

# The Health Workforce: A Good Investment

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# The changing global context: Challenges & opportunities



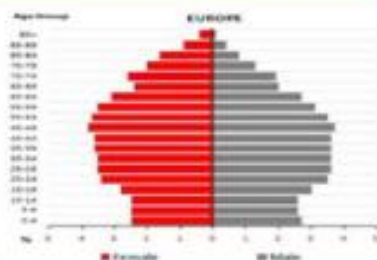
SDGs



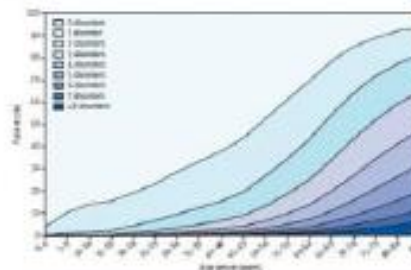
Globalization



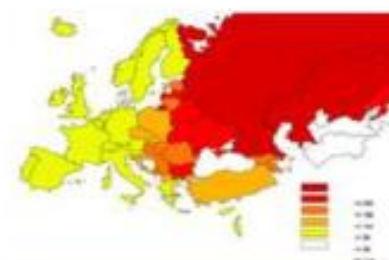
Migration



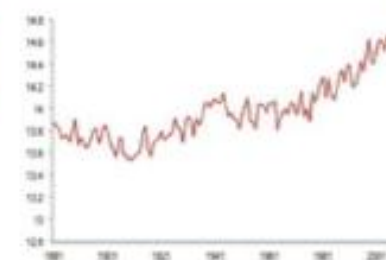
Ageing



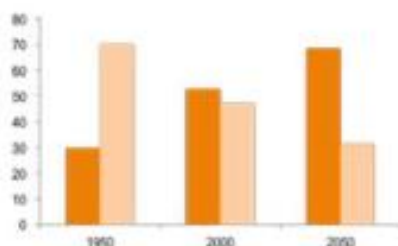
Multi-morbidity



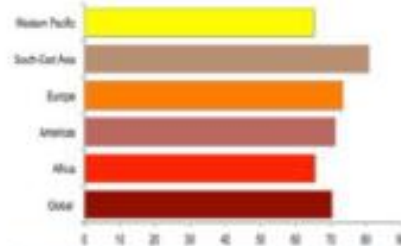
NCDs



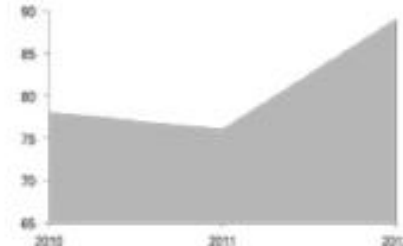
Climate change



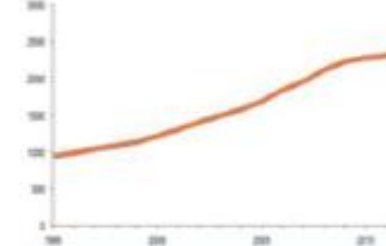
Urbanization



Citizen voice



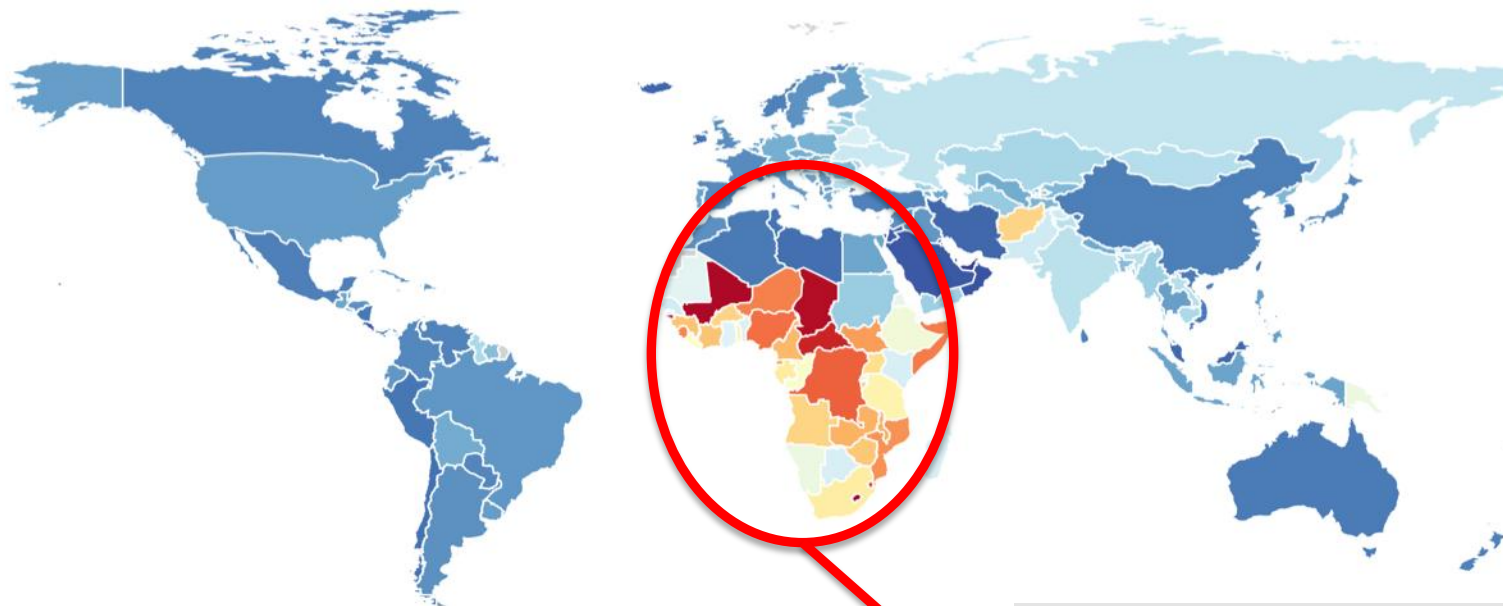
Innovation



Rising costs

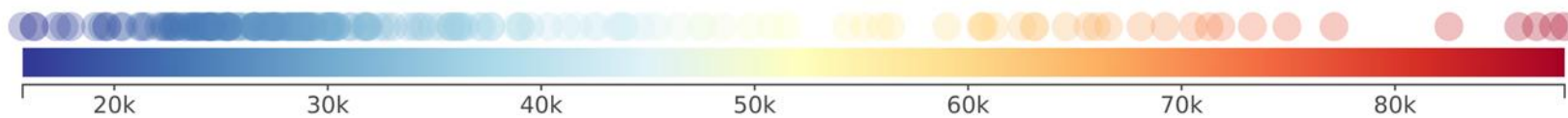
Source: WHO Global Health Observatory Data Repository, 2015

## Global burden of disease: All causes, both sexes, all ages, DALYs per 100,000 (2013)



### Africa: (2013)

- 24% disease burden
- 4% workforce
- Virtually unchanged over a decade



<http://www.healthdata.org/results/data-visualizations>

# Seizing opportunities to address challenges



- Rising life expectancy
- Majority of disease burden attributable to risk factors is preventable
- Increasing prosperity
- Unprecedented demand for health workforce
- 2030 Agenda for Sustainable Development

**Opportunity for a  
transformative health  
workforce agenda**



- Rising non-communicable diseases
- 18 million health worker shortfall and maldistribution
- Growing global inequities
- Rising unemployment
- Economic uncertainty
- Ecological degradation
- Disease and emergency threats



**challenges**

# The Global Strategy on HRH: Workforce 2030



Global strategy on  
human resources  
for health:  
**Workforce 2030**

1. **Optimize the existing workforce** in pursuit of the Sustainable Development Goals and UHC (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)

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# WORKING FOR HEALTH AND GROWTH

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*Investing in the health workforce*



The Power of Health Workers video:  
<https://www.youtube.com/watch?v=TeP0aafYvH0>

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

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.

