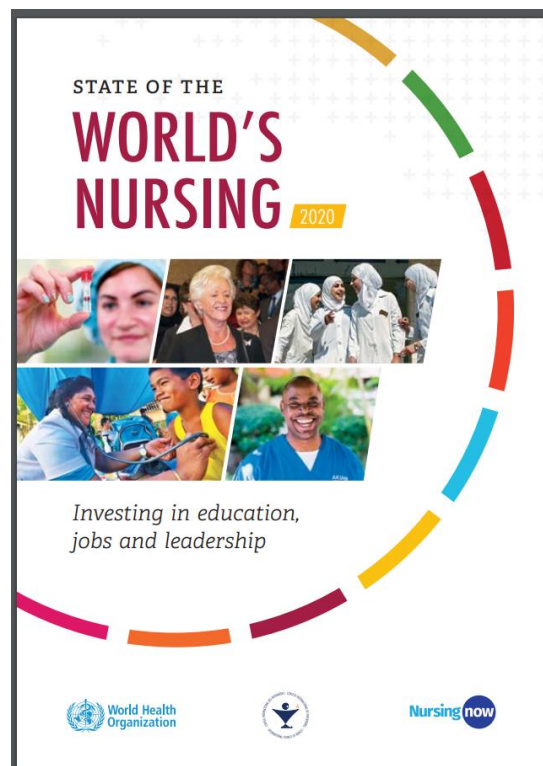


8th Triad Meeting of WHO-ICN-ICM

Examples of Contemporary Evidence to Facilitate Policy Dialogue on Nursing and Midwifery

17 June 2020

Dr Carey McCarthy
Technical Officer
Health Workforce Department
WHO



NEW DATA AND EVIDENCE ON NURSING

Stock, Density, Distribution

The current (2018) nursing workforce is 27.9 million

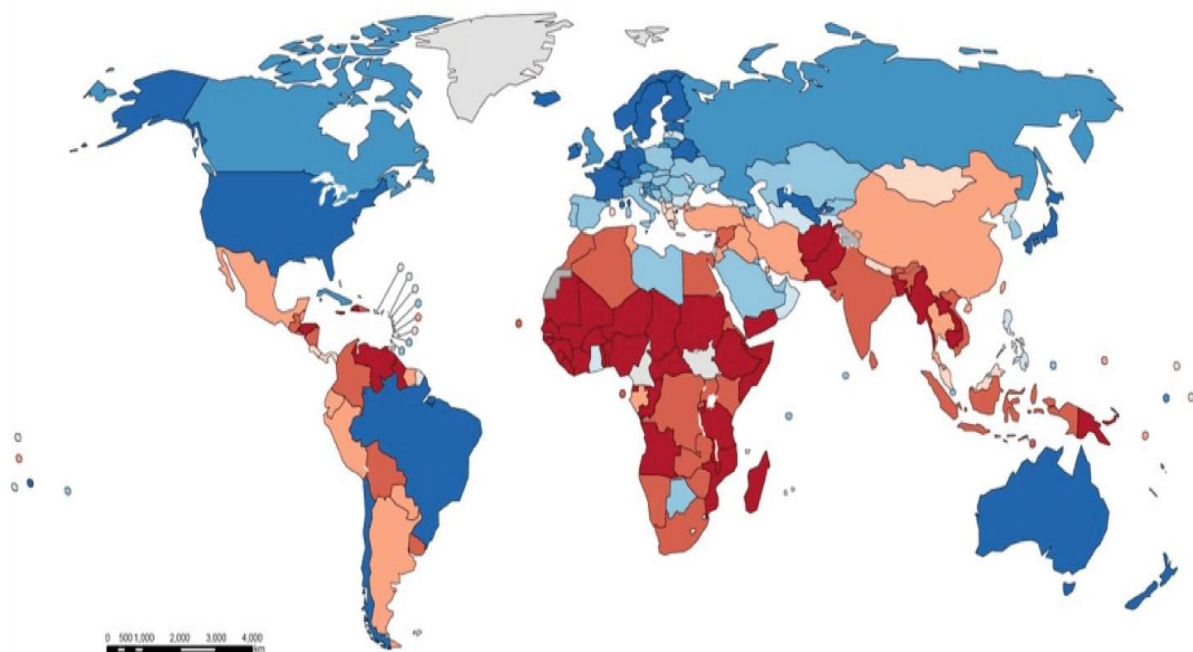
There is a shortage of 5.9M nurses.

