

Global Strategy on HRH: Workforce 2030 Global Landscape & Progress

10th Asia Pacific Action Alliance on Human Resources for Health Workshop

Ibadat Dhillon
Health Workforce Department, WHO

Reference documents + resolutions

Year	Resolution	Document	
2010	WHA63.16	WHO Global Code of Practice on the International Recruitment of Health Personnel	
2011	WHA64.7	Strengthening nursing and midwifery	
2011	WHA 64.6	Health workforce strengthening	
2013	WHA66.23	Transformative education	
2016	WHA69.19	Global Strategy on HRH: workforce 2030	
2017	WHA70.6	Health employment and economic growth	

UNGA Res 71/159. Global health and foreign policy: health employment and economic growth additionally noted the GSHRH and milestones; welcome the Commission report and urged MS to consider its recommendations, and called on MS to strengthen implementation of the WHO Global Code of Practice.

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)
 - SEAR Decade for Strengthening HRH crosswalk: Rural retention and HWF education a major focus
 - WPRO HRH-related frameworks: Strong focus on accreditation and health worker regulation
2. **Anticipate and align investment in future workforce requirements** and plan the necessary changes (e.g. a fit for purpose, needs-based workforce)
 - SEAR Decade for Strengthening HRH crosswalk: Review Commission recommendations; maintain efforts on the Code
 - WPRO HRH-related frameworks: Advocacy for and narrative of investment, utilization of health labour market framework
3. **Strengthen individual and institutional capacity** to manage HRH policy, planning and implementation (e.g. migration and regulation)
 - SEAR Decade for Strengthening HRH crosswalk: More intensive support to HRH Units and National HWF Strategies
 - WPRO HRH-related frameworks: Support for national health and health workforce plans
4. **Strengthen data, evidence and knowledge** for cost-effective policy decisions (e.g. National Health Workforce Accounts)
 - SEAR Decade for Strengthening HRH crosswalk: Prioritize improved data
 - WPRO HRH-related frameworks: Focus on strengthening HWF registries

GSHRH Global Milestones for 2020

All countries:

1. Have inclusive **institutional mechanisms** to coordinate an **intersectoral** health workforce agenda.
2. Have an **HRH Unit** with responsibility for the development and monitoring of policies and plans.
3. Have **regulatory mechanisms** to promote patient safety and adequate oversight of the private sector.
4. Have established **accreditation mechanisms** for health training institutions.
5. Are making **progress on health workforce registries** to track health workforce stock, education, distribution, flows, demand, capacity and remuneration .
6. Are making progress on **sharing HRH data through NHWA**.

The High-Level Commission on Health Employment and Economic Growth

The Commission's report:

- Highlighted the **benefits across the SDGs** from investments in the health workforce;
- Drew attention to the **necessary reforms** in health employment, education and service delivery;
- Emphasized the importance of **political commitment and inter-sectoral action** to ensure more and better investment in the health workforce.



Called for **Five Immediate Actions**:

1. Secure commitments, foster intersectoral engagement and **develop an action plan**
2. Galvanize accountability, commitment and advocacy
3. Advance health labour market data, analysis and tracking in all countries
4. Accelerate investment in transformative education, skills and job creation
5. Establish an international platform on health worker mobility



