



Sustainable financing for a sustainable health and care workforce

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Jim Campbell
Director, Health Workforce
World Health Organization

Multi-dimensional demands on health systems



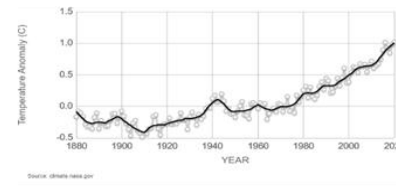
SDGs



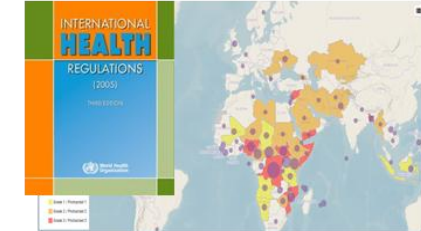
Globalization



Conflict and war



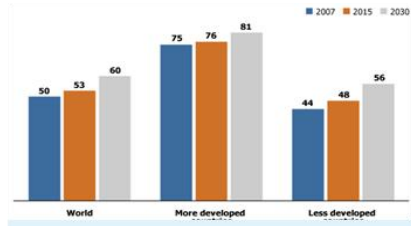
Climate change



Infectious disease outbreaks



Innovation



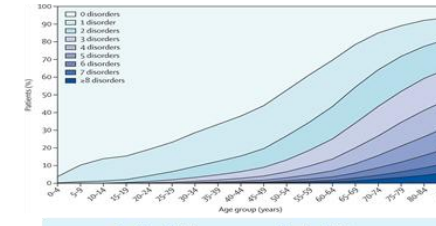
Urbanization



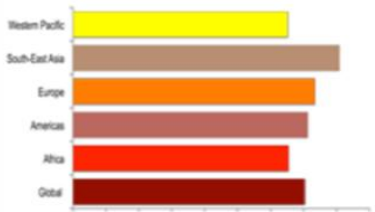
Refugees, IDPs and Migration



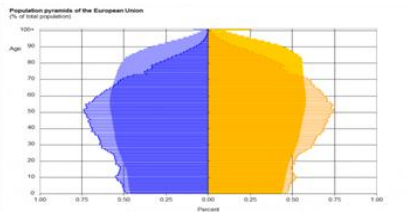
Antimicrobial Resistance



Multi-morbidity including NCDs



