



WHO programme on increasing access to health workers in remote and rural areas through improved retention

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**World Health
Organization**

Migration and retention of health workers: two growing challenges

- The international migration of health workers are much more publicised than the migration of health workers within countries (public/private, rural/urban, etc.)
- These two types of migration call for responses that are complementary, but different

International and internal migration: complementary but differing responses required

- Responses to international migration of HRH
 - bilateral agreements (e.g. South Africa - UK; Philippines - Japan, etc.)
 - regional codes (e.g. Pacific code)
 - draft global code of practice on the international recruitment of health personnel
- Responses to internal migration:
 - national measures

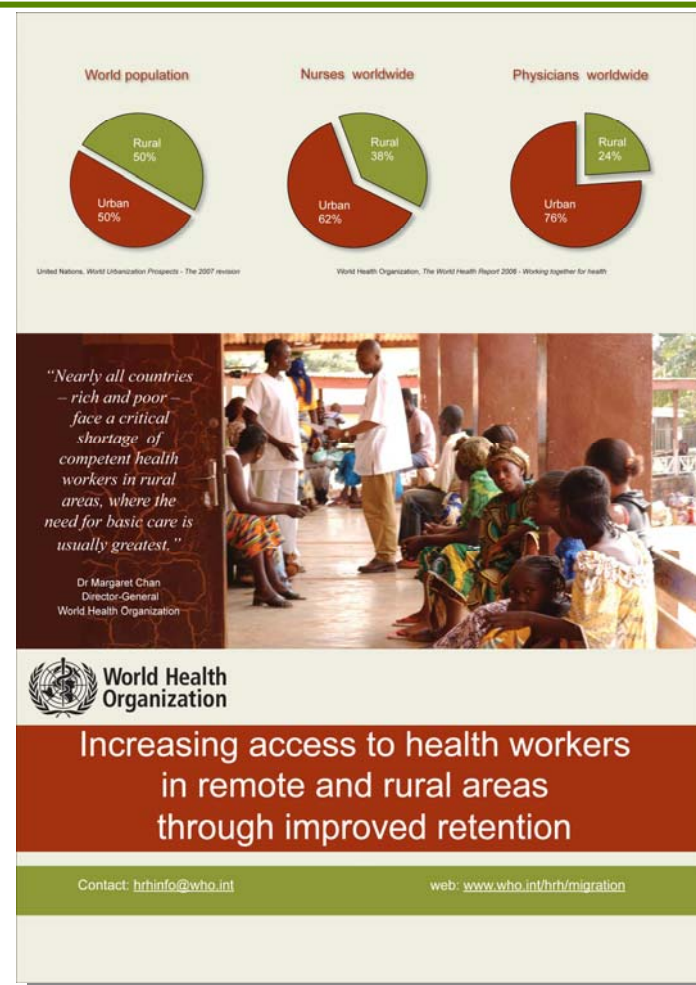
WHO is developing to major and complementary projects

- Developing a draft global code on the international recruitment of health personnel
- Implementing a programme which aims to improve the retention of health workers in rural and remote areas

Why are we developing this programme?