Investment. Not a cost

Fiscal Consolidation Strategic Investment

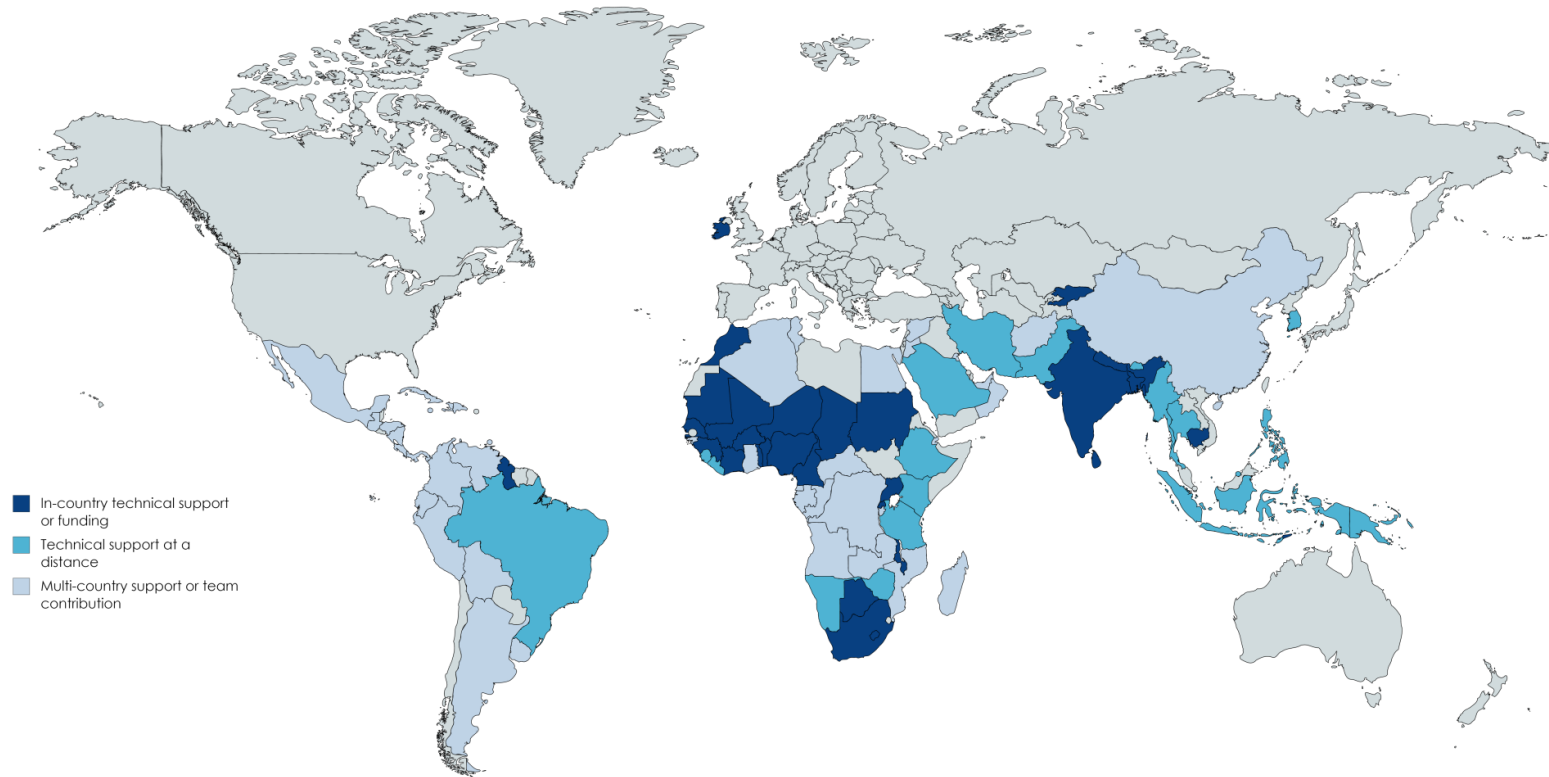
The health system viewed as an **economic sector** produces output that contributes directly to economic growth, making the health system an **investment** not a cost.

- *“Those who argue that dealing with our deficit and promoting growth are somehow alternatives are wrong. You cannot put off the first in order to promote the second.”* (David Cameron, former PM, UK)
- Fiscal consolidation has typically had significant distributional effects by raising inequality, decreasing wage income shares and increasing long-term unemployment (Ball et al. -IMF working paper - 2013)
- All spending is not equal: distinction between spending and investing
- Health sector has a significantly positive growth inducing effect on employment and a multiplier effect on other economic sectors (*Arcand et al. –World Bank- 2016*) magnitude of which is greater than in other recognized growth sectors

WHO Investment Case: Investments in UHC, including a substantial portion towards developing the health workforce, expected to generate a 40% return over a five year period.