89% of the shortage (5.3M) is in low and lower-middle income countries

80% of the world's nurses are found in countries that account for 50% of the world's population

Figure 5.5 Density of nursing personnel per 10 000 population in 2018

■ < 10
 ■ 10 to 19
 ■ 20 to 29
 ■ 30 to 39
 ■ 40 to 49
 ■ 50 to 74
 ■ 75 to 99
 ■ 100 +
■ not applicable
■ not reported



Note: "Nursing personnel" includes nursing professionals and nursing associate professionals.

Source: NHWA 2019. Latest available data over the period 2013–2018.

Regulations on Education, Practice, and Working Environment

Figure 5.8 Percentage of responding countries indicating existence of nursing regulations and standards

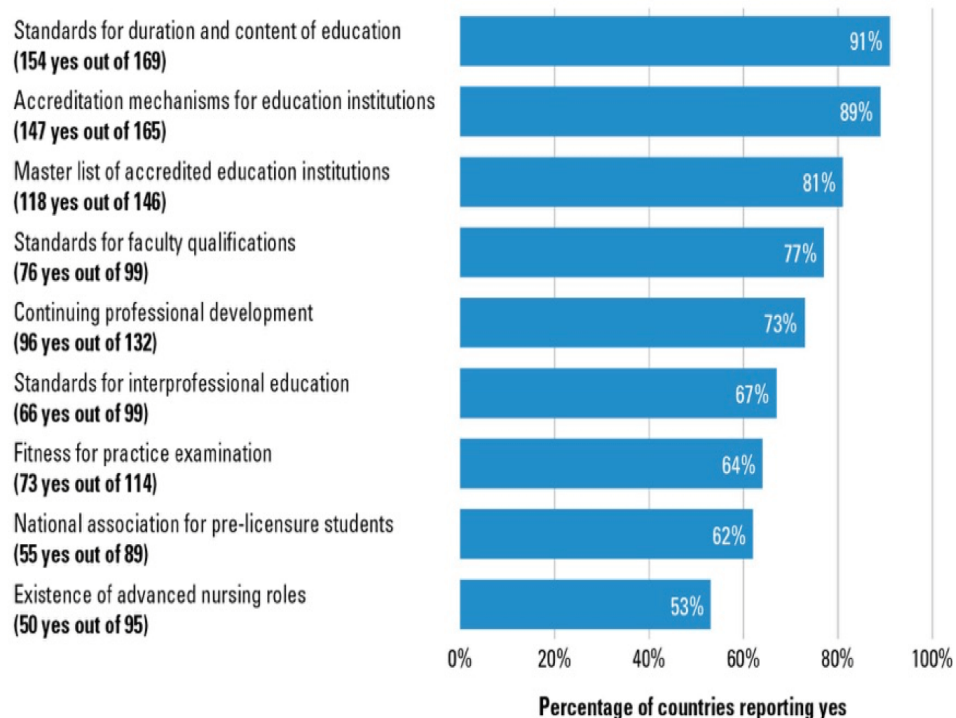
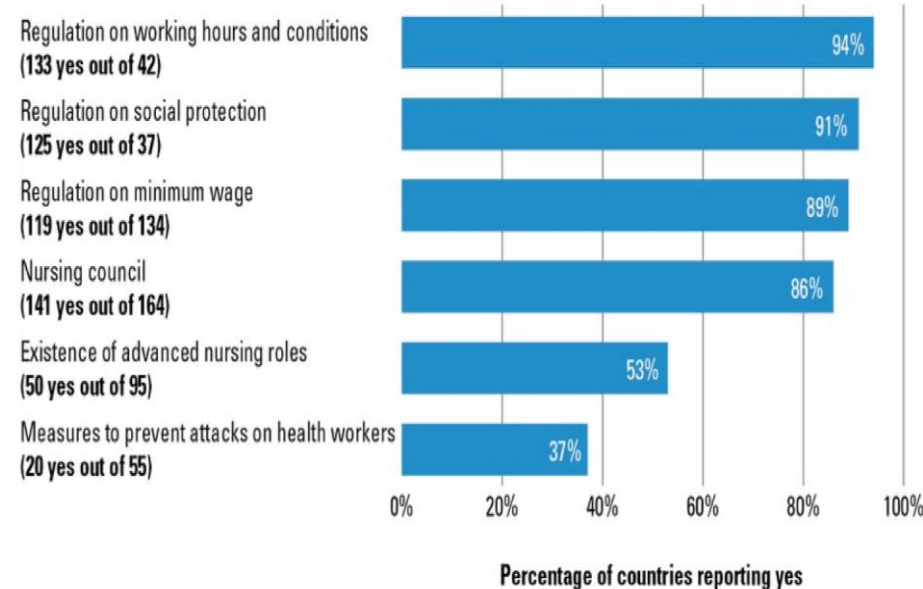


