



## Addressing Health Inequalities: Capacity-Building Initiatives as a Strategy for Developing a Workforce Responsive to Community Needs

***RUFINO GUJAMO, PhD***

Director of Training and  
Communication Division - INS

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# Basic Health Indicators

| Indicator   | Mozambique (2022–2023)             | WHO Standard (2023)               |
|---|------------------------------------|-----------------------------------|
| Maternal mortality                                      | 233 deaths per 100,000 live births | N/A                               |
| Life expectancy   | 59.3 years                         | ≥70 years                         |
| Under-5 mortality                                       | 71/1,000                           | ≤25/1,000                         |
| Universal Health Coverage                               | 47%                                | ≥80%                              |
| Physician density (including public health specialists) | 0.04/1,000                         | 1.0/1,000                         |
| Epidemiologist  | 1 per 660,000                      | At least 1 per 200,000 population |

# Health Inequalities: Geographic Disparities

| Indicators  | Rural | Urban |
|---|-------|-------|
| Population: ~33 million (INE, 2024)                           | 70%   | 30%   |
| Healthcare workers (WHO, 2019)                                | 30%   | 70%   |
| Uneducated women (IDS, 2022-23)                               | 35.6% | 13.8% |
| Women receiving skilled attendance at delivery (IDS, 2022-23) | 60%   | 90%   |
| Children with a complete vaccination schedule (IDS, 2022-23)  | 29,4% | 61,2% |

# INS Mandate: Actions to Reduce Inequalities

## INS Mandate

01

Biomedical  
Research

02

Reference  
Laboratory  
Services and  
Systems

03

Health  
Emergency  
Surveillance and  
response

04

Communication

05

Training

## Actions to reduce Inequalities

Generates  
scientific  
evidence to  
improve  
health  
policies

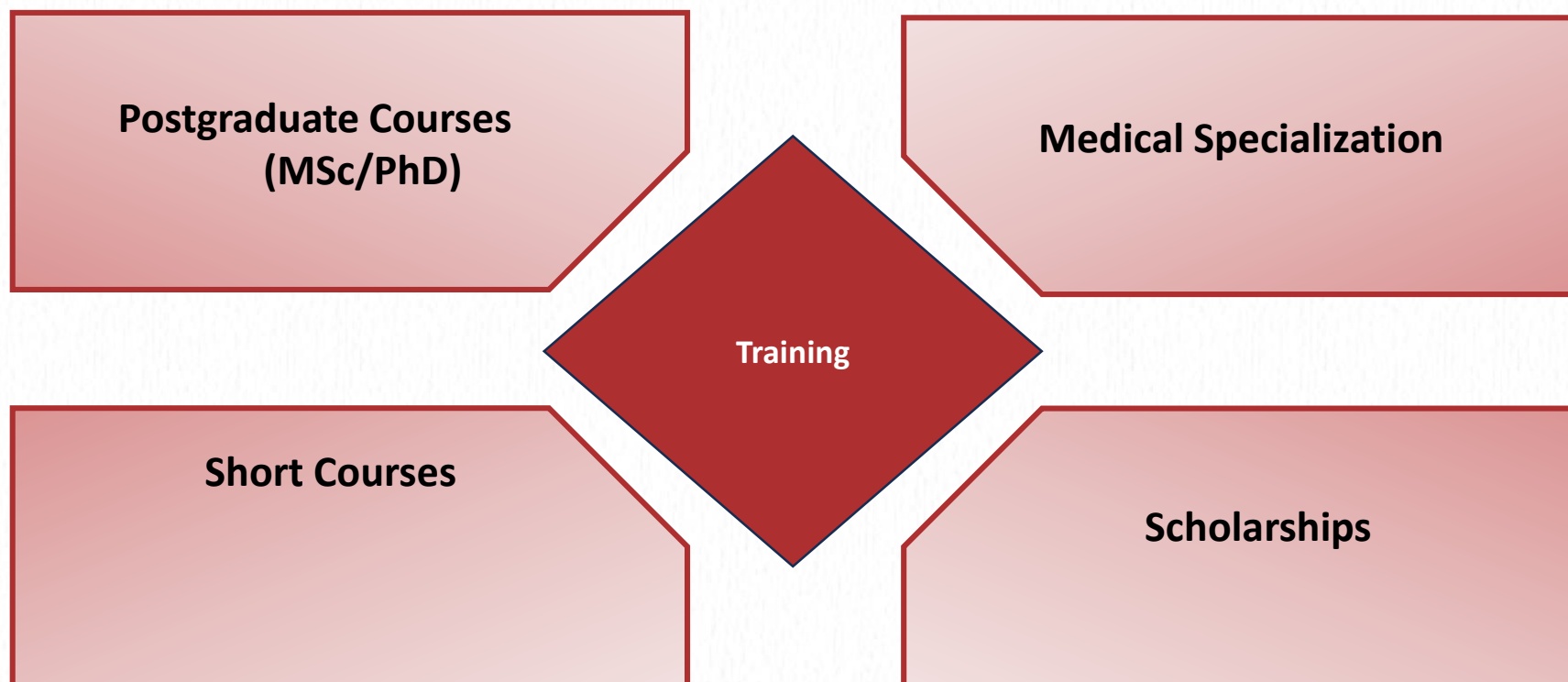
Increasing access to  
specialized  
diagnostics through  
the expansion of  
laboratories across  
the country

