

Technical Specification – Human Resources for Health (HP 19)

A resilient and effective health system depends on a well-trained, equitably distributed, and adequately supported health workforce. In the ASEAN region, the challenges of workforce shortages, uneven distribution, skill gaps, and cross-border mobility continue to impact the delivery of quality healthcare services—particularly in rural, remote, and underserved areas. Health Priority 19 (HP 19) focuses on Human Resources for Health (HRH) as a cornerstone of sustainable health systems and health security. Strengthening HRH means investing not only in education and training, but also in workforce planning, retention strategies, and policies that enable health workers to perform effectively and equitably.

Projects intending to contribute to HP 19 should demonstrate that they have taken into account the following general, global, regional and national considerations:

General

- Multisectoral public health workforce capacities including multisectoral health workforce strategy
- Overarching themes:
 - Equitable access to Universal Health Coverage
 - Strengthening human resources for health in line with relevant Sustainable Development Goals
 - Strengthening governance and intersectoral coordination
 - Developing and implementing national Human Resources for Health (HRH) strategic plans as well as national multisectoral workforce surge strategic plans
 - Ensuring sustainable financing mechanisms
 - Regular and routine competency-based training programmes and standards including the One Health approach

Global

- Refer to the global framework for Human Resources for Health (HRH), [the HRH Action Framework](#) for details of the framework's approach to health workforce, including governance and regulation, management systems, and health professions education to inform activity planning
- Refer to [Conceptual framework for human resources for health](#), to identify how to develop and implement strategies to achieve an effective and sustainable health workforce

- Refer to [Human Resources for Health Observatory](#), for World Health Assembly resolutions on health workforce development and regional committee resolutions
- Refer to [Human Resources for Health Observatory, Resource Centre](#) for peer-reviewed journals on HRH, human resources development, HRH series (the series covers a wide range of technical issues presented as case studies, reports of consultations, surveys, and analysis), spotlight on statistics (specific themes related to the collection, processing, analysis, dissemination and use of health workforce statistics at the international, regional and country levels to support decision making for policies and programme), and assessment tools that can be utilised for assessment of human resources for health
- Refer to the [“WHO guideline on health workforce development, attraction, recruitment and retention in rural and remote areas,”](#) for a pathway for reversing both the current and predicted worsening shortage of health workers in rural and remote areas
- Refer to the World health Professions Alliance: [WHA72 Agenda item 12.3 on Human Resources for Health – Global Strategy on human resources for health: workforce 2030](#) that stresses the importance of health professionals as key stakeholders in improving quality care and health systems

Regional:

- Refer to the [AHC 2 Work plan for Cluster Priority 19: Human Resources for Health](#) and its relevant Programme Objectives (2021-2025) to identify priority activities
- Refer to [“Building a Resilient Health System to Strengthen Regional Health Security in the ASEAN Region”](#) for the ASEAN mutual recognition arrangements (MRA) for HRH
- Refer to the [ASEAN Post-2015 Development Agenda \(APHDA\)](#) for the advocacy on adequate levels of health resources including Human Resources for Health and health financing.
- Reach out to WHO or FAO regional offices to learn of any relevant regional initiatives to complement or collaborate with.

National

- National Actions Plans for Global Health Security
- National Human Resources for Health (HRH) strategic plans
- National HRH policies and regulations
- National multisectoral workforce surge strategic plans
- National One Health Frameworks and HRH Technical Working Groups
- Academic curricula for pre- and in-service training of health workers
- Local organisations (including faith-based and civil society) leading health work force development and education as well as working with community and volunteer health workers

