

# Human Resources for health: Recent WHO initiatives From global to local

## The health workforce global landscape

16 July 2022

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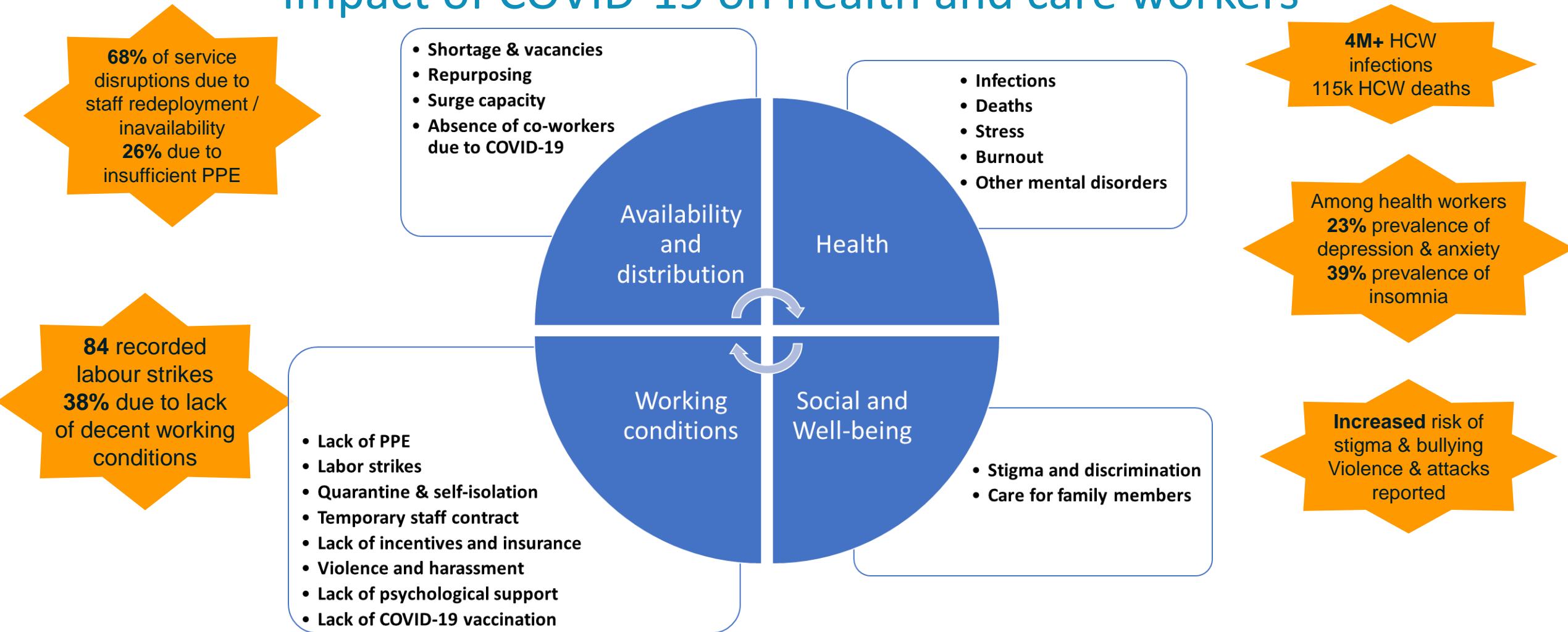
## Agenda item 15: Human Resources for Health

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- Working for Health (2022 – 2030) Action Plan [A75/12](#)
- Global Health and Care Worker Compact – [A75/13](#)
- WHO Code of Practice on International Recruitment of Health Personnel – Fourth Round of National Reporting [A75/14](#)
- Global Strategy on Human Resources for Health: Workforce 2030 – [A75/15](#)

