

FIP DEVELOPMENT GOALS INDICATOR Dashboard

A global measure of pharmacy professional
practice transformation progress

User guide
September 2025



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Abbreviations

- **FIP DGs** – Development Goals
- **The FIP GPO** – Global Pharmaceutical Observatory
- **A FIP MO** – Member Organisation



1. Introduction



Welcome to the FIP Development Goals Dashboard User Guide

This guide is designed to support users of [the FIP DGs Indicators Dashboard](#). It includes:

➤ **An Overview:**
Introducing the FIP Development Goals Indicators Dashboard and its purpose

➤ **User Instructions:**
Step-by-step guidance on how to navigate and use the current version of the dashboard



2. About the FIP Global Pharmaceutical Observatory (GPO)



2.1 The value of data and intelligence

Data and Intelligence:

For the profession



provide evidence to advocate for pharmacy's role, support workforce planning and education, and strengthen global credibility.

For global health



highlight pharmacists' contributions to universal coverage, inform policies, and drive innovation to achieve better health outcomes.

FIP members



offer access to trusted intelligence, enable benchmarking and collaboration, and support evidence-based decisions aligned with global priorities.



2.2 Background



The [FIP Global Pharmaceutical Observatory \(GPO\)](#) serves as a **worldwide data hub**, informing the advocacy work of our members and partners in various areas such as:

- policy development,
- decision-making,
- the advancement of pharmaceutical practice, health and life sciences, education and skills training, and workforce intelligence.



2.3 Vision



To be the **most comprehensive** and **most respected** source of data and intelligence on the pharmacy workforce, pharmacy practice and pharmaceutical science worldwide.

We provide a window on the work and impact of the global pharmaceutical community wherever you are.



2.4 Mission



Strategic information and reports on application of policies, practices, and services

Communication of data and intelligence to promote member organisations (MO) impact on health



Collation of valid global data on pharmacy workforce, practice and pharmaceutical science

Comprehensive analyses to provide accessible, high-quality intelligence



2.5 How does the GPO help the entire profession?

- The GPO was originally established in 2012 as a workforce observatory. More recently, it has evolved into the areas of practice and science as well.
- The term 'observatory' refers to the function of monitoring the pharmaceutical workforce/education, practice and science together with trends, using standardised, objective and verifiable methods.



Key benefits for the profession

The FIP GPO

- monitors the pharmaceutical workforce, practice, and science trends globally, providing evidence-based reports and intelligence to our member organisations and partner organisations.
- supports advocacy efforts, promotes effective policy-making, and reinforces the profession's impact on a global scale.



2.6 FIP GPO as member benefits

As a FIP member, FIP GPO can help you by...

Providing opportunities to collect and interpret data that leads to impactful outputs

Sharing and disseminating intelligence that informs policy formation and advocacy for the profession

Monitoring of countries and comparing information

Conducting research and analysis

Evaluating trends to support action planning

Enabling collaborative working

Facilitating the building of national and inter-country networking

Building capacity for workforce, pharmacy services, pharmaceutical science and medicines

Seeking links with other observatories e.g. WHO and OECD

Contributing to health systems strengthening by tracking progress against development goals



2.7 Health transformation: A new FIP Strategic Plan 2025-2030



Via the FIP GPO, we will ensure delivery of the imperatives by 2030 through data-driven policies and evidence-based developments.



3. About the FIP Development Goals Dashboard

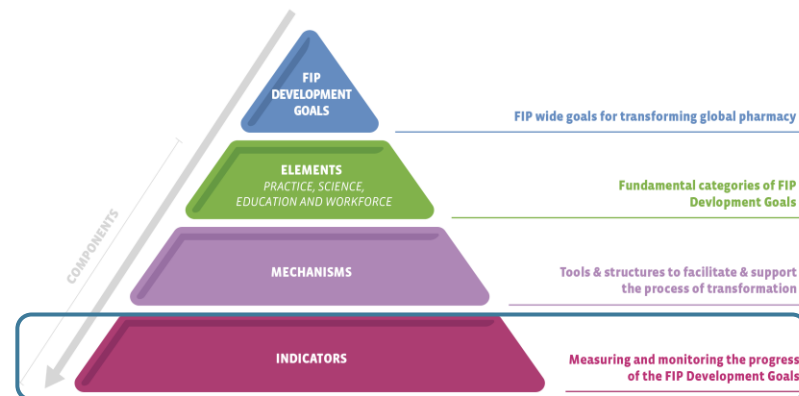
A global dashboard that measures the progress of pharmacy professional practice transformation



