

NHWA data for reporting commitments and thematic focus areas

PAHO NHWA Webinar on Global Reporting Commitments with special emphasis
on the SoWN

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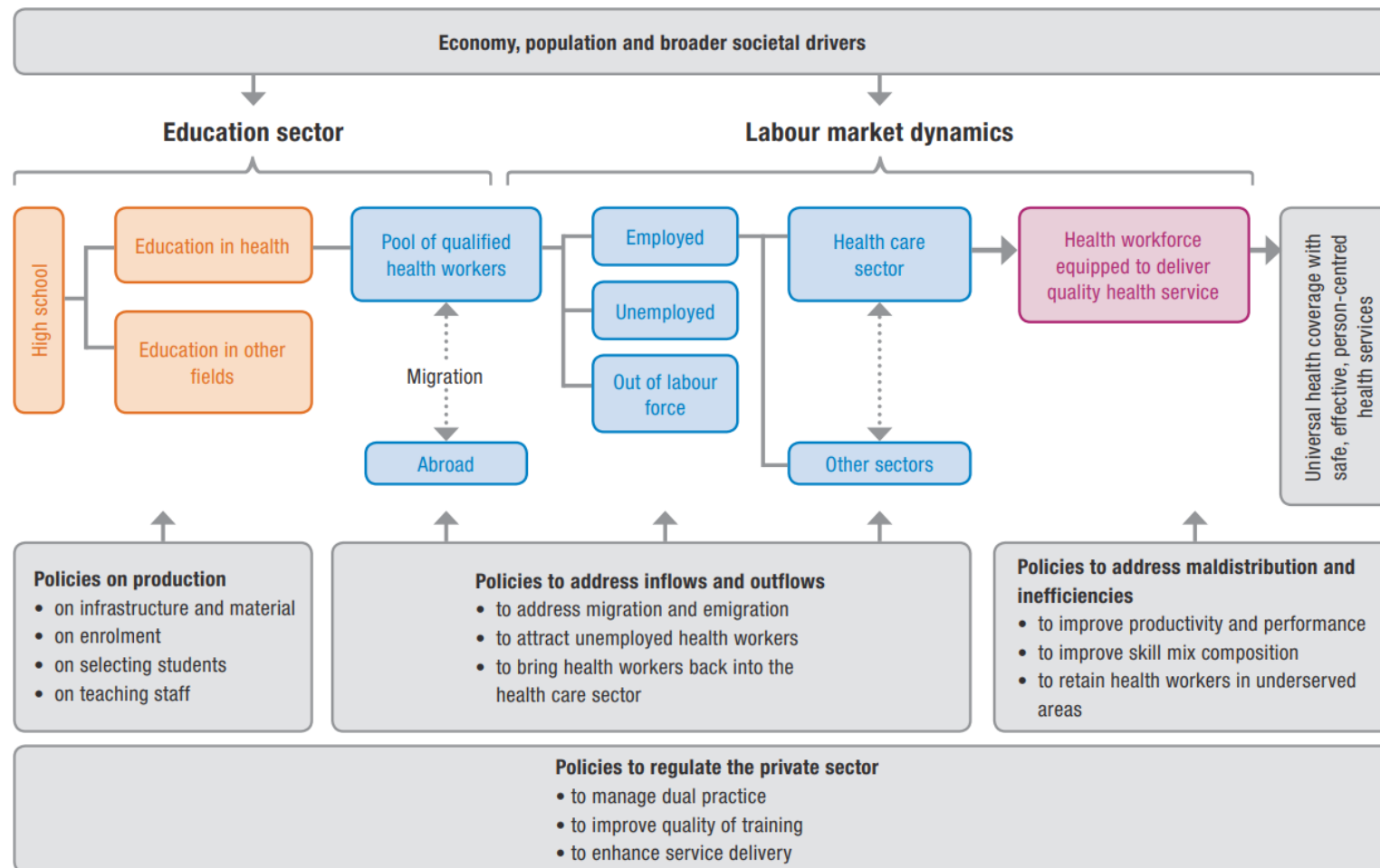


Outline

- NHWA + data process
- Data coordination
- Occupation definition
- SoWN indicators
- Tools and guidances

National Health Workforce Accounts: Scope and implementation

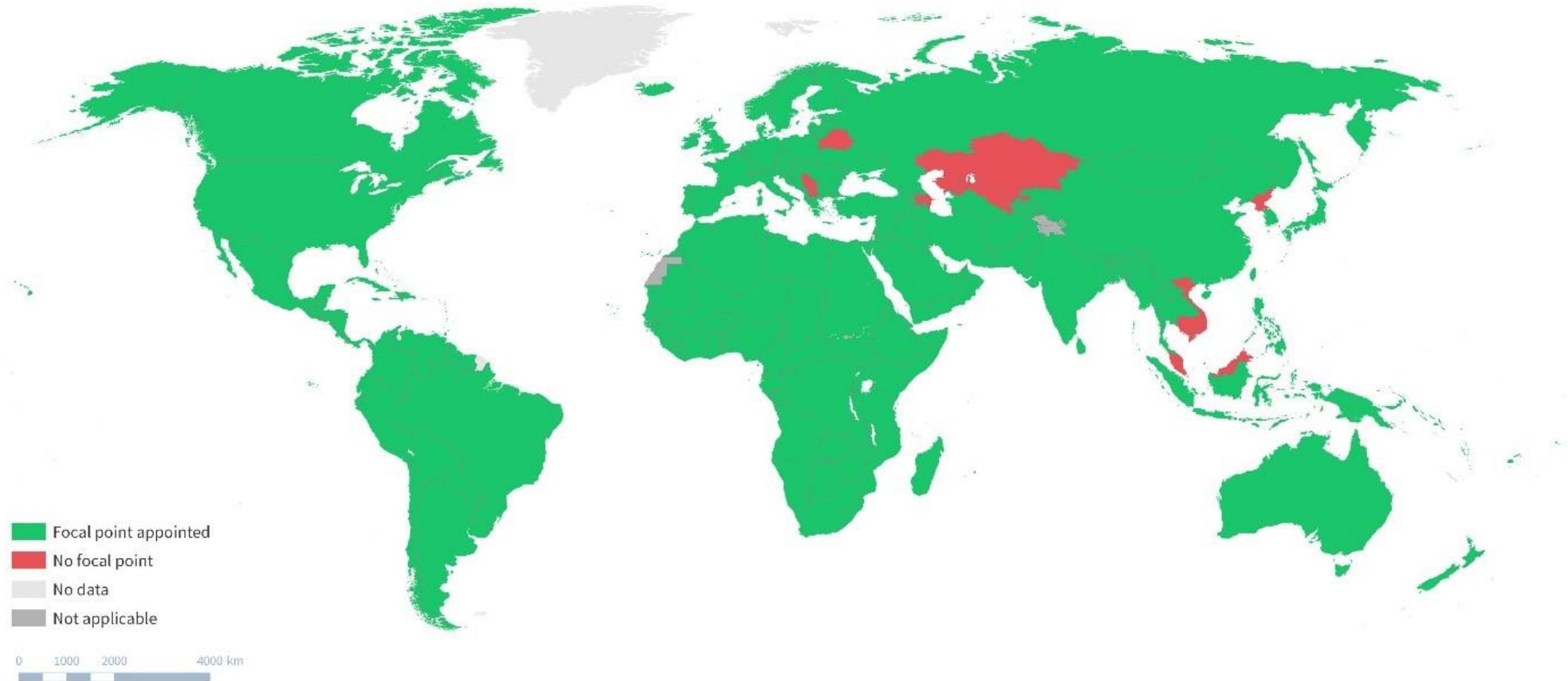
Framework: Health Labour Market (Sousa et al 2013)



