



# VETERINARY WORKFORCE DEVELOPMENT IN ASIA AND THE PACIFIC

Ashish Sutar

WOAH Sub-regional Representation  
for South-East Asia (SRR SEA)

Maho Urabe

WOAH Regional Representation for  
the Asia and the Pacific (RRAP)

# How to implement a regional Veterinary Workforce approach? The Asia Pacific case

- 1) Organise an initial regional awareness raising event
- 2) Conduct national veterinary workforce workshops
- 3) Engage with Veterinary Education Establishments (VEE) and Veterinary Statutory Bodies (VSB)
- 4) Always refer to WOAHA guidelines and tools
- 5) Don't forget Gender, Disability and Social (GEDSI) inclusion

# 1) Organise an initial regional awareness raising event

# Regional Awareness Raising Workshop on Veterinary Workforce and VPPs, Virtual, 2021



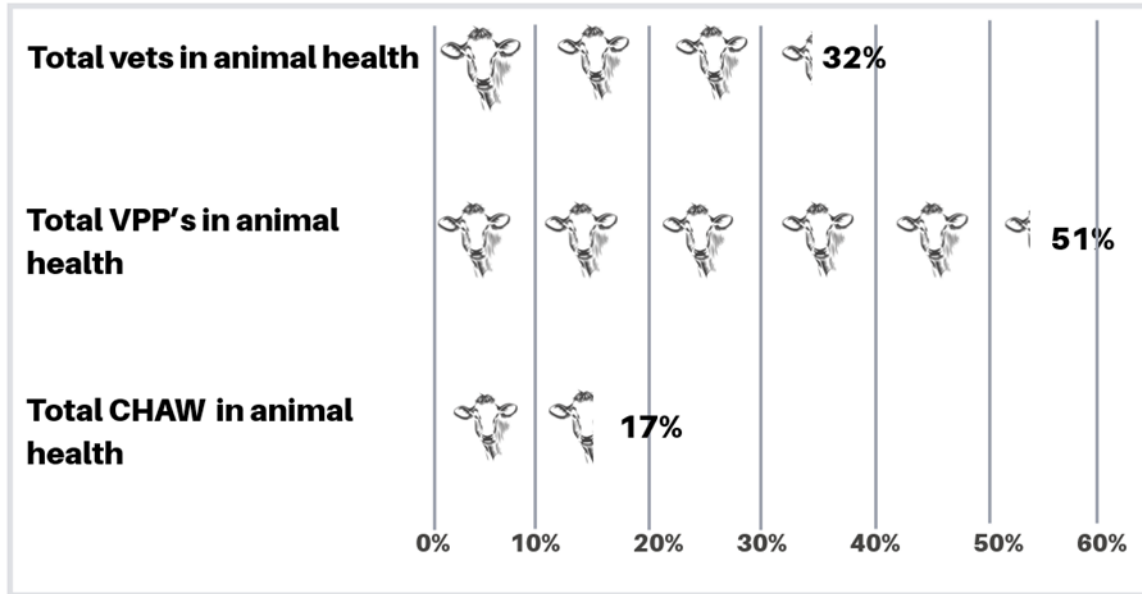
## Themes:

- Performance of Veterinary Services (PVS) Pathway
- Approaches to workforce development
- The role of VPPs in Veterinary Services
- Elicited strong interest in WOAHA capacity building across Asia Pacific

# Veterinary Workforce structure

Based on available WAHIS data of 17 Countries of SE Asia & South Asia (2019)

