



global health  
workforce  
alliance

## **Health workers for all and all for health workers: From commitment to action**

Dr Mubashar Sheikh | Executive Director  
27 May 2008 | 2008 Geneva Health Forum



# Global health workforce crisis

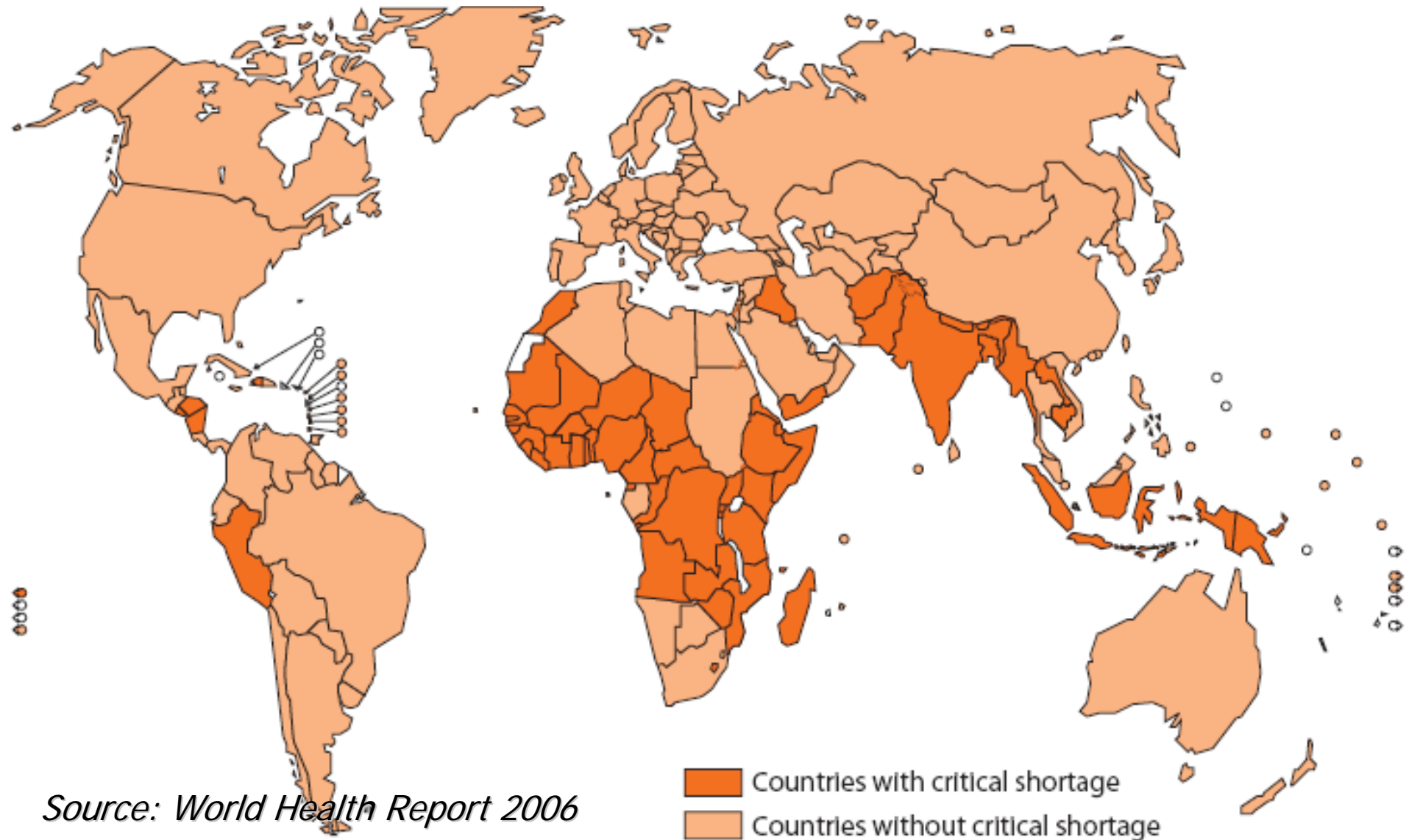
Figures tell the story...