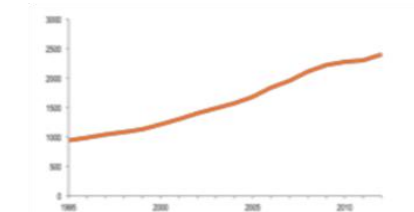
Civic voice



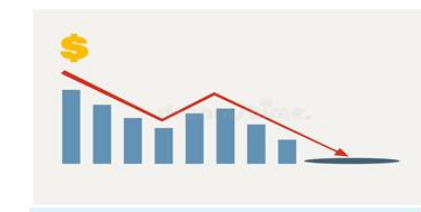
Aging populations and youth



Gender & inequality



Rising costs



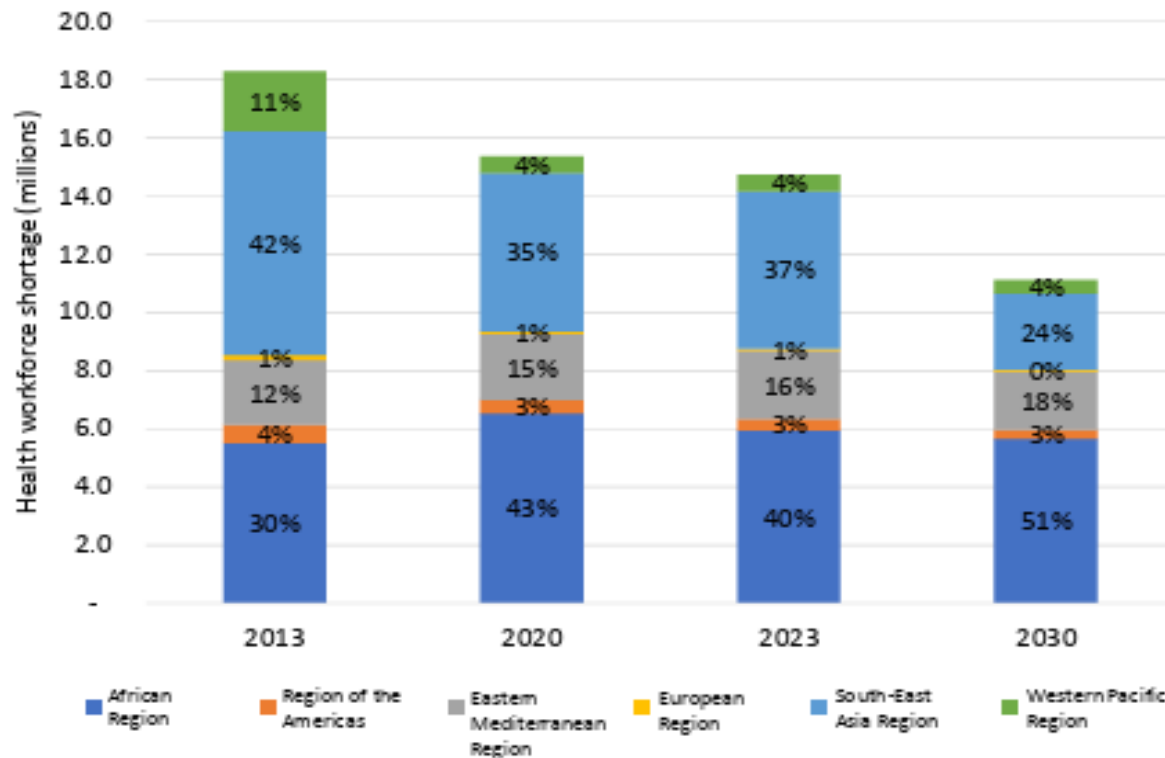
Economic recessions

Commonwealth is....

- 56 countries.
- 1/3 of the world population (2.7 out of 8.2 billion).
- 16 high-income countries, 16 upper middle-income countries, 17 lower middle-income countries, and 7 low-income countries.
- 2/3 of the Small Island Developing States (SIDS) (26 out of 39).
- both a major source and destination for international migration of health and care workers.

A contrasted global picture...

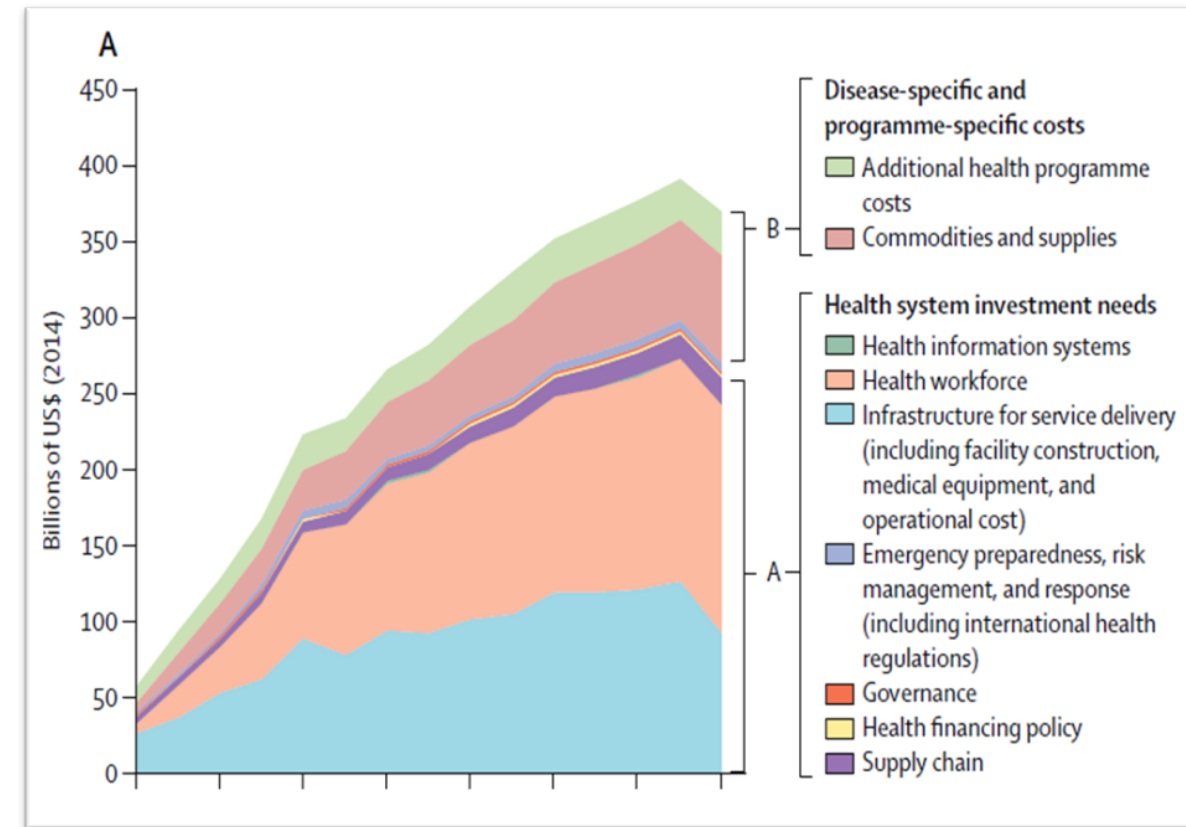
Global health workforce shortage is declining but...



