implement IHR (2005)
  - Applied epidemiology training programme
- Health management training**
  - Health management certification requirements

OECD/Eurostat/WHO Europe Joint Data Collection on Non-Monetary Health Care Statistics List of common variables related to Foreign-trained Doctors and Nurses		Check-list
<b>Hospital</b>		
Total		
- P		
- P		
- A		
- H		
- O		
- C		
<b>Foreign-trained doctors: number (stock)</b>	Go	
Aggregated data		
Data by country of of first qualification		
<b>Foreign-trained doctors: annual inflow</b>	Go	
Aggregated data		
Data by country of of first qualification		
<b>Graduate</b>		
Med		
Den		
Pha		
Nurs		
- P		
- A		
<b>Foreign-trained nurses: number (stock)</b>	Go	
Aggregated data		
Data by country of of first qualification		
<b>Foreign-trained nurses: annual inflow</b>	Go	
Aggregated data		
Data by country of of first qualification		



# OECD/ Eurostat/ WHO-Europe Joint Data Collection on Health Employment and Education

<b>Physicians (Head Count)</b>	<a href="#">Go</a>	<input type="text"/>
Practising physicians		<input type="text"/>
Professionally active physicians		<input type="text"/>
Physicians licensed to practice		<input type="text"/>
<b>Physicians by age group and gender</b>	<a href="#">Go</a>	<input type="text"/>
Physicians by age group (less than 35, 35-44, 45-54, 55-64, 65-74, 75+) and by gender		<input type="text"/>
<b>Physicians by categories</b>	<a href="#">Go</a>	<input type="text"/>
Generalist medical practitioners		<input type="text"/>
- General practitioners		<input type="text"/>
- Other generalist (non-specialist) medical practitioners		<input type="text"/>
Specialist medical practitioners		<input type="text"/>
- General paediatricians		<input type="text"/>
- Obstetricians and gynaecologists		<input type="text"/>
- Psychiatrists		<input type="text"/>
- Medical group of specialists		<input type="text"/>
- Surgical group of specialists		<input type="text"/>
- Other specialists not elsewhere classified		<input type="text"/>
Medical doctors not further defined		<input type="text"/>

<b>Midwives (Head Count)</b>	<a href="#">Go</a>	<input type="text"/>
Practising midwives		<input type="text"/>
Professionally active midwives		<input type="text"/>
Midwives licensed to practice		<input type="text"/>
<b>Nurses (Head Count)</b>	<a href="#">Go</a>	<input type="text"/>
Practising nurses		<input type="text"/>
- Professional nurses, practising		<input type="text"/>
- Associate professional nurses, practising		<input type="text"/>
Professionally active nurses		<input type="text"/>
- Professional nurses, professionally active		<input type="text"/>
- Associate professional nurses, professionally active		<input type="text"/>
Nurses licensed to practice		<input type="text"/>
- Professional nurses, licensed to practice		<input type="text"/>
- Associate professional nurses, licensed to practice		<input type="text"/>
<b>Caring personnel (Personal care workers) (Head Count)</b>	<a href="#">Go</a>	<input type="text"/>
Practising caring personnel (personal care workers)		<input type="text"/>
Professionally active caring personnel (personal care workers)		<input type="text"/>



# OECD-Eurostat- WHO-Europe Joint Data Collection on Health Employment and Education

<b>Dentists (Head Count)</b>	<a href="#">Go</a>	
Practising dentists		
Professionally active dentists		
Dentists licensed to practice		
<b>Pharmacists (Head Count)</b>	<a href="#">Go</a>	
Practising pharmacists		
Professionally active pharmacists		
Pharmacists licensed to practice		
<b>Physiotherapists (Head Count)</b>	<a href="#">Go</a>	
Practising physiotherapists		
<b>Hospital employment (Head Count, FTE)</b>	<a href="#">Go</a>	
Total hospital employment		
- Physicians employed by hospital		
- Professional nurses and midwives employed by hospital		
- Associate nurses employed by hospital		
- Health care assistants employed by hospital		
- Other health service providers employed by hospital		
- Other staff employed by hospital		
<b>Graduates</b>	<a href="#">Go</a>	
Medical graduates		
Dentists graduates		
Pharmacists graduates		
Midwives graduates		
Nursing graduates		
- Professional nursing graduates		
- Associate professional nursing graduates		