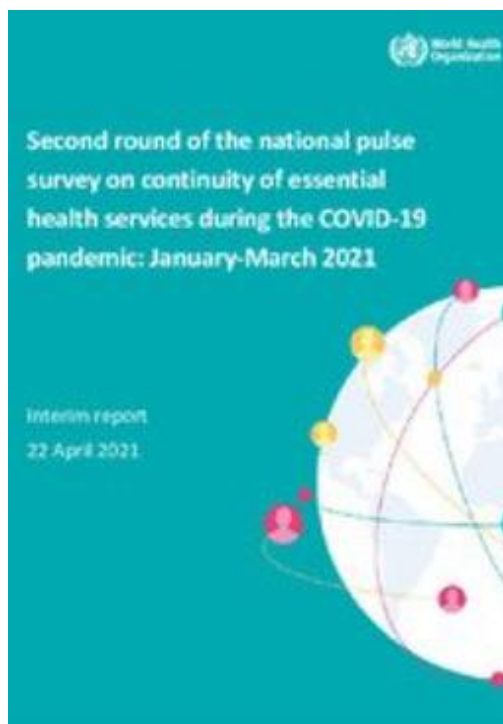


# Impact of COVID-19 on health and care workers

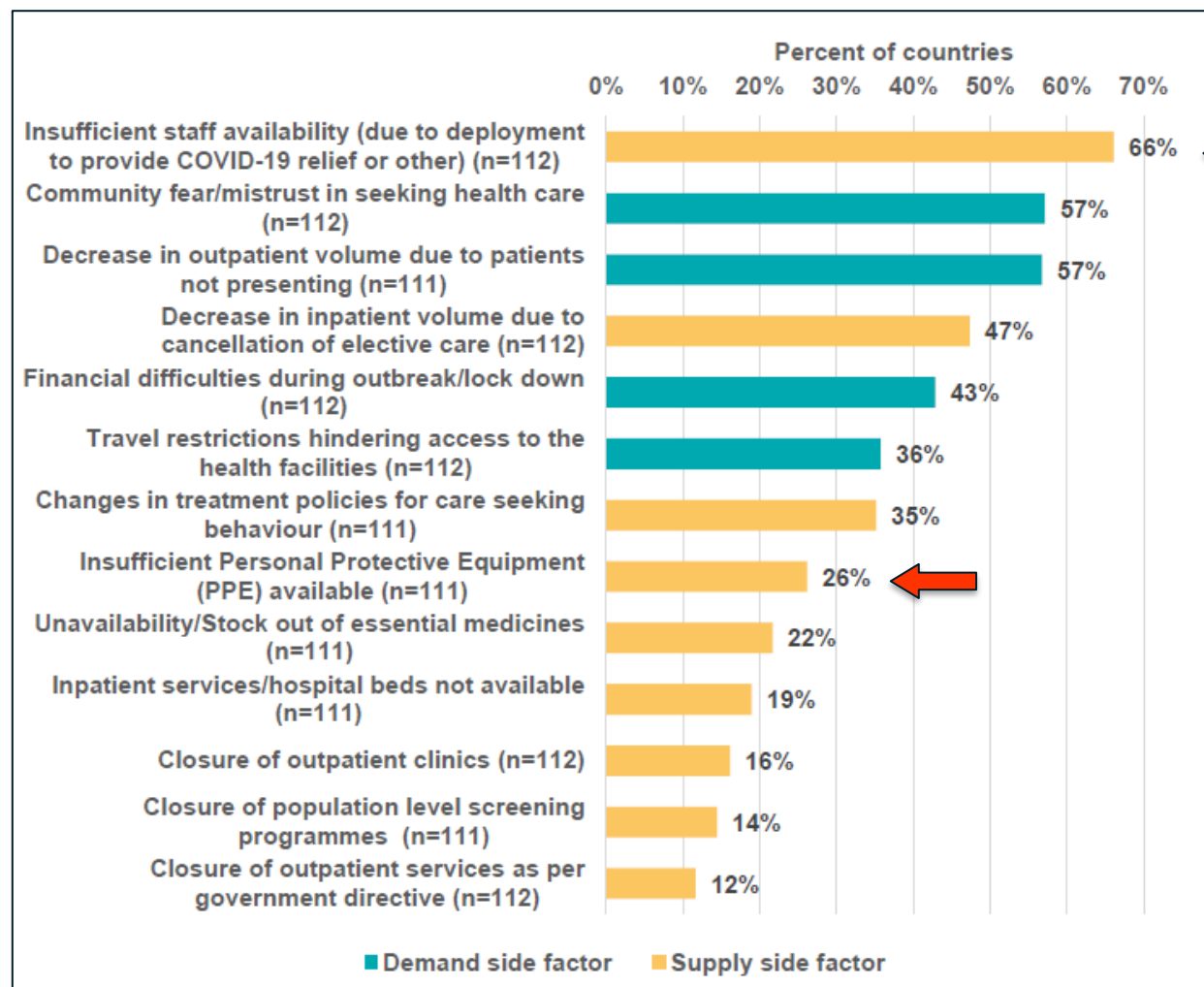


**Need: holistic approach** to monitor the impact of COVID-19 on health and care workers

# Essential health service disruptions: Human resource challenges



Interim report: 22 April 2021





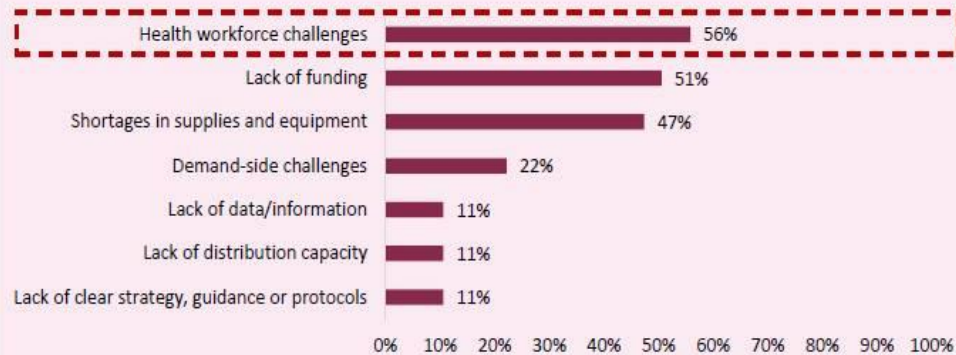
# Health workforce issues represent the biggest barriers to access to COVID-19 tools

*Community demand challenges (including due to acceptance and affordability) is greatest challenge to scaling up COVID-19 vaccination*