Principles:

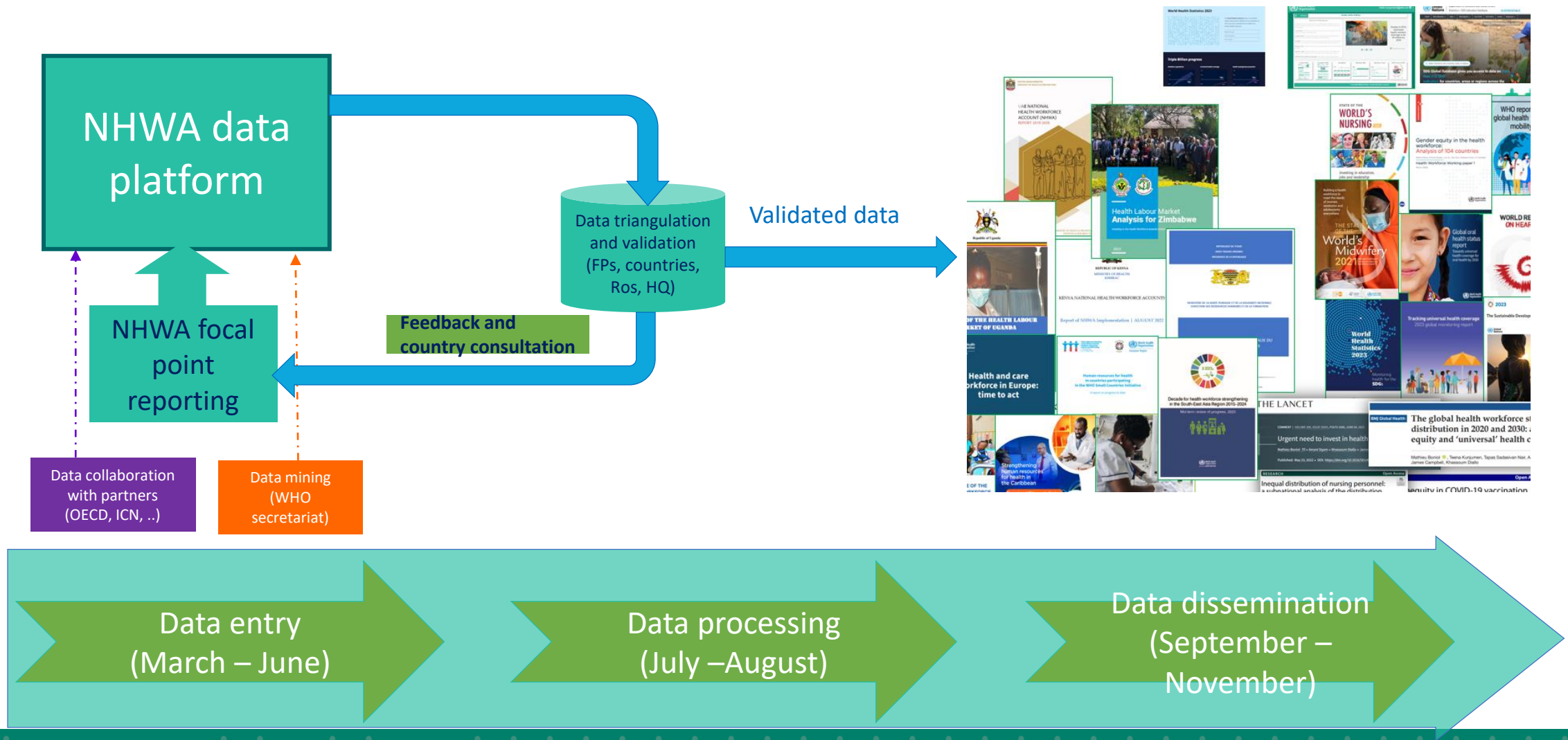
- Countries needs and interests first
- Diversification of data sources
- System strengthening approach
- Multi-sectoral governance
- Partnership for HRH data
- Analytical work and key tools
- Data for decision making
- Common open-source data platform (countries and 3 levels of WHO)

NHWA focal points globally



Total 400+ NHWA focal points appointed in **190** countries, territories and areas

Annual data cycle and timelines



How can each stakeholder contribute?

Stakeholders	Suggested roles
NHWA focal points	Main coordinator of national HWF data collection and triangulation Custodian for the official reporting Monitor and report HWF statistics on NHWA data platform
GCNMOs	Work jointly with NHWA FP to provide information on specific indicators (for example capacity indicators, education,...)
Other partners at national level	At national level: contact your GCNMO and/or NHWA FP to contribute to the national reporting
International partners	Support the data mining and identification of global data sources
WHO	Provide tools and guidance Organize webinars for NHWA FP, GCNMOs etc Share data profiles to NHWA focal points

See “NHWA implementation guide” for further guidance on data governance. <https://iris.who.int/handle/10665/275473>

NHWA V2 – Occupations included

International Standard Classification of Occupation (ISCO-08)- from ILO and additional categories

Occupation title	Captured in modules				ISCO code
	M01	M02	M03	M04	
1 - Medical Doctors	x		x		221
1.1 - General Medical Practitioners (incl. Family medical practitioners)	x	x	x		2211
1.2 - Specialist Medical Practitioners	x	x	x		2212
1.2.1 - General Pediatricians Practitioners	x				
1.2.2 - Obstetricians and Gynecologists	x				
1.2.3 - Psychiatrists Practitioners	x				
1.2.4 - Medical group of Specialists Practitioners	x				
1.2.5 - Surgical group of Specialists Practitioners	x				
1.2.6 - Other Specialists Practitioners	x				
1.3 - Medical doctors not further defined	x				
2 - Nursing Personnel	x		x		
2.1 - Nursing Professionals	x	x			2221
2.2 - Nursing Associate Professionals	x	x			3221
2.3 - Nurses not further defined	x	x			
3 - Midwifery personnel	x		x		
3.1 - Midwifery Professionals	x	x			2222
3.2 - Midwifery Associate Professionals	x	x			3222
3.3 - Midwives not further defined	x	x			
4 - Dentists	x	x	x		2261
5 - Dental Assistants and Therapists	x				3251
6 - Dental Prosthetic Technicians	x				
7 - Pharmacists	x	x	x		2262
8 - Pharmaceutical Technicians	x				3213
9 - Paramedical Practitioners	x				2240
10 - Medical and Pathology Laboratory scientists	x				
11 - Medical Imaging and Therapeutic Equipment Technicians	x				3211
12 - Medical and Pathology Laboratory Technicians	x				3212
13 - Environmental and Occupational Health Professionals	x				2263

Occupation title	Captured in modules				ISCO-08 code
	M01	M02	M03	M04	
14 - Environmental and Occupational Health Inspectors/associates	x				3257
15 - Traditional and Complementary Medicine Professionals	x				2230
16 - Traditional and Complementary Medicine Associate Professionals	x				3230
17 - Community Health Workers	x	x	x		3253
18 - Personal care workers in health service	x				532
18.1 - Health Care Assistants	x				5321
18.2 - Home-based Personal Care	x				5322
18.3 - Personal care workers in health service <i>n.e.c.</i>	x				5329
19 - Physiotherapists	x				2264
20 - Physiotherapy Technicians and Assistants	x				3255
21					
22					
23					
24					
25					
26					
27					
28					
29					
30					
31 - Social work associate professionals	x				3412
32 - Biomedical engineer	x				2149
33					
34					
35					
36					
37					
38					
39					
40					
41					
41					