Source: WHO, national health workforce accounts, 2024.

Source: WHO, 2025

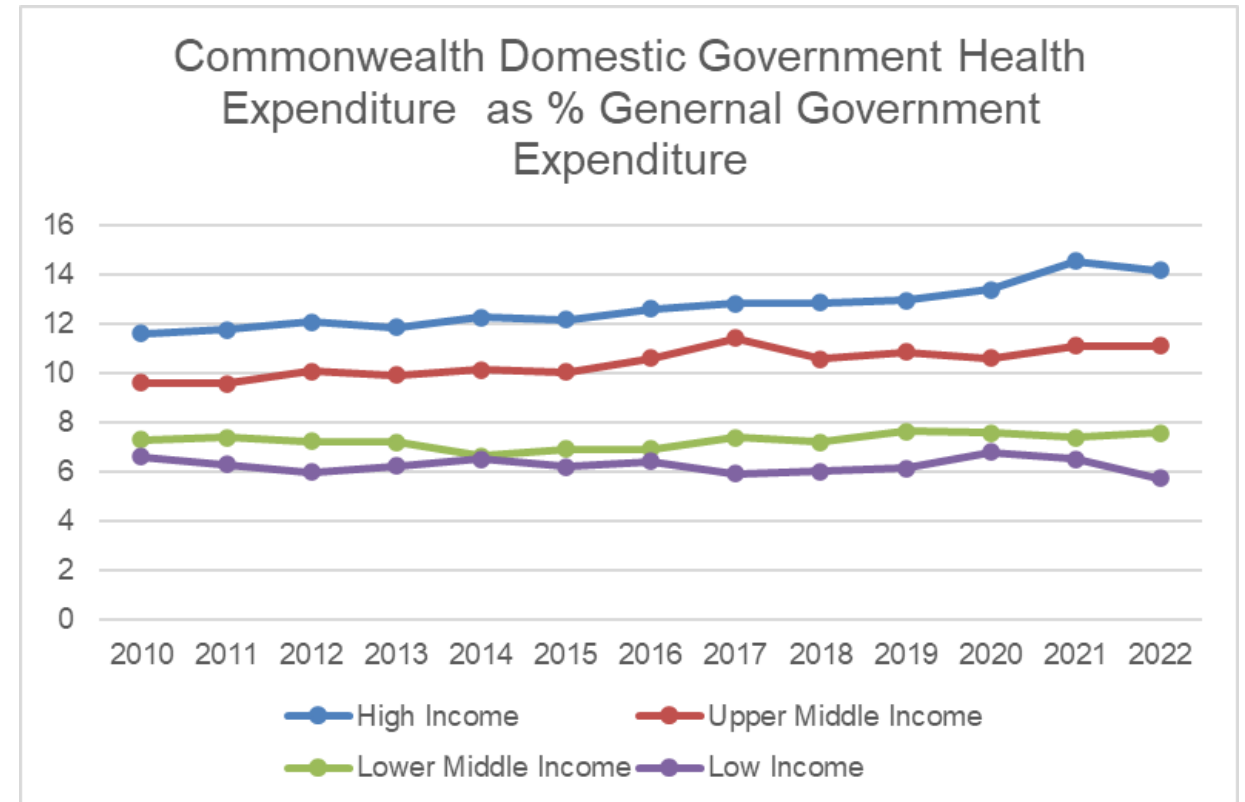
main financial gap for achieving SDG 3: Health workforce



Source: Stenberg et al. 2017

A challenging environment...

