

Leadership at Every Level to drive Universal Health Coverage

State of the World's Nursing Report (SoWN) 2025

27 February 2025
14:00-15:15 CET



World Health
Organization



WHO Collaborating Centre for
Digital Learning in Health Emergencies

WHO Nursing and Midwifery Global Community of Practice



Dr Amelia Latu Afuhaamango Tuipulotu
Chief Nursing Officer
World Health Organization

Disclaimer

The views and opinions expressed in this event are solely those of the speakers and do not represent those of their affiliation or WHO.



WHO Collaborating Centre for
Digital Learning in Health Emergencies



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Overview of the new SoWN 2025 report and positioning it as a critical resource for policy dialogues and decision-making

SoWN 2025 Report overview & information sharing



Dr Carey McCarthy
Technical Officer
Health Workforce Department (HWF)
World Health Organization

The State of the World's Nursing 2025

WHO CNO Webinar Series
27 February 2025

Dr. Carey McCarthy
Technical Officer
World Health Organization—Headquarters

Order of Presentation

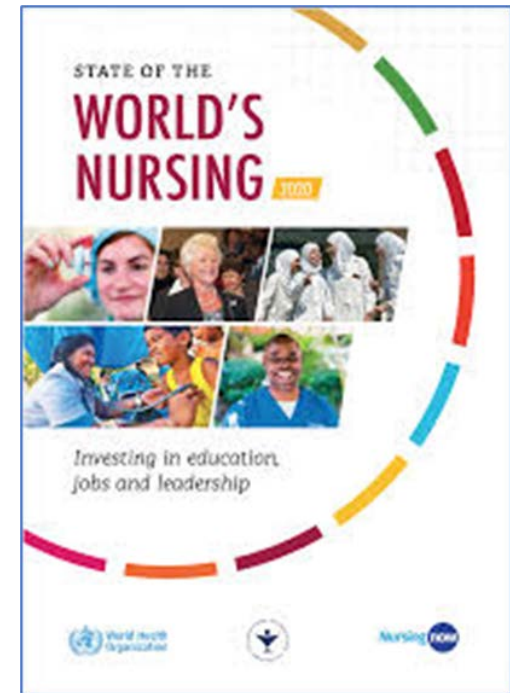
- What is the SoWN 2025 report
- Why and how did WHO develop the SoWN 2025
- What to expect on International Nurses Day (launch)
- How should the SoWN 2025 report be utilized

The State of the World's Nursing 2025

WHAT IS IT

WHO *State of the World's Nursing* reports

- The first was the State of the World's Nursing 2020
- The SoWN 2025 will be the second report
- The published reports (~100 pages) contain
 - Global and regional level statistics and analysis about various aspects of the nursing workforce
 - Evidence informed policy options to inform decisions and investments to strengthen nursing
- Individual Country profiles for each WHO Member State (downloadable PDFs)



Examples of global and regional data and analyses

Table 5.8 Production of graduate nurses, by WHO region and income group

| BY WHO REGION | Number of countries reporting/total | Mean number of nursing graduates per 100 active nurses | | | Number of graduates per 100 000 population |
|------------------------|-------------------------------------|--|------------|------------|--|
| | | Overall | Low | High | |
| Africa | 14/47 | 8.8 | 2.8 | 23.7 | 7.7 |
| Americas | 14/35 | 9.8 | 0.8 | 30.8 | 81.2 |
| South-East Asia | 8/11 | 7.5 | 3.9 | 13.8 | 12.2 |
| Europe | 41/53 | 4.0 | 1.0 | 31.9 | 31.9 |
| Eastern Mediterranean | 5/21 | 4.6 | 0.6 | 16.5 | 7.1 |
| Western Pacific | 6/27 | 5.7 | 3.4 | 12.0 | 20.6 |
| BY INCOME GROUP | | | | | |
| Low-income | 8/31 | 13.8 | 4.1 | 1.1 | 1.1 |
| Lower middle-income | 15/46 | 7.7 | 2.8 | 1.1 | 1.1 |
| Upper middle-income | 26/60 | 6.4 | 0.6 | 3.1 | 3.1 |
| High-income | 40/57 | 3.6 | 1.5 | 7.1 | 7.1 |
| Total | 88/194 | 6.2 | 0.6 | 3.1 | 3.1 |

Source: NHWA 2019. Income grouping is from the World Bank classification as of 2018.

Source: The State of the Worlds Nursing 2020, WHO

Figure 5.14: Donut chart showing the distribution of nursing personnel density per 10,000 population in 2030 across different WHO regions and income groups.

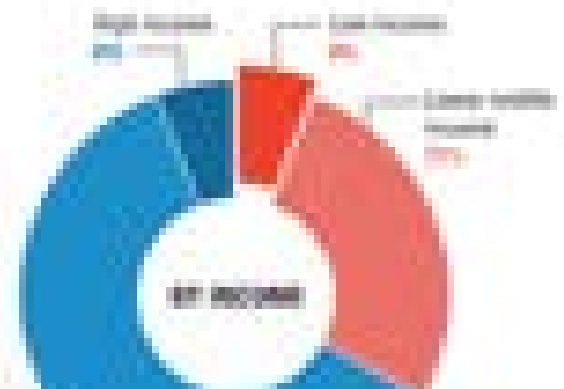
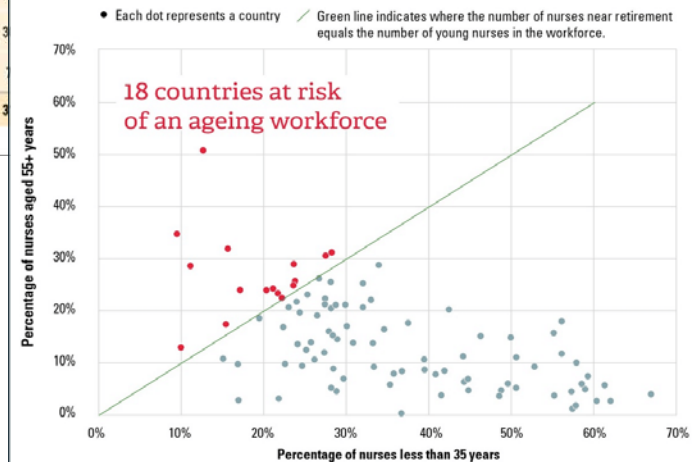
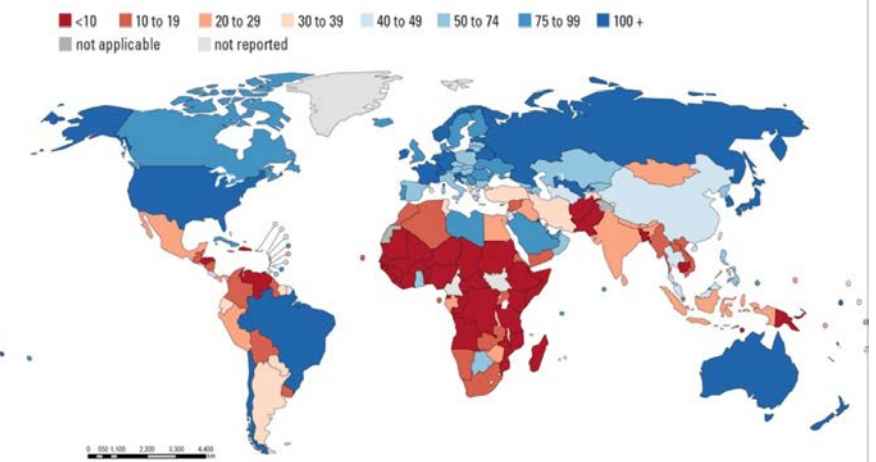


Figure 5.4 Relative proportions of nurses aged over 55 years and below 35 years



Note: "Nursing workforce" includes nursing professionals and nursing associate professionals from 106 countries with data disaggregated by age. Source: NHWA 2019. Most recent available headcount reported by countries between 2013 and 2018.


Figure 5.15 Projection of nursing personnel density per 10 000 population in 2030 (global distribution)



Note: "Nursing personnel" includes nursing professionals and nursing associate professionals.

Example Country Profiles

STATE OF THE WORLD'S NURSING 2020



This map is an approximation of actual country borders.

Country capacity on:

✓ Yes ✚ Partial ✗ No NR No Response

EDUCATION REGULATION

- Master list of accredited education institutions ✗
- Accreditation mechanisms for education institutions ✓
- Standards for duration and content of education ✓
- Standards for interprofessional education ✓
- Standards for faculty qualifications¹ ✚

PRACTICE REGULATION

- Nursing council/authority for regulation of nursing¹ ✓
- Fitness for practice examination¹ ✓
- Continuing professional development ✗
- Existence of advanced nursing roles ✗

WORKING CONDITIONS

- Regulation on working hours and conditions ✚
- Regulation on minimum wage ✓
- Regulation on social protection ✗
- Measures to prevent attacks on HWs ✗

GOVERNANCE AND LEADERSHIP

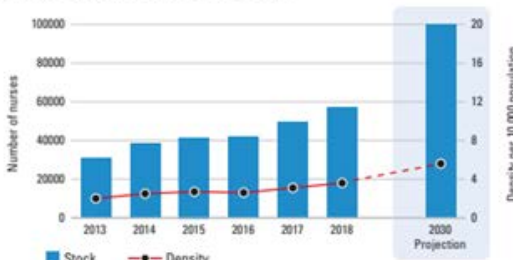
- Chief Nursing Officer position¹ ✚
- Nursing leadership development program¹ ✗
- National association for pre-licensure students¹ ✗

Bangladesh

| | COUNTRY | WHO REGION |
|---|-----------|------------|
| Total population (UN population prospects, 2019) | 163046173 | 2001946277 |
| UHC Service Coverage Index (0-100 points, 2017) | 48 | - |
| Life expectancy at birth m/f (years, 2016) | 71.1/74.4 | 67.9/71.3 |
| Probability of dying under five (per 1 000 live births, 2018) | 30.2 | 33.6 |
| Probability of dying between 15 and 60 years m/f (per 1 000 population, 2016) | 150/110 | 206/134 |
| Gross domestic product (GDP) (per capita US\$, 2017) | 1595 | 2341 |
| Current health expenditure as a per cent of GDP (2017) | 2.3 | 4.3 |
| Current health expenditure per capita (US\$, 2017) | 36 | 192 |

Source: WHO

Nursing stock and density 2013-2018



Age distribution


- <35: 49%
- 35-54: 40%
- 55+: 5%

Sex distribution

- Female: 91%
- Male: 9%

Nurse mobility

- Foreign trained: 0.05%
- Foreign born: NR



Nursing personnel (latest year) 57205

| Nursing professionals | Nursing associates | Nurses not further defined |
|-----------------------|--------------------|----------------------------|
| 54599 | 2606 | 0 |

Share of professional nurses 95%

Density 3.6 per 10 000 population

Graduates per year 6343

Minimum duration of training 4 years

Share of nurses within the health workforce

- Nurses: 28.7%
- Doctors: 47.1%
- Midwives: 4.7%
- Dentists: 4.8%
- Pharmacists: 14.6%

Issues for consideration

An estimated shortage range of 300000 to 400000 nurses is projected for year 2030*.

