

Geneva, 14-15 May 2010, Global Health Governance Workshop

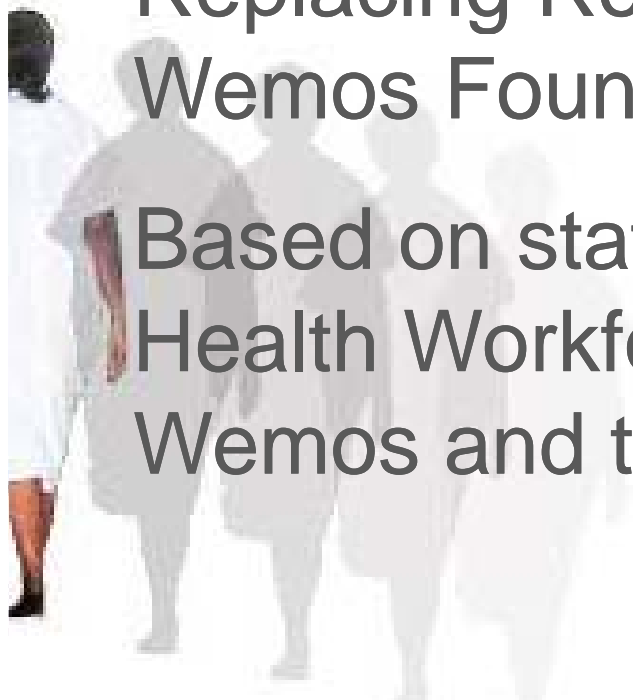
# International recruitment of HRH: Civil society perspective



Introduction by Thomas Schwarz  
Medicus Mundi International Network

Replacing Remco van de Pas  
Wemos Foundation, The Netherlands

Based on statements of the  
Health Workforce Advocacy Initiative HWAI,  
Wemos and the MMI Network



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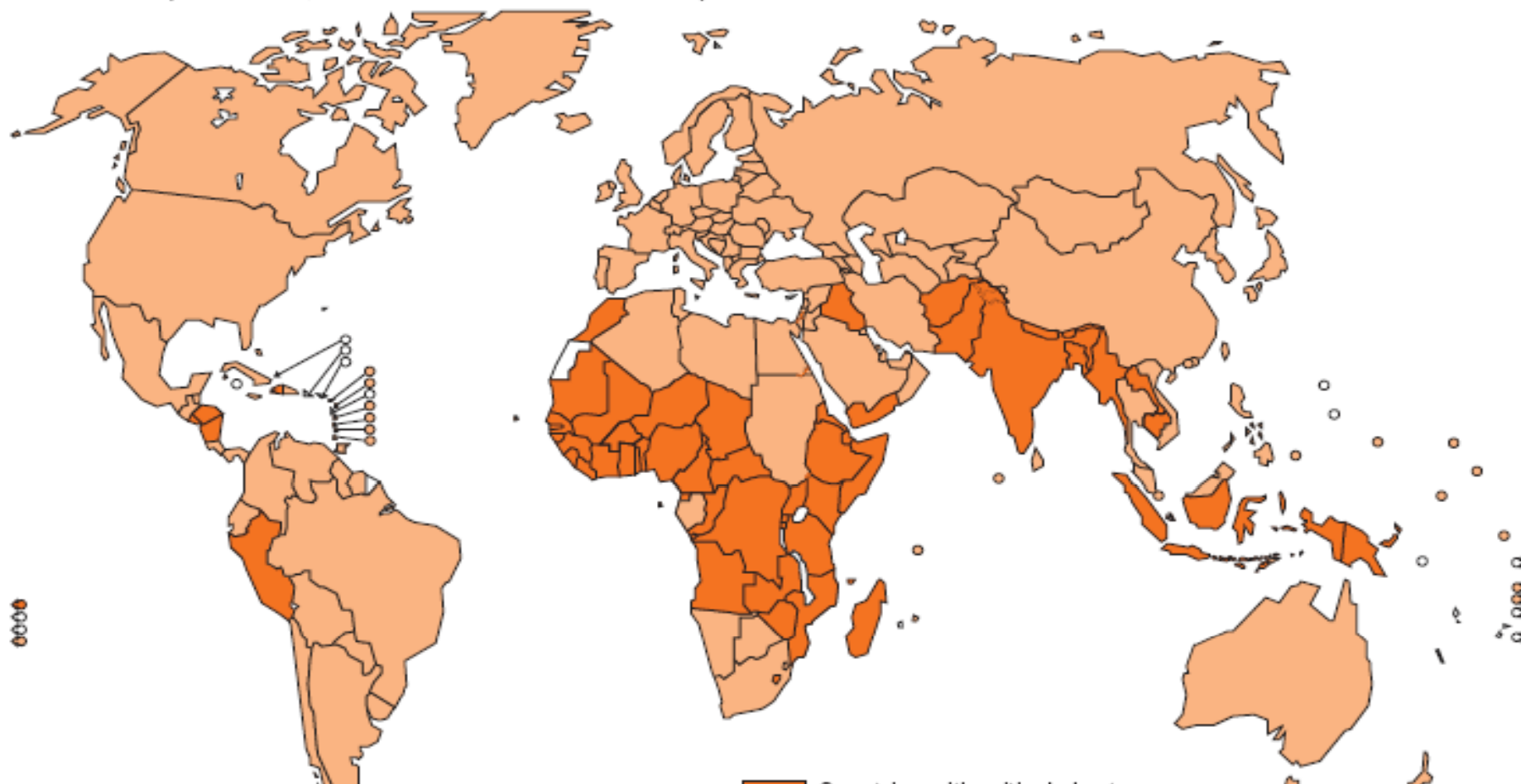
# International recruitment of HRH: Civil society perspective



