Thinking of Tomorrow:
Towards a first Foresight Observatory on Health Workforces

AFRICA EUROPE FOUNDATION

The problem

Healthcare is one of the largest sectors and employers in the world, worth over $9 trillion USD (~€7.9 trillion EUR) globally and consuming an average 10 per cent of a country's GDP. The big challenge is to provide care to a global population of 8.5 billion people by 2030

The WHO Dublin Declaration on Human Resources for Health said we will need around 40 million more healthcare w orkers by 2030, but we are in danger of being **18 million short** — more than one in five of the 80 million we will need

Doctors and nurses are more likely to move between countries than people in any other highly regulated profession

In Africa, 25% of the world's disease burden confronts just 4% of the healthcare workforce

23 the accepted number of healthcare workers per 10,000 of population to provide quality care.

83 the number of countries that fail to meet the most basic standard of health care workers

More than 70% of doctors are male, while more than 70% of nurses are female. These figures expose a significant gender imbalance in the workforce and disparities in health employment and education which need to be corrected

In order to address the issue of health workforces' shortages, the AEF proposes to develop a Foresight Observatory on Health Workforces, taking into account the evolution of health systems in both Africa and Europe.

What can an observatory do?

+ Increasing technical and political leadership to support human resource development

+ Collecting reliable data for health databases

+ Making frontline health services more a healthcare professionals

+ Balancing the global distribution of healthcare workers and improving retention in needy countries

+ Giving healthcare workers a voice in the development of universal health coverage policies

What actions are needed next?

+ **Accurate data about the current and expected needs of the health workforces on both continents** - Building upon variables such as expected population growth, technological and social change, skills mix, individual performance and health policy

+ **Acknowledgement that healthcare is far more multidisciplinary now, involving:** environmental, public, community and traditional health workers, data scientists, AI engineers, medical drone designers or genetic councillors, as well as doctors, nurses, pharmacists, lab workers, and managers

+ Support for engagements made by countries in the WHO global code of practice on the international recruitment of Health Personnel