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THE HUMAN RESOURCES FOR HEALTH CRBS

MAPPING POLICIES

ADDRESSING THE GLOBAL  
HEALTHWORKFORCE CRBS:  
CHALLENGES FOR FRANCE,  
GERMANY, ITALY, SPAIN AND THE UK

PUBLISHED BY ACTION FOR GLOBAL HEALTH JANUARY 2011

HRH and the WHO Code –  
a report and seminar  
Presentation by  
Frazer Goodwin

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## Addressing Global Health Workforce Crisis



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The scoping Exercise had two parts:



- Development Cooperation Policy relevant to WHO Code
- Domestic Health Policy relevant to the code & HRH demands

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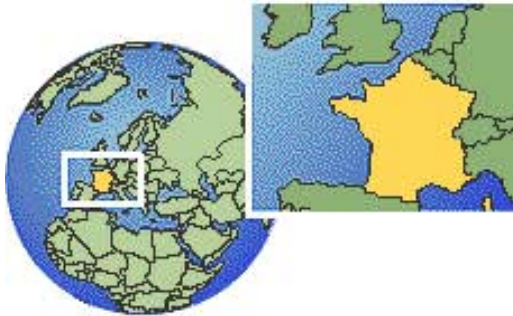
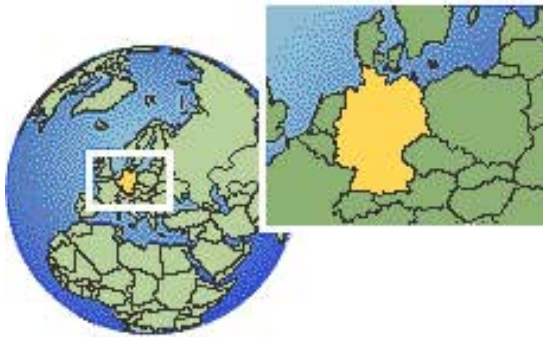
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## The Five EU Countries studied



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## Development Policy Recommendations

- 50% of all new funding for health is directed to health systems strengthening with 25% being directed to training and retaining HRH – A WHO recommendation
- Support national comprehensive evidence and needs based National health plans and related health workforce strategies – particular attention to groups/contexts currently challenging
- Commit financially and politically to the Global target of the training, deployment and management of 3.5 million additional health workers by 2015

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## Development Policy Recommendations...

- Ensure transparency and accountability by publishing accurate and detailed figures on policies supporting HRH – particularly in relation to ODA
- Promote integration of gender approach into health workforce policies including addressing discriminatory workplace practices
- Incentivise international NGOs and multilateral initiatives to reduce pull factors in health migration – requesting adherence to voluntary codes of conduct (e.g. The NGO code of conduct on Health Systems Strengthening)

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## Domestic Health Policy

- Develop time-bound national action plans guiding full implementation of the WHO code clarifying roles and responsibilities of all relevant agencies and Ministries
- Where they are lacking institute as a matter of priority national health workforce information systems to allow monitoring of migration and trends
- Act to regulate the international recruitment of health workers by private agencies not currently covered by the code



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## Domestic Health Policy...

- Develop coherent national health workforce policies to enable self sufficiency including:
  - Training sufficient numbers of health workers for the needs of the population
  - Ensuring a well balanced distribution of health workers nationally and improving regional coordination and collaboration within EU Member States
  - Increasing efforts to retain existing health workers through improving working conditions and career opportunities

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## Seminar on Implementation of the WHO Code

**“Moving the Ethical Hiring of health Workers Forward”**

**17 June 2011 in Madrid:**

EU Member State Ministries of Health present:

Finland, France, Portugal, Spain, UK

EU Member State Development Ministry present:

Spain, Germany

International Institutions:

WHO, PAHO

NGOs present from;

Brussels, France, Germany, Italy, Netherlands, Spain,

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## Seminar Conclusions...

- Reinforced conclusions of report
- Highlighted the need for inter-agency and inter-Ministry collaboration
- Highlighted the gaps the Code leaves in addressing the HRH crisis

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SO, ... HOW'S YOUR DAY GOING?

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