

# Addressing Human Resources for Health in the Post-2015 Development Agenda: A Key Factor for Outcomes

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September 17, 2013



# Where We Work

Angola  
Botswana  
DR Congo  
Dominican Republic  
Ethiopia  
Ghana  
Haiti  
India  
Kenya  
Laos  
Liberia  
Malawi  
Mali  
Mozambique  
Namibia  
Nigeria  
Peru  
Rwanda  
Senegal  
South Africa  
Tanzania  
Uganda  
Zimbabwe

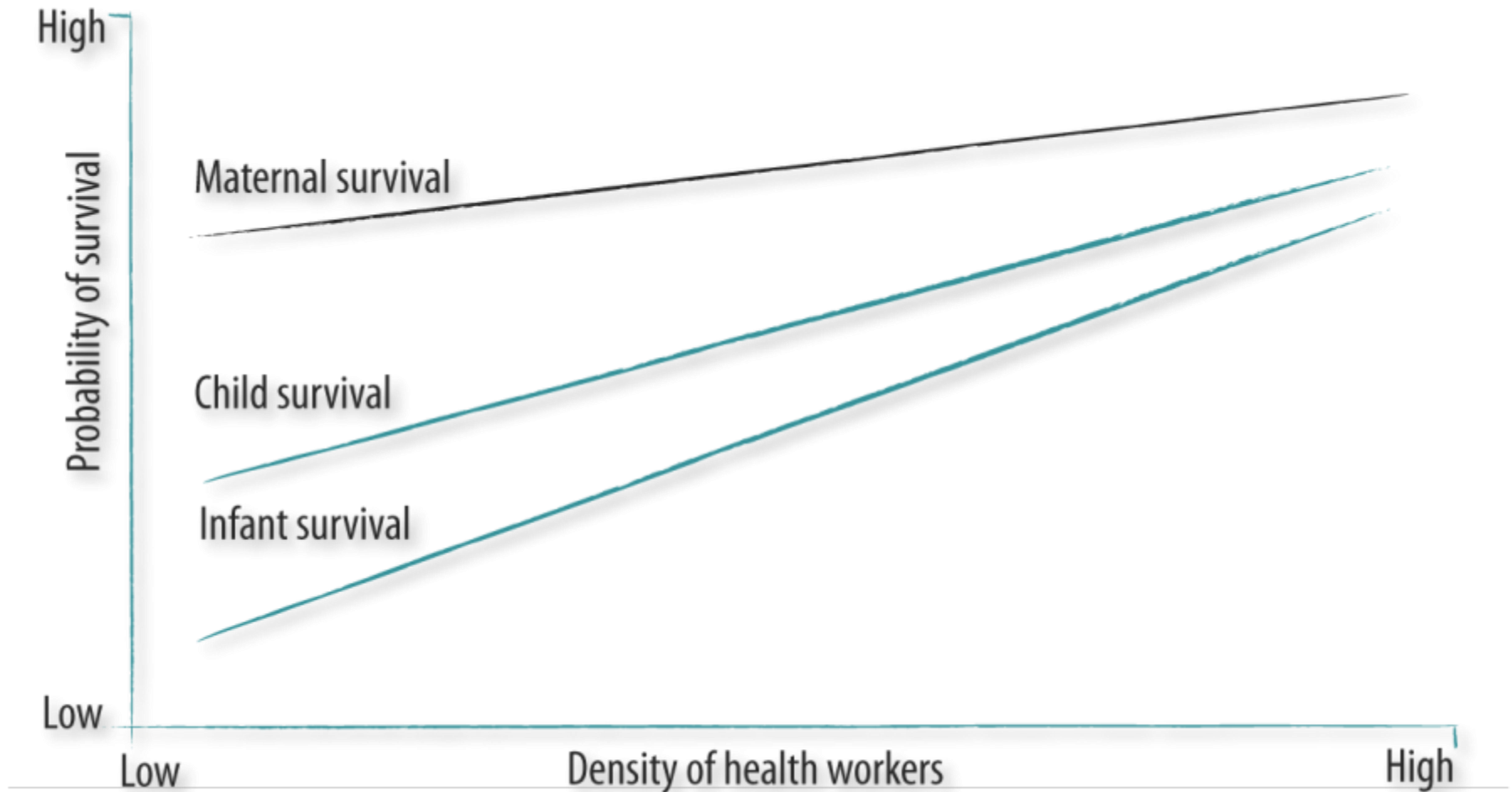


# “That’s Improvement!”



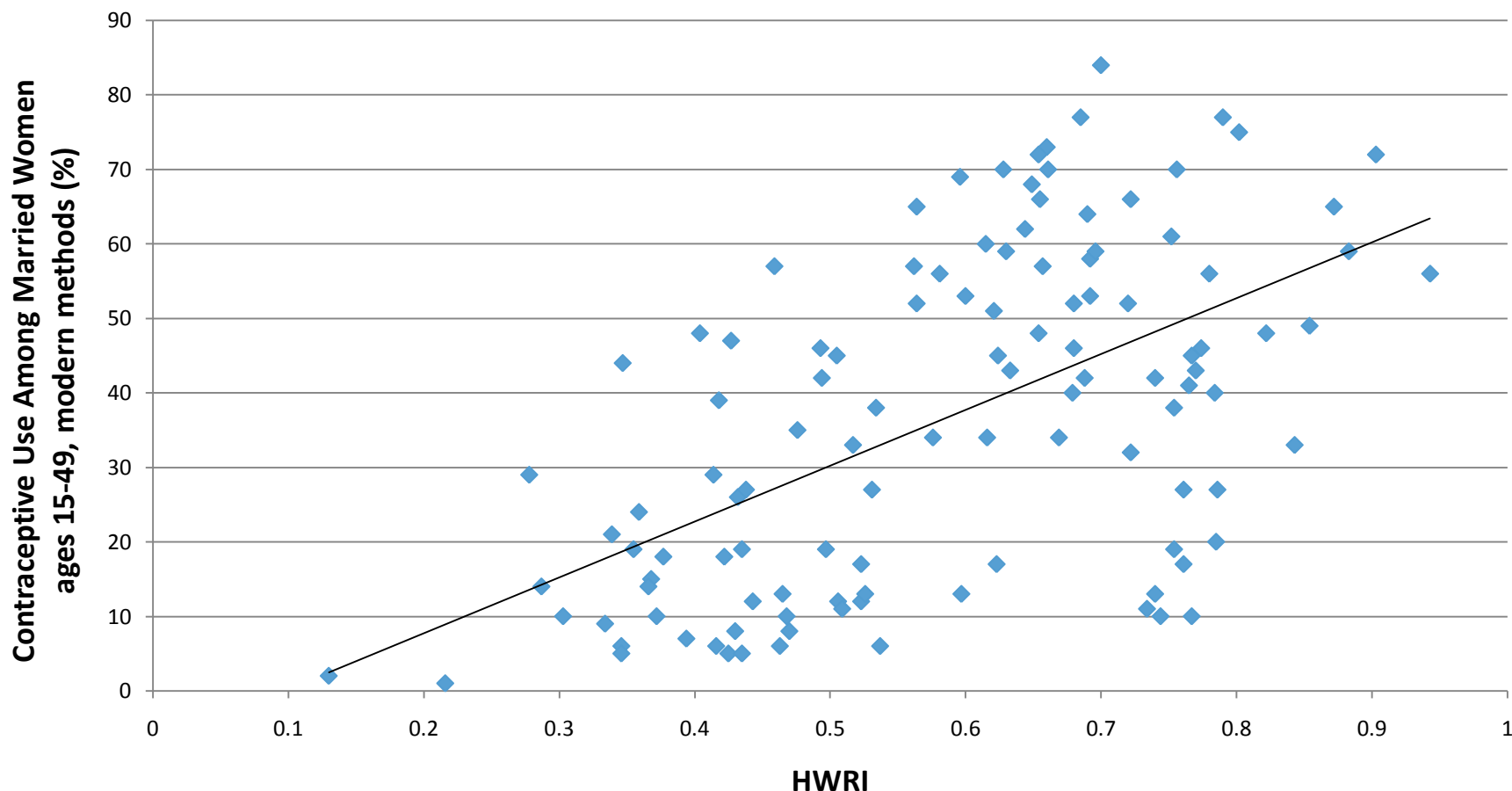
<http://www.youtube.com/watch?v=7uap6dgOb4c&list=UU1jP7yRRdilvZDe7SzZxixw>