**Veterinary workforce structure in SEA and SA**



17 Countries of South-East Asia & South Asia

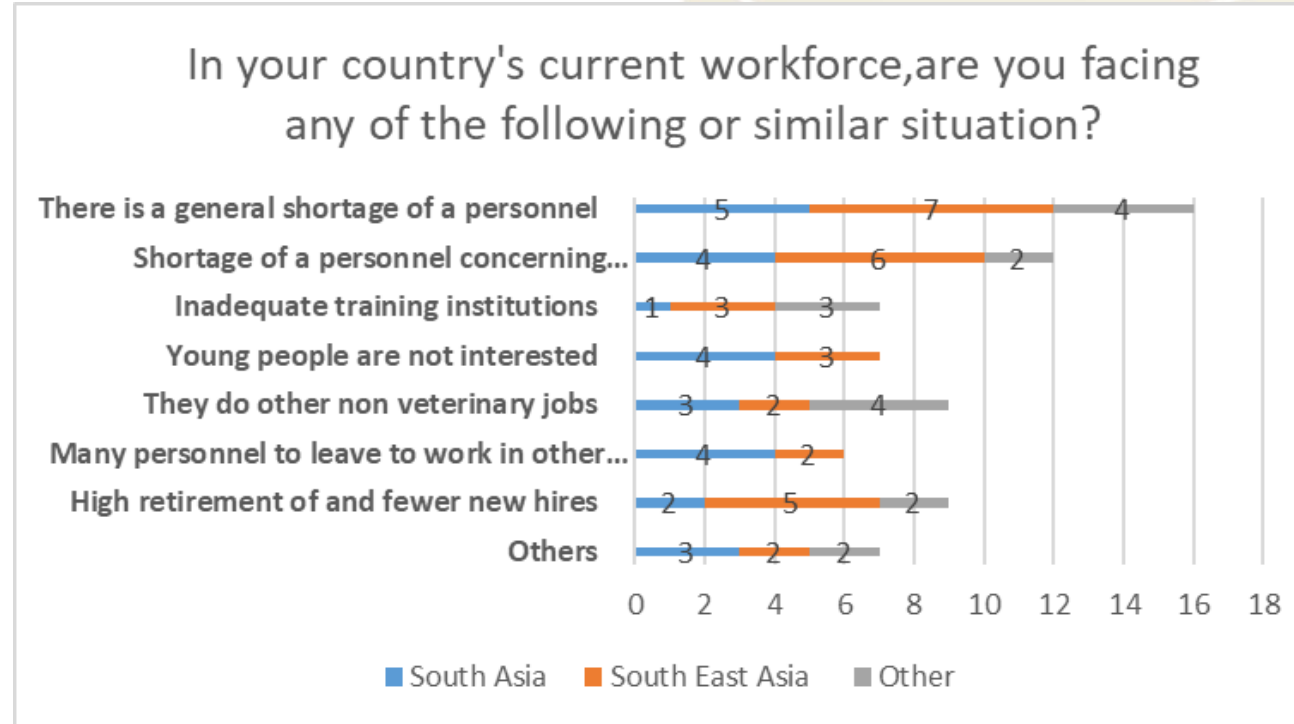
**The ratio of VPP to Veterinarians in Animal Health Activities**



17 Countries of SE Asia & South Asia

VPP: Veterinary Paraprofessionals

# Veterinary Workforce situation



**73%** Countries  
 reported general shortage of personnel

**41%** Countries  
 reported personnel doing non-veterinary jobs

# How do Veterinary Services fulfill their Workforce needs?

## Targeting the young

**55 %** Countries  
(n=12 countries out of 22 )

**50 %** South-East Asia  
(n=6 countries out of 12)

**33 %** South Asia  
(n=4 countries out of 12)

## Contracting private vet or VPP

**41%** Countries  
(n=9 countries out of 22)

32 % countries both VPP and private; 9% only private veterinarians

**44 %** South-East Asia  
(n=4 countries out of 9)

**22 %** South Asia  
(n=2 countries out of 9)

# Enabling environment for VPPs in the workforce

**64% Countries**

legally recognise VPPs  
in the public sector

**27% Countries**

recognise VPPs in  
the private sector

**23% Countries**

registers VPP  
under VSB



## 2) Conduct National Veterinary Workforce Workshop



Malaysia, Aug 2022



Bhutan, Oct 2022



Philippines, Nov 2022



Fiji, Dec 2022



Thailand, Mar 2023



Lao PDR, Apr 2023



Vietnam, Nov 2023

# National workforce development workshops outcomes



## Veterinary Legislation Review in Malaysia



Veterinary bill  
intended for separate  
VSB for VPP's



WOAH expert  
advised more  
integrated approach

Malaysia decided to promote VSB autonomy and transparency and to consider an integrated approach to regulating veterinary practitioners by establishing a single VSB with the veterinarian and VPP representation

# National workforce development workshops outcomes

## Revision of notification regarding Veterinary Paraprofessional (VPP) in Thailand



Consultations with relevant stakeholders to ensure alignment with industry standards and best practices.

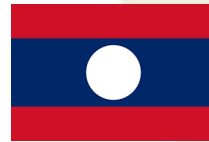


VPP qualifications, roles, responsibilities and training curriculum aligning them with market demands and evolving industry needs

Veterinary Council of Thailand undertook a revision of its notification regarding VPP categories

# National workforce development workshops outcomes

## Establishment of National Veterinary Council in Lao PDR



Prime Minister's Decree  
for establishing a  
National Veterinary  
Council



Training contents for the  
Village Animal Health  
workers were reviewed to  
upgrade their qualification

Lao PDR accelerate the efforts to establish the National  
Veterinary Council

# National workforce development workshops outcomes

## Veterinary Legislation Review in Fiji



VLSP\* was conducted in July 2024 to assess the feasibility of the country to undertake the legislation reform to establish VSB in Fiji



Implementation phase will start by early 2025

Fiji decided to conduct veterinary legislations of the country relevant to the regulation of veterinarians, VPPs and the establishment of a VSB

\*VLSP: [WOAH's Veterinary Legislation Support Programme](#)

### 3) Engage with VEE's and VSB's

# Facilitating collaboration among regional VEEs and VSBs

Sub-regional Meeting for VEEs and other Stakeholders of Veterinary Workforce Development in East Asia, Japan, 2023