2 - Nursing Personnel	x		x		
2.1 - Nursing Professionals	x	x			2221
2.2 - Nursing Associate Professionals	x	x			3221
2.3 - Nurses not further defined	x	x			

3 - Midwifery personnel	x		x		
3.1 - Midwifery Professionals	x	x			2222
3.2 - Midwifery Associate Professionals	x	x			3222
3.3 - Midwives not further defined	x	x			

Definition of nursing personnel in ISCO-08

- Based on ISCO-08 definition: Nursing professionals (Code 2221) and Nursing associate professionals (Code 3221)

2221 Nursing Professionals

Nursing professionals provide treatment, support and care services for people who are in need of nursing care due to the effects of ageing, injury, illness or other physical or mental impairment, or potential risks to health. They assume responsibility for the planning and management of the care of patients, including the supervision of other health care workers, working autonomously or in teams with medical doctors and others in the practical application of preventive and curative measures.

Tasks include –

- planning, providing and evaluating nursing care for patients according to the practice and standards of modern nursing;
- coordinating the care of patients in consultation with other health professionals and members of health teams;
- developing and implementing care plans for the biological, social and psychological treatment of patients in collaboration with other health professionals;
- planning and providing personal care, treatments and therapies including administering medications, and monitoring responses to treatment or care plan;
- cleaning wounds and applying surgical dressings and bandages;
- monitoring pain and discomfort experienced by patients and alleviating pain using a variety of therapies, including the use of painkilling drugs;
- planning and participating in health education programmes, health promotion and nurse education activities in clinical and community settings;
- answering questions from patients and families and providing information about prevention of ill-health, treatment and care;
- supervising and coordinating the work of other nursing, health and personal care workers;
- conducting research on nursing practices and procedures and disseminating findings such as through scientific papers and reports.

Examples of the occupations classified here:

- Clinical nurse consultant
- District nurse
- Nurse anaesthetist
- Nurse educator
- Nurse practitioner
- Operating theatre nurse
- Professional nurse
- Public health nurse
- Specialist nurse

Some related occupations classified elsewhere:

- Professional midwife – 2222
- Paramedical practitioners – 2240
- University lecturer – 2310
- Vocational education teacher – 2320
- Associate professional nurse – 3221
- Associate professional midwife – 3222
- Nursing aide (clinic or hospital) – 5321

Notes

3221 Nursing Associate Professionals

Nursing associate professionals provide basic nursing and personal care for people in need of such care due to effects of ageing, illness, injury, or other physical or mental impairment. They generally work under the supervision of, and in support of, implementation of health care, treatment and referrals plans established by medical, nursing and other health professionals.

Tasks include –

- providing nursing and personal care and treatment and health advice to patients according to care plans established by health professionals;
- administering medications and other treatments to patients, monitoring patients' condition and responses to treatment, and referring patients and their families to a health professional for specialized care as needed;
- cleaning wounds and applying surgical dressings;
- updating information on patients' condition and treatments received in record-keeping systems;
- assisting in planning and managing the care of individual patients;
- assisting in giving first-aid treatment in emergencies.

Examples of the occupations classified here:

- Assistant nurse
- Associate professional nurse
- Enrolled nurse
- Practical nurse

Some related occupations classified elsewhere:

- Clinical nurse consultant – 2221
- Professional nurse – 2221
- Specialist nurse – 2221
- Professional midwife – 2222
- Associate professional midwife – 3222
- Nursing aide (clinic or hospital) – 5321
- Nursing aide (home) – 5322

Note

The distinction between professional and associate professional nurses should be made on the basis of the nature of the work performed in relation to the tasks specified in this definition. The qualifications held by individuals or that predominate in the country are not the main factor in making this distinction, as training arrangements for nurses vary widely between countries and have varied over time within countries.

Key indicators for SoWN (1)

Descriptive statistics on nursing workforce and elements of health labour market

Indicator number	Indicator name
X 1-01	Nurse density
1-02	Nurse density at subnational level
1-03	Nurse distribution by age group
1-04	Nurse distribution by sex
1-05	Nurse distribution by facility ownership
1-06	Nurse distribution by facility type
1-07	Nurse distribution by place of birth
X 1-08	Nurse distribution by place of training
1-09	Annual inflows of Nurses
1-10	Annual outflows of Nurses
1-11	Vacancy rate
1-12	Nurse distribution by type of contract

Requires stock (number as headcount)
And distribution by a number of categories

Key indicators for SoWN (2)

Indicators on education and finance

Indicator number	Indicator name	
2-01	Nursing education and training capacity	Education
2-02	Ratio of applications to education and training capacity	
2-03	Ratio of enrolments to applications	
2-04	Ratio of graduates to stock	
2-05	Duration of education and training (in yrs)	
3-01	Total expenditure on compensation of nurses	Finance
3-02	Entry-level wage and salary	
3-03	Total expenditure on nurse education	
3-04	Expenditure per graduate of nursing	
3-05	Average tuition fee per student	

X

Key indicators for SoWN (3)

Capacity indicators on education, labour regulation and leadership, specific to nursing.

Indicator number	Indicator name	
2-06	Accreditation mechanisms	Education
2-07	Standards for education	
4-01	Labour regulations and policies	Labour regulation and leadership
4-03	Share of women in leadership role	
NN-1	Existence of authority for regulation of nursing and midwifery	Non-NHWA indicators specific to SoWN
NN-2	Fitness for practice or licensure examination	
NN-3	Existence of standards for faculty qualifications	
NN-4	Existence of GCNMO or equivalent	
NN-5	Existence of leadership development opportunities	
NN-6	National association for pre-licensure and/or early career professionals	

These indicators are mostly self-assessment indicators with questions requiring yes/partial/no answers