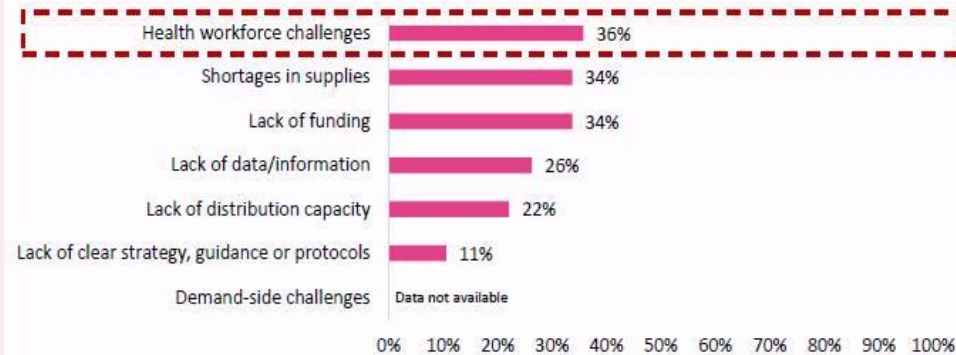


World Health Organization

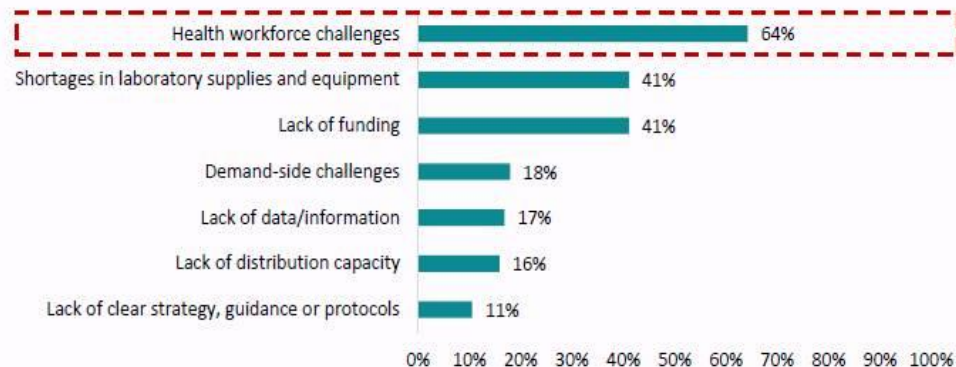
Bottlenecks for COVID-19 diagnostic and testing (n=95)



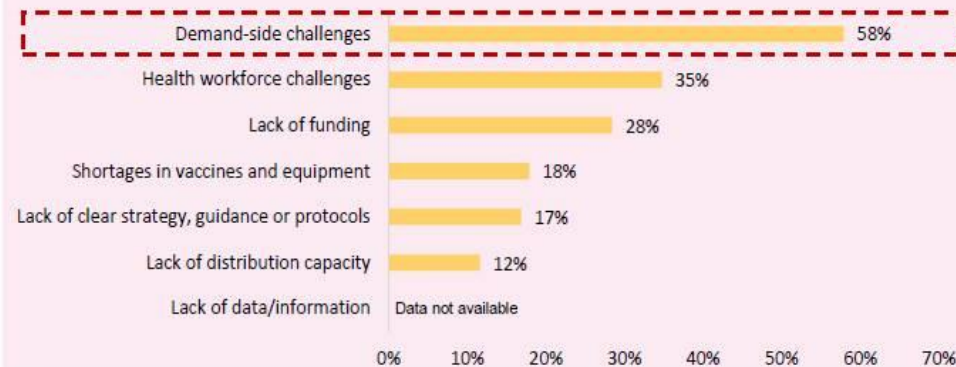
Bottlenecks for PPE distribution and use (n=95)



Bottlenecks for COVID-19 therapeutics (n=95)



Bottlenecks for COVID-19 vaccination (n=95)

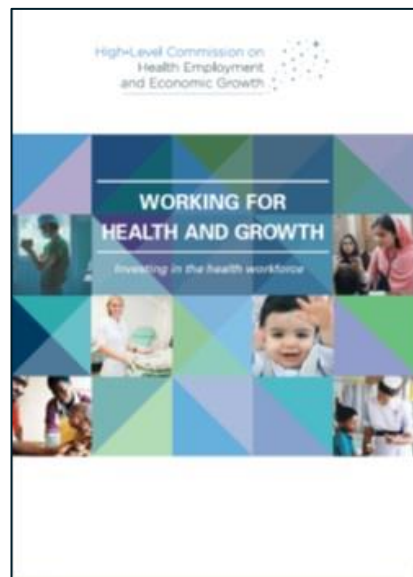


Source: Round 3 Global pulse survey on continuity of essential health services, Nov-Dec 2021 (reflecting situation during previous 6 months)

