

Private sector engagement in health workforce: Opportunities and challenges

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Accelerate

ACTION

Expand

ACCESS

Ensure

EQUITY

Improve

QUALITY

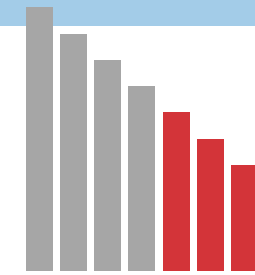
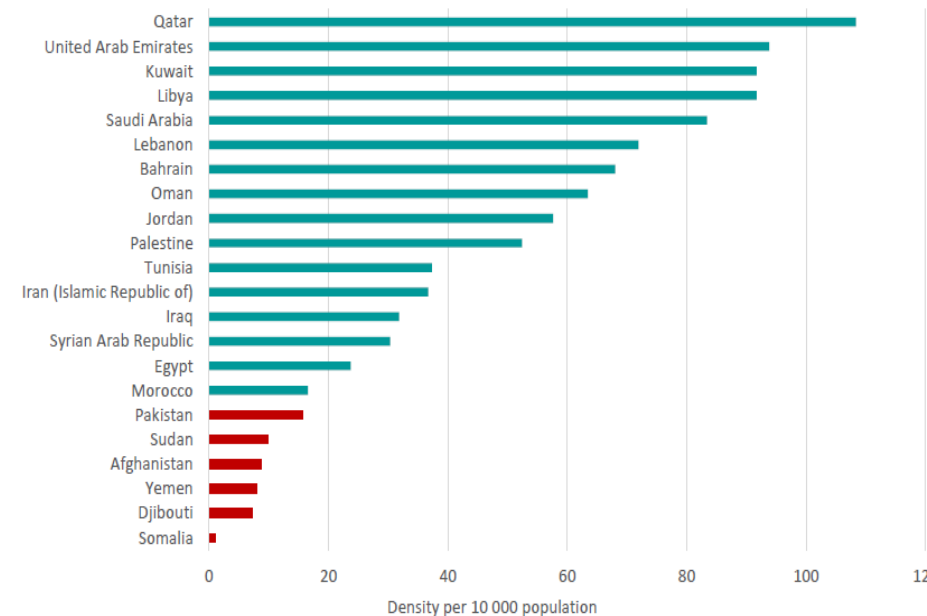
HEALTH WORKFORCE CHALLENGES IN THE EASTERN MEDITERRANEAN REGION

During COVID-19 pandemic

66%

of countries reported health workforce-related reasons as the most common cause of service disruptions

Variations in the availability of health workforce



6 countries

of EMR are in the WHO Support and Safeguard list of countries facing the most pressing health workforce challenges

EMR will face a shortage of 2.1 million health workers in 2030

20%



accounting for 20% of the global shortage of health workforce in 2030



Increasing international mobility



Regional Flagship Initiative:

Invest in a resilient & sustainable health workforce



Objective

To accelerate actions for a fit-for-purpose, competent, well balanced, motivated and **sustainable health workforce**



Scale up health workforce towards self sufficiency, with a special attention to primary care workforce



