



# HEALTH LABOUR MARKET TRENDS IN OECD COUNTRIES

Michael Schoenstein, OECD Health Division

3<sup>rd</sup> Global Health Workforce Alliance Forum  
Recife, 11 November 2013



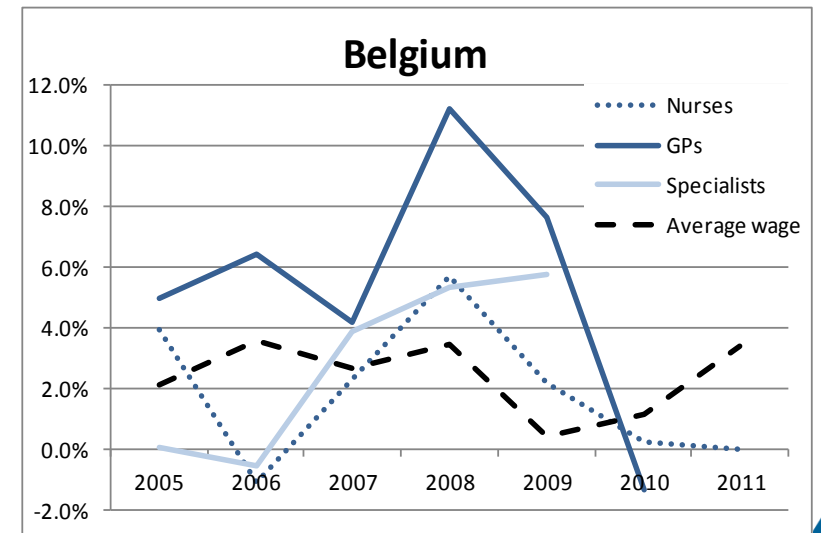
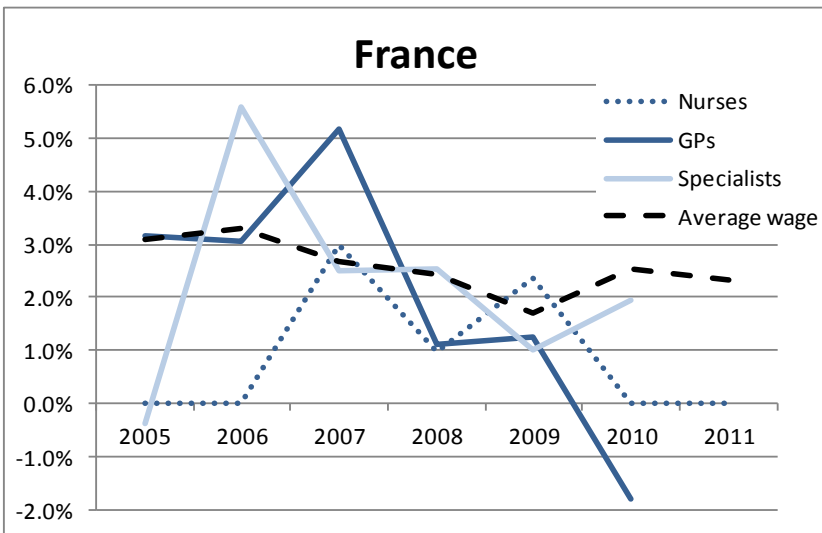
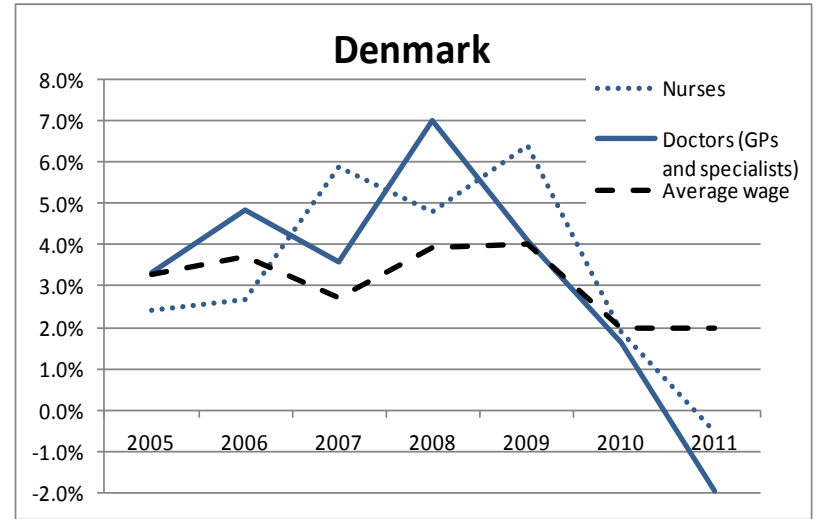
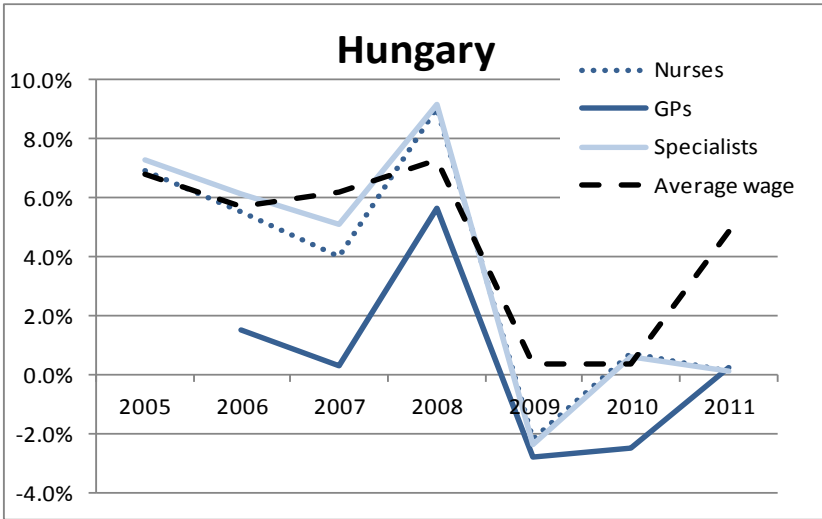
## Main health labour market issues in OECD countries since 2008

