

WORKING FOR HEALTH (W4H) SEMINAR 1, HIGHLIGHTS

 **7 February 2024**  **12:30-13:30 CET**

Working for Health 2018- 2023: Catalytic Support for a Strong Health Workforce in the African Region

Full recording: <https://www.youtube.com/watch?v=DVqde7u6gSc>

Objectives

- Launch the Working for Health webinar series
- Demonstrate the value of investment, collaboration & action
- Showcase implementation & results from the African region

A HEALTH WORKER PERSPECTIVE



Zipporah Iregi
Kenya, Nurse &
HWF Champion

- Health and care workers in Africa are operating in crisis settings
- Our health workers are dealing with mental health, burnout & brain drain - which affects both communities & health systems
- We are losing colleagues to suicide, lack of pay & unemployment
- If we don't invest in our HWF, we will not achieve universal health coverage (UHC)
- "The loss of one health worker is one loss too many"

THE POWER OF THE ILO-OECD-WHO PARTNERSHIP & ITS MULTI-PARTNER TRUST FUND (MPTF) MECHANISM



Frank Hagemann
Director for Sectoral
Policies, ILO

- Working for Health (W4H) brings together policy coherence on health and care workforce issues
- Multi-sectoral coordination & collaboration is a key feature of W4H
- Together health, labour, employers & workers are helping to shape investment & decent work in the health sector
- The Southern African Development Cooperation (SADC) Health Workforce Strategic Plan, 2020–2030 is a prime example
- Our joint ILO-OECD-WHO multi-sectoral approach is strengthening health & care worker outcomes, productivity, and protection



Stefano Scarpetta
Director Employment,
Labour & Social, OECD

- Health workforce migration is undermining health systems in Africa
- High-income countries cannot address their need for more doctors & nurses by depleting the workforce in low-income countries
- OECD through W4H are producing & promoting guidelines for bilateral labour agreements to manage health workforce mobility & migration
- OECD are creating policy guidance for member countries on skills, and recognition of foreign qualifications, which are key barriers to health workforce participation, inclusion & development



Olga Aleshina
Senior Portfolio Manager,
UN MPTF Office

- The W4H MPTF funding mechanism was established in 2018
- MPTF contributions total \$7 million by Norway, Switzerland, UK, Qatar
- W4H delivers global, regional & country impact, including in Africa
- The W4H MPTF mechanism is incredibly catalytic, directly supporting countries to position health and care workforce investment and action high on their national agenda

WORKING FOR HEALTH 2018-2023 SHOWCASE – LEARNING & IMPLEMENTATION



Meredith Fendt-Newlin
Technical Officer, WHO,
Working for Health

- W4H works in countries with the largest health and care workforce gaps (WHO Support and Safeguard countries)
- W4H has supported 23 countries, 5 regions and 3 global initiatives
- W4H catalytic funding & technical support highlights include:
 - Benin: a HWF Investment Plan is recruiting 4,000 health workers & 3,000 CHW in rural areas & increasing UHC coverage by 8%
 - Rwanda: health labour market analysis has enabled government to secure \$200 million from the Islamic Development Bank to help double its workforce & improve health workforce quality
 - South Africa: a new national Human Resources for Health (HRH) Strategy is creating 97,000 additional health jobs, and increasing access to health services

LIGHTING ROUND PANEL – A SPOTLIGHT ON HRH ACTION, INVESTMENTS & IMPACT IN THE AFRICAN REGION

What does the audience say?

In your opinion what do we need to do to strengthen the health and care workforce in the Africa region?

Select all that apply. (Multiple Choice)*

81/81 (100%) answered

Better data	(38/81) 47%
Safe and decent working conditions	(64/81) 79%
Addressing the brain drain	(37/81) 46%
Absorption and employment of the workforce	(57/81) 70%
Education and upskilling the workforce	(42/81) 52%



Dr. Zainab Gura
Deputy Director-General,
MOH, Kenya

- Kenya is tackling UHC and HRH as key priorities
- Improving data & analytics – health labour market analysis (HLMA)
- Enabling evidence-based policies and planning in Kenya
- Addressing the lack of health and care workforce absorption & fiscal space for the HWF
- Hiring 20,000 additional primary health care workers
- Collaborating with other sectors on a migration policies and bi-lateral government-to-government agreements
- Working closely with the Ministry of Labour, unions, and trade associations to reduce industrial actions



Dr. Joel Gondi
Head of HRH,
MOH Kenya

- Kenya's devolved management system provides its 47 counties with autonomy in recruiting, deploying & training the health and care workforce
- The HLMA showed that Kenya almost doubled its health workforce in the last decade, and could meet population needs by 2030
- Continuing unemployment of health workers and health worker migration are key challenges
- The key question is: "how can we increase our fiscal space?"



Simphiwe Mabhele
ILO Decent Work:
East Southern Africa team

- W4H successes are attributable to the strong ILO-OECD-WHO partnership
- Multisectoral development of the SADC Health Workforce Strategy 2020-2030, and national HRH strategies e.g., South Africa
- Sub-national support for the health and care workforce was provided through occupational safety and health measures, especially during Covid-19
- ILO & partners are supporting collective bargaining agreements between both governments and health workers



San Boris Bediakon
WHO AFRO,
Workforce Specialist

- The HLMA's conducted are helping to highlight strained fiscal space
- Domestic & donor financing for the health and care workforce remains fragmented
- WHO & partners are facilitating an Africa Investment Forum 6-8 May 2024 and the launch of Africa's first-ever Investment Charter for the Health and Care Workforce

"We are learning through this webinar it's not only about increasing the number of health workers, but ensuring that they are supported, they are protected, they enjoy rights at work and that they enjoy decent working conditions"

- **Maren Hopfe**, Session co-moderator, ILO, Working for Health

"Keywords from this seminar reinforce the W4H approach - partnerships, catalytic financing, multi-sectoral action & increased fiscal space for a stronger health & care workforce in Africa"

- **Shakira Choonara**, Session co-moderator, WHO, Working for Health

STAY TUNED FOR THE NEXT WORKING FOR HEALTH SEMINARS IN JUNE AND OCTOBER 2024!