*As compared to a benchmark density. Details in State of the world's nursing 2020 report and Global Strategy on Human Resources for Health: Workforce 2030

Source: National Health Workforce Accounts (NHWA), 2020 except 1. Latest available data are displayed. Includes multiple data sources such as the OECD/Eurostat/WHO EURO Joint Data Collection, labour force survey, census data and estimates from WHO for shortages. Stock and density projection by 2030 based on a simple stock and flow model. See full report for further details. NR=Not reported. Data as of 10 March 2020. © World Health Organization 2020

SoWN 2025 Content and Themes

Content

Nursing workforce **DATA** at global and Regional levels & by income group

- **Jobs**
 - Stock, distribution, density, age, sex, migration, shortage, projections to 2030
- **Education**
 - Duration/levels, regulation, graduates, faculty, digital technology
- **Service Delivery**
 - Regulation, practice, working conditions
- **Leadership**
 - Senior/GCNO and leadership development

POLICY Directions

Country Profiles

Themes

- Sustainable Development Agenda
- Universal Health Coverage
- Health equity and access
- Primary Health Care
- Health system resilience
- Health labour markets
- Population health outcomes
- Patient care

The State of the World's Nursing 2025

WHY DEVELOP IT

Global Health Challenges in the Remainder of the SDG Era



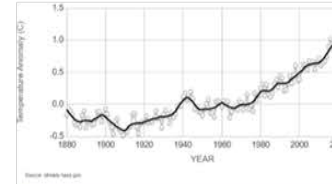
SDGs



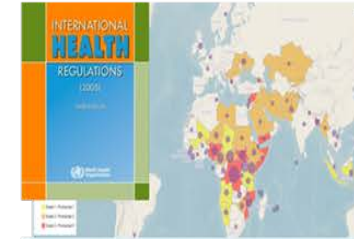
Globalization



Conflict and war



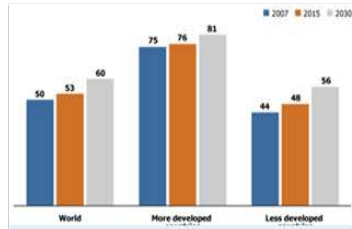
Climate change



Infectious disease outbreaks



Innovation



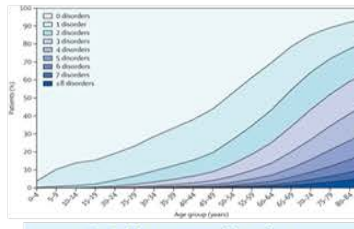
Urbanization



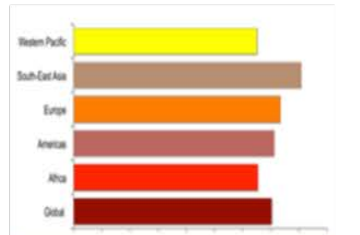
Refugees, IDPs and Migration



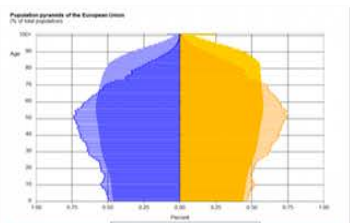
Antimicrobial Resistance



Multi-morbidity including NCDs



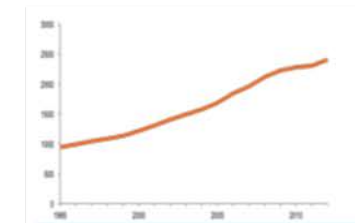
Civic voice



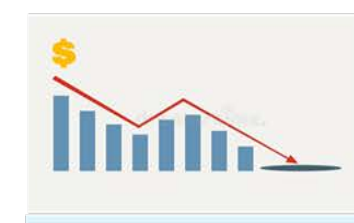
Aging populations and youth



Gender & inequality



Rising costs

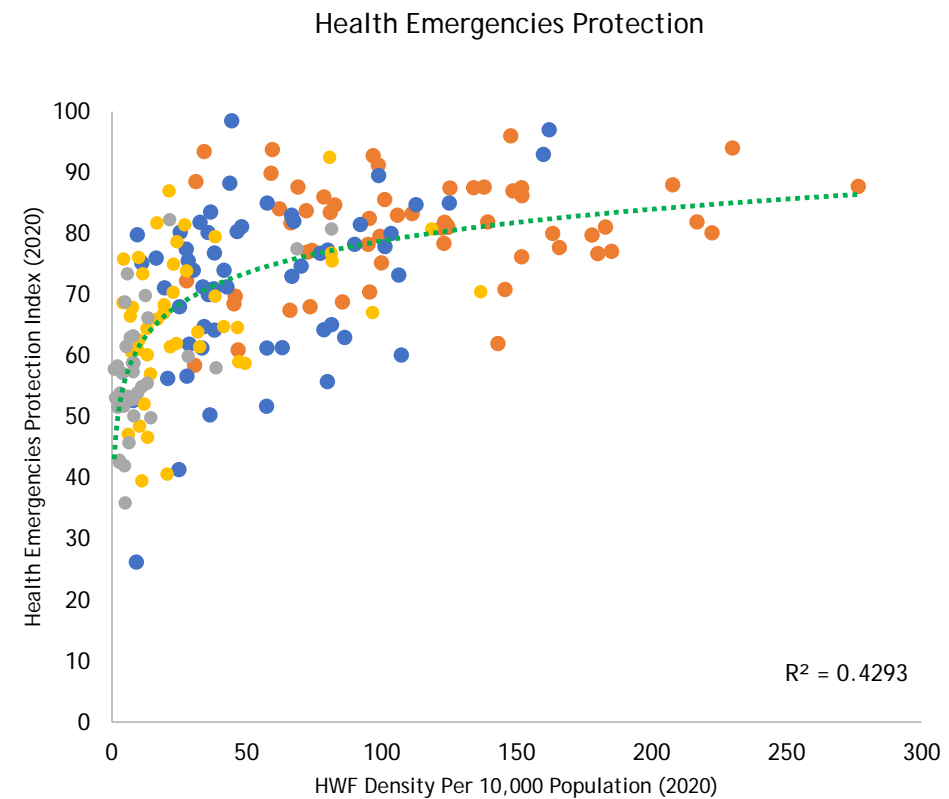
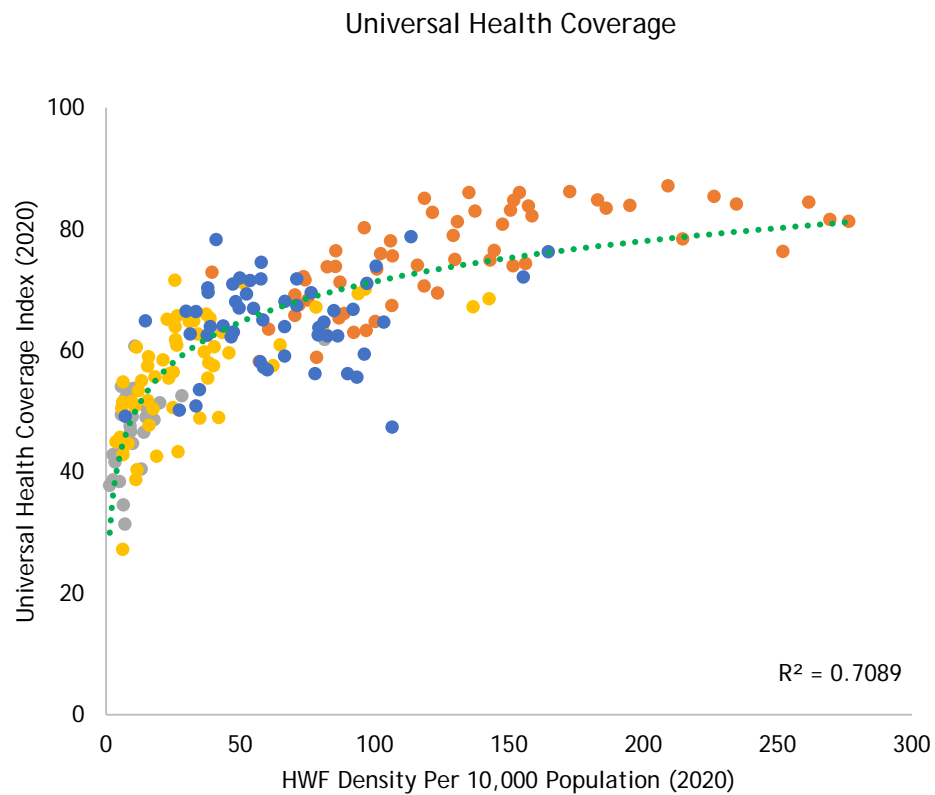


