Second Informal Member State Consultation

Wednesday 23rd March 2022
<table>
<thead>
<tr>
<th><strong>Agenda</strong></th>
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<tr>
<td><strong>Welcome remarks and objectives</strong></td>
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<tr>
<td><strong>Technical Presentation</strong></td>
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<tr>
<td>Working for Health Action Plan (2022-2030)</td>
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<tr>
<td>Global Health &amp; Care Worker Compact</td>
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<td><strong>Reflections &amp; Comments</strong></td>
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<td><strong>Next steps and Close</strong></td>
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Objectives

1. To provide updates on the draft Working for Health Action Plan and the draft Global health and care worker compact

2. To obtain consensus on the final content of the Action Plan
Technical Presentation

Working for Health Action Plan 2022-2030
## Working for Health Action Plan – Progression Model

<table>
<thead>
<tr>
<th>OPTIMIZE</th>
<th>BUILD</th>
<th>STRENGTHEN</th>
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<td><strong>OBJECTIVES</strong></td>
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<td>Optimize the existing health and care workforce, creating and distributing the skills and jobs needed to accelerate progress to UHC.</td>
<td>Build the diversity, availability, and capacity of the health and care workforce, addressing critical shortages by 2030.</td>
<td>Strengthen the protection and performance of the health and care workforce to deliver health for all and respond to health emergencies.</td>
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**PLANNING & FINANCE**

- Bolster data-driven planning and secure investment in the workforce
- Scale up data-driven planning and investment in the workforce
- Sustain data-driven planning and investment in the workforce

**EDUCATION & EMPLOYMENT**

- Absorb and retain existing health and care workers
- Build education capacity and increase employment opportunities for the workforce
- Strengthen the quality of workforce education and enhance working conditions

**PROTECTION & PERFORMANCE**

- Enforce safe and decent work, and advance gender equality and youth development
- Build an equitable, equipped and supported workforce
- Strengthen the effectiveness and efficiency of the workforce
Comments reflected the need to strengthen the narrative and add content across several areas:

<table>
<thead>
<tr>
<th>REVISIONS</th>
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<tbody>
<tr>
<td>- Explicit <strong>applications</strong> of the progression model’s <strong>actions</strong></td>
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<tr>
<td>- Adaptation to <strong>country context</strong> included throughout</td>
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<tr>
<td>- The <strong>Scope</strong> of the action plan is more detailed and enhanced</td>
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<td>- Workforce <strong>health &amp; well-being</strong> is reflected and emphasized</td>
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<tr>
<td>- Increased representation and language on <strong>gender and youth</strong></td>
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<tr>
<td>- Strengthened <strong>gender analysis</strong> content</td>
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<td>- Increased visibility of <strong>community-based health &amp; care workers</strong></td>
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## Specific Revisions: Financing & Implementation

<table>
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<th>Theme</th>
<th>Revision</th>
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| Implementation   | - Implementation alignment with country context strengthened  
                    - Emphasis on the comparative advantage of the MPTF and partnership                                                                   |
| Financing        | - Catalytic financing & technical assistance model revised to secure and drive investment, building on the existing MPTF                  |
| Measurement & Data| - NHWA more explicit as foundation for measurement and indicators  
                    - Interim and final targets identified  
                    - Measurement framework aligned with theory of change & progression model                                                          |
| Integration      | - Enhanced alignment with other key global programmes and initiatives (e.g., *Accelerator on jobs & social protection*) and the UN ‘Our Common Agenda’ |
Working for Health Action Plan 2022-2030: Development process

**Q2 2021**
- May
- Jun

**Q3 2021**
- Jul
- Aug
- Sep

**Q4 2021**
- Oct
- Nov
- Dec

**Q1 2022**
- Jan
- Feb
- Mar
- Apr
- May

**74th WHA**
- A74/12 W4H Action Plan -DG report to WHA74
- WHA74.14 - Protecting, safeguarding and investing in the health and care workforce