Sub-regional Meeting for VEE/VSB Networks in South-East Asia, 2023

**Virtual Workshop on the Way Forward of VEEs and VSBs in South-East Asia**



SEAVSA Annual Meeting, 2024



Towards establishment of Sub-Regional VEE/VSB Network for South Asia, 2024

**Virtual Meeting of VEE & VSB Focal points: Towards Establishing a South Asia VEE & VSB Network**



Networking to strengthen veterinary education



# 4) Always refer to WOAAH guidelines and tools



# WOAH key guidelines and tools

## Veterinary Legislation Support Programme (VLSP)

Identify strength and gaps in legislation of veterinary domain



## Workforce Education and Training

Improve the quality of education and training of veterinarians, VPPs and CAHWs e.g. VEE Twinning, VPP curriculum review, CAHW training, tailor-made training .



World Organisation  
for Animal Health

**Public Private Partnership**  
 Enable the pooling of resources and create synergies across sectors



## Veterinary Statutory Bodies (VSB)

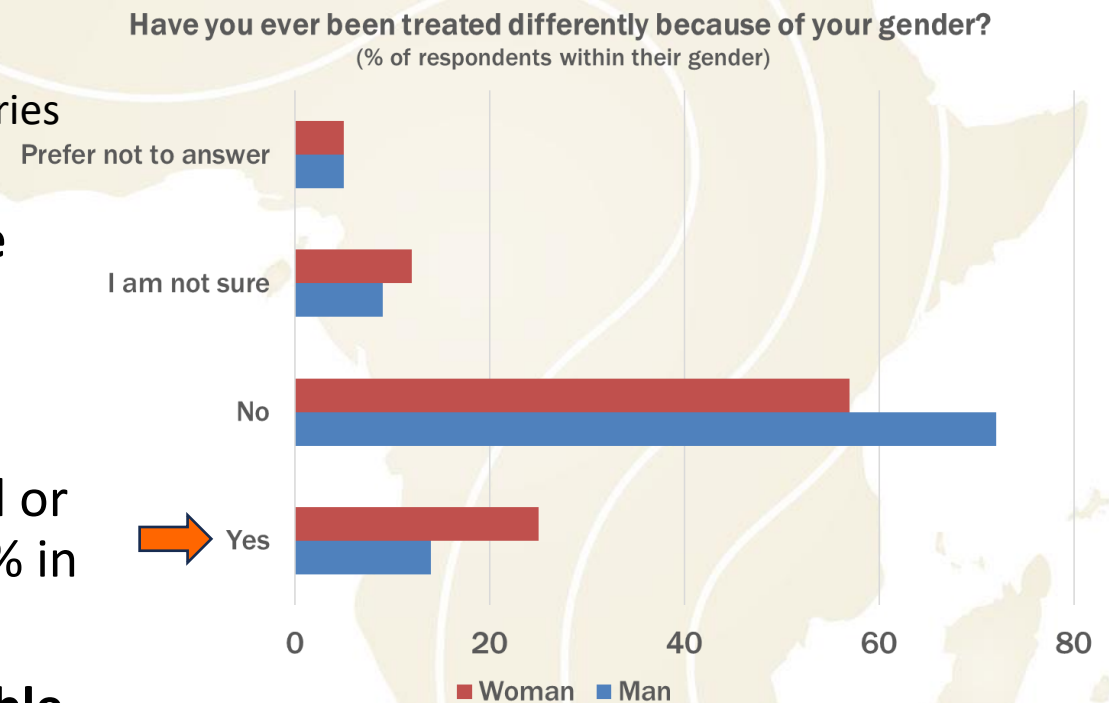
Strengthen the capacity and authority of national VSB in compliance with the WOAH VSB standards.



# 5) Don't forget Gender, Disability and Social inclusion (GEDSI)

# Gender Equality, Disability and Social Inclusion (GEDSI) Assessments of Veterinary Services in South-East Asia and the Pacific

- **Continued feminisation** of the VS in South-East Asia and the Pacific (up to 70% in some countries)
  - Women vet students also outnumber men in many Asian countries which will reinforce the trend
- However, in both regions, the **most senior positions are predominantly held by men. “Glass ceiling” still exists.**
  - 25% of all women respondents reported **experiencing different treatment because of their gender**
- People with disabilities appear to be under-represented or under-reported in Veterinary Services (5% in SEA and 7% in the Pacific compared with 15-16% in the population,)
- **The sector may be losing a significant number of capable professionals (women) due to institutional barriers**



# What did we learn from this journey in Asia Pacific?



# Thank you for your attention !



## Acknowledgements:

Stephane Renaudin, Sonia Fevre, Barbara Alessandrini, Pennapa Matayopong, Miftahul Islam Barbaruah, and David Sherman



<https://rr-asia.woah.org/en/projects/veterinary-workforce-development/>