- No prioritization of health over the past decade in Commonwealth low-income countries
- Debt servicing has increased for many countries
- ODA an important source of funding for health for many low-income countries is declining.
- US aid freeze



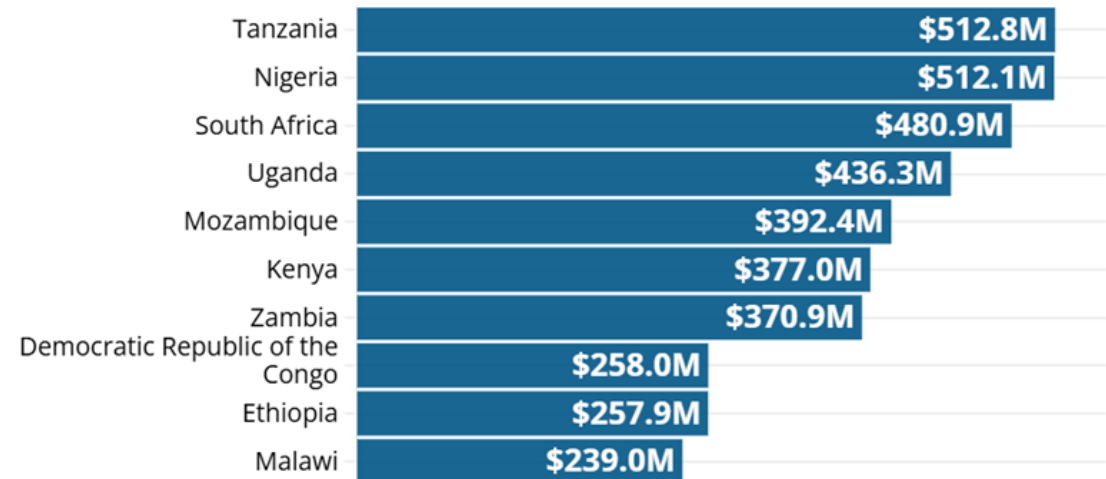
“Hegemonic policy” and disruption...

- 8 out of the top 10 countries receiving US aid for health are Commonwealth countries
- Nigeria:
 - US aid for health contributed to 512 million USD in 2023.
 - Nigerian lawmakers approved an additional \$200 million for the health sector, saying the funds would be used to "fill the gap" left by the suspension of US foreign aid.

Source: <https://www.dw.com/en/nigeria-approves-200m-to-offset-shortfall-from-us-aid-cuts/a-71607477#:~:text=USAID%20manages%20a%20budget%20of,in%20Nigeria%20in%202023%20alone.>

Top 10 countries receiving US aid for health

2023 disbursements



Source: [ForeignAssistance.gov](https://www.foreignassistance.gov) • Programmes cover HIV/AIDS, nutrition, tuberculosis, pandemics and emerging threats, maternal and child health, family planning and reproductive health, water sanitation, and other health initiatives



Issues for consideration...

Sustainable Financing

- Evaluate additional source of revenues
- Prioritizing health & health and care workforce in government budget
- Better aligning ODA (only a small fraction of health ODA goes to health and care workforce).
- Encouraging co-investments within the context of international migration of health and care workers (e.g. bilateral agreements and co-investment between source and destination countries).
- Improving budget execution rate

Sustainable health and care workforce

- Invest better in health and care workers
- Advance integrated health services - primary care teams play a key role - aligned with the Lusaka agenda.
- Strengthening the implementation of the WHO Code of Practice on the International Recruitment of Health Personnel.
- Expanding employment opportunities through Partnerships for Public Purpose
- Identifying efficiency measures to optimize the health and care workforce performance, quality and impact.