- Health surveillance stations spread across the country
- Providing timely surveillance data to decision makers

Dissemination of  
technical and  
scientific  
knowledge to  
stakeholders and  
general public

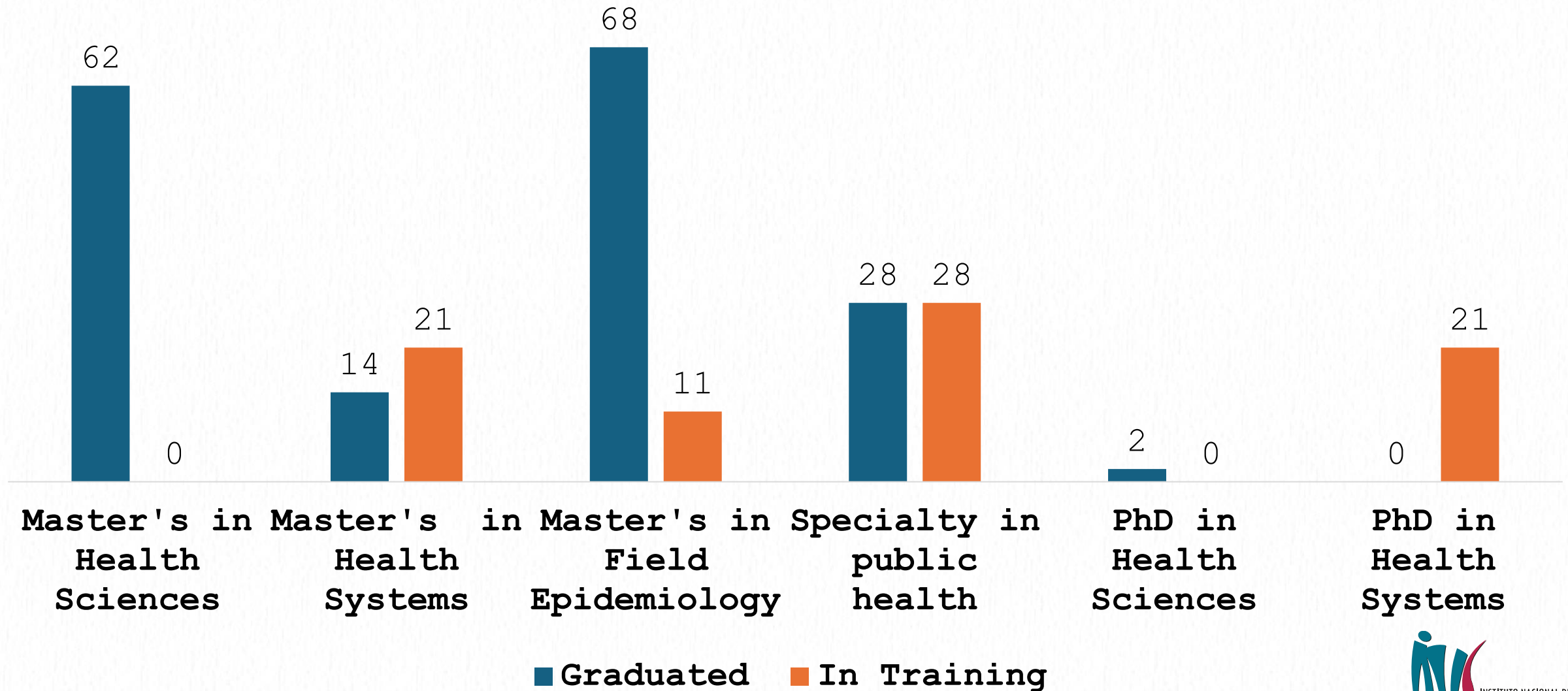
Strengthening  
of National  
health system  
through  
training of HR

# Training Initiatives to Reduce Inequalities





# Postgraduate at INS: Health Professionals from National Health System in Training and Graduated



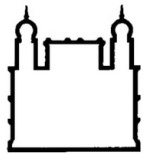
# Master's and Doctorate Program in Health Systems INS-FioCruz