# OECD/Eurostat/WHO-Europe Joint Data Collection – Foreign Trained Doctors and Nurses

Check-list		
<b>Foreign-trained doctors: number (stock)</b> Aggregated data Data by country of of first qualification	<a href="#">Go</a>	<input type="text"/> <input type="text"/>
<b>Foreign-trained doctors: annual inflow</b> Aggregated data Data by country of of first qualification	<a href="#">Go</a>	<input type="text"/> <input type="text"/>
<b>Foreign-trained nurses: number (stock)</b> Aggregated data Data by country of of first qualification	<a href="#">Go</a>	<input type="text"/> <input type="text"/>
<b>Foreign-trained nurses: annual inflow</b> Aggregated data Data by country of of first qualification	<a href="#">Go</a>	<input type="text"/> <input type="text"/>



# The Joint Questionnaire mapping to M1

OECD/Eurostat/WHO-Europe Joint Data Collection on Non-Monetary Health Care Statistics List of common variables related to Health Employment and Education	
Check-list	
<b>Physicians (Head Count)</b>	<a href="#">Go</a>
Practising physicians	<input type="text"/>
Professionally active physicians	<input type="text"/>
Physicians licensed to practice	<input type="text"/>
<b>Physicians by age group and gender</b>	<a href="#">Go</a>
Physicians by age group (less than 35, 35-44, 45-54, 55-64, 65-74, 75+) and by gender	<input type="text"/>
<b>Physicians by categories</b>	<a href="#">Go</a>
Generalist medical practitioners	<input type="text"/>
- General practitioners	<input type="text"/>
- Other generalist (non-specialist) medical practitioners	<input type="text"/>
Specialist medical practitioners	<input type="text"/>
- General paediatricians	<input type="text"/>
- Obstetricians and gynaecologists	<input type="text"/>
- Psychiatrists	<input type="text"/>
- Medical group of specialists	<input type="text"/>
- Surgical group of specialists	<input type="text"/>
- Other specialists not elsewhere classified	<input type="text"/>
Medical doctors not further defined	<input type="text"/>
<b>Midwives (Head Count)</b>	<a href="#">Go</a>
Practising midwives	<input type="text"/>
Professionally active midwives	<input type="text"/>
Midwives licensed to practice	<input type="text"/>
<b>Nurses (Head Count)</b>	<a href="#">Go</a>
Practising nurses	<input type="text"/>
- Professional nurses, practising	<input type="text"/>
- Associate professional nurses, practising	<input type="text"/>
Professionally active nurses	<input type="text"/>
- Professional nurses, professionally active	<input type="text"/>
- Associate professional nurses, professionally active	<input type="text"/>
Nurses licensed to practice	<input type="text"/>
- Professional nurses, licensed to practice	<input type="text"/>
- Associate professional nurses, licensed to practice	<input type="text"/>
<b>Caring personnel (Personal care workers) (Head Count)</b>	<a href="#">Go</a>
Practising caring personnel (personal care workers)	<input type="text"/>
Professionally active caring personnel (personal care workers)	<input type="text"/>
<b>Dentists (Head Count)</b>	<a href="#">Go</a>
Practising dentists	<input type="text"/>
Professionally active dentists	<input type="text"/>
Dentists licensed to practice	<input type="text"/>
<b>Pharmacists (Head Count)</b>	<a href="#">Go</a>
Practising pharmacists	<input type="text"/>
Professionally active pharmacists	<input type="text"/>
Pharmacists licensed to practice	<input type="text"/>
<b>Physiotherapists (Head Count)</b>	<a href="#">Go</a>
Practising physiotherapists	<input type="text"/>
<b>Hospital employment (Head Count, FTE)</b>	<a href="#">Go</a>
Total hospital employment	<input type="text"/>
- Physicians employed by hospital	<input type="text"/>
- Professional nurses and midwives employed by hospital	<input type="text"/>
- Associate nurses employed by hospital	<input type="text"/>
- Health care assistants employed by hospital	<input type="text"/>

1

## Active health workforce stock

### Sector employment

- Health and social sector employment

### Density

- Health worker density
- Health worker density at subnational level

### Activity

- Health worker density by activity level
- Activity ratio

### Demographic characteristics

- Distribution by sex
- Distribution by age
- Median age of health workers
- Dependency on foreign health workers

### Distribution

- Health worker distribution by facility / institution ownership
- Health worker distribution by facility type
- Geographical distribution of health workers

