

# Situation of Nursing in the Region of the Americas

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# THE REGION OF THE AMERICAS: 35 COUNTRIES

|                     |                                  |
|---------------------|----------------------------------|
| Antigua and Barbuda | Haiti                            |
| Argentina           | Honduras                         |
| Bahamas             | Jamaica                          |
| Barbados            | Mexico                           |
| Belize              | Nicaragua                        |
| Bolivia             | Panama                           |
| Brazil              | Paraguay                         |
| Canada              | Peru                             |
| Chile               | Saint Kitts and Nevis            |
| Colombia            | Saint Lucia                      |
| Costa Rica          | Saint Vincent and the Grenadines |
| Cuba                | Suriname                         |
| Dominica            | Trinidad and Tobago              |
| Dominican Republic  | United States of America         |
| Ecuador             | Uruguay                          |
| El Salvador         | Venezuela                        |
| Grenada             |                                  |
| Guatemala           |                                  |
| Guyana              |                                  |

***English, Spanish, Portuguese  
and French***



# Situation of nursing in the Region of the Americas



Photo: Facultad de Enfermería de la UDLAP.

REGIONAL DATA (2018-2019)

**9,555,748**

nursing professionals

**4,545,509**  
registered nurses

**2,606,551**  
technicians and technologists

**2,503,688**  
assistants

**80.9%**

are in three countries (USA, Canada and Cuba)

**14**

nurses/10,000 hab. (average in most countries)

**55.6%**

less than 1 nurse/doctor

**2,100**

nursing schools

**105,000**

nursing graduates/year

**51**

doctoral programs (Latin America and the Caribbean)

[No Title]

Nurses are crucial to improving the health and well-being of people, strengthening health systems, and increasing capacity. The adoption of strategies within health and political decision-making are necessary to expand their role in primary health care and achieve universal health.

## Challenges

- Limited number of professionals.
- Precarious working conditions, low remuneration and professional recognition.
- Less focus on training professionals for primary health care and limited autonomy.
- Minimal participation in the formulation of national policies.

## Why invest in nursing?

- Acts in remote areas and they can positively influence the behavior of communities.
- Provides people-centered care.
- Work with limited resources and use cost-effective technologies.

## Necessary actions

- Increase the proportion of nurses to strengthen services, improve quality of care and patient safety.
- Ensure better remuneration, retention, positive work environments, and opportunities for leadership, management and coordination.
- Articulate with the education sector to guarantee the quality of training, integrated curricula and continuing education.
- Implement the development of essential and collaborative competences, with emphasis on interprofessional education.

## Technical cooperation with Member States

- Stimulate and strengthen national plans for human resources in nursing.
- Promote the expansion of the role of advanced practice nurses in primary health care through curricular changes and continuing education.
- Promote leadership through virtual learning programs.
- Implement models of interprofessional education and collaborative practice.