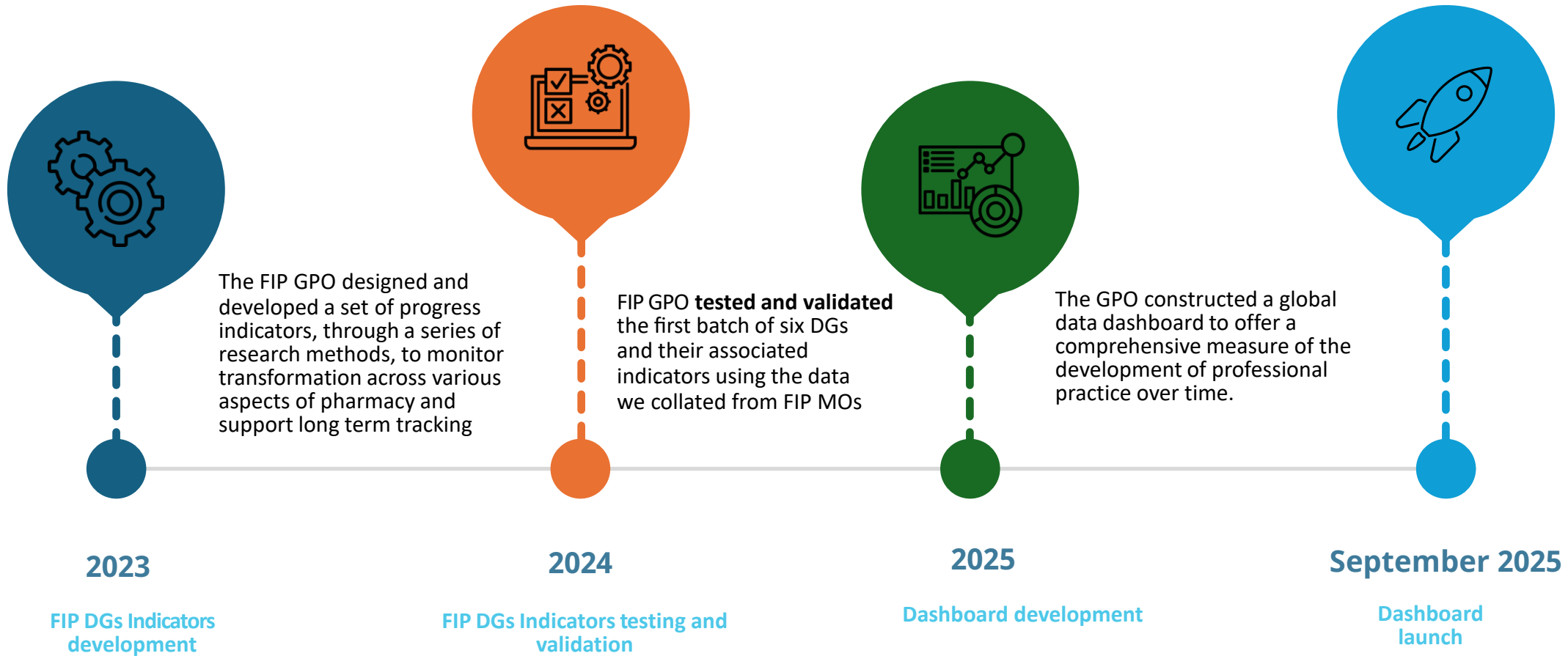
3.1 Background

The FIP Development Goals (DGs) provide a global framework for needs assessments and prioritisation for member organisations, serving as a key resource for transforming the pharmacy profession globally, regionally, and nationally over the next decade.

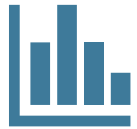
- To support MOs in the implementation of the FIP Development Goals, a set of progress indicators was developed by the FIP Global Pharmaceutical Observatory (GPO).
- These indicators were designed to monitor advancement and alignment across countries, using data submitted by FIP Member Organisations (MOs).



3.2 FIP DGs Indicators development progress



3.3 Purpose



The FIP DGs indicators dashboard provides an **interactive, data-driven platform that visualises** country-level progress across the 21 FIP DGs. The dashboard also shows **alignment, implementation, and transformation progress** at global, regional, and national levels.