# More health workers, better health outcomes



(Source: WHO, World Health Report, 2006.)

# Health Workers Reach Index and use of contraception in low and middle income countries



Sources: Save the Children *Health Workers Reach Index*;  
Population Reference Bureau, 2011 data



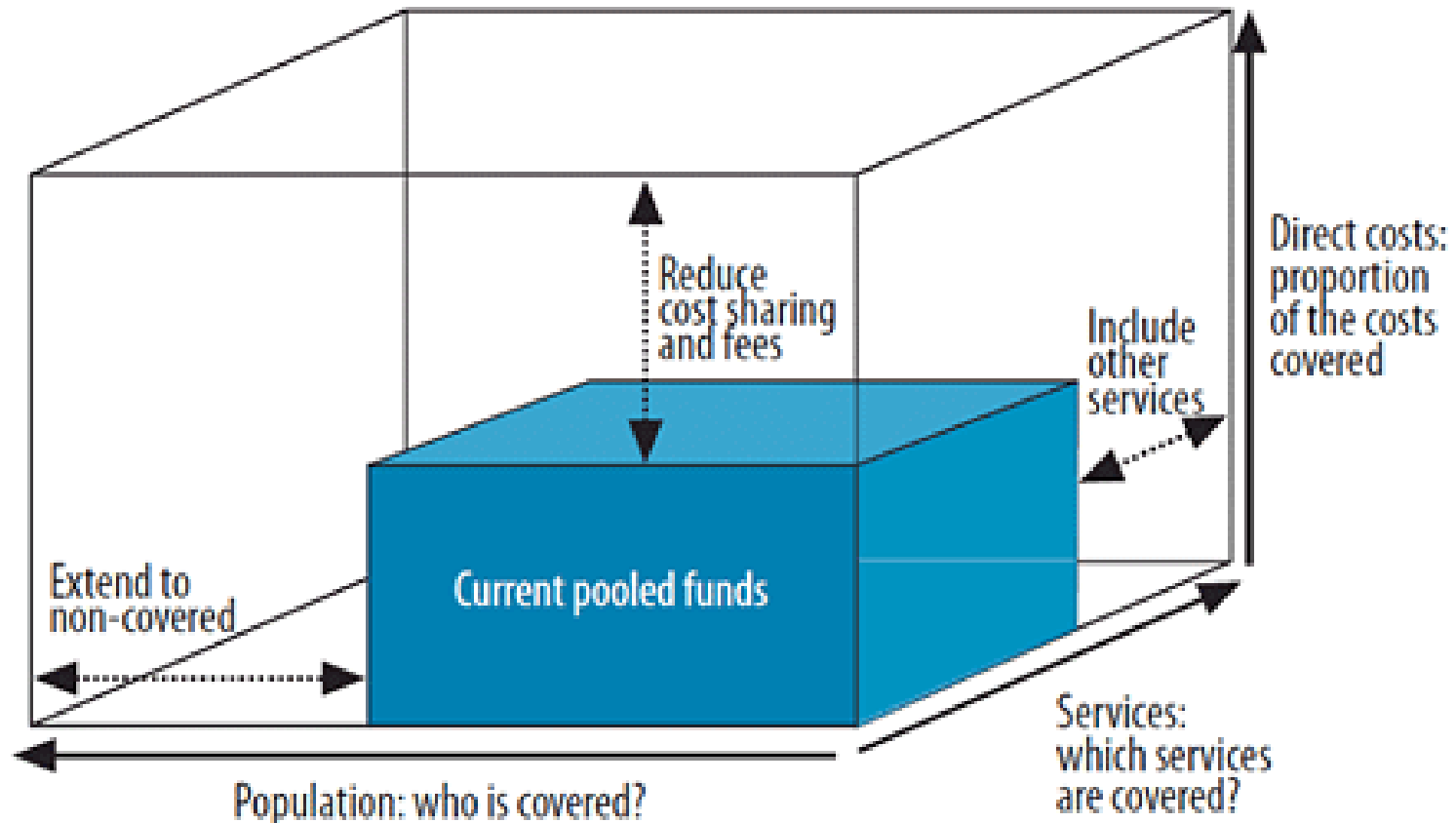
# MDGs → SDGs

Three elements of sustainability:

- Ecological
- Economical
- Sociopolitical



# Goal: Universal Health Coverage



Three dimensions to consider when moving towards universal coverage

# Specific Health Goals

## Ending Preventable Maternal and Child Deaths

- Reduce child mortality to 20 or fewer child deaths per 1,000 live births by 2035
- Reduce maternal mortality to 50 maternal deaths per 100,000 live births by 2035

## AIDS-Free Generation

- Reduce infections among children by 90%, and
- Reduce AIDS-related maternal mortality by 50% by 2015

# CHWs and Midwives



# Population Growth Is Outstripping Health Workforce Expansion

## Impact of Population Growth on Health Workers Needed (2000-2050): A Hypothetical Example

Sample HRH Crisis country: Year 2000 Population: 100 Million Health Workers Needed: 230,000 Population growth rate: 2.4%	Population 2050	Health workers needed 2050	Additional health workers needed 2000-2050	% increase in health workers needed 2000-2050
Annual population growth rate 2000-2050: 2.0%	272 million	625,000	395,2000	172%
Annual population growth rate 2000-2050: 2.4%	332 million	763,600	533,600	232%
Annual population growth rate 2000-2050: 2.8%	406 million	932,700	702,700	306%

# Economic Benefits of Health

- Healthy workers are up to 2 times more productive
  - Malaria costs Africa \$12 billion per year in lost productivity, slowing GDP growth by as much as 1.3 percent a year
  - Poor health is the #1 cause of impoverishment.
  - Businesses are more likely to locate in areas with a healthy workforce.
-

# What's the Status of Your Constituency?

- How many health workers serve your constituency?
  - How many health workers per 1,000 people?
    - **The WHO recommends at least 2.3 health workers per 1,000 people**
  - How many paid posts are vacant?
  - How many health professional schools are in your district?
-

# Third Global Forum for HRH, Recife, Brazil

## Nov 10-13, 2013

- Country commitments!



# Economic Benefits of Improved HRH Management: Capacity*Plus* Results

- Dominican Republic: \$4 million saved per year by eliminating ghost worker wages
- Globally: \$110 million saved by using iHRIS rather than propriety HR Information Systems