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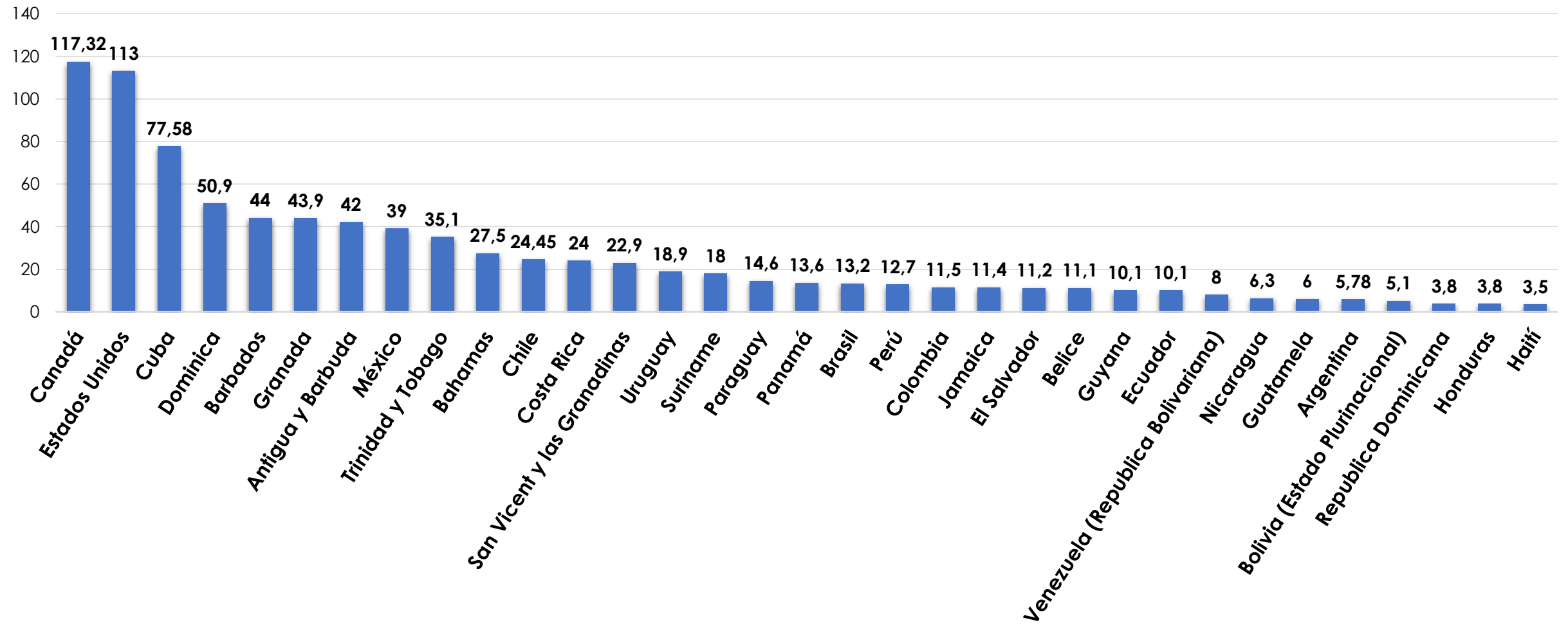
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Source:

