

Small country, big plans: boosting human resources

LUXEMBOURG

EPW core priorities and flagships

Moving towards universal health coverage

WHO collaboration

Technical guidance
Partnership with the Regional Office

A growing population and a rising number of older people are posing questions about the ability of Luxembourg's health-care system to meet needs now and in the future. For example, the density of midwives is below the averages of both the Region and the EU. The country has largely relied on recruitment from abroad and public information campaigns to attract skilled doctors, nurses and clinical specialists; however, it wants to transition to an ethical recruitment approach, which prioritizes the provision of education and job opportunities for those based in the country.

Through the Regional Office's Small Countries Initiative, Luxembourg is developing a national strategy for human resources for health, committed to implementing the WHO Framework for Action on the Health and Care Workforce for the WHO European Region 2023–2030. The Regional Office is also facilitating networking through a WHO platform for chief nursing officers that shares experiences and solutions across the Region.

The impact

The national human resources for health strategy is expected to offer a structured pathway to boosting the health workforce by focusing on the five pillars of the Framework for Action. Notably, the country has moved its nursing education to a bachelor degree level, a step linked to better health outcomes including lower mortality rates and fewer hospital readmissions.

Lessons learned

- International cooperation and knowledge sharing help to validate concerns and spur action.
- Reliable information on the demographics, specialties and location of health professionals is vital for future planning.
- Aligning education with health service needs leads to better patient care.

Donors and partners

Minister of Health and Social Security



European Region



A patient undergoes rehabilitation exercises in Luxembourg.
© Ministry of Health and Social Security

“The WHO nursing platform has helped me to validate concerns and ask for advice about the day-to-day challenges that I face.”

Ms Michèle Wolter, Chief Nursing Officer at the Ministry of Health and Social Security, Luxembourg

What's next?

Luxembourg plans to continue improving its human resources for health data systems and refining its workforce planning. The country wants to further explore how health professionals are trained and licensed, and how they work, across different disciplines in Europe to inform future reforms in its 21 regulated health professions.

LUXEMBOURG