Ensure sustainability of health workforce for future





Priority action areas



Increasing investment in health workforce



Investing in priority areas and closing gaps



Building a sustainable health workforce for future in EMR



Uniting for health workforce across the Region

Private sector engagement in health workforce

Education

Employment

Regulation

Governance

Private sector engagement in health workforce

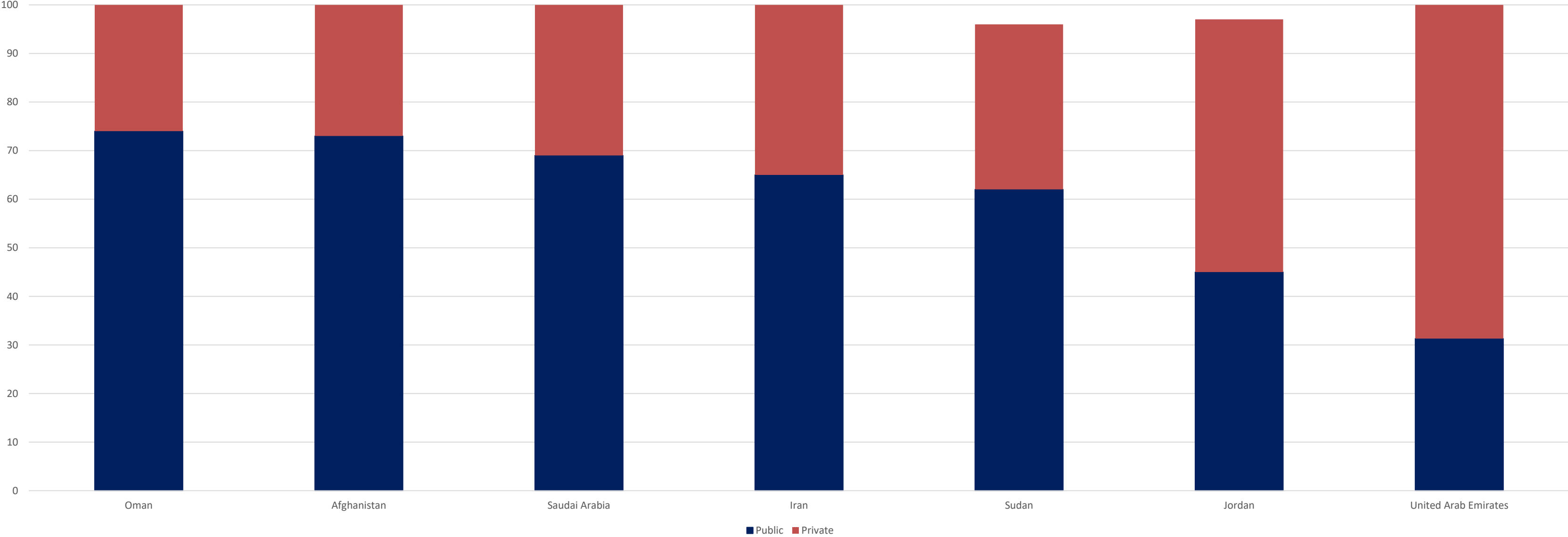
Education

