

WORKING FOR HEALTH AND GROWTH

Investing in the health workforce



High-Level Commission on
Health Employment
and Economic Growth



High-level Commission

Launched on **March 2, 2016** by the UN Secretary-General

Chaired by the **President of France** and the **President of South Africa**

Heads of **ILO, OECD, and WHO** serve as Co-vice chairs

24 Commissioners

- education, employment, health, labour and foreign affairs sectors of governments and international organizations
- health professional associations, trade unions, academia and civil society
- geographic and gender parity



High-level Commission

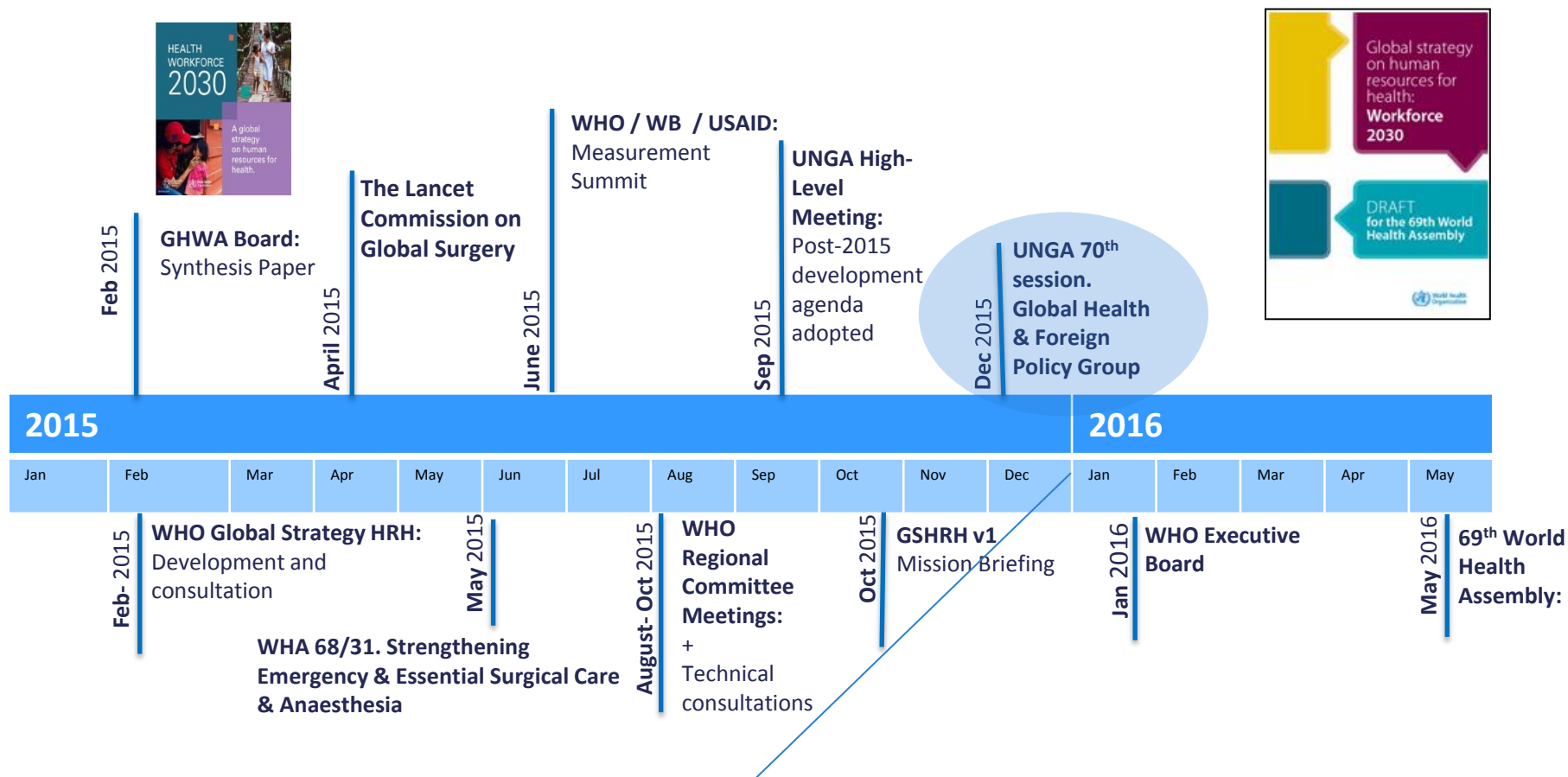
Aims to **stimulate and guide the creation of 40 million new jobs** in the health and social sector, and to **reduce the projected shortfall of 18 million health workers**, primarily in low- and lower-middle income countries, by 2030.

