



Toward Interventions in Human Resources for Health in Ghana: Evidence for Health Workforce Planning and Results (Directions in Development)

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Despite some recent successes in Ghana, further improvements in health outcomes are in part hampered by the lack of skilled service providers, or human resources for health (HRH), particularly in rural areas, where critical health services are needed most. To address the lack of information and guide the development of policies and programs on HRH, *Toward Interventions in Human Resources for Health in Ghana: Evidence for Health Workforce Planning and Results* aims to paint a comprehensive picture of HRH, consolidating new and existing evidence on the stock, distribution, and performance of health workers to focus on the what, as in *What is the situation on HRH?* and the how, as in *How is this situation explained?*

The book highlights new evidence on some of the underlying determinants affecting the stock, distribution, and performance of health workers in Ghana, including health worker production and attrition, capacity to manage HRH, the capacity of health training institutions, and health worker compensation. Policy options on HRH are also discussed, as is the fiscal and political environment needed to develop and implement such interventions.

The data and findings presented in this book are the result of extended and close collaboration between the Ghana Technical Working Group on HRH (led by the Ministry of Health) and the World Bank's Africa Region Technical Team on HRH. The information in this book will provide a better basis for Ghanaian decision makers and external partners to have a dialogue on HRH and related policies. More broadly, *Toward Interventions in Human Resources for Health in Ghana: Evidence for Health Workforce Planning and Results* will be of interest to all those working to improve human resources for health in Africa and beyond.

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