The United Nations Secretary-General established the High-Level Commission in March 2016, recognizing that investing in new jobs in the health and social workforce can generate economic growth and contribute to the implementation of the 2030 Agenda for Sustainable Development. The Commission was tasked with finding innovative ways to address health labour shortages and ensure a good match between the skills of health workers and job requirements, so as to enhance the efficiency of the health sector and its contribution to inclusive growth.

## CO-CHAIRS



H.E. Mr François Hollande, President of France



H.E. Mr Jacob Zuma, President of South Africa



Dr Margaret Chan, Director-General of the World Health Organization (WHO)



Mr Guy Ryder, Director-General of the International Labour Organisation (ILO)



Mr Angel Gurría, Secretary-General of the Organisation for Economic Co-operation and Development (OECD)

## CO-VICE-CHAIRS

## COMMISSIONERS



Ms Anu Aga, Member of the Upper House of Parliament, India



H.R.H. Princess Muna al-Hussain, Princess of Jordan, Global Health Advocate for Nursing and Midwifery



Dr Vytaris Andriulaitis, Commissioner for Health and Food Safety, European Commission



Ms Rosalinda Baldez, Department of Labor and Employment, the Philippines



Dr Midaly Castillo, Co-founder of the Latin American School of Medicine, Cuba



Dr Nkosazana Dlamini-Zuma, Chairperson of the African Union Commission



Mr Moussa Dossou, Minister of State, Minister of Employment and Social Protection, Côte d'Ivoire



Mr Hermann Gölke, Federal Minister of Health, Germany



Mr Bent Høie, Minister of Health and Care Services, Norway



Dr Mairi Jesse, Deputy Secretary-General, Ministry of Social Affairs, Estonia



Ms Susana Malcorra, Minister of Foreign Affairs and Worship, Argentina



Dr Alaa Murabit, Founder of The Voice of Libyan Women, Sustainable Development Goals Advocate, Ghana



Prof. Jane Naana Opioku, Agyemang, Minister of Education, Ghana



Ms Rosa Pavanello, General Secretary of Public Services International



Dr Judith Shamian, President of the International Council of Nurses



Prof. Joseph Siglitz, Economist, Nabal Prize winner in Economic Sciences



Prof. Keizo Takemi, Member of the House of Councillors, Japan



Mr Giorgio K. Werner, Minister of Education, Libana



Prof. Muhammad Yunus, Co-founder and Chairman of Yunus Social Business, Nobel Prize Winner