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.
- Strengthen the implementation of the **Global Strategy on Human Resources for Health: Workforce 2030**.



Global Strategy HRH: Workforce 2030



“Investing in new health workforce employment opportunities may also add broader socio-economic value to the economy and contribute to the implementation for the 2030 Agenda for Sustainable Development”

United Nations General Assembly resolution A/RES/70/183
December 2015

Global Strategy HRH: Workforce 2030...



1. **Optimize the existing workforce** in pursuit of the Sustainable Development Goals and UHC (e.g. education, employment, retention)
2. **Anticipate future workforce** requirements by 2030 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 the data, evidence and knowledge** for cost-effective policy decisions (e.g. National Health Workforce Accounts)

High-level Commission

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President of France



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



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of the World Health
Organization (WHO)



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



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

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India



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Councillors,
Japan

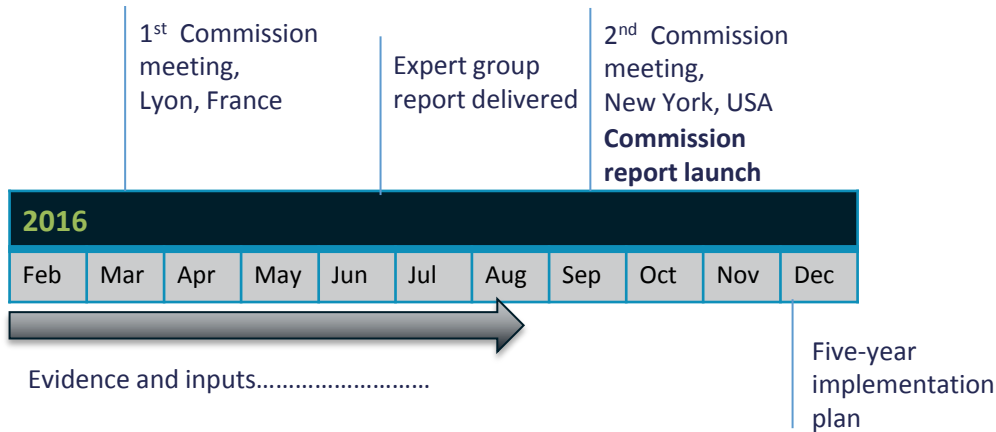


Mr George
K. Wornor,
Minister of
Education,
Liberia



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

Process



Inputs:

- 149 online submissions
- 17 background papers
- 5 technical consultations
 - national, regional, professional associations, and civil society
- Report of the Expert Group

The screenshot shows the WHO website's 'Health workforce' section. It features a sidebar with links to various topics, a main content area with a photo of health workers and text about the commission's appointment, and a right-hand column with links to bios, terms of reference, and consultation documents.



Emerging scenarios to 2030...

Global economy is projected to create **around 40 million** new health sector jobs by 2030¹

Demand

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High income

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Upper-middle income

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Lower-middle income

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3 GOOD HEALTH AND WELL-BEING



Projected shortage of **18 million** health workers to achieve and sustain the SDGs²

