



**World Health
Organization**

WHO Global Code of Practice on the International Recruitment of Health Personnel

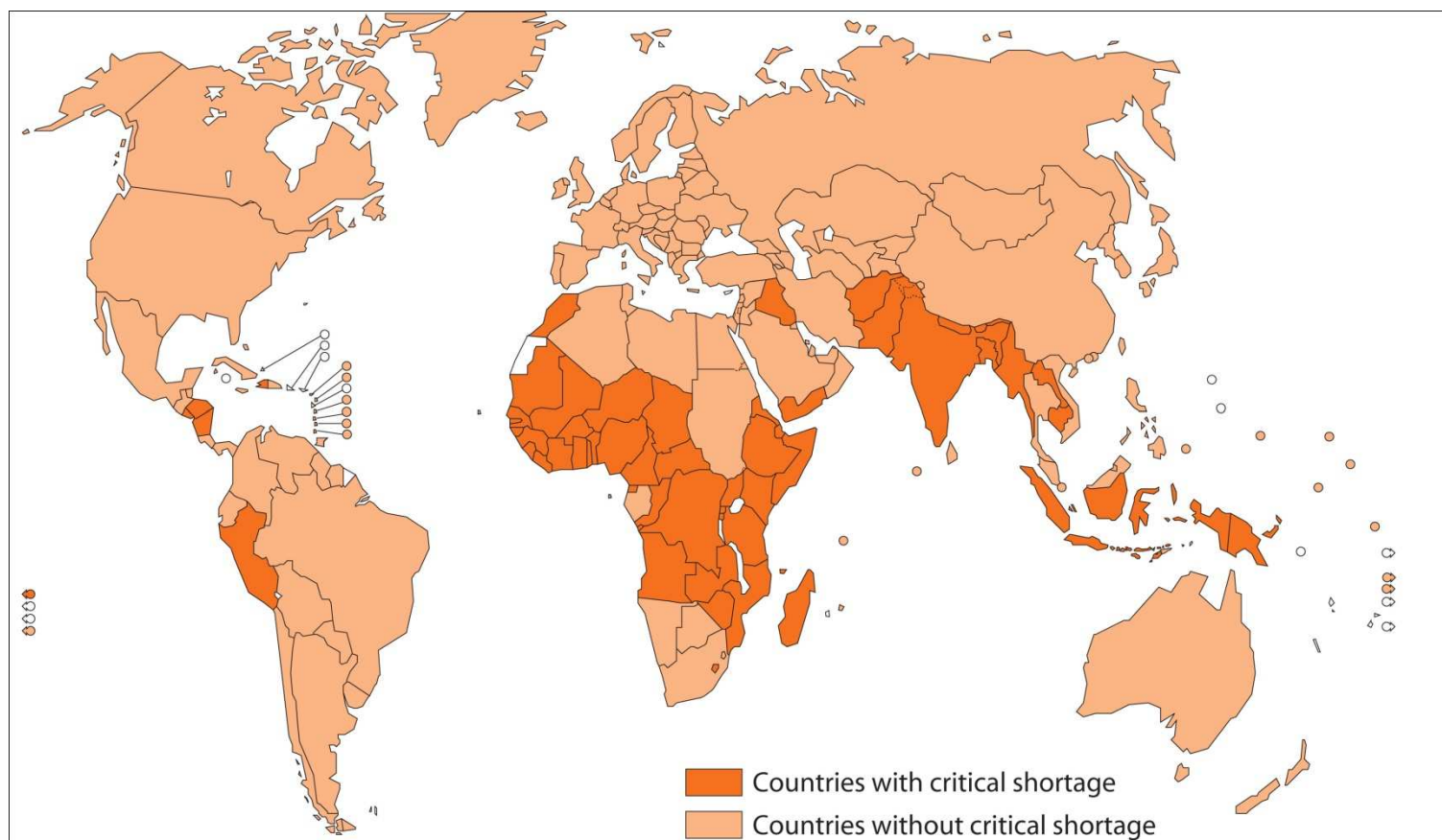
Dr Mohammad Shahjahan
WHO country office, Indonesia

