



2021
INTERNATIONAL
YEAR OF
HEALTH AND
CARE WORKERS

Support them so they
can support you!

#SupportHealthCareWorkers

PROTECT.
INVEST.
TOGETHER.

**The WHO guideline on health
workforce development,
attraction, recruitment and
retention in rural and remote areas
and the contribution it makes towards
achieving equity**

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World Health Organization

Protect. Invest. Together.

Rural health and health workforce

Almost **half** the world's population live in a rural or remote area

Low health workforce densities



Only **1 in 3** nurses work in rural areas

In some rural areas access to health workers is **10 times lower** than urban areas

There is a mismatch between the need for, demand for and supply of health workers in rural areas.

Developing, attracting, recruiting and retaining adequate, appropriate and competent health workers in rural and remote areas to deliver PHC and UHC

Health systems outcomes



2 billion people with limited access to essential health services in rural areas

-Unmet needs
-Decreased life expectancy
-Higher under-5, maternal and preventable mortality

Socioeconomic disadvantages



8 out of 10 of world's **extremely poor** live in a rural area

Higher rates of **unemployment** and **underemployment**

Far-reaching consequences on:

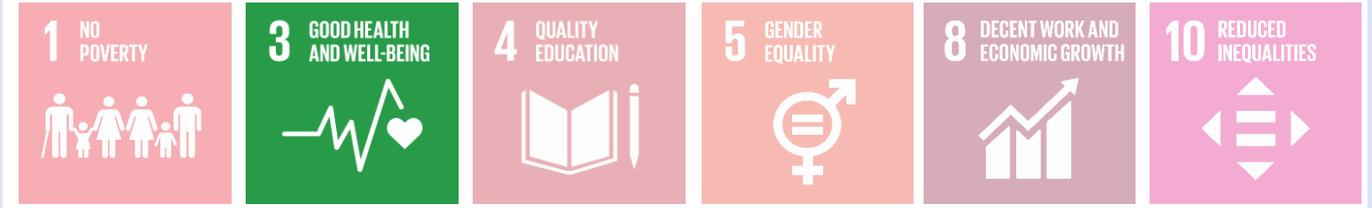
- **health**
- **global health security**
- **development**



Calls and commitments to leave no one behind

2015

The **2030 Agenda for Sustainable Development** commitments to develop the health workforce density and distribution for the achievement of global health goals