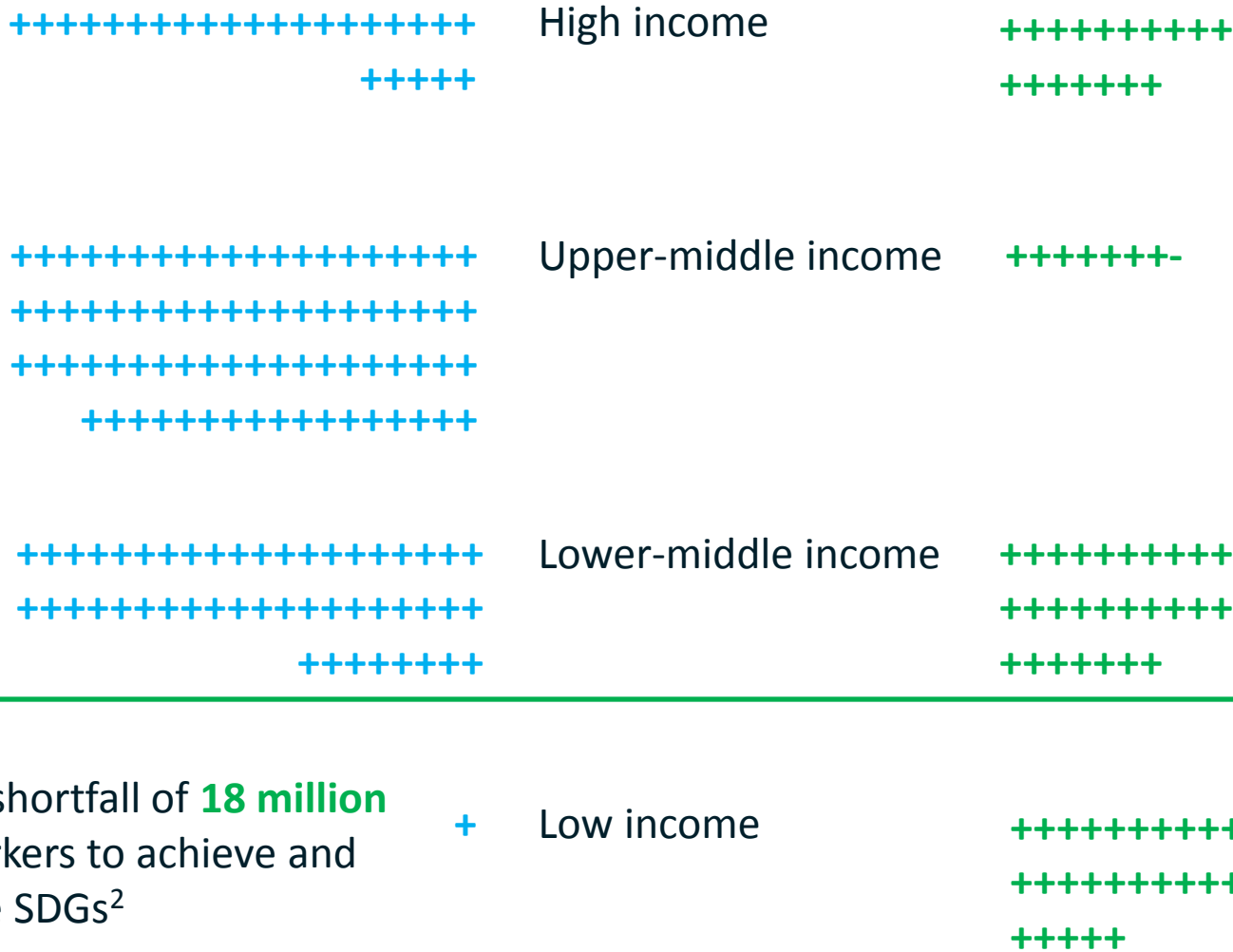
Commission Secretariat:



# Demand vs need: projections to 2030

Global economy is projected to create **around 40 million** new health sector jobs by 2030<sup>1</sup>

**Demand**

**3** GOOD HEALTH AND WELL-BEING



Projected shortfall of **18 million** health workers to achieve and sustain the SDGs<sup>2</sup>