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- The crisis had a rapid impact on health workers and policy priorities.
- Human resource allocation is the most salient topic in OECD countries.
- A labour productivity agenda will need to address skills mismatch.

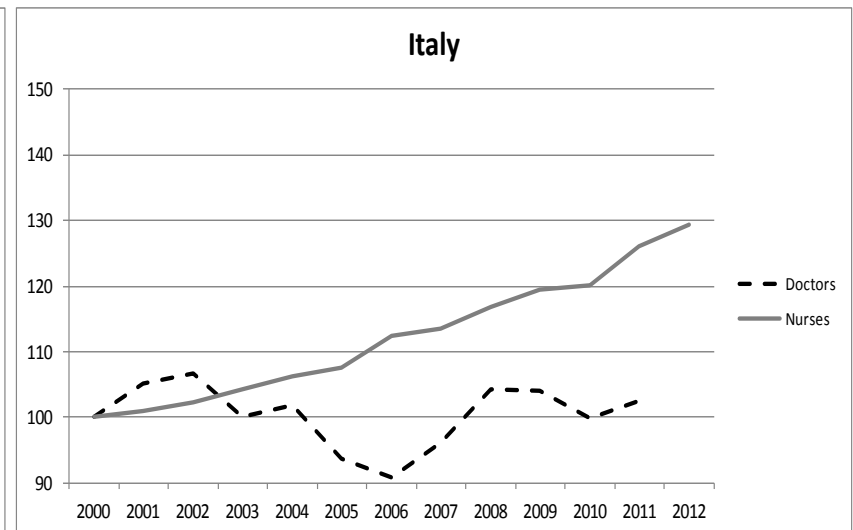
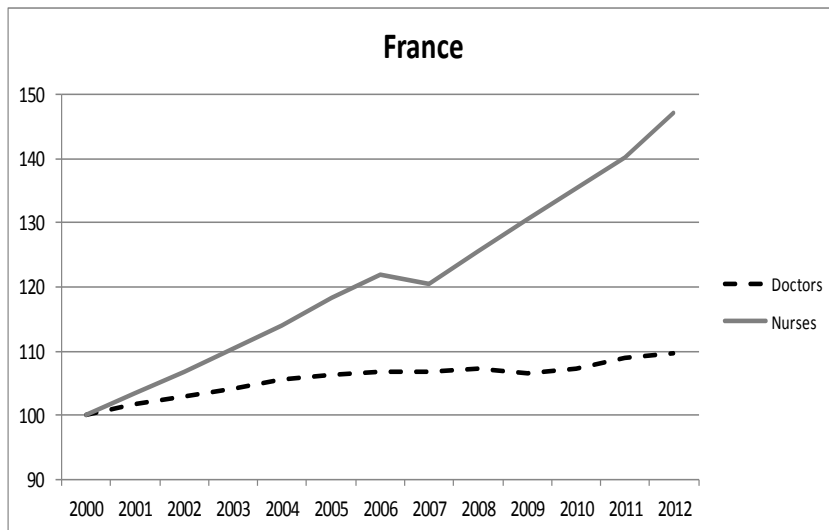
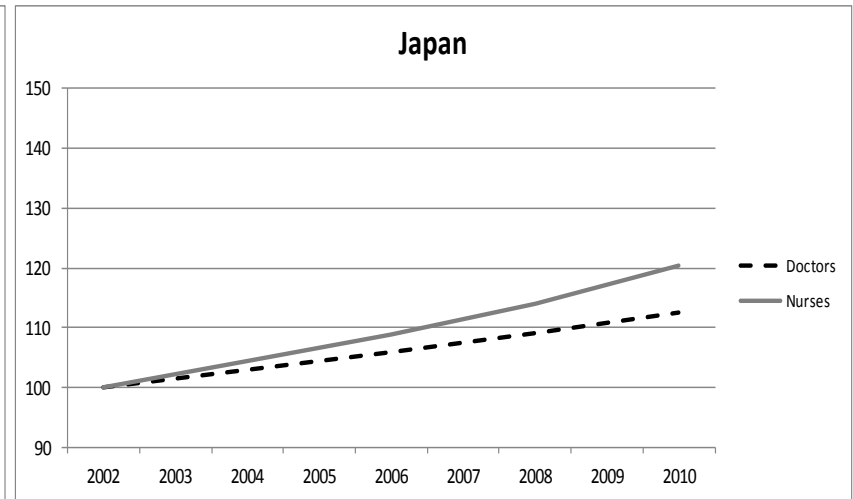
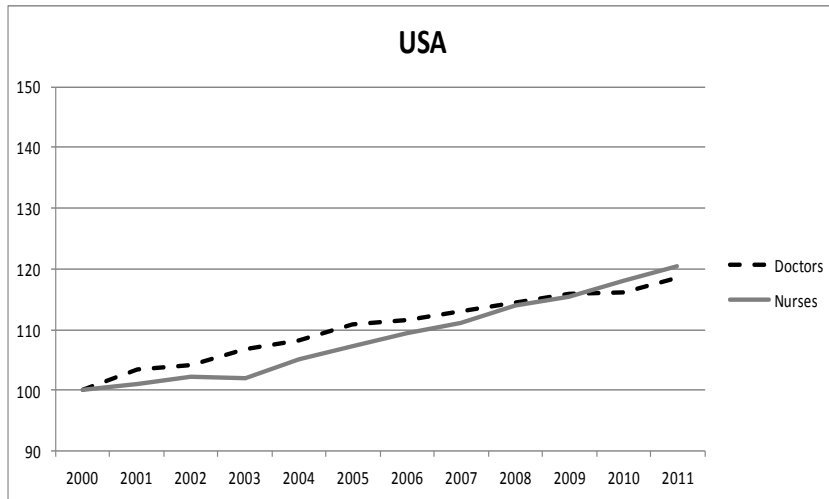


