

## News

EUPHA Health Workforce Research (HWR) section has opened its official **Twitter account**. Make sure to follow us at **@EUPHA\_HWR** to read the news in health workforce research in Europe and globally.

EUPHA HWR warmly welcomes its **new section members!** Everybody working on HWR who want to be connected to EUPHA HWR please sign up at: <https://eupha.org/health-workforce-research>.

EUPHA is launching the first-ever **European Public Health WEEK** to celebrate healthy populations and raise awareness of public health, which will be held 13–17 May 2019. The European Public Health WEEK is an initiative by the European Public Health Association (EUPHA), co-organised by the European Commission, and supported by WHO Europe. EUPHA encourages organisations, professionals and citizens interested in public health to join activities related to these themes, organise their own or simply spread the word. You can find more information on the EUPHA website, which will be updated regularly in the coming months. A form to submit your activities is available at: [https://eupha.org/EUPHW\\_Submit\\_an\\_event](https://eupha.org/EUPHW_Submit_an_event). **Health Workforce** issues are linked to the theme 'Care4Care', which is scheduled for **Wednesday, 15 May 2019**.

## Conferences



### 12<sup>th</sup> EPH Conference Building bridges for solidarity and public health

The 12<sup>th</sup> EPH Conference will be hosted in Marseille, Palais des Congrès et des Expositions, France, 20-23 November 2019. The annual EPH conferences are considered the premier European gatherings of public health professionals worldwide. Delegates include researchers, policymakers, practitioners and educators in public health and many other related fields.

Abstracts are invited for workshops, oral presentations, pitch presentations and e-posters. Prizes will be awarded for the best oral, poster and early career professional's presentation. Abstracts do not have to be confined to the conference theme but can cover any aspect of public health. **Abstract submission deadline 1 May 2019**; further information is available at: [www.ephconference.eu](http://www.ephconference.eu).

- Abstract submission track for HWR themes: please indicate number **14 ‘Health workforce development and research’**.

EUPHA HWR will be organising and co-organising a number of events, including a Preconference and workshops. We will continue our successful collaboration with EUPHA Health Services Research (HSR, President Judith de Jong) and are also building up new collaborations, especially with the EUPHA Chronic Diseases section. We are also planning a skills building workshop, jointly with EUPHA HSR. Please watch out for updates and visit the EUPHA conference website ([www.ephconference.eu](http://www.ephconference.eu)) and the HWR section (<https://eupha.org/health-workforce-research>).

**The Abstract Mentor Programme** offers an opportunity for young and/or less experienced abstract submitters to receive feedback from experienced reviewers on their abstracts; please visit the conference website for further information.

Save the date! **Real-life skill-mix challenges in the current and future health workforce, EUPHA HWR Preconference, 20 November 2019**. This will be a full day conference, organised by the European Observatory on Health Systems and Policies (Matthias Wismar) and EUPHA HWR in collaboration with other NGOs.

## Recent and forthcoming Conferences



### **Skill-mix innovation in primary and chronic care: mobilizing the health workforce**

The Observatory Venice Summer School 2019 is a short, intensive course. It is a week of learning, interacting, studying, debating, and sharing experiences with other policy-makers, planners and professionals to understand, discuss and improve health workforce strategies and policies. When: **21–27 July 2019**. Who: The course is aimed at senior and mid-level policy-makers, civil servants and professionals. Potential participants are requested to apply by submitting their CV, a photo and the brief application form. The deadline for applications is 31 May 2019. The cost of € 2,260 (teaching, 6 nights’ accommodation, meals, transfer from/to the airport, public transport from/to the island, high-level panel and social programme included). Further information: <https://theobservatorysummerschool.org/>.



The next EHMA Conference is scheduled for **17-19 June 2019 in Espoo, Finland**. For more information and programme updates please visit <https://www.ehma2019.org/>.

### **Successful EUPHA strategy retreat at Lake Como in March 2019**

On 14 March, EUPHA organised a strategy retreat meeting with members of the Executive Boards of EUPHA and the EPH Conference, members of the EUPHA working group on the strategy 2020-2025 and some 'critical' friends. Set at beautiful Lake Como, the retreat discussed the future directions and priorities for EUPHA as of 2020. EUPHA will propose the new 2020-2025 strategy to its members in November during the Marseille 2019 conference. EUPHA HWR president Ellen Kuhlmann participated in the meeting.

