Reforming the workforce
A case study of the Romanian National Recovery and Resilience Plan

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Politehnica University of Bucharest, Bucharest, Romania
Romanian context

TOTAL AREA
238 397 km²

POPULATION
19 318 000

LANGUAGE
Romanian

CAPITAL CITY
Bucharest
Human Resources in Health in Romania – context

- Capacity gaps in certain medical specialities and professions
- Imbalances in the geographical distribution
- Significant differences between the skills HW have and those they should have
- Aging workforce in the next 5 years
- Bucharest Declaration and the Framework for action in the health and care workforce in the WHO European Region 2023 – 2030
Number of MD graduates per 100,000 population/year

5th biggest producer
MD density per 10,000 population
NRRP – Reform 3 Capacity building for HSM and human resources management in health

- Health Labour Market Assessment
- Multiannual Strategic Plan for Human Resources in Health 2022 – 2030
- 5 Sectoral Action Plans: horizontal objectives and specific to sector strategic objectives + recommended actions
Policy Recommendations

- Assurance of quality workforce data
- Empowering the HRH Planning Unit with the appropriate governance support
- Developing formal and systematic stakeholder relationships
- Establishing an inter-agency committee to promote coordination and policy development
Thank you!

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