

# Key Asks to Strengthen Human Resources for Health

Robust health systems that provide essential health services for women, children, and adolescents can only function with adequate, skilled health workers. A comprehensive, system-wide approach with multi-stakeholder action is necessary to facilitate a health workforce that provides quality and respectful care for all.

As health-care professionals, we call on the following stakeholders to:

STAKEHOLDERS	PROPOSED ACTIONS/ASKS
<b>Government and Parliamentarians</b> 	<ul style="list-style-type: none"> <li>Engage health-care workers at the leadership level in national planning, policy, and investment discussions.</li> <li>Prioritize recruitment and retention of existing health workforce, supported by sustained investment in efficient health systems.</li> <li>Set standards for appropriate workloads and sufficient resources for health workers in both public and private health systems to provide an enabling, and safe environment to deliver quality and respectful care.</li> <li>Establish and implement universal policies to support health workers' needs throughout their careers, including parental leave, personal and family health, and childcare, in order to promote retention of the health workforce.</li> <li>Strengthen data collection mechanisms on the health workforce and key determinants impacting recruitment and retention. Use this data for transparent decision making, investment, and reporting.</li> <li>Ensure ethical recruitment policies and national self-sufficiency strategies are implemented to prevent the inappropriate skill drain from areas where health workers are needed most.</li> </ul>
<b>UN agencies</b> 	<ul style="list-style-type: none"> <li>Encourage Member States to engage in bilateral and multilateral partnerships through global health workforce programs and research to ensure a sustainable and adequately distributed health workforce.</li> <li>Work with Member States and non-state actors to monitor and synthesize evidence and report on the status of human resources for health, including the sharing of case studies on best practices as levers for change.</li> </ul>
<b>Health-care Professional Associations</b> 	<ul style="list-style-type: none"> <li>Advocate collaboratively for strengthening the health workforce to address the evolving health needs of their communities.</li> <li>Ensure mentorship, inspiring role models and training for junior health workers both within and between professional bodies.</li> <li>Promote leadership development that is inclusive and representative of a holistic health workforce to ensure that views of all health-care workers are heard.</li> <li>Foster and encourage multi-disciplinary, inter-professional training that provides clear identification of individual roles and skills with structures that support respectful interprofessional communication and functional referral mechanisms to mitigate role conflation.</li> <li>Leverage digital opportunities, including social media platforms, to ensure the retention of the health workforce through providing continuous professional training, mentorship, and training resources.</li> </ul>
<b>Civil Society Organizations</b> 	<ul style="list-style-type: none"> <li>Support health workers in the delivery of care, including health promotion, especially in crisis and emergency contexts.</li> <li>Document and amplify stories of communities, including mothers and families, to highlight the impact of the lack of a competent and adequate health workforce on the population and also, the benefits of good care,</li> </ul>
<b>Academic, Research, and Training Institutes</b> 	<ul style="list-style-type: none"> <li>Ensure sufficient capacity to provide training for all health-care workers. Prioritize communities that need the health workforce the most and mitigate bias towards urban areas.</li> <li>Conduct research that provides robust, relevant health workforce data and evidence that deepens the understanding of levers of recruitment and retention of health workers.</li> </ul>
<b>Media</b> 	<ul style="list-style-type: none"> <li>Understand, support, and accurately reflect the existing challenges of the current global health workforce and its consequences, including viewpoints from health-care professionals.</li> <li>Utilize the media's heightened reach and networks to support local, national, and global advocacy for improvement and investment in the health workforce.</li> <li>Work with health-care professional organizations to amplify campaigns that can aid in the recruitment and retention of a youthful health workforce.</li> </ul>
<b>Donors and funding agencies</b> 	<ul style="list-style-type: none"> <li>Establish and align funding with national priorities to support the development and sustainability of a sufficient health workforce in the most deprived and vulnerable communities.</li> </ul>