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# The Global Health Workforce Agenda

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**18/06/08**

# 3 questions

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- Why are we discussing health workforce issues (HW) now?
  - Why a global perspective is important?
  - How they can countries move from awareness to effective action towards a better performing HW?
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# HSDS and HW performance

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HW Performance



Equity  
Effectiveness  
Efficiency  
Responsiveness  
Financial  
protection

HSDS Performance

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# HSDS and HW performance

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## Shortages

Imbalances in  
distribution



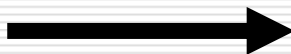
EQUITY OF  
ACCESS

Low productivity



EFFICIENCY

Deficiencies in  
training and  
regulation



EFFECTIVENES

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# HSDS and HW performance

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Deficiencies in  
training, working  
conditions



**RESPONSIVENESS**

Informal payments



**FINANCIAL  
PROTECTION**

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# Human Resources for Health

Overcoming the crisis



Joint Learning Initiative

[www.globalhealthtrust.org](http://www.globalhealthtrust.org)



INSTITUTO DE HIGIENE E  
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# Working together for health

The World Health Report 2006



World Health  
Organization

## Scaling Up, Saving Lives

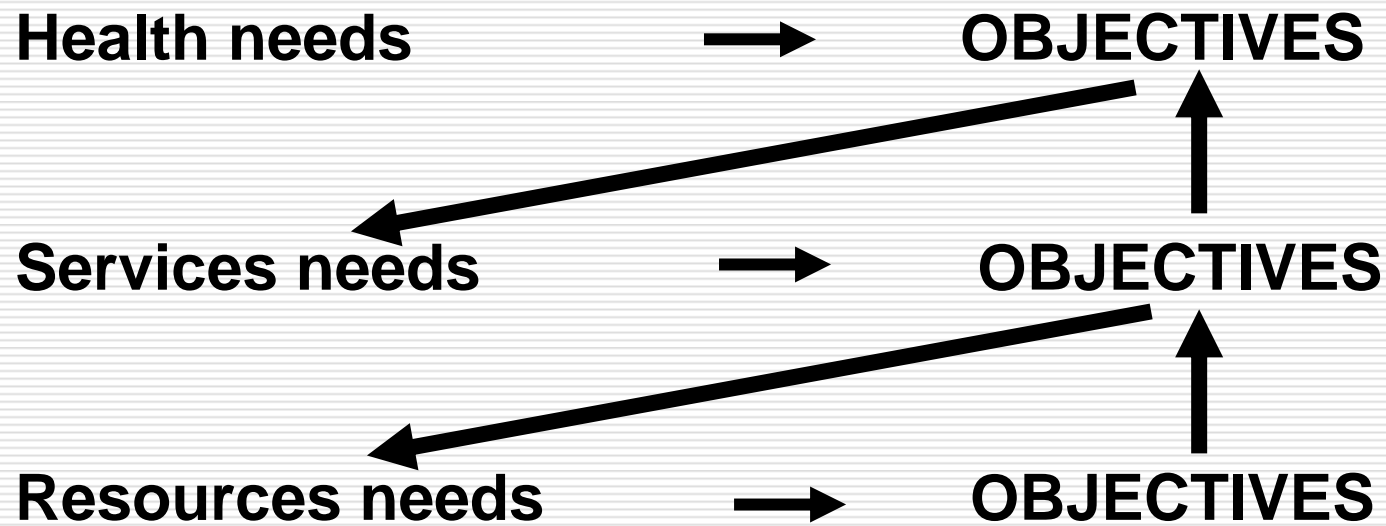


# What countries can (should) do?

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- HW policy in line with services and health policies
  - Build the information base
  - Mobilize stakeholders
  - Mobilize the resources and capacity
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# Relationship needs-objectives



# Table 1: Variations in systems

| Variable                       | High                | Low            | Hungary |
|--------------------------------|---------------------|----------------|---------|
| Public expenditure per capita  | Denmark 2931\$      | Romania 100 \$ | 495     |
| Total expenditure as % of GDP  | Germany 11.1        | Estonia 5.3    | 8.4     |
| Public expenditure as % of GDP | Czech Republic 90.0 | Cyprus 49.1    | 72.4    |
| Physicians density/1000        | Belgium 4.5         | Romania 1.9    | 3.3     |
| Nurses density/1000            | Ireland 15.2        | Bulgaria 3.75  | 8.5     |

## Examples of objectives which require strong capacities

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- Improving equity of access to health services
  - Develop health promotion
  - Manage migratory flows of users and of professionals
  - Quality improvement
  - Effective recruitment and retention of good personnel
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# Capacity is needed at 3 levels

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- ❑ **Individual**: competences in relation to the mandate
  - ❑ **Organizational**: processes, systems, tools, resources needed to achieve the objectives
  - ❑ **Institutional**: incentives, rules, norms (formal, informal), policies consistent with the pursuit of the objectives
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## What health professionals can (should) do?

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- Proactively participate in the policy process
  - Commit to the health policy
  - Assume regulatory responsibilities
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## What international agencies can (should) do?

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- Support countries efforts in policy development
    - Capacity strengthening
    - Data collection and analysis
    - Policy design process
    - Mobilization of national stakeholders
  
  - Access to relevant international experiences (regional observatories?)
  
  - Mobilize international stakeholders (academic and professional partners)
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# Conditions of success

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- Political commitment
  - Strategic planning and management capacity
  - Clear objectives and reliance on a mix of strategies
  - Mobilization of stakeholders
  - Sound information bases
  - Continuous assessment of the effects of interventions
  - Adequate financial resources (initial investment and recurrent expenditure)
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# HW and HSDS performance

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