- Shortfall of 4.3 million globally
  - 2.4 million health service providers and 1.9 million management support workers
- One billion people without access to health workers
- Rates of training and education too low
- Sub-Saharan Africa: 25% of global burden of disease but only 3% of world's health workers
- 1 in 4 doctors and 1 nurse in 20 trained in Africa is working in developed countries



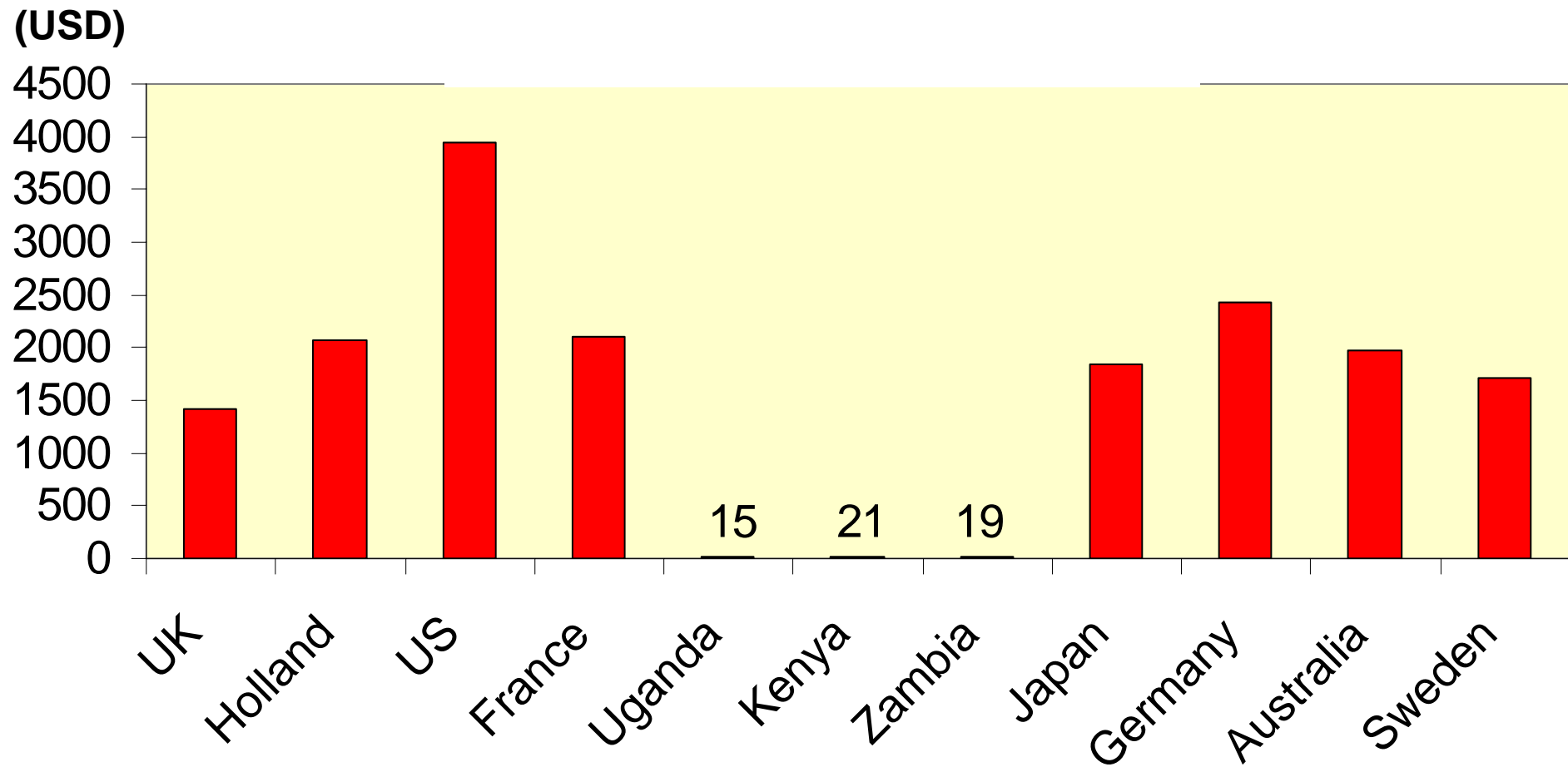
# 57 Critical shortage countries

(doctors, nurses & midwives)