Data situation by region - PAHO

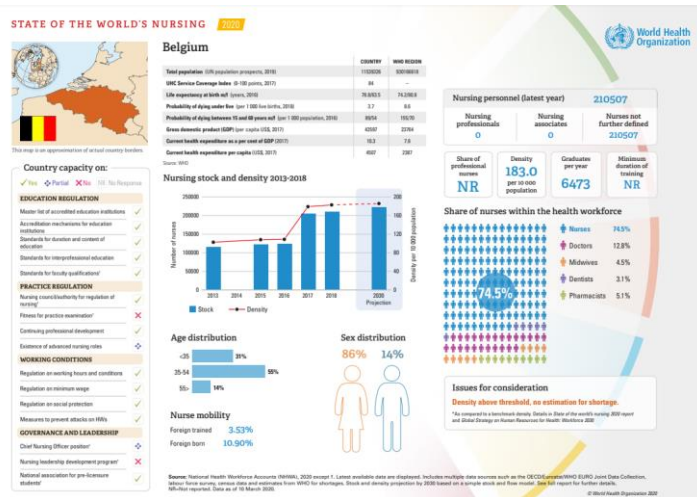
reg	iso3	countryname	Stock and flow	Education	Finance	Working condition
AMR	ARG	Argentina	58%	85%	0%	46%
AMR	ATG	Antigua and Barbuda	63%	69%	63%	21%
AMR	BHS	Bahamas	32%	31%	25%	21%
AMR	BLZ	Belize	63%	62%	63%	71%
AMR	BOL	Bolivia	26%	8%	0%	0%
AMR	BRA	Brazil	53%	69%	25%	33%
AMR	BRB	Barbados	37%	62%	63%	71%
AMR	CAN	Canada	68%	69%	0%	42%
AMR	CHL	Chile	63%	46%	25%	21%
AMR	COL	Colombia	53%	54%	0%	79%
AMR	CRI	Costa Rica	68%	69%	0%	100%
AMR	CUB	Cuba	63%	69%	25%	21%
AMR	DMA	Dominica	32%	31%	25%	21%
AMR	DOM	Dominican Republic	53%	38%	25%	29%
AMR	ECU	Ecuador	53%	31%	25%	67%
AMR	GRD	Grenada	63%	31%	25%	21%
AMR	GTM	Guatemala	47%	31%	25%	71%
AMR	GUY	Guyana	63%	54%	25%	63%
AMR	HND	Honduras	53%	31%	25%	21%
AMR	HTI	Haiti	26%	38%	25%	21%
AMR	JAM	Jamaica	47%	54%	25%	71%
AMR	KNA	Saint Kitts and Nevis	26%	23%	0%	21%
AMR	LCA	Saint Lucia	26%	23%	0%	21%
AMR	MEX	Mexico	47%	77%	0%	75%
AMR	NIC	Nicaragua	26%	23%	0%	21%
AMR	PAN	Panama	47%	85%	25%	42%
AMR	PER	Peru	58%	54%	25%	46%
AMR	PRY	Paraguay	63%	77%	0%	42%
AMR	SLV	El Salvador	68%	15%	25%	46%
AMR	SUR	Suriname	63%	69%	0%	29%
AMR	TTO	Trinidad and Tobago	32%	92%	25%	33%
AMR	URY	Uruguay	74%	100%	88%	42%
AMR	USA	United States of America	63%	62%	0%	88%
AMR	VCT	Saint Vincent and the Grenad	63%	62%	25%	25%
AMR	VEN	Venezuela, Bolivarian Republ	63%	46%	0%	21%

Draft data profile with all indicators

Each NHWA FP received a “data profile” to show their current data availability in:
February 2024
May 2024

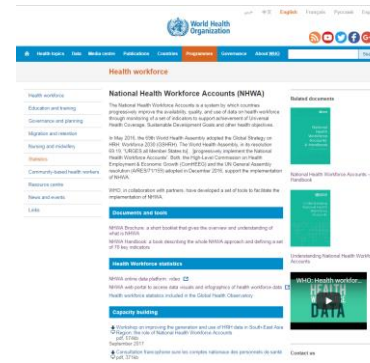
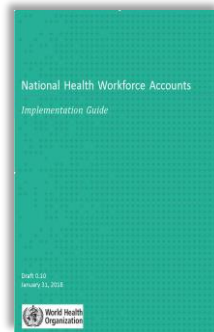
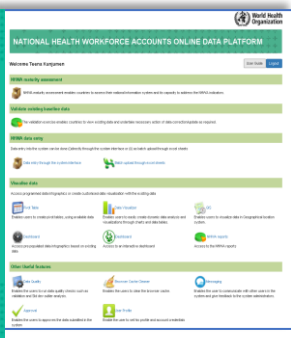
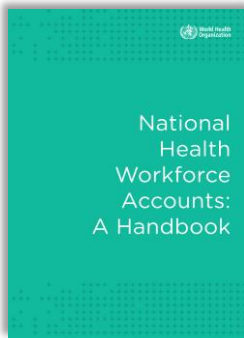
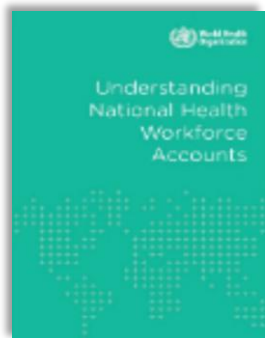
A country profile with selected indicators will be sent in August/September 2024

Indicators	Reporting status [year of latest reporting]	Disaggregation [year of latest reporting]
1-01 Nurse density	Stock: 13961 [2022] Trend: [2013]: 6196; [2014]: 6358; [2015]: 9748; [2016]: 9701; [2017]: 10376; [2018]: NR; [2019]: 11364; [2020]: 11874; [2021]: 12189; [2022]: 13961; [2023]: NR Data reported for: 13 subnational areas in [2022]	-
1-02 Nurse density at subnational level	<25y: 14; 25-34y: 2863; 35-44y: 5243; 45-54y: 3455; 55-64y: 614; 65+y: 0; [2021]	-
1-03 Nurse distribution by age group	Female: 4719; Male: 7470; [2021]	-
1-04 Nurse distribution by sex	Public: 12189; Private for profit: NR; Private not for profit: NR; [2021]	-
1-05 Nurse distribution by facility ownership	Ancillary services: NR; Hospitals: 6047; Providers of ambulatory health care: 4922; Providers of preventive care: NR; Residential long-term care facilities: NR; Retailers: NR; [2021]	-
1-06 Nurse distribution by facility type	NR	-
1-07 Nurse distribution by place of birth	Foreign trained: 113; National trained: 239; Unknown: NR; [2020]	Foreign trained by place of birth: NR
1-08 Nurse distribution by place of training	NR	By place of training: NR
1-09 Annual inflows of Nurses	NR	Voluntary vs involuntary: NR
1-10 Annual outflows of Nurses	NR	-
1-11 Vacancy rate	NR	-
1-12 Nurse distribution by type of contract	NR	-
2-01 Nursing education and training capacity	NR	-
2-02 Ratio of applications to education and training capacity	Applications: 35913; [2019]	-
2-03 Ratio of enrolments to applications	NR	-
2-04 Ratio of graduates to stock	Graduates: 2630 [2021]	By sex: Female graduates: 1188; Male graduates: 1442
2-05 Duration of education and training	Training duration: 3 yrs [2021]	-
2-06 Accreditation mechanisms	Accreditation of education: Yes [2022]	-
2-07 Standards for education	Social accountability in accreditation mechanisms (2-07_1): Yes [2022] Social determinants in accreditation mechanisms (2-07_2): Yes [2022] Interprofessional education in accreditation mechanisms (2-07_3): Yes [2022] Cooperation between education and regulatory bodies (2-07_4): Yes [2020] National system for continuous professional development (2-07_5): Yes [2020] In-service training in national education plan (2-07_6): NR	-
3-01 Total expenditure on compensation of nurses	NR	By public/private: NR
3-02 Entry-level wage and salary	Entry level wages: 536 US\$/month [2021]	By public/private: Public: 319 US\$/month; Private: 217 US\$/month
3-03 Total expenditure on nurse education	NR	By public/private: NR
3-04 Expenditure per graduate of nursing	NR	-
3-05 Average tuition fee per student	Tuition fee by student: 665000 US\$ [2022]	-
4-01 Labour regulations and policies	Law regulating working hours and conditions (4-01_1): Yes [2022] Law on minimum wages (4-01_2): Yes [2022] Law on social protection (4-01_3): Yes [2022] Law on dual practice (4-01_4): Yes [2022] Law on compulsory service (4-01_5): Yes [2022] Law for prevention of attacks (4-01_6): Yes [2022] Existence of national care package for mental well-being (4-01_7): NR Mechanism for in-kind remuneration to promote rural retention (4-01_8): Yes [2022] Mechanism promoting health workers safety (4-01_9): Yes [2022] Mechanism on oversight of private sector (4-01_10): Yes [2022]	-



