



PARALLEL SESSION 1.2

INVESTING IN THE HEALTH WORKFORCE FOR THE 21ST CENTURY

| BACKGROUND

The Astana Declaration recognized the importance of health workforce education, employment, motivation and retention and pledged to strengthen the primary health care workforce to effectively respond to community and population needs. Estimates show a projected shortfall of 18 million health workers by 2030 to achieve and sustain universal health coverage (UHC), primarily in low- and lower middle-income countries. The Global Strategy on Human Resources for Health and the report of the United Nations' High-Level Commission on Health Employment and Economic Growth have each elaborated a health workforce transformation and investment agenda for UHC and the SDGs. In 2017, the ILO-OECD-WHO Working for Health Programme was established to advance the operationalization of the Commission's recommendations, particularly at country level. This session will present and discuss country experiences, highlighting priority actions taken to close the anticipated 18 million health worker gap and expand and transform the health and social workforce for universal health coverage and the SDGs.

| OBJECTIVES

To highlight key actions and results from a range of countries that have taken concrete steps to drive investment in their health and social care workforce in line with the recommendations of the high-level commission, including those supported through the ILO-OECD-WHO Working for Health Programme. The session will explore how multisectoral engagement in economic development, job creation and community-based services can successfully leverage investments, resources and policy support to build a fit for purpose and sustainable health and social workforce for UHC and the SDGs.



Moderator

Kumanan RASANATHAN

Coordinator, Health Systems

World Health Organization
Cambodia

Dr Kumanan Rasanathan is a public health physician with degrees in medicine, public health and political science. For the last 12 years, he has worked at WHO and UNICEF. In his career, Kumanan has managed programmes, provided clinical services and delivered technical assistance in several different countries. Kumanan currently works in the WHO Cambodia Office leading the health systems and maternal and child health teams, where he spearheads WHO's support to the Cambodian government on moving towards universal health coverage (UHC), with a focus on primary care. As part of this work, Kumanan leads WHO's technical support to the Working For Health project in Cambodia, focusing on developing the next health workforce development plan, facilitating a multisectoral dialogue on health workforce, undertaking a labour market analysis, and improving health workforce data.



Moderator

Tomas Zapata

Regional Advisor Human Resources for Health

World Health Organization, SEARO Regional Office
India

Dr Tomas Zapata is a health systems and health workforce expert with more than 13 years of experience in policy advice, research and programme implementation, including long term international work with WHO, UNFPA and Doctors of the World based in Mozambique, Angola, Namibia, Bangladesh and India. He has also conducted several analyses focusing on integration of services, primary health care, health workforce policy and health labour market analysis among others in African and Asian settings.

Currently he is the Regional Advisor on Human Resources for Health in the Health Systems team in the WHO South-East Asia Regional Office (SEARO) based in New Delhi.

Dr Tomas Zapata graduated as a Medical Doctor in Alcala University, Spain and he specialized in Family Medicine in Madrid, Spain. He holds a Master's degree in Health Policy, Planning and Financing from the London School of Hygiene and Tropical Medicine (LSHTM) and the London School of Economics (LSE).



Speaker

Ann Keeling

Senior Fellow

Women in Global Health
United Kingdom



Dr Ayat Abu-Agla is a Public Health consultant, with a MBBS, MPH, Medical Doctorate in Community Medicine and a MFPH-RCP UK. She has over a decade of diverse work experience in LMICs (mainly Sudan) through positions in healthcare, academia and professional associations. Her research is in the areas of Reproductive health, health systems and human resources for health (HRH) in post conflict and LMICS. Among the projects she led was the first mapping of health and medical educational pipeline survey in Sudan, the health labour market study with WHO-HQ/EMRO/AFRO, HRH migration, Sudan-Ireland Partnership Program (in health, training and HRH and development of a nationally endorsed performance tool for PHC community midwives in Sudan. She is currently based at the Centre for Global Health at Trinity College Dublin (TCD). She lectures on Reproductive Health and HRH as the global health lead in the Masters of Development Practice at TCD. She also serves as TDR/WHO Implementation Research temporary adviser since 2013. As well an HWF expert in WHO-HQ in W4H programme.



Speaker

Donela Besada

Senior Scientist

South Africa Medical Research Council
South Africa

South African Medical Research Council Senior Scientist Donela Besada is a graduate of the Masters in Public Health (MPH), specializing in Epidemiology and Biostatistics, from the University of Cape Town (UCT) in 2013 and has completed a postgraduate diploma in Health Economics at UCT and is currently a PhD candidate at the Institute of Psychiatry and Neuroscience at Kings College London. She has ten years of research experience in academic, NGO and hospital settings focused on health economics and health systems research. At MSF she worked on advocating for expanded access to improved, and up-to-date HIV and TB services and technologies, including advocating for the development of a National policy framework for to support these services. Following that, at the SAMRC, she has undertaken several multi-country, health-systems and economic evaluations in the African region. These opportunities have included examining the impact of community case management on the major contributors to childhood mortality across 6 countries in the region and an evaluation to assess the impact and sustainability of the impact of earlier ART initiation of pregnant women. More recently, much of her work has been centered around the theory and application of economic evaluations toward improved health system strengthening efforts of low- and middle-income countries. This work has included the development of a Community Health Worker Investment Case for the South African Department of Health, costing current Mental Health Expenditure in South Africa as well developing an Investment Case for Mental Health Services in South Africa commissioned by the National Department of Health.



Speaker

James Buchan

WHO Consultant

World Health Organization
United Kingdom

Prof Buchan specialises in health workforce policy, and labour market analysis. His background includes periods working as a senior manager at national level in the National Health Service in Scotland; human resource for health specialist with WHO; and as a specialist adviser to Health Workforce Australia, a federal government agency. He is Editor in Chief of “Human Resources for Health”, the peer review journal. <https://human-resources-health.biomedcentral.com/>. He is currently working as a consultant for a range of international organisations including WHO Europe, WHO South East Asia, and the International Council of Nurses.



Speaker

Sunil De Alwis

Additional Secretary (Medical Services)

Ministry of Health and Indigenous Medical Services
Sri Lanka