2016

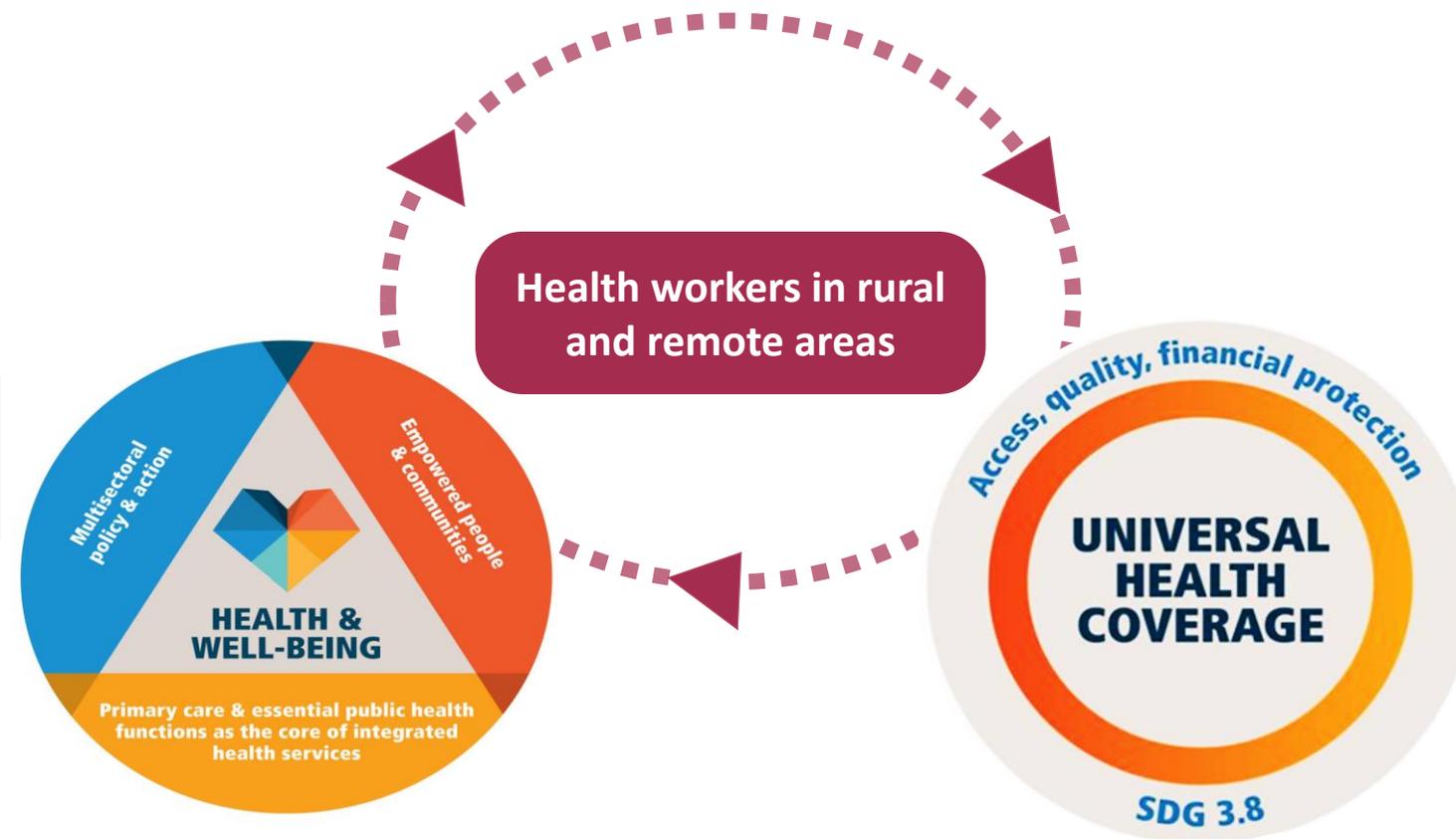
The **Global Strategy on Human Resources for Health: Workforce 2030**
The **High-Level Commission on Health Employment and Economic Growth, 2016** make the case for investments in health workers and distribution for UHC

2018

Astana Declaration: to strive for the retention and availability of the **primary health care** workforce in rural, remote and less developed areas

2019

Political Declaration of the High-Level Meeting on Universal Health Coverage: scale up efforts to improve availability of rural health workers



Good Practice Statement and Recommendations

Good practice statement

Interventions should be interconnected, bundled and tailored to the local context

- Whole-of-government and whole-of-society approach
- Consider gender, equity and rights, along with the roles and responsibilities of health workers and rural communities
- Consider impact of policies on different health workers and sociodemographic characteristics including gender, age, class, ethnicity, migration status, civic status, language, sexuality, disability and religion



Education – 5 recommendations

Selection, development and training of students



Regulation – 4 recommendations

Regulatory and government policies



Incentives – 1 recommendation

Financial and non-financial incentives



Personal and professional support – 7 recommendations

Policies to protect, support and assist rural health workers

WHO guideline on health workforce development, attraction, recruitment and retention in rural and remote areas

An update of the WHO guideline
Increasing access to health workers in remote
and rural areas through improved retention:
global policy recommendations (2010)



World Health Organization

Overarching principle for the formulation of policies:

The community and relevant stakeholders should be involved in the planning, implementation and evaluation of the interventions.

Good Practice Statement and Recommendations



Education recommendations

Strength of recommendation

Certainty of evidence

1. Enrol students with a rural background in health worker education programmes	Strong ⊕⊕	Moderate ⊕⊕⊕○
2. Locate health worker education facilities closer to rural areas	Conditional ⊕○	Low ⊕⊕○○
3. Bring students in health worker education programmes to rural and remote communities	Strong ⊕⊕	Low ⊕⊕○○
4. Align health worker education with rural health needs	Strong ⊕⊕	Low ⊕⊕○○
5. Facilitate continuing education for rural and remote health workers	Strong ⊕⊕	Low ⊕⊕○○