Figure 5.11 Percentage of countries with regulatory provisions on working conditions



Note: The number of countries responding yes out of responding countries for each indicator is shown in parentheses next to each indicator.
Source: NHWA 2019.

Nursing Leadership and Governance

Table 5.10 Leadership and governance indicators: percentage of countries with chief nursing officer position and nursing leadership development programme, by WHO region

WHO REGION	Chief nursing officer position		Nursing leadership development programme	
	Number of countries responding/total	% yes	Number of countries responding/total	% yes
Africa	26/47	60%	28/47	64%
Americas	26/35	79%	16/35	46%
South-East Asia	6/11	60%	4/11	40%
Europe	30/53	86%	10/53	56%
Eastern Mediterranean	7/21	54%	8/21	62%
Western Pacific	20/27	74%	10/27	43%
Global	115/194	71%	76/194	53%

Source: *State of the world's nursing 2020* specific indicators, 2019. Latest available data reported by countries between 2013 and 2018.

State of the World's Nursing 2020 report

APPLICATION TO POLICY DIALOGUE

- 1 Catalyze investment to **educate and employ at least 5.9M new nurses**
- 2 Strengthen capacity for nursing **data collection, analysis and use.**
- 3 Monitor and manage **nurse mobility and migration**
- 4 Increase **education and training programme capacity**, faculty, diversity
- 5 Establish **nursing leadership positions** and development programmes
- 6 Optimize the **contributions of nurses in all practice settings**
- 7 Advance the **Decent Work Agenda** to improve working conditions
- 8 Plan for **gender-sensitive workforce policies**
- 9 Modernize professional nursing regulation
- 10 Institutionalize **intersectoral collaboration**

National Data: SoWN country profile

STATE OF THE WORLD'S NURSING 2020



This map is an approximation of actual country borders.

Kenya

	COUNTRY	WHO REGION
Total population (UN population prospects, 2019)	52573967	1091758856
UHC Service Coverage Index (0-100 points, 2017)	55	—
Life expectancy at birth m/f (years, 2016)	64.4/68.9	59.6/62.7
Probability of dying under five (per 1 000 live births, 2018)	41.1	75.9
Probability of dying between 15 and 60 years m/f (per 1 000 population, 2016)	256/184	306/248
Gross domestic product (GDP) (per capita US\$, 2017)	1595	1648
Current health expenditure as a per cent of GDP (2017)	4.8	5.7
Current health expenditure per capita (US\$, 2017)	77	124

Nursing personnel (latest year)

59901

Nursing professionals
46703

Nursing associates
13198

Nurses not further defined
0

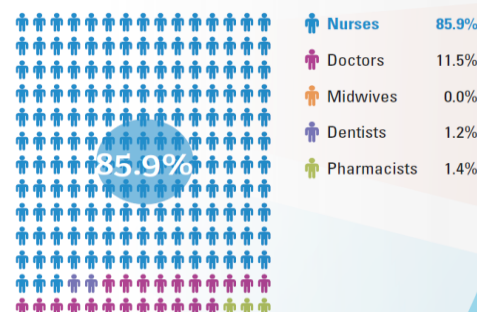
Share of professional nurses
78%

Density
11.7
per 10 000 population

Graduates per year
7120

Minimum duration of training
4 years

Share of nurses within the health workforce



Issues for consideration

An estimated shortage range of 80000 to 90000 nurses is projected for year 2030*.