### **Recent events of the Expert Network SEPEN – Support for the Health Workforce Planning and Forecasting Expert Network – funded by the Health Programme of the European Union**

SEPEN organised a workshop on 'Health workforce mobility matters – Aggregated data and individual pathways hidden behind', 14-15 February, Budapest, Hungary. EUPHA HWR Board members participated in the meeting.

A webinar 'Interprofessional education for future health workforce collaboration', was organised on Friday, 29 March 2019; [healthworkforce.eu/wp-content/uploads/2019/03/Invitation\\_WEBINAR-29-March-4th-webinar-SEPEN-network.pdf](http://healthworkforce.eu/wp-content/uploads/2019/03/Invitation_WEBINAR-29-March-4th-webinar-SEPEN-network.pdf).

Please visit the website [www.healthworkforce.eu](http://www.healthworkforce.eu) for more information and latest news, or contact Eszter Kovács, Semmelweis University, Budapest, email: [healthworkforce@emk.sote.hu](mailto:healthworkforce@emk.sote.hu).

### **First Strategic Workforce Planning & Intelligence Conference, Dublin, Ireland**

The HSE National HR, Inaugural Strategic Workforce Planning Conference, opened by National Director HR, Rosarii Mannion took place on Wednesday 20 February 2019 in the Department of Health, Dublin. The conference enabled key learning on current developments both nationally and internationally in relation to the integration of research to both underpin and strengthen strategic workforce planning. It also provided the platform to build on the work to date by supporting and strengthening the strategic workforce planning agenda, by bringing together key stakeholders across the sector, nationally and internationally. The refreshed 'our workforce' HSE website was launched at the conference, providing new links to workforce planning resources, events and seminars alongside refreshed employment reports as shown on the landing page below and available at <https://www.hse.ie/eng/staff/resources/our-workforce/>;

Contact: Diane Lynch, email: [Diane.Lynch@hse.ie](mailto:Diane.Lynch@hse.ie).

## **Job opportunities**

The **European Public Health Association** – EUPHA – is recruiting a Brussels based **Policy liaison officer** (m/f) (36 hours per week). The policy liaison officer will work at the EUPHA satellite office in Brussels, Belgium, to support the main office. Applications can be sent to [office@eupha.org](mailto:office@eupha.org) until 26 April 2019. Please include your CV, motivational letter and two references when applying. Interviews will be organised in the week of 20 May. Preferred commencement: June or July 2019. Please visit the EUPHA website or contact the EUPHA Office for further information.

## **PhD position in health services organisation at the Department of Public Health, Aarhus University, Denmark**

The Department of Public Health (Aarhus Health) is looking for a PhD candidate (PhD student – a 3-year appointment) in the field of Health Services Organisation, with a focus on qualitative, social science-based studies of intersectoral coordination of health services. The PhD candidate will join a multidisciplinary team of researchers and will be based at the Research Unit for Organising Public Health. Knowledge of a Scandinavian language is required. For PhD students without any seniority, the start salary is 32,900 DKK per month (4,408 EUR) including supplements such as a pension plan. Applications must contain the applicant's CV, letter of motivation, list of grades, plus name, address and phone number of at least 1 referee, and must be sent by email to Viola Burau (viola@ph.au.dk) by Thursday 25 April 2019 at noon (12pm) at the latest with title 'PhD position in health services organisation'. Interviews will be held on Friday 3 May 2019 in person or via Skype. For further information, please contact Viola Burau (viola@ph.au.dk) or Helle Terkildsen (htm@ph.au.dk).

## **Executive Director, European Health Management Association**

The mission of the European Health Management Association (EHMA) is looking for an Executive Director to oversee all operations, functions and activities. The Executive Director will be the face of the organisation, responsible for giving strategic direction and implementing a high-quality vision. We are looking for an exceptional individual who is an influential manager with the ability to lead and motivate. The ideal candidate would have great communication skills and take a holistic approach to manage the organization's operations. The goal is to manage and lead the organisation towards the realisation of its mission. Deadline 3 April 2019 (midnight CET); <https://ehma.org/2019/03/18/vacancy-exec...>

## **Publications**

Several recent publications address **gender equity and equality** issues in the health workforce.

