

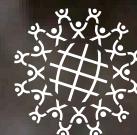


# I AM...A HEALTH WORKER

I am Sangeeta | I am Ildephonse | I am Nicole | I am

I am Babwine | I am Towdros | I am Getachew | I am At

**IntraHealth**  
INTERNATIONAL  
Because Health Workers Save Lives.





## I am here because I am committed to providing lifesaving services to my community.

**Every minute** at least one woman dies from complications related to pregnancy or childbirth—that means more than half a million women per year.


**Nearly 8 million** children under five still die each year, many from treatable illnesses like pneumonia and diarrhea.

**The inequities in the world are growing wider and wider;** millions of people suffer from illness and unnecessary death due to lack of access to skilled, equipped, and supported health workers.



Budhni Toppo, delivery room nurse, Hazaribagh District Hospital, Jharkhand, India.





The global health workforce shortage means that a billion people lack access to essential care. The world needs more than 4 million new health workers—1 million in Africa alone.

It's more than a matter of mere numbers. It's also a question of where health workers are located. Skilled health workers are often disproportionately serving better-off urban areas, instead of communities most in need.

**I am essential to the health of my  
community and my country.**

**It's a hard job, but I am committed to doing it—  
and doing it well.**

**I can help people be healthy, but only if...**





## I am present.

I am working where I am most needed.

In Namibia, one in four people had HIV ten years ago, but recent figures indicate improvement. The number of new cases of HIV has declined dramatically, and an estimated 87% of Namibians who needed antiretroviral therapy were able to access it in 2010. However, AIDS remains the leading cause of death, and the country's population of 2.2 million is dispersed, making it difficult for people in remote areas to reach the services they need to stay healthy.

IntraHealth works with the Namibian government to expand and localize HIV/AIDS services through hospitals and health centers, and committed providers like Dr. Peter Ngugi Njuki—offering comprehensive counseling, prevention, and care so that more people get tested with the assurance that treatment is nearby.



Health workers like Dr. Njuki are making HIV/AIDS services more accessible for Namibians at facilities like the Shanamutango Center, created in 2004 at the Lutheran Medical Services Hospital with funding from the US President's Emergency Plan for AIDS Relief.



These HIV/AIDS services include testing and counseling for individuals and couples, male circumcision to support HIV prevention, and antiretroviral therapy for people living with HIV. Services also include counseling and testing for HIV during antenatal care visits, ensuring that pregnant women in need of antiretroviral therapy get it as early as possible, and testing and following up on babies born to HIV-positive mothers.

Last year, Dr. Njuki and his team at the Lutheran Medical Services Hospital provided antiretroviral therapy to 9,818 individuals, and 1,025 babies exposed to HIV received medication to prevent infection. IntraHealth supported HIV-related services in 58 health facilities in Namibia over the past year.



**913,592** people around the world received HIV testing, and **408,376** pregnant women received services related to prevention of mother-to-child transmission of the AIDS virus, through health workers supported by IntraHealth. More than 3,000 HIV-positive pregnant women received anti-retroviral (ARV) therapy through our support in 2011.

**We supported these and other health services at a total of 6,058 health facilities worldwide.**

To help ensure that more health workers are present, IntraHealth has teamed up with other organizations to create the **Frontline Health Workers Coalition**, a dynamic and influential group working to urge greater strategic US investment in frontline health workers as the most cost-effective way to save lives and foster a healthier, safer, and more prosperous world.







## I am ready.

I am equipped with the knowledge, skills, and support I need to succeed.

Two days' drive from the capital city of Bamako at the edge of the Sahara, the Gao region in Mali needs health workers to serve more than half a million people. Only one-third of women giving birth have access to a skilled health worker. [Although more Malian women than ever before are having healthy pregnancies, women in Mali still face a 1-in-19 lifetime risk of dying from pregnancy-related causes.](#)

Previously, young people from Gao interested in careers in health clamored to go to Bamako for education, and most of them would stay there to work, leaving their communities without health workers. But a local nursing school in Gao is changing that.



