

# Global context for Health Workforce

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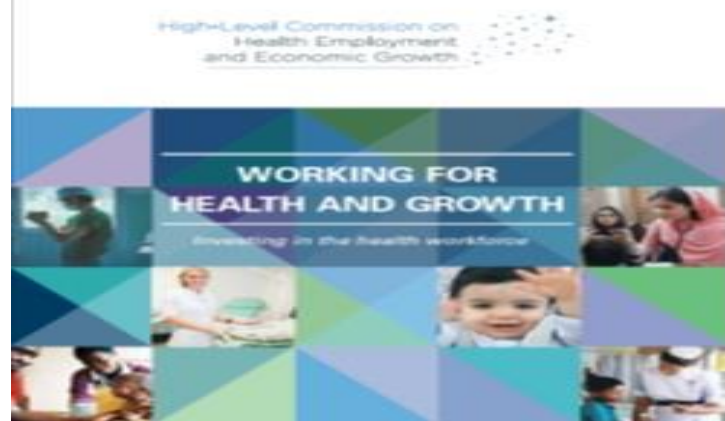
PAHO Regional Workshop on NHWA and SOWNR, Miami, July 2019

# **1. Global context: SDGs, The Global Strategy on HRH, Commission on Health Employment and Economic Growth**

# Global policy frameworks and initiatives



1. [Optimize the existing workforce](#) in pursuit of the Sustainable Development Goals and universal health coverage (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)



- One vision:** Accelerate progress towards universal health coverage and the 2030 Agenda for Sustainable Development by ensuring equitable access to health workers within strengthened health systems
- Two goals:** Invest in both the expansion and transformation of the global health and social workforce
- Three organizations:** ILO, OECD, WHO
- Four SDGs** Ensure healthy lives and promote well-being for all at all ages (Goal 3); Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (Goal 4); Achieve gender equality and empower all women and girls (Goal 5); and Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (Goal 8)
- Five workstreams:** To facilitate the implementation of intersectoral approaches and country-driven action and catalyse sustainable investments, capacity-building and policy action: (1) advocacy, social dialogue and policy dialogue; (2) **data, evidence and accountability**; (3) education,



# Agenda 2030 for Sustainable Development



**SUSTAINABLE DEVELOPMENT GOALS**



# SDG 3 - HEALTH

## SDG 3: Ensure healthy lives and promote well-being for all at all ages

Target 3.8: Achieve universal health coverage, including financial risk protection, access to quality essential health-care services, medicines and vaccines for all

MDG unfinished and expanded agenda

- 3.1: Reduce maternal mortality
- 3.2: End preventable newborn and child deaths
- 3.3: End the epidemics of HIV, TB, malaria and NTD and combat hepatitis, waterborne and other communicable diseases
- 3.7: Ensure universal access to sexual and reproductive health-care services

New SDG 3 targets

- 3.4: Reduce mortality from NCD and promote mental health
- 3.5: Strengthen prevention and treatment of substance abuse
- 3.6: Halve global deaths and injuries from road traffic accidents
- 3.9: Reduce deaths from hazardous chemicals and air, water and soil pollution and contamination

