Reviewer’s report

Title: Health workforce demography: A framework to improve understanding of the health workforce and support achievement of the sustainable development goals

Version: 0 Date: 22 Oct 2019

Reviewer: Anthony Scott

Reviewer's report:

This paper examines the role of population pyramids to help health workforce planning. The age-gender composition of a health workforce can be informative about long term demographic trends, and may suggest areas for further investigation for policy, including potential future shortages/surpluses, and gaps in the workforce in specific age-gender-groups. Being able to visualise complex health workforce data is important for policy makers and they apply a useful technique for doing this. Overall the paper is well written and presents the arguments very well and clearly, and I have no suggestions on how to improve the content. However, the main issue I have is that the content of the paper is not new or original. Using the age-gender composition, and changes in the composition over time, is a basic feature of most existing health workforce planning exercises across many countries, and also used as a basis for health workforce projections. Health workforce planners and others undertaking such planning exercises will be familiar with these methods.

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An article of limited interest

Quality of written English
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Acceptable

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