Progress in Implementation

Country response.....(2016 ->)



Support	AFR	AMR	EMR	EUR	SEAR	WPR	Total
In country	19	1	2	2	6	2	32
Distance	24	2	5	1	11	4	46
Multicountry	35	20	11	2	10	3	81

PROGRESS: Country Support (examples)

Type of support :

- Policy dialogue
- Multisectoral engagement
- Labour market analysis
- Workload analysis
- HRH strategy & plans
- Education reform
- Pre-service curricula development
- 'Rural pipeline'

Sri Lanka:

- MoH/WHO HLM Analysis conducted

Similar efforts : Bangladesh, India, and the Philippines

Sri Lanka:

- Call to action to expand and strengthen HRH
- Request for policy briefs (e.g. female participation)

Cambodia, Nepal, and Sri Lanka (W4H - initiated)

- Strengthened health and social workforce data
- Strengthened institutional/governance capacity
- Strengthened inter-sectoral policy dialogue

Cambodia, Nepal, and Sri Lanka (W4H - initiated)

Develop, finance, and implement enhanced national HWF strategies

For regional economic areas:

- **West African Economic and Monetary Union Countries (WAEMU)**
 - Support to 8 countries to develop their HRH investment plans
 - Development and adoption of the first *sub-regional health and social workers Investment plan 2018-2022* *(adopted May 2018)



- **South African Development Community (SADC)**
 - Support to 16 SADC Member States to develop a new SADC regional HRH Strategy Framework: 2030 and 5-year Action Plan

Strategic Objective 4: Data & evidence – a major focus



- National Health Workforce Accounts (NHWA)
- Tools and guidance
- HWF data expertise, incl. analytics, international collaboration on data (**HDC**, analysis of Labour Force Surveys with **ILO**, Joint Data Questionnaire with **OECD**, Census data with **IPUMS**,...)
- Knowledge generation & management (technical briefs, scientific publications)

Use:

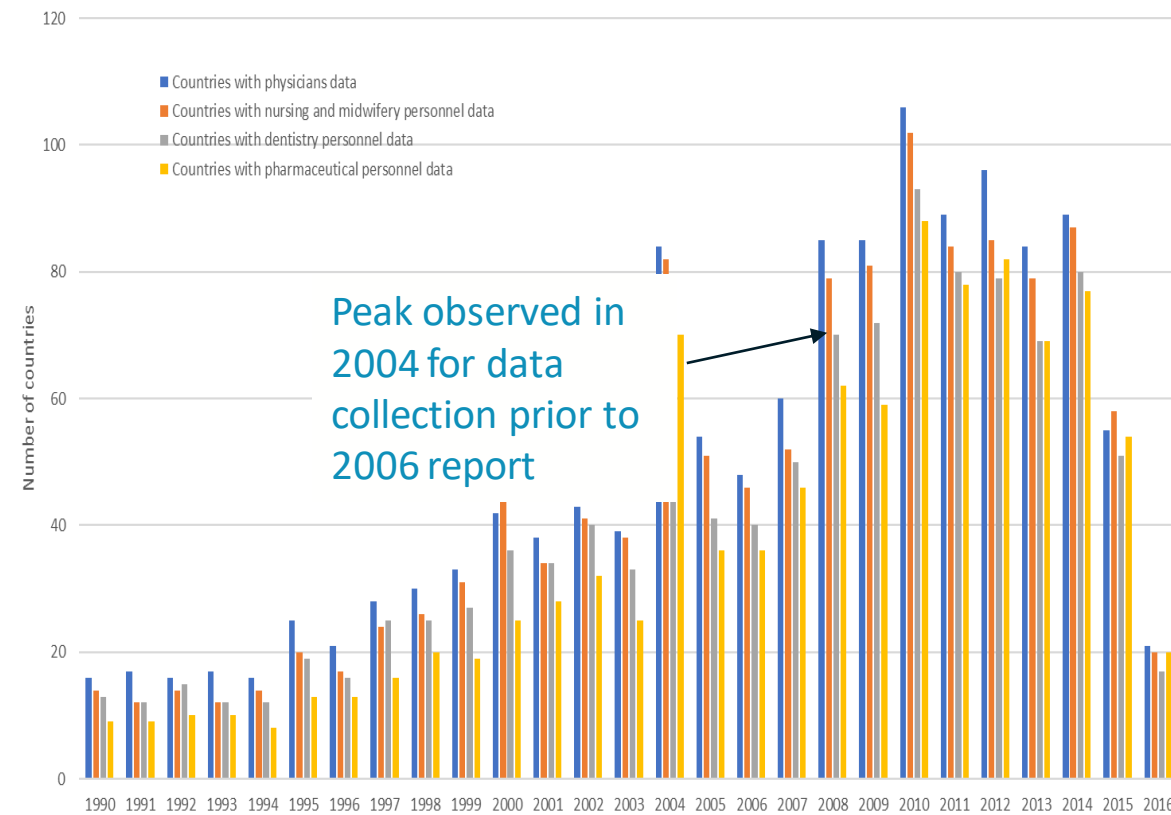
* *Intra-department*
Health labour market
Health policy and systems
Working for health