## Indicators in the NHWA:

01 Health & social sector employment

**02 Health worker density**

03 Health worker density at subnational level

**04 Health worker density by activity level**

**05 Activity ratio**

**06 Distribution by sex**

**07 Distribution by age**

08 Median age of health workers

**09 Dependency on foreign health workers**

10 Health worker distribution by facility/ institution ownership

**11 Health worker distribution by facility type**



OECD/Eurostat/WHO-Europe Joint Data Collection on Non-Monetary Health Care Statistics List of common variables related to Foreign-trained Doctors and Nurses	
Check-list	
<b>Foreign-trained doctors: number (stock)</b>	<a href="#">Go</a>
Aggregated data	<input type="text"/>
Data by country of of first qualification	<input type="text"/>
<b>Foreign-trained doctors: annual inflow</b>	<a href="#">Go</a>
Aggregated data	<input type="text"/>
Data by country of of first qualification	<input type="text"/>
<b>Foreign-trained nurses: number (stock)</b>	<a href="#">Go</a>
Aggregated data	<input type="text"/>
Data by country of of first qualification	<input type="text"/>
<b>Foreign-trained nurses: annual inflow</b>	<a href="#">Go</a>
Aggregated data	<input type="text"/>
Data by country of of first qualification	<input type="text"/>

# The Joint Questionnaire mapping to M5

## 5 Health labour market flows

### Entry into labour market

- Graduates starting practice
- Entry rate into health labour market

### Exit from labour market

- Exit rate from health labour market

### Labour market imbalances

- Unemployment rate
- Vacancy rate

### International mobility

- Registration mechanisms for international movements
- Immigration rate
- Emigration rate
- Information on intention to leave

### Balance of flows

- National variance of the stock of active health workers

## Indicators in the NHWA:

- 01 Graduates starting practice
- 02 Entry rate into health labour market
- 03 Exit rate from health labour market
- 04 Unemployment rate
- 05 Vacancy rate
- 06 Registration mechanisms for international movement
- 07 Immigration rate**
- 08 Emigration rate
- 09 Information on intention to leave
- 10 National variance of the stock of active health workers**



OECD/Eurostat/WHO Europe Joint Data Collection on Non-Monetary Health Care Statistics  
List of common variables related to Health Employment and Education

Check-list

<b>Physicians (Head Count)</b>	Go	
Practising physicians		
Professionally active physicians		
Physicians licensed to practice		
<b>Physicians by age group and gender</b>	Go	
Physicians by age group (less than 35, 35-44, 45-54, 55-64, 65-74, 75+) and by gender		
<b>Physicians by categories</b>	Go	
Generalist medical practitioners		
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- Obstetricians and gynaecologists		
- Psychiatrists		
- Medical group of specialists		
- Surgical group of specialists		
- Other specialists not elsewhere classified		
Medical doctors not further defined		
<b>Midwives (Head Count)</b>	Go	
Practising midwives		
Professionally active midwives		
Midwives licensed to practice		
<b>Nurses (Head Count)</b>	Go	
Practising nurses		
- Professional nurses, practising		
- Associate professional nurses, practising		
Professionally active nurses		
- Professional nurses, professionally active		
- Associate professional nurses, professionally active		
Nurses licensed to practice		
- Professional nurses, licensed to practice		
- Associate professional nurses, licensed to practice		
<b>Caring personnel (Personal care workers) (Head Count)</b>	Go	
Practising caring personnel (personal care workers)		
Professionally active caring personnel (personal care workers)		
<b>Dentists (Head Count)</b>	Go	
Practising dentists		
Professionally active dentists		
Dentists licensed to practice		

OECD/Eurostat/WHO-Europe Joint Data Collection on Non-Monetary Health Care Statistics  
List of common variables related to Foreign-trained Doctors and Nurses

Check-list

<b>Foreign-trained doctors: number (stock)</b>	Go	
Aggregated data		
Data by country of of first qualification		
<b>Foreign-trained doctors: annual inflow</b>	Go	
Aggregated data		
Data by country of of first qualification		
<b>Foreign-trained nurses: number (stock)</b>	Go	
Aggregated data		
Data by country of of first qualification		
<b>Foreign-trained nurses: annual inflow</b>	Go	
Aggregated data		
Data by country of of first qualification		



# The Joint Questionnaire mapping to M8

## 8 Skill mix composition for models of care

### Skill distribution

- Ratio of nurses to physicians
- Percentage of generalist physicians
- Specialized birth care workforce
- Specialized child care workforce

- Specialized surgical workforce
- Advanced nursing roles
- Policies on skill mix
- Prioritization of primary care

### International Health Regulations (2005) capacity

- Availability of human resources to implement IHR (2005)
- Applied epidemiology training programme
- Health management training**
- Health management certification requirements