Rural pathway

Good Practice Statement and Recommendations



Regulation recommendations

	Strength of recommendation	Certainty of evidence
6. Enable rural health workers to enhance their scopes of practice to better meet the needs of their communities	Conditional ⊕○	Low ⊕⊕○○
7. Expand range of health worker occupations to meet rural health needs	Conditional ⊕○	Low ⊕⊕○○
8. Ensure that compulsory service agreements respect the rights of health workers and are accompanied with appropriate support and incentives	Conditional ⊕○	Low ⊕⊕○○
9. Tie education subsidies for health workers to agreements for return of service in rural areas and remote areas	Conditional ⊕○	Low ⊕⊕○○



Incentives

	Strength of recommendation	Certainty of evidence
10. Provide a package of attractive incentives to influence health workers' decisions to relocate to or remain in a remote or rural area	Strong ⊕⊕	Low ⊕⊕○○

Good Practice Statement and Recommendations



Personal and professional support

	Strength of recommendation	Certainty of evidence
11. Improve living conditions in rural and remote areas	Strong ⊕⊕	Low ⊕⊕○○
12. Ensure workplace safety in rural and remote health facilities	Strong ⊕⊕	Low ⊕⊕○○
13. Ensure decent work for health workers in rural and remote areas	Strong ⊕⊕	Low ⊕⊕○○
14. Foster the creation of health workforce support networks	Conditional ⊕○	Low ⊕⊕○○
15. Develop and strengthen career pathways for rural health workers	Strong ⊕⊕	Low ⊕⊕○○
16. Facilitate knowledge exchange between health workers	Conditional ⊕○	Low ⊕⊕○○
17. Raise the profile of rural health workers	Strong ⊕⊕	Very low ⊕○○○

Contribution of the guideline towards achieving equity

EDUCATION

REGULATION

INCENTIVES

SUPPORT

RECOMMENDATIONS

Effective training and production

Effective contracting and posting

Preference for rural work

Health workers remaining in rural areas

Implications of achieving equity in the distribution of health workers through the recommendations



Rural communities

- Improved access to health workers and better health outcomes
- Improved acceptability and quality of care
- More education and training opportunities
- Positive impact on local economies and development

