Leshchenko V. V.,
PhD in Public Administration,
Doctoral student of Public Health Administration Department,
NAPA, Kyiv

An extended abstract of a paper on the subject of
TRENDS OF HUMAN RESOURCE DEVELOPMENT
IN HEALTH CARE OF WHO MEMBER STATES

Problem setting. Countries at all levels of socio-economic development today face difficulties in the education, deployment, retention, and performance of human resources for health. In particular, countries that are in a process of armed conflict (as modern Ukraine) encounter specific problems concerning the development of human resources for health. Those problems are: shortfall of personnel, skill-mix imbalances, errors in distribution, barriers to interprofessional collaboration, inefficient use of resources, adverse working conditions, gender imbalance in the distribution, limited availability of human resources for health data. All these problems persist, with the fact that the situation is more and more complicating with an ageing of human resources.


Paper objective is to identify and summarize trends in the development of human resources for health in the WHO member states and, on this basis, justify further research in this area.
Planning human resources for health is not only a technical process. This process includes also a political nature. Decisions on the number, types and distribution of health workers depend on the political attitudes of society and the values on which national health systems are based. Conducting a rational policy and strategic planning is particularly necessary in the context of the existing imperfections in health labor market.

The WHO Global Health Observatory data on global health workforce and needs-based health workers’ shortage have been analyzed in this article. The need for active government intervention to address these problems has been indicated.

WHO predicts that global demand for human resources for health and their numbers in the coming decades will increase significantly as a result of population and economic growth, combined with demographic and epidemiological changes.

Along with the growth of demand for human resources for health in advanced economies and an ageing population, the existing differences in working and living conditions in different countries, these driving factors point to growing international migration of health workers in the coming decades.

High demand for workers at the health labor market could lead to increased costs for health care workers, perhaps contributing to the movement across borders and stimulating the growth of expenses in the health sector.

Thus, while maintaining the current situation with education and employment of human resources for health, the progress will be too slow (or even gap will increase), and global imbalances will remain.

Conclusions of the research. The issues of human resources for health are global. International experts point to the need for a rational policy and strategic planning to improve the situation, which will help to establish balance and eliminate inconsistencies between existing human resources for health and real needs in the provision of health services.

According to the WHO Global Observatory of Health, the global health workforce today is about 43,5 million people. The worldwide needs-based health workers’ shortage is about 17,4 million people, and is projected to be more than
14 million people by 2030. Thus, current principles of education and recruitment of human resources for health will not have sufficient impact on the reduction of human resources for health shortage by 2030. These trends fully relate Ukraine, where the number of health personnel is constantly decreasing.

To overcome staffing crisis, WHO calls on governments to increase investments in human resources development. To address the shortage of health workers, their unfair deployment, lack of motivation and efficiency, the active government intervention is highly needed.