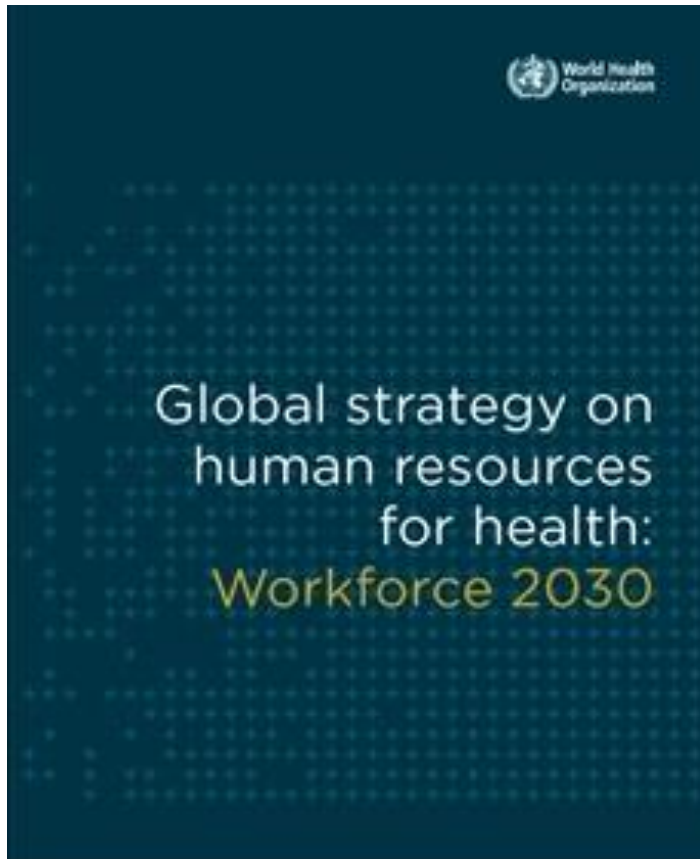
SDG3 means of Implementation targets

- 3.a: Strengthen implementation of framework convention on tobacco control
- 3.b: Provide access to medicines and vaccines for all, support R&D of vaccines and medicines for all
- 3.c: Increase health financing and health workforce (especially in developing countries)
- 3.d: Strengthen capacity for early warning, risk reduction and management of health risks

Interactions with economic, other social and environmental SDGs and SDG 17 on means of implementation



# 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 future workforce** requirements by 2030 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 the data, evidence and knowledge** for cost-effective policy decisions (e.g. National Health Workforce Accounts)

# World Health Assembly Resolution on the GSHRH

## Resolution WHA69.19

**URGES Member States** to implement policy options towards:

- consolidating **a core set of human resources for health data with annual reporting** to the Global Health Observatory, as well as progressive implementation of **national health workforce accounts**, to support national policy and planning and the Global Strategy's monitoring and accountability framework

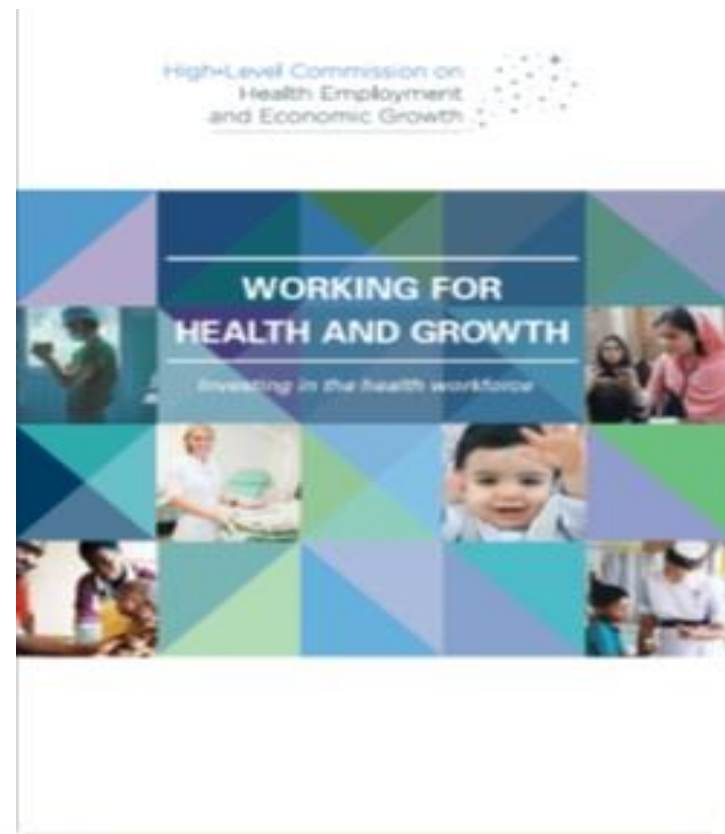


# The High-Level Commission on Health Employment and Economic Growth

Aims to **stimulate and guide the creation of 40 million new jobs** in the health and social sector, and to **reduce the projected shortfall of 18 million health workers**, primarily in low- and lower-middle income countries, by 2030.