At:
MUKERNAS IAKMI XII and National Symposium
Pontianak, Indonesia, 9 July 2012

Outline

- Background
- Development process
- Content and principles
- Implementation and monitoring tools

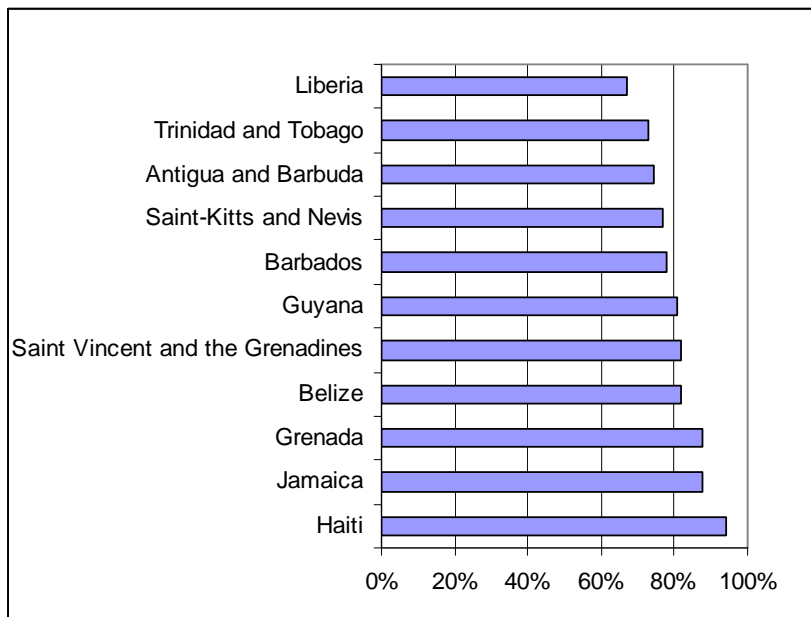
A critical shortages of health workers



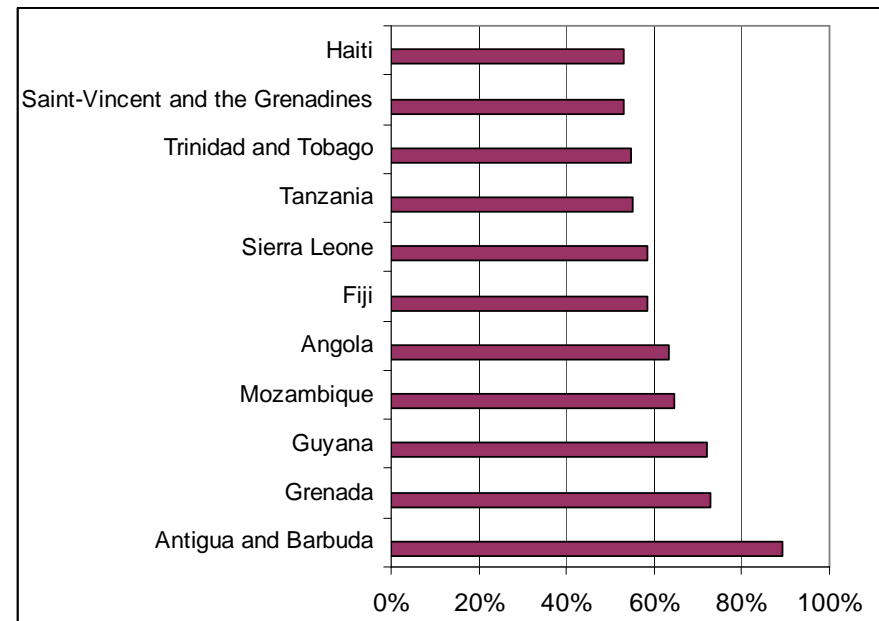
Source: WHO (2006). *The World Health Report 2006 – Working Together for Health*. Geneva, World Health Organization