+

Low income

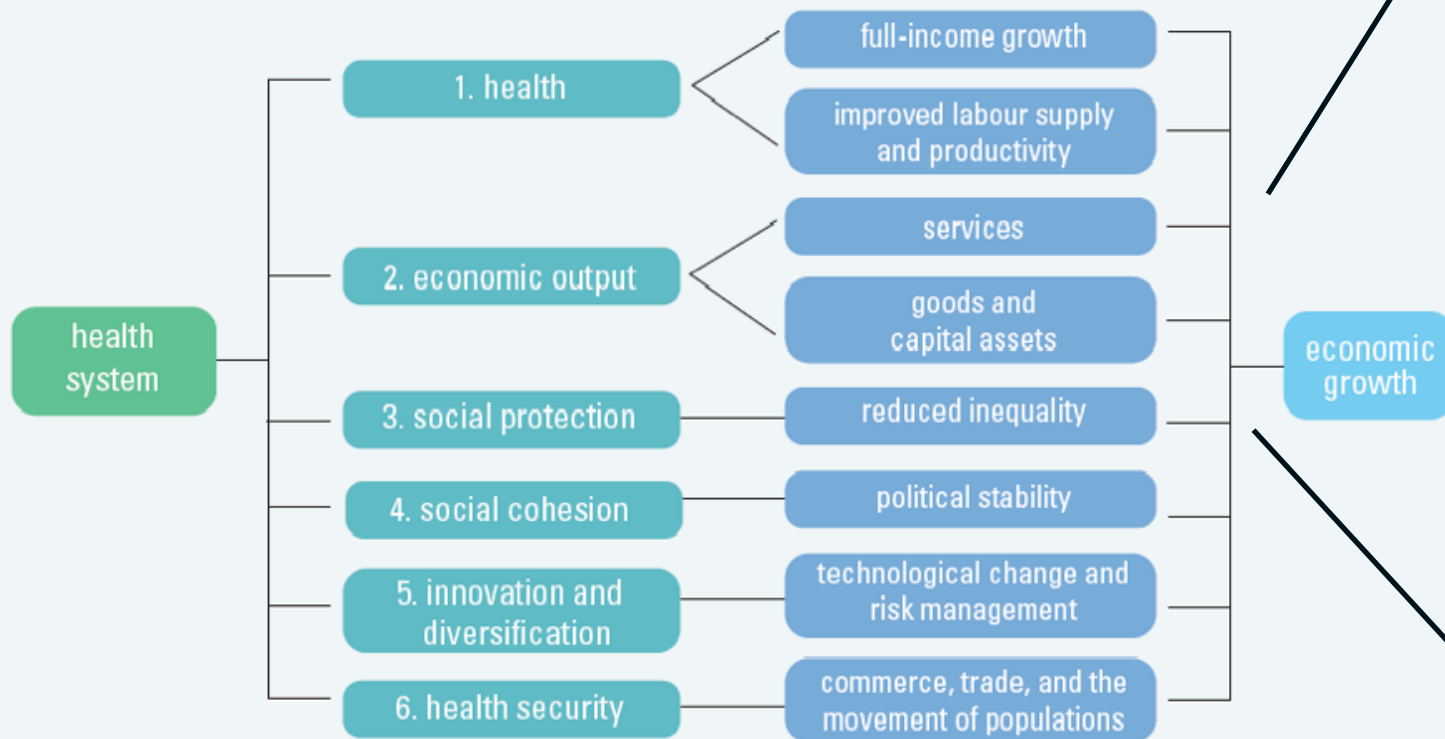


<sup>1</sup> World Bank, 2016 <http://documents.worldbank.org/curated/en/546161470834083341/pdf/WPS7790.pdf>  
<sup>2</sup> Cometto et al, World Health Organization, 2016



# Case for investment

## Pathways to economic growth



Health is a leading economic and labour sector. 48% employment growth in employment 2000 – 2014 in OECD.

67% of the health workforce are women (compared to 41% of total employment)

1/4 of economic growth 2000 to 2011, in low- and middle-income countries, resulted from improvements in health.

# HEALTH IN THE SDG ERA



*“New evidence shows that investment in the health workforce is of itself an extremely important engine for economic growth”*

Richard Horton, Chair, Expert Group, High-Level Commission on Health Employment and Economic Growth  
Editor-in-Chief, The Lancet

*Health as a cost disease  
and a drag on the  
economy*

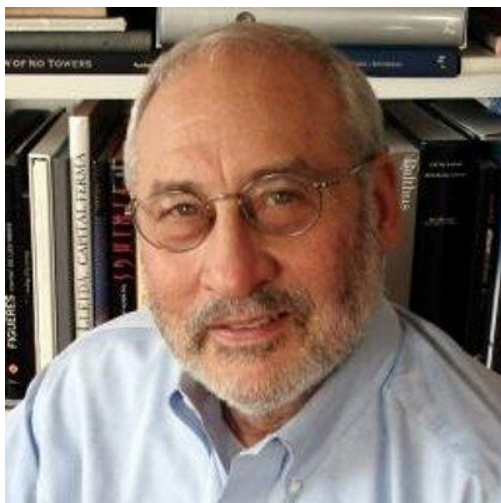


*Health as a multiplier  
for inclusive economic  
growth*

Baumol (1967), Hartwig (2008 and 2011)

Arcand et al., World Bank (*In press*, 2016)

# Case for Investment



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**”.*

# Commission's recommendations...



## Recommendation #1

**Stimulate investments in creating decent health sector jobs**, particularly for women and youth, in the right numbers and in the right places.



