



World Organisation
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Towards a More Resilient Veterinary Workforce for Africa 2024

Continental Conference
26 – 28 November 2024 Nairobi, Kenya

DETAILED CONFERENCE RECOMMENDATIONS *Compiled from all conference sessions* **28 November 2024**

2. Workforce Assessment, Planning, and Development

Summary:

The recommendations on Workforce Assessment, Planning, and Development focus on strengthening the veterinary workforce by ensuring gender equality, professional growth, and improved service delivery. They emphasise the importance of continuous workforce assessment, integrated training programmes, and gender empowerment while enhancing disease surveillance and biosecurity measures. The approach calls for collaboration with stakeholders and the implementation of sustainable initiatives to foster long-term development in the veterinary sector, creating a diverse, inclusive, and well-supported workforce capable of addressing current and future challenges.

2.0 High level recommendation:

Conduct regular veterinary workforce assessments ensuring all relevant stakeholders are involved in the process, using gender-disaggregated data collection, monitoring, exploiting data from the PVS Pathway Information System and including continuing education to ensure appropriate workforce planning and development.

Granular Details

2.1 Integration of Veterinary Professionals: Integrate all veterinary professionals (veterinarians, VPPs, CAHWs) into unified legislative, regulatory, and training frameworks and establish clear, gender-inclusive career progression pathways to support retention, professional growth, and advancement across the sector.

2.2 Strengthen Disease Surveillance and Biosecurity: Enhance national and transnational disease surveillance systems, implement robust biosecurity measures, transparent vaccine distribution mechanisms, and integrate One Health approaches across sectors to improve the effectiveness of disease control.

2.3 Resource Mobilisation and Support: Develop sustainable resource mobilisation strategies to support animal health professionals and provide operational support, retention mechanisms, fair compensation, and inclusive career opportunities, ensuring long-term sustainability of the veterinary workforce.

2.4 Promote Gender Equality and Women's Empowerment: Establish mechanisms to promote gender equality and empower women in the veterinary sector and implement targeted initiatives that support female livestock farmers, increase female representation in professional organisations, and implement leadership development programmes for women in veterinary roles.

2.5 Economic Empowerment through Cooperatives: Support economic empowerment initiatives for farmers. Encourage the formation of farmer cooperatives and community based organisations to promote sustainable livestock production and improve access to veterinary services.

2.6 Monitoring and Evaluation: Implement comprehensive monitoring and evaluation systems for workforce development, track progress, identify gaps, and ensure continuous improvement in veterinary service delivery at all levels, improving the overall quality of services.

2.7 Establish Working Groups for Workforce Assessments: Members who identify gaps in the veterinary workforce but have not yet conducted workforce assessments should establish working groups that include relevant stakeholders to develop a plan for conducting a thorough veterinary workforce assessment.

The plan should carefully consider the mechanisms needed to collect accurate, comprehensive data, ensuring that the assessments are meaningful and can guide future workforce planning and development.