FIP **Members** can explore national advancement and compare their progress with other countries. To date, we have responses from **50 MOs representing 45 countries**.



3.4 Dashboard benefits for FIP MOs



Identify where improvements are needed



Set priorities for quality improvement and support



Benchmark performance against other countries



Support national quality improvement schemes



Demonstrate the progress that pharmacy is making in support of health systems outcomes



4. Navigating the FIP DGs Indicators Dashboard



To access the FIP DGs Indicators Dashboard, visit:
[FIP Development Goal Indicators Data Dashboard](#)



4.1 FIP DGs Indicators category descriptions

Indicators Category	Description
Capacity	Data expressed as numbers, e.g. number of pharmacists/pharmacies, pharmaceutical facilities available (universities, services)
Impact	Provision of Pharmaceutical services that support better health care and outcomes
Policies & regulatory systems	Regulations and strategies as drivers to shape the structure of the system and benefit populations
Training & Professional development	Focus on developing competencies and skills across all sectors and career stages.
Pharmaceutical services & facilities	Focus on the availability of pharmaceutical services, facilities & infrastructures needed.



4.2 FIP DGs Indicators Dashboard

The FIP DG Indicators Dashboard comprises six pages



Homepage

The “homepage” provides users with a starting point to explore the FIP Development Goals (DGs) Indicators Dashboard. Its aim is to give a global overview of progress on the DGs by:

- Displaying a **world map** for quick navigation and country selection.
- Presenting a **data table** with detailed information by country, member organisation, DG, indicator description, category, and status.
- Allowing users to filter and explore data through **interactive slicers**.
- Linking to the **list of indicators and category descriptions** for further reference.

This page is designed to help users quickly locate their country or region, review the indicators reported, and gain an overall picture of implementation progress across the six tested FIP Development Goals.



FIP Development Goals Indicators

1

1. Academic capacity

2

2. Equity & equality

3

3. Professionalism

4

5

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

Homepage

Goal comparison

Country comparison

Goals per country
Global report

Global report

Regional report

Download the list of indicators for the six FIP Development Goals here

fip

ADVANCING PHARMACY WORLDWIDE

FIP Development Goal Indicators Data Dashboard

A global measure of pharmacy professional practice transformation progress

The FIP DGs indicators dashboard offers an interactive, data-driven platform that visualises country-level progress across the 21 FIP Development Goals and their associated indicators over time. This tool supports the assessment of alignment, implementation, and transformation progress at the global, regional, and national levels. It allows FIP member organisations and nations to explore their own advancement towards the DGs and compare their performance with that of other countries.

To date, FIP has tested and validated six DGs and their associated indicators (DG1, DG10, DG17, DG18, DG19, and DG20). We invite you to review your organisation's data and share any updates with us at observatory@fip.org.

If your member organisation has not yet contributed, please use this link ([🔗](#)) to submit your completed form.

1

1. Academic capacity

10

10. Sustainability

17

17. Professionalism

18

19

20

Country AllRegion AllFIP DG AllIndicator cat... All

Country	Member organisation	FIP DG	Indicator description	Indicator category	Status
Argentina	Argentine Pharmaceutical Confederation	DG1	1.1 Number of pharmacists working in academic settings	Capacity	Yes
			1.2 Number of pharmacy graduates nationally (national graduate supply)	Capacity	Yes
			1.3 Number of schools /faculties of pharmacy nationally	Capacity	Yes
			1.4 Number of pharmacy technicians nationally	Capacity	No report
			1.5 Number of lecturers (teachers, practitioners, researchers) employed by institutions/univ...	Capacity	Yes
			1.6 Inclusion of experiential learning into pharmacy curricula.	Policies & regulatory systems	Yes

This dashboard reflects data submitted by FIP Member Organisations (MOs) and may not represent the full national context. Data completeness and applicability may vary across countries depending on the MO's scope and mandate.

- DGs

Click on a DG to view its description.
- Slicers to filter data

Select one or more items from the drop-down list.
- Interactive World Map

Serves as a quick filter, enabling users to select a country directly.
- Data Table

Displays detailed information such as the **country, MO, DG, indicator description, indicator category and status**, along with all resources shared by each Member Organisation (e.g., guidelines, policies, or other documents related to the existence and implementation of DGs and indicators).