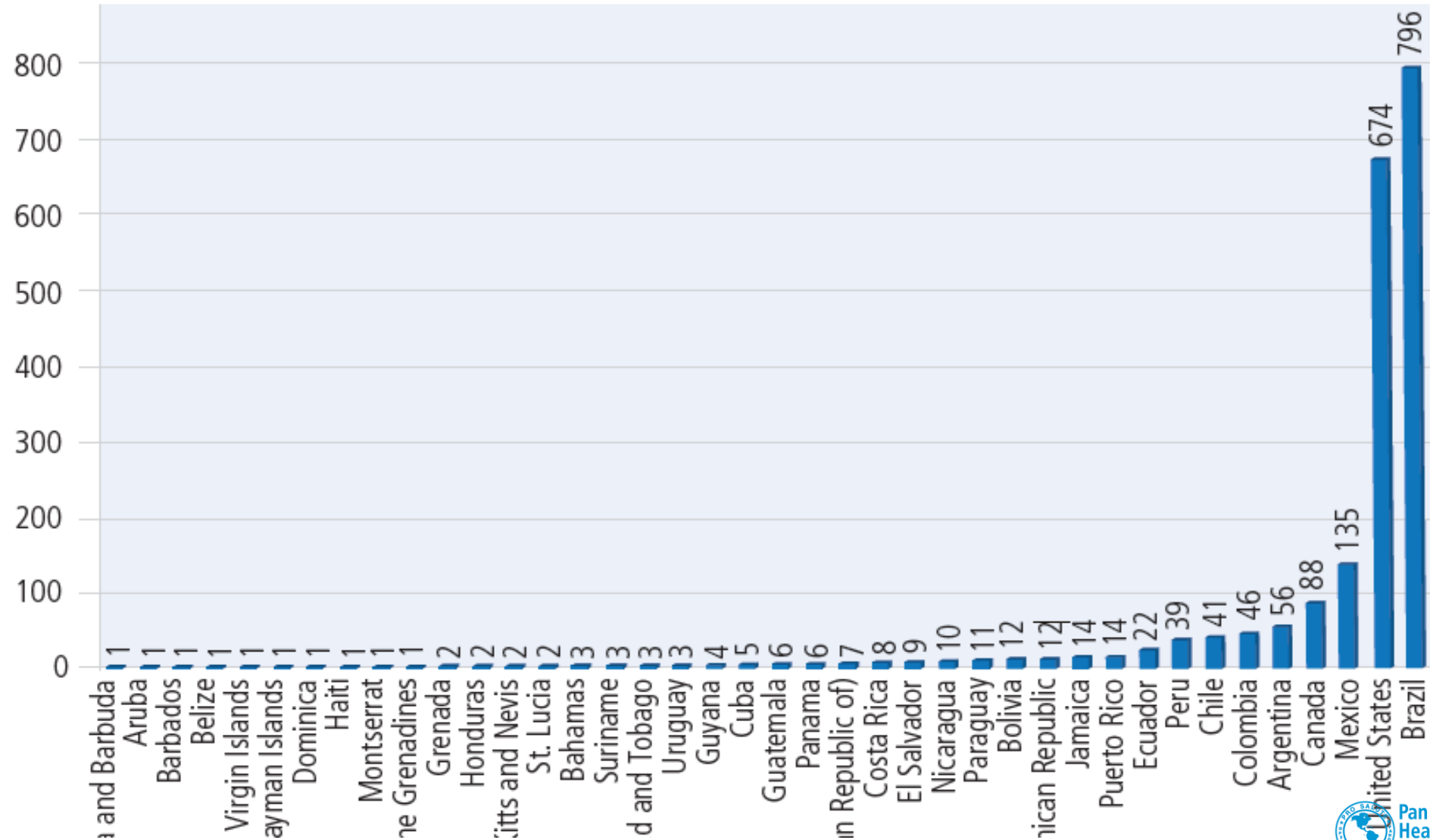
<http://iris.paho.org/xmlui/handle/123456789/50956?locale-attribute=en>



