South Asia Maternal Health Consultation: health workforce perspectives

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Health workforce perspectives

- Too few midwives/skilled birth attendants - availability
- Not well deployed - accessibility
- Unreliable quality of care - acceptability and quality
The pipeline of the health workforce – and intervention points

Adapted from: Vujicic et al, 2004
Looking for new solutions

Job enrichment

• Autonomy
• Mastery
• Purpose

(Dan Pink’s book ‘Drive’ – and TED talk)
Workplaces can support autonomy by giving people real control over various aspects of their work — whether it’s deciding what to work on or when to do it.
Mastery

Growth
Stretch goals
Paying attention to how employees feel

‘Midwives can provide **87% of the needed essential care** for women and newborns **if educated** and regulated to international Standards’. (State of the World’s Midwifery 2014)

Continuing professional development
Career ladders
Feedback loops
Purpose

- Connecting to a cause larger than yourself is the ultimate motivator
Thank you