# Crisis-related adjustment in the health sector has fallen on wages...





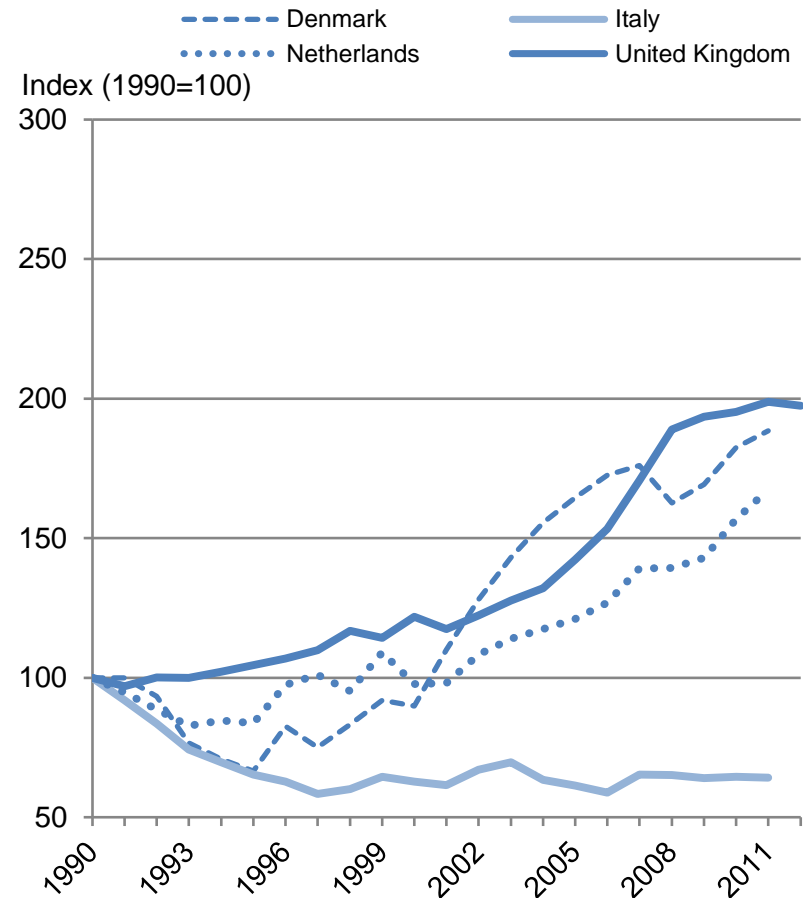
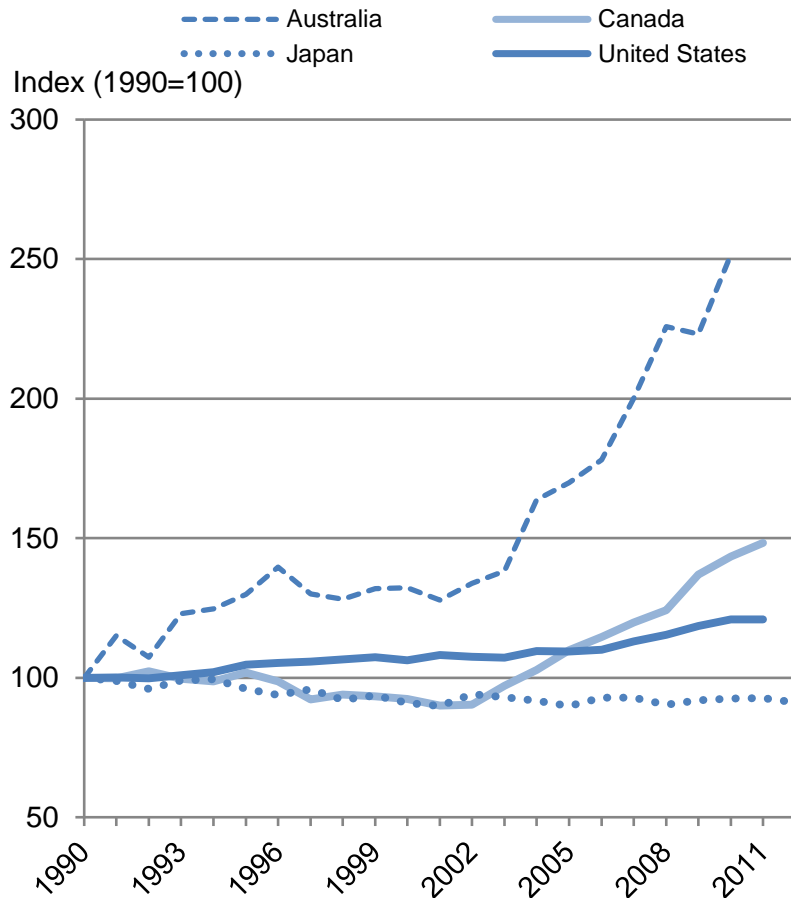
# Employment held up well: more doctors and nurses than before the crisis





