



The Future of Work in the Health Sector

An ILO perspective

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SwissTPH Spring Symposium May 8th 2019

Human Resources for Health

Innovations in Medical Education, Vocational Training and Continuing Professional Development

The health sector & health workforce



- Staffing levels, stability and education levels ↔ Patient outcomes*
- All countries face challenges in **recruiting, deploying and retaining** sufficient numbers of well-trained and motivated health workers*
- Projected **shortfall of 18 million** health workers by 2030**
- **Inequities** in access to health care**

Share of population without access to health care due to health workforce shortage

↳ 84% low-income countries & 23% upper-middle income countries

Rural – urban divide

↳ 52% of world's rural population lack access & 24% world's urban population

The health sector & health workforce



The health sector is fundamental to *society* and the *economy*!

Employment creator

- 2018: 130 million jobs worldwide -> **3.9 %** of total employment -> **69,6 %** women*
- ***Employment multiplier effects*****
 - ↳ 1 health occupation job generates approx. 2 additional jobs in non-health occupations in the health sector and beyond
- Employment creation potential by 2030: 129 million jobs
- Unpaid care work***
 - ↳ 21.7% of women (1.5% men) provide unpaid care work on a full time basis

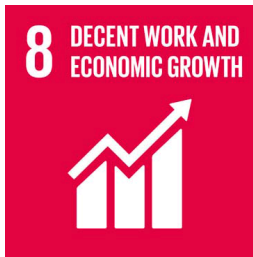
Productive work in conditions of freedom, equality, security and human dignity

↳ Critical to ***ensuring the sustainability*** of the health sector and health workforce

Decent work agenda

- Productive employment
- Rights at work
- Social protection
- Social dialogue

➔ Gender and non-discrimination



Working conditions - Realities

- Long working hours -> **exhaustion**
- **Ergonomic risks**
- Exposure to blood- and airborne infections -> **personal protective equipment**
- High risk of exposure to **violence and harassment**



A human-centred agenda for the future of work

↳ putting ***people at the centre*** of economic and social policies

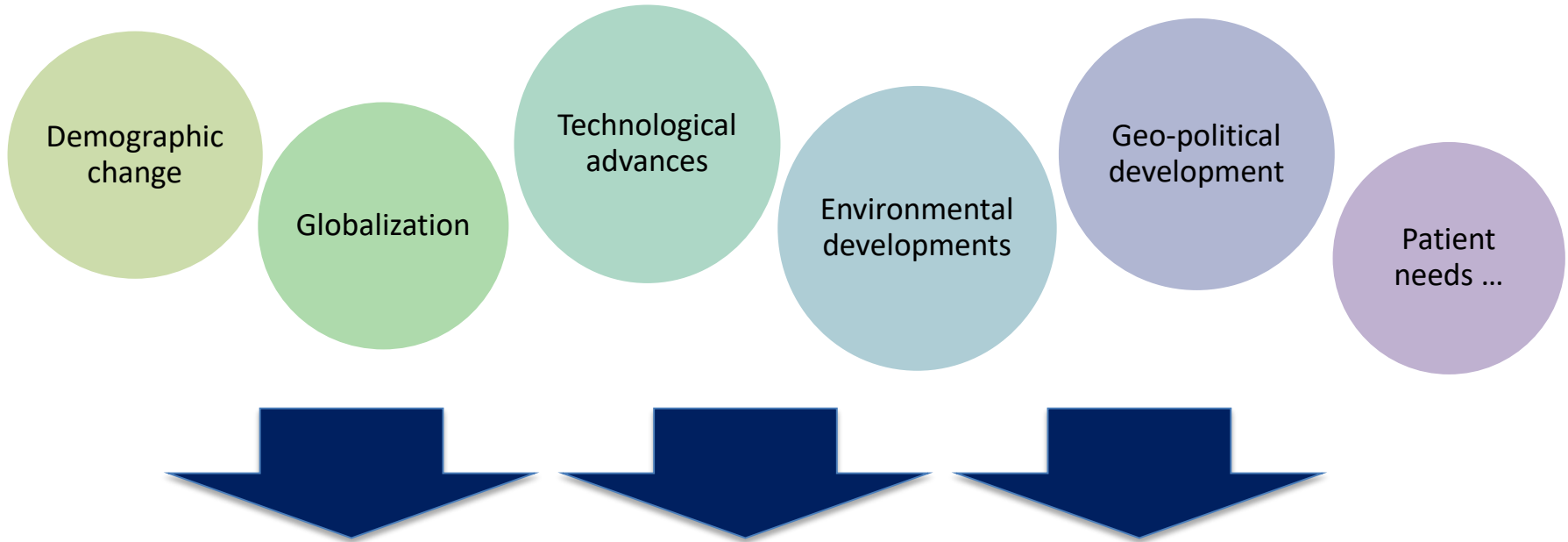
- 2019: Work for a brighter future - Global Commission on the Future of Work*



Investing in people's capabilities

- Universal entitlement to lifelong learning
- Support to people through transitions
- A transformative agenda for gender equality
- Stronger social protection

Impact on health sector



Jobs, Working Conditions, Education & Training

Future of work we want



Sustainable and adequately staffed health services for the future to achieve Universal Health Coverage (***UHC***) and ***equitable access to quality healthcare****



well-trained, motivated and supported health workforce

The role of skills development, education and training

Education

Vocational training

Lifelong learning



Employability

Productive employment

Decent work

Inclusive economic growth

Skills development, education and training



Right for all health workers & responsibility of governments, employers and workers

Skills development system:

- Anticipate skills needs
- Focus on practice and adjust to health system needs
- Engage employers and workers in decisions
- Continuously evaluate the economic and social outcomes of training

Country examples*

Australia:

- Community Services & Health Industry Skills Council
- Environmental scan to identify key trends
- **Increased scope of care worker roles, emerging demand for care coordination roles, greater emphasis on technological skills and knowledge (...)**

South Africa:

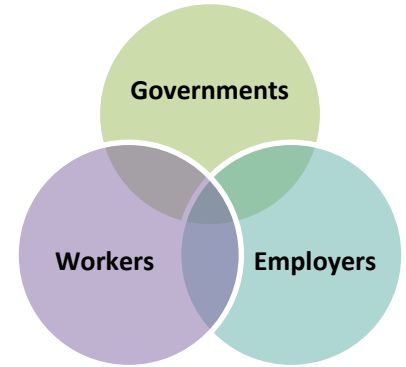
- Training of 45 000 community health workers
- Integration into formally employed workforce
- The Health and Welfare Sector Education and Training Authority assisted Department of Health in developing CHW qualification levels
- **Representatives of all stakeholders**

Future of work in the health sector



The means to achieve future of work in the health sector

- Social dialogue between governments, workers and employers
- Inter-sectoral engagement
 - ↳ all relevant stakeholders -> e.g. Health, Labour, Education, Finance
- Overcome occupational segregation
 - ↳ Replace current silo approaches to education and training
 - ↳ Enhance collaboration within and between health professions and between social and care professionals
 - ↳ Facilitate competency based training, flexible education and training systems



ILO OECD WHO Working for Health Summary



One vision

A world where everyone has equal access to health services provided by a skilled and empowered health and social workforce in strengthened health systems

Two goals

To expand and transform the global health and social workforce for achieving universal health coverage

Three organizations

ILO, OECD, WHO

Four SDGs



Five year action plan

To support member States, constituents and key stakeholders to implement the recommendations of the Commission.



Thank you! Questions?

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References



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