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Brazil Health Workforce Education and Employment Information Systems

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Health Labor Market Signals Research Station

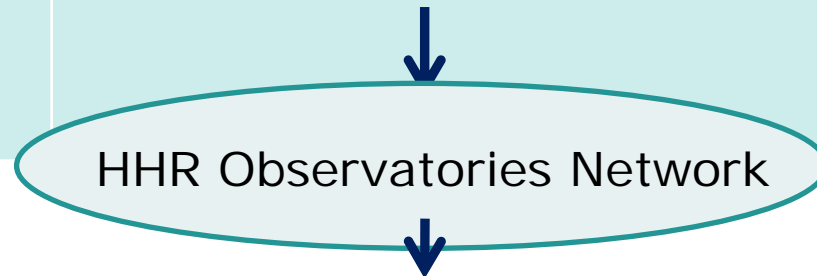
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Towards a global strategy for strengthening health workforce information systems

What is the HWF information system?

Dimensions	Variables and Indicators	Sources
Education <ul style="list-style-type: none"> • Higher • Post-secondary 	Number of schools; places offered; applicants; enrollments; attrition rates; graduates; prices and costs for education etc., per year and cadre	Higher Education Census
Employment <ul style="list-style-type: none"> • Sector • Occupations 	Stock and flow of deployments and dismissals by type - first employment, reemployment, attrition, retirement, death, abandonment, etc.- salaries and wages by age, gender, schooling, etc.	Administrative records and Official Statistics (RAIS-CAGED)
Employment health sector	Stock and flow by positions (individual and occupation) Health production indicators	Health Facility Registration System (CNES) Health Facility Survey (AMS)
Regulation	Legislation and Bills on professional, education and labour regulation	Administrative records from national Congress and Professional Regulatory Authorities





What are the constraints?

- Regular administrative data on employment cover only the formal labour market.
- Extremely difficult to integrate different information from various databases, particularly in comparing educational types/levels and occupational groups.
- Concerns on taxonomy, due to different definitions of economic sectors and occupational groups within each database.
- Lack of information concerning secondary and elementary school, health technicians and auxiliary personnel.



What are the lessons learnt?

- Secondary data alone not sufficient for a proper analysis of health labour markets. Monitoring the labour and educational systems, in a more complete and accurate way, requires *ad hoc* surveys and complementary research (e.g. to measure unemployment, informality and precariousness)
- Experience and knowledge on monitoring the health labour and educational systems can provide feedback to the data producers, contributing in a positive way to improved data sources.
- Optimizing the information system, by way of advanced tools, such as a data warehousing, can facilitate significantly the collation, integration, analysis and dissemination of information.