Compare indicators across FIP DGs for all MOs page

The “DG comparison” page enables users to assess progress across multiple FIP DGs by:

- Displaying **average implementation levels** of individual indicators across all FIP MOs.
- Providing a **colour-coded overview** (25–50%, 50–75%, 75–100%) that reflects the extent of data reporting and implementation.
- Supporting cross-goal comparison to track how MOs are advancing towards different DGs.

This page helps users understand the relative progress of each indicator, highlighting strengths and opportunities for further development across the six FIP DGs that were tested.



“DG comparison” page

The page displays the average level of implementation for each indicator and its corresponding goal **across all Member Organisations**.

For example, as shown here, 60% of all Member Organisations reported data on the DG1 indicators, providing an overview of collective progress.

FIP Development Goals Indicators



Homepage

Goal comparison

Country comparison

Goals per country

Filter
Global report

Regional report

Filter

Legends
25-50%
50-75%
75-100%

Higher percentages reflect more comprehensive data availability and implementation progress.



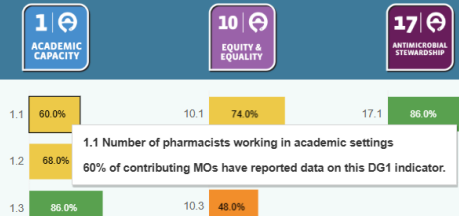
Compare indicators across FIP Development Goals for all member organisations

Member organisations with data by FIP Development Goal and Indicator
(Average across 50 FIP MOs representing 45 countries, in percent)



This page displays a comparison of indicator implementation across selected FIP DGs, showing the average indicator performance by MOs, based on available data.
For example, 60% of all MOs have reported data on this DG1 1.1 indicator, reflecting overall implementation progress.

Select data by legend



Compare FIP MOs across FIP DGs (*Across indicators*) page

The “country comparison” page provides users with a country-level view of progress across the FIP DGs by:

- Displaying the **average percentage of indicators reported** for each goal by MOs.
- Highlighting differences in **data availability and implementation progress** between countries.
- Using a **colour-coded scale** (0–25%, 25–50%, 50–75%, 75–100%) to make variations in reporting and implementation easy to interpret.
- Enabling users to **benchmark** their country’s progress against others to identify strengths, gaps, and areas for further development.

This page supports comparative analysis across countries, showing how individual MOs contribute to the global picture of DGs implementation.



FIP Development Goals Indicators



Homepage

Goal comparison

Country comparison

Goals per country

Filter
Global report

Regional report

Legends

0-25%

25-50%

50-75%

75-100%

Higher percentages reflect more comprehensive data availability and implementation progress.



Compare FIP member organisations across FIP Development Goals

(Average across indicators in percent)



This page displays a country-level comparison of data availability across FIP Development Goals (DGs), showing the average percentage of indicators with data reported for each goal by member organisations.

A higher percentage reflects stronger data reporting and implementation activity related to that goal. For example, a score of 90.90% for the Argentine Pharmaceutical Confederation under DG1 means that 90.90% of the DG1 indicators have data reported by the country's member organisation(s), reflecting implementation progress.