Significant outmigration from some African and Caribbean countries

i) Expatriation rates for nurses in OECD countries



ii) Expatriation rates for doctors in OECD countries



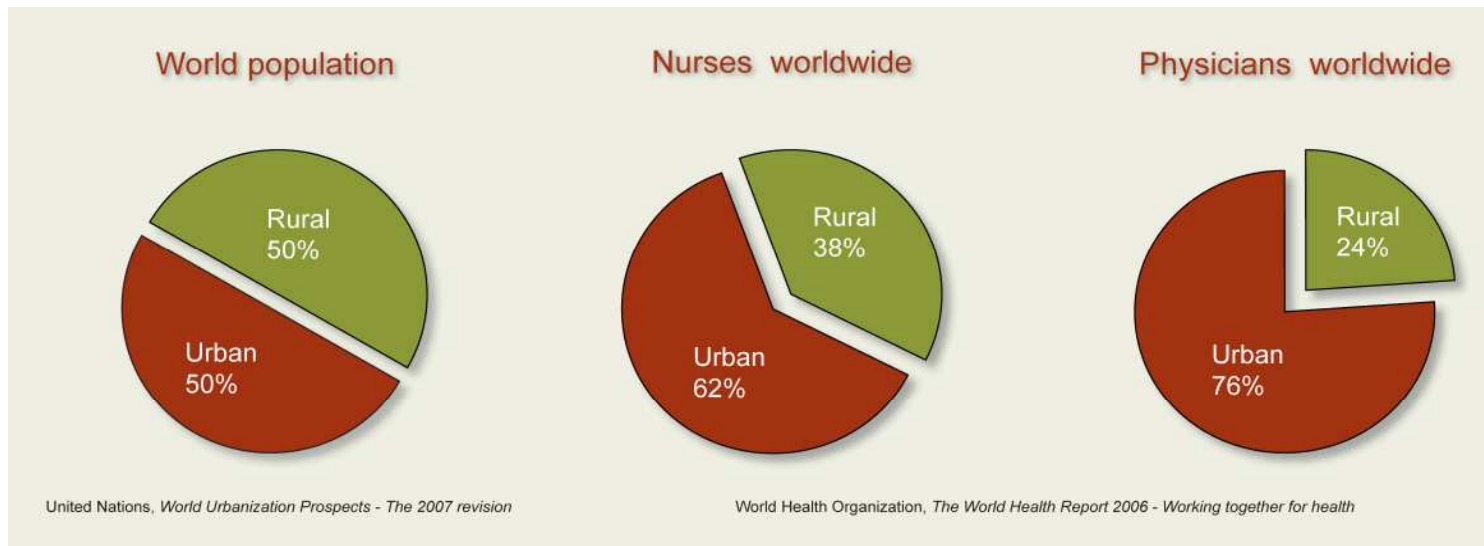
Source: OECD, 2007

Zimbabwe Experience

- During 1990-2001: Total 1200 physicians trained
- In 2006: Only 360 physicians remained in the country