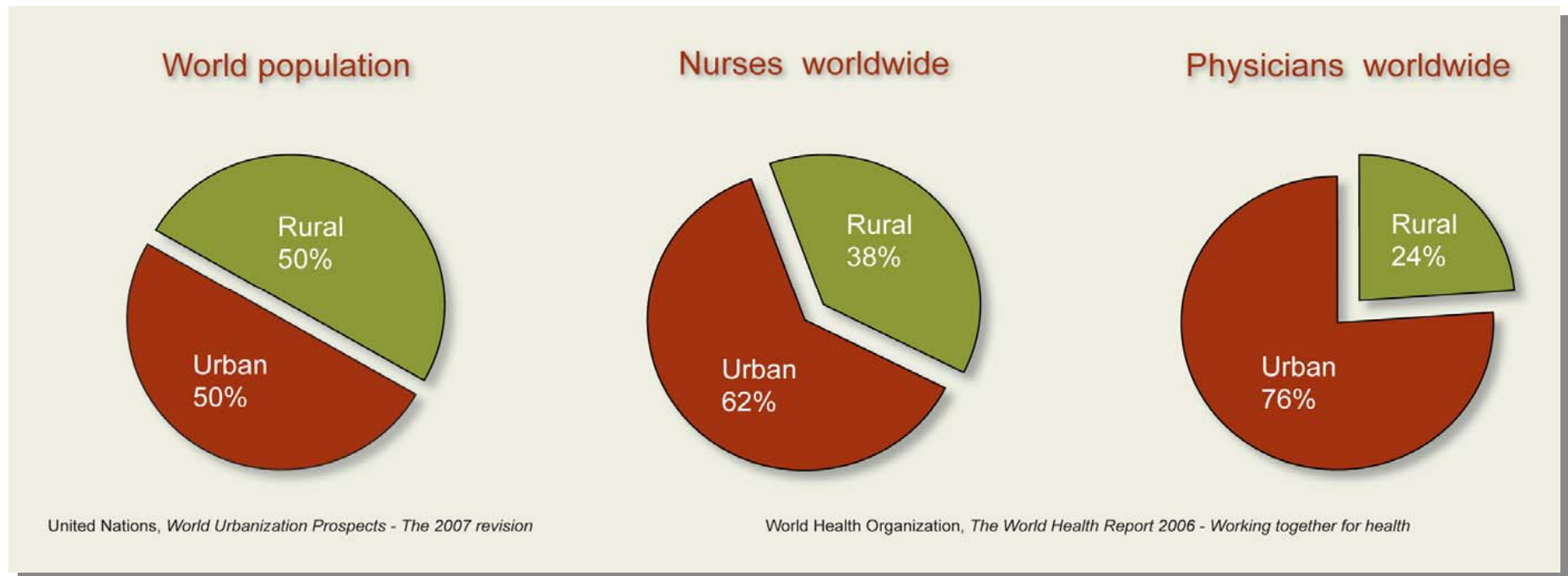
For at least three main reasons:

1. needs clearly identified
2. calls for action
3. renewal of PHC



1- Need has been clearly identified in all countries

Inequitable distribution of health workers



1- Need has been clearly identified in all countries

- Common problem for most of the countries, both developed and developing
- Inability to keep the workers that are being produce
 - Both in the country and within the country (external and internal migration)
 - Paradox of overproduction or unemployment in several countries
 - Efforts to scale up will come to naught if trained people cannot be attracted and maintained where needed

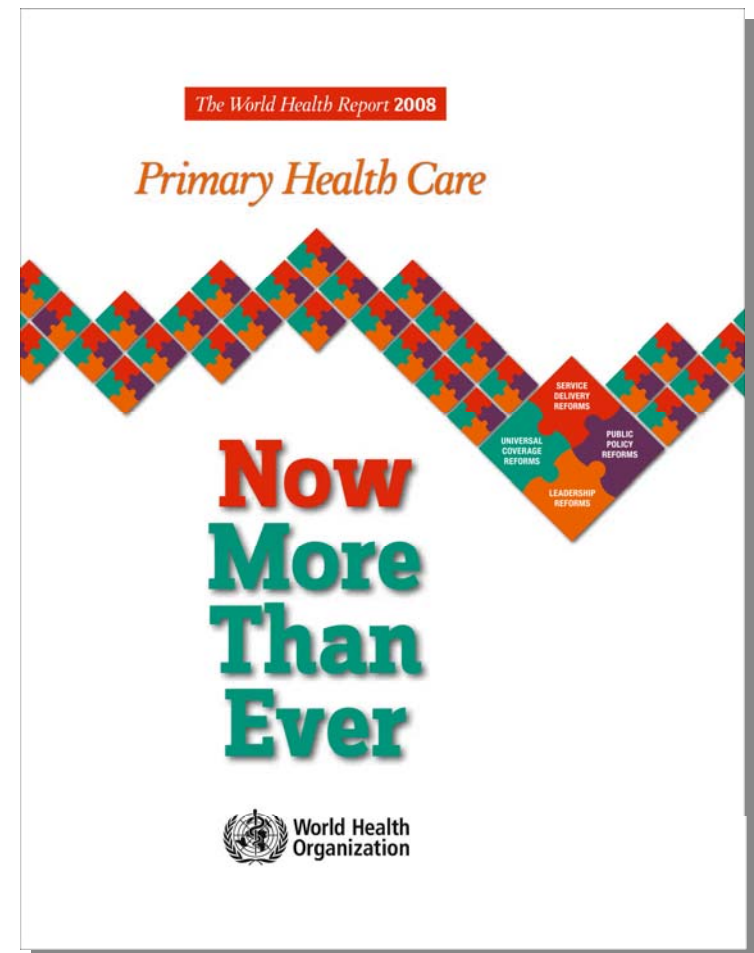


2 – Calls for action

- WHO resolutions on migration in 2004 and the rapid scaling up of health workers in 2006
- Kampala Declaration and Agenda for Global Action of the First Global Forum on HRH, March 2008
- G8 Summit, Toyako, Japan, July 2008
- E.B. January 2009