Country
All

Member organisation
All

Country

Member organisations



Country	Member organisations	DG1	DG10	DG17	DG18	DG19	DG20
Argentina	Argentine Pharmaceutical Confederation	90.9%	100.0%	100.0%	66.7%	80.0%	100.0%
Australia	Advanced Pharmacy Australia	63.6%	100.0%	75.0%	83.3%	80.0%	100.0%
Belgium	Association of Pharmacists Belgium (APB)	54.5%	100.0%	75.0%	83.3%	80.0%	100.0%
Cameroon	Cameroon National Order of Pharmacists	36.4%	0.0%	75.0%	83.3%	40.0%	0.0%
Canada	Canadian Pharmacists Association	90.9%	66.7%	75.0%	100.0%	90.0%	100.0%
China	Chinese Pharmaceutical Association	45.5%	100.0%	100.0%	83.3%	80.0%	100.0%
China, Taiwan	Pharmaceutical Society of Taiwan	72.7%	100.0%	100.0%	100.0%	100.0%	75.0%
	Taiwan Society of Hospital Pharmacists	27.3%	33.3%	100.0%	100.0%	100.0%	100.0%
Costa Rica	College of Pharmacists of Costa Rica	63.6%	66.7%	100.0%	83.3%	20.0%	50.0%
Denmark	Pharmadanmark	63.6%	33.3%	75.0%	100.0%	80.0%	100.0%
Egypt	Egyptian organization of pharmacy, development and training	18.2%			33.3%		
Federation of bosnia an...	Pharmaceutical Chamber of the Federation of Bosnia and Herz...	36.4%	33.3%	75.0%	66.7%	20.0%	0.0%
Finland	Association of Finnish Pharmacies	72.7%	66.7%	75.0%	83.3%	60.0%	100.0%
Germany	ABDA – Federal Union of German Associations of Pharmacists	63.6%	100.0%	100.0%	83.3%	90.0%	100.0%
Hungary	Hungarian Society for Pharmaceutical Sciences	63.6%	100.0%	75.0%	100.0%	40.0%	100.0%
Iceland	Pharmaceutical Society of Iceland	90.9%	33.3%	0.0%	66.7%	60.0%	50.0%
Indonesia	Ikatan Apoteker Indonesia	63.6%	33.3%	100.0%	100.0%	80.0%	75.0%
Italy	FEDERFARMA	60.0%	66.7%	100.0%	100.0%	90.0%	100.0%
Japan	Japan Pharmaceutical Association	72.7%	100.0%	75.0%	100.0%	90.0%	50.0%
	Japanese Society of Hospital Pharmacists	72.7%	66.7%	100.0%	66.7%	60.0%	100.0%
Jordan	Jordan Pharmacists Association	72.7%	66.7%	75.0%	66.7%	20.0%	75.0%
Lebanon	INSPECT-LB	81.8%	33.3%	50.0%		10.0%	0.0%
	Order of Pharmacists of Lebanon	63.6%	33.3%	100.0%	83.3%	60.0%	100.0%
Malawi	Pharmaceutical Society of Malawi	54.5%	0.0%	75.0%	41.7%	50.0%	0.0%
Malaysia	Malaysian Pharmacists Society (MPS)	54.5%	50.0%	100.0%	66.7%	70.0%	100.0%

This page provides a country-level comparison of data availability across FIP DGs.

It shows the **average percentage of indicators with reported data** for each goal and MO.

For example, a score of **90.90% for the Argentine Pharmaceutical Confederation under DG1** means that nearly all DG1 indicators have reported data, highlighting significant implementation progress. To note, DG1 has a list of **11 indicators**.

“Country comparison” page

Select data by legend

Higher percentages indicate stronger data reporting and greater implementation activity for that goal.

Compare FIP MOs across FIP DGs (*by goal and indicator*) page

The “goals per country” page provides a detailed view of the FIP DGs indicators reported by each MO by:

- Displaying **indicator-level data** for each MO, including status by goal and description.
- Supporting **filtering by country, region, and MO** for tailored exploration.
- Enabling FIP MOs to **identify** their own strengths, gaps, and areas where further development is needed.
- Provide transparency on how individual indicators contribute to overall DG implementation progress.

This page helps users drill down into country-level details, moving beyond averages to understand progress at the indicator level.



FIP Development Goals Indicators



- Homepage
- Goal comparison
- Country comparison
- Goals per country
- Filter
- Global report
- Regional report

Status

- In progress
- No
- No report
- Yes



Compare FIP member organisations across FIP Development Goals

(By goal and indicator, per country/MO)



This page displays the status of FIP Development Goal indicators reported by each member organisation, allowing MOs to explore progress at the indicator level.

For example, the Argentine Pharmaceutical Confederation has data available for most indicators under DG1, while no data is available for indicator 1.4.

