

IntraHealth
INTERNATIONAL
Because Health Workers Save Lives.



South Asia Maternal Health Consultation: health workforce perspectives

Barbara Stilwell

Senior Director Health Workforce
Solutions

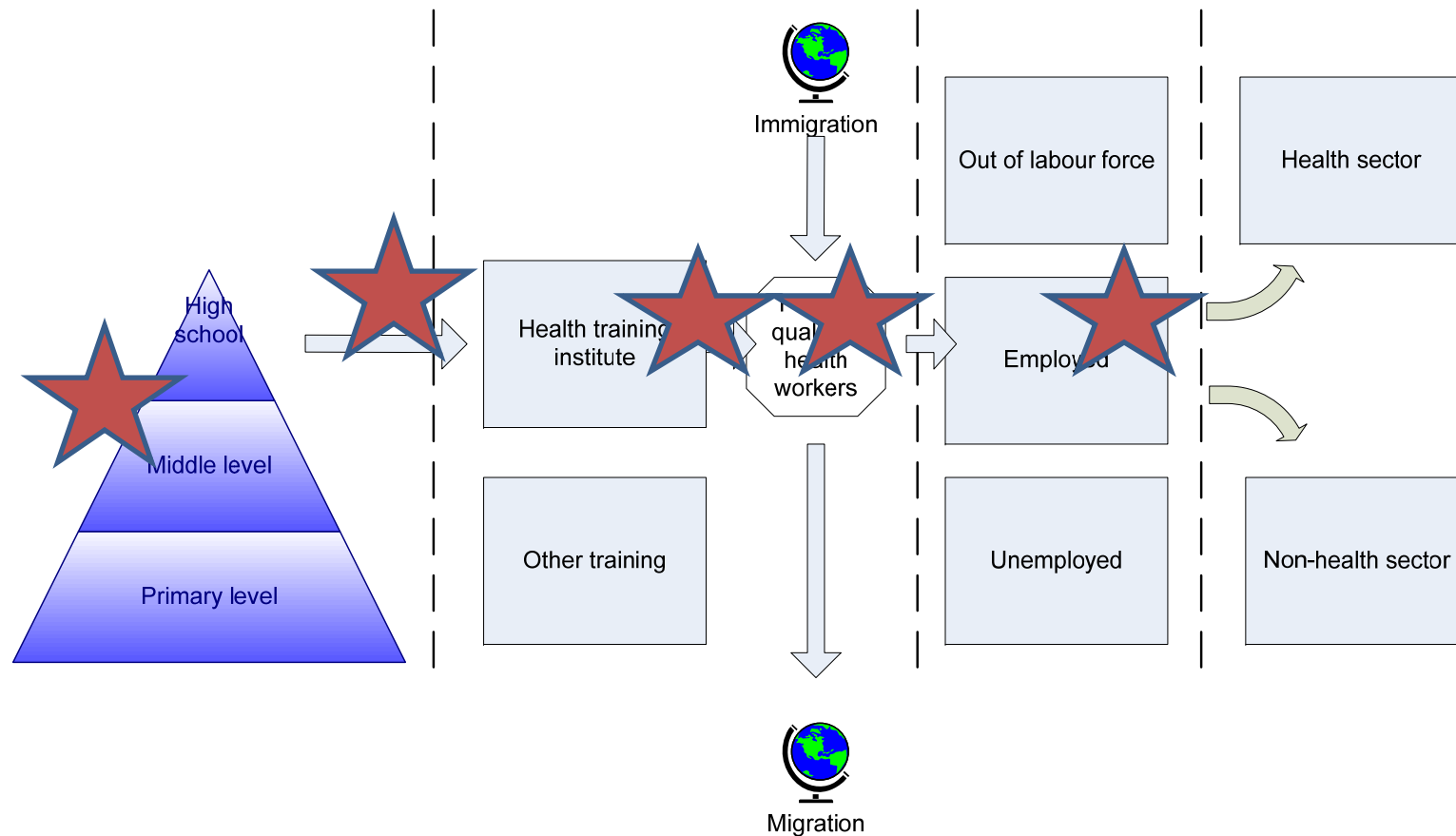


A woman with dark hair, wearing a white lab coat and a bindi, is shown in profile, looking upwards and to the right while holding a mobile phone to her ear. The background is a blurred outdoor setting with a building.

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



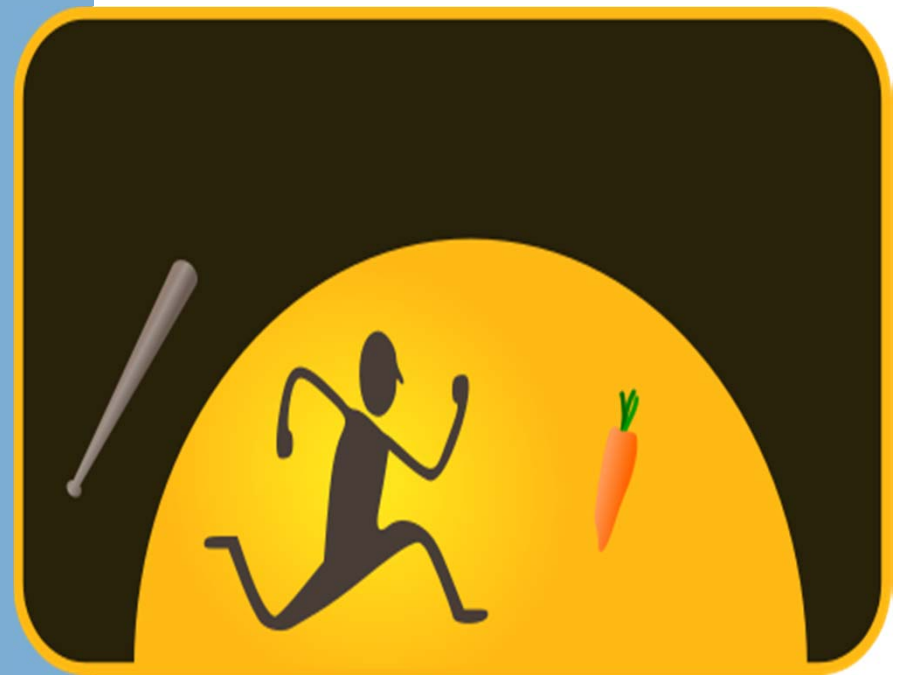
Adapted from: Vujicic et al, 2004

Looking for new solutions

Job enrichment

- **Autonomy**
- **Mastery**
- **Purpose**

(Dan Pink's book 'Drive' – and TED talk)



Autonomy

Self direction

Inner drive

Self determination

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.

Supervision

Mentoring

Feedback

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

INTRAHEALTH
INTERNATIONAL