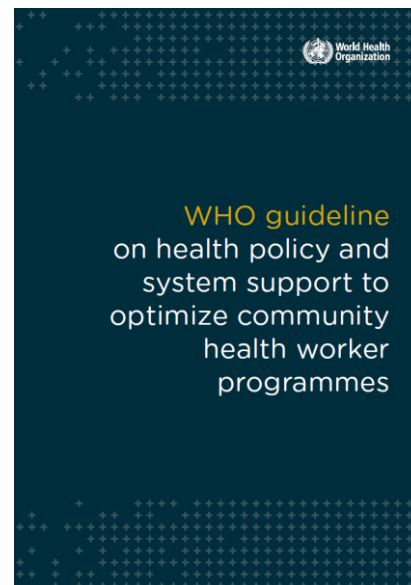
# Global Strategy on Human Resources for Health: Workforce 2030



WHA69.19



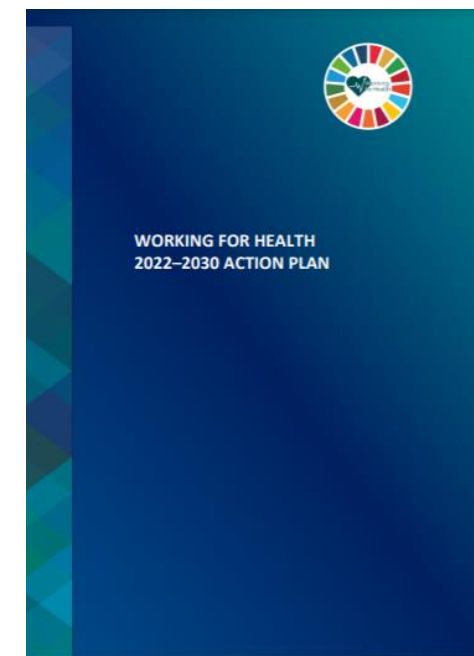
WHA70.6



WHA72.3



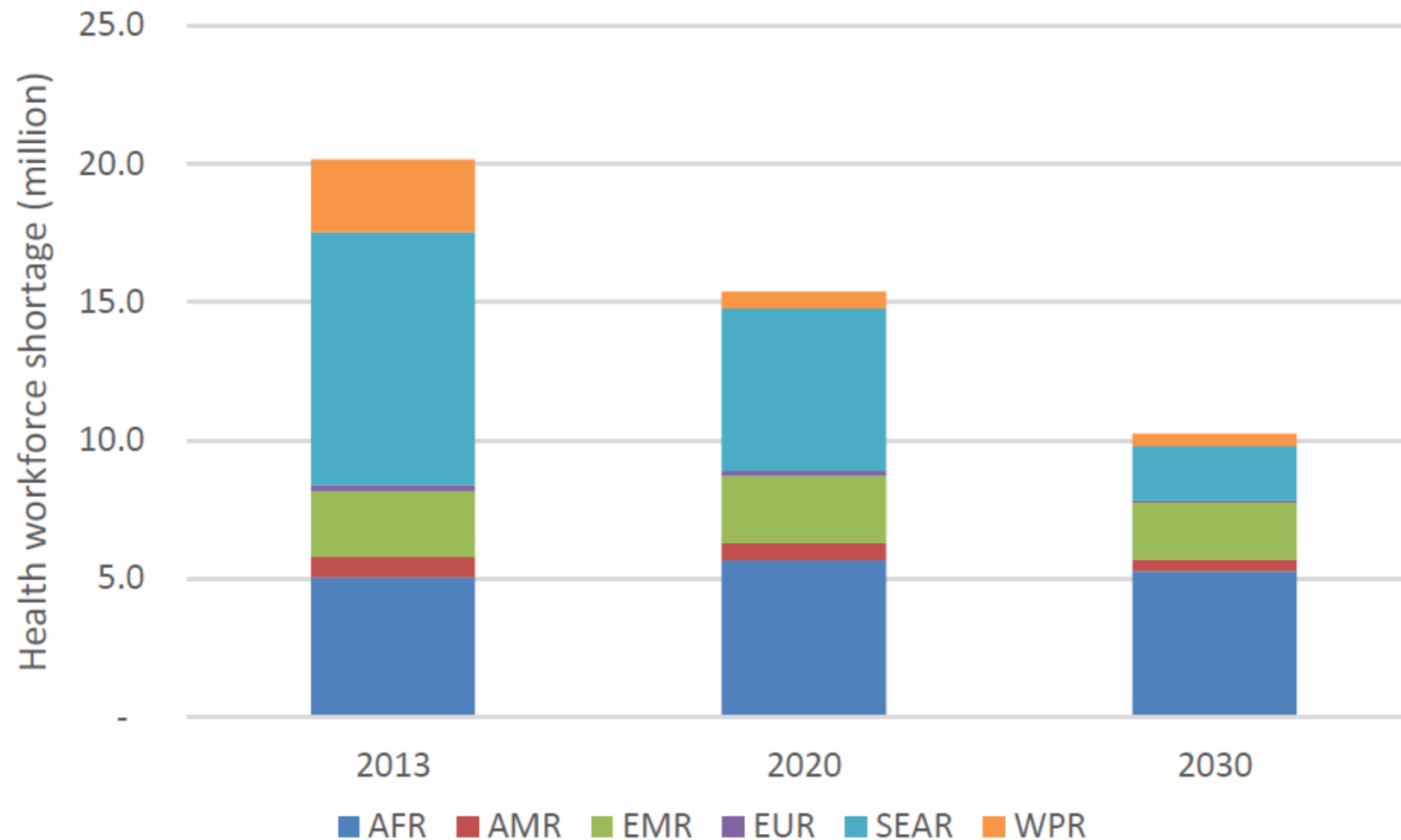
WHA74.15



WHA75.15



# Global health workforce shortage by WHO region

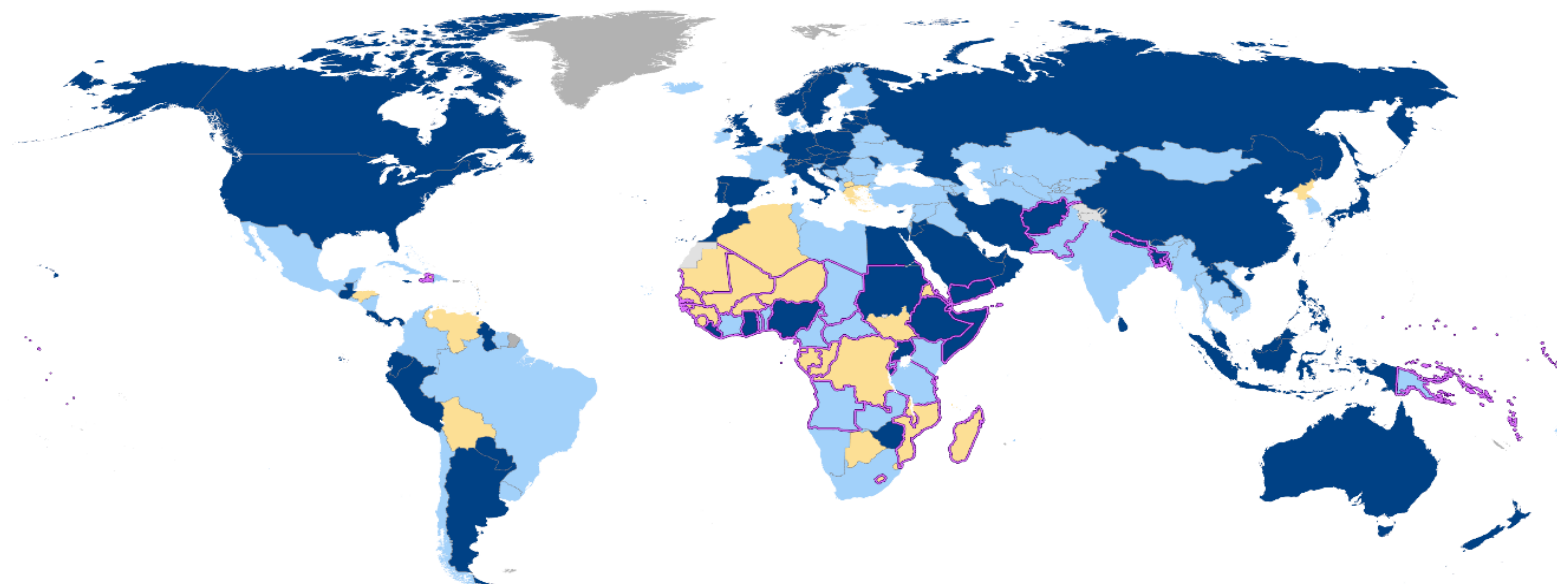


# Progress towards Global Strategy 2020 milestones

Sl.No.	2020 Milestones	Disaggregation by	No. of countries that reported [N]	Responses [n (%)]		
				Yes	Partial	No
1.	All countries have inclusive institutional mechanisms in place to coordinate an intersectoral health workforce agenda.	NA	56	33 (59%)	14 (25%)	9 (16%)
2.	All countries have a human resources for health unit with responsibility for development and monitoring of policies and plans.	NA	58	46 (79%)	8 (14%)	4 (7%)
3.	All countries have regulatory mechanisms to promote patient safety and adequate oversight of the private sector.	Patient safety	26	16 (62%)	7 (27%)	3 (12%)
		Private sector oversight	26	16 (62%)	6 (23%)	4 (15%)
4.	All countries have established accreditation mechanisms for health training institutions	Medical doctors	57	53 (93%)	3 (5%)	1 (2%)
		Nursing personnel	173	159 (92%)	7 (4%)	7 (4%)
		Midwifery personnel	68	57 (84%)	4 (6%)	7 (10%)
		Dentists	51	44 (86%)	3 (6%)	4 (8%)
		Pharmacists	52	44 (85%)	4 (8%)	4 (8%)
5.	All countries are making progress on health workforce registries to track health workforce stock, distribution, flows, demand, supply, capacity and remuneration	Outputs from education & training institutions	55	29 (53%)	10 (18%)	16 (29%)
		Entrants to labour market	54	25 (46%)	16 (30%)	13 (24%)
		Active stock in labour market	54	27 (50%)	14 (26%)	13 (24%)
		Exits from labour market	54	23 (43%)	16 (30%)	15 (28%)
		Location of health facilities	54	31 (57%)	9 (17%)	14 (26%)



