



Annual Report 2022 (11 December 2022, update from July report and J-t-N report)

EUPHA section on Health Workforce Research (EUPHA-HWR)

Goals for 2023

The future goals build on our previous activities and seek to provide a forum for academic and policy debate, build capacity for health workforce research and strengthen the voice of the health workforce researchers in health systems and policy development. More specifically, the 2023 goals include:

- strengthen the efforts to learn from COVID-19; improve resilience and preparedness of the health workforce (see EJPH, Supplement, November 2021);
- support EUPHA activities;
- take action to expand the membership of the EUPHA section HWR;
- strengthen collaboration with our partner associations/organisations and other stakeholders in the field of healthcare workforce research and explore further opportunities for collaboration with other EUPHA sections and groups;
- highlight the global dimensions of health workforce research and strengthen solidarity across countries, regions and professional groups;
- improve attention to the needs of individual HCWs beyond health labour markets – the “human face” of the health workforce (see EJPH, 2020) – and strengthen mental health and wellbeing of HCWs to prevent reduce stress and burn-out;
- improve inclusion/participation, gender equality and ethnic diversity of the health workforce;
- initiate a debate into ‘violence against healthcare workers’ to raise awareness, improve protection and advocate for a zero tolerance policy against all forms of discrimination and violence of HCWs, including sexual violence;
- support activities against gender-based and sexual violence in the health workforce;
- initiate a debate into ‘circular migration’ and highlight the need for European regulation of the health workforce based on solidarity and fairness, including the public health workforce;
- contribute to the EPH Conference in Dublin 2023 and proceed with mid-term activities (e.g. webinars and workshops/presentations at WHO and other meetings of partner organisations) to strengthen advocacy for health workforce research and the EUPHA-HWR section.

Collaboration with section members

The EUPHA-HWR section is based on a collaborative network of individuals and partner organisations/associations. The latter ones include, in particular, WHO Regional Office for Europe, the European Observatory on Health Systems and Policies, EHMA/European Health Management Association and ASPHER, as well as contacts with professional associations, like CPME/Standing Committee of European Doctors. Knowledge exchange has also been



established or is planned for 2023 with a number of other colleagues and groups, e.g. Africa-Europe Foundation.

Within EUPHA, collaboration has been established with EUPHAnxt through collaboration with Monica Brinzac (EUPHAnxt Coordinator), with EUPHA-ENV (Marija Jevtic) and with EUPHA SDG5 Working Group (Elena Petelos) and EUPHA-HIA and will also be established with EUPHA-PHHP.

Activities at the EPH conference 2022

The EUPHA HWR section organises/co-organises or contributes to the following activities:

- Building capacity for a resilient and healthy post-COVID health workforce, workshop organised by EUPHA-HWR and WHO Regional Office for Europe (Tomas Zapata)
- Public Health institutions and academia's role in building capacity for health impact assessment, workshop organised by EUPHA-HIA (Piedad Martin Olmedo), EUPHA-HWR and ASPHER (Carlo Signorelli)
- Lunchtime event Health and care workforce in Europe: Time to act! Presentation of the new WHO Report, contributions from Natasha Azzopardi-Muscat and Tomas Zapata (WHO Europe), Gilles Dussault (Lisbon & and EUPHA-HWR), Matthias Wismar and Gemma Williams (European Observatory on Health Systems and Policies), chaired by Natasha Azzopardi-Muscat (WHO) and Ellen Kuhlmann (EUPHA-HWR)
- Mobilising coping and support strategies: learning from healthcare workers' experiences of COVID-19, round table organised by Robert-Koch-Institute Germany (National Public Health Institute) (Heide Weishaar) and EUPHA-HWR
- A digital literate health workforce for a resilient future, round table organised by EUPHAnxt (Monica Brinzac) and Young Forum Gastein
- EUPHA-HWR Join-the-Network session

Spring webinar series March-May 2022

Organisation of a spring webinar series March-May 2022, comprising four webinars. One important aim of this webinar series was to strengthen and/or establish new collaborations and to make connections between the different areas and actors in health workforce research. The webinars attracted between 35 and 55 participants from a broad range of actors in health workforce research, practice and policy.

- The health workforce: in need of a „booster“ for mental health protection and violence prevention, hosted by CPME (Sarada Das), attracted more than 50 participants, including representatives from the Commission and several EU organisations and professional associations/networks.
- Healthcare workers walking the trans-sectoral health and social care walk: how to improve integration?, hosted by Babeş-Bolyai University, Romania (Marius Ungureanu).
- Building capacity for environmental health and climate action: engaging healthcare workers, hosted by EHMA (George Valiotis), in collaboration with EUPHA-ENV.