Region

Country

Member organisation

Country	Member organisations	FIP DGs	Indicator description	Status
Argentina	Confederación Farmacéutica Argentina	DG1	1.1 Number of pharmacists working in academic settings	●
			1.2 Number of pharmacy graduates nationally (national graduate supply)	●
			1.3 Number of schools /faculties of pharmacy nationally	●
			1.4 Number of pharmacy technicians nationally	●
			1.5 Number of lecturers (teachers, practitioners, researchers) employed by institutions/universities to train pharmacy ..	●
			1.6 Inclusion of experiential learning into pharmacy curricula.	●
			1.7 Inclusion of interprofessional and interdisciplinary education in the pharmacy curricula.	●
			1.8 Median salaries among faculty members in private and government sectors.	●
			1.9 Existence of minimum period of practice training/clinical internship pre-licensing (pre-registration) programmes	●
			1.10 Existence of a policy regulating a minimum internship period for pharmaceutical scientists as part of their educati..	●
			1.11 Existence of career development programmes for academic pharmacists and pharmaceutical scientists at the na..	●
		DG10	10.1 Number of actively practising pharmacists (segmented number by sectors of practice, e.g., community, hospital ..	●
			10.2 Existence of national legislations that promote equity and equality in opportunities in the workplace.	●
			10.3 Existence of national regulations that promote equity and equality in access to pharmacy education and training ..	●
		DG17	17.1 Existence of national policy and guidance that regulate the prescription of Antibiotics in community/hospital phar..	●
			17.2 Existence of a national strategic plan and training to support developing the pharmaceutical workforce with comp..	●
		DG18	18.1 Number of community and hospital pharmacies (Per capita)	●
			18.2 Number of community and hospital pharmacies in RURAL and URBAN geographic areas (per capita).	●
			18.3 Availability of national guidelines or policies concerning access to medicines, pharmaceutical services & medical..	●
			18.4 Existence of regulations/laws for prescription or non-prescription medicines that can ONLY be supplied in comm..	●
			18.5 Existence of regulations/laws for non-prescription medicines, e.g., OTC, that can be supplied in non-community ..	●
			18.6 Existence of regulations/laws on categories of medicines available online from local or foreign providers.	●

Note:

Yes – Data available; indicator in place

No – No Data available; indicator not in place

In progress – Data available; indicator under development

No report – Indicator not applicable or data not yet available

Indicator status reference

This page shows the status of FIP DGs indicators reported by **each MO**.

It allows MOs to explore **progress at the indicator level**.

For example, the **Argentine Pharmaceutical Confederation** has reported data for most indicators under DG1, but **no data is available for indicator 1.4**.

Slicers to filter data
Select one or more items from the drop-down list.

“Goals per country” page

Select data by legend

See indicator status reference

Global summary report page

The “global summary report” page provides a worldwide overview of progress on the FIP DGs by:

- Showing the **percentage of countries with available data** for each DG, averaged across indicators.
- Offering insights into the **overall level of implementation** of the DGs at the global level.
- Supporting **global monitoring of progress** and informing future strategies for data collection and DG implementation.

This page helps users understand the big picture of DG progress worldwide, beyond individual countries or indicators.