Tools and guidance

- NHTWA handbook (second edition): <https://iris.who.int/handle/10665/374320>
- NHTWA implementation guide: <https://iris.who.int/handle/10665/275473>
- NHTWA online data platform and user guide: <https://extranet.who.int/dhis2/>
- NHTWA training material incl. tutorial videos
- NHTWA data portal: <https://apps.who.int/nhwportal/>



NHWA handbook second edition

Link: <https://iris.who.int/handle/10665/374320>



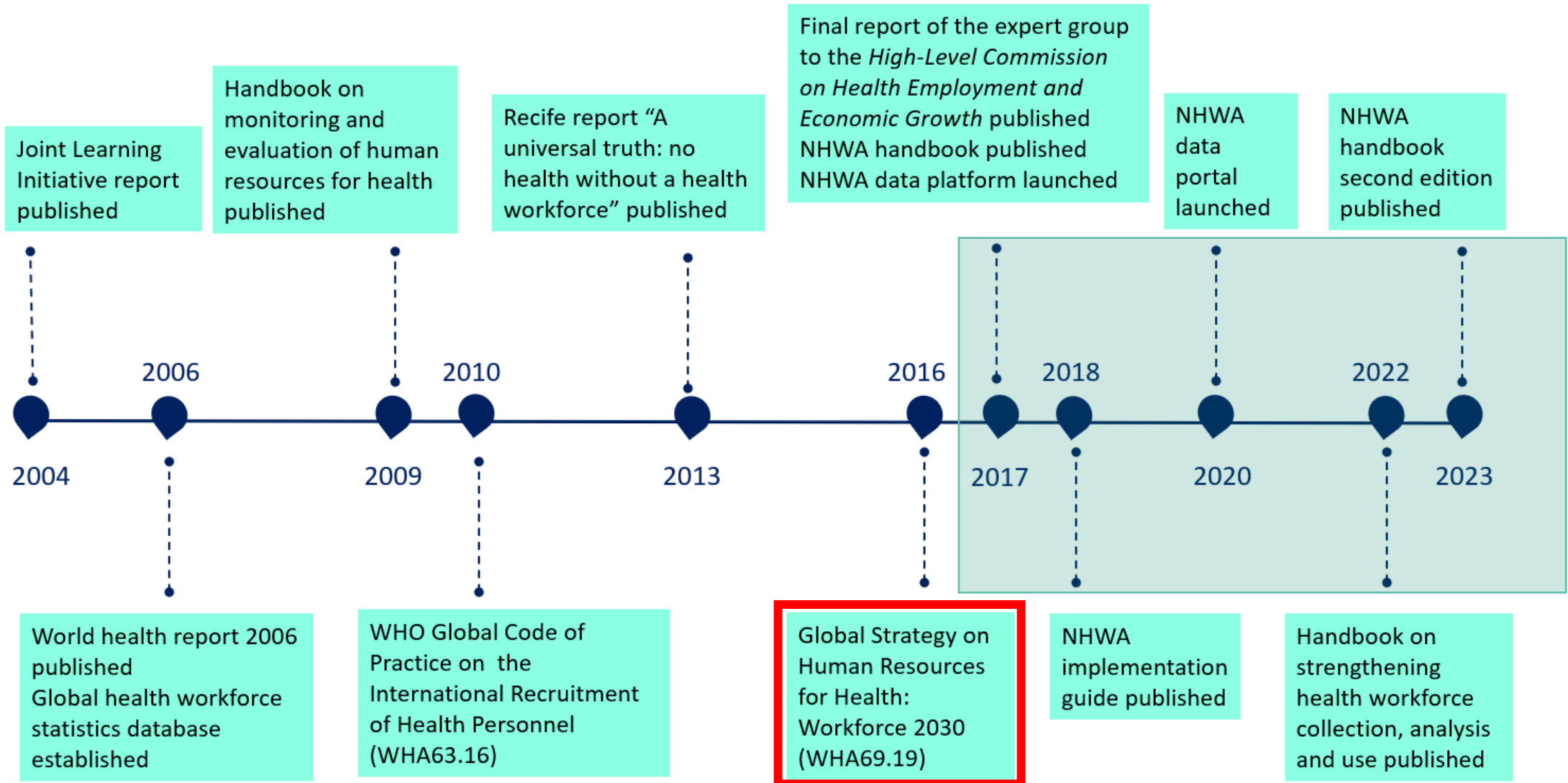
Contain for each indicator meta-data with definition and guidance, data sources, refs.



1-03	
Abbreviated name	
Health worker distribution by age group	
Indicator name	Percentage of active health workers in different age groups
Numerator	Number of active health workers in age group categories
Denominator	Total number of active health workers, defined in headcounts
Disaggregation	By occupation, by occupation and sex
Definition	Percentage of active health workers in the given age and sex category. This indicator enables to create the population pyramid of health workers. Age groups considered are the following: < 25, 25-34, 35-44, 45-54, 55-64, ≥ 65 years. Sex groups corresponds to male or female health workers.
Glossary	<ul style="list-style-type: none">• Active health worker• Age group• Sex• Occupation
Data reporting frequency and reporting frameworks	Annual Reporting frameworks: UN SDG 3.c.1, Global Strategic Directions for Nursing and Midwifery (SDNM), SCORE for Health Data Technical Package (SCORE)
Potential data sources	<ul style="list-style-type: none">• Health workforce registry or database• Aggregate data from health facilities (routine administrative records, Health Management Information System, District Health Information System census and/or survey)• Professional council/chamber/association registers• Labour force surveys• Population census data
Further information and related links	(6, 45, 48-51, 56)

THANK YOU

NHWA in the context of global HWF information strengthening



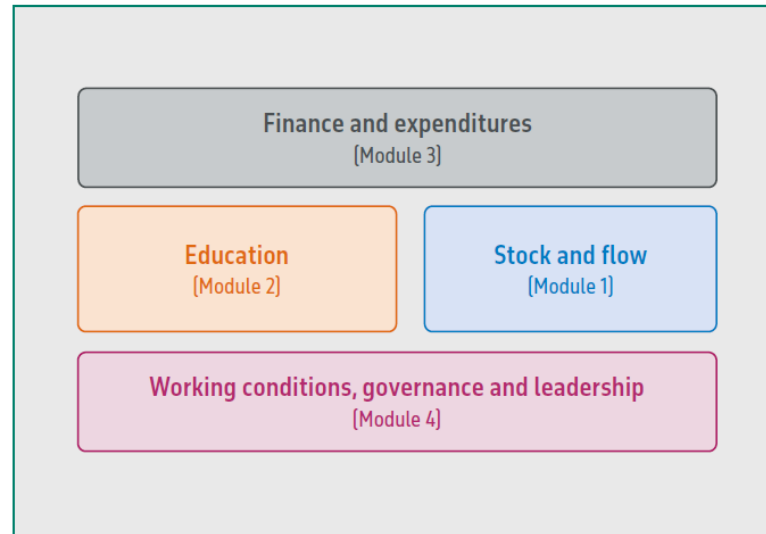
What is NHWA ?

A **system** by which countries **progressively** improve the **availability, quality, and use** of data on health workforce through **monitoring of a set of indicators** to support achievement of Universal Health Coverage, SDGs and other health objectives.