*As compared to a benchmark density. Details in State of the world's nursing 2020 report and Global Strategy on Human Resources for Health: Workforce 2030

Country capacity on:

✓ Yes ✖ Partial ✗ No NR No Response

EDUCATION REGULATION

- Master list of accredited education institutions ✓
- Accreditation mechanisms for education institutions ✓
- Standards for duration and content of education ✓
- Standards for interprofessional education ✓
- Standards for faculty qualifications¹ ✓

PRACTICE REGULATION

- Nursing council/authority for regulation of nursing¹ ✓
- Fitness for practice examination¹ ✓
- Continuing professional development ✓
- Existence of advanced nursing roles ✓

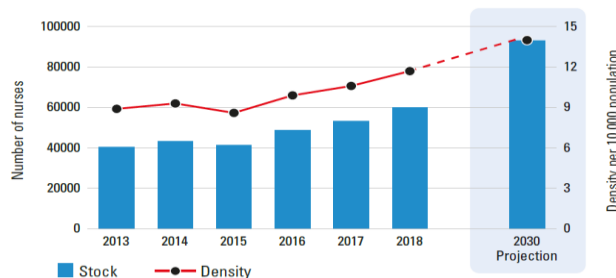
WORKING CONDITIONS

- Regulation on working hours and conditions ✓
- Regulation on minimum wage ✓
- Regulation on social protection ✓
- Measures to prevent attacks on HWs ✓

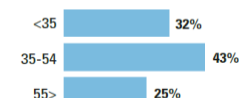
GOVERNANCE AND LEADERSHIP

- Chief Nursing Officer position¹ ✓
- Nursing leadership development program¹ ✓
- National association for pre-licensure students¹ ✓

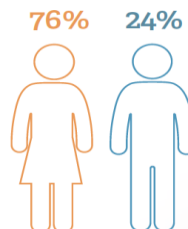
Nursing stock and density 2013-2018



Age distribution



Sex distribution



Nurse mobility

Foreign trained 7.68%
Foreign born 0.22%

Source: National Health Workforce Accounts (NHWA), 2020 except †. Latest available data are displayed. Includes multiple data sources such as the OECD/Eurostat/WHO EURO Joint Data Collection, labour force survey, census data and estimates from WHO for shortages. Stock and density projection by 2030 based on a simple stock and flow model. See full report for further details. NR=Not reported. Data as of 10 March 2020.