## SIS-SAÚDE BRASIL/MOÇAMBIQUE

Programa Educacional em Sistemas  
de Saúde para Moçambique

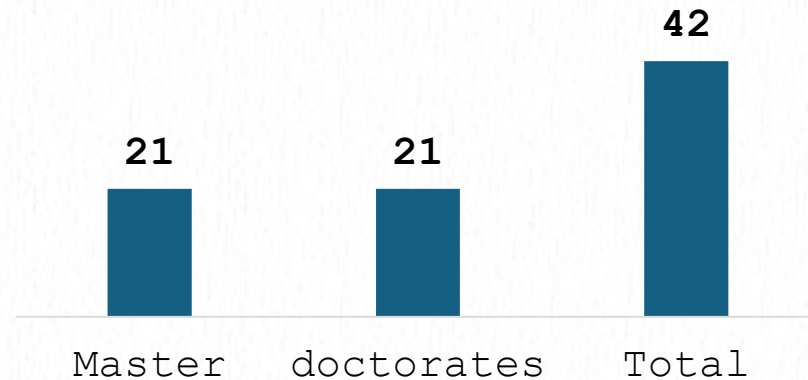
Instituições  
parceiras:



FIOCRUZ



Admitted in Health Systems -  
2023



Release date: October 6, 2023



Apoio:





# Field Epidemiology Program

## Front Line



- **Since 2021**
- 3 months
- **Distrital Level**
- **6 coortes** completed (Central level, Maputo city, Maputo Province, Nampula and Gaza)
- One health approach
- **80 graduated students**

## Intermediate Level



- **Since 2023**
- 9 months
- **Provincial Level**
- **11 residents on training**
- Started at central region (Manica, Sofala and Zambézia)