Inequitable distribution of health workers at national level

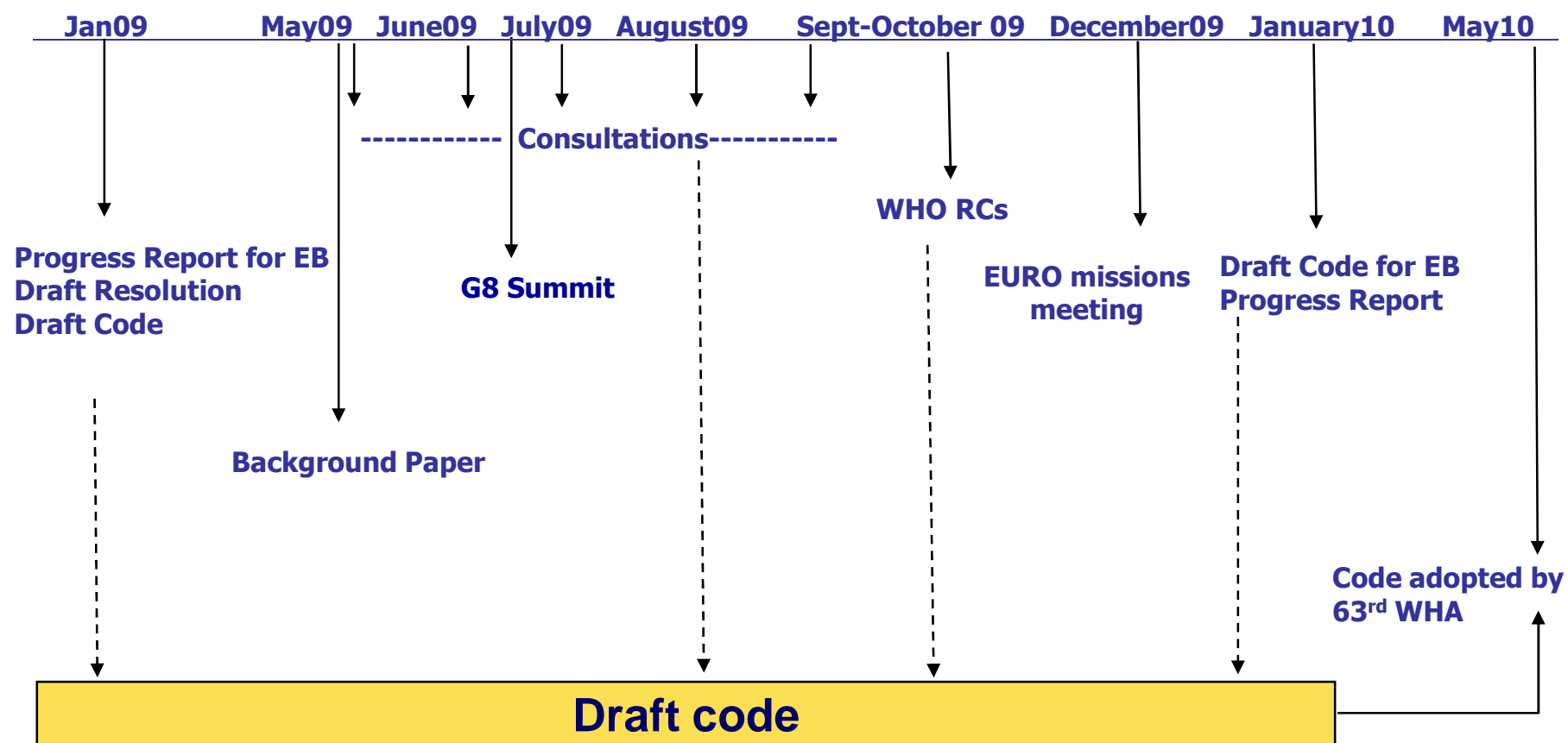
Urban – Rural maldistribution



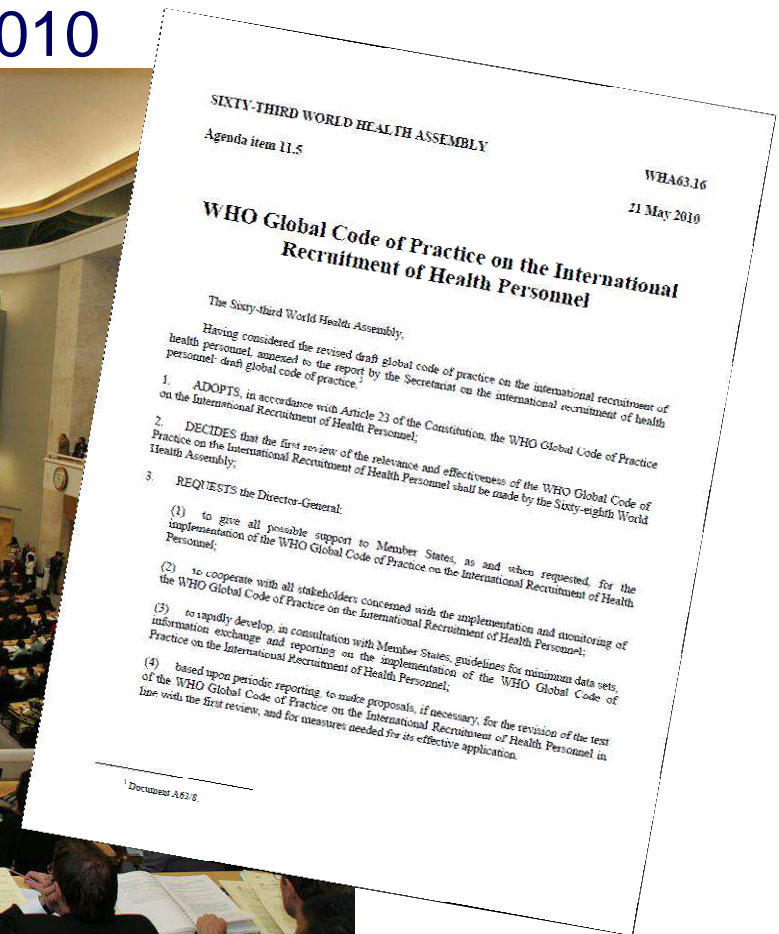
World Health Assembly Resolution

In 2004, the World Health Assembly Resolution "WHA 57.19" on International Migration of Health Personnel requested the Director General "to develop, in consultation with Member States and all relevant partners, **a code of practice on the international recruitment of health personnel....**".

Development of the WHO Global Code of Practice



The WHO Global Code of Practice on the International Recruitment of Health Personnel was adopted by the 63rd World Health Assembly on 21 May 2010



Benefits of the WHO Global Code of Practice

- The WHO Code is unique in scope: providing the only global framework for international cooperation to address a global problem
- The WHO Code provides a global platform for regular and continuous global dialogue and international cooperation on issues related to health workforce recruitment
- The WHO Code provides important guidance to Member States on internationally accepted principles and standards related to international health workforce recruitment
- The WHO Code includes mechanisms to advance essential data gathering and information exchange to inform policy development

WHO Code of Practice on the International Recruitment of Health Personnel

- **Preamble**
- **Article 1: Objectives**
- **Article 2: Nature and scope**
- **Article 3: Guiding principles**
- **Article 4: Responsibilities, rights and recruitment practices**
- **Article 5: Health workforce development and health systems sustainability**
- **Article 6: Data gathering and research**
- **Article 7: Information exchange**
- **Article 8: Implementation of the Code**
- **Article 9: Monitoring and institutional arrangements**
- **Article 10: Partnerships, technical cooperation, and financial support**

Nature and Guiding principles of the Global WHO Code of Practice

- **The WHO Global Code is voluntary**
- **The WHO Global Code provides ethical principles applicable to the international recruitment of health personnel**
- **Member States should take into account the right to the highest attainable standard of health of the population of source countries, individual rights of health personnel to leave any country....**

Nature and Guiding principles of the Global WHO Code of Practice

- **The specific needs and special circumstances of countries, especially those developing countries and countries with economies in transition...should be considered**
- **International recruitment of health personnel should be conducted in accordance with the principles of transparency, fairness and promotion of sustainability of health systems in developing countries**
- **Effective national and international data, research and sharing information on international recruitment of health personnel are needed**

Scopes of the Global Code of Practice

- WHA 63.13 The Code of Practice (CoP)