Gao nursing students Fatimata Wallet Mohamed and Ramata Issoufi.



The Gao School of Nursing and Midwifery was created by the local population, starting with only two classrooms in 1998. In 2006, IntraHealth began working with the Gao school leaders to develop a complete curriculum and strengthen the skills of teachers and preceptors. We also supported scholarships for students from the North in exchange for five years of service in the region.

The school has become a best-practices platform, introducing innovations in technology and use of the Internet. And Mali is now introducing regional nursing schools throughout the country, applying the best practices developed in Gao.

**A total of 750 health workers have graduated** since we began partnering with the Gao nursing school, and 95% of the graduates now serve communities in the region. The graduates of the school have contributed to significant reductions in the number of women dying during pregnancy and delivery in the region.





**399,269** antenatal care visits for 54,251 pregnant women were provided by IntraHealth-supported health workers around the world this past year. We also helped ensure that skilled birth attendance was provided during 34,622 deliveries.

Globally, we supported training for 20,467 professional and community health workers and worked with partners to strengthen pre-service education institutions not only in Mali but also in Belize, Costa Rica, El Salvador, Ethiopia, Guatemala, Kenya, Mozambique, Panama, and Zambia.







## I am connected.

I am plugged into technology and linked to networks in my community and around the world.

Training and deploying health workers with the right skills in the right places takes organization and coordinated planning. In Uganda, a country with an acute health worker shortage, the challenge of filling vacant positions was exacerbated by a paper-based records system in which identifying and aggregating basic data about the health workforce took nearly a month.

Countries need current, accurate human resources information systems. IntraHealth helped Uganda install open source software—the iHRIS suite—to supply health sector leaders and managers with the information they need about health workers to make better data-informed decisions. Now more districts in Uganda, especially in rural areas, have the health workers they need. And, thanks to improved payroll management, more health workers are now getting paid on time.

**The Government of Uganda is using iHRIS to track more than 69,000 health workers.**



HRIS developer Nibert Mijumbi at Uganda's Ministry of Health.