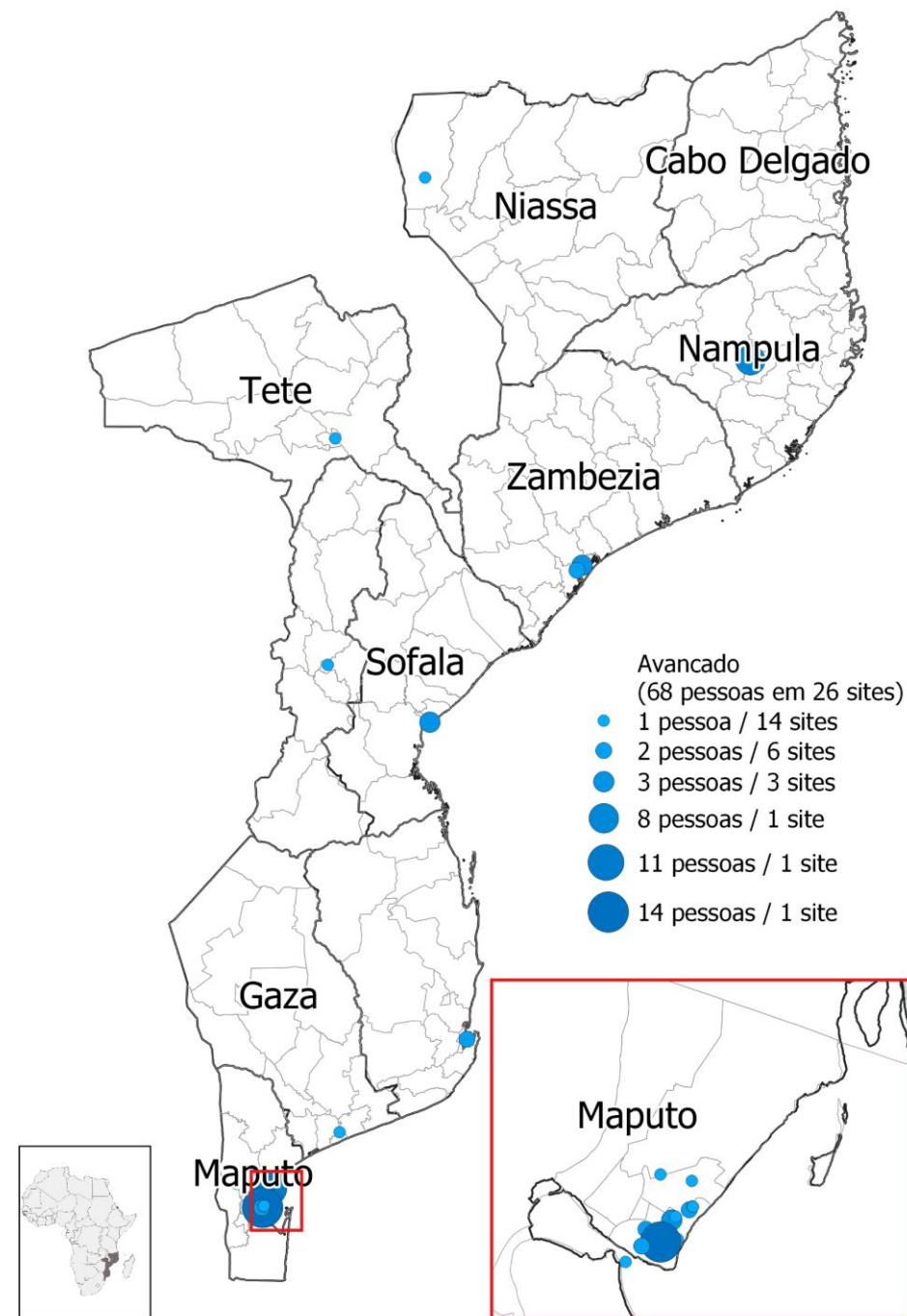
## Advanced Level



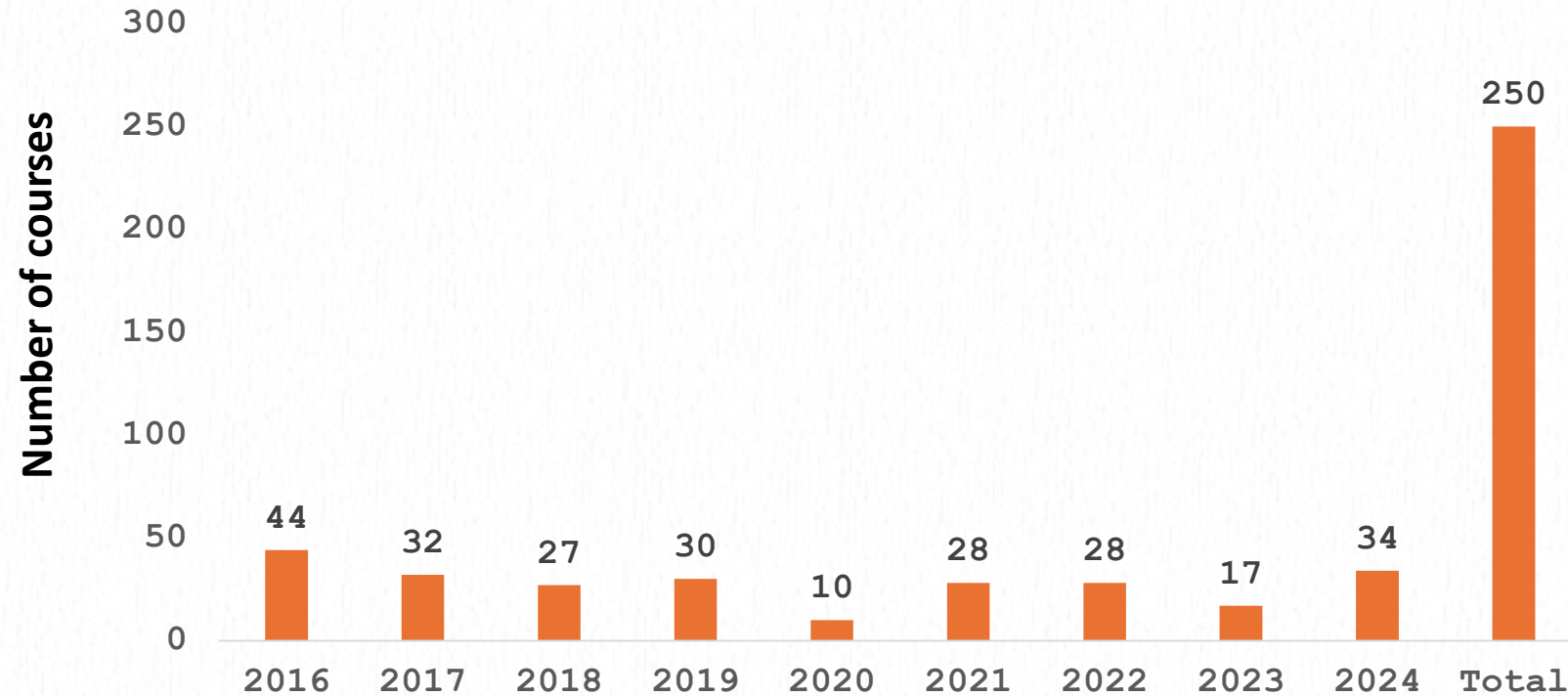
- **Since 2010**
- **National level**
- **7 coortes** completed
- **68** graduated
  - 2 International residents (Guiné-Bissau)
- **11 residents on training**
- **Perspective:**
  - **1 epidemiologist per 200,000** inhabitants

# FETP – Advanced Level: distribution by province

- 6 cohorts implemented
- 68 graduates
- 7<sup>th</sup> cohort ongoing
- 11 Residents
- PEPFAR, PMI and Global Fund
- **Target: 1 epidemiologist/200,000 inhabitants**