# The increase in HR supply is driven by increasing graduate numbers...

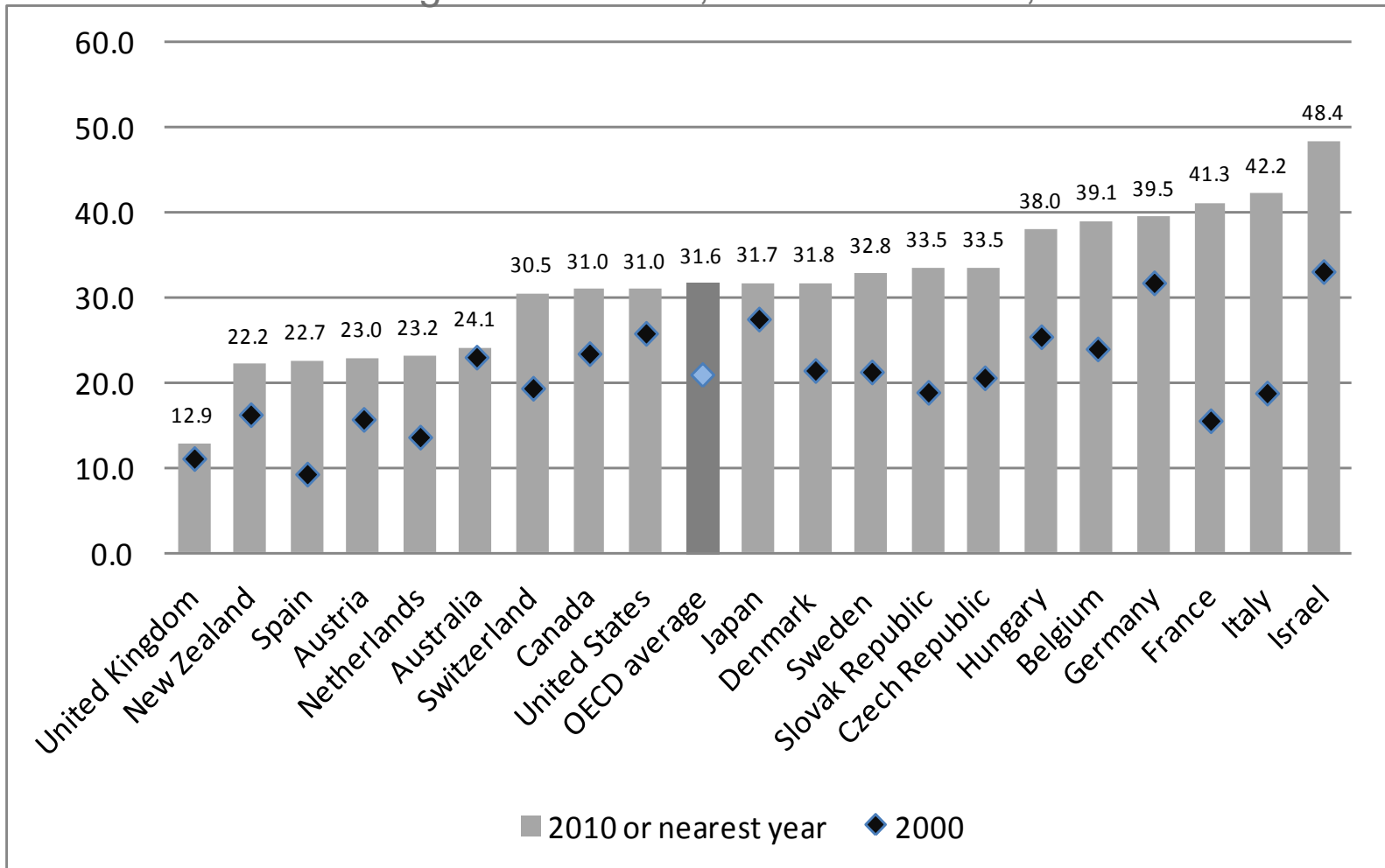
Number of medical graduates, selected countries, 1990 to 2011