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**Figure 3** Countries with a critical shortage of health service providers (doctors, nurses and midwives)



## International recruitment of HRH: Civil society perspective

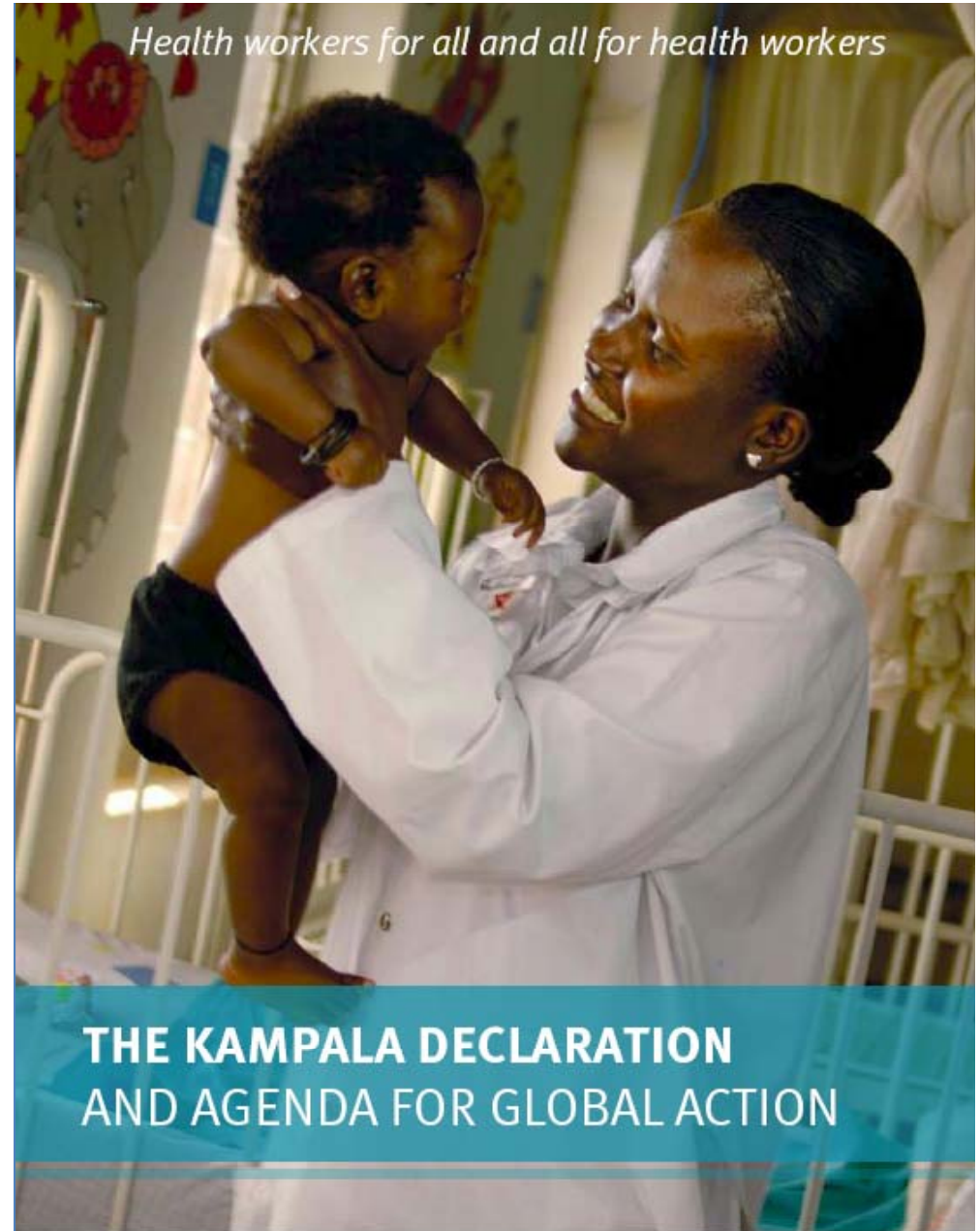


“The severe shortage of health workers in many Member States constitutes a major threat to the performance of health systems and undermines the ability of these countries to achieve the Millennium Development Goals and other internationally agreed development goals.”

(Report by WHO secretariat to WHA63)



*Health workers for all and all for health workers*



**THE KAMPALA DECLARATION  
AND AGENDA FOR GLOBAL ACTION**





# International recruitment of HRH: Civil society perspective



## International recruitment of HRH: Civil society perspective



“The migration of highly educated and trained health personnel from countries with health systems in crisis is increasing, further weakening the health systems of the countries of origin.”

(Report by WHO secretariat to WHA63)



WHO | Health workforce migration and retention - Mozilla Firefox

http://www.who.int/hrh/migration/en/


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<b>Data and statistics</b>		
<b>Programmes and projects</b>	The migration of health workers affects all countries in one way or another. In some cases, health workers leave their home countries looking for better working conditions and career opportunities abroad. In others, they leave rural areas for urban ones. The result: increasingly inequitable access to health care, within and between countries.	
<b>Health workforce</b>	This is why WHO and its partners are developing solutions so countries can address the twin challenges of managing migration and improving the retention of health workers.	
<b>Education and training</b>	One key element is to establish a supportive working and living environment and opportunities for professional growth so that health workers are less likely to migrate. Another is to establish an internationally agreed Code of practice on the international recruitment of health workers.	
<b>Governance and planning</b>		
<b>Health professionals</b>		
<b>Migration and retention</b>	<b>HIGHLIGHT</b>	