Economic recessions

No UHC Without a Health Workforce

Correlation between HWF density, UHC & HEP index, 2020

LIC
 LMC
 UMC
 HIC

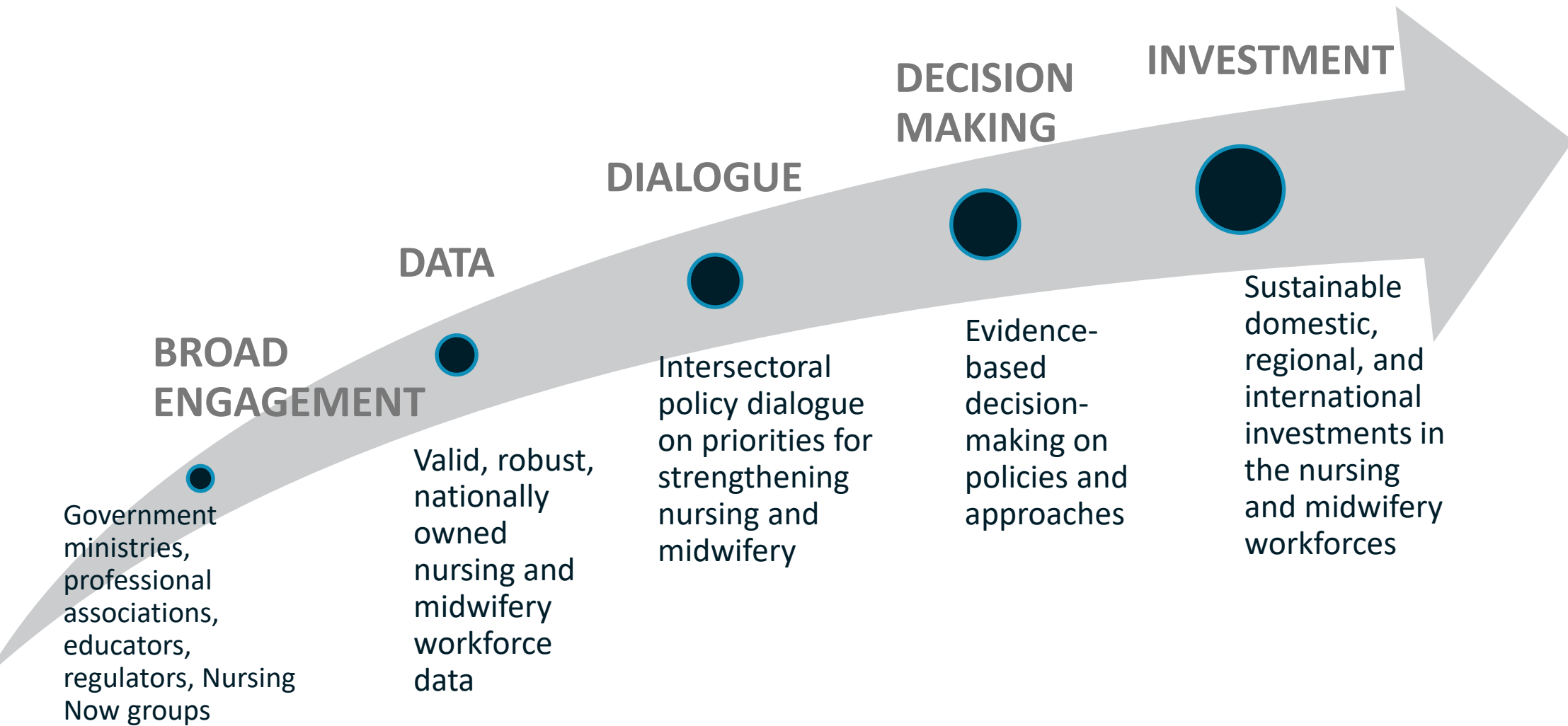


Source: (1) Latest data between 2010–2019, as available on the National Health Workforce Accounts (NHWA) Platform. Data can be accessed here: <http://apps.who.int/nhwaportal/>.

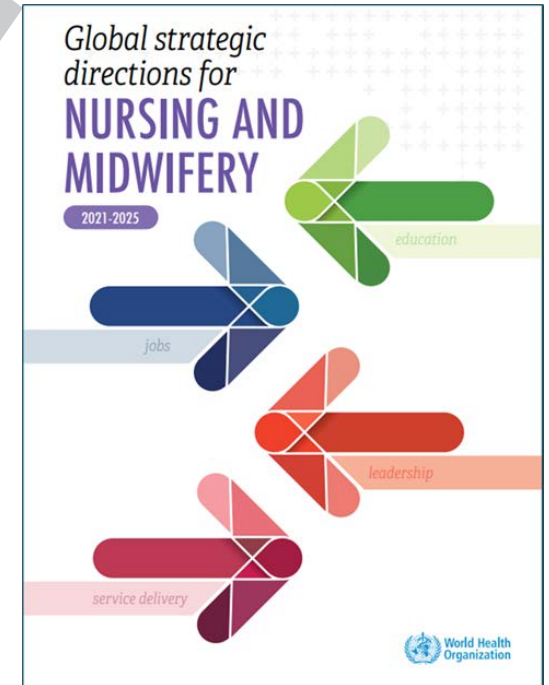
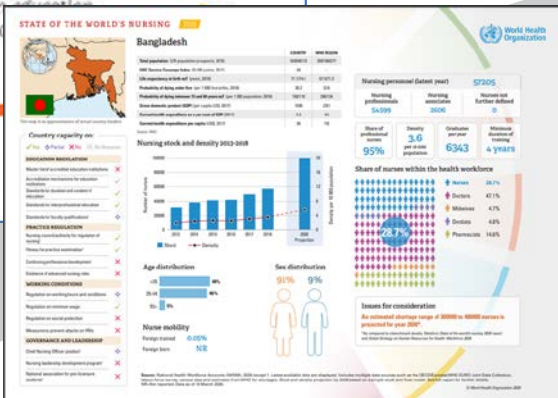
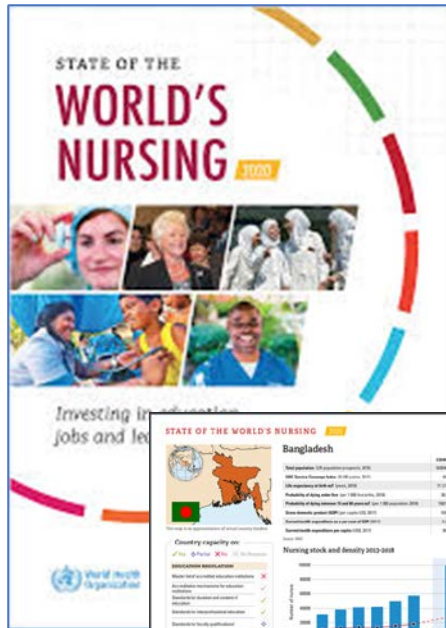
SoWN 2025 Objectives

1. Provide a detailed description of the **current nursing workforce** at global, regional, and national levels
2. **Facilitate planning for a future nursing workforce** that strengthens PHC delivery towards UHC
3. Provide **evidence to support global decision-making** by the 78th World Health Assembly on extending the *Global Strategic Directions for Nursing and Midwifery 2021-2025* until 2030
4. Support intersectoral dialogue and decision-making on policies and investments to strengthen nursing towards UHC

Theory of Change



Strengthening nursing and midwifery: investments in education, jobs, leadership and service delivery



The State of the World's Nursing 2025

HOW WAS IT DEVELOPED

Globally Standardized Definitions and Indicators

International Labour Organization: International Standard Classification of Occupations (ISCO)

| Occupation title | Captured in modules | | | | ISCO code |
|--|---------------------|-----|-----|-----|-----------|
| | M01 | M02 | M03 | M04 | |
| 1 - Medical Doctors | x | | x | | 221 |
| 1.1 - General Medical Practitioners (incl. Family medical practitioners) | x | x | x | | 2211 |
| 1.2 - Specialist Medical Practitioners | x | x | x | | 2212 |
| 1.2.1 - General Pediatricians Practitioners | x | | | | |
| 1.2.2 - Obstetricians and Gynecologists | x | | | | |
| 1.2.3 - Psychiatrists Practitioners | x | | | | |
| 1.2.4 - Medical group of Specialists Practitioners | x | | | | |
| 1.2.5 - Surgical group of Specialists Practitioners | x | | | | |
| 1.2.6 - Other Specialists Practitioners | x | | | | |
| 1.3 - Medical doctors not further defined | x | | | | |
| 2 - Nursing Personnel | x | | x | | |
| 2.1 - Nursing Professionals | x | x | | | 2221 |
| 2.2 - Nursing Associate Professionals | x | x | | | 3221 |
| 2.3 - Nurses not further defined | x | x | | | |
| 3 - Midwifery personnel | x | | x | | |
| 3.1 - Midwifery Professionals | x | x | | | 2222 |
| 3.2 - Midwifery Associate Professionals | x | x | | | 3222 |
| 3.3 - Midwives not further defined | x | x | | | |
| 4 - Dentists | x | x | x | | 2261 |

| | | | | | |
|---------------------------------------|---|---|---|--|------|
| 2 - Nursing Personnel | x | | x | | |
| 2.1 - Nursing Professionals | x | x | | | 2221 |
| 2.2 - Nursing Associate Professionals | x | x | | | 3221 |
| 2.3 - Nurses not further defined | x | x | | | |

WHO National Health Workforce Accounts (2.0) Descriptive statistics on nursing workforce