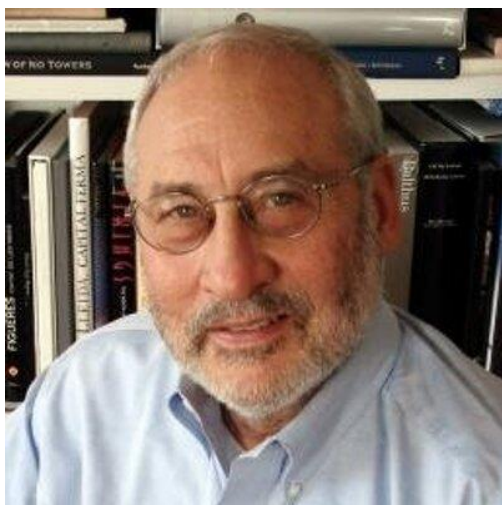
The Commission seeks to:

- Highlight the **benefits across the SDGs** from investments in the health workforce;
- Draw attention to the **necessary reforms** in health employment, education and service delivery;
- Generate **political commitment and inter-sectoral action** towards more and better investment in the health workforce.





# Case for Investment: Health Workforce



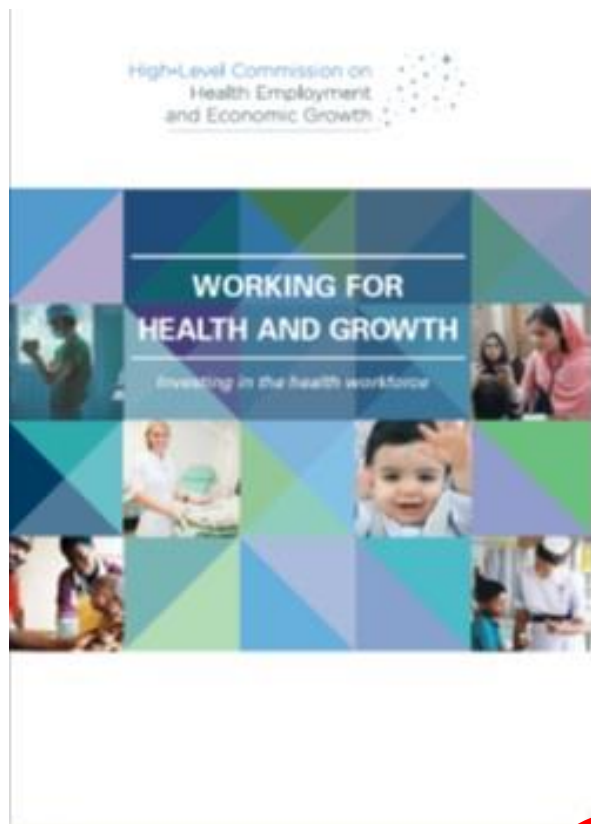
Prof . Joseph E. Stiglitz  
Nobel laureate economist

*“The Commission concludes that, to the extent that resources are wisely spent and the right policies are put in place, **investment in education and job creation in the health and social sectors will make a critical positive contribution to inclusive economic growth**”.*