NHWA Handbook 2nd edition

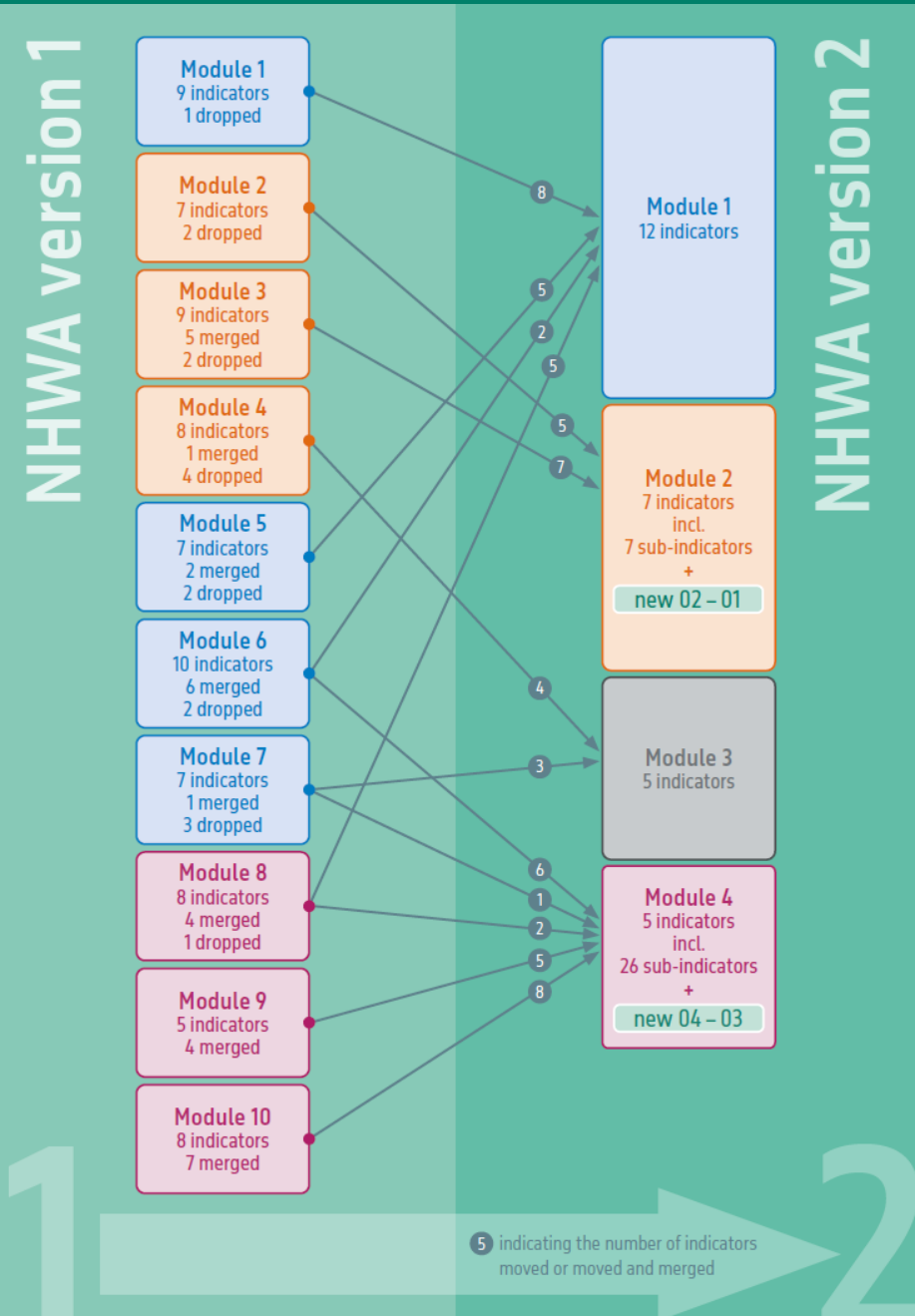


29 indicators throughout HLM framework
In 4 modules



Available here:

<https://iris.who.int/handle/10665/374320>



Modules and indicators

Module 1: Stock and flow

- 1-01 Health worker density
- 1-02 Health worker density at subnational level
- 1-03 Health worker distribution by age group
- 1-04 Health worker distribution by sex
- 1-05 Health worker distribution by facility ownership
- 1-06 Health worker distribution by facility type
- 1-07 Health worker distribution by place of birth
- 1-08 Health worker distribution by place of training
- 1-09 Annual inflows of health workers
- 1-10 Annual outflows of health workers
- 1-11 Vacancy rate
- 1-12 Health worker distribution by type of contract

Module 2: Education

- ★ 2-01 Health workforce education and training capacity
- 2-02 Ratio of applications to education and training capacity
- 2-03 Ratio of enrolments to application
- 2-04 Ratio of graduates to stock
- 2-05 Duration of education and training
- 2-06 Accreditation mechanisms for education and training institutions and their programmes
- 2-07 Standards for education and training programmes

Module 3: Finance and expenditures

- 3-01 Expenditure on compensation of health workers
- 3-02 Entry-level wages and salaries
- 3-03 Total expenditure on health workforce education
- 3-04 Expenditure per graduate on health workforce education
- 3-05 Average tuition fee per student

Module 4: Working conditions, governance and leadership

- 4-01 Labour regulations and policies for health workforce
- 4-02 Health workforce governance and leadership capacity
- ★ 4-03 Share of women in leadership role
- 4-04 IHR implementation capacity
- 4-05 National capacity to monitor key metrics for health workforce planning and global monitoring frameworks

★ = new indicators

Strategic approaches for implementing the NHWA

Standardization of indicators

Guidelines and Tools

Networking and Partnerships

Capacity building

Promotion of use of HRH data

Technical support

NHWA data platform

WHO Integrated data platform

Welcome on the WHO Integrated data platform ! Please enter your credential to enter into the platform.

World Health Organization

Sign in

Username

Password

Login using two factor authentication

Sign in

NATIONAL HEALTH WORKFORCE ACCOUNTS ONLINE DATA PLATFORM

Welcome Mathieu BONIOL

User guide

Logout

NHWA maturity assessment



NHWA maturity assessment enables countries to assess their national information system and its capacity to address the NHWA indicators.

Validate existing baseline data



The validation exercise enables countries to view existing data and undertake necessary action of data correction/update as required.

NHWA data entry

The data entry forms (datasets) and batch upload templates now reflect ALL the NHWA v2 modules. Please note to download the new templates for Batch upload option

Data entry into the system can be done (i) directly through the system interface or (ii) as batch upload through excel sheets.



Data entry through the system interface



Batch upload through excel sheets

Visualise data

Access programmed data infographics or create customised data visualisation with the existing data.