# Short Courses



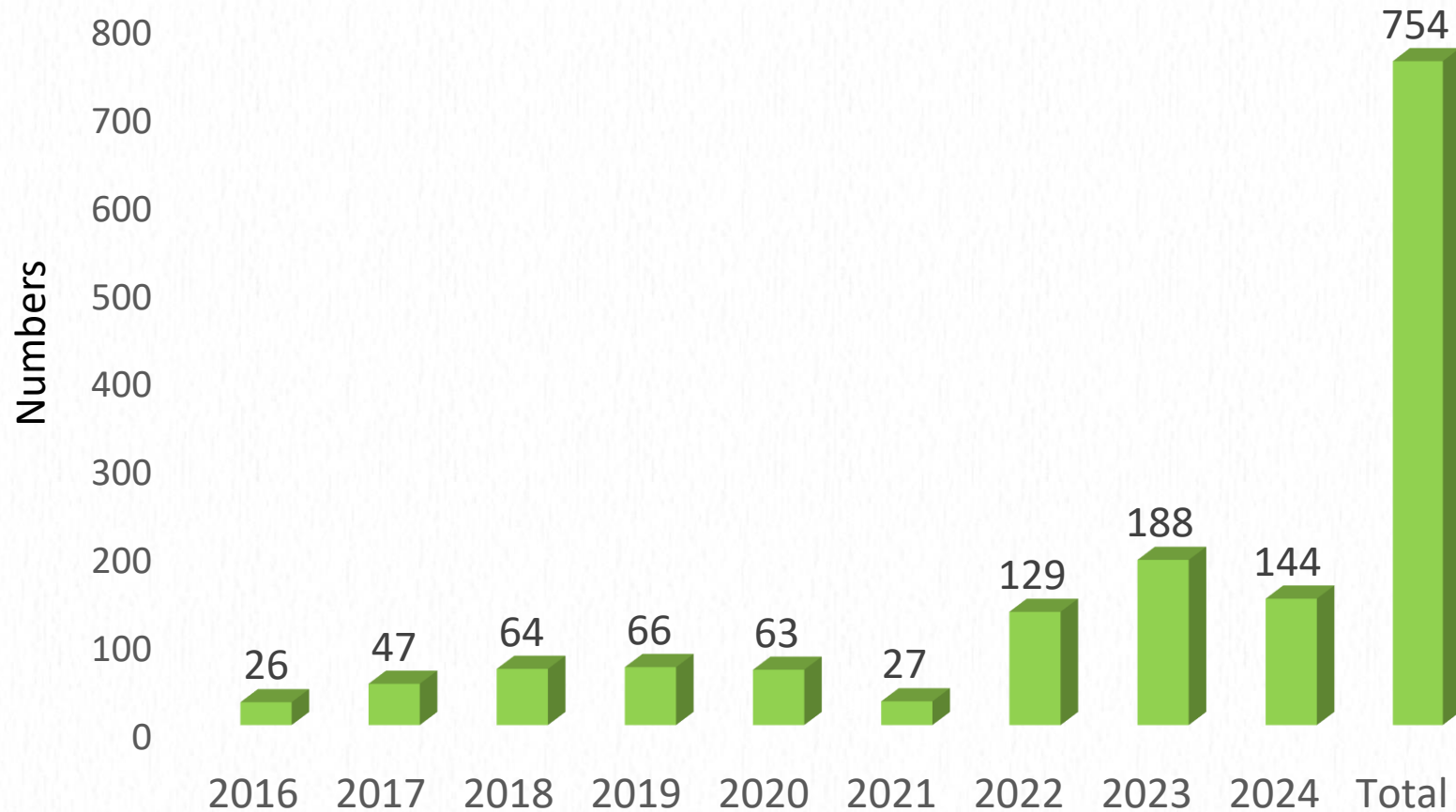
## Areas

- Laboratory
- Surveillance and Surveys
- Research Methodologies
- Risk Communication
- Quality
- Management and Leadership

| Year                    | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | Total |
|-------------------------|------|------|------|------|------|------|------|------|------|-------|
| Number of beneficiaries | 213  | 831  | 1199 | 561  | 2853 | 2164 | 624  | 351  | 904  | 9700  |