# WHO Code: 4<sup>th</sup> round of reporting



- Designated national authority available and national report submitted
- Designated national authority available
- No designated national authority
- Data not available
- Health Workforce Support and Safeguard List country
- Not applicable

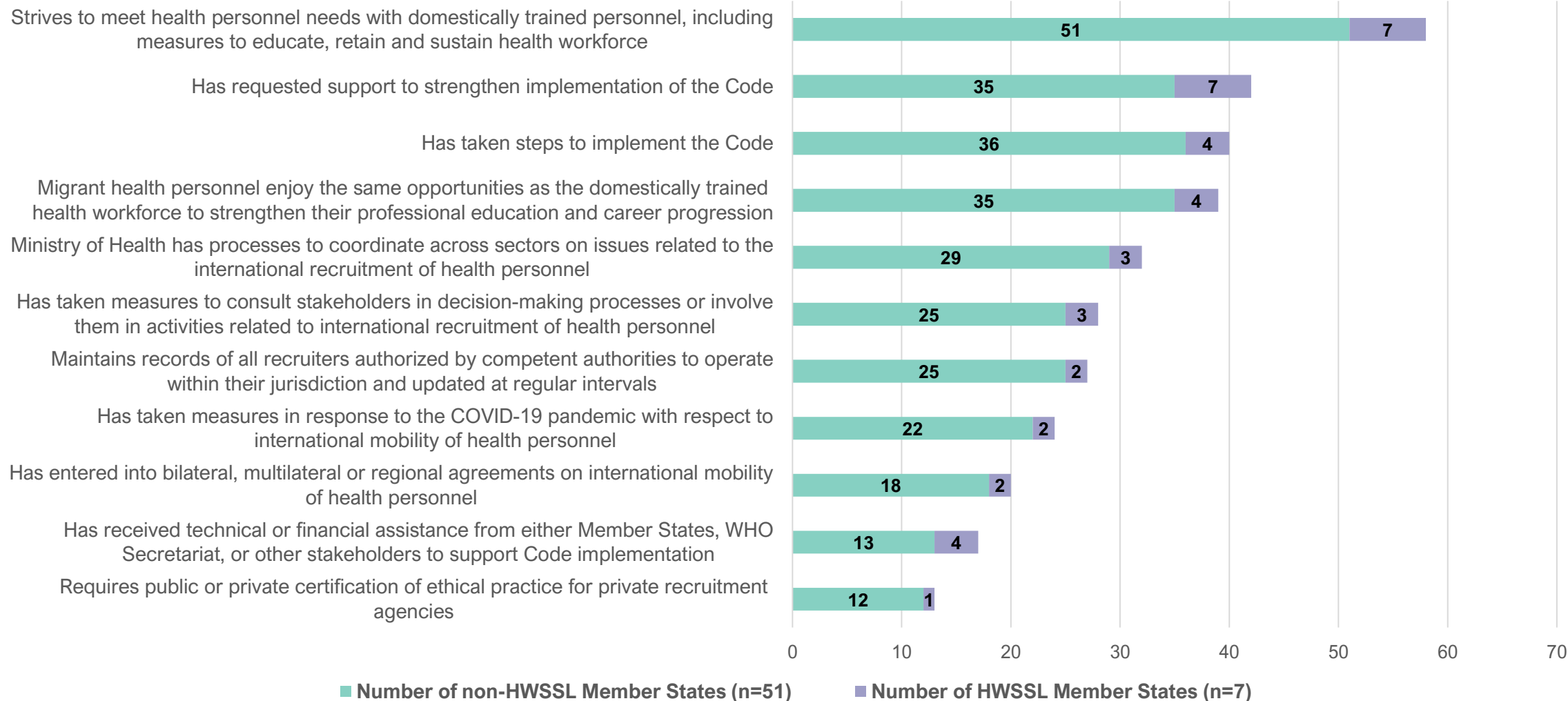
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Map Creation Date: 30 March 2022



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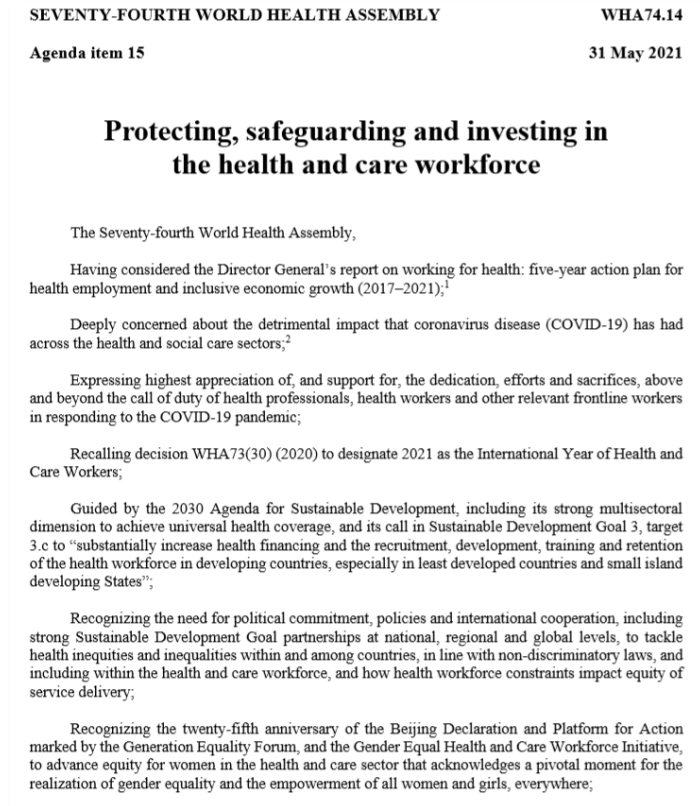
# Code 4<sup>th</sup> round of reporting: selected policy findings