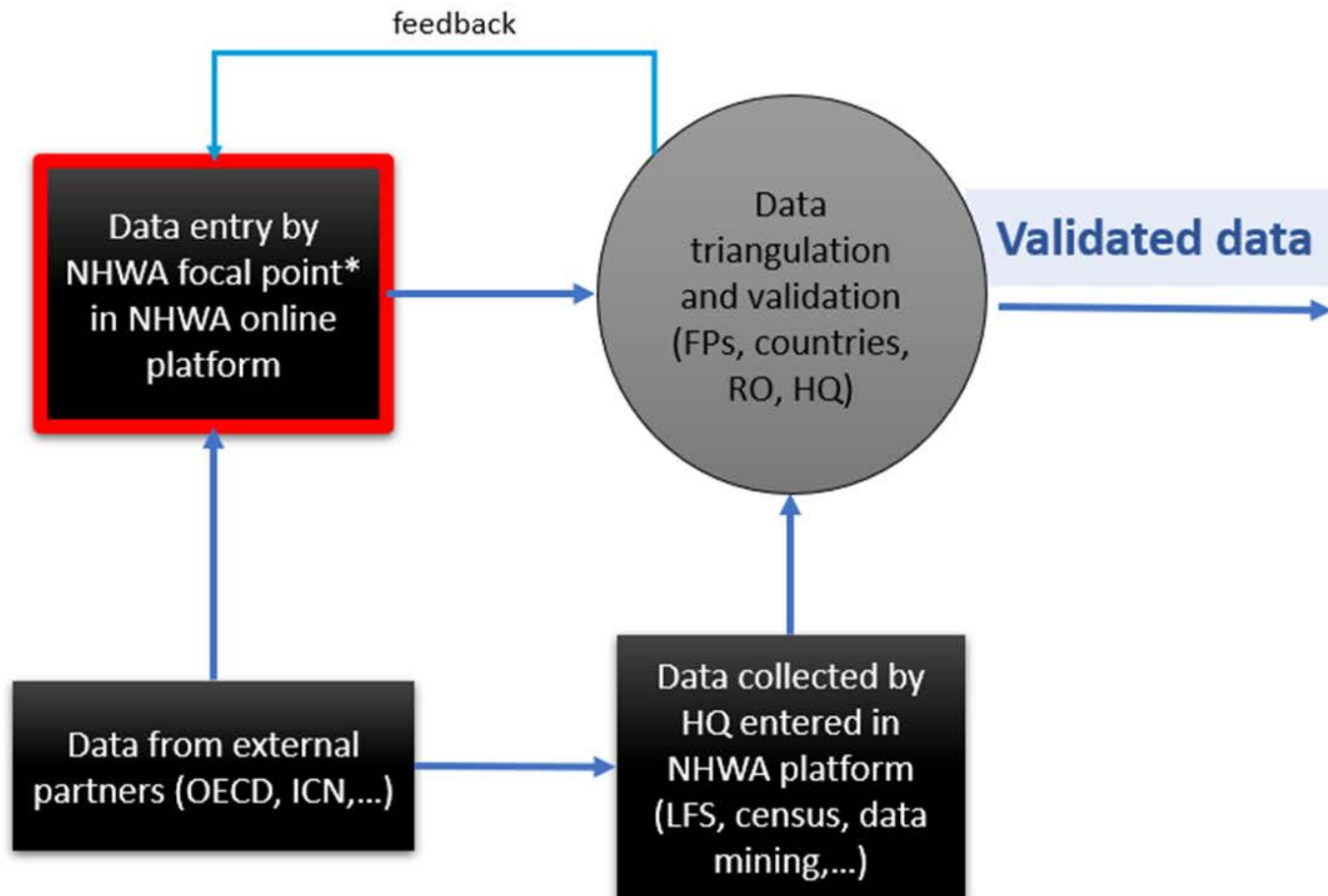
Module 1: Stock and flow

- 1-01 Health worker density
- 1-02 Health worker density at subnational level
- 1-03 Health worker distribution by age group
- 1-04 Health worker distribution by sex
- 1-05 Health worker distribution by facility ownership
- 1-06 Health worker distribution by facility type
- 1-07 Health worker distribution by place of birth
- 1-08 Health worker distribution by place of training
- 1-09 Annual inflows of health workers
- 1-10 Annual outflows of health workers
- 1-11 Vacancy rate
- 1-12 Health worker distribution by type of contract

Module 2: Education

- 2-01 Health workforce education and training capacity
- 2-02 Ratio of applications to education and training capacity
- 2-03 Ratio of enrolments to application
- 2-04 Ratio of graduates to stock
- 2-05 Duration of education and training
- 2-06 Accreditation mechanisms for education and training institutions and their programmes
- 2-07 Standards for education and training programmes

National Health Workforce Accounts (NHWA)



* in charge of country reporting and validation of data entered in the platform.

Global database public access

Global Health Observatory



NHWA data portal



Data multiple use (national, regional, global)



Steering Committee Representation

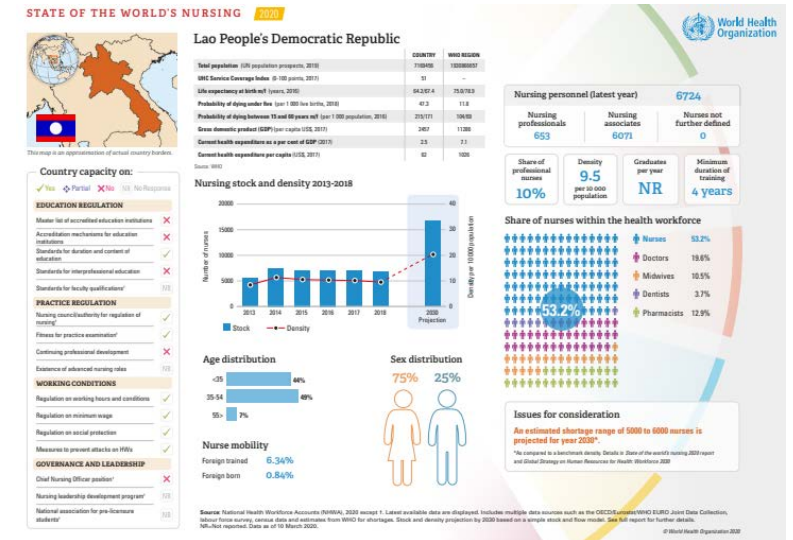
- **International Council of Nurses** [Co-Chair]
- Association of **Deans of Philippine Colleges** of Nursing [Co-Chair]
- **East, Central, and Southern African** College of Nursing and Midwifery
- **Caribbean** Commission Regional Nursing Body
- Association of **Southeast Asia Nations**, Mutual Recognition Agreement, Joint Coordinating Committee on Nursing
- Council on **Graduates of Foreign Nursing Schools**
- World **Innovation** Summit for Health
- Burkina Faso **National Public Health** Institute
- Jordan High Council of the National Centre for **Curriculum Development**
- **National Council** of State Boards of Nursing
- Global Network of WHO **Collaborating Centers** for Nursing and Midwifery
- **Universidad** de los Andes
- European **Council** of Nurses
- **Nursing Now Challenge**
- Caribbean **Public Health** Association
- **Ministry of Health and Family Welfare**, Government of India
- **The World Bank**

The State of the World's Nursing 2025

HOW TO USE THE SOWN 2025

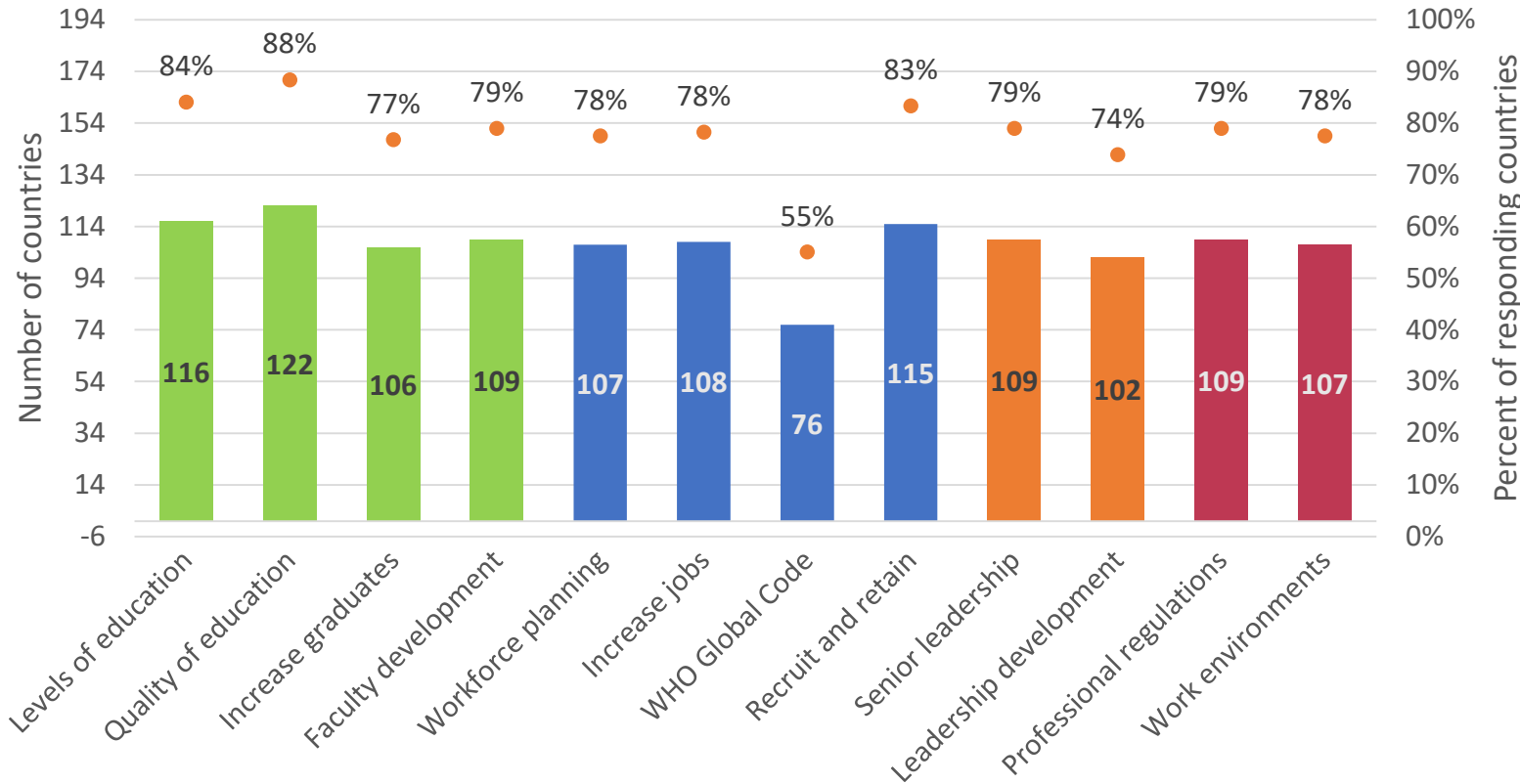
Application of SoWaN 2025

- Country level policy dialogue with government validated data
- Regional level dialogue and prioritization of nursing issues to drive progress on UHC
- Global decision-making on extension the Global Strategic Directions for Nursing and Midwifery through 2030