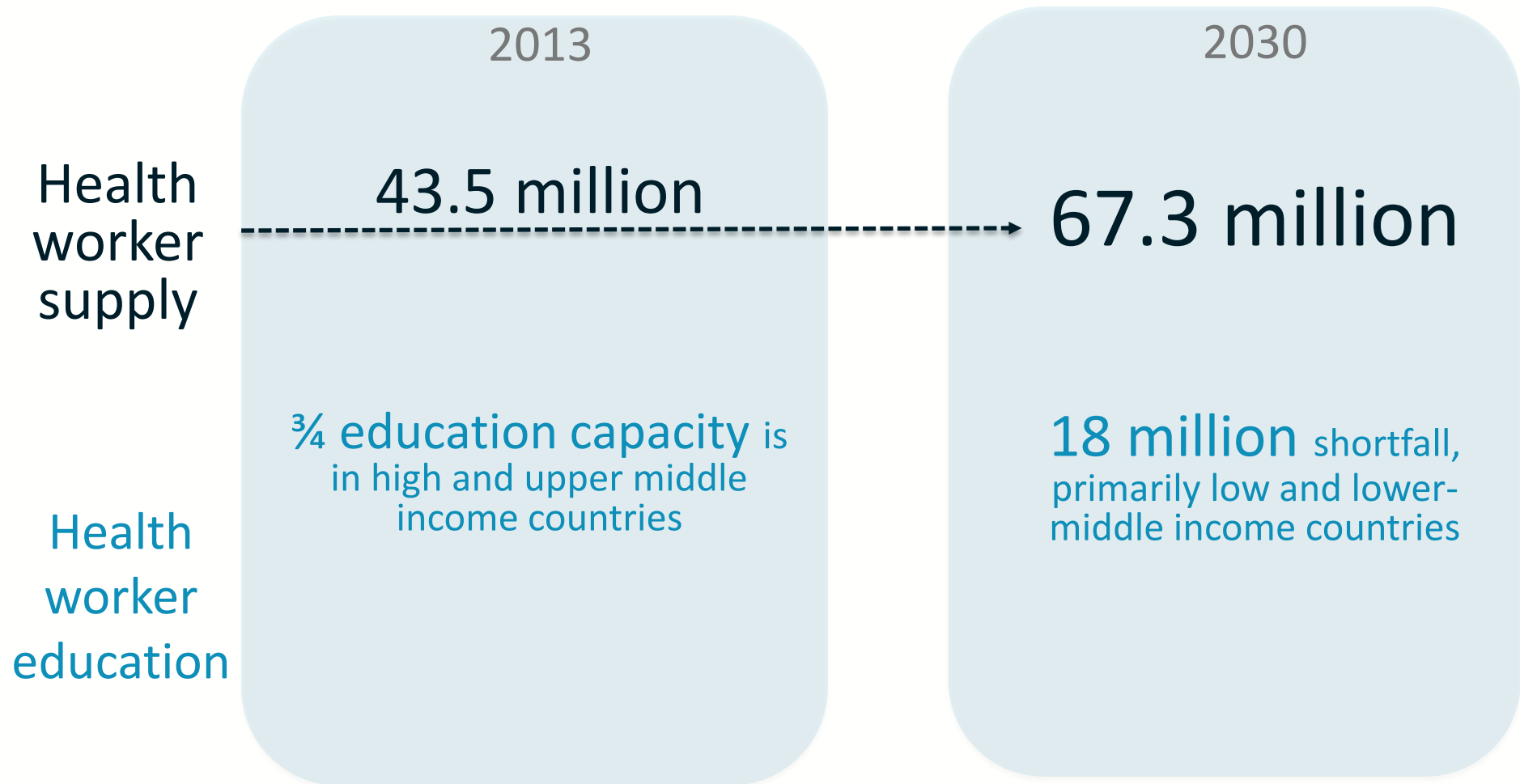
# The High-Level Commission

## 10 recommendations

1. Job creation
2. Gender equality and women's rights
3. Education training and competencies
4. Health service delivery and organization
5. Technology
6. Crisis and humanitarian settings
7. Financing and fiscal space
8. Partnerships and cooperation
9. International migration
10. Data, information and accountability