**17 COUNTRIES** are using iHRIS, tracking more than 450,000 health workers worldwide.

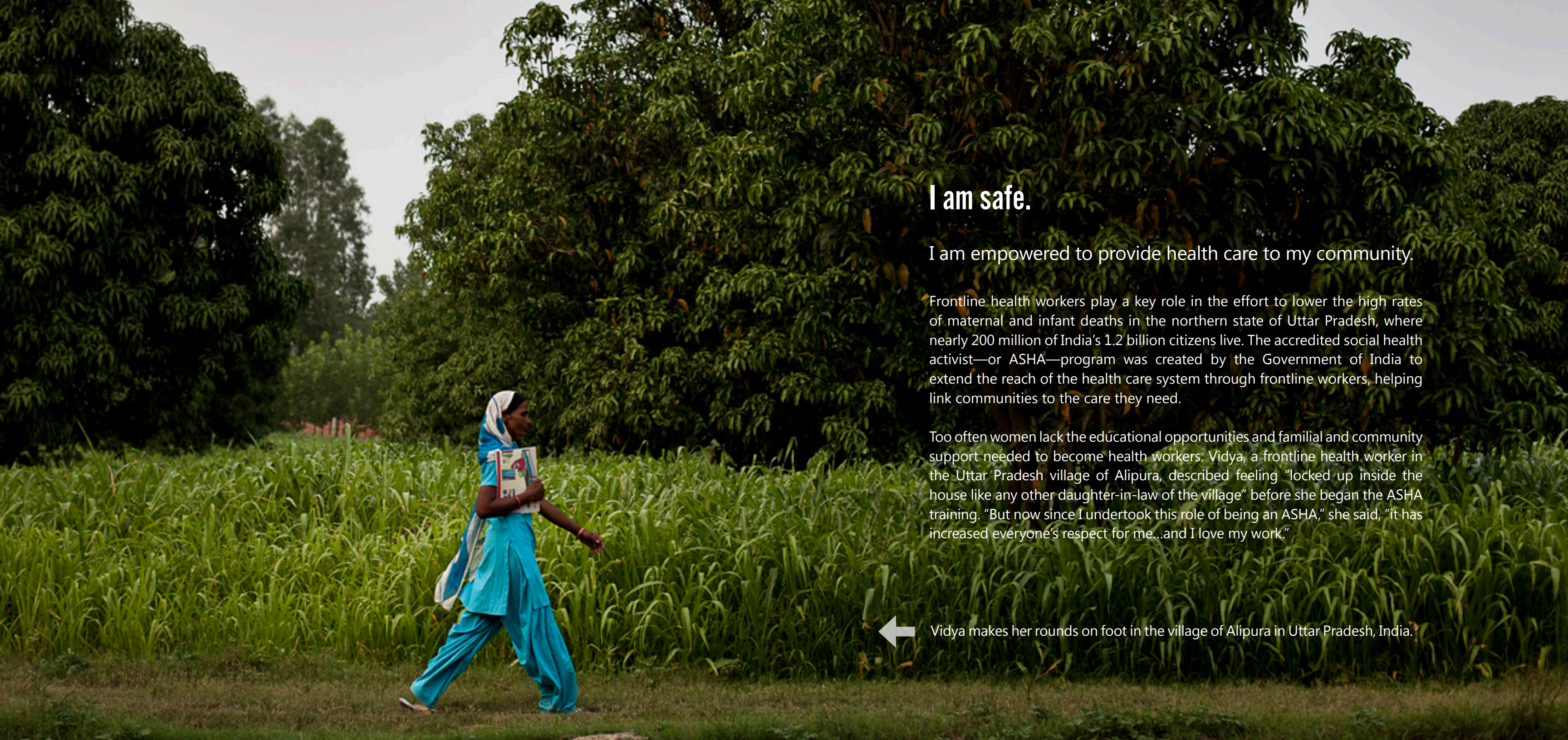
The latest version of iHRIS being launched in 2012 gives health workers direct access to their own records and offers other new features to facilitate decentralization of the system to the primary care level.

To connect those addressing health workforce issues with the latest and best information, IntraHealth launched the **HRH Global Resource Center** (GRC) in 2006 with funding and support from USAID. Focused on developing countries, this global library of human resources for health (HRH) information receives, on average, more than 97,000 visitors per month from more than 170 countries.

Lillian Ajun, assistant principal nursing officer, Virika Hospital, Fort Portal, Uganda. →







## I am safe.

I am empowered to provide health care to my community.

Frontline health workers play a key role in the effort to lower the high rates of maternal and infant deaths in the northern state of Uttar Pradesh, where nearly 200 million of India's 1.2 billion citizens live. The accredited social health activist—or ASHA—program was created by the Government of India to extend the reach of the health care system through frontline workers, helping link communities to the care they need.

Too often women lack the educational opportunities and familial and community support needed to become health workers. Vidya, a frontline health worker in the Uttar Pradesh village of Alipura, described feeling “locked up inside the house like any other daughter-in-law of the village” before she began the ASHA training. “But now since I undertook this role of being an ASHA,” she said, “it has increased everyone’s respect for me...and I love my work.”



Vidya makes her rounds on foot in the village of Alipura in Uttar Pradesh, India.

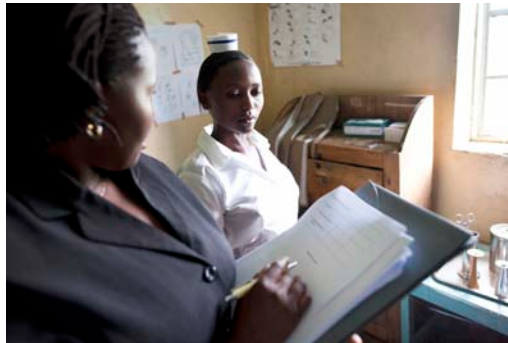


**15,000** frontline health workers have benefitted over the past year from high-quality training, improved support and supervision, and customized job aids, including job aids accessible through health workers' mobile phones, as a result of IntraHealth's work in Uttar Pradesh.

