Human resource development is a major cornerstone in the development of any health system. Pakistan is one of the 57 HRH crisis countries and facing numerous challenges of health workforce like urban-rural mal-distribution, lack of proper skill mix, quality of education, standards and accreditation, poor absorption capacity, rural retentions issue, immigration both internal and external, poor career structure & lack of good working environment. In order to address these multifarious problems in HRH, a holistic multi-sector strategic approach is required and a national health workforce development policy alongwith provincial implementation strategies need to be developed. Pakistan has a reasonable capacity for the production of health workforce; however, its absorption capacity particularly in public sector is very low.

## Health workforce planning

Country lacks a clear long-term vision for human resource development. Devolution through 18th constitutional amendment further complicated the situation. However; it also provided opportunities for provinces that developed provincial level HRH profile and some provinces also developed HRH strategy. WHO is promoting a holistic approach to the issues of HRH and advising the Government to develop an evidence-based HRH policy and plans to address multiple issues through a multi-sectoral approach, as there are many actors in the field of HRH in addition to health like education, Army, Para-statal organizations, bureau of Immigration etc.

## WHO support

- 1. Development of a national vision for health workforce development and specialized professional medium and long-term projections
- 2. WHO supports the conduction of provincial HRH profiles and provincial human resources strategy and plans
- 3. Analysis for health professionals for implementation of Family Practice approach and Essential Package of Health Services
- 4. Capacity building and in-job training for health professionals

5. Support to training health institutions and academia

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