# Internships at INS



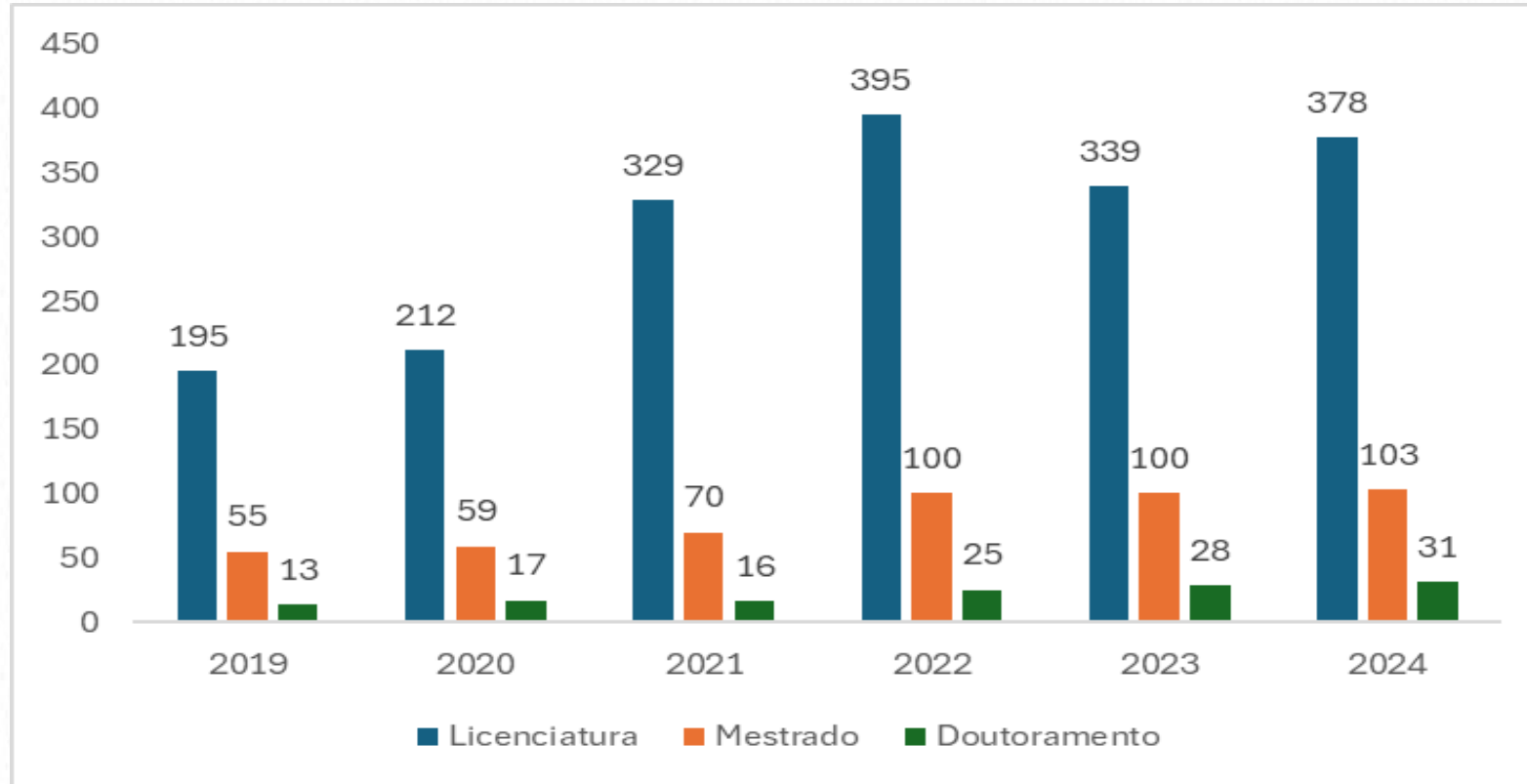
## Areas

- Laboratory
- Surveillance and Surveys
- Research
- Risk Communication
- Quality
- Management

# INS Scholarships

- Scientific Initiation Grant
- Full Masters Scholarship
- Complementary Masters Scholarship
- Full Doctoral Scholarship
- Complementary Doctoral Scholarship
- Postdoctoral Grant