Vidya is proud of the quality health care counseling she provides to her neighbors, and she knows that she cannot succeed without their trust and good will. Now, the entire community welcomes Vidya and makes use of her skills. She is trusted and respected as she goes door to door doing her work. In addition to improving the health of her community, Vidya is also a role model for the girls and women she encounters in her role as an ASHA.







Over the past year, IntraHealth provided technical assistance to Kenya, Tanzania, Uganda, and Zambia to work with human resources leaders and managers to raise awareness of and address gender discrimination in the health workforce, which includes pregnancy and family responsibility discrimination, occupational segregation, and sexual harassment.

IntraHealth is a founding member of the **Safeguarding Health in Conflict** coalition, dedicated to protecting health workers, health facilities, and health services in conflict settings. Armed conflict and civil disturbances—such as riots and violent protests—pose considerable challenges to health for some of the world’s most vulnerable populations.



These four ways to invest  
in health workers are at  
the heart of everything  
IntraHealth does to fight the  
global health worker crisis.

**IF WE CAN WIN** this battle, we can ensure that countries have the plans and resources they need to educate, support, and reward health workers who are equipped and ready to do the job so that everyone can have access to high-quality health care.

And we can help health workers build a healthier world.

But only if they are present, ready, connected, and safe.





## PRESENT

The world needs more health workers—**4 million more**. To ensure that enough health workers are present, and to meet future needs, IntraHealth helps countries develop and implement health workforce strategic plans that include adequate numbers and a rational distribution of health workers. We collaborate with an array of partners to advocate for sufficient donor and developing country investment in the health workforce, with a special focus on increasing access to health workers in rural, remote, and other under-served areas.



Kamlamma, auxiliary nurse midwife, Uttar Pradesh, India.



## READY

Health workers are counted on to offer lifesaving services and must have skills and support to succeed. IntraHealth works with partners to ensure that health systems provide the supervision, equipment, and supplies health workers need to do their job, and that they are fairly compensated. We assist nursing schools, medical schools, and other health training institutions to build their capacity to prepare new health workers and to upgrade the skills of current health workers to meet the needs of their communities.



Professor Kalilou Ouattara, fistula surgeon, Ségou, Mali.

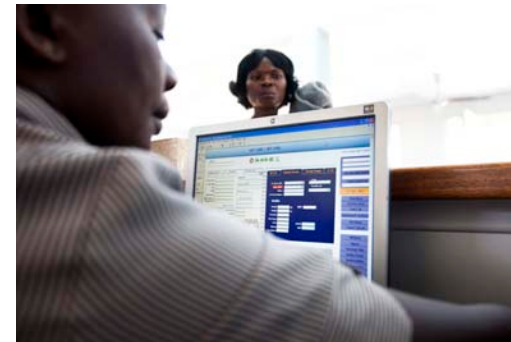






## CONNECTED

Health workers need to fully benefit from technologies that can accelerate learning and foster deeper and wider connections to resources, colleagues, and the communities health workers serve. IntraHealth develops and implements training programs for health workers to become proficient in using information and mobile technologies for learning and point-of-care support. We also assist governments in the countries we partner with to take the lead in building integrated, open source health information systems.



Kusum Lata, supervisor of frontline health workers, Uttar Pradesh, India.



## SAFE

Health workers are entitled to safe workplaces where they are treated with dignity. Tragically, the basic human rights of health workers are often not respected. IntraHealth strives to defend the rights of health workers to be protected from infection and other occupational hazards, and to work in environments free from gender bias, inequality, and other forms of discrimination. We join forces with partners to safeguard health workers from becoming targets during armed conflict under the principle of medical neutrality. We also work to ensure that those offering care have the best opportunity for health for themselves and their families.



