
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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