# INS Human Resources Development Plan (HRDP)

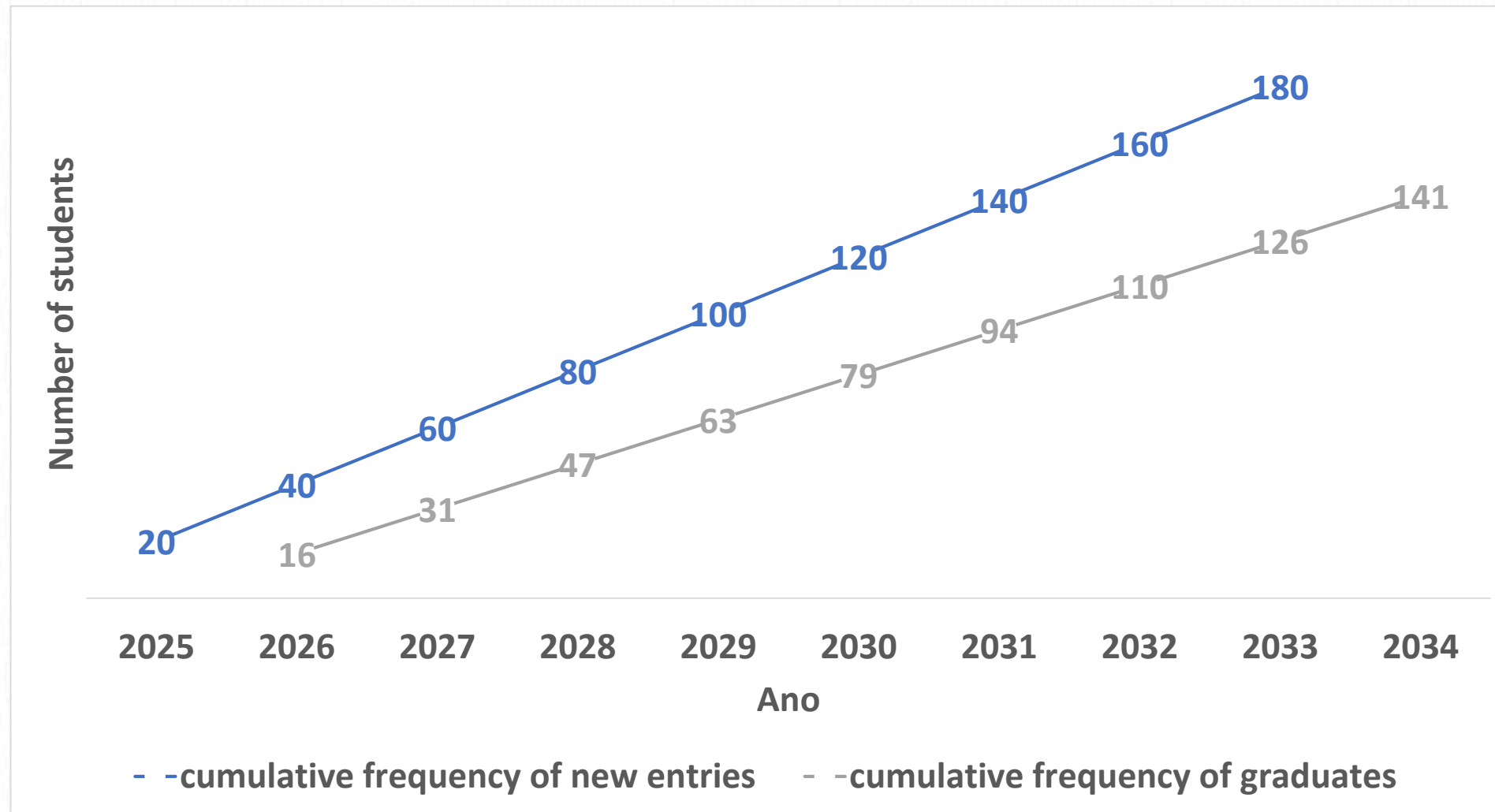


Currently, 40 researchers are in PhD Training programs

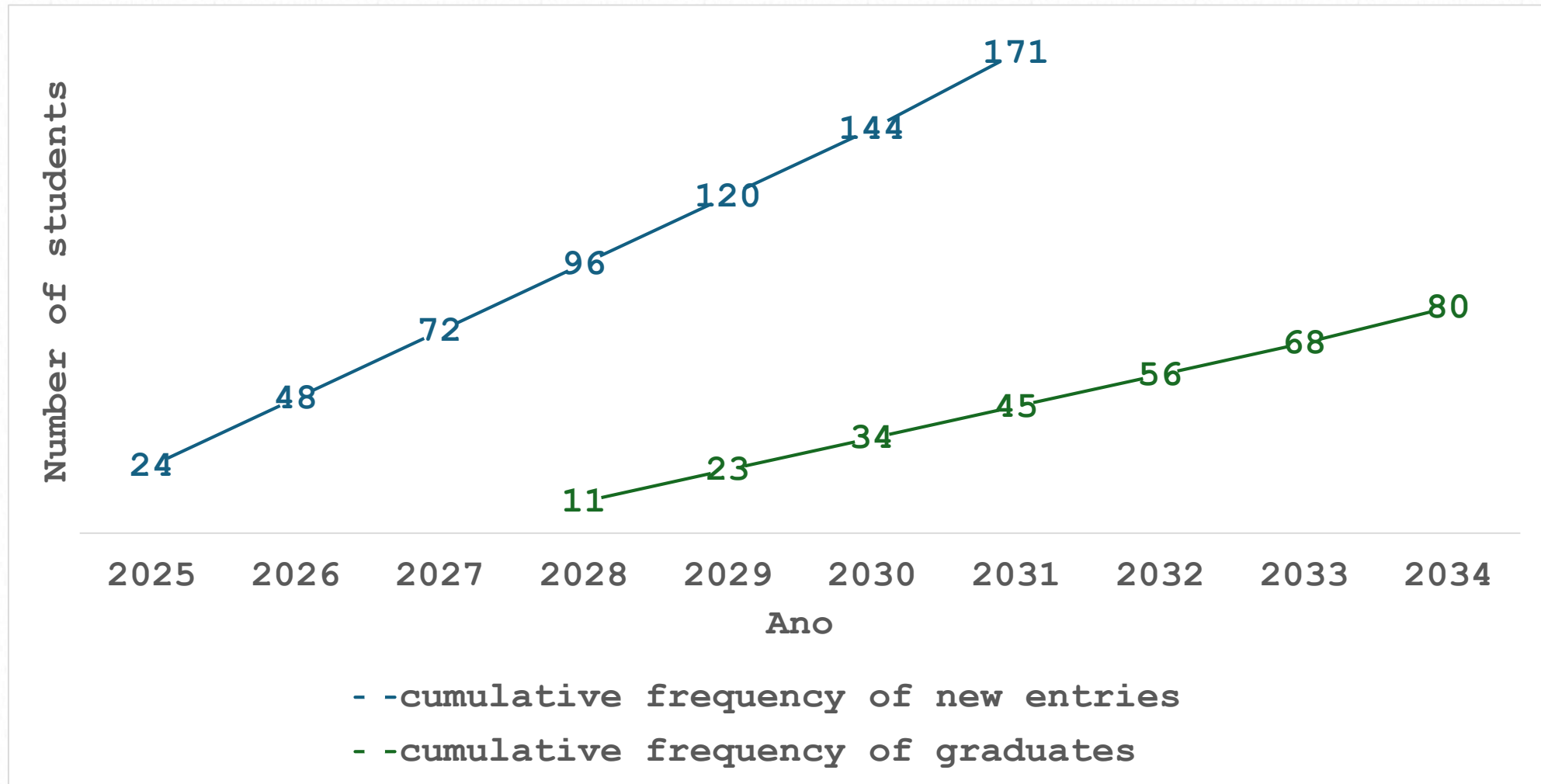
- INS approved, recently the Human Resources Development Plan (HRDP)



