World Health Organization

Global strategy on human resources for health: Workforce 2030

World Health Organization

Global strategy on human resources for health: Workforce 2030

WHO Library Cataloguing-in-Publication Data

Global strategy on human resources for health: workforce 2030.

I.World Health Organization.

ISBN 978 92 4 151113 1
Subject headings are available from WHO institutional repository

© World Health Organization 2016

All rights reserved. Publications of the World Health Organization are available on the WHO website (http://www.who.int) or can be purchased from WHO Press, World Health Organization, 20 Avenue Appia, 1211 Geneva 27, Switzerland (tel.: +41 22 791 3264; fax: +41 22 791 4857; email: bookorders@who.int).

Requests for permission to reproduce or translate WHO publications –whether for sale or for non-commercial distribution– should be addressed to WHO Press through the WHO website (http://www.who.int/about/licensing/copyright_form/index.html).
The designations employed and the presentation of the material in this publication do not imply the expression of any opinion whatsoever on the part of the World Health Organization concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries. Dotted and dashed lines on maps represent approximate border lines for which there may not yet be full agreement.

The mention of specific companies or of certain manufacturers' products does not imply that they are endorsed or recommended by the World Health Organization in preference to others of a similar nature that are not mentioned. Errors and omissions excepted, the names of proprietary products are distinguished by initial capital letters.

All reasonable precautions have been taken by the World Health Organization to verify the information contained in this publication. However, the published material is being distributed without warranty of any kind, either expressed or implied. The responsibility for the interpretation and use of the material lies with the reader. In no event shall the World Health Organization be liable for damages arising from its use.

Printed by the WHO Document Production Services, Geneva, Switzerland

Table of Content

List of Tables and Figures 6

Introduction 7

Summary 8

Background 10

+ Objective 1 15

Policy options for WHO Member States 16

Policy options to be considered in all countries 17

Policy options to be considered in some countries, depending on context 19

Responsibilities of the WHO Secretariat 21

Recommendations to other stakeholders and international partners 21

+ Objective 2 23

Policy options for WHO Member States 25

All countries 25

Policy options to be considered in some countries, depending on context 25

Responsibilities of the WHO Secretariat 27

Recommendations to other stakeholders and international partners 27

+ Objective 3 29

Policy options for WHO Member States 30

All countries 30

Policy options to be considered in some countries, depending on context 31

Responsibilities of the WHO Secretariat 32

Recommendations to other stakeholders and international partners 32

+ Objective 4 33

Policy options for WHO Member States 35
All countries 35
Policy options to be considered in some countries, depending on context 36

Responsibilities of the WHO Secretariat 36

Recommendations to other stakeholders and international partners 37

+ Annex 1 39

+ Annex 2 47

+ Annex 3 51

+ References 55

List of Tables and Figures

Figure 1 Human resources for health: availability, accessibility, acceptability, quality and effective coverage 11
Figure 2 Policy levers to shape health labour markets 13
Table A1.1 Stock of health workers (in millions), 2013 and 2030 41
Table A1.2 SDG tracer indicators 42
Figure A1.1 SDG index composite method: percentage of 12 SDG tracer indicators achieved as a function of aggregate density of doctors, nurses and midwives per 1000 population 43
Table A1.3 Estimates of health worker needs-based shortages (in millions) in countries below the SDG index threshold by region, 2013 and 2030 44
Table A1.4 Estimated health worker demand (in millions) in 165 countries, by Region 45
Table A3.1 Monitoring and accountability framework to assess progress on the Global Strategy milestones 52

Introduction

1. In May 2014, the Sixty-seventh World Health Assembly adopted resolution WHA67.24 on Follow-up of the Recife Political Declaration on Human Resources for Health: renewed commitments towards universal health coverage. In paragraph 4(2) of that resolution, Member States requested the Director-General of the World Health Organization (WHO) to develop and submit a new global strategy for human resources for health (HRH) for consideration by the Sixty-ninth World Health Assembly.

2. Development of the Global Strategy was informed by a process launched in late 2013 by Member States and constituencies represented on the Board of the Global Health Workforce Alliance, a hosted partnership within WHO. Over 200 experts from all WHO regions contributed to consolidating the evidence around a comprehensive health labour market framework for universal health coverage (UHC). A synthesis paper was published in February 2015 *(1)* and informed the initial version of the Global Strategy.

3. An extensive consultation process on the draft version was launched in March 2015. This resulted in inputs from Member States and relevant constituencies such as civil society and health-care professional associations. The process also benefited from discussions in the WHO regional committees, technical consultations, online forums, a briefing session to Member States' permanent missions to the United Nations (UN) in Geneva, exchanges during the 138th Executive Board and a final round of written comments in March 2016. Feedback and guidance from the consultation process were reflected in the current version of the Global Strategy, which was also aligned with, and informed by the WHO Framework on integrated people-centred health services. *(2)*

4. The Global Strategy on Human Resources for Health: Workforce 2030 is primarily aimed at planners and policy-makers of Member States, but its contents are of value to all relevant stakeholders in the health workforce area, including public and private sector employers, professional associations, education and training institutions, labour unions, bilateral and multilateral development partners, international organizations, and civil society.

5. Throughout this document, it is recognized that the concept of universal health coverage may have different connotations in countries and regions of the world. In particular, in the WHO Regional Office for the Americas, universal health coverage is part of the broader concept of universal access to health care.

预览已结束，完整报告链接和二维码如下：
https://www.yunbaogao.cn/report/index/report?reportId=5_24498

an resources for health: Workforce 2030 – Summary

ge and the UN Sustainable Development Goals
in strengthened health systems

t outcomes by ensuring universal availability, accessibility, acceptability, coverage and quality of the
trengthen health systems, and the implementation of effective policies at national,[a] regional and global levels

est attainable standard of health
ces devoid of stigma and discrimination

l **rights of all health workers,** including safe and decent working environments and freedom
ence
and harassment
rity in alignment with national priorities
ity with the provisions of the WHO Global Code of Practice on the International Recruitment of Health Personnel
mitment and foster **inclusiveness** and collaboration across sectors and constituencies

2. To align investment in human resources for health with the current and future needs of the population and of health systems, taking account of labour market dynamics and education policies; to address shortages and improve distribution of health workers, so as to enable maximum improvements in health outcomes, social welfare, employment creation and economic growth.

3. To build the capacity of institutions at sub-national, national, regional and global levels for effective public policy stewardship, leadership and governance of actions on human resources for health.

4. To strengthen data on human resources for health, for monitoring and ensuring accountability for the implementation of national and regional strategies, and the Global Strategy.

hould be understood as relevant in each country in accordance with subnational and national responsibilities.