## Recommendation #2

**Maximize women's economic participation & foster their empowerment** by institutionalizing their leadership, addressing gender biases & inequities in education & the health labour market, and tackling gender concerns in health reform processes.



## Recommendation #3

**Scale up transformative, high-quality education and lifelong learning** so that all health workers have skills that match the health needs of populations and can work to their full potential.

# Commission's recommendations...



## Recommendation #4

**Reform service models concentrated on hospital care & focus instead on prevention & the efficient provision of high-quality, affordable, integrated, community-based, people-centred primary & ambulatory care, paying special attention to underserved areas.**



## Recommendation #5

**Harness the power of cost-effective information & communication technologies to enhance health education, people-centred health services and health information systems.**



## Recommendation #6

**Ensure investment in the International Health Regulations core capacities, including skills development of national & international health workers in humanitarian settings & public health emergencies, both acute and protracted. Ensure the protection and security of all health workers & health facilities in all settings.**

# Commission's recommendations...



## Recommendation #7

**Secure adequate funding** from multiple domestic and other sources, including the private sector, and consider broad-based health financing reform where needed, to invest in the right skills, decent working conditions and an appropriate number of health workers.



## Recommendation #8

**Promote intersectoral collaboration** at national, regional & international levels; engage civil society, unions & other health workers' organizations & the private sector; and **align international cooperation** to support investments in the health workforce, as part of national health & education strategies and plans.



## Recommendation #9

Advance international recognition of health workers' qualifications to optimize skills use, **increase the benefits from and reduce the negative effects** of health worker migration, and safeguard migrants' rights.

# Commission's recommendations...



## Recommendation #10

**Undertake robust research and analysis** of health labour markets, using harmonized metrics and methodologies, to strengthen evidence, accountability and action



National  
Health  
Workforce  
Accounts:  
A Handbook

Draft for Consultation



### Purpose:

To facilitate the standardization of a health workforce information system for interoperability, and to support tracking health workforce policy performance towards universal health coverage.

[http://www.who.int/hrh/documents/brief\\_nhwfa\\_handbook/en/](http://www.who.int/hrh/documents/brief_nhwfa_handbook/en/)



# Commission: 5 immediate actions by March 2018

- 1. Secure commitments, foster intersectoral engagement and develop an implementation plan**
  - ILO, OECD and WHO will convene a High-Level Ministerial Meeting (14-15 Dec 2016) to agree a five-year action plan for the ten recommendations.
- 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**



## >40 submissions to the Call for Contributions implementing the Commission's recommendations (25 Oct – 11 Nov 2016)



1. How will you take the Commission's recommendations and immediate actions forward at local, national, regional and/or global levels over the next five years?
2. What role should international agencies such as OECD, WHO and the ILO and its constituents play to support and facilitate the implementation of the Commission's recommendations?

Guidance, norms  
and standards

Networking and  
coordination

Evidence, data  
and reports

Facilitate  
investments and  
financing

Advocacy

[http://www.who.int/hrh/com-heeg/hrh\\_heeg\\_2ndcall/en/](http://www.who.int/hrh/com-heeg/hrh_heeg_2ndcall/en/)

# High-Level Ministerial Meeting on Health Employment and Economic Growth

- 14-15 December 2016, Geneva, Switzerland
- **Purpose:** To agree on a five-year ILO, OECD, WHO action plan to support and facilitate implementation of the Commission's recommendations for further consultation
- **Program:** Interactive panels, roundtables and an investors forum will examine ways in which to translate the recommendations into actions.
- Live webcast
- [http://www.who.int/hrh/com-heeg/high-level\\_meeting/en/](http://www.who.int/hrh/com-heeg/high-level_meeting/en/)

# More information

- Commission report:
  - <http://www.who.int/hrh/com-heeg/reports/en/>
- Expert group report:
  - <http://www.who.int/hrh/com-heeg/reports/report-expert-group/en/>
- Policy briefs:
  - [http://www.who.int/hrh/com-heeg/com-heeg-policy\\_briefs/en/](http://www.who.int/hrh/com-heeg/com-heeg-policy_briefs/en/)