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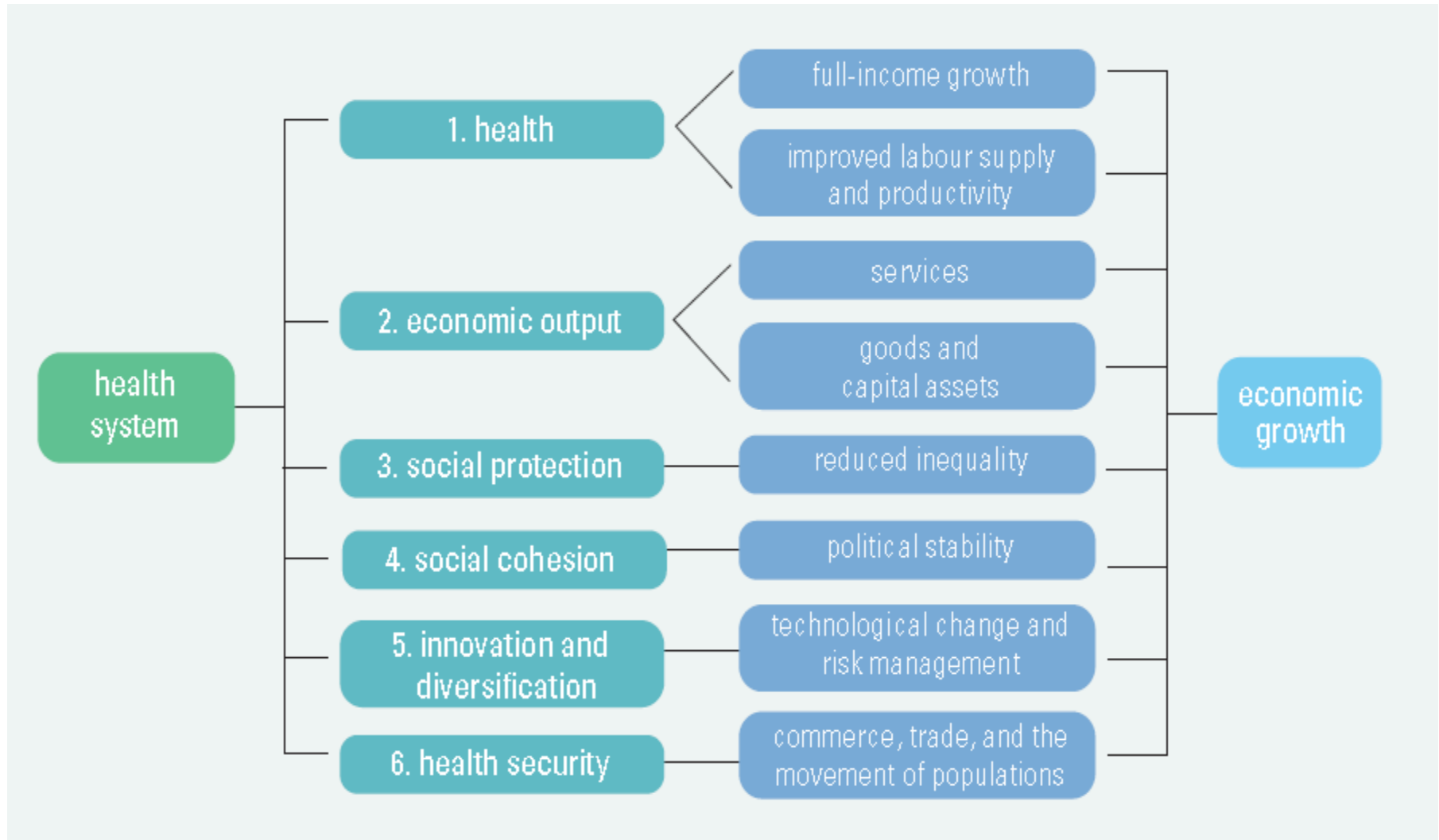
Low income

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¹ World Bank (2016) . ² World Health Organization (2016)

Case for Investment: Health Workforce

Multiple pathways to economic growth



Case for Investment: Health Workforce

Health a **leading economic and labour** sector

- Health economy estimated at US\$ 5.8 trillion per year in OECD countries
- 11% of total employment in OECD countries, 2014
 - Health employment grew by 48% between 2000 and 2014
 - Jobs in other key areas (industry, agriculture) declined during the period
- A major employer of women
 - Proportion of women employed in the health and social sector (67%) higher than women's overall employment (41%).
- 1/4 of economic growth 2000 to 2011, in low- and middle-income countries, resulting from improvements in health.
- Return on investment estimated at 9:1.

New evidence and thinking

- Health employment a **multiplier** of economic growth (Arcand 2016) as opposed to a drag on the economy (Baumol 1967, Hartwig 2008, 2011).

Case for Investment: Health Workforce



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**”.*

The Health Economy: Germany. From 2005 to 2012, responsible for approximately:

- 11% of gross value added
- 7% of exports
- 20% of final consumption
- 15% of total employment

Each dollar invested in the health sector resulted in an **additional** US\$ 0.77 contribution to economic growth.