<b>Nursing and midwifery</b>	 <b>WHO Bulletin special theme issue on retention of health workers in rural and remote areas</b> - One piece of the puzzle to solve the human resources for	

**NEW RELEASES**

  
[Joint WHO/AAAH conference on Getting committed health workers to underserved areas](#)

  
[Policy Brief - International migration of health workers](#)

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# International recruitment of HRH: Civil society perspective

I refer to:



**World Health  
Organization**

**SIXTY-THIRD WORLD HEALTH ASSEMBLY**  
Provisional agenda item 11.5

**A63/8**  
**15 April 2010**

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**International recruitment of health personnel:  
draft global code of practice**

Geneva, 14-15 May 2010, Global Health Governance Workshop

# International recruitment of HRH: Civil society perspective



I refer to:



POSITION STATEMENT

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MAY 2010

## **Call to Action: Passage of Global Code of Practice**

*Position Statement to Health Leaders Attending 63<sup>rd</sup> World Health Assembly*

Over the last several years, there has been increased concern about the global shortage of health workers. This global shortage has negatively affected health systems and the health of populations, particularly those in developing countries who are marginalized, and living in rural or hard to reach areas. Furthermore, the unequal distribution of the global health workforce has many underlying causes; one of which is the migration of health workers from countries with weak or failing health systems.

## Call to Action: Passage of Global Code of Practice



### The proposed Code of Practice

- The proposed WHO Code of Practice on the International Recruitment of Health Personnel aims to promote the equitable balance of the interests of health workers, source countries and destination countries.



## Call to Action: Passage of Global Code of Practice



### The proposed Code of Practice

- ...while placing particular emphasis on mitigating the negative effects of the international migration of health workers on countries experiencing health workforce crises.