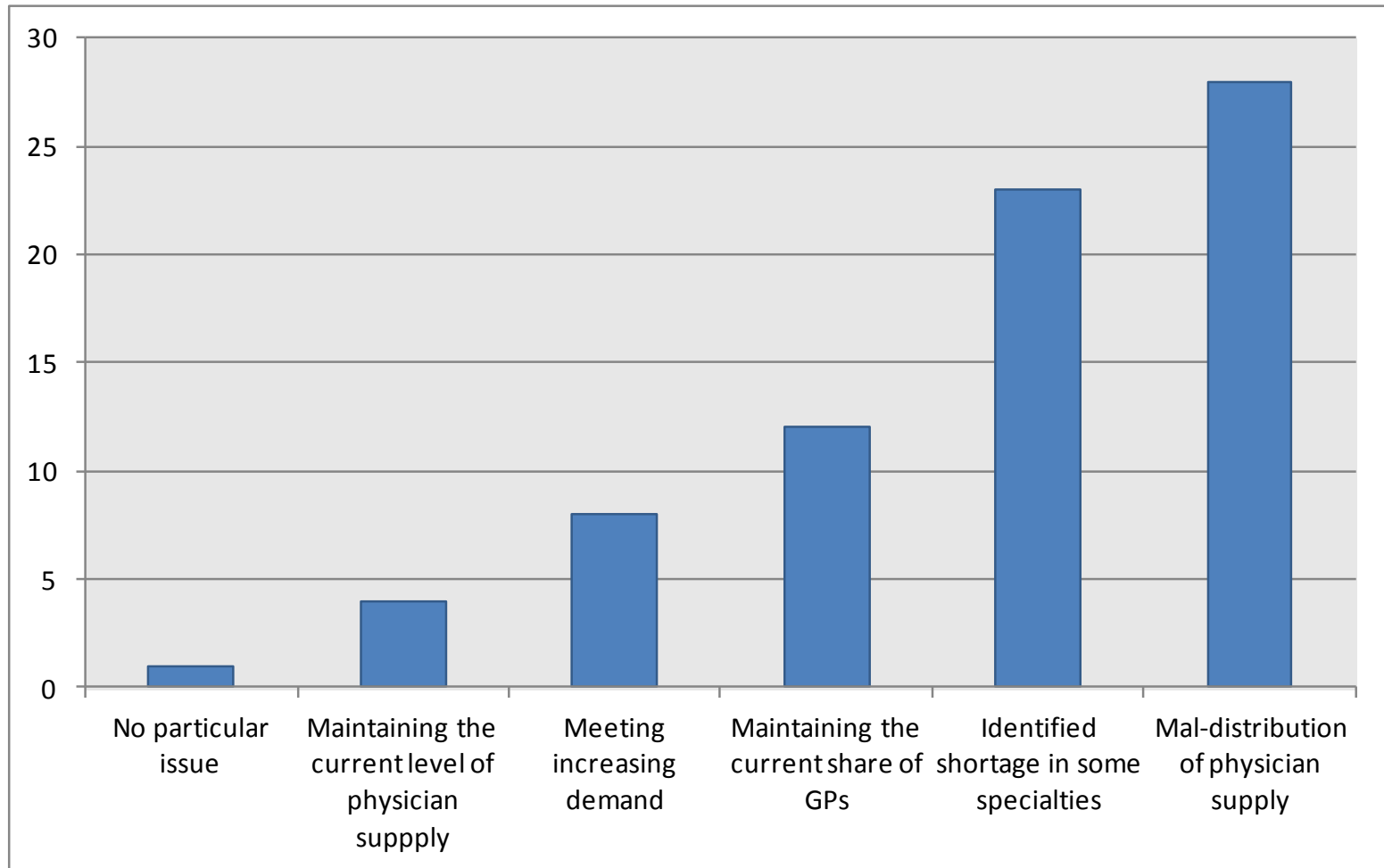
# ...and in many countries by improved retention, e.g. doctors delaying retirement