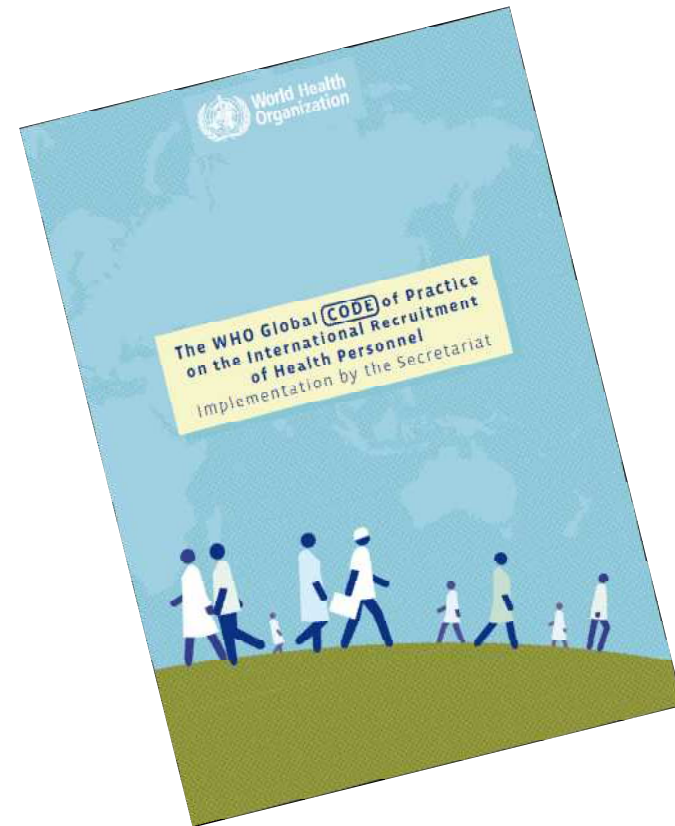
The WHO CoP on the International Recruitment of Health Personnel promotes the equitable balance of the interests of health workers, source countries and destination countries, from a rights-based perspective

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

The CoP provides guidance and responsibilities for state and non-state actors with regard to recruiting health personnel, particularly from developing countries, and promotes specific strategies for health systems strengthening.

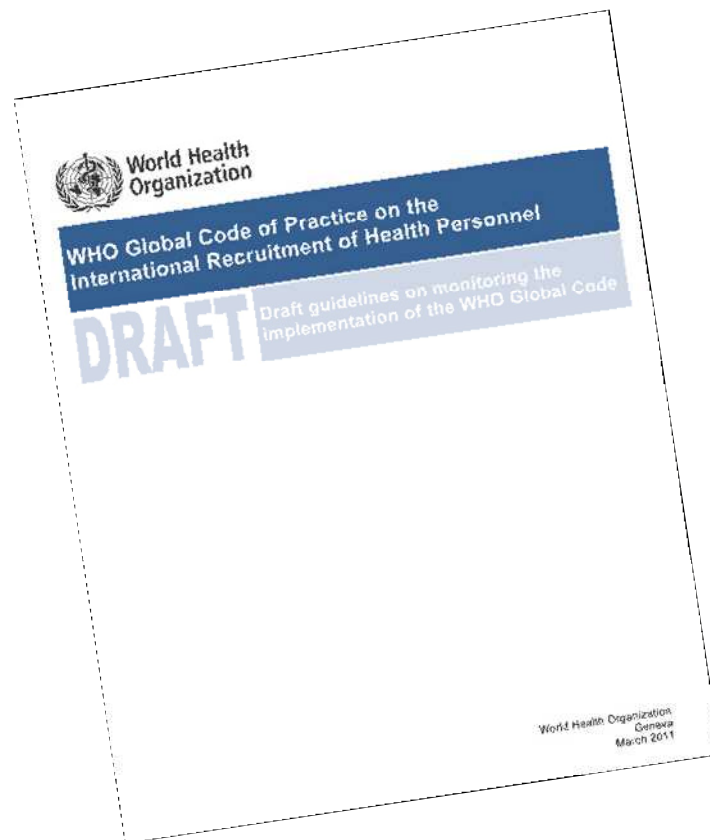
Implementation strategy

**The WHO Code:
An implementation strategy
by the WHO Secretariat has
been developed**



Guidelines for monitoring the implementation

- "to rapidly develop, in consultation with Member States, guidelines for minimum data set, information exchange and reporting on the implementation of the WHO Global Code"



