

KEY RESULT AREA

2

MANAGEMENT OF HEALTH PERSONNEL FOR NURSING AND MIDWIFERY SERVICES

National employment policies are implemented for the nursing and midwifery workforce that are gender sensitive, based on healthy and safe work environments and conditions, provide for equitable rewards and recognition of competencies, and are linked to a transparent career structure.

POOR WORKING CONDITIONS, gender inequity, long hours and low wages are among the many reasons behind burnout of nurses and midwives, migration, low retention rate, lack of motivation, and job dissatisfaction (Buchan, 2000; ILO, 1997; ILO, 2000). The impact is most notably evident in the quality of care and health systems performance. The challenges of tackling these problems are well recognized. Among them are the public sector's already stretched health budget, as well as employment policies – particularly in many low and middle income countries – that are not solely the responsibilities of ministries of health.

To deal with these matters comprehensively, a multisectoral approach involving different stakeholders such as government and civil society will be required.

OBJECTIVES ► EXPECTED RESULTS

2.1 To promote healthy and safe working environments and conditions that are conducive to recruiting and retaining nursing and midwifery personnel.

- 2.1.1 Evidence collected and disseminated on the impact of employment policies on individual and organizational provider performance – with specific reference to the nursing and midwifery workforce.
- 2.1.2 Innovative Guidelines established on processes for reviewing, changing and developing employment policies for human resources for health.
- 2.1.3 The impact examined of reform, privatization, and emergency situations on health care practitioners, with specific attention to nursing and midwifery personnel, and lessons learned disseminated.
- 2.1.4 Interdisciplinary and multisectoral collaboration established or strengthened at global, regional and national levels to develop, apply and monitor employment policies that are equitable and gender sensitive.