Recommendations

1. Job creation



2. Gender equality and women's rights



3. Education training and competencies



4. Health service delivery and organization



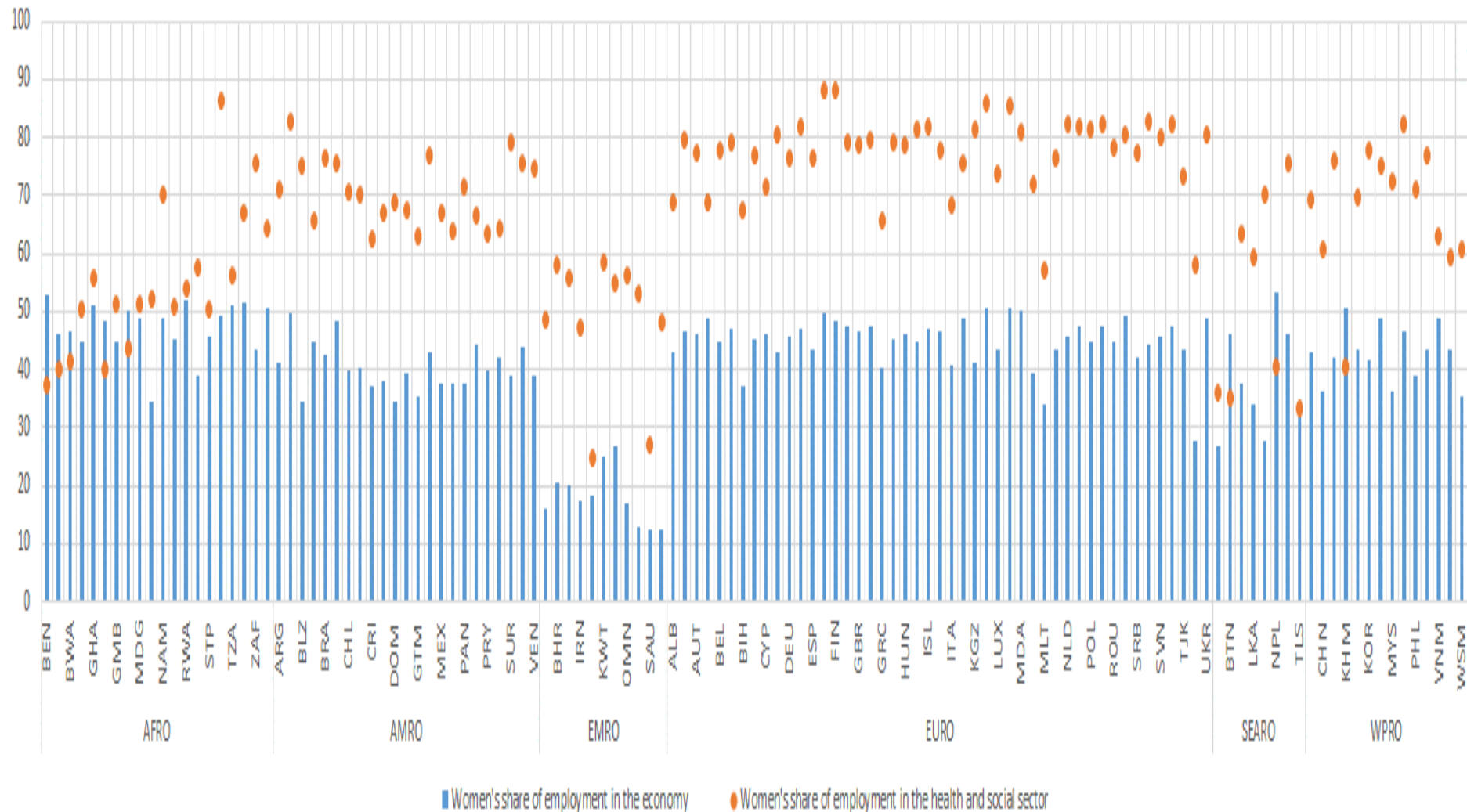
5. Technology



6. Crisis and humanitarian settings



Women's economic participation



Source: Magar et al, WHO, based on ILOSTAT (forthcoming 2016)

Recommendations (2)

7. Financing and fiscal space



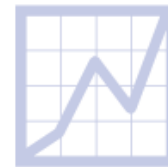
9. International migration



8. Partnerships and cooperation



10. Data, information and accountability



Immediate actions

By March 2018:

- Secure commitments, foster intersectoral engagement and develop an implementation plan
 - ILO, OECD and WHO will convene all relevant stakeholders (Dec 2016) to develop a five-year implementation plan for the ten recommendations.
- Galvanize accountability, commitment and advocacy
- Advance health labour market data, analysis and tracking in all countries
- Accelerate investment in transformative education, skills and job creation
- Establish an international platform on health worker mobility

Partnership



Action

“By encouraging the creation of new jobs in the health sector globally, we strongly believe there is a unique opportunity both to respond to the growing global demand for health workers and to address the projected shortages. Beyond the benefits for public health, the social and health sectors will generate decent, inclusive and sustainable jobs, with substantial gains in social protection, human security, equity and human rights, as well as for women and youth’s economic empowerment.

*We invite all stakeholders to join us in **implementing our ten recommendations** and to **integrate these in national, regional and international plans**”.*



H.E. Mr **François Hollande**,
President of France (**Chair**)



H.E. Mr **Jacob Zuma**,
President of South Africa (**Chair**)



WHO's commitment to action

1. High-level summit to agree on a 5 year implementation plan, 14-15 December hosted by WHO in collaboration with ILO and OECD
2. Disseminate the Commission's recommendations at the WHO Executive Board, January 2017
3. WHO will establish the Health Workforce Network in October 2016
4. WHO will host the 4th Global Forum on Human Resources for Health in partnership with Ireland in November 2017
5. Regional consultations to accelerate implementation of National Health Workforce Accounts
6. Enhance policy dialogue towards achieving a sustainable health workforce (effectiveness of the Global Code, international platform for dialogue on health workforce mobility)