# Nursing in the Region of the Americas (RNs per 10,000 pop)



## Number of nursing schools in each country of the Region of the Americas



N= 2033

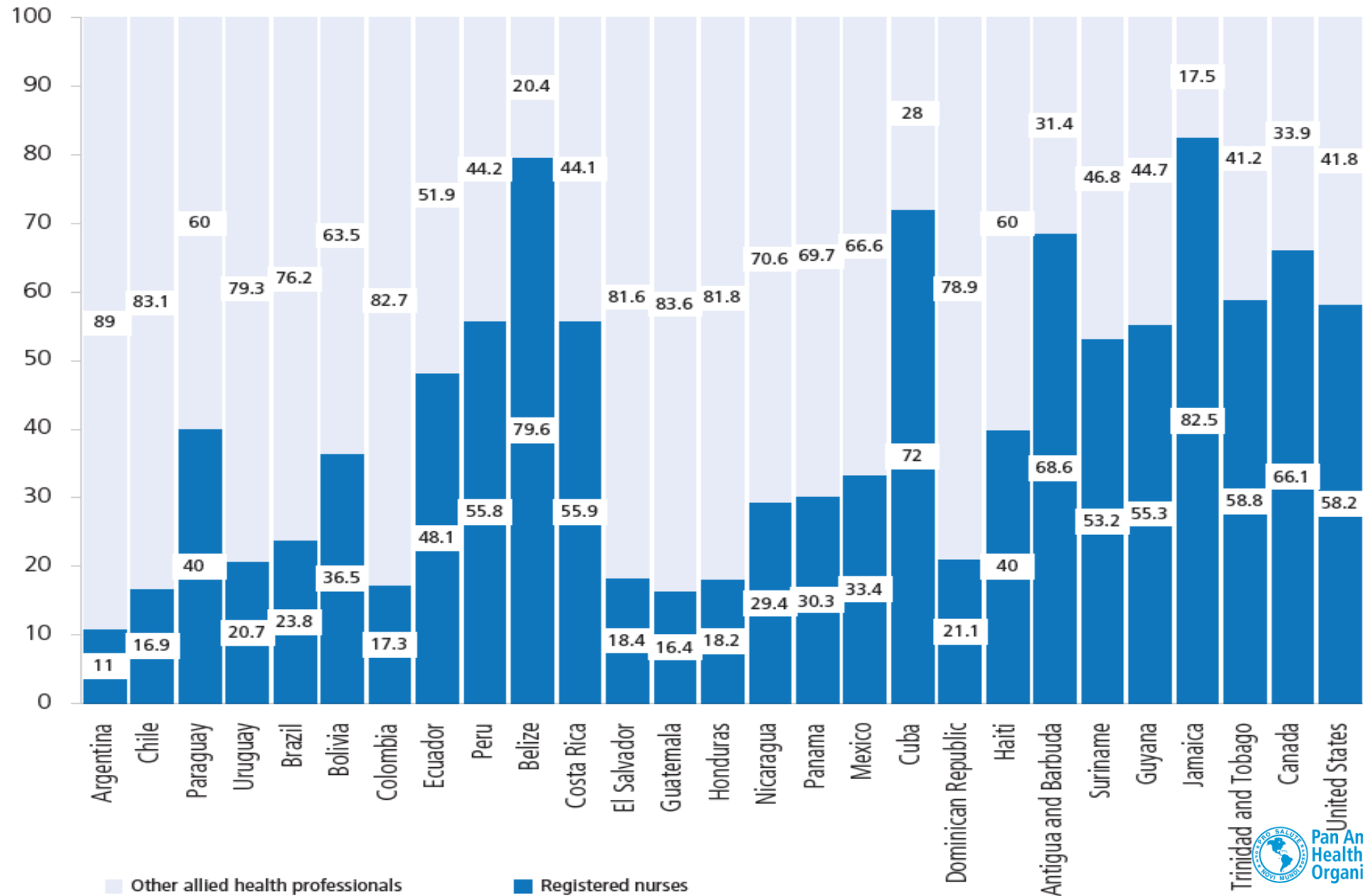


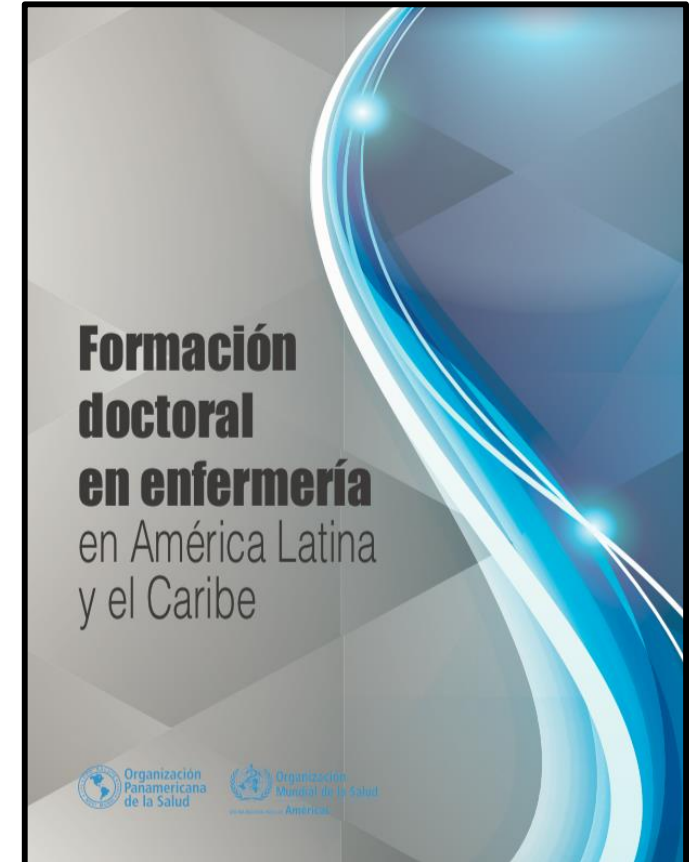
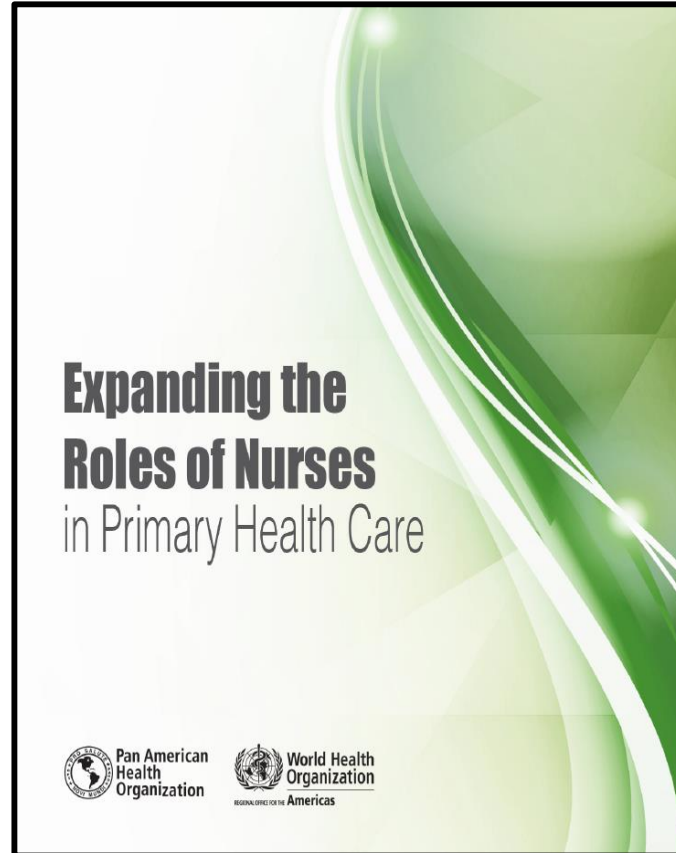
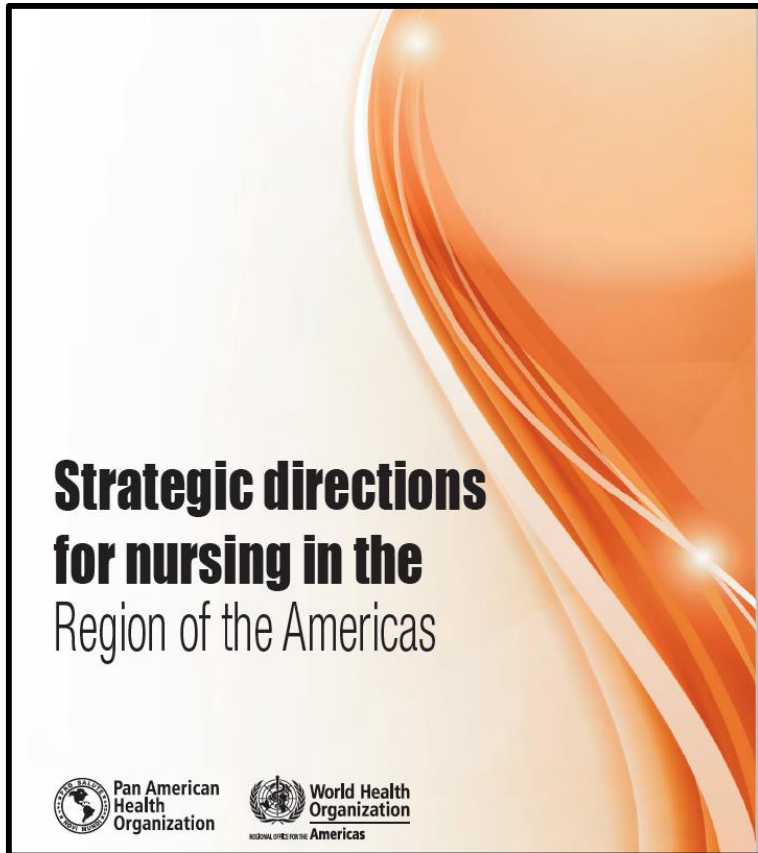
Pan American  
Health  
Organization



World Health  
Organization  
REGIONAL OFFICE FOR THE  
Americas

## Proportion of registered nurses and nursing technologists, technicians and assistants by country and subregion





<https://www.paho.org/nursing>



## Letter to the editor

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### Leadership in nursing: why should we discuss it?