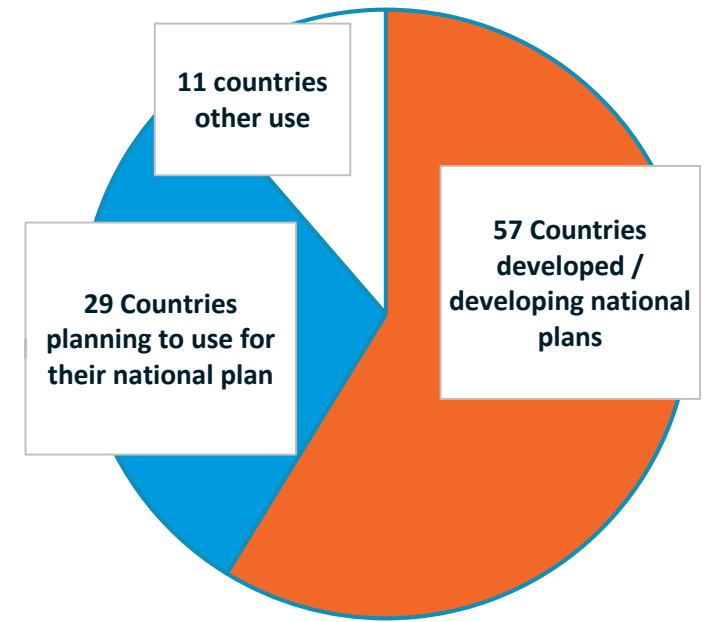


Wide-Scale Use of the Global Strategic Directions for Nursing and Midwifery 2021-2025

Number and percent of countries active in each policy priority
(N=135 Member States**)



Use for national nursing and midwifery strategic planning
(N=97 Member States)



The State of the World's Nursing 2025

LAUNCH

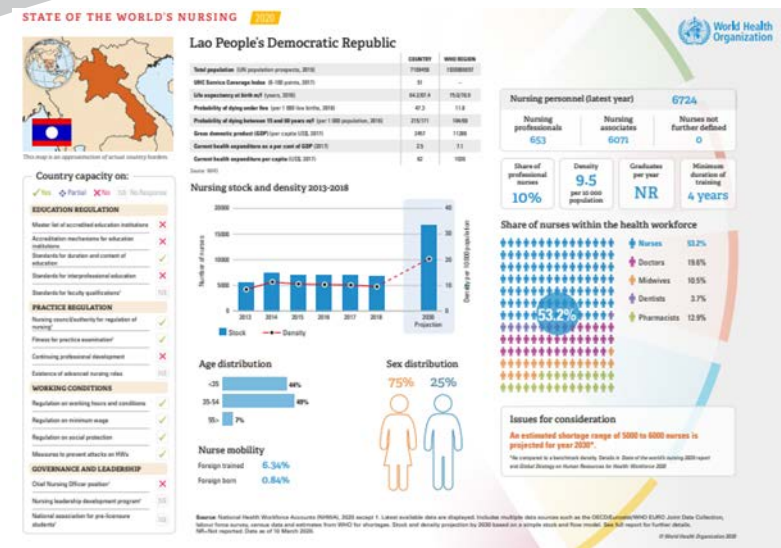
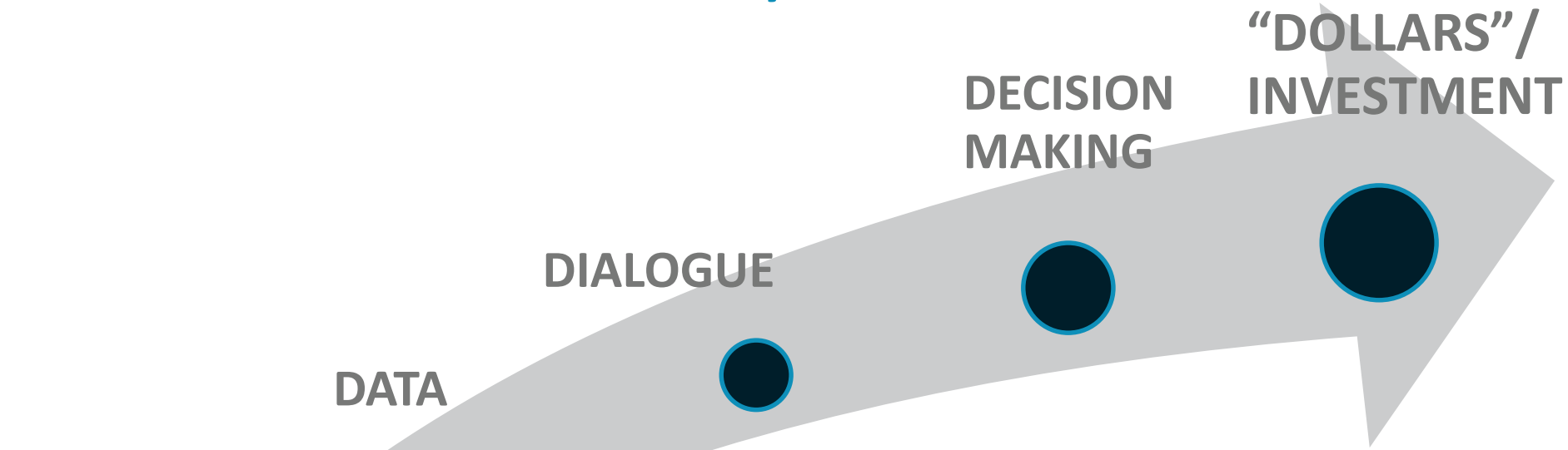
Examples of SoWN Launch Activities

- Global and regional events on International Nurses Day
- Press release
- Webinars
- Video messages
- Local policy dialogue
- Social media posts



International Nurses Day 2025:
State of the World's Nursing
report launch

SoWN 2025: How will you use it?





Thank you!

Inspire nurses to use SoWN 2025 data in policy dialogues, both locally and internationally, to advocate for solutions to pressing nursing issues

Practical and Inspirational examples and strategies on how everyone can use the SoWN 2025 report.



Dr. Anousone Sisoulath

Vice Dean, Faculty of Nursing

University of Health Sciences, LAO PDR

Deputy Head

Nursing and Midwifery Board,

Health Professional Council

National Nursing Development Plan (NNDP) 2030

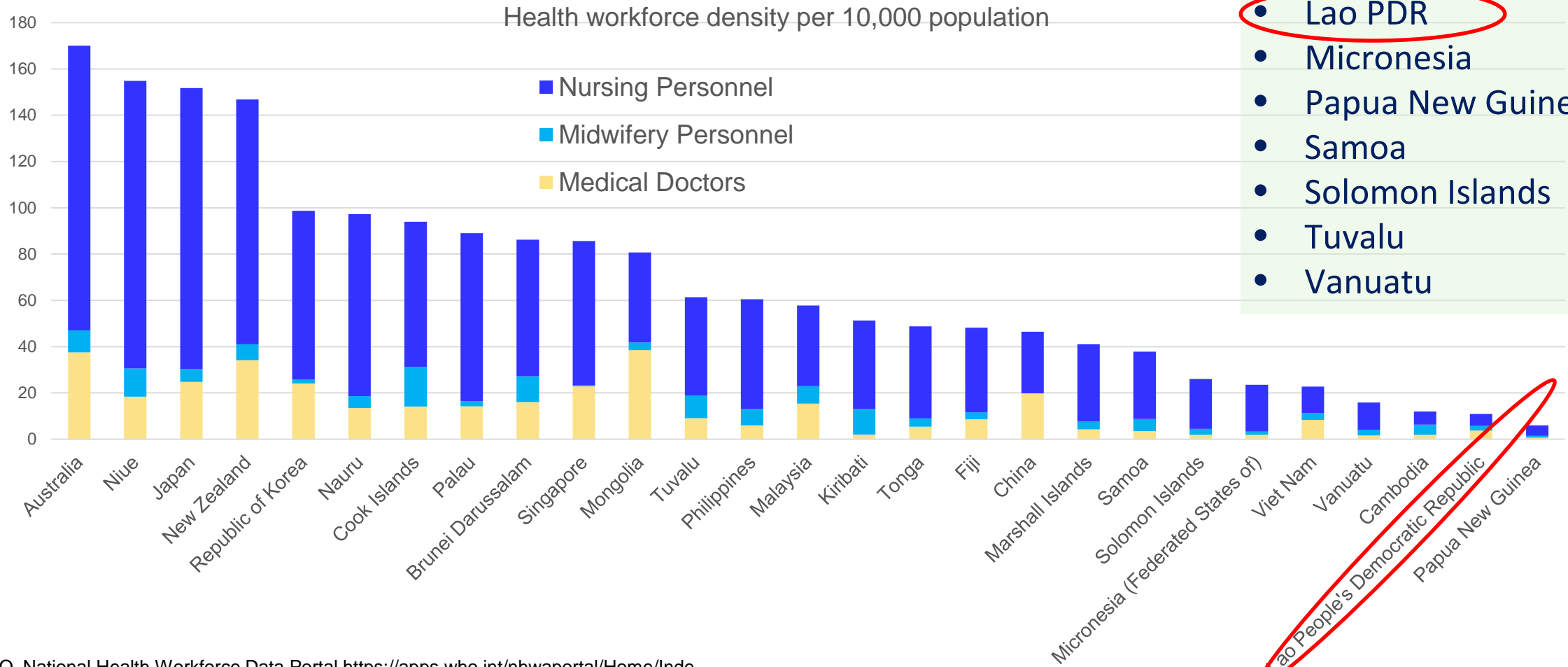
Dr. Anousone Sisoulath, Vice Dean, Faculty of Nursing, UHS
Vice Head, Nursing and Midwifery Board

Mdm. Sengmany Khambounheuan, Deputy Director General, DHP
Vice Head, Nursing and Midwifery Board

Variations in Nursing Workforce Density

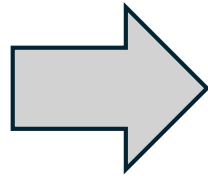
Health Workforce Support and Safeguards List

- Kiribati
- Lao PDR
- Micronesia
- Papua New Guinea
- Samoa
- Solomon Islands
- Tuvalu
- Vanuatu