# Resolution WHA 74.14: Protecting, safeguarding and investing in the health and care workforce

- ❑ ***‘To develop through a Member State-led process, a clear set of actions, a 2022–2030 agenda and implementation mechanism to be presented to the 75th World Health Assembly in 2022, for accelerating investments in health and care worker education, skills, jobs, safeguarding and protection, building on the joint support of WHO, ILO and OECD and the existing Working for Health Multi-Partner Trust Fund...’***
- ❑ ***‘To develop recommendations for strengthening the Working for Health Multi-Partner Trust Fund mechanism and its ability to engage with international financing institutions to leverage sustainable and innovative financing for all aspects of the multisectoral health and care workforce agenda and action plan: 2022–2030...’***
- ❑ ***‘To develop, in consultation with Member States, a succinct compilation document under the name of “global health and care worker compact”.***



	OPTIMIZE	BUILD	STRENGTHEN
	Optimize the existing health and care workforce, creating and distributing the skills and jobs needed to accelerate progress to UHC.	Build the diversity, availability, and capacity of the health and care workforce, addressing critical shortages by 2030.	Strengthen the protection and performance of the health and care workforce to deliver health for all and respond to health emergencies.
PLANNING & FINANCE	Bolster data-driven planning and secure investment in the workforce	Scale up data-driven planning and investment in the workforce	Sustain data-driven planning and investment in the workforce
EDUCATION & EMPLOYMENT	Absorb and retain existing health and care workers	Build education capacity and increase employment opportunities for the workforce	Strengthen the quality of workforce education and enhance working conditions
PROTECTION & PERFORMANCE	Enforce safe and decent work, and advance gender equality and youth development	Build an equitable, equipped and supported workforce	Strengthen the effectiveness and efficiency of the workforce