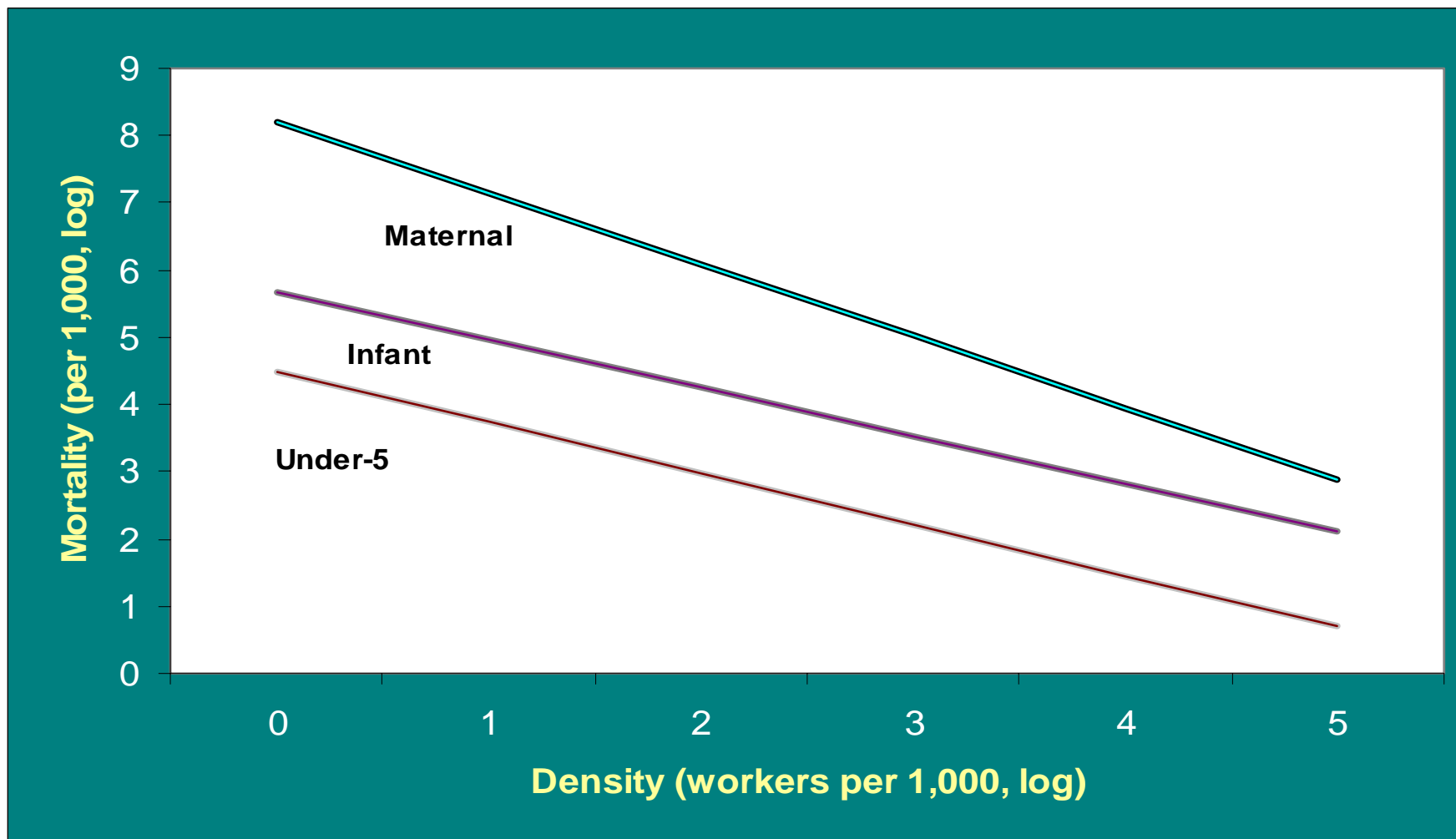


Source: World Health Report 2006

# Health Spending per capita



# HRH availability and impact on MDG targets 4 & 5



Source: Anand & Barnighausen 2004

# A Global Alliance for joint action

- Increasing momentum
  - Resolutions at three consecutive World Health Assemblies (2004,05,06)
  - World Health Report 2006
  - High Level Forum on health-related Millennium Development Goals (MDGs) 2006
- No single entity can solve HRH crisis:
  - Need to for a 'common platform' to involve all stakeholders (countries, academia, civil society, foundations, GHP/Is, WHO/other UN agencies & private sector)
- Global Health Workforce Alliance launched: May 2006