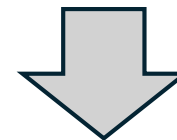
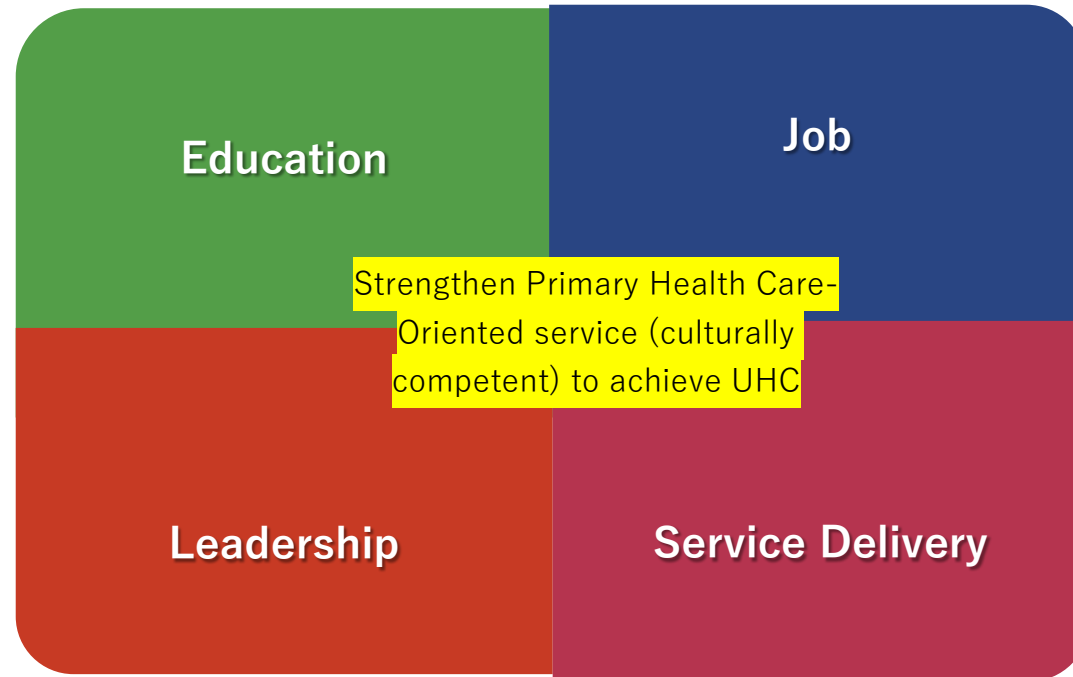


WHO. National Health Workforce Data Portal <https://apps.who.int/nhwportal/Home/Inde>

Global and Regional Documents related to HRH and NNDP 2030

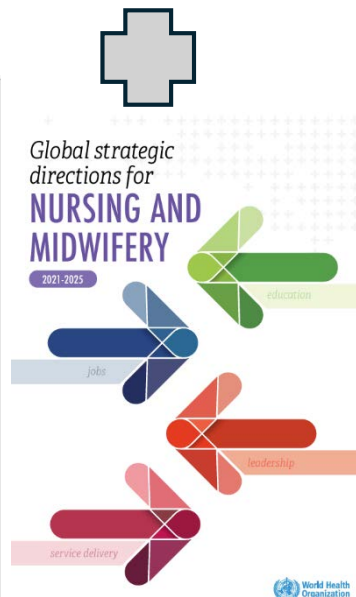
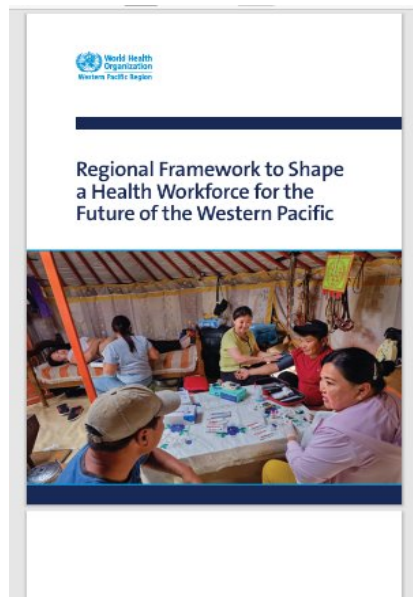


National Nurse Development Plan 2030



M&E

Collaboration and Networking



Methodology for NNDP 2030 Development

Step 1

- Identify policy priority/elements/main activities referring to other strategic direction (Global, regional and national)

Step 2

- Identify policy priority/elements/main activities referring to academic framework in each strategic area

Step 3

- Conduct situational analysis (desktop review and survey)

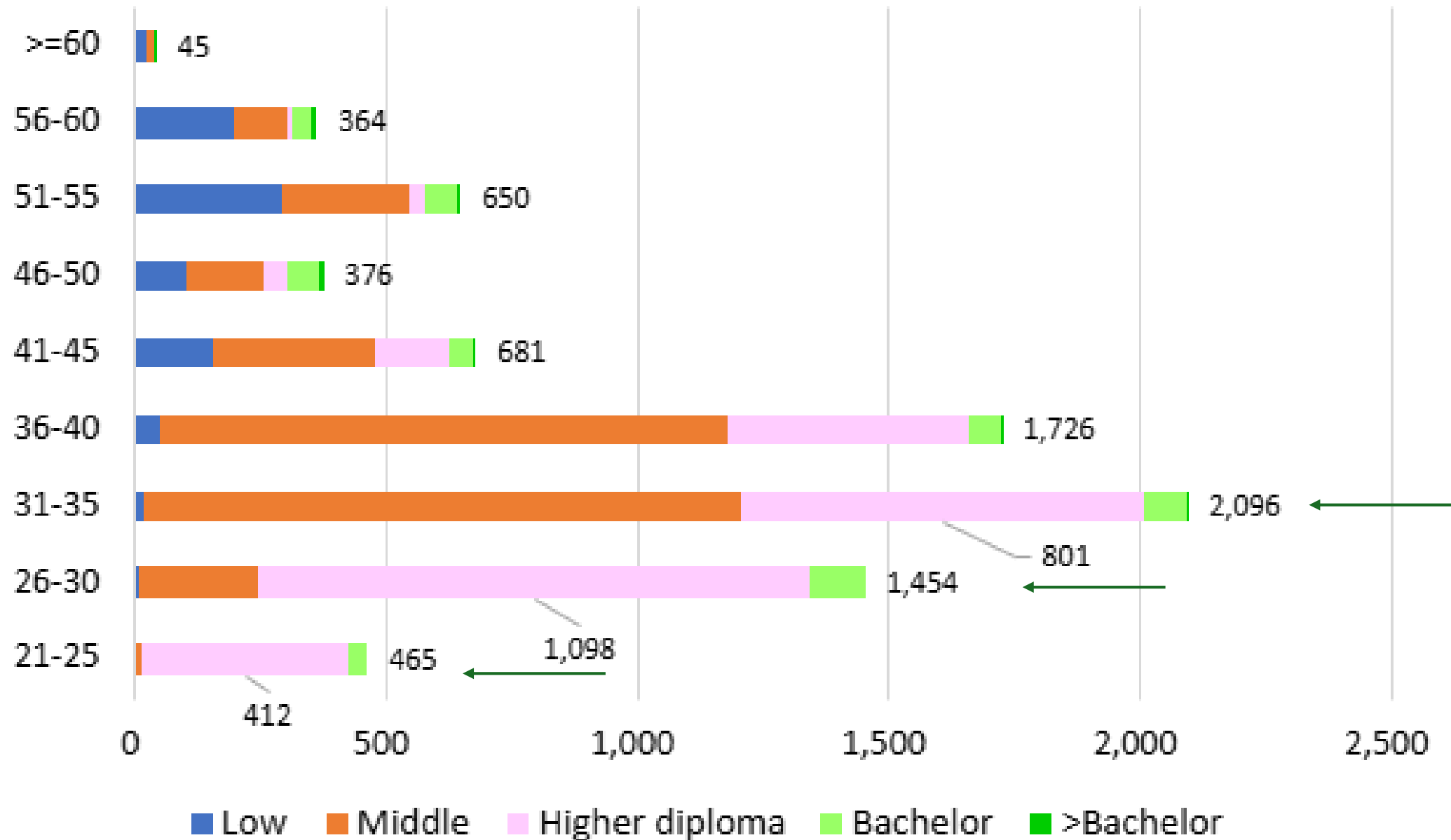
Step 4

- Prioritize policy elements and main activities according to the results of situational analysis (involve nurse leaders at subnational level)

Situational analysis

| | Strategic areas | What to study? | Resource/ Method |
|----------------|------------------------|--|---|
| Desktop review | Education | Training course, curriculum and statistics Quality assurance indicators of the Educational institutions | Department of Health Personnel, University of Health Sciences |
| | Job | Statistics by age, gender, facility type , academic background, civil servant status, ethnicity, density | Health Personnel Information Management System |
| | Leadership | Registration and licensing (e.g., age, sex, academic background, civil servant status of nursing leaders) | Health Professional Council |
| Survey | Education | Needs assessment on capacity development of faculty/school teachers: | Focus Group Interview |
| | Job & service delivery | Nursing services at Primary Health Care level | Direct observation and Focus Group interview |

Age-Academic degree, 2024 (N=7,871)



Qualitative Data from Interviews:

(Collected from district hospitals, health centers, PHOs, and DHOs)

Nursing care

Collaboration with other professionals

Collaboration with the community

Decision making by nurses

Follow-up of villagers and patients

Health education for family and patients

Leadership and management

Quality of nursing care

Referral

Reporting and recording

If we cannot diagnose/treat, we refer to upper level.

