Cape Town, 9 July 2012, People’s Health Assembly

Human resources for health (HRH) - key global issues and debates

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Human resources for health (HRH) - key global issues and debates

- HRH crisis as part of the global health policy crisis
- After the first HRH rush: fading attention, lacking leadership
- International migration: paint it black and white
- 3.5 Million... Tell me the number
- Campaigns and claims

- Health Workforce Advocacy Initiative - a renewed civil society platform
  - HWAI key topics:
    - International migration
    - Financing
    - Task shifting
    - Mainstreaming
  - How to get involved
Recognizing the global HRH crisis

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

"Critical shortage": Less than 2.3 well trained health workers per 1000 people

Recognizing the global HRH crisis
- what to do? From technical solutions...

Quest for quality.
Private not-for-profit health institutions address the health workforce crisis

Geneva, 20 May 2009
Side event to 62nd WHA
Isaac M. Kagimu, Uganda Catholic Medical Bureau:
„Retention is difficult for both public and privat not-for-profit sector: The UK are stealing our doctors and nurses!“
Recognizing the HRH crisis as a global health (governance) issue

- Kampala Global Forum, Kampala Declaration and Agenda for Global Action
- Creation of the Global Health Workforce Alliance (GHWA) and HWAI
- Debate on WHO Code of Practice created great attention
WHO Code of Practice on the International Recruitment of Health Personnel: If adopted, ensuring impact?

WHOA side event, 2010
Recognizing the HRH crisis as a global health (governance) issue

“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.”

WHO secretariat to WHA63
Recognizing the HRH crisis as a global health (governance) issue

The WHO Global CODE of Practice on the International Recruitment of Health Personnel
After the first HRH rush...

- 2012: Fading attention, confusion and lacking leadership on a global level
- GHWA designed as broad and inclusive alliance, but “are we all family?”
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After the first HRH rush...

The WHO Global CODE of Practice on the International Recruitment of Health Personnel
Implementation by the Secretariat

ADVANCING THE HEALTH WORKFORCE AGENDA TOWARDS UNIVERSAL ACCESS

Strategy for the second phase
After the first HRH rush...

Health Workforce Innovation: Accelerating Private Sector Responses to the Human Resources for Health Crisis

Private Sector Task Force Report
Global Health Workforce Alliance
Health Workforce Advocacy Initiative (HWAI)

- HWAI is an international civil society Network addressing the global health workforce crisis, a fundamental and critical barrier to achieving universal access to a well-staffed and functioning health system.

- HWAI advocates for the resources and policies needed to strengthen the health workforce and the accompanying health systems.
HWAI - a renewed civil society platform

- Members, as owners of the platform, define what they want HWAI to be and how they want to make use of it.

- Earlier this year members defined four key advocacy topics: implementation of the WHO Code of Practice, task shifting, mainstreaming and financing HRH.
Migration: paint it black and white

- Code debate put the global North on the map: part of problem and hopefully part of solution
- Who is to blame? Who is the enemy? Blaming the health workers? Right to mobility…
- Do not forget sectoral migration within a country, role of private sector, vertical programs lead by global health initiatives, international NGO’s
After the first HRH rush...

International Code of Marketing of Breast-milk Substitutes

World Health Organization
Geneva
1981
Thomas Schwarz, Netzwerk MMI: „Woher nehmen, wenn nicht stehlen?“

After the first HRH rush…

DRUG PATENTS KILL PEOPLE

CAMPAIGN FOR ACCESS TO ESSENTIAL MEDICINES
The NGO Code of Conduct for Health Systems Strengthening
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Campaigns and claims...

 Short term attention vs. long term change
 Another fractionalizing vertical campaign?
 Health systems strengthening and universal coverage as key
The world is suffering from a massive gap of more than 3.5 million health workers. Join with over 309 organisations who have already signed up to our urgent call for more health workers, better supported.

On 26 May 2011 fifty organisations issued this statement, published in The Guardian, to initiate a campaign to draw attention to the gap and the dire need for health workers.

"As the UN secretary general has highlighted from a massive gap of more than 3.5 million health workers and 350,000 midwives, health workers lack the support, training and recognition they need. Health workers are vital for development and for saving millions of lives each year. They are the link to universal health care and should be supported."
Tell me the number...

- “We need 2.7 to 3.5 Million health workers” – really??
Of campaigns and claims…

- Short term attention vs. long term change
- Another fractionalizing vertical campaign?
- Health systems strengthening and universal coverage as key
- Addressing political, social and economic determinants of health workforce crisis
Civil society and the WHO Code

- Civil society organizations can activate or reactivate national debate on health workforce issues and supporting governments to implement WHO Code
- Learning from each other: sharing best practices in both Northern and Southern countries
Financing & Task Shifting

- Lack of data: HWAI working group on financing advocates for the availability of data/figures on HRH via WHO, OECD, EUROSTATS
- Not just... but also regulations and guidelines for task shifting should be in place to protect health workers and patients.
Mainstreaming HRH

- On the longer term HWAI wants different sectors to recognize their role in addressing the shortage of Human Resources for Health.

- And HRH should be considered as building block of strong health systems.
Get involved!

- The pluralism of HWAI members’ approaches to health workforce issues is an important asset of the network
- Shared vision of HWAI members: A health worker for everyone, everywhere
- HWAI email listserv
- www.hwai.org
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Thank you for your attention!