Share of doctors aged 55 or older, OECD countries, 2000 vs. 2010





# Policy priorities have changed to issues about allocation of human resources

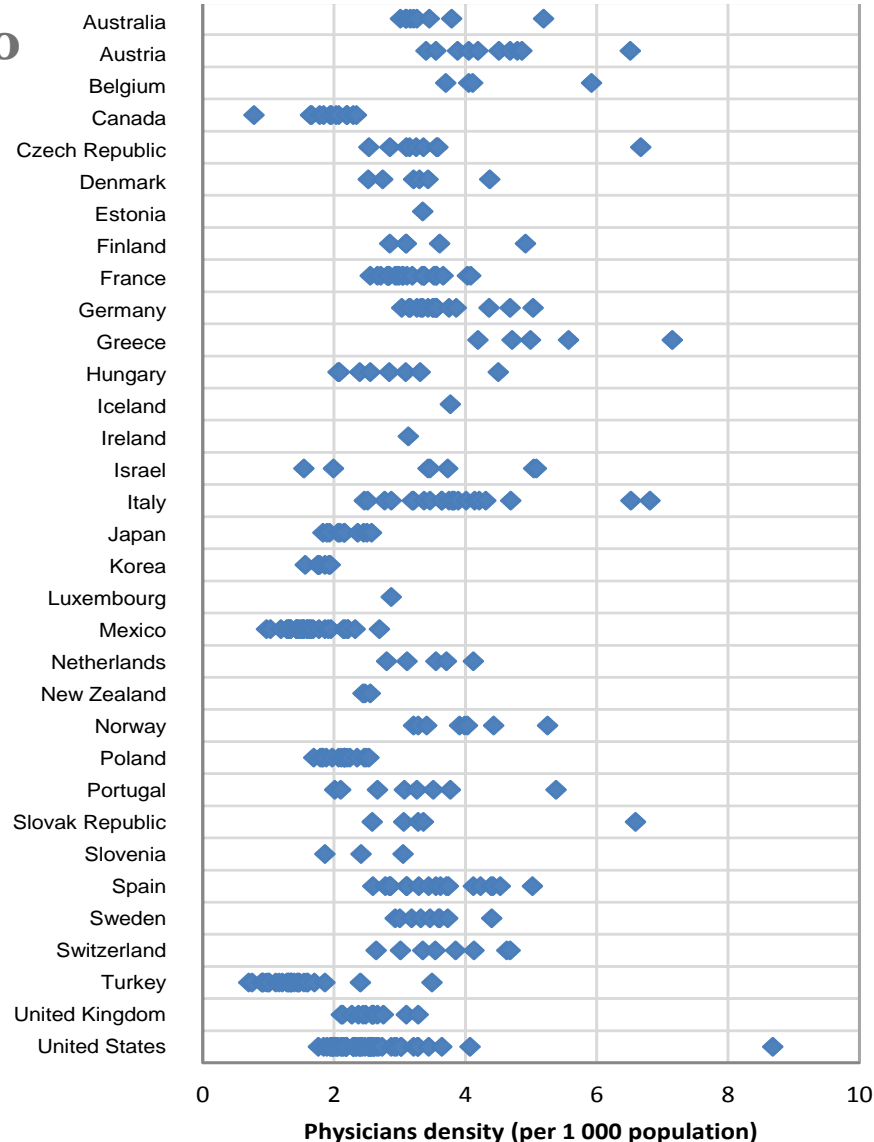


Source: OECD Health System Characteristics Survey 2012-13  
“No particular issue”: Netherlands



# All OECD countries consider geographic maldistribution of MDs a key challenge

## Doctors per 1 000 inhabitants, TL2 regions, 2011



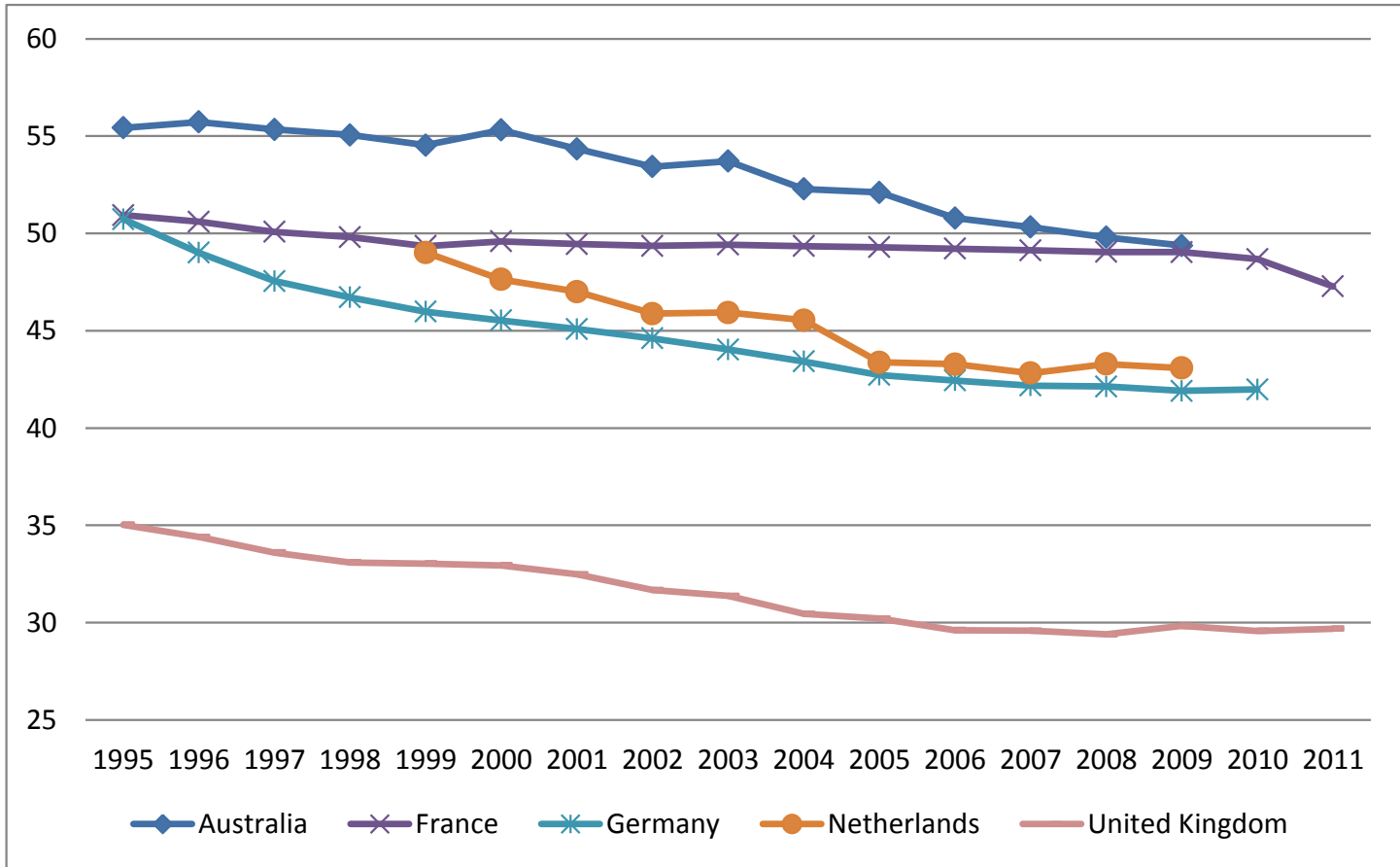
Source: OECD Regions at a Glance (forthcoming)