Challenges

Accessibility

Financial

Inadequate infrastructure and environment

Lack of HRH

Registration and licensing

Scope of Practice

Health behavior and beliefs

Collaboration with community

Communication

Quality of HRH

Quality of HRH (capacity/qualification)

Quality of HRH (referral)

What nurses do at HC is different from what they learnt at school, we have to everything without MD

Suggestions for NNDP

Expand SoP

How to collaborate with students for PHC

Improve infrastructure/environment

Nursing specialty

Quota for HRH

Increase HRH capacity

L&M

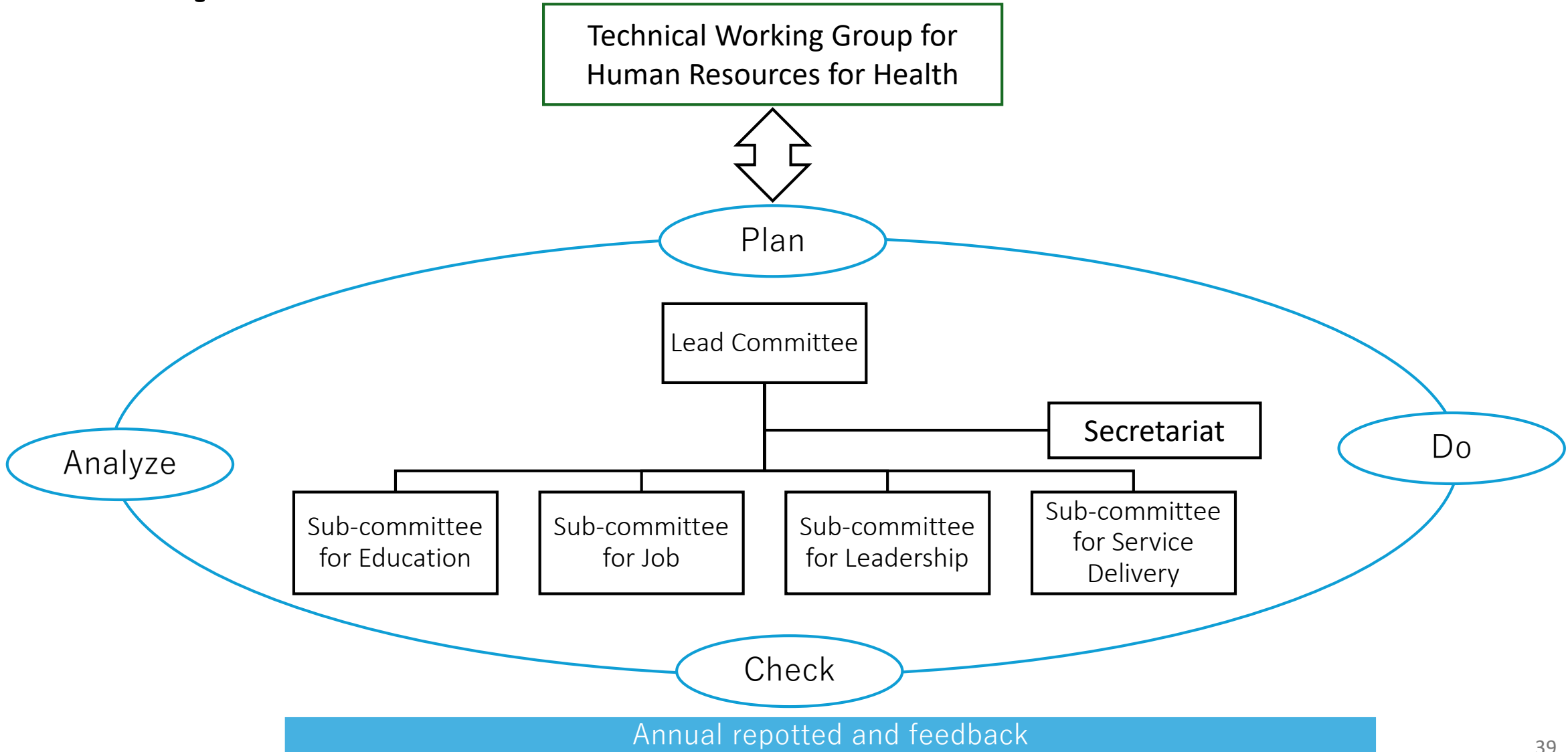
Clinical

Knowledge

Upgrading

NS can be leader who oversee the HC activities while other health professionals concentrate on their speciality

Monitoring & Evaluation for NNDP 2030 Implementation



Strategic Utilization of the SoWN 2025 report

1. Evidence-Based Nursing Policy Development

- Utilize data from the SoWN Report to formulate evidence-based policies
- Analyze the current state of the nursing workforce domestically and conduct assessments considering regional and global trends
- Promote concrete policies to address identified challenges

2. Strengthening Nursing Leadership

- Enhance decision-making capabilities through data utilization
- Develop the competencies of managers and policymakers to establish sustainable nursing leadership

3. Advancing National Policies Using Global and Regional Trends

- Analyze global and regional trends and challenges in the nursing workforce to improve national policies
- Adopt international best practices for effective policy implementation

4. Linking the NNDP Publication with the SoWN Report

- Publish the **NNDP (National Nursing Development Plan)** in alignment with the SoWN Report
- Ensure coherence between national policies and global nursing workforce challenges

5. Strengthening NNDP Monitoring and Evaluation

- Utilize national data and the SoWN insights to measure policy progress
- Conduct evidence-based evaluations to continuously improve policies



Sana Gul

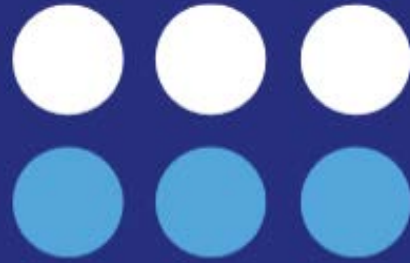
Registered Nurse

Postgraduate Midwifery Student

University of Birmingham

Co-Chair

NursingNow Challenge



C H A L L E N G E R S '
C O M M I T T E E

State of the World's Nursing report, 2025

Our ideas to promote key findings & mobilise nurses
in the Eastern Mediterranean region



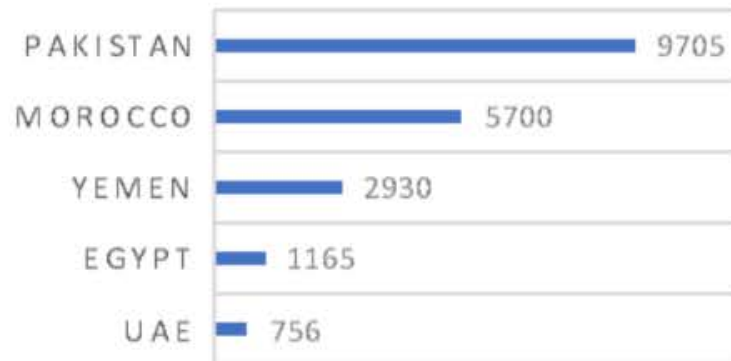
EASTERN MEDITERRANEAN

77 ORGANISATIONS

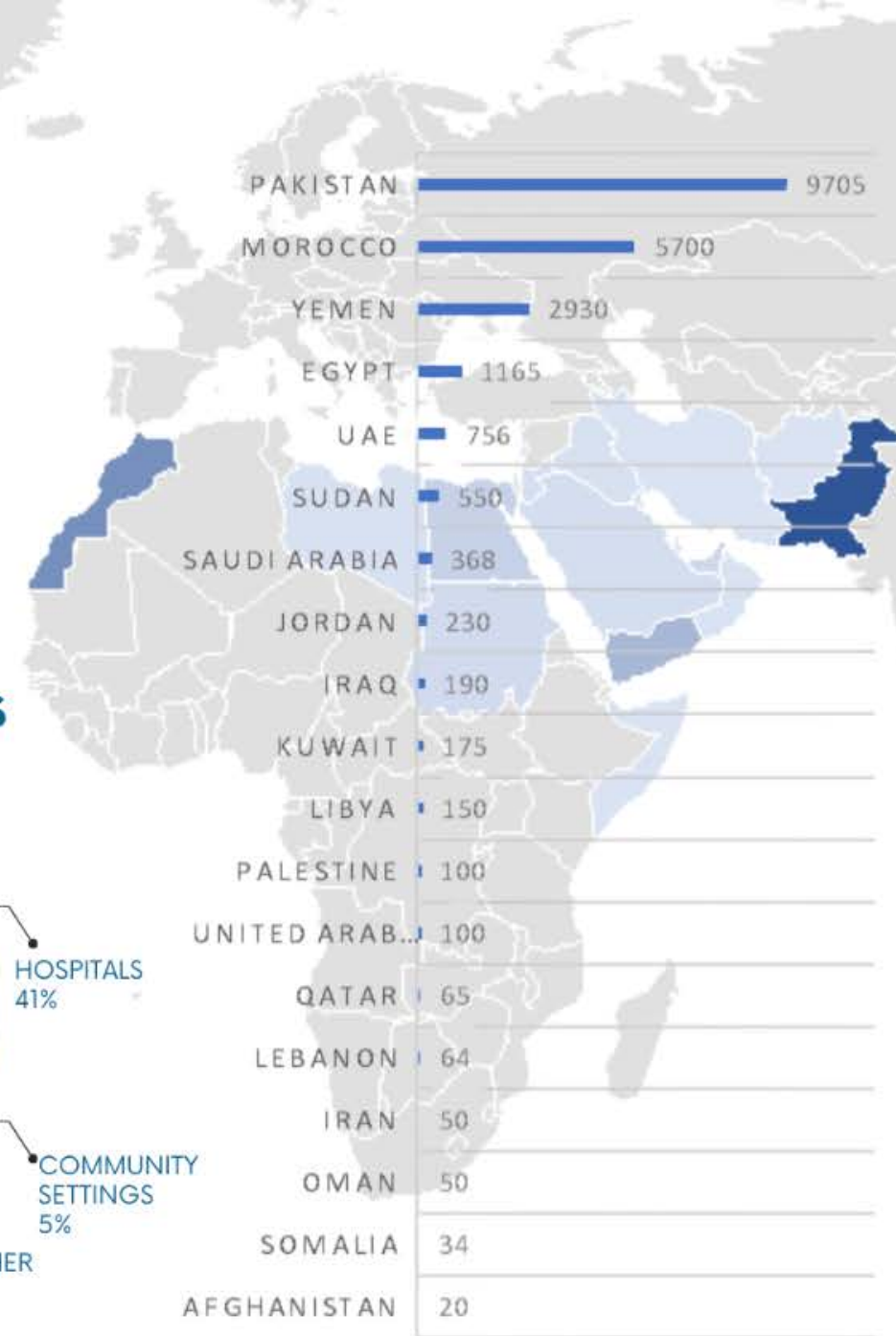
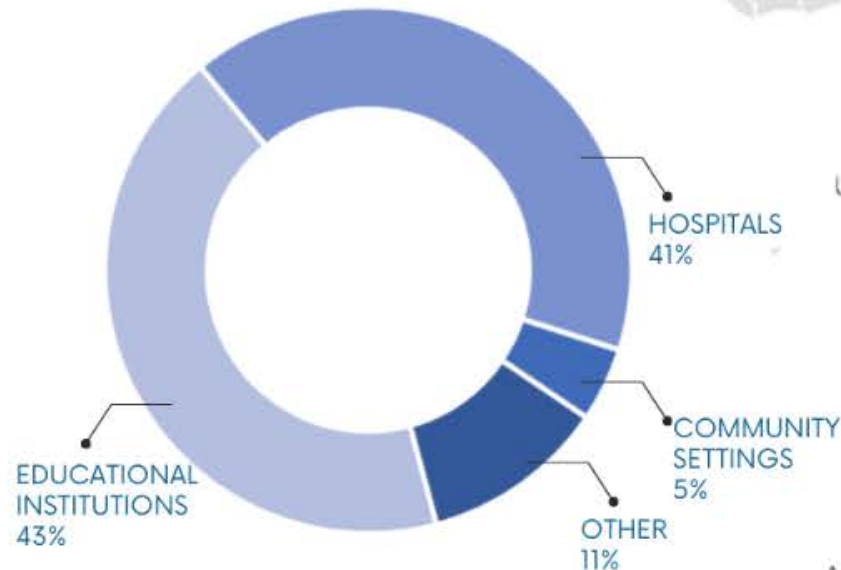
17,692 MEMBERS

19 COUNTRIES

TOP 5 COUNTRIES WITH THE HIGHEST MEMBERSHIP



ORGANISATION TYPES



SoWN launch 2025 - Ideas from EMRO

- In addition to the Nursing Now Challenge global, in person launch, each of the Challengers' Committee, Regional Hubs will host an online launch event.
- Each regional Hub will also organise activities at regional, national and local levels.
- Our ideas to promote key findings & mobilise nurses across the EMRO region include...