Boniol M, Mclsaac M, Xu L, Wuliji T, Diallo K, Campbell J. *Gender equity in the health workforce: Analysis of 104 countries: working paper*. Geneva: WHO, 2019; <https://apps.who.int/iris/bitstream/handle/10665/311314/WHO-HIS-HWF-Gender-WP1-2019.1-eng.pdf>

### **Key messages**

- “Women form 70% of workers in the health and social sector.
- Women's representation in the most highly paid health occupations has been improving steadily since 2000.
- Women are less likely than men to be in full-time employment.
- Overall, an average gender pay gap of around 28% exists in the health workforce. Once occupation and working hours are accounted for, the gender pay gap is 11%.
- Although the sector performs well regarding women's participation, gender transformative policies are needed to address inequities and eliminate gender-based discrimination in earnings, remove barriers to access to full-time employment, and support access to professional development and leadership roles.”

The Lancet, 2019, 393(10171), 493–610, e6–e28; <https://www.sciencedirect.com/journal/the-lancet/vol/393/issue/10171>

The collection of papers in this Lancet issue is dedicated to gender issues, including a wide range of topics from participation and leadership of women in medicine, in research and at global conference towards sexual harassment, the #Metoo movement, and the role of men. The Lancet issue is illustrating that persisting gender inequality, exclusion/marginalisation of women and minorities, and also violence against women are very serious health and health systems issues, which urgently need greater attention of the public health community. The collection of papers also indicated a new emergent attention to gender equality.

Betron M, Bourgeault I, Manzoor M, Paulino E, Steege R, Thompson K, Wuliji T, on behalf of the Global Health Workforce Network's Gender Equity Hub. Time for gender-transformative change in the health workforce. *Lancet*, 2019, 393, e25–e26

### **Other publications**

Domagała A, Bała MM, Peña-Sánchez JN, et al. Satisfaction of physicians working in hospitals within the European Union: state of the evidence based on systematic review. *European Journal of Public Health*, 2019, 29(2), 232–241; <https://doi.org/10.1093/eurpub/cky117>

Dussault G. Reflections on Health Workforce Development Comment on “Health Professional Training and Capacity Strengthening Through International Academic Partnerships: The First Five Years of the Human Resources for Health Program in Rwanda”, *Int J Health Policy Manag*, 2019, 8(4), 245–246

International Labour Organization (ILO). *The future of work in the health sector*. Geneva: International Labour Office, 2019; the report was co-produced by Marius Ungureanu (EUPHA HWR Board member) and Christiane Wiskow (ILO); [https://www.ilo.org/sector/Resources/publications/WCMS\\_669363/lang--en/index.htm](https://www.ilo.org/sector/Resources/publications/WCMS_669363/lang--en/index.htm)

WHO Regional Office for Europe. *Photo story – Community nurses in Romania – the eyes, ears and voice of people in need*; <http://www.euro.who.int/en/health-topics/Health-systems/nursing-and-midwifery/data-and-statistics/community-nurses-in-romania-the-eyes,-ears-and-voice-of-people-in-need> (Human Resources for Health, Gabrielle Jacob, Programme Manager, Division of Health Systems and Public Health)

### **Health Policy, Special Issue: A people-centred health workforce in Europe: how to make it happen?** Guest editors: Ellen Kuhlmann, Ronald Batenburg and Gilles Dussault

This special issue sets the focus on a people-centred health workforce in Europe and brings attention to issues of policy implementation, thus moving the debate one step further. The special issue is closely connected to the work of EUPHA Health Workforce Research and comprises 12 articles and a guest editorial, see <https://www.sciencedirect.com/journal/health-policy/vol/122/issue/10>.

Please **forward this Newsletter to your colleagues and friends**, who might be interested in health workforce research and in joining the EUPHA Health Workforce Research section. New members are warmly welcome – please sign up; <https://eupha.org/health-workforce-research>. The next Newsletter is scheduled for end of June 2019. Please send your notices, conferences, new publications and other relevant information until 20 June 2019 ([Kuhlmann.ellen@mh-hannover.de](mailto:Kuhlmann.ellen@mh-hannover.de)).

*Ellen Kuhlmann*  
*EUPHA HWR section President*  
<https://eupha.org/health-workforce-research>