



This country profile should be read in conjunction with the "How to use the country profile" document which can be found at [unfpa.org/sowmy](http://unfpa.org/sowmy)

Map is an approximation of actual country borders.

Estimated population	2019	30,417,858
Women of reproductive age (aged 15-49)	2019	7,567,055
Adolescents (aged 10-19)	2019	6,496,468
Total fertility rate (births per woman)	2015-2020	3.89
Live births	2019	885,520
Pregnancies	2019	1,184,157
Adolescent birth rate (births per 1,000 women aged 15-19)	2016	75.1
Maternal mortality ratio (maternal deaths per 100,000 live births)	2017	308
Neonatal mortality rate (deaths within 28 days per 1,000 live births)	2018	24
Stillbirth rate (per 1,000 total births)	2019	22
Births attended by skilled health personnel (%)	2017	78%
Modern contraceptive prevalence rate (% using modern method)	2019	22%
Unmet need for family planning (% of women of reproductive age)	2019	19%
Caesarean section rate (% of live births)	2009-2014	13%
Coverage for 4+ antenatal care visits (% of live births)	2018	85%

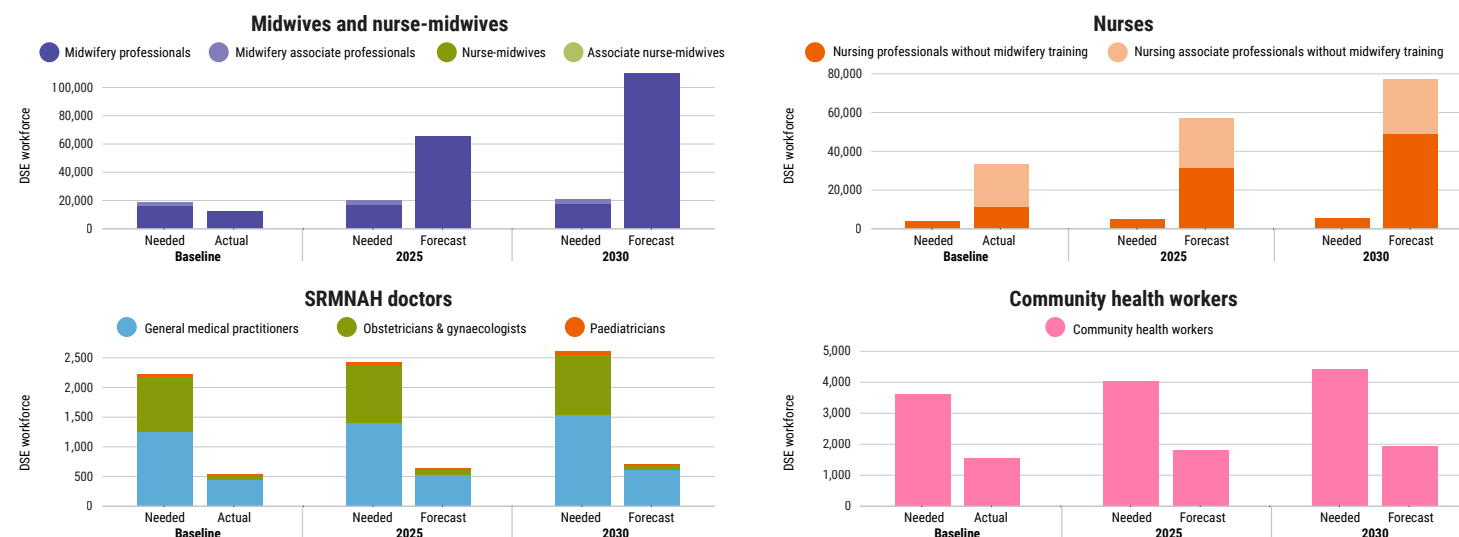
Data sources: see "How to use the country profile" document.

## FULL SRMNAH WORKFORCE AVAILABILITY

Occupation group	Year	Headcount (A)	Percentage of time on SRMNAH (B)	Dedicated SRMNAH Equivalent (DSE) (A*B)	Graduates		Density per 10,000 population
					Year	Number	
Midwifery professionals	2019	12,673	100%	12,673	2014	14,804	4.2
Midwifery associate professionals	nr	nr	na	nr	nr	nr	nr
Midwives not further defined	nr	nr	na	nr	nr	nr	nr
Nursing professionals	2019	25,959		11,422	2018	13,078	8.5
with midwifery training	nr	nr	na	nr	nr	nr	nr
without midwifery training	2019	25,959	44%	11,422	2018	13,078	8.5
Nursing associate professionals	2019	43,830		21,915	nr	nr	14.4
with midwifery training	nr	nr	na	nr	nr	nr	nr
without midwifery training	2019	43,830	50%	21,915	nr	nr	14.4
Nurses not further defined	nr	nr	na	nr	nr	nr	nr
Community health workers	2017	15,456	10%	1,546	nr	nr	5.1
Paramedical practitioners	nr	nr	na	nr	nr	nr	nr
Medical assistants	2017	240	30%	72	nr	nr	0.1
General medical practitioners	2019	2,181	20%	436	nr	nr	0.7
Obstetricians & gynaecologists	2019	162	50%	81	nr	nr	0.1
Paediatricians	nr	nr	na	nr	nr	nr	nr
<b>Total SRMNAH workforce</b>		<b>100,501</b>		<b>48,145</b>			<b>33</b>