### Indicators in the NHWA:

- 01 Ratio of nurses to physicians
- 02 Percentage of generalist physicians
- 03 Specialized birth care workforce
- 04 Specialized child care workforce
- 05 Specialized surgical workforce
- 06 Advanced nursing roles
- 07 Policies on skill mix
- 08 Prioritization of primary care
- 09 Availability of HR to implement IHR (2005)
- 10 Applied epidemiology training programmes
- 11 Health management certification requirements



### OECD/Eurostat/WHO Europe Joint Data Collection on Non-Monetary Health Care Statistics List of common variables related to Health Employment and Education

#### Check-list

<b>Physicians (Head Count)</b>	Go	
Practising physicians		
Professionally active physicians		
Physicians licensed to practice		
<b>Physicians by age group and gender</b>	Go	
Physicians by age group (less than 35, 35-44, 45-54, 55-64, 65-74, 75+) and by gender		
<b>Physicians by categories</b>	Go	
Generalist medical practitioners		
- General practitioners		
- Other generalist (non-specialist) medical practitioners		
Specialist medical practitioners		
- General paediatricians		
- Obstetricians and gynaecologists		
- Psychiatrists		
- Medical group of specialists		
- Surgical group of specialists		
- Other specialists not elsewhere classified		
Medical doctors not further defined		
<b>Midwives (Head Count)</b>	Go	
Practising midwives		
Professionally active midwives		
Midwives licensed to practice		
<b>Nurses (Head Count)</b>	Go	
Practising nurses		
- Professional nurses, practising		
- Associate professional nurses, practising		
Professionally active nurses		
- Professional nurses, professionally active		
- Associate professional nurses, professionally active		
Nurses licensed to practice		
- Professional nurses, licensed to practice		
- Associate professional nurses, licensed to practice		
<b>Caring personnel (Personal care workers) (Head Count)</b>	Go	
Practising caring personnel (personal care workers)		
Professionally active caring personnel (personal care workers)		
<b>Dentists (Head Count)</b>	Go	
Practising dentists		
Professionally active dentists		
Dentists licensed to practice		
<b>Pharmacists (Head Count)</b>	Go	
Practising pharmacists		
Professionally active pharmacists		
Pharmacists licensed to practice		
<b>Physiotherapists (Head Count)</b>	Go	
Practising physiotherapists		
<b>Hospital employment (Head Count, FTE)</b>	Go	
Total hospital employment		
- Physicians employed by hospital		
- Professional nurses and midwives employed by hospital		
- Associate nurses employed by hospital		
- Health care assistants employed by hospital		
- Other health service providers employed by hospital		
- Other staff employed by hospital		
<b>Graduates</b>	Go	
Medical graduates		
Dentists graduates		
Pharmacists graduates		
Midwives graduates		
Nursing graduates		
- Professional nursing graduates		
- Associate professional nursing graduates		



# Health workforce data required for health labour market/economic analysis

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## Major data gaps exist for labour market/economic analysis