# Distribution across specialties is considered inadequate in many countries

*Share of generalist doctors, selected countries, 1995 to 2010*

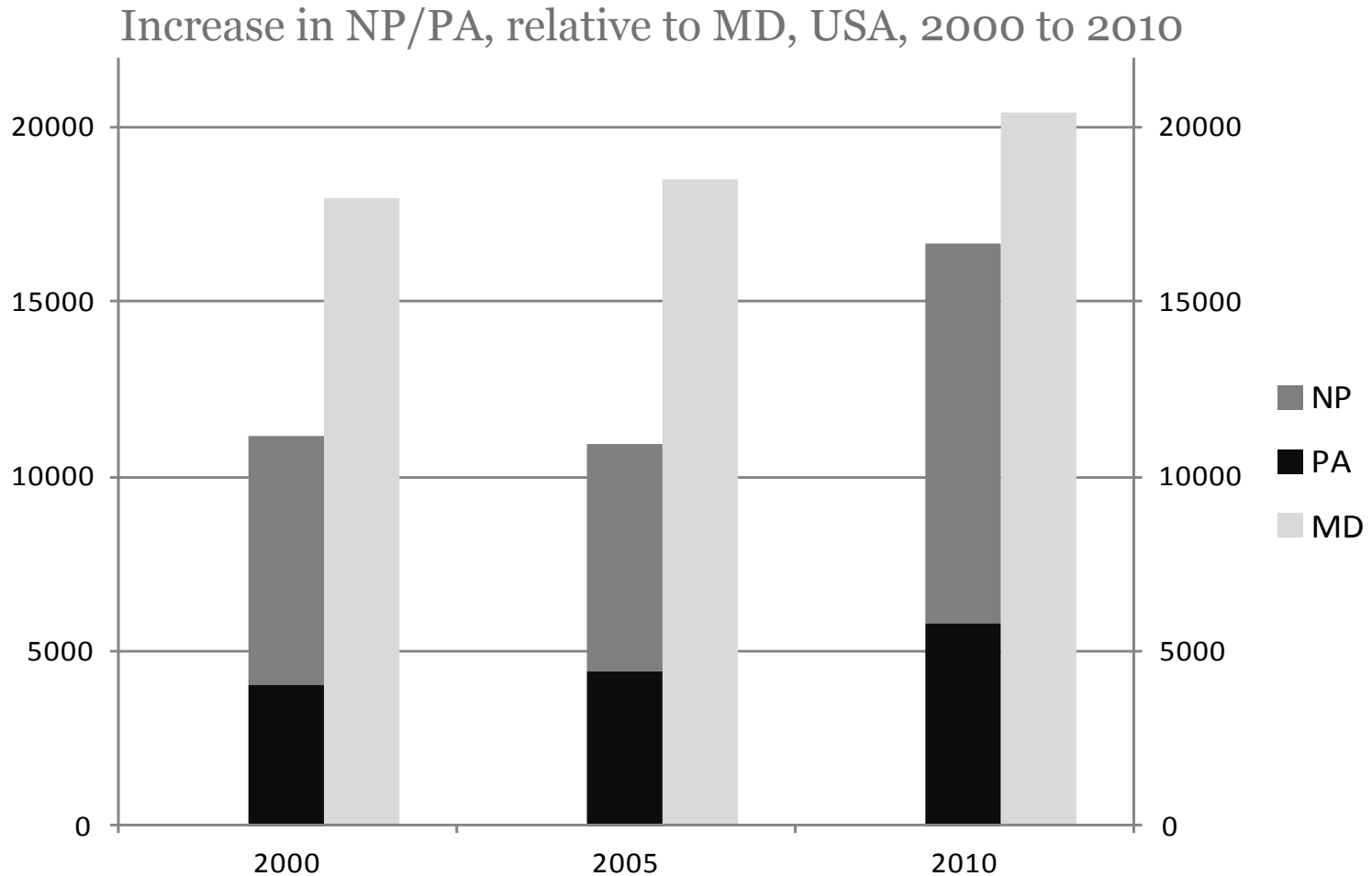


Note: Generalists include general practitioners ('family doctors') and other generalist (non-specialist) medical practitioners.