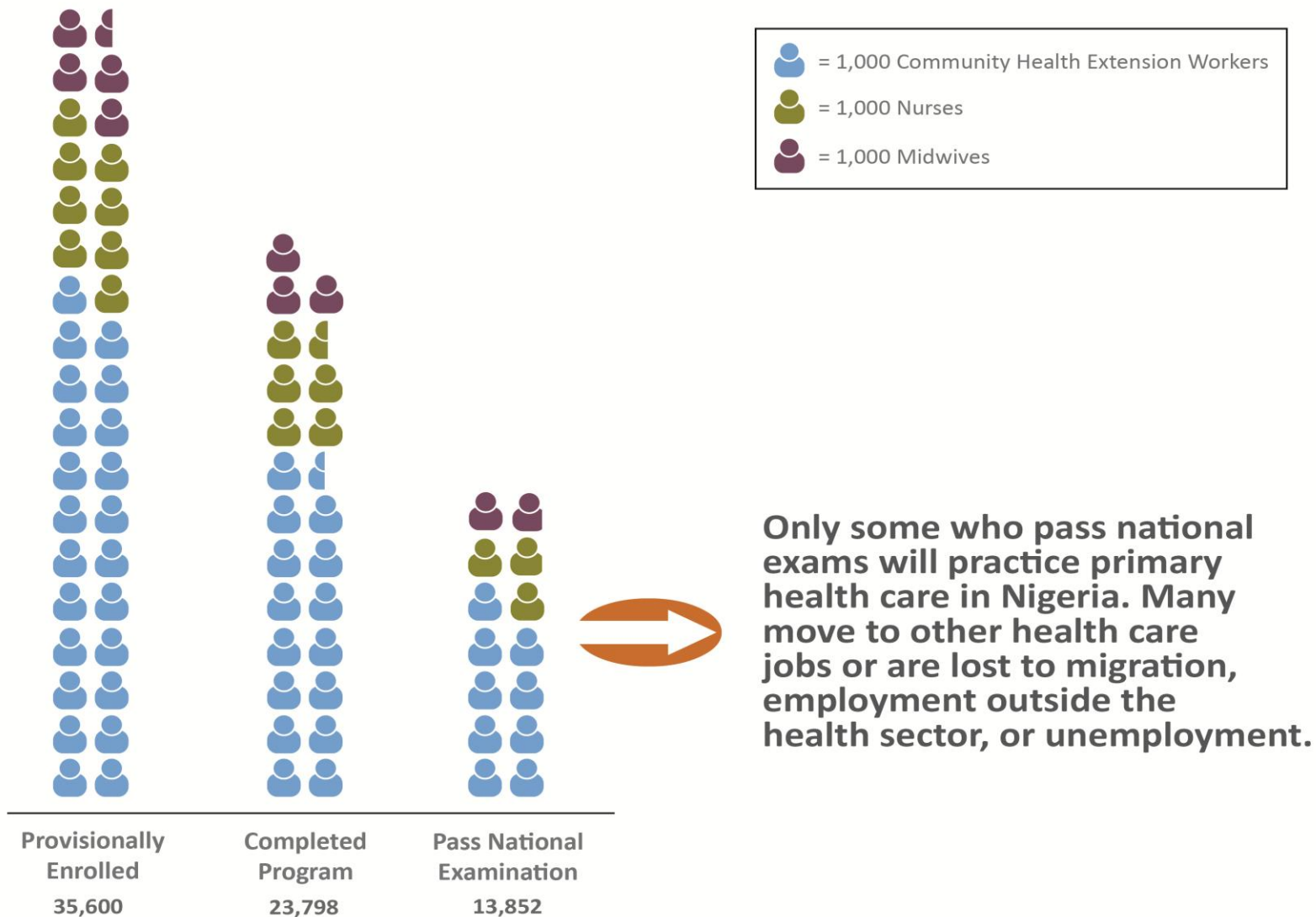


# Economic Benefits of Improved HRH Management: Capacity*Plus* Results (2)

- Government of Uganda is hiring 6,000 new health workers based on improved data
- Zanzibar government hired 728 new health workers based on improved data (30% increase)



# Preservice Education in Nigeria







## ***The CapacityPlus Partnership***

*IntraHealth International, Inc. (lead partner)*

*Abt Associates*

*IMA World Health*

*Liverpool Associates In Tropical Health (LATH)*

*Training Resources Group, Inc. (TRG)*