FIP Development Goals Indicators



Homepage

Goal comparison

Country comparison

Goals per country

Filter
Global report

Regional report

FIP DG

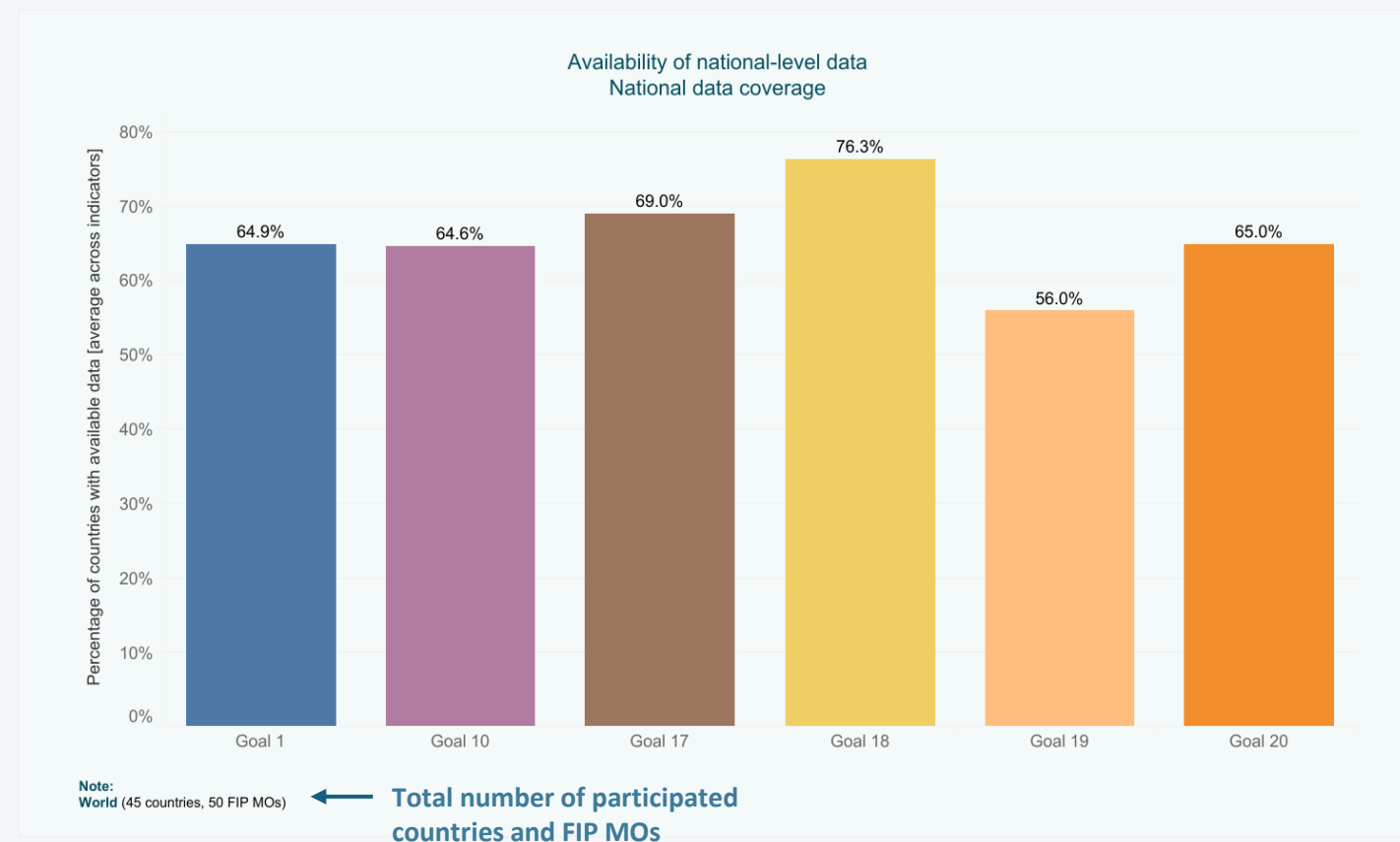
- Goal 1
- Goal 10
- Goal 17
- Goal 18
- Goal 19
- Goal 20



Global Summary Report



This page displays a global overview of data availability across indicators aligned with the FIP DGs, based on the number of FIP MOs that have reported data. It provides insight into the overall implementation of the DGs and their indicators and supports the identification of global progress, as well as helps track global progress in data availability and identify gaps.



This page provides **an overall view of global implementation and progress** towards the FIP DGs, based on FIP MOs that have reported data.

It highlights the goals with the **highest and lowest levels of data availability**, helping to identify gaps and areas that need further development.

“Global report”
page

Legend
Select data by FIP DGs

Regional summary report page

The “regional summary report” page allows users to compare progress on the FIPDGs across WHO regions by:

- Showing the **average availability of data and progress implementation** across indicators for each DG by region.
- Providing insights into **regional strengths and gaps** in implementation.
- Enabling comparisons between WHO regions to identify where additional focus or support may be needed.
- Help highlight **variation in DG implementation progress** globally, offering context for regional priorities.

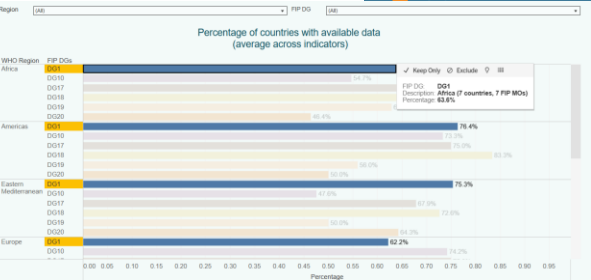
This page supports regional-level analysis and benchmarking, helping MOs and stakeholders understand progress in their own region relative to others.



Slicers to filter data
Select one or more items from the drop-down list.