* *Inter-department*
SCORE
GHO
GPW13 impact framework

* *Globally*
GSHRH
SDG3.c
GHWN data hub

HEALTH WORKFORCE DATA: Increasing reporting (global)

Frequency of countries with workforce data available in the WHO's Global Health Observatory (1990-2016)



Source: Global Health Observatory. Data extracted the 18/09/2018

Policy & normative guidance

- CHWs: Guideline on health policy and system support (WHA resolution: Ethiopia)
- Data: National Health Workforce Accounts
- Education: Global Competency framework for PHC workforce
- Financing: GHI investments in HRH (GFATM)
- Health Labour Market: Toolkit and course
- Leadership: Curriculum/ course on HRH
- State of the World's Nursing / Midwifery Reports

Working 4 Health: at all levels



Adopted 2017: 70th World Health Assembly, OECD Health Committee, 331st ILO Governing Body Meeting



Workstreams for country-driven intersectoral action:

1. Advocacy, social dialogue and policy dialogue
2. Data, evidence and accountability
3. Education, skills and jobs
4. Financing and investments
5. International labour mobility

*Collaborative
Innovative
9-1 Return on Investment
Job Creation
Gender
GS HRH2030
MPTF*



GLOBAL:

- 10 Recommendations
- 5 year Action Plan
- Inter-agency Data Exchange
- Health Worker Mobility Platform



REGIONAL:

- UEMOA Action Plan
- SADC HRH Strategy



NATIONAL:

- Policy & Social Dialogue
- Evidence & Data: HLMA & NHWA
- Multi-sectoral HRH Plans
- Investment Cases
- Migration

Building partnerships: GHW Network



- ☐ **Education hub:** focus on TVET for learning pathways of under four years
- ☐ **CHW hub:** facilitate wide dissemination and uptake of the CHW guidelines
- ☐ **HLM hub:** assist national level planners and policy-makers in conducting HLM analyses
- ☐ **Gender & Equity hub:** mainstreaming gender and equity in HRH agendas
- ☐ **Youth hub:** engaging youth in the development of HRH agenda
- ☐ **Leadership hub:** build HRH capacity including through leadership and development courses and programmes
- ☐ **Data and Evidence hub:** development of operational materials to facilitate the implementation of the NHWA

Discussion: Progress towards GSHRH Milestones and ComHEEG Actions

- Experiences
- Opportunities to engage
- Monitoring
 - WHO-FAIMER Symposium 4th Quarter 2019
 - Stock taking of the GSHRH Global Milestones and ComHEEG Immediate Actions

THANK YOU

who.int/hrh
[#workforce2030](https://twitter.com/who/workforce2030)