Employment

Regulation

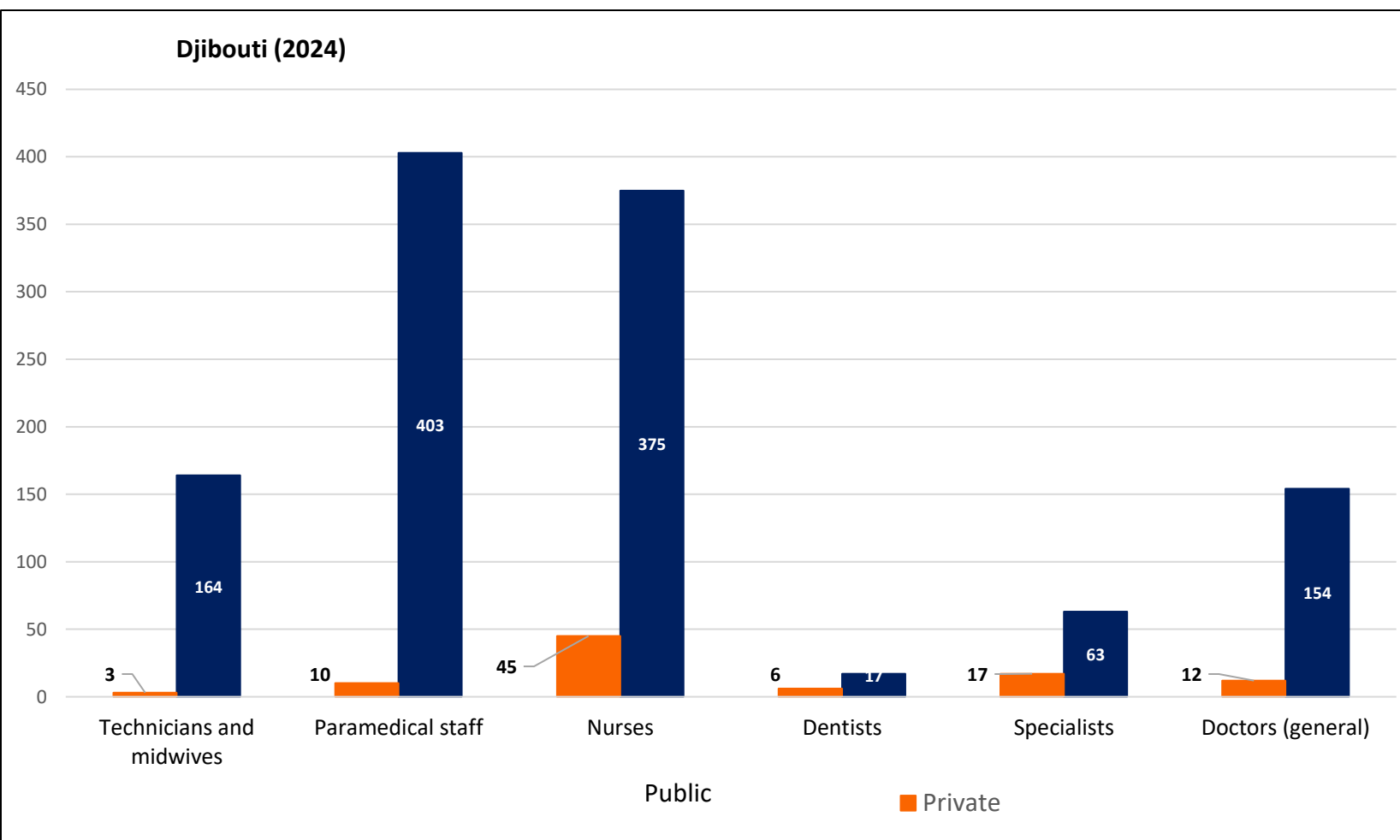
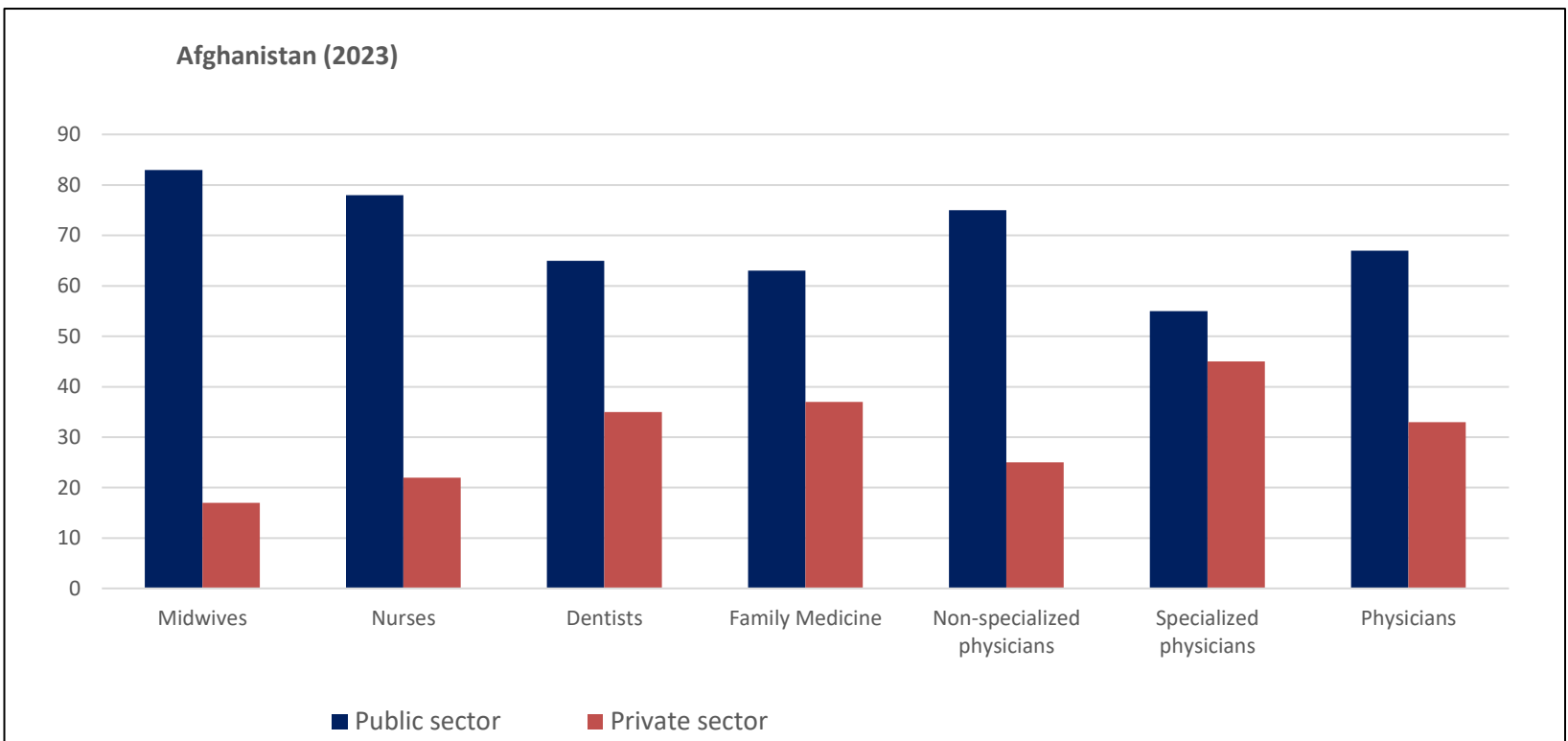
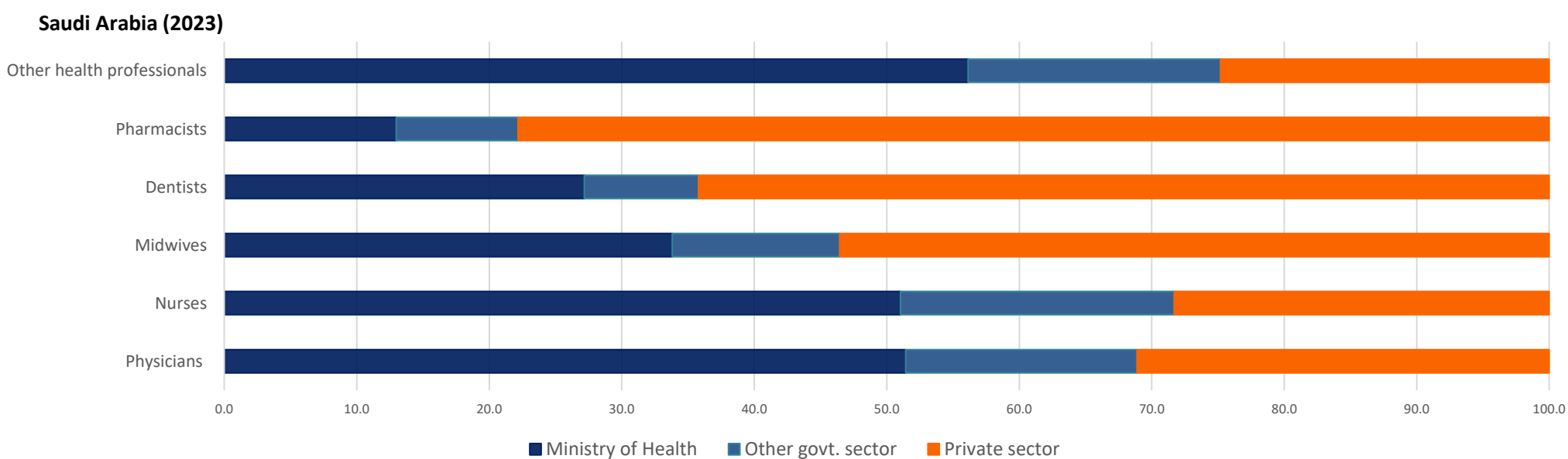
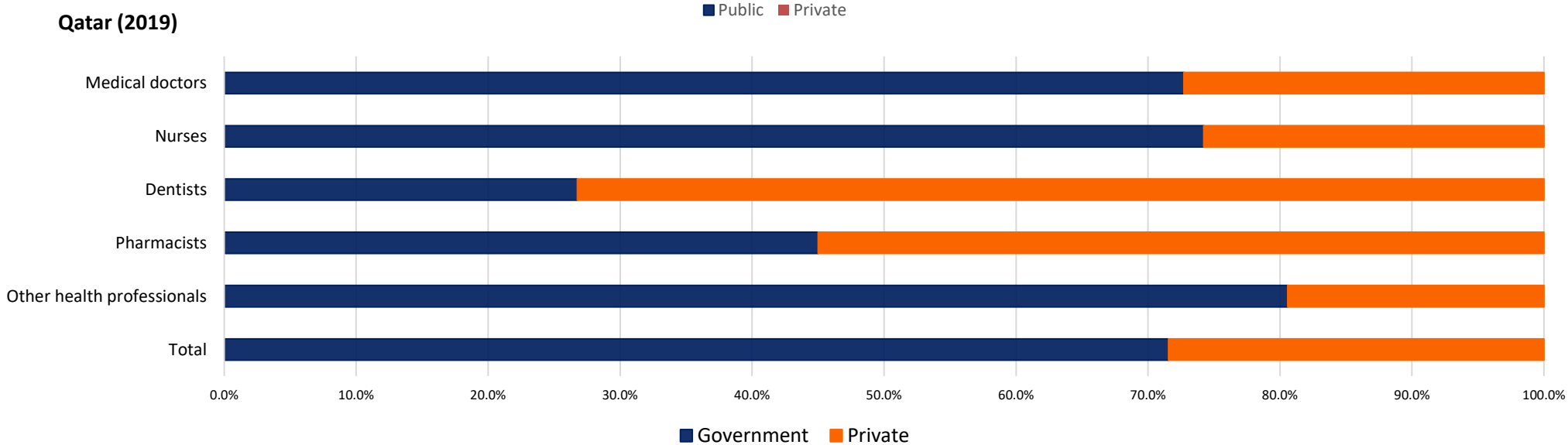
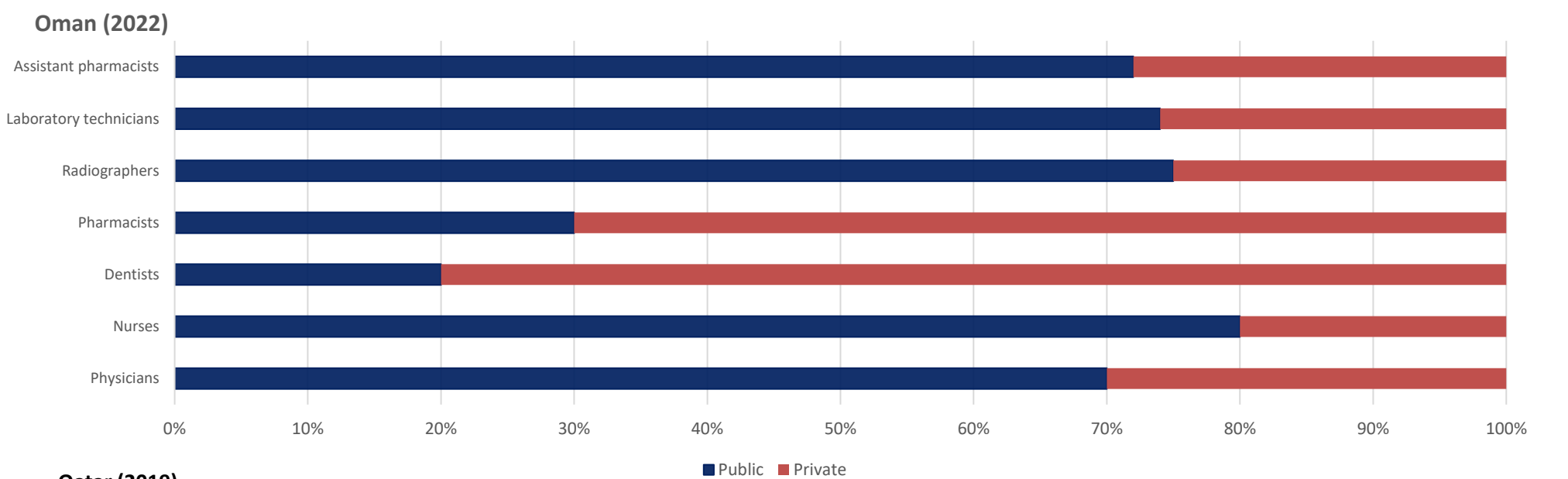
Governance