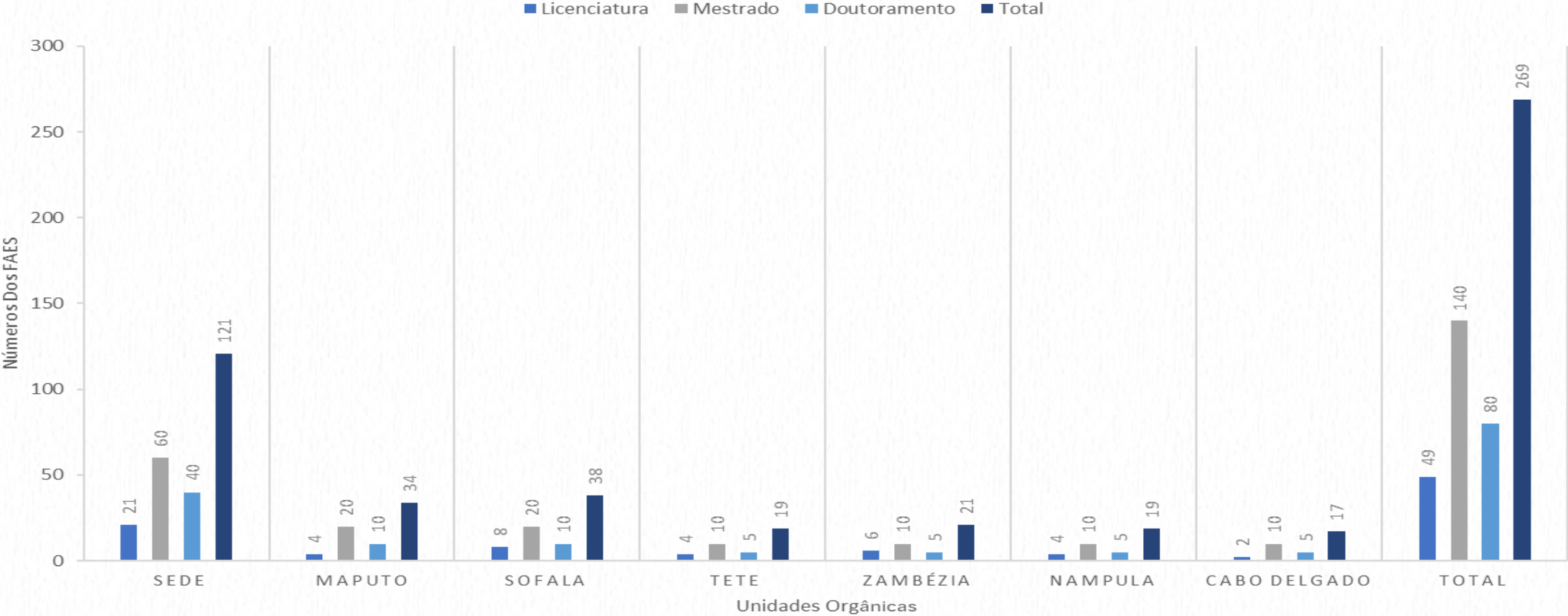
# INS HRDP 2025-2034: Masters Projections



# INS HRDP 2025-2034: PhD Projections



# General Training Plan: Geographical Distribution





# Perspectives

- Establishment of the National School of Public Health (ENSP);
- Resources mobilization for the implementation of the INS Human Development Plan;
- Operationalization of the Africa CDC Center of Excellence for PALOP.

# Thank you!

