

Report of the Expert Advisory Group on the Relevance and Effectiveness of the WHO Global Code of Practice

WHO Global Code of Practice: A Tool for Health Workforce Development and Health Systems Sustainability

20th May 2015

Geneva, Switzerland

Background

- WHO Global Code adopted by WHA63 in 2010 (resolution WHA63.16)
- Adoption of the Code: 1st time in 30 years that MS invoked the constitutional authority of WHO to develop a global code
- Article 9.5 of Code: first periodic review of relevance and effectiveness to be made to WHA68
- EB136 decision: WHO Secretariat to convene an Expert Advisory Group (EAG) to facilitate process

The EAG and its Work

- Comprised of representatives of:
 - Member States
 - International organisations
 - Civil society
 - Individual experts
- Co-Chairs: Thailand and Ireland
- Meetings: 5-6 March and 27-28 April 2015
- Purpose:
 - Advise the DG on preliminary evidence
 - Provide recommendations to guide future Code implementation

Relevance (1)

- *Relevance*: extent to which the Code continues to be pertinent and can inform solutions to global health workforce challenges
- Information session with Geneva Missions (6 March 2015) - discussions reaffirmed relevance of Code in global/regional contexts
- Analysis of available evidence, workforce trends and global drivers
- EAG conclusion: the Code remains relevant to global health workforce challenges

Relevance (2)

Further:

- Trends and drivers make Code provisions essential to health system strengthening
- Code has important legal significance as expression of the will/intention of international community
- MS should be vigilant to ensure that Code provisions remain responsive to emerging trends and drivers (Article 9.5 of Code)

Effectiveness (1)

- *Effectiveness*: extent to which the Code has influenced actions/policies re health workforce strengthening at all levels
- Analysis of available evidence: gaps in implementation/dissemination of Code at country and regional levels
- Current implementation gaps constrain assessment of Code's potential effectiveness
- Critical success factors for implementation:
 - Level of awareness
 - Resources (technical/financial) to support systematic implementation and reporting
 - Engagement by all stakeholders

Effectiveness (2)

Further:

- Code is still a young instrument and there is an inherent time lag between adoption and evidence of effectiveness, outcomes and impacts.
- EAG conclusion: the age of the Code and implementation constraints mean it is too early to assess the Code's full potential effectiveness though there is some emerging evidence

Report Conclusions

- Code is highly relevant
- Code should be subject to periodic review to ensure that it continues to be a key framework to address global workforce challenges
- Evidence of the effectiveness of the Code is emerging in some countries
- Low awareness, advocacy and Code dissemination should be addressed
- Work to develop and maintain Code implementation should be a continuing process for all Member States and stakeholders

Report Recommendations

- Full realisation of Code objectives requires Member States and other stakeholders to expand awareness and implementation, including strengthening capacity/resources to complete second round of national reporting
- WHO Secretariat should expand capacity to raise awareness, provide technical support and promote implementation/reporting
- Further periodic review of relevance and effectiveness – WHA72 (2019)

Appreciation

Co-Chair and EAG members

Colleagues from Geneva Missions

Colleagues from civil society

WHO Secretariat

Thank you

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