Health workforce by sector in EMR



Oman Annual health report 2022
KSA Statistical Yearbook 2023
Afghanistan Human Resources for Health Situational Assessment in Afghanistan, 2024
Qatar health services statistics, 2020
UAE National Health Workforce Account Report 2021-2022

Distribution of health workers by profession and sector in EMR



Private sector engagement in health workforce

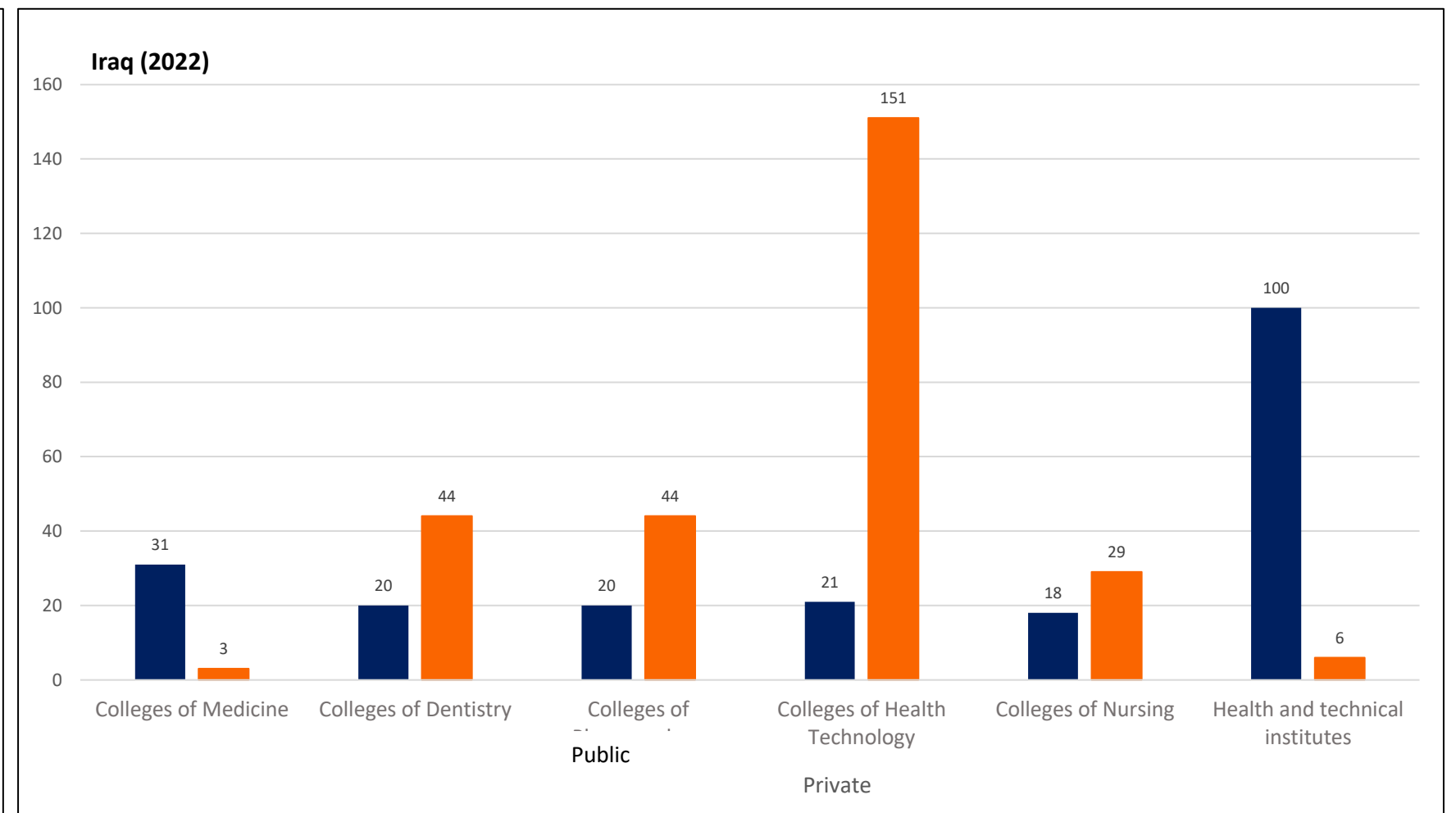
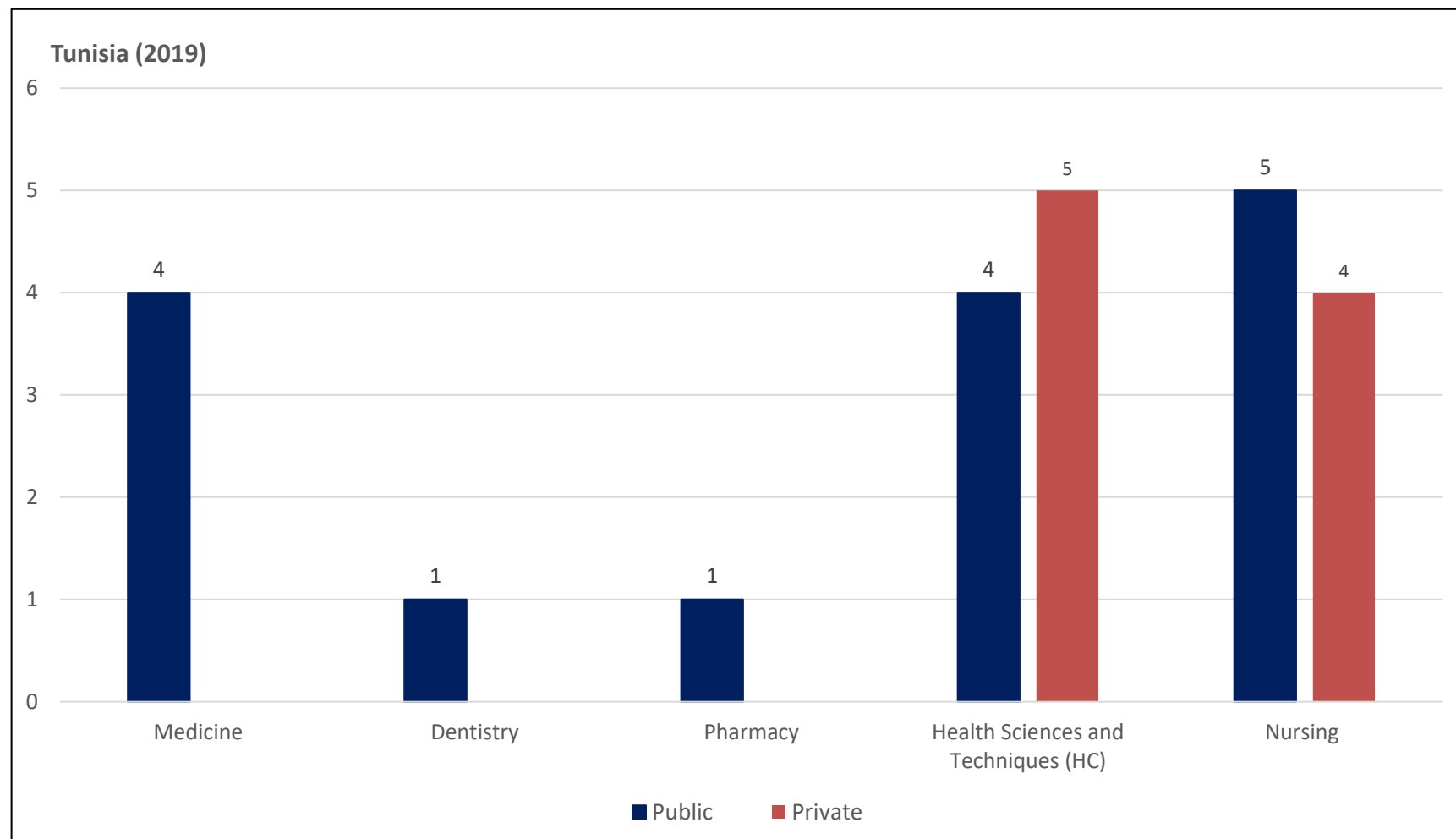
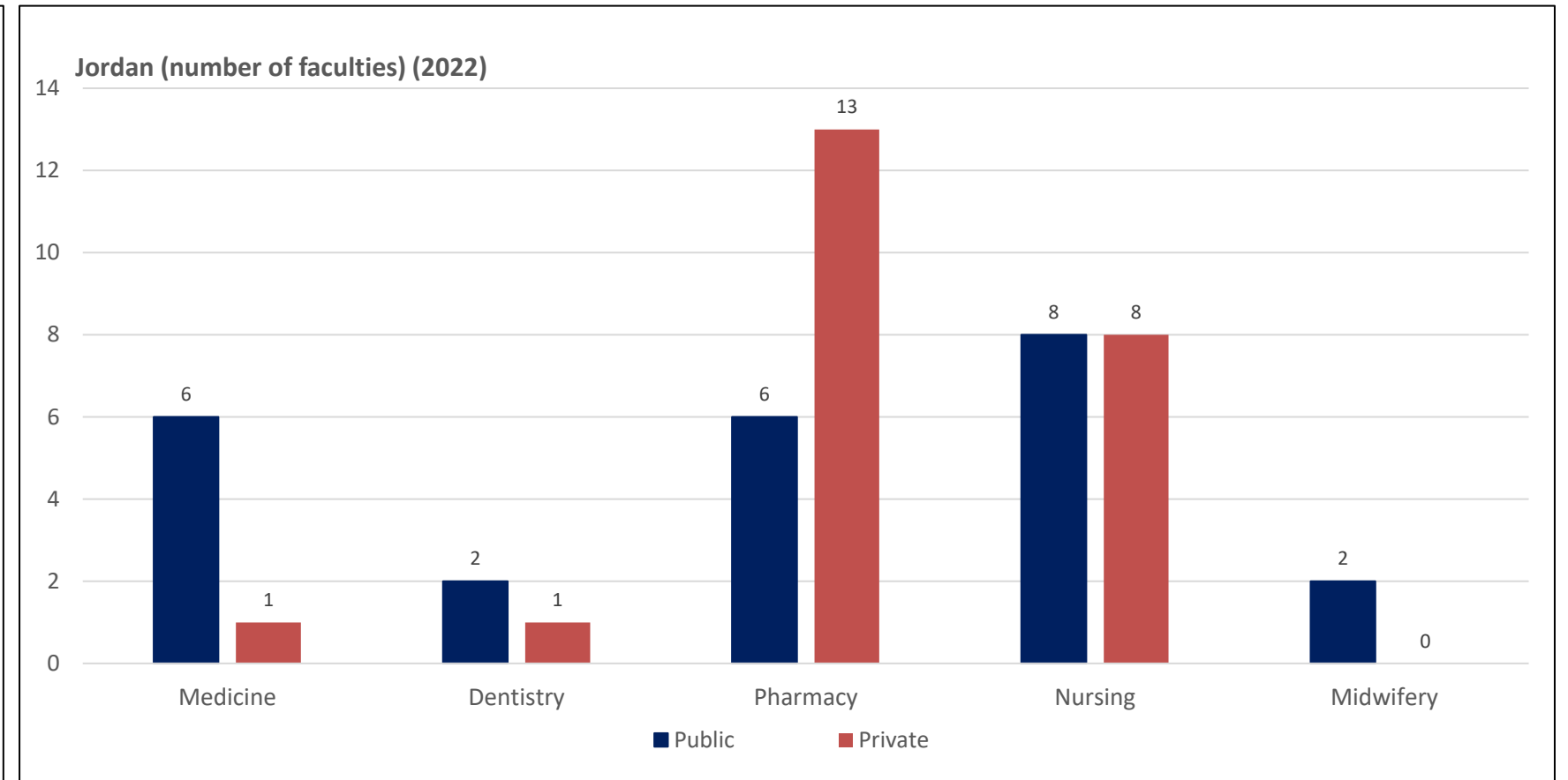
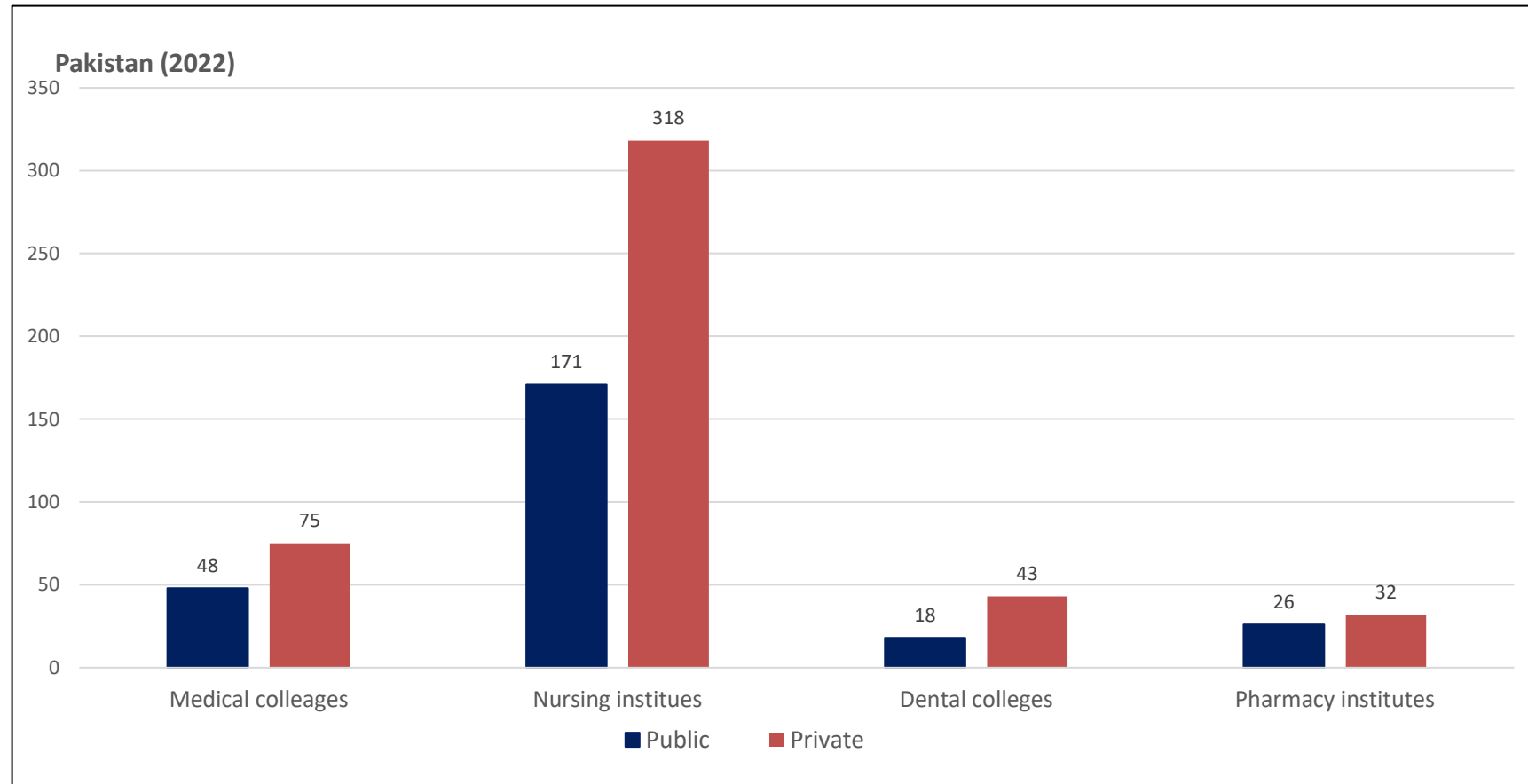
Education