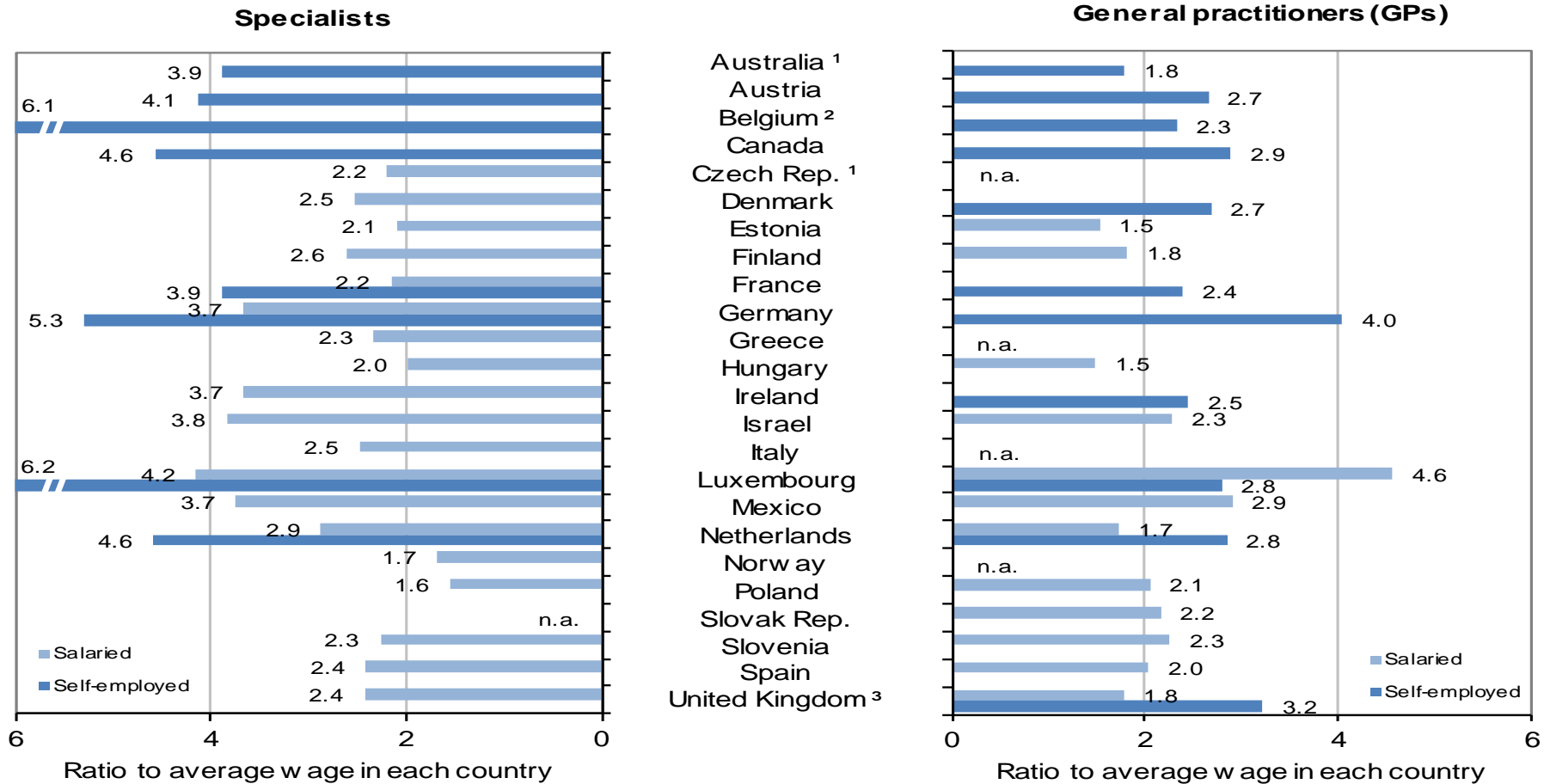
- Data on health workforce earnings – OECD has started to collect data (2015) but not yet part of the Joint Questionnaire
- Data on FTE (data only collected for hospital staff)
- Data on distribution by facility or institution (OECD collects data on hospital employment only; how to handle dual practice?)
- Data on financing and cost of education: pre-service and continuing education





# Remuneration of doctors, OECD countries in 2013

Ratio to average wage, 2013 (or nearest year)



1. Physicians in training included (resulting in an underestimation). 2. Practice expenses included (resulting in an overestimation). 3. Specialists in training are included (resulting in an underestimation).



# Health Workforce Planning in OECD Countries

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Results of OECD review of 26 health workforce planning models from 18 OECD countries (2014)

1. Although progress has been made, health workforce planning and projections remain rudimentary and incomplete, and focused on segmented components of the labour market
2. Limited investments in health workforce projections (Australia, UK recently set up dedicated agencies to improve data collection, analysis and modelling)
3. Need for better data on health workforce, especially on wages, productivity and other key dimensions of labour for economic modelling
4. Need for multi-disciplinary approach to health workforce planning and projections



# Health Workforce Planning in OECD Countries

OECD publishing

Please cite this paper as:

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<http://dx.doi.org/10.1787/5k44t787zcwb-en>

**OECD Health Working Papers No. 62**

## **Health Workforce Planning in OECD Countries**

**A REVIEW OF 26 PROJECTION MODELS FROM  
18 COUNTRIES**

Tomoko Ono, Gaetan Lafortune,  
Michael Schoenstein

[http://www.oecd-ilibrary.org/social-issues-migration-health/health-workforce-planning-in-oecd-countries\\_5k44t787zcwb-en](http://www.oecd-ilibrary.org/social-issues-migration-health/health-workforce-planning-in-oecd-countries_5k44t787zcwb-en)