Data entry

Category	Total	Practitioner
1 - Medical Doctors	2689	2689
1.1 - Generalist Medical Practitioners (incl. Family medical practitioners)	1933	1933
1.2 - Specialist Medical Practitioners	756	756
1.2.1 - General Practitioners	55	55
1.2.2 - Obstetricians and Gynaecologists	58	58
1.2.3 - Psychiatrists	11	11

Data visualizer

Country	2018	2019	2020	2021	2022
Algeria	42 140	42 140	42 140	42 140	42 140
Benin	2 608	2 755	2 763	2 763	2 763
Burkina Faso	3 323	2 221	2 061	1 910	1 468
Central African Republic	114				33
Democratic Republic of the Congo	18 493	16 989			15 016
Gabon	1 139	1 362	1 368	1 36	
Mauritania	1 118	1 035	934	897	85
Burundi	812	852			
Cameroon	3 759	3 378	2 562		3 25
Chad	1 507	1 000	1 003	859	80
Côte d'Ivoire	4 930	4 951	4 435	4 173	5 60
Equatorial Guinea	239				
Guinea	297				2 78
Guinea-Bissau	438	453	385		57
Madagascar	3 470				
Mali	4 402				2 45

Dashboards

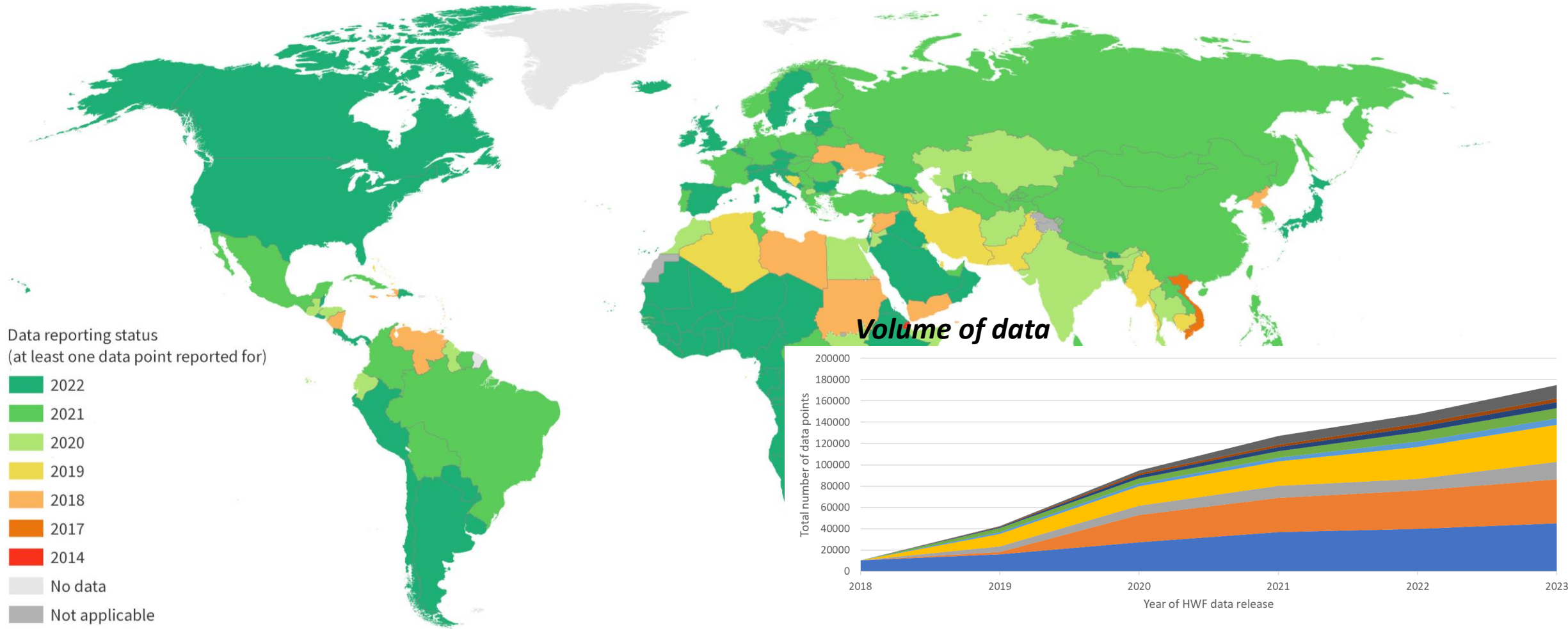
SOWN Nursing Stock 2017

Organisation unit / Data	2017
Global	9 528 910
Global / AFR	237 830
Global / AFR / Burkina Faso	8 299
Global / AFR / Democratic Republic of the Congo	29 281
Global / AFR / Federal Democratic Republic of Ethiopia	88 164

Selected publications and resources from 2023

- Strengthening the collection, analysis and use of health workforce data and information: a handbook. <https://iris.who.int/handle/10665/365680>
- WHO health workforce support and safeguard list 2023. <https://iris.who.int/handle/10665/366398>
- WHO report on global health worker mobility. <https://iris.who.int/handle/10665/370938>
- Workload Indicators of Staffing Need (WISN) User Manual, second edition. <https://iris.who.int/handle/10665/373473>
- World Health Statistics 2023. <https://iris.who.int/handle/10665/367912>
- Sustainable Development Goals report 2023. <https://unstats.un.org/sdgs/report/2023/>
- Tracking Universal Health Coverage: 2023 Global monitoring report. <https://iris.who.int/handle/10665/374059>
- Understanding the *WHO health workforce support and safeguards list 2023*. <https://doi.org/10.2471/blt.23.290191>
- The roles and involvement of global health partners in the health workforce: an exploratory analysis. <https://doi.org/10.1186/s12960-023-00825-5>
- The transition of human resources for health information systems from the MDGs into the SDGs and the post-pandemic era: reviewing the evidence from 2000 to 2022. <https://doi.org/10.1186/s12960-023-00880-y>
- A novel approach to estimate the impact of health workforce investments on health outcomes through increased coverage of HIV, TB and malaria services. <https://doi.org/10.1186/s12960-023-00854-0>
- Impacts for health and care workers of Covid-19 and other public health emergencies of international concern: living systematic review, meta-analysis and policy recommendations. <https://doi.org/10.1186/s12960-024-00892-2>

Improved HWF data availability, thanks to NHWA



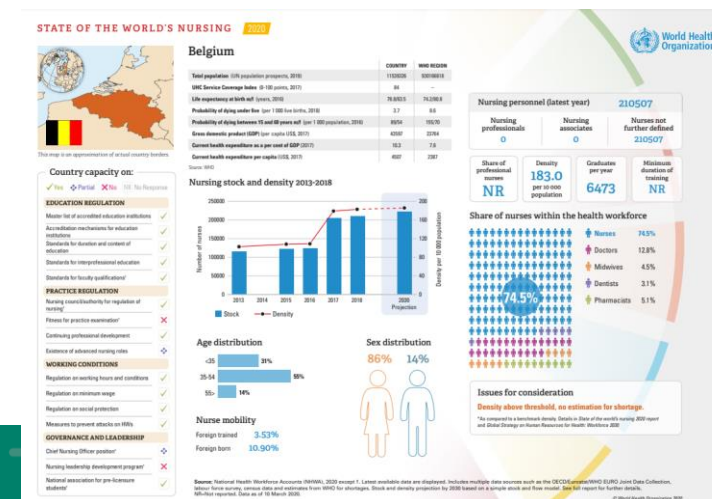
Note: The designations employed and the presentation of the material in this publication do not imply the expression of the views of the World Health Organization or the World Bank, or concerning the delimitation of its frontiers or boundaries. Dotted and dashed lines on maps represent approximate border lines for which there may not yet be full agreement.