Source: OECD Health Data 2012



# Changing team composition is a fast-moving target for many OECD countries

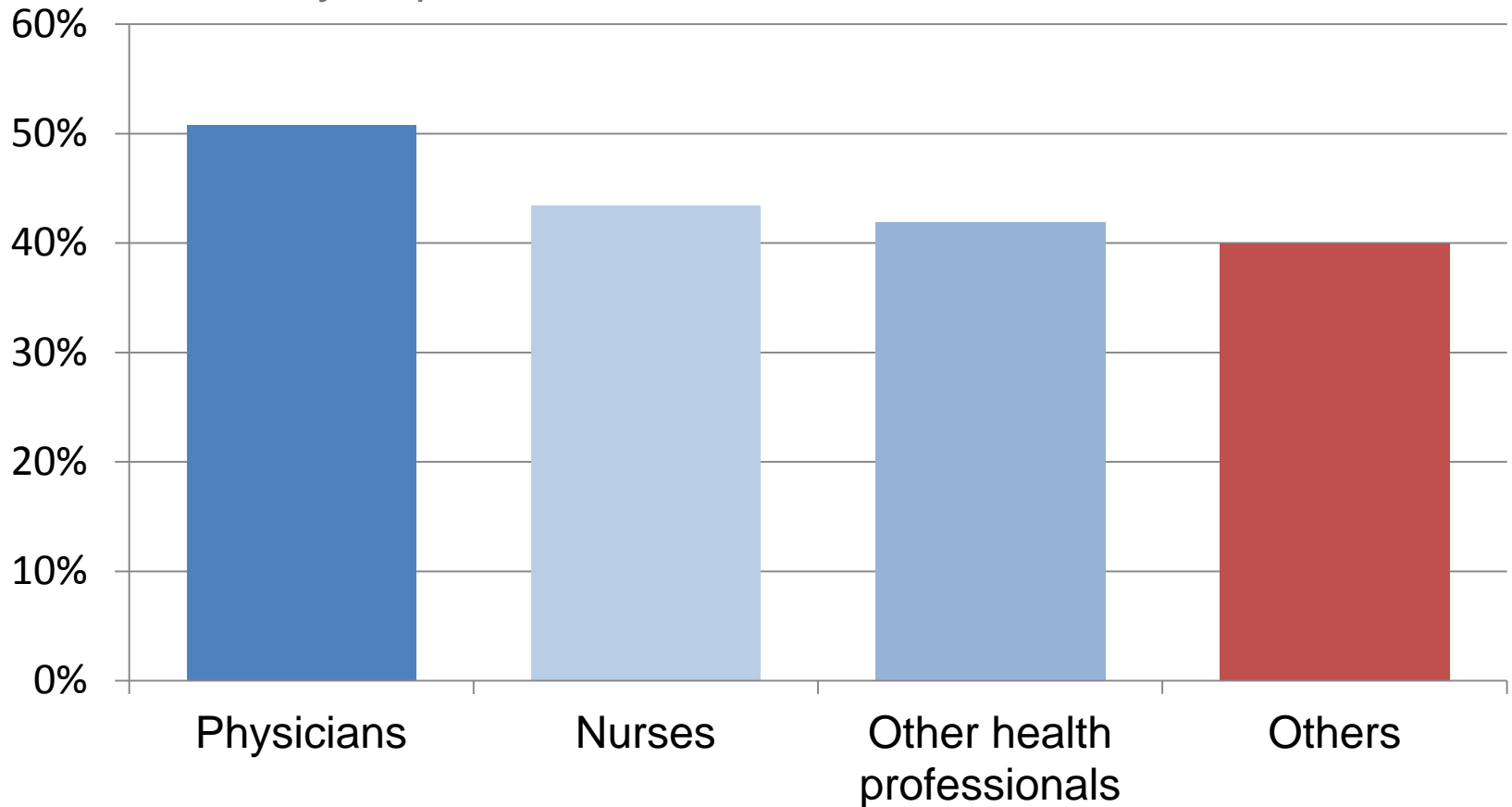


Sources: OECD Health Data 2013, US National Commission on Certification of Physician Assistants "Certified Physician Assistant Population Trends (PA-Cs)", American Association of Colleges of Nursing 2000-2010 Annual Surveys



# Task reallocation will require tackling skills mismatch in among current HR

*Do you feel that you need further training in order to cope well with your present duties?*



Notes: Preliminary data. "Others" = other technical and professional occupations (ISCO 2 and 3)  
Source: PIAAC 2013



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- A labour productivity agenda will need to address skills mismatch.



## More information

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[www.oecd.org/health](http://www.oecd.org/health):

- Health at a Glance 2013 – 21 November
- Health workforce planning in OECD countries – WP 62
- The crisis impact on health markets, WP 6x – forthcoming in December
- Geographic imbalances in physician supply and policy responses, WP 6x – forthcoming in December



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