



Youth in the Vanguard: A Policy Analysis of Medical Workforce Development in Egypt,

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Abstract

Egypt's healthcare system faces challenges including a maldistribution of medical professionals and an ageing physician population. The nation's large youth demographic presents an opportunity to address workforce issues, particularly in obstetrics and gynaecology where regional shortages exist. This policy analysis critically evaluates the role of youth in medical workforce development in Egypt. It assesses existing policies, identifies gaps in engaging young medical professionals, and explores strategies to leverage this demographic for sustainable health system strengthening. The study employs a qualitative policy analysis framework. It involves a desk review of national health workforce strategies, educational policies, and professional regulations. The analysis synthesises documentary evidence to trace policy evolution and its implications for early-career medical professionals. Analysis indicates a predominant policy focus on increasing the number of medical graduates, with insufficient attention to early-career retention and specialisation pathways. A key theme is the lack of structured incentives for young doctors to practise in underserved regions or in priority specialties like obstetrics and gynaecology. Furthermore, policies often overlook the need for leadership training for youth within the medical hierarchy. While Egypt has recognised the importance of expanding its medical workforce, policies have not fully harnessed the potential of youth as agents of change. Strategic engagement of young doctors is essential for addressing systemic challenges, including specialty maldistribution and rural service gaps. Policymakers should integrate targeted youth engagement strategies into national medical workforce plans. This includes creating early-career incentives for rural and specialty service, establishing formal mentorship programmes, and involving young medical professionals in health policy design and implementation. medical workforce, youth, policy analysis, Egypt, obstetrics and gynaecology, health systems, human resources for health This analysis provides a focused critique of Egyptian medical workforce policy from a youth perspective, offering evidence to inform more inclusive and effective strategies for workforce development in obstetrics, gynaecology, and broader healthcare.

Keywords: *medical workforce planning, youth bulge, human resources for health, North Africa, policy analysis, physician migration, demographic dividend*



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