# Working for Health Action Plan 2022-2030

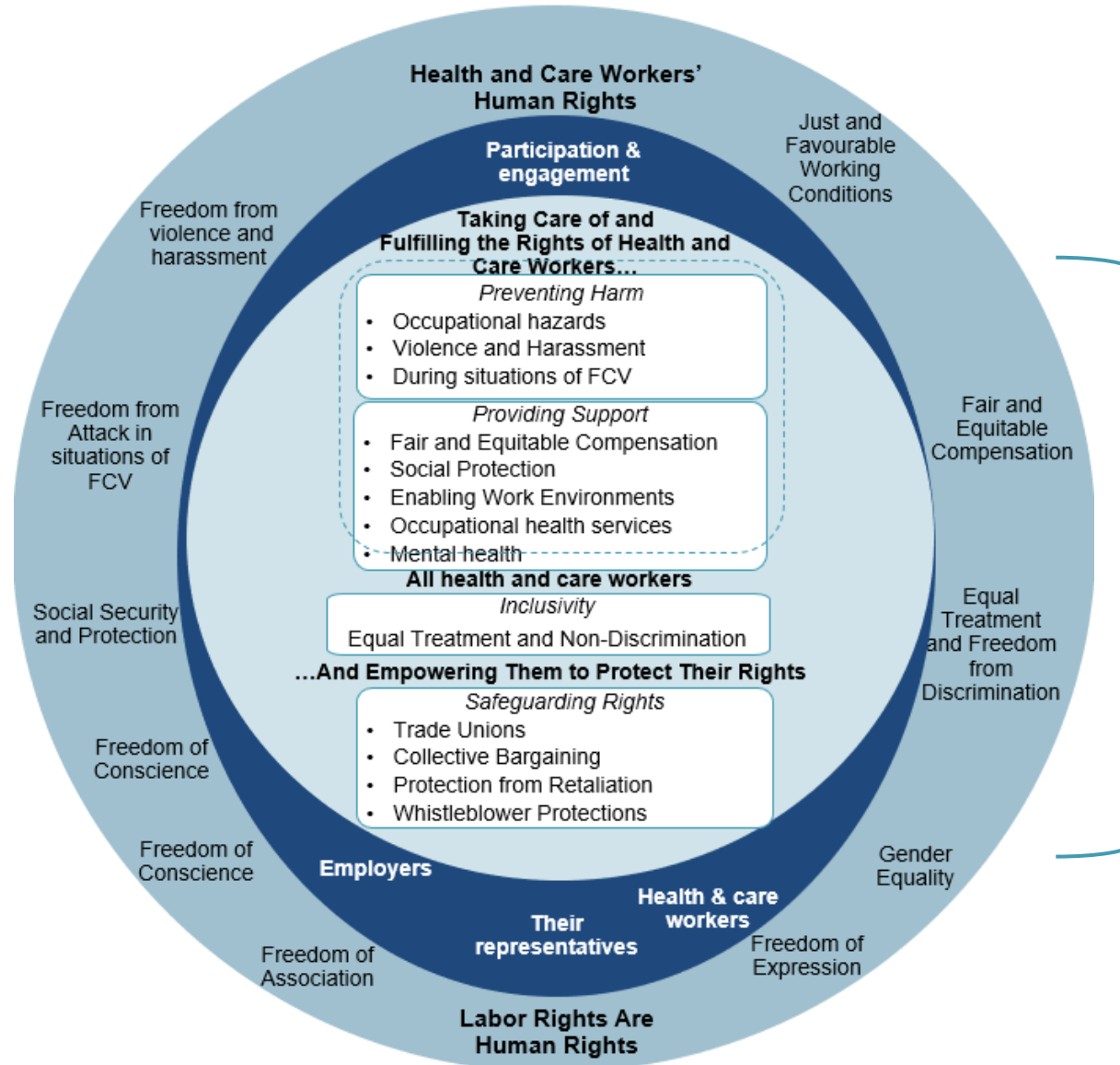
- Protect
- Safeguard
- Invest



# Global Health and Care Worker Compact: process

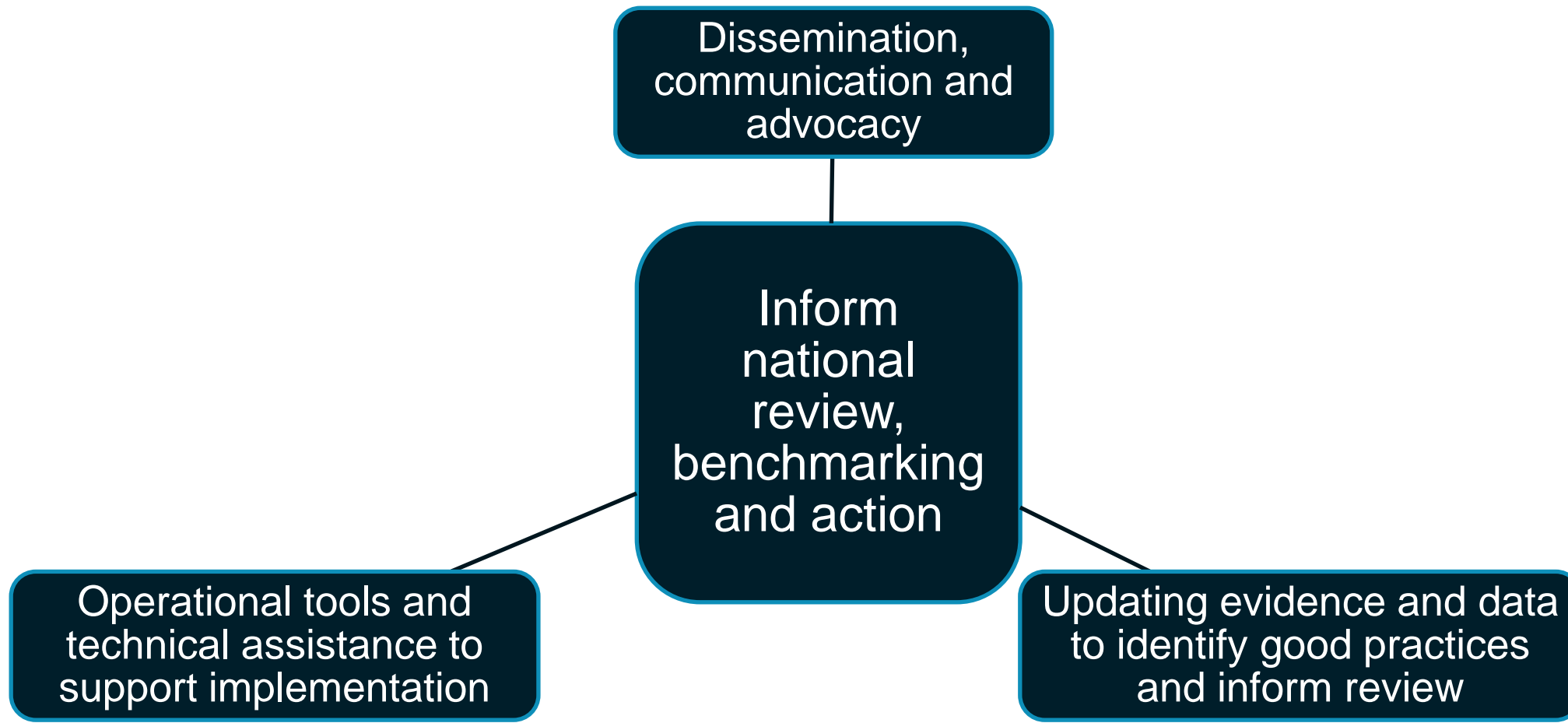


# Global Health and Care Worker Compact: framework and core elements





# Care compact: from global policy momentum to country action





[www.who.int/health-topics/health-workforce](http://www.who.int/health-topics/health-workforce)  
[workforce2030@who.int](mailto:workforce2030@who.int)