**Please Review Platform and email feedback**

**Member State Consultation**
- Member State Info Session 1
- Member State Info Session 2

**Zero Draft Action Plan 2022-2030**

**First Draft Action Plan 2022-2030**

**Second Draft Action Plan 2022-2030**

**Parallel WHO internal / external stakeholder consultation process**
- 20 TECHNICAL CONSULTATION SESSIONS FACILITATED

**Ongoing**

**Zero Draft**

**Member State Led Process**

**Technical Consultation**
- EVIDENCE, PRIORITIZATION AND INTERNAL CONSULTATION TO DEVELOP ZERO DRAFT W4H AP 2022-30

**Final Draft Action Plan 2022-2030**

Presented to 75th WHA
Global Health & Care Worker Compact
Global Health Care and Worker Compact: framework and core elements

Health and Care Workers’ Human Rights

Participation & engagement

Taking Care of and Fulfiling the Rights of Health and Care Workers...

- Preventing Harm
  - Occupational hazards
  - Violence and Harassment
  - During situations of FCV

- Providing Support
  - Fair and Equitable Compensation
  - Social Protection
  - Enabling Work Environments
  - Occupational health services
  - Mental health

All health and care workers inclusively

...And Empowering Them to Protect Their Rights

Safeguarding Rights

- Trade Unions
- Collective Bargaining
- Protection from Retaliation
- Whistleblower Protections

Labour Rights Are Human Rights

Their representatives

Employers

Gender Equality

Freedom of Association

Freedom of Conscience

Social Security and Protection

Freedom from attack in situations of FCV

Freedom from violence and harassment

Just and Favourable Working Conditions

Fair and Equitable Compensation

Equal Treatment and Freedom from Discrimination

Available, Accessible Health and Care Services

Respectful, Non-Discriminatory Care

Safe, Quality Care

Fulfilling the Population’s Right to the Highest Attainable Standard of Health
General Revisions: Content

Comments reflected the need to strengthen the narrative and add content across several areas:

<table>
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<tr>
<td>❑ Explicit <strong>definition</strong> of health and care workers, aligned with ILO ISCO classifications</td>
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<td>❑ Adaptation to <strong>country context</strong> included throughout</td>
</tr>
<tr>
<td>❑ Added references to <strong>infection prevention</strong> and <strong>control</strong></td>
</tr>
<tr>
<td>❑ Additional references to <strong>mental health</strong>, <strong>psychosocial support</strong> and <strong>well-being</strong></td>
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<tr>
<td>❑ Added <strong>external stakeholders</strong> consulted, contributing</td>
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<tr>
<td>❑ Strengthened <strong>risk assessment</strong> and <strong>mitigation</strong></td>
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<tr>
<td>❑ Increased attention to inclusion of <strong>community</strong>, <strong>care</strong> and <strong>home-based workers</strong></td>
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## Global Health & Care Worker Compact: Process

### WHA74: Member State mandate to develop Care Compact
- Scoping review of all international instruments

### Key informants (professional associations, institutions)
- Peer review
- Interviews: Frontline Health Worker Coalition; Global Health Workforce Network (Chair, Gender Chair, Youth Chair); International Council of Nurses; International Labour Organization; International Pharmaceutical Federation; Organisation for Economic Co-operation and Development; Public Service International; World Medical Association

### WHO technical units
- Internal review & consultation

### Member States
- Consultation

### WHO Health Workforce secretariat
- Design of technical review & implementation database
- Support to Member States

23/03/2022 | Working for Health Action Plan (2022-2030)
REFLECTIONS & COMMENTS
Next Steps

- Working for Health Action Plan FINAL DRAFT: APRIL 2022 to be made available on WHO website

- Global Health and Care Worker Compact FINAL DRAFT: APRIL 2022 to be made available on WHO website

- The WHA 75 will consider the outcomes of the Member State-led process under Agenda item 14 – Human Resources for Health