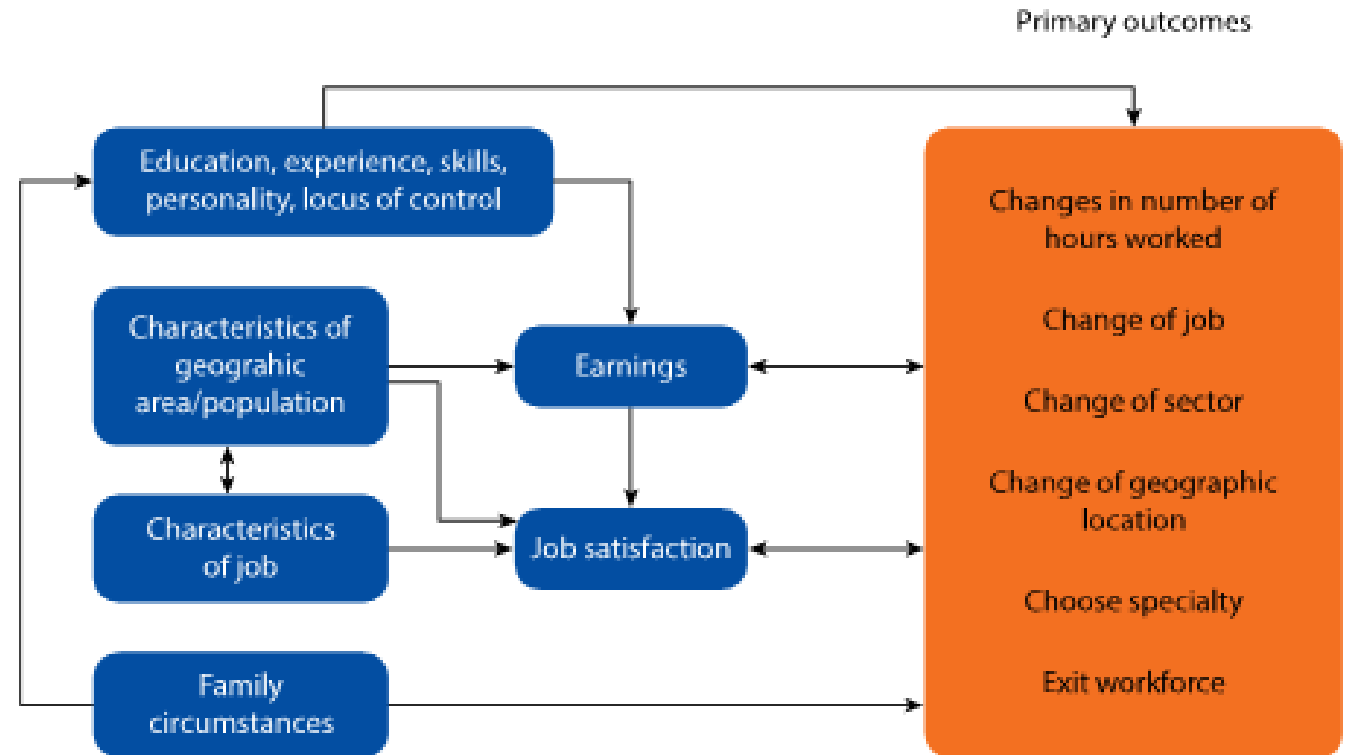




# Example of a survey designed for health labour market analysis: Medicines in Australia – Balancing Employment and Life (MABEL)

## MABEL Survey Design

- Multi-year panel survey
- Designed to address policy relevant questions:
  - a) Workforce participation
  - b) Career transitions
  - c) Rural workforce & distribution



Source: McPake, Scott, and Edoka 2014, 72.

Note: MABEL = Medicine in Australia: Balancing Life and Employment.

2015 World Bank review of survey of datasets:

WHO, ILO, OECD, World Bank labour and employment surveys, Integrated Public Use Microdata Series (IPUMS); Socioeconomic Database for Latin American and the Caribbean (SEDLAC), the Economic Research Forum (ERF) and Luxembourg Income Survey (LIS)



## Other dimensions of health workforce – Need for Skills Assessment?

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- **Skills mismatch (2011-12 OECD PIAAC survey)**
  - 50% of doctors and 40% of nurses reported under-skilling
  - 70 to 80% of doctors and nurses reported being over-skilled
- **Changing skills requirement:**
  - Task shifting and changing scope of practice within and among professional groups
  - Technological innovations and rapidly changing care delivery settings
- **Difficulties in cross-border /trans-jurisdictional recognition of education credentials**



# THANK YOU!

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Employment, Labour and Social Affairs Directorate/Health Division  
OECD