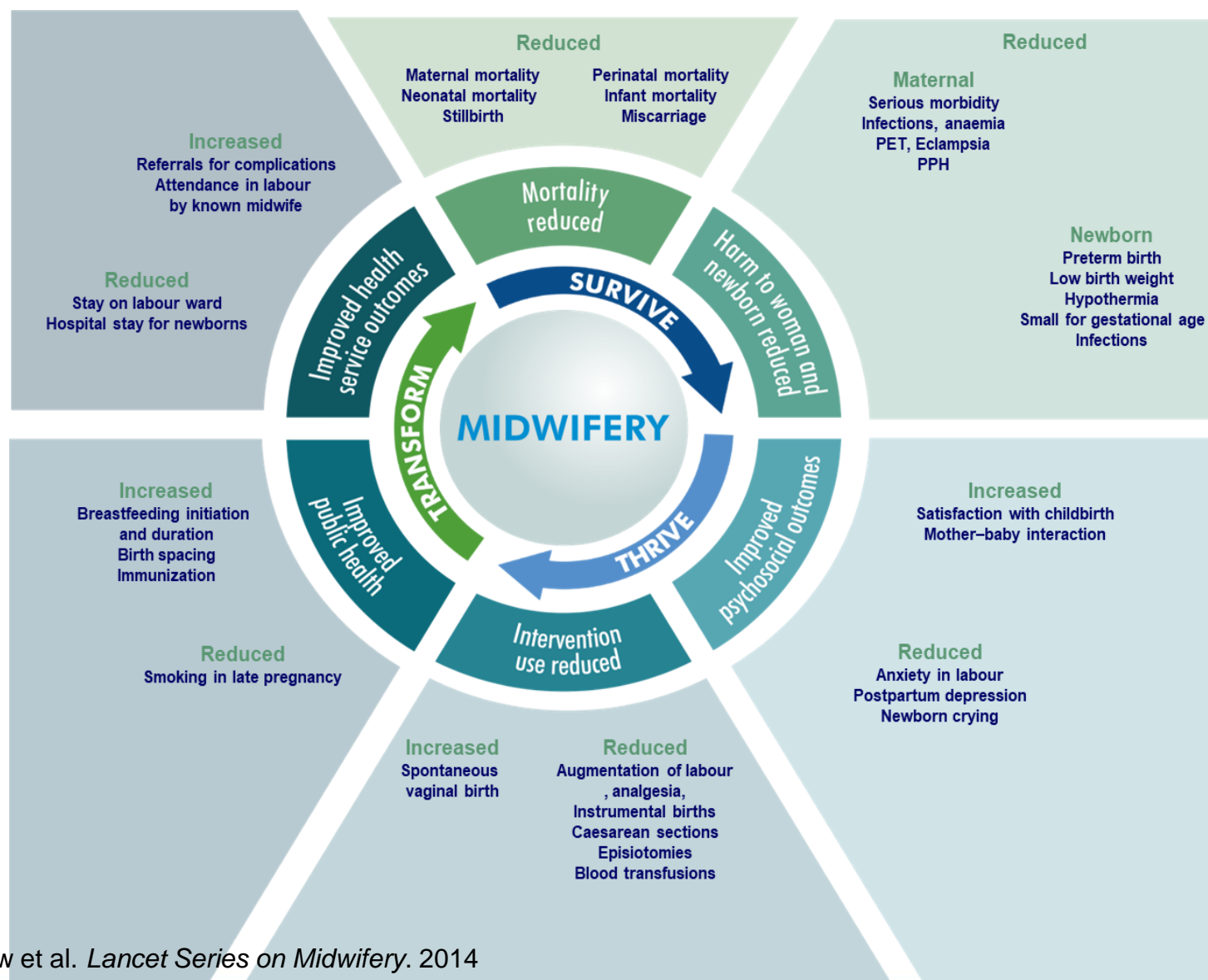
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Leveraging SoWN for Policy Dialogue

- The use of evidence within a policy dialogue ensures that the outcomes agreed to are based on objective information rather than subjective values or political positions
- Evidence helps ensure that investment is appropriately directed towards areas of need, proven interventions, and priority policy areas to address identified problems
- SOWN brings together research and programme evidence
 - an overview of the contemporary research evidence
 - a global and regional aggregation of the nursing health workforce data
 - profiles of each country's nursing workforce data
- The evidence can empower nurses and midwives to make representation on behalf of their professions from an evidence-informed perspective
- SoWN policy dialogue support: information at 0950 and 1750 today

EVIDENCE ON MIDWIFERY

Midwifery care could avert more than 80% of all maternal deaths, stillbirths and neonatal deaths



Source: Derived from: Renfrew et al. *Lancet Series on Midwifery*. 2014

Midwife-led continuity of care: profound impact on provision, experience and outcomes

Women who received models of midwife-led continuity of care



7x more likely to be attended at birth by a known midwife



16% less likely to lose their baby



19% less likely to lose their baby before 24 weeks



15% less likely to have regional analgesia



24% less likely to experience pre-term birth



16% less likely to have an episiotomy

Source: Sandall J, Soltani H, Gates S, Shennan A, Devane D. Midwife-led continuity models versus other models of care for childbearing women. Cochrane Database of Systematic Reviews 2016 , Issue 4 . Art. No.: CD004667.