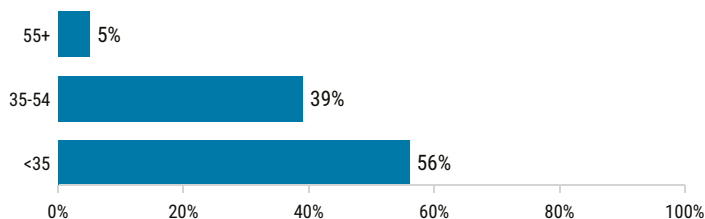
Source: National Health Workforce Accounts (NHWA) data platform, accessed Dec-2020, most recent available year.

## PROJECTIONS TO 2030, DEDICATED SRMNAH EQUIVALENT (DSE) WORKFORCE



Source: SoWMy analysis, using NHWA data platform, accessed Dec-2020

### Age distribution



Source: National Health Workforce Accounts (NHWA) data platform, accessed Dec-2020, most recent available year.

### Gender distribution



## ENABLING ENVIRONMENT

### Policy environment

National policy guideline that recommends midwife-led care for pregnancy and/or childbirth and/or postnatal period for mother only, or both mother and newborn? *	Pregnancy	Childbirth	Postnatal
	Mother & newborn	Mother & newborn	Mother & newborn

Number of midwives in leadership roles in national MoH / sub-national MoH / regulatory authorities	National MoH	Sub-national MoH	Regulatory authorities
	0	dk	dk

### Education

National policy / guideline on education of midwifery care providers based on ICM competencies? *	Education pathway		
	Direct entry	Post-nursing	Combined
yes	yes	yes	no

Midwifery education pathway (direct entry / post-nursing / combined)?	Direct entry	Post-nursing	Combined
	yes	yes	no

Duration of direct entry / post-nursing / combined education programme (months)	Direct entry	Post-nursing	Combined
	48	21	na

% of midwifery educators who are midwives	Regulatory body		
	Direct entry	Post-nursing	Combined
dk	yes	yes	no

### Regulation

National policy sets a competency framework for maternal and/or newborn care? *	Regulatory body		
	Direct entry	Post-nursing	Combined
yes	yes	yes	no

National policy on regulation of midwifery care providers based on ICM competencies? *	Regulatory body		
	Direct entry	Post-nursing	Combined
yes	yes	yes	no

Regulatory body for midwifery practice?	Regulatory body		
	Direct entry	Post-nursing	Combined
yes	yes	yes	no

Is licensing compulsory prior to practise? / Is there periodic relicensing? / Is continuing professional development a requirement for relicensing?	License compulsory	Periodic relicensing	Continuing development requirement
	yes	yes	yes

### Association

Is there a professional association specifically for midwives? Is there another professional association open to midwives?	Association specifically for midwives	Other association open to midwives
	yes	yes

Source: 2020 ICM survey, except those marked \* which are from 2018-2019 WHO SRMNAH policy survey

Key:  
na = not applicable  
nr = not reported

dk = don't know  
MoH = Ministry of Health

## POTENTIAL TO MEET NEED AND DEMAND, 2019 AND 2030

$$\text{Potential to meet NEED} = \frac{\text{Workforce time available}}{\text{Workforce time needed for universal coverage of essential SRMNAH interventions}}$$

SoWMy 2014<sup>§</sup>



30%

SoWMy 2021



77%

2030



94%

$$\text{Potential to meet DEMAND} = \frac{\text{Supply of health workers}}{\text{Health workers system can support}}$$



2030 supply exceeds capacity to employ

§ or most recent regional SoWMy report: East & Southern Africa 2017 or Pacific States 2019

## EXPLANATORY NOTES

After the BSc qualification, there is a separate licensure examination. The post-nursing programme lasts 18 months, plus a 3-month top-up programme to qualify for the midwifery Diploma. Midwife-led continuity of care is supported outside of tertiary facilities: midwives are empowered to run maternity homes where they are in charge of the facility. Newly qualified midwives are required to do a year of national service/internship/rotation before they can join the health workforce. Ghana has 312 self-employed midwives who provide SRMNAH care from their own health facilities.

Source: Additional information provided by national stakeholders during data collection and validation.