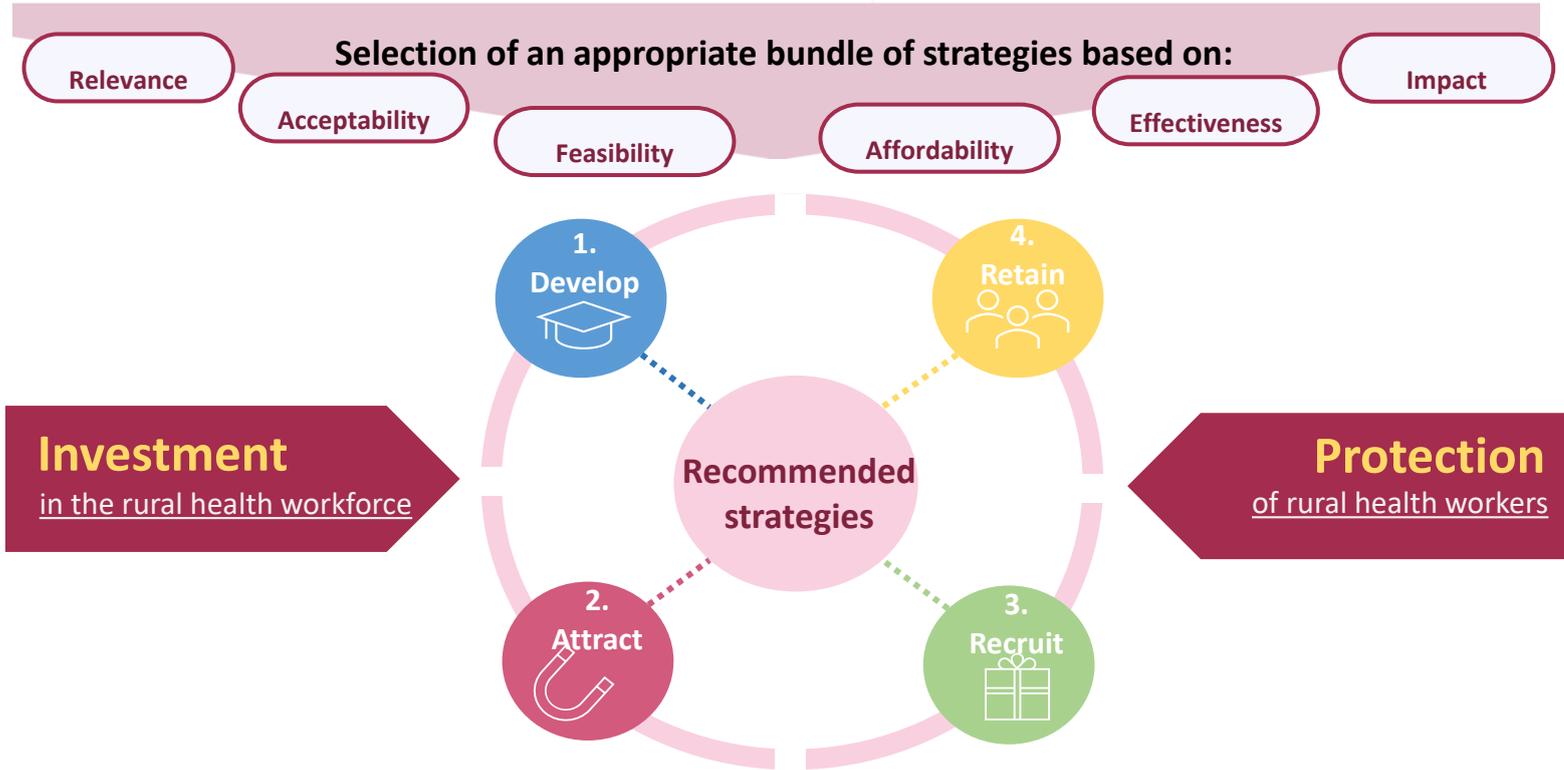


Rural health workers

- Access to training and professional development
- Increased access to career advancement and growth
- Improved access to support
- Protection, respect of rights and roles
- Fair remuneration

Dialogue and actions

STAKEHOLDER ENGAGEMENT	National Authorities Across Sectors						
	Labour	Social	Finance	Health	Education	Gender	Others
	<ul style="list-style-type: none"> Civil society Communities Development partners Employers (for-profit and not-for-profit) 	<ul style="list-style-type: none"> Health workers Health worker educational institutions Media Parastatal institutions 	<ul style="list-style-type: none"> Health workers Health worker educational institutions Media Parastatal institutions 	<ul style="list-style-type: none"> Health workers Health worker educational institutions Media Parastatal institutions 	<ul style="list-style-type: none"> Patient's organizations Professional and occupational associations and unions Public-private partnerships 	<ul style="list-style-type: none"> Regulatory bodies Research institutions Others 	<ul style="list-style-type: none"> Regulatory bodies Research institutions Others



- ### Guiding principles for formulation of policies
- **Gender, equity and rights** – to ensure the protection of health as a human right, the principle of equity should be adopted
 - **Strengthen human resources for health management**
 - **Harmonize with national health plan**
 - **Monitor and evaluate selected bundle**

Conclusion

Political will and actions are needed at all levels to turn commitments into realities

- Whole-of-government and whole-of-society approach
- Investments and sustainable financing for relevant cost-effective and synergistic policy solutions to develop the rural health workforce and protect rural health workers

• National and global health and sustainable development goals cannot be achieved without health workers.

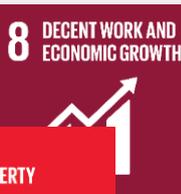
• Rural health workers are essential to achieving UHC and SDGs and ***ensuring no one is left behind***

Well trained, supported and motivated rural health workers

Investments in rural education

Gender responsive health workforces policies

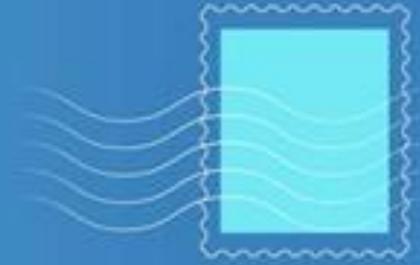
Creation of decent jobs in health and other sectors





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Dear health and care workers,
With gratitude and respect
for your dedication in delivering
health and care.

PROTECT.
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Thank you!