Yira Ibarra, head nurse, ARV clinic at Santo Tomas Hospital, Panama City, Panama.





## “ Who do you turn to when someone you love is ill?”

If you're fortunate, a trusted health worker. The health worker is the human face—and the most crucial element—of any health care environment. At IntraHealth, we believe that health workers have the potential to transform individual lives, communities, countries, and the world. To make sure that in our future the families of every child, partner, and parent have someone to turn to, we work hard to ensure that more health workers are present, ready, connected, and safe.”

— Pape A. Gaye  
President & CEO







## Our Vision

We believe in a world where all people have the best possible opportunity for health and well-being. We aspire to achieve this vision by being a global champion for health workers.

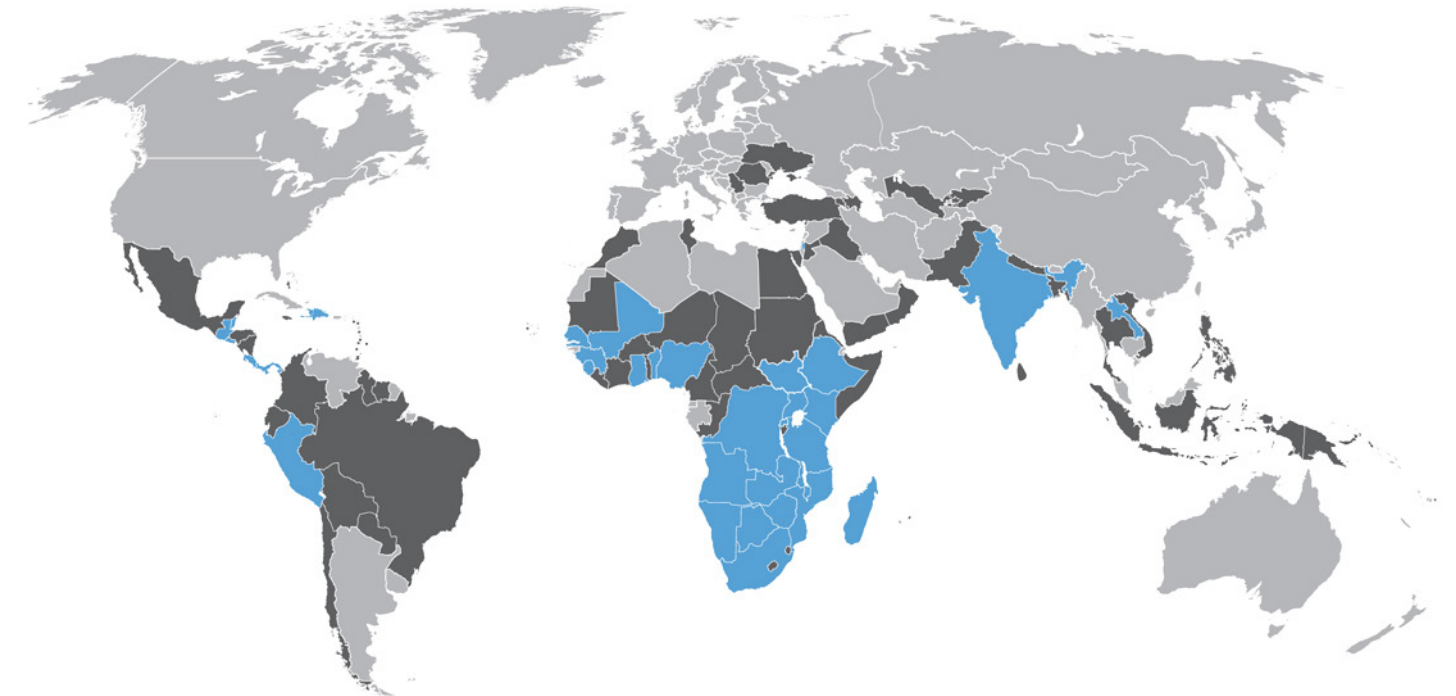
## Our Mission

IntraHealth International empowers health workers to better serve communities in need around the world. We foster local solutions to health care challenges by improving health worker performance, strengthening health systems, harnessing technology, and leveraging partnerships.