Regional

- Online event to celebrate the launch of SoWN, 12th May.
- Blogs for NNC website, Nursing Times, PLOS/QTL

National

- Engagement with key media outlets, e.g. Kay2 with over 2.4M followers
- Reaching out to nursing/midwifery councils/Associations in Pakistan/UAE/Qatar

Local

- Journal Club at AKU & Ziauddin University in Karachi
- Participation in a radio programme in Northern Pakistan
- Social media activity





Ratna Suryani Gandana

S.Kep., Ns., CAN, MSc.

PhD Student

University of Edinburgh

NursingNow Challenge



C H A L L E N G E R S '
C O M M I T T E E

State of the World's Nursing report, 2025

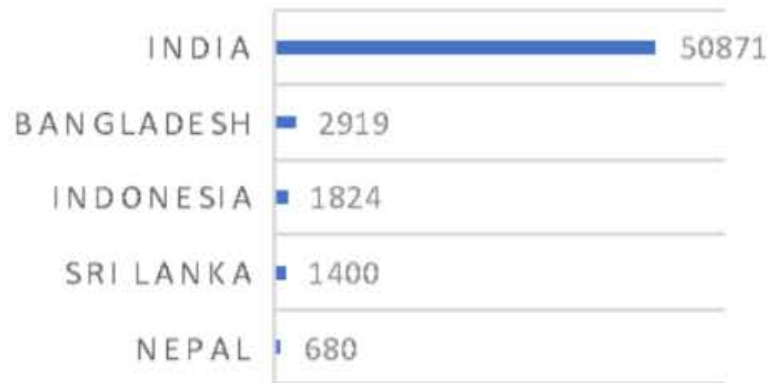
Our ideas to promote key findings & mobilise nurses
in the South-East Asia region



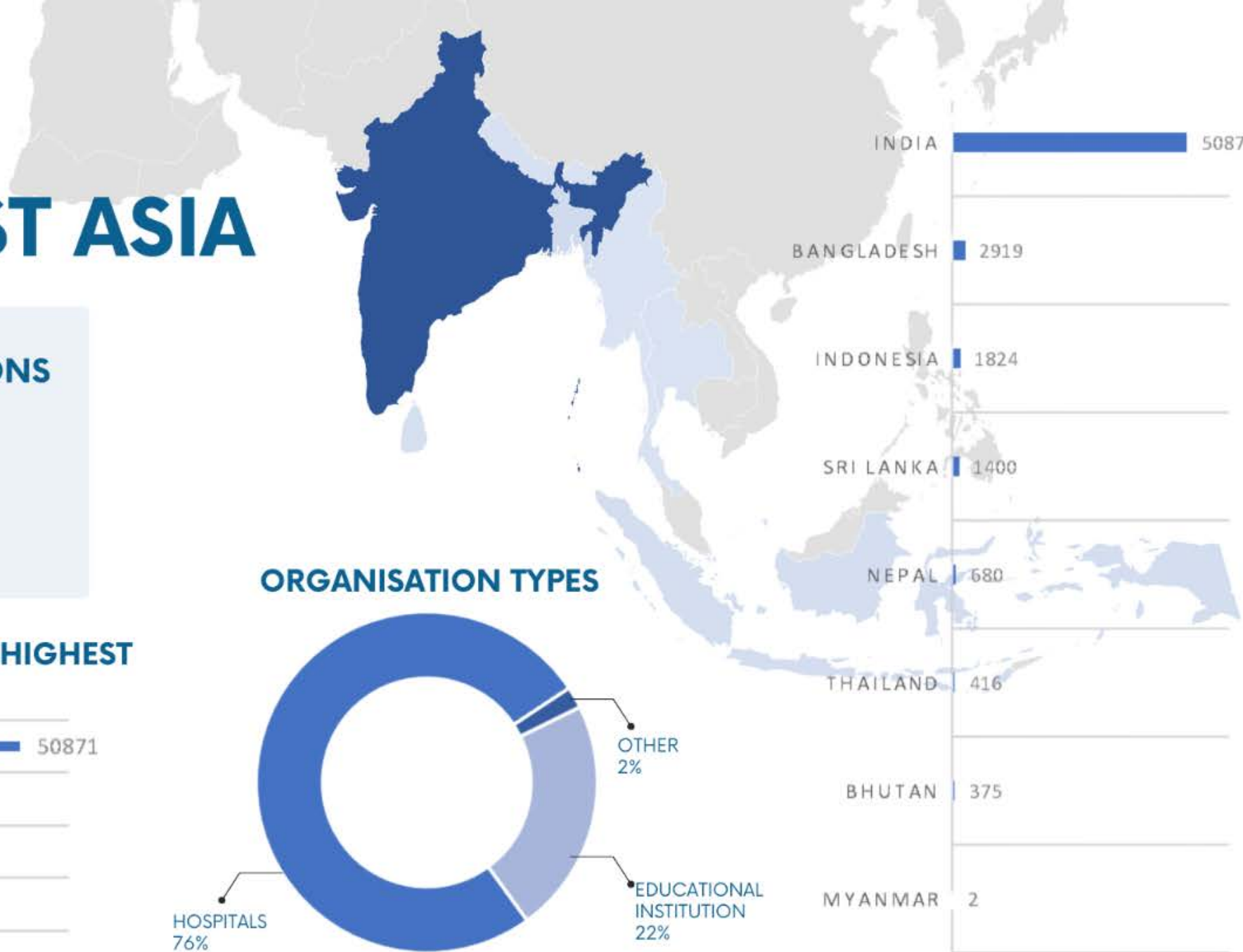
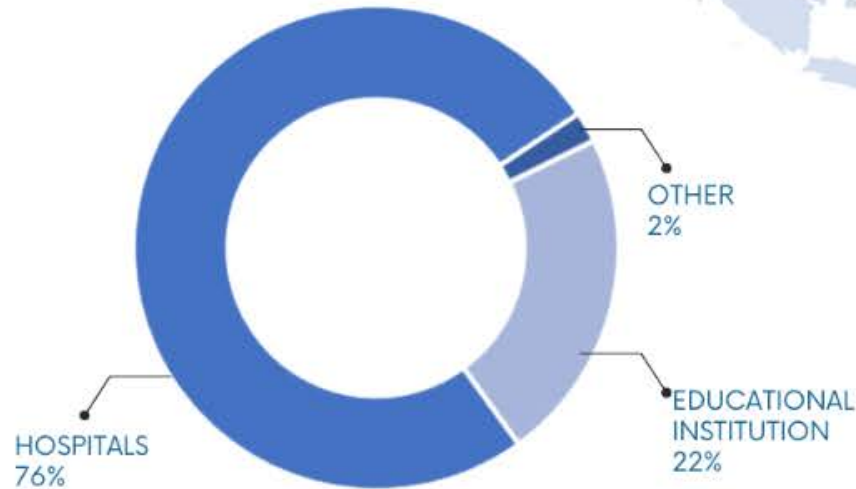
SOUTH EAST ASIA



TOP 5 COUNTRIES WITH THE HIGHEST MEMBERSHIP



ORGANISATION TYPES



SoWN launch 2025 - Ideas from SEARO

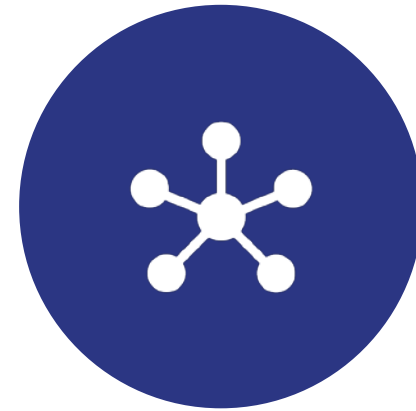
REGIONAL LEVEL



WEBINAR



UNIVERSITIES



NETWORKS

NATIONAL LEVEL



EDUCATIONAL SESSIONS FOR STUDENTS



ENGAGEMENT WITH MEDIA



NATIONAL CHALLENGE

LOCAL LEVEL



SOCIAL MEDIA POSTS



SOCIAL MEDIA LIVE



Investing in **young nurses** today is **not just building a workforce—it's shaping the future of healthcare**. They are the roots of **resilience**, the hands of **healing**, and the voices of **change**. Empower them **now**, and nursing will rise **stronger** for generations.





If you would like to join the Challengers' Committee,
please contact challenge@nursingnow.global

[#ChallengersCommittee](#) [#ForgingTheFuture](#)

www.nursingnow.org/nursing-now-challengers-committee



Stephan Osei

RN, MSc Clinical Trials candidate,
Research Coordinator

Future Leaders Group- WHO NMGCoP



Howard Catton

CEO

International Council of Nurses (ICN)



World Health
Organization

Nursing and Midwifery

GLOBAL COMMUNITY OF PRACTICE

<https://nursingandmidwiferyglobal.org>

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