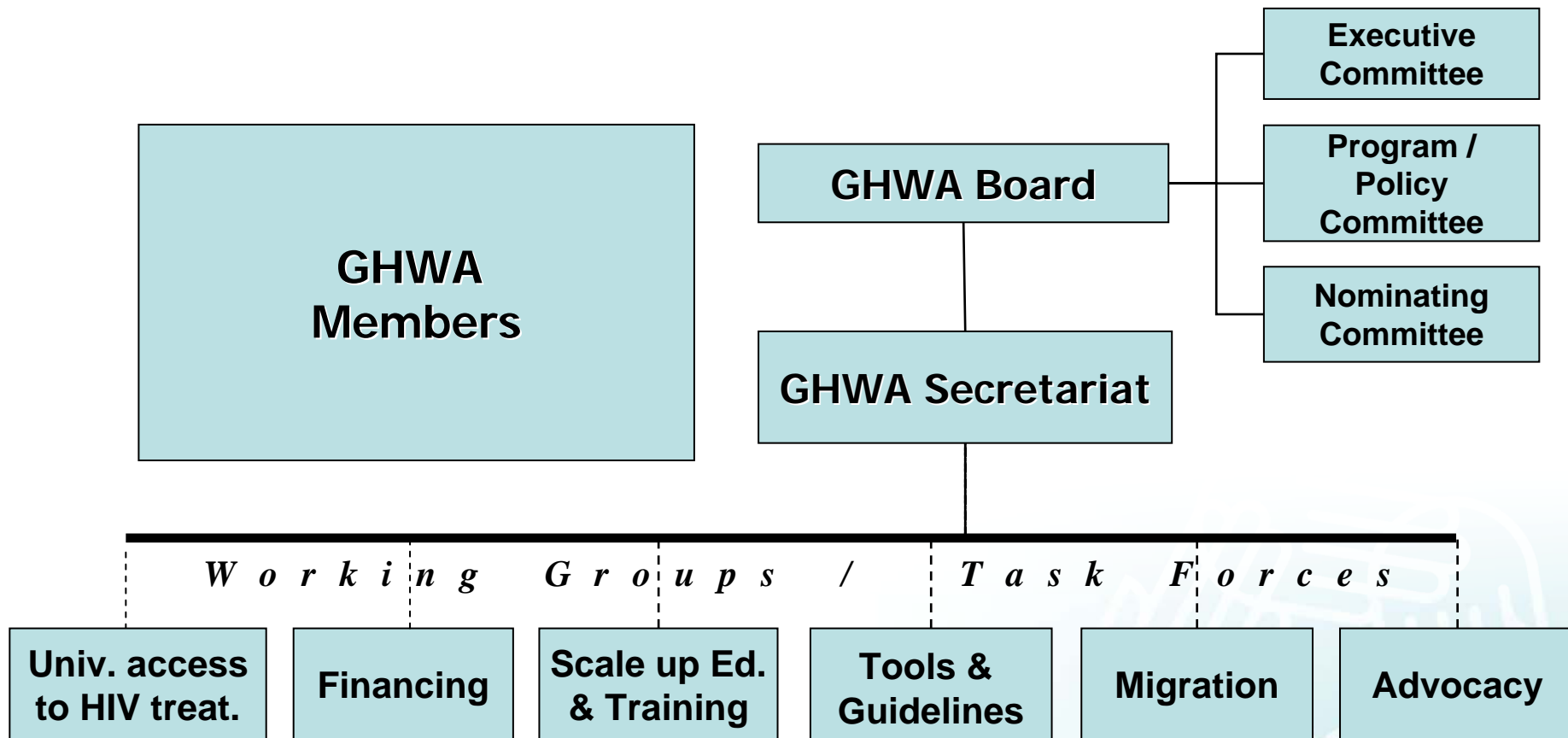


# What is 'GHWA'?

- **A partnership dedicated to identifying and implementing solutions to the health workforce crisis**
  - Multi-stakeholder: national governments, civil society, finance institutions, workers, international agencies, academic institutions and professional associations.
  - Over 150 members
  - Hosted and administered by the World Health Organization.
- **Our vision:** Access for all to a skilled, motivated and supported health worker as part of a functioning health system



# Structure of the Global Health Workforce Alliance



# Strategy and activities

- **Addressing global policy challenges**
- **Accelerating country action**

Through:

- Promoting synergy between partners
- Advocacy
- Knowledge brokering



# Accelerating Country Action: GHWA Pathfinder Countries

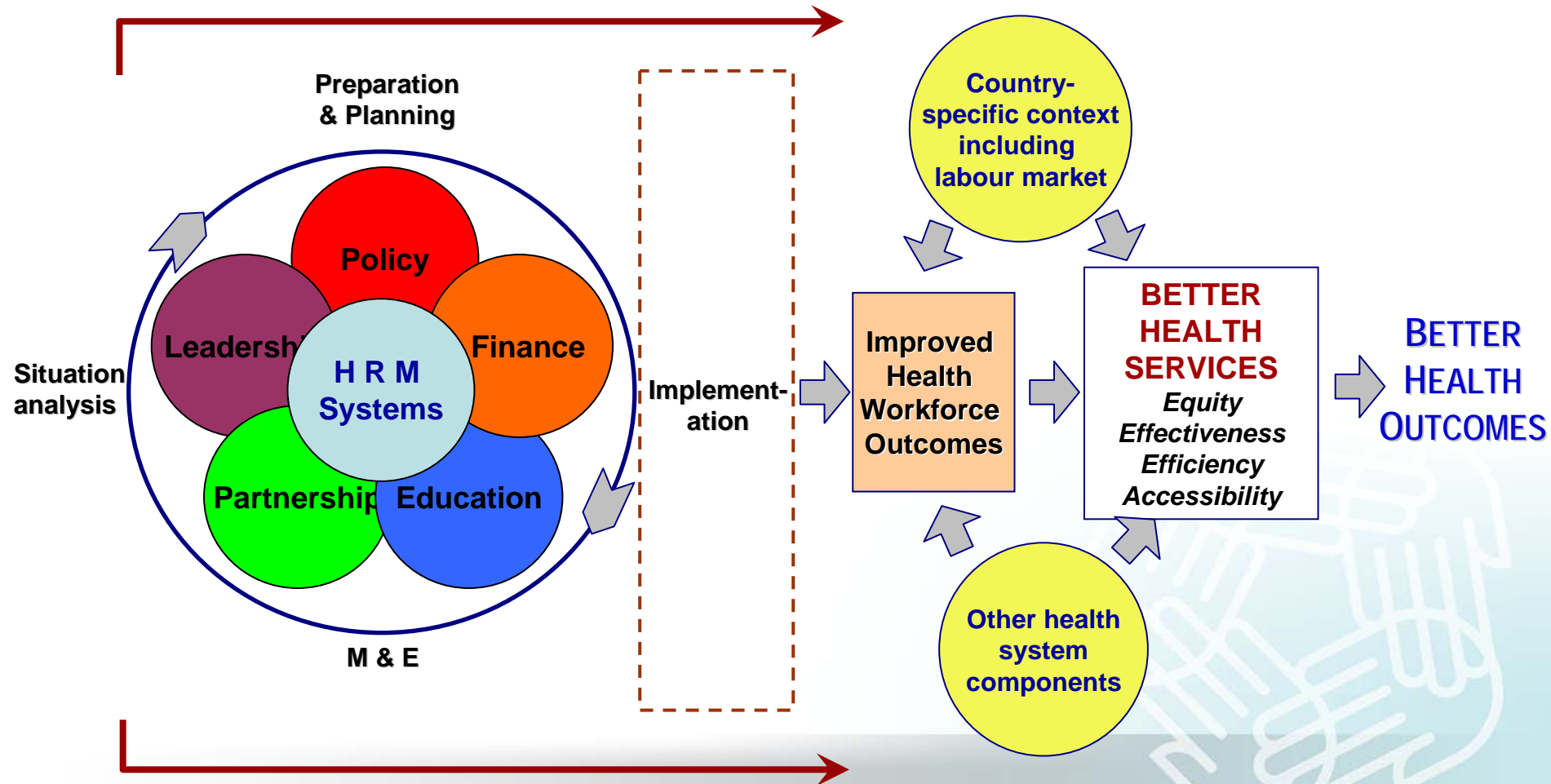
## First wave

- Angola
- Benin
- Cameroon
- Ethiopia
- Haiti
- Sudan
- Vietnam
- Zambia

- Selection
  - Identification of country needs
  - Likelihood of success
  - Learning what works
- Support
  - Catalytic funds to ignite action and provide models
  - Convening partners
- Actions & Results
  - 7 pillars of country HRH programme



# HRH Action Framework (HAF)



# Scaling up education and training

- Numbers of health workers being trained insufficient to reach health goals
- Traditional methods will not work
- Critical success factors:
  - Political commitment and good governance
  - Workforce planning
  - Enabling environment
- Increased training, increased costs



# Migration of health personnel

- International Code of Practice
  - Responding to the World Health Assembly Resolutions (WHA57.19, WHA58.17) regarding international recruitment of health personnel
  - GHWA, WHO, Realizing Rights
  - Global Dialogue / community of practice



# Retention

- Positive Practice Environments campaign
  - ensuring effective recruitment, retention, motivation and performance of health workers
- Multi-stakeholder collaboration
  - World's leading health and hospital professional associations
  - First-ever guidelines on incentives for health professionals



# Kampala Declaration and Agenda for Global Action

- A guide for action over the next decade
- Builds on previous global commitments already made by high-level policy makers
- Key strategies for success:
  - Building coherent national and global **leadership** for health workforce solutions
  - Ensuring **capacity** for an informed response based on **evidence** and joint learning
  - Scaling up health worker **education and training with needs based skill mix**
  - **Retaining** an effective, responsive and equitably distributed health workforce
  - Managing the pressures of the international health workforce market and its **impact on migration**
  - Securing additional and more productive **investment** in the health workforce
- GHWA's role: to monitor the implementation, re-convene the Global Forum in two years' time to report and evaluate progress



# GHWA Moving forward

- Continue to advocate
- Support the development of evidence-based, comprehensive and coherent country-level approaches
- Specific action areas:
  - Keeping HRH high on the global agenda
  - "Connecting" our partners at all levels
  - Knowledge brokering
  - Accelerating actions in the 57 crisis countries
  - Monitoring the implementation of the Kampala Declaration and Agenda for Global Action





## Health Workers for All and All for Health Workers