Use of data in SoWN 2025

All data will be used if reported by a sufficient number of countries:

- If enough data (roughly more than 100 countries and more than 50% population covered) -> **global estimations**
- Otherwise, **included in analytics** reported as indicative of current data situation
- If too few data (for example less than 20-30 countries) **not included in the analytics** of SoWN 2025

Country profiles with individual country data will be elaborated but only with selected indicators available for many countries (at least a third)



Overall data availability for SoWN 2025 – already more and better data than 2020

Out of a total of 47 indicators and sub-indicator (individual questions)

Comparison with SoWN 2020:

For 74% of indicators (35), the current reporting is above than published in SoWN 2020

For less than 25% of indicators (12), the current reporting is less than published in SoWN 2020

In bold 23 indicators have data for 70+ countries (above a third of countries), so potentially good candidate for individual country profiles

Indicator no	Indicator name
I1_01	Nursing Personnel Stock Total
I1_02	Nursing Personnel Stock By Subnational distribution
I1_03	Nursing Personnel Stock by Age Group
I1_04	Nursing Personnel Stock by Sex
I1_05	Nursing Personnel Stock by HF Ownership
I1_06	Nursing Personnel Stock by Working Facility
I1_07	Nursing Personnel Stock by Place of Birth
I1_08	Nursing Personnel by Place of Training
I1_09	Newly active Health Workers 2. Nursing Personnel
I1_10	Health workforce number of exits 2. Nursing Personnel
I1_11	Vacancy rate for HWF 2. Nursing Personnel
I1_12	Nursing Personnel Contract (full-time/part-time)
I2_01	Number of places in health education and training institutions
I2_02	Applications in HWF Education and Training centers 2. Nursing Professionals
I2_03	Enrolled in HWF Education and Training centers 2. Nursing Professionals
I2_04	Graduates in HWF Education and Training centers 2. Nursing Professionals
I2_05	Training Duration for HWF programmes 2. Nursing Professionals
I2_06	Existence of national and/or subnational mechanisms for accreditation of health workforce education and
I2_07_s1	Existence of national and/or subnational standards for social accountability in accreditation on mechanisms 2
I2_07_s2	Existence of national and/or subnational standards for the social determinants of health in accreditation mech
I2_07_s3	Existence of national and/or subnational standards for interprofessional education in accreditation mech
I2_07_s4	Existence of cooperation between health workforce education and training institutions and regulatory bodies
I2_07_s5	Existence of national systems for continuing professional development 2. Nursing Professionals
I2_07_s6	Existence of in-service training as an element of national education plans for the health workforce 2. Nursing
I3_01	Expenditure on compensation of health workers (USD) 2. Nursing Personnel
I3_02	Total Average of Entry-level wages and salaries excluding Social Contributions (USD) 2. Nursing Personnel
I3_03	Total Annual Expenditure on HWF education programmes 2. Nursing Professionals
I3_04	Expenditure per graduate of nursing education and training programme
I3_05	Annual Tuition Fee by Student enrolled M03 2. Nursing Professionals
I4_01_s1	Existence of national law on regulating working hours and conditions
I4_01_s2	Existence of national/sub-national policies/laws regulating minimum wages
I4_01_s3	Existence of national/sub-national policies/laws regulating social protection
I4_01_s4	Existence of national/sub-national policies/laws regulating dual practice
I4_01_s5	Existence of national/subnational policies for regulating compulsory service
I4_01_s6	Existence of national/sub-national policies/laws for prevention of attacks on health workers
I4_01_s7	Existence of national/subnational care packages for mental well-being of health workers
I4_01_s8	Existence of mechanisms for in-kind remuneration to promote rural retention
I4_01_s9	Existence of mechanisms promoting health worker safety
I4_01_s10	Existence of mechanisms to ensure oversight of the activities of health workers within the private sector
I4_01_s12	Existence of advanced nursing roles
I4_03	Number of females in HWF leadership roles
NN1_nur	Existence of authority for regulation of nursing
NN2_nur	Fitness for practice or licensure examination (nursing)
NN3_nur	Existence of standards for faculty qualifications (nursing)
NN4_nur	Existence of Chief Nurse or equivalent at national level
NN5_nur	Existence of leadership development opportunities (nursing)
NN6_nur	National association for pre-licensure and/or early career professionals (nursing)

Education

As of May 2024

Indicator #	Indicator name	Number of cou
I2_01	Number of places in health education and training institutions	57
I2_02	Applications in HWF Education and Training centers 2. Nursing Professi	47
I2_03	Enrolled in HWF Education and Training centers 2. Nursing Professiona	71
I2_04	Graduates in HWF Education and Training centers 2. Nursing Profession	115
I2_05	Training Duration for HWF programmes 2. Nursing Professionals	127
I2_06	Existence of national and/or subnational mechanisms for accreditation	172
I2_07_s1	Existence of national and/or subnational standards for social accountal	56
I2_07_s2	Existence of national and/or subnational standards for the social deter	52
I2_07_s3	Existence of national and/or subnational standards for interprofessiona	164
I2_07_s4	Existence of cooperation between health workforce education and trai	56
I2_07_s5	Existence of national systems for continuing professional development	164
I2_07_s6	Existence of in-service training as an element of national education pla	57

Finances

As of May 2024

Indicator #	Indicator name	Number of countries
I3_01	Expenditure on compensation of health workers (USD) 2. Nursing Personnel	5
I3_02	Total Average of Entry-level wages and salaries excluding Social Contributions	76
I3_03	Total Annual Expenditure on HWF education programmes 2. Nursing Professionals	25
I3_04	Expenditure per graduate of nursing education and training programmes	7
I3_05	Annual Tuition Fee by Student enrolled M03 2. Nursing Professionals	19

Working conditions and leadership

As of May 2024

Indicator #	Indicator name	Number of countries
I4_01_s1	Existence of national law on regulating working hours and conditions	178
I4_01_s2	Existence of national/sub-national policies/laws regulating minimum w	177
I4_01_s3	Existence of national/sub-national policies/laws regulating social prote	176
I4_01_s4	Existence of national/sub-national policies/laws regulating dual practic	64
I4_01_s5	Existence of national/subnational policies for regulating compulsory se	62
I4_01_s6	Existence of national/sub-national policies/laws for prevention of attac	170
I4_01_s7	Existence of national/subnational care packages for mental well-being o	11
I4_01_s8	Existence of mechanisms for in-kind remuneration to promote rural ret	38
I4_01_s9	Existence of mechanisms promoting health worker safety	61
I4_01_s10	Existence of mechanisms to ensure oversight of the activities of health	58
I4_01_s12	Existence of advanced nursing roles	164
I4_03	Number of females in HWF leadership roles	16
NN1_nur	Existence of authority for regulation of nursing	72
NN2_nur	Fitness for practice or licensure examination (nursing)	70
NN3_nur	Existence of standards for faculty qualifications (nursing)	74
NN4_nur	Existence of Chief Nurse or equivalent at national level	73
NN5_nur	Existence of leadership development opportunities (nursing)	69
NN6_nur	National association for pre-licensure and/or early career professionals	68

Average % completeness by region

WHO Region	Stock and flow	Education	Finance	Working condition and leadership
African region	48%	54%	20%	42%
Region of the Americas	52%	53%	21%	42%
Eastern Mediterranean Region	39%	38%	11%	34%
European Region	41%	48%	8%	44%
South East Asia Region	53%	80%	33%	58%
Western Pacific Region	50%	38%	18%	42%

Suggestions on prioritization

- By order of priority, in line with your country NHWA focal point:
 1. **Stock data and trend** should be as complete and up to date* as possible.
 2. Ensure you have (recent*) data on **nurses distribution** (subnational, age, sex, facility ownership, facility type, place of birth, place of training)
 3. Ensure you have (recent*) **education** statistics (graduates, duration of training, number of seats, applications, enrolments).
 4. Complete **all capacity indicators (I2_06, I2_07, I4_01, and non NHWA indicators)** => these are yes/partial/no **self-assessment** questions.
 5. Support reporting on other indicators