3 – The renewal of Primary Health Care

- WHR 2008 Primary Health Care, "Now More Than Ever"
- One of the main objectives of the PHC is to achieve « service delivery reforms »
- The ultimate goal of the HW retention programme is *to improve health outcomes (including the health-related Millennium Development Goals) by increasing access to health services.*



A programme built on three main strategic pillars

- **1- Building the evidence base** on effective retention strategies
 - literature reviews, expert consultations, synthesis of the evidence, identification of knowledge gaps and commissioning research
- **2- Supporting countries** to evaluate and adapt retention strategies
 - work with interested countries to evaluate past and on-going strategies and to develop and implement country-specific plans
- **3- Developing and disseminating global recommendations** on increasing access to health workers in remote and rural areas through improved retention
 - a time-bound participatory process involving all relevant stakeholders following the steps set out by the WHO Guidelines Review Committee

Two Main Lines of Work for HRH Department

1

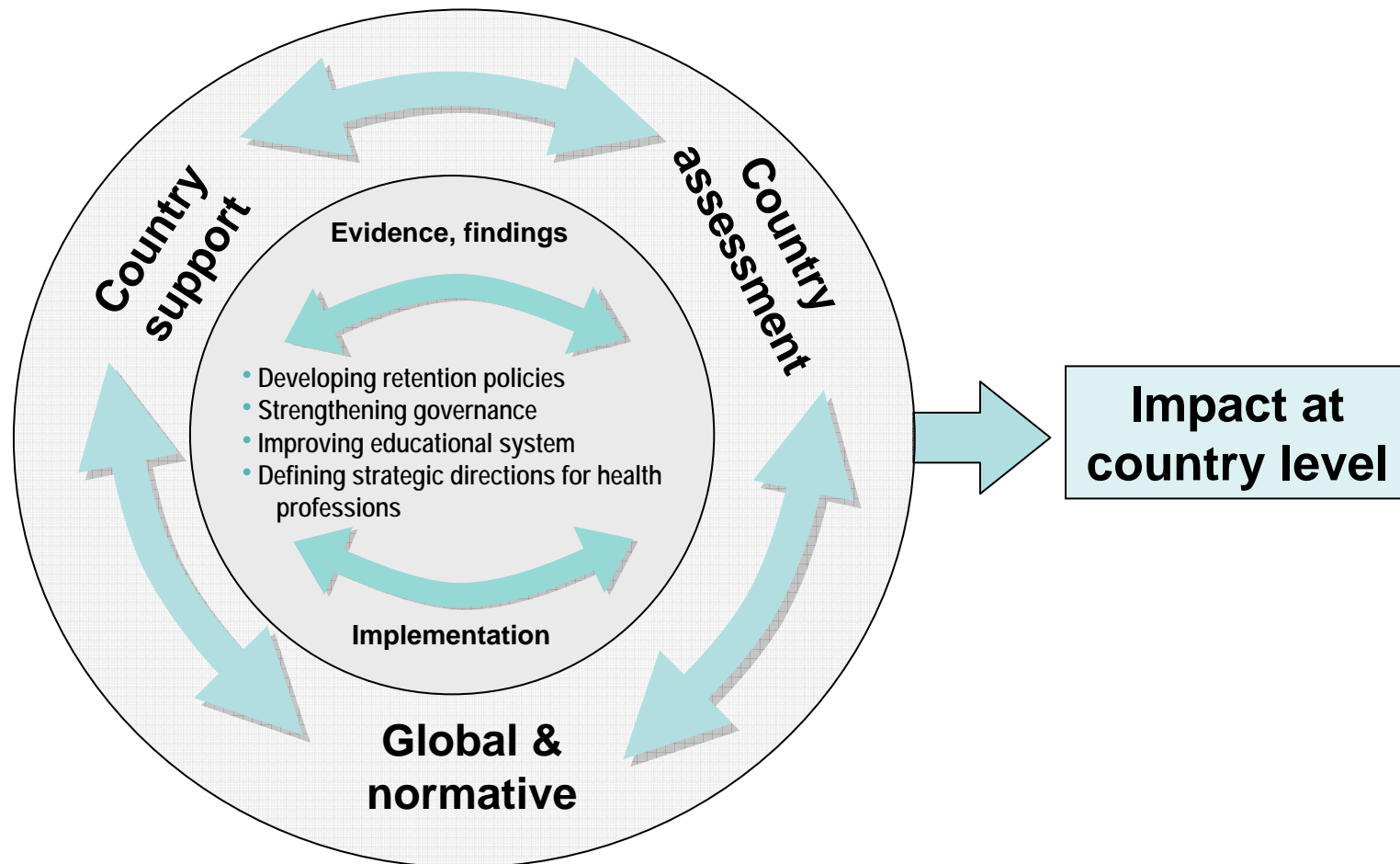
Global and Normative Role

- Implementation of WHO Resolutions
- Advocacy
- Recommendations/Guidelines
- Policy tools
- Regulation
- Publications

2

Country Support

Mutual reinforcement of knowledge transfer

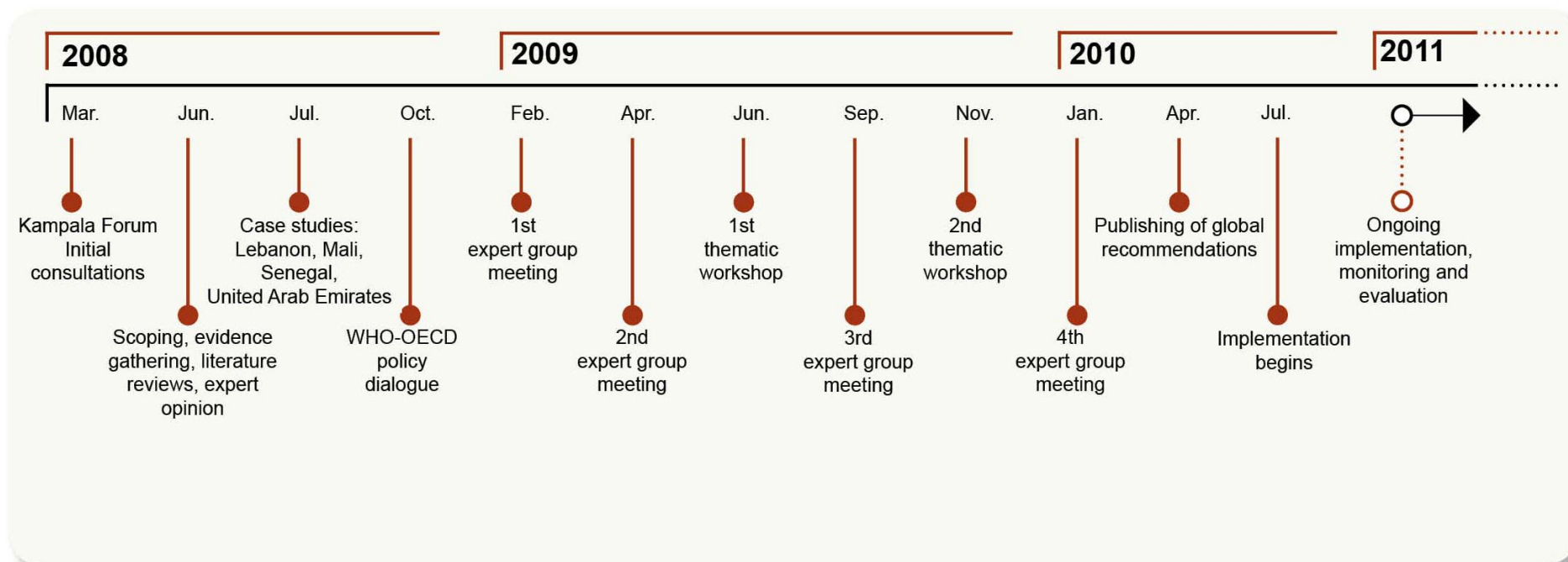


A programme built on partnership

- With many WHO and non-WHO experts
- With many other institutions or international organisations, such as:

Alliance for Health Policy and Systems Research, European Commission, Global Health Workforce Alliance, Professional Associations, World Bank, etc.

An ongoing calendar



Thank you for your attention !