# Where We Worked in 2011

- |                    |                |
|--------------------|----------------|
| Angola             | Malawi         |
| Belize             | Mali           |
| Benin              | Mozambique     |
| Botswana           | Namibia        |
| Costa Rica         | Nigeria        |
| Dominican Republic | Panama         |
| DR Congo           | Peru           |
| El Salvador        | Rwanda         |
| Ethiopia           | Senegal        |
| Ghana              | Sierra Leone   |
| Guatemala          | South Africa   |
| Guinea             | South Sudan    |
| Haiti              | Tanzania       |
| India              | Uganda         |
| Kenya              | West Bank/Gaza |
| Lao PDR            | Zambia         |
| Madagascar         | Zimbabwe       |



Since 1970, IntraHealth International has worked in 97 countries around the world.



# Financial Report

Statement of Activities and Change in Net Assets for the Year Ended June 30, 2011

	<u>2011</u>			<u>2010</u>
	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Total</u>	<u>Total</u>
<b>Revenue</b>				
Contributions and grants				
U.S. Government grants	\$74,893,569	\$ -	\$74,893,569	\$74,015,571
Non-U.S. Government grants	-	2,269,669	2,269,669	3,993,495
Contributions	161,894	-	161,894	94,609
Contributed services and materials	8,457,642	-	8,457,642	5,108,883
Interest income	-	-	-	1,369
Net assets released from donor restrictions	3,641,662	(3,641,662)	-	-
Total revenue	<u>87,154,767</u>	<u>(1,371,993)</u>	<u>85,782,774</u>	<u>83,213,927</u>
<b>Expenses</b>				
Program services	73,482,291	-	73,482,291	67,527,179
Supporting services:				
General and administrative	12,802,326	-	12,802,326	12,506,300
Fundraising	31,372	-	31,372	83,532
Bid and proposal	923,775	-	923,775	1,017,540
Total supporting services	<u>13,757,473</u>	<u>-</u>	<u>13,757,473</u>	<u>13,607,372</u>
Total expenses	<u>87,239,764</u>	<u>-</u>	<u>87,239,764</u>	<u>81,134,551</u>
Change in net assets	(84,997)	(1,371,993)	(1,456,990)	2,079,376
Net assets at beginning of year	1,284,596	4,683,145	5,967,741	3,888,365
<b>Net assets at end of year</b>	<b><u>\$ 1,199,599</u></b>	<b><u>\$3,311,152</u></b>	<b><u>\$4,510,751</u></b>	<b><u>\$5,967,741</u></b>

These statements were audited by Gelman, Rosenberg & Freedman, Certified Public Accountants.

## Our Donors and Supporters

US Agency for International Development (USAID)  
 US Centers for Disease Control and Prevention (CDC)  
 Bill & Melinda Gates Foundation  
 Global Fund to Fight AIDS, Tuberculosis and Malaria  
 David and Lucile Packard Foundation  
 William and Flora Hewlett Foundation  
 Pfizer, Inc.  
 Tides Foundation  
 UK Department for International Development (DFID)  
 Individual contributors

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IntraHealth Board of Directors*)



## Join Our Community

There are many ways to get involved. With your support, IntraHealth will be able to pursue our audacious vision for a healthy, productive world. When health workers are present, ready, connected, and safe, they can do their jobs. They can improve the health of individuals, families, and communities. They can help us all build a better world.

Visit [www.intrahealth.org](http://www.intrahealth.org) to find out more.

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*Data sources include IntraHealth's integrated results reporting system, UNICEF, USAID, the World Bank, and the World Health Organization.*

*Photos by Trevor Snapp and Charles Harris.*





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