*Dear Editor:*

The Nursing Now campaign, which will end in 2020, involves a collaborative partnership of the United Kingdom's Burdett Trust for Nursing, the World Health Organization (WHO), and the International Council of Nurses. The campaign aims to improve health around the world by raising the profile and status of nurses globally, influencing policymakers, and supporting nurses to lead, learn, and build a worldwide movement. The campaign advocates for more nurses in positions of leadership and for enhancing their influence on national and international policies to address the current social issues that affect health care systems. Nurses have direct interaction and build trust with the general public. They are involved in

Sociocultural factors related to gender are also an important concern, since most nurses in the Region of the Americas are women. Even though women have attributes considered effective for leadership, such as sensitivity and empathy, there are lingering gender gaps in leadership positions. Women face more structural barriers and unequal expectations than do men. Women are also underrepresented in senior positions in both health systems and the political realm in most countries of the world (3-5).

The Region of the Americas needs more nurses working in the formulation, implementation, and execution of public health policies, at both the local and national level of government. The demands and complexity of health systems require profession-



K27

|    | A   | B                            | C   | D           | E           | F           | G           | H           | I           | J   | K             | L                 |                              |
|----|---|------------------------------|---|-------------|-------------|-------------|-------------|-------------|-------------|---|---------------|-------------------|------------------------------|
| 1  | <b>United States of America</b>                     |                              | <b>Data availability for SoWN</b>               |             |             |             |             |             |             |   |               |                   |                              |
| 2  |   |                              |   |             |             |             |             |             |             |   |               |                   |                              |
| 3  | <b>Indicators</b>                                   | <b>Categories of nurses</b>  | <b>Data element</b>                             | <b>2013</b> | <b>2014</b> | <b>2015</b> | <b>2016</b> | <b>2017</b> | <b>2018</b> | <b>Description of data source, Definition, method of computation,</b> |               |                   |                              |
| 4  | <b>Module 1 : Active health workforce stock</b>     |                              |   |             |             |             |             |             |             |   |               |                   |                              |
| 5  | <b>M1-01 : Nursing density</b>                      |                              |   |             |             |             |             |             |             |   | <b>Source</b> | <b>Definition</b> | <b>Method of computation</b> |
| 6  |   | <b>Nursing personnel</b>     | <b>Total number of nurses</b>                   |             | 2806100     | 2735394     |             |             |             |   |               |                   |                              |
| 7  |   |                              | Number of practising nurses                     |             |             |             |             |             |             |   |               |                   |                              |
| 8  |   |                              | Number of professionally active nurses          | 3521350     | 3558920     | 3626060     | 3755940     |             |             |   |               |                   |                              |
| 9  |   |                              | Number of nurses licensed to practise           | 5201316     | 5204765     | 5272612     | 5486915     |             |             |   |               |                   |                              |
| 10 |   | <b>Nursing associate</b>     | <b>Total number of nurses associate</b>         |             |             |             |             |             |             |   |               |                   |                              |
| 11 |   |                              | Number of practising nurses                     |             |             |             |             |             |             |   |               |                   |                              |
| 12 |   |                              | Number of professionally active nurses          | 705200      | 695610      | 697250      | 702400      |             |             |   |               |                   |                              |
| 13 |   |                              | Number of nurses licensed to practise           | 1018435     | 966694      | 947864      | 961986      |             |             |   |               |                   |                              |
| 14 |   | <b>Nursing professionals</b> | <b>Total number of nurses professionals</b>     |             |             |             |             |             |             |   |               |                   |                              |
| 15 |   |                              | Number of practising nurses                     |             |             |             |             |             |             |   |               |                   |                              |
| 16 |   |                              | Number of professionally active nurses          | 2816150     | 2863310     | 2928810     | 3053540     |             |             |   |               |                   |                              |
| 17 |   |                              | Number of nurses licensed to practise           | 4182881     | 4238071     | 4324748     | 4524929     |             |             |   |               |                   |                              |
| 18 | <b>M1-02 : Nursing density at subnational level</b> |                              |   |             |             |             |             |             |             |   |               |                   |                              |
| 19 |   |                              | <b>Number of nurses by geographical region:</b> |             |             |             |             |             |             |   |               |                   |                              |
