

Revised list of indicators for The State of the World's Nursing Report

(July 2019)

	Indicator Name (NHWAA abbreviated) and Definition	NHWA number	Notes
ACTIVE NURSE WORKFORCE STOCK			
1	Nurse density by type/level of nurse <i>Number of health workers per 10 000 population, disaggregation by occupation and activity level</i>	1-01	ISCO 08; include nurse assistant/aide
2	Nurse density at sub-national level <i>Number of active health workers per 10 000 population in the given subnational administrative unit.</i>	1-02	
3	Nurse distribution by age group <i>Percentage of active health workers in the given age groups, by occupation.</i>	1-03	
4	Female nurse workforce <i>Percentage of female health workers in active health workforce, by occupation.</i>	1-04	
5	Nurse distribution by facility ownership <i>Percentage employed in facilities by type of ownership (public, private not-for-profit, private for-profit).</i>	1-05	
6	Nurse distribution by facility type <i>Percentage of active health workers employed in the given facility type, by occupation.</i>	1-06	
7	Share of foreign-born nurses <i>Number of active foreign-born health workers divided by Total # of active health workers, defined in headcounts</i>	1-07	
8	Share of foreign trained nurses <i>Percentage of active foreign-trained health workers in the active health workforce.</i>	1-08	
EDUCATION AND TRAINING			
9	Master list of accredited education institutions <i>Existence of a master list of accredited nursing education and training institutions; up to date and publicly available</i>	2-01	
10	Duration of education and training <i>The number of years required to complete a full curriculum for each nursing education and training programme.</i>	2-02	
11	Number of applications for education and training <i>Applications for first year of nursing education programme divided by the number of training places for first year</i>	2-03	
12	Ratio of nursing students to qualified educators <i>Ratio of students enrolled in health workforce education and training to qualified educators in a given year</i>	2-05	
EDUCATION AND TRAINING REGULATION AND ACCREDITATION			
13	Standards for duration and content of education <i>Existence of national and/or subnational standard on the duration and content of nursing education and training</i>	3-01	
14	Accreditation mechanisms for education institutions <i>Existence of national mechanisms for accreditation of education institutions and their programmes (Yes/No/Partly)</i>	3-02	
15	Standards for interprofessional education <i>Existence of national standards for interprofessional education in accreditation mechanisms (Yes/No/Partly)</i>	3-06	
16	Standards for faculty qualifications <i>Existence of descriptions of what professional qualifications are required to teach different educational programs</i>		
17	Fitness for practice examination <i>Existence of independent competency-based readiness for practice assessment (i.e. not the end of training exam)</i>	-	
18	Continuing professional development <i>Existence of national systems for continuing professional development (Yes/No/Partly)</i>	3-08	
EDUCATION FINANCES			
19	Expenditure per graduate on nursing education <i>Expenditure on health workforce education per graduate, by health workforce education and training programme</i>	4-05	
REGULATION			
20	Nursing council <i>Presence and model of a national organization mandated by the government to regulate the profession of nursing</i>	-	
HEALTH LABOUR MARKET FLOWS			
21	Graduates starting practice within one year	5-01	

	<i>Ratio of previous year graduates starting practice within 1 year of graduation to total number of previous year graduates</i>		
22	Replenishment rate from domestic efforts	5-02	
	<i>Ratio of newly active domestic trained health workers to total stock of active health workers</i>		
23	Entry rate of foreign nurses	5-03	
	<i>Percentage of newly active foreign-trained health workers to total stock of active health workers</i>		
24	Voluntary exit rate from health labour market	5-04	
	<i>Percentage of active nurses who became inactive in the health sector labour market due to emigration, temporary leave, change of sector, early retirement or other voluntary reason, disaggregated by occupation, sex.</i>		
25	Unemployment rate	5-06	
	<i>Number of trained nurses currently unemployed divided by the total number of active nurses in the labour force and unemployed nurses</i>		
EMPLOYMENT CHARACTERISTICS, WORKING CONDITIONS			
26	Health workers with a part-time contract	6-02	
	<i>Percentage of employed nurses with a part-time contract</i>		
27	Regulation on working hours and conditions	6-03	
	<i>Existence of national/subnational policies/laws regulating working hours and conditions</i>		
28	Regulation on minimum wage	6-04	
	<i>Existence of national/subnational policies/laws regulating minimum wage.</i>		
29	Regulation on social protection	6-05	
	<i>Existence of national/subnational policies/laws regulating social protection (Yes/No/Partly)</i>		
30	Measures to prevent attacks on HWs	6-09	
	<i>Existence of national/subnational policies/laws for prevention of attacks on health workers (Yes/No/Partly)</i>		
NURSING WORKFORCE SPENDING AND REMUNERATION			
31	Entry-level wages and salaries	7-05	
	<i>Average wage or salary received when entering the active health labour market, excluding social contributions</i>		
32	Gender wage gap	7-07	
	<i>Unadjusted difference between median earnings of men and women relative to median earnings of men</i>		
SKILL-MIX COMPOSITION FOR MODELS OF CARE			
33	Existence of advanced nursing roles	8-06	
	<i>Existence of advanced nursing roles (Yes/No/Partly)</i>		
GOVERNANCE AND LEADERSHIP			
34	Chief Nursing and/or Midwifery Officer position	-	
	<i>Existence of a filled post at the national level for a senior nurse within the government to provide expert advice and direction on nursing and related health policies</i>		
35	Nursing leadership development programs	-	
	<i>Existence of nationally-supported programs to develop nursing leadership, research, or policy literacy skills</i>		
36	National association for young and novice nurses	-	
	<i>Existence of association for student and/or novice nurses (yes/no)</i>		