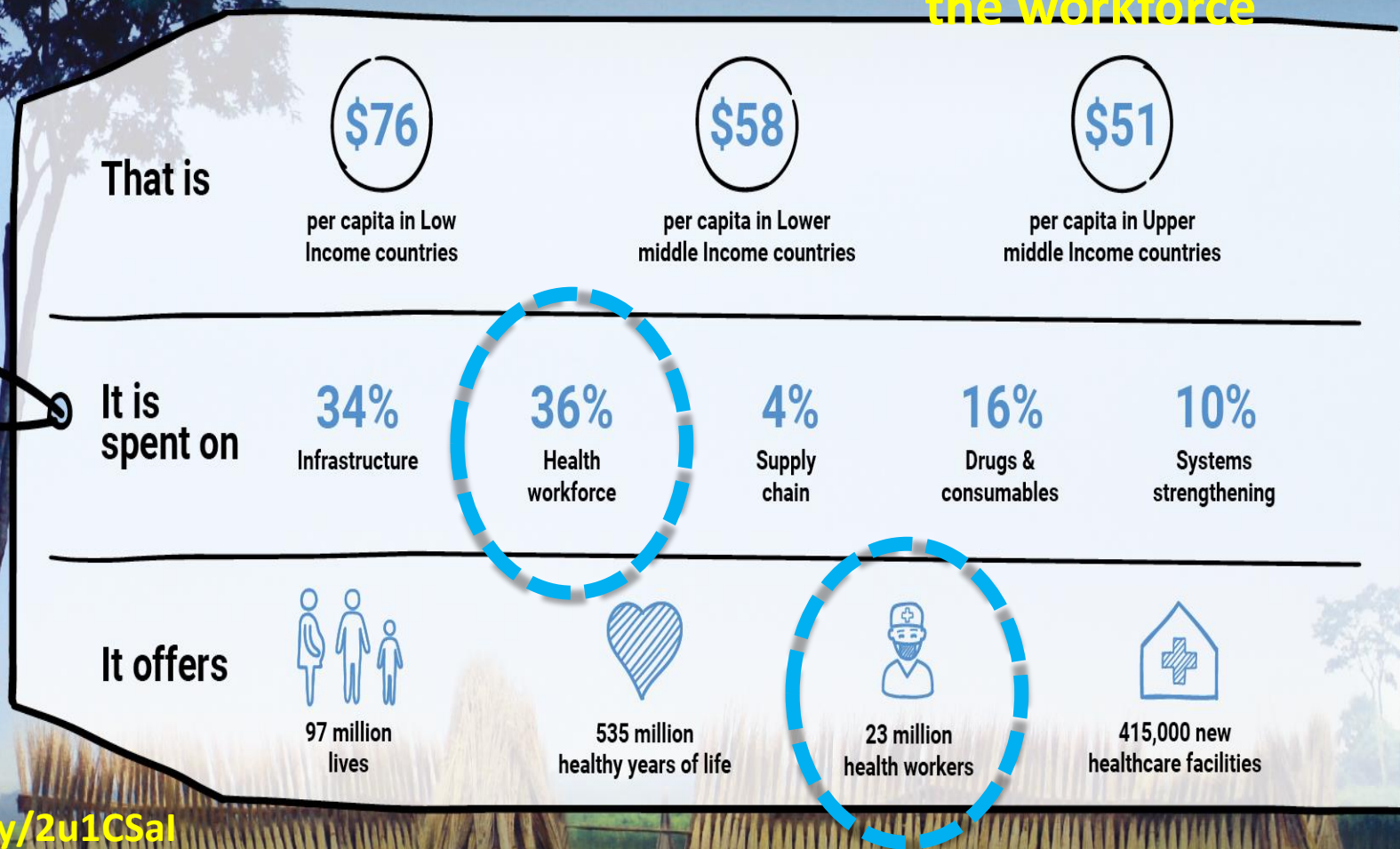
# Why investments on HRH are essential to achieving SDGs





# Meeting the health SDGs means investing \$3.9 trillion over the next 15 years

**\*Excluding investments into the education and training of the workforce**



<http://bit.ly/2u1CSaI>



**\*\*Investing in health SDGs: 70 million decent job creation opportunity**

**SDG HEALTH PRICE TAG**  
[www.who.int](http://www.who.int)

# The WHO Global Programme of Work 2019-2023

## Mission

*Promote health – keep the world safe – serve the vulnerable*

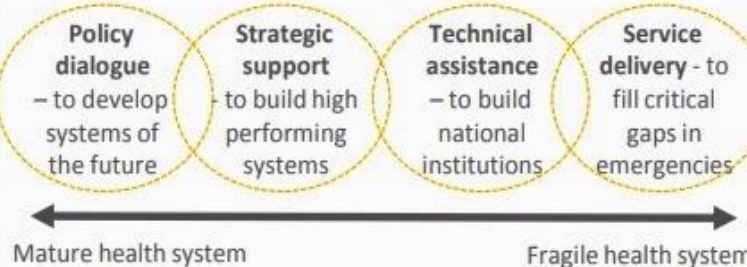
## Strategic priorities

**Health coverage** – 1 billion more people with health coverage  
**Health emergencies** – 1 billion more people made safer  
**Health priorities** – 1 billion lives improved

## Strategic shifts

**Step up global leadership** – diplomacy and advocacy; gender, equity and rights; multisectoral action; finance

**Drive impact in every country** – differentiated approach based on capacity and vulnerability



**Focus global public goods on impact** – normative guidance and agreements, data, innovation

## Organizational shifts

- **Measure impact** to be accountable and manage for results
- **Reshape operating model** to drive country, regional and global impacts
- **Transform partnerships, communications and financing** to resource the strategic priorities
- **Build critical processes and tools** to optimize organizational performance
- **Foster culture change** to ensure a seamless, high-performing WHO



THANK YOU.

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