| 20 |   | <b>Nursing associate</b>     | Urban   |             |             |             |             |             |             |   |               |                   |                              |
| 21 |   |                              | Rural   |             |             |             |             |             |             |   |               |                   |                              |
| 22 |   | <b>Nursing professionals</b> | Urban   |             |             |             |             |             |             |   |               |                   |                              |
| 23 |   |                              | Rural   |             |             |             |             |             |             |   |               |                   |                              |
| 24 |   | <b>Nursing personnel</b>     | Urban   |             |             |             |             |             |             |   |               |                   |                              |
| 25 |   |                              | Rural   |             |             |             |             |             |             |   |               |                   |                              |
| 26 |   |                              | <b>Provinces/States:</b>                        |             |             |             |             |             |             |   |               |                   |                              |
| 27 |   | <b>Nursing associate</b>     | State1  |             |             |             |             |             |             |   |               |                   |                              |
| 28 |   |                              | State2  |             |             |             |             |             |             |   |               |                   |                              |
| 29 |   |                              | State3  |             |             |             |             |             |             |   |               |                   |                              |
| 30 |   |                              | State n   |             |             |             |             |             |             |   |               |                   |                              |
| 31 |   | <b>Nursing professionals</b> | State1  |             |             |             |             |             |             |   |               |                   |                              |
| 32 |   |                              | State2  |             |             |             |             |             |             |   |               |                   |                              |
| 33 |   |                              | State3  |             |             |             |             |             |             |   |               |                   |                              |
| 34 |   |                              | State n   |             |             |             |             |             |             |   |               |                   |                              |
| 35 |   | <b>Nursing personnel</b>     | State1  |             |             |             |             |             |             |   |               |                   |                              |
| 36 |   |                              | State2  |             |             |             |             |             |             |   |               |                   |                              |
| 37 |   |                              | State3  |             |             |             |             |             |             |   |               |                   |                              |
| 38 |   |                              | State n   |             |             |             |             |             |             |   |               |                   |                              |
| 39 | <b>M1-03 : Nursing distribution by age group</b>    |                              |   |             |             |             |             |             |             |   |               |                   |                              |
| 40 |   | <b>Nursing associate</b>     | <b>Number of nurses aged &lt;25</b>             |             |             | 84464       |             |             |             |   |               |                   |                              |
| 41 |   |                              | Number of nurses aged 25-34                     |             |             | 210567      |             |             |             |   |               |                   |                              |
| 42 |   |                              | Number of nurses aged 35-44                     |             |             | 207374      |             |             |             |   |               |                   |                              |
| 43 |   |                              | Number of nurses aged 45-54                     |             |             | 218431      |             |             |             |   |               |                   |                              |
| 44 |   |                              | Number of nurses aged 55-64                     |             |             | 195346      |             |             |             |   |               |                   |                              |
| 45 |   |                              | Number of nurses aged 65+                       |             |             |             |             |             |             |   |               |                   |                              |
| 46 |   | <b>Nursing professionals</b> | <b>Number of nurses aged &lt;25</b>             |             |             | 142850      |             |             |             |   |               |                   |                              |
| 47 |   |                              | Number of nurses aged 25-34                     |             |             | 972418      |             |             |             |   |               |                   |                              |
| 48 |   |                              | Number of nurses aged 35-44                     |             |             | 1028129     |             |             |             |   |               |                   |                              |







# IMPORTANT

- INCLUDE:

1. NATIONAL ASSOCIATION/COUNCILS/REGULATORY BODIES
2. MINISTRY OF EDUCATION: SCHOOLS OF NURSING/UNIVERSITY
3. MINISTRY OF LABOR AND HEALTH SERVICES
4. DIRECTOR OF HRH
5. CNOS
6. STATISTICS DEPT.
7. IMMIGRATION STAFF
8. OTHER STAKEHOLDERS



**Thank you!**  
**Obrigada**  
**Gracias**

**Silvia Cassiani**  
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