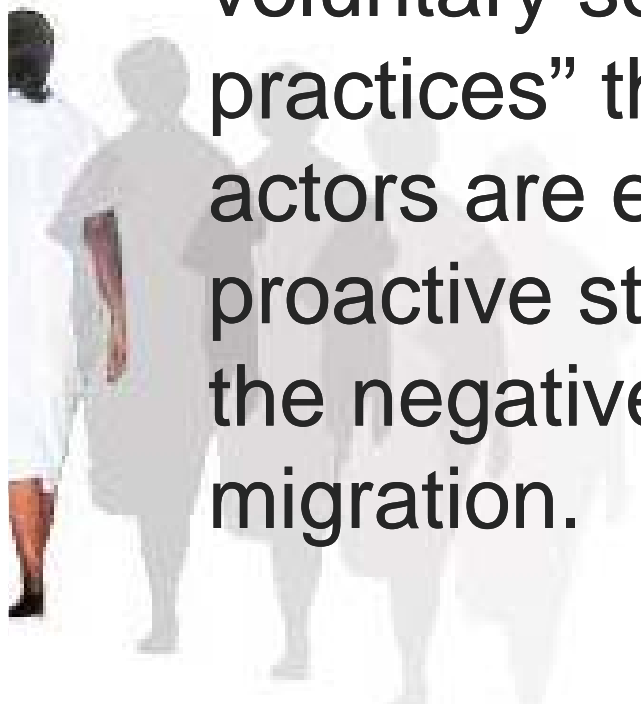


## Call to Action: Passage of Global Code of Practice



### The proposed Code of Practice

- At its core, the Code of Practice is a voluntary set of “principles, standards and practices” that Member States and non-State actors are encouraged to employ to take a proactive stance to reduce if not eliminate the negative impact of health worker migration.



## Call to Action: Passage of Global Code of Practice



### The proposed Code of Practice

- The Code sets clear boundaries and expectations for State and non-State actors with regard to recruiting health personnel, particularly from developing countries, and promotes specific strategies for health systems strengthening.



## Call to Action: Passage of Global Code of Practice



A marked improvement

- The development of this Code of Practice has taken several years to complete and has undergone an international consultative process to build global support and consensus.



## Call to Action: Passage of Global Code of Practice



A marked improvement

- The current version is a marked improvement over the previous version presented at the 62nd World Health Assembly.
- Among its improvements, we welcome:



## Call to Action: Passage of Global Code of Practice



A marked improvement

- The call for destination countries to provide technical and financial assistance to developing countries to strengthen health systems, and the recognition of the need to fully realize the right to health. (Article 3)



## Call to Action: Passage of Global Code of Practice



A marked improvement

- The provision on abstaining “from active recruitment of health personnel” from developing countries unless “**equitable agreements**” (or other arrangements) supporting that recruitment are in place. (Article 5)



## Call to Action: Passage of Global Code of Practice



A marked improvement

- The call for Member States to establish and maintain **an effective legal and administrative framework** to give effect to the Code of Practice. (Article 9)



## Call to Action: Passage of Global Code of Practice



A marked improvement

- The call for national **data gathering** and the **overall monitoring and analysis** of health worker migration, including using such data to develop appropriate national, regional and global level policies on health worker migration. (Articles 7)



## Call to Action: Passage of Global Code of Practice



The time is right to finally adopt the Code

- The 63rd World Health Assembly offers real opportunity for health leaders to make an important step to address the problem of health worker migration from poor to rich countries by approving the Global Code of Practice.



## Call to Action: Passage of Global Code of Practice



The time is right to finally adopt the Code

- We are aware that there will be certain issues which could remain topics of debate. Not everybody will be happy with all the details in the current text of the code but for now this is a great framework for continuous action of all actors.



## Call to Action: Passage of Global Code of Practice



The time is right to finally adopt the Code

- It is likely that a drafting group on the code will be formed during the WHA.
- It is key that WHA delegates realize that one can debate about the details and the semantics of the code but that the time is right to finally adopt the text.



# WHO Code of Practice on the International Recruitment of Health Personnel: If adopted, ensuring impact?



Side event to the WHA  
18 May 2010, 5.30 PM  
Palais des Nations, Room IX



- Facilitate greater understanding of the proposed Code
- Emphasize importance of implementation plans at national, regional and international levels



- Learn from existing efforts and discuss civil society collaboration and engagement



- Enable organization of international civil society to support implementation of and monitor compliance with the new Code of Practice



- Peggy Clark, Global Health & Development, The Aspen Institute
- Annelies Allain, International Baby Food Action Network

Chair: Mary Robinson



# International recruitment of HRH: Civil society perspective



## Key messages

- Help us to advocate for the adoption of the Code of Practice at this Year's World Health Assembly
- Join us in reflecting about the implementation and monitoring of the Code – and the related role of civil society.



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Thank you!