- The contribution of health labour market to health workforce policy development, WHO-HQ and EUPHA-HWR, hosted by WHO-HQ and EUPHA-HWR Vice-president Gilles Dussault, presentations from Pascal Zurn (WHO HQ), Gaetan Lafortune (OECD) and Tomas Zapata (WHO Europe).

Other activities

Development of new collaborative project on '**Violence against healthcare workers as a public health crisis**', involving EUPHA-HWR and members of EHMA, EUPHANxt, European Observatory on Health Systems and Policies, and WHO Euro. A commentary has been accepted for publication in European Journal of Public Health and will shortly be available online;

Kuhlmann E, Brinzac M, Czabanowska K, Falkenbach M, Ungureanu M-I, Valiotis G, Zapata T, Martin-Moreno JM (2022). Violence against healthcare workers is a political problem and a public health issue: a call to action. *European Journal of Public Health*, doi: 10.1093/eurpub/ckac180

It is planned to continue and strengthen the work on violence against HCWs in 2023, e.g. contribute to the awareness Day on 12 March 2023; submit a workshop for EPH Dublin; build collaborations with national professional associations.

A further important topic for 2023 is '**Circular migration**' of HCWs. In collaboration with WHO Europe and others a workshop proposal has been submitted to the Global Forum on Human Resources for Health, April 2023, Geneva.

Contribution to a reinvested statement by EUPHA/ EUPHA SDG5 working group (Elena Petelos) on "Reproductive rights are human rights" in response to the US abortion law in June 2022.

Endorsement of a new roadmap 'Building the public health and emergency workforce: a roadmap', launched by WHO HQ, 18 May 2022; <https://youtu.be/hJwMjSWlleU>

Support of the ESNO programme "Decades of the specialist nurse 2020-2030 programme" (European Specialised Nurses Organisation) as part of the campaign #Caring4Nurses; https://fonse.eu/wp-content/uploads/2022/05/PROGRAM_ESNO-CAMPAIGN_VERSION-12-MAY_2022-FINAL_FOR_PRINT.pdf

EUPHA-HWR twitter account, managed by Marius Ungureanu, Monica Brinzac and Milena Santric-Milicevic.

Contribution to the WHO (Headquarters) Health Labour Market Analysis Guidebook (Gilles Dussault), launched in early 2022; <https://www.who.int/publications/i/item/9789240035546>

EUPHA-HWR board/associated board members (Ronald Batenburg, Monica Brinzac, Milena Santric-Milicevic, Marius Ungureanu) participate in several European project consortia related to the health workforce.

EUPHA-HWR board/associated members also contributed chapters to a comprehensive health workforce skill-mix book, edited by the Observatory (Claudia Maier et al., Cambridge University Press, 2022).



EUPHA-HWR Vice-president Gilles Dussault prepared a Health Workforce Reports for WHO HQ (with Syam A, Diallo K) and for WHO Euro, entitled *The health workforce situation in the WHO European Region*, that was submitted to the WHO Regional Committee for the European Region, September 2022. These reports also supported the most recent WHO Europe Report 'Health and care workforce in Europe: time to act', October 2022.

Annual meeting

A 'Join-the-Network' session was organised during EPH 2022, drawing on a successful interactive/participatory format of previous J-t-N sessions (see the J-t-N report, November 2022, for details).

General communications with section members

A quarterly Newsletter is distributed electronically to the members and available via the website. Members are invited to send their notices and announcements. In addition, important announcements from EUPHA-HWR or EUPHA (but only these) are distributed.

International participation in events on behalf of EUPHA or related to EUPHA-HWR

Ellen Kuhlmann participates in the:

Steering Board of the WHO/ ASPHER initiative related to the Public Health Workforce Competencies Roadmap, launched in June 2022.

Technical Advisory Group 'Applied Epidemiology Workforce, competencies', WHO Geneva, led by Marion Muehlen.

Expert meeting, Africa Europe Foundation, development and launch of a report on 'Scope for a future of health workforce initiative' (contact: Josephine Mosset, Africa Europe Foundation).

Survey

A member survey has not been carried out. As everybody is very tired from surveys, the direct interaction during the Join-the-Network session at EPH seems to be most useful.

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Ellen Kuhlmann, PhD, MPH
EUPHA HWR section President
kuhlmann.ellen@mh-hannover.de