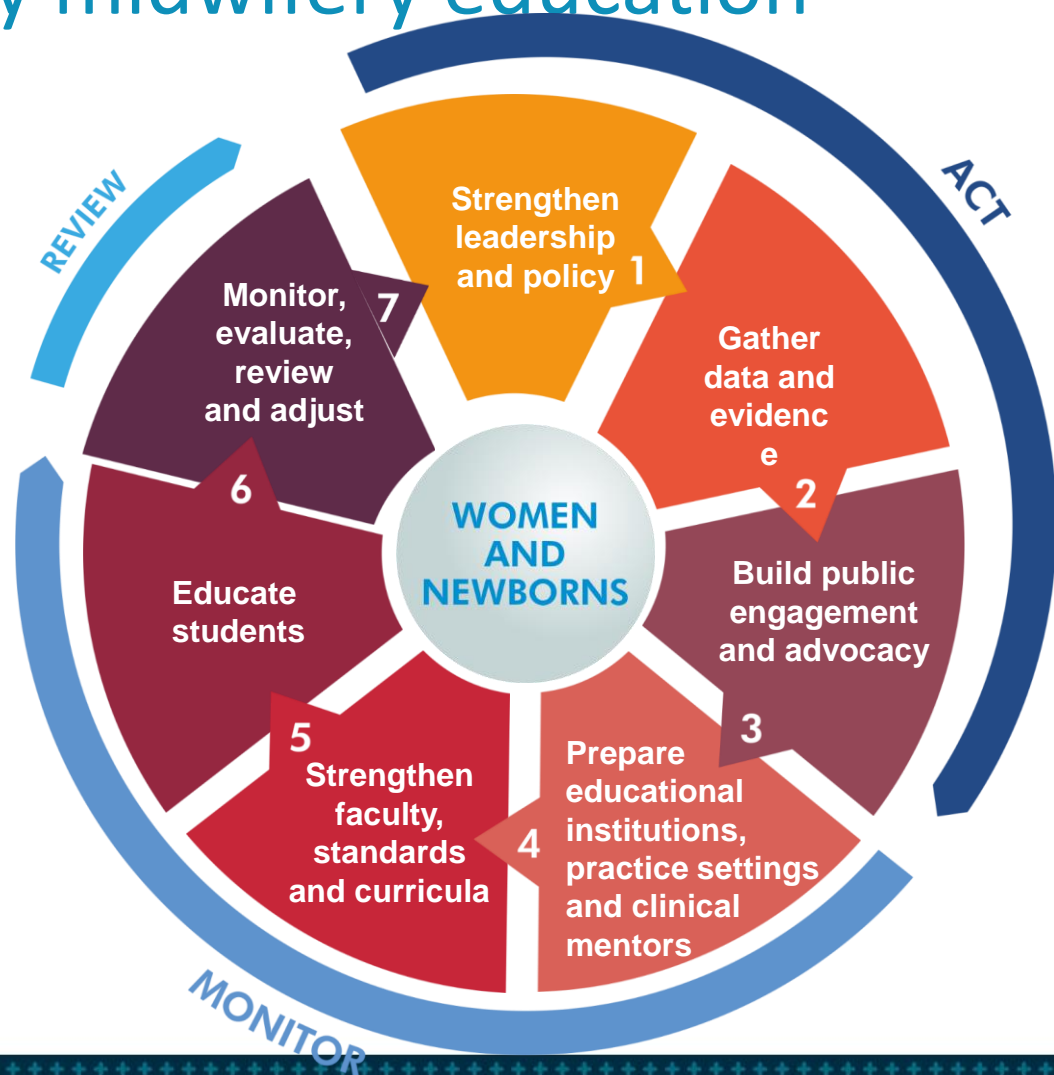
Seven-step Action Plan to strengthen quality midwifery education

FRAMEWORK FOR ACTION



STRENGTHENING QUALITY MIDWIFERY EDUCATION

for
Universal Health Coverage 2030



The State of the World's Midwifery 2021 (in process)

- Updated evidence base
- Analysis of progress and challenges to effective coverage and quality midwifery services
- Data reported via ICM Map Survey and WHO National Health Workforce Accounts (NHWA)
- All countries included
- Global report with country profiles
- Launch planned for 2021

THANK YOU.

who.int/hrh
[#workforce2030](https://twitter.com/who/workforce2030)