“Regional report” page

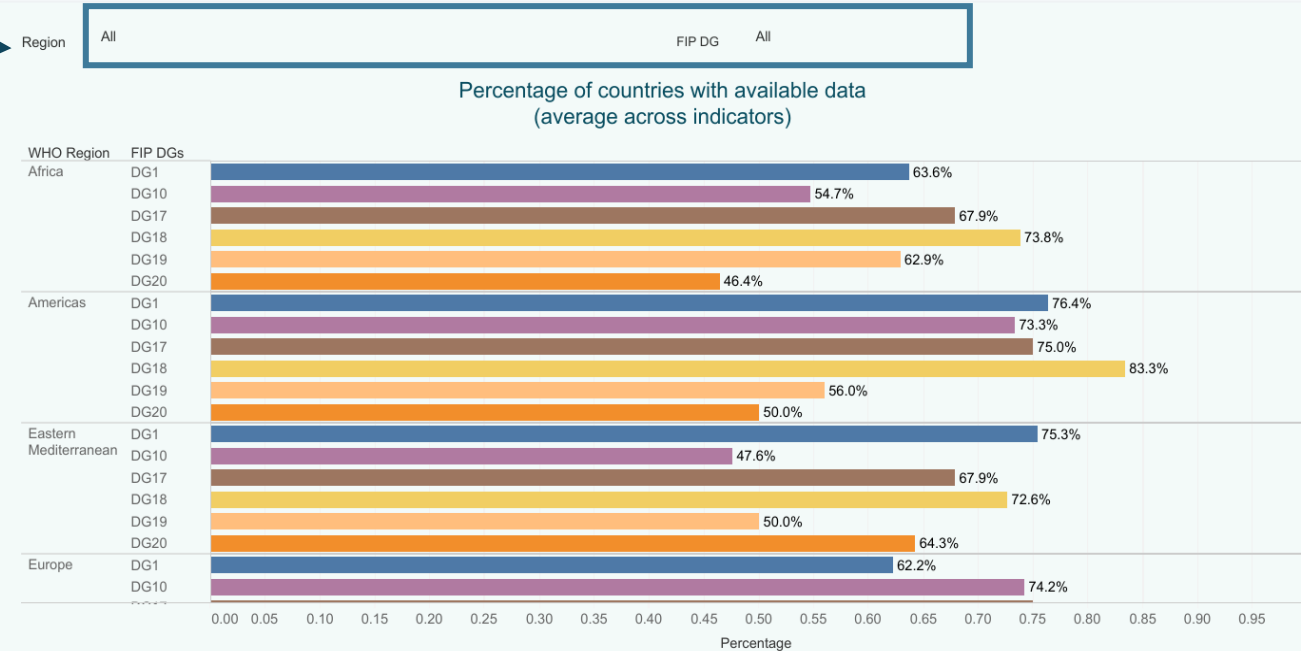
Legend
Select data by FIP DGs as the image below.



Regional Summary Report



This page displays the average availability of data across indicators aligned with the FIP DGs by WHO region, based on the percentage of FIP MOs that have submitted data. This supports regional comparisons of progress and helps identify areas where additional support or focus may be needed.



Note:
Africa (7 countries, 7 FIP MOs)
Americas (5 countries, 5 FIP MOs)
Eastern Mediterranean (5 countries, 7 FIP MOs)
Europe (21 countries, 22 FIP MOs)
South-East Asian (1 country, 1 FIP MO)
Western Pacific (6 countries, 8 FIP MOs)
World (45 countries, 50 FIP MOs)

Total number of participated countries/ FIP MOs per region

This page presents regional averages of data availability across indicators, **grouped by WHO regions**.

It allows quick **comparison of progress between regions** and highlights regional strengths and gaps.

5. Disclaimer

This dashboard reflects data submitted by FIP Member Organisations (MOs) and may not represent the full national context.

Both completeness and applicability of data may vary across countries depending on the scope and mandate of the MO.



6. Feedback and Participation



We value your feedback!

This data dashboard is currently in its **testing phase**, providing an opportunity for members to explore its features and provide feedback. Your insights are important for enhancing its functionality and user experience. If you have any questions or need support, feel free to contact the GPO team at observatory@fip.org.

If your organisation has not yet submitted a response, we invite you to do so. Responses should come from the national pharmacy professional association in the country.

Your participation will support the sharing of best practices and policies across FIP MOs and contribute to global pharmacy development.



Please scan the QR code or click [HERE](#) to submit your completed form.



Next steps

As part of our ongoing work, a **new survey will soon be disseminated** to test and validate a new set of DGs and their indicators.

The entire profession are welcome to participate.

We would greatly appreciate your continued participation, which will help expand the dashboard and share best practices across our global network.



FIP DEVELOPMENT GOALS INDICATOR HANDBOOK

A global measure of pharmacy professional
practice transformation progress

User guide
September 2025

