HEALTH LABOUR MARKET TRENDS IN OECD COUNTRIES

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3rd Global Health Workforce Alliance Forum
Recife, 11 November 2013
Main health labour market issues in OECD countries since 2008

• 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

Source: OECD Health Data 2013
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

Source: OECD Health Data 2012
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

Increase in NP/PA, relative to MD, USA, 2000 to 2010

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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More information

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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