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Number of health professions educational institutes by sector



Private sector engagement in health workforce

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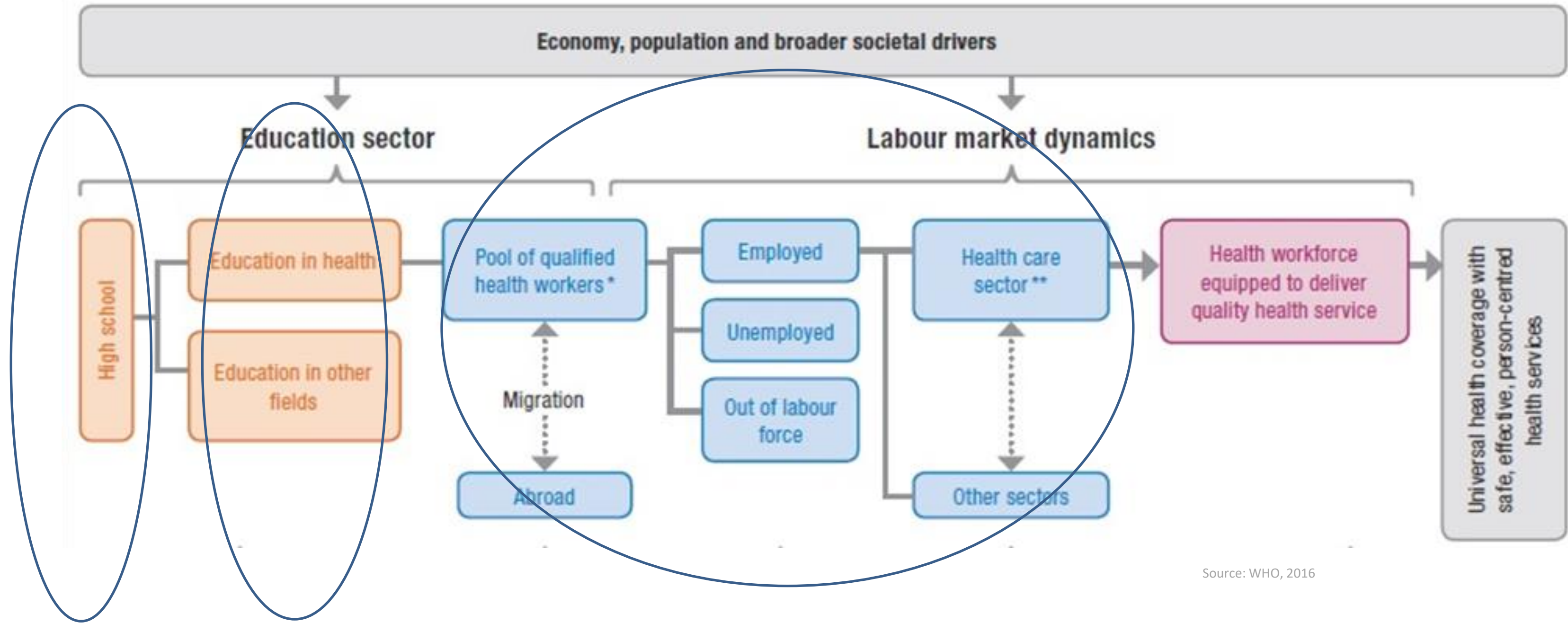
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Understanding and responding health labour market dynamics



Source: WHO, 2016

Dual Practice/Moonlighting

Challenges

- Longer wait times in the public sector
- Lower quality in the public sector
- Diversion of patients to private practice
- Ignore poor/equity considerations
- Contribute to absenteeism, and skimping on hours in the public sector
- Contribute to urban bias

Opportunities

- Access in the public sector by shifting those with an ability to pay to the private sector
- Improve overall productivity of physicians
- Retain physicians in the public sector
- Reduce unofficial payments,
- Exposure to innovation and technology in the private sector, with the potential to bring this into the public sector

Response to dual practice

Ignore

Regulate

Ban

RD's flagship initiative

INVEST & EMPOWER

Our health workforce
Our future