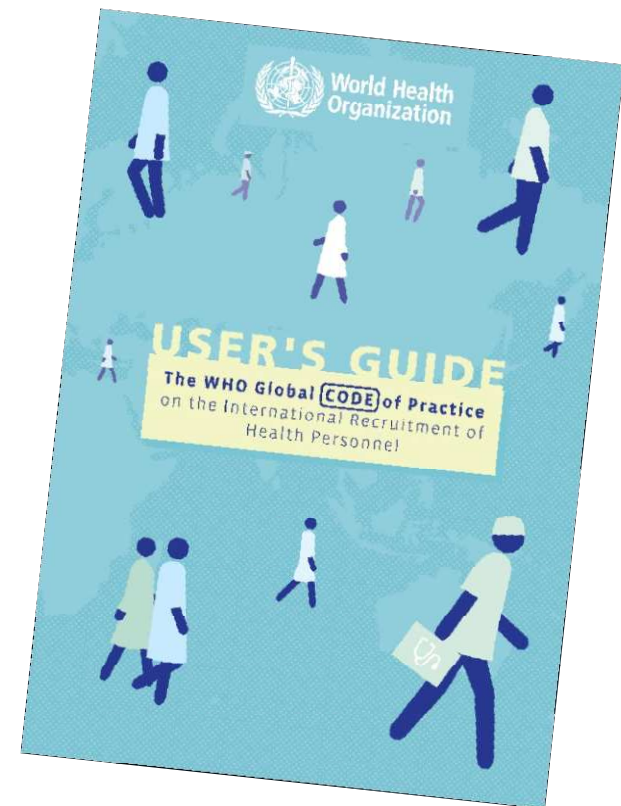
Guidelines for monitoring the implementation

- Timeline for the Member States and WHO Director General reporting

| 2012 | 2013 | 2015 | 2016 | 2018 | 2019 |
|---|---|---|---|---|---|
| Reports of Member States to the WHO secretariat | Report of WHO Director General to the World Health Assembly | Reports of Member States to the WHO secretariat | Report of WHO Director General to the World Health Assembly | Reports of Member States to the WHO secretariat | Report of WHO Director General to the World Health Assembly |

Communication and advocacy

- **Raising awareness through:**
 - **Publication of the WHO Code**
 - **Publication of a user's guide**
 - **Development of the WHO website**
 - **Presentations on the Code at international meetings**



Partnerships

- **Building on the successful partnerships from the development of the Code**
- **Successful implementation will depend on strong partnerships with Member States, other international organizations, professional organizations, NGOs and other relevant stakeholders**

Health Worker Migration Policy Award

- Countries with outstanding performance in developing and strengthening HRH migration policy
- WHO partner, Aspen Global Health and Development have introduced the award
- At the World Health Assembly (WHA) this year, Norway and Ghana received awards
- Ghana has sought to prevent excessive outward migration, for Norway the concern has been to prevent drawing health staff to migrate away from countries in crisis.

Thailand's Response to Migration

- Problem of internal brain drain: highly qualified staff are drawn off to work in private hospitals a problem exacerbated by Thailand's determination to become a medical hub
- Thailand's Ministry of Public Health have developed policies to improve the data available on this topic to facilitate evidence based decision making
- New private hospitals are required to report the number of health professionals they intend to employ across all categories

Contd

- Private hospitals- to submit regular reports providing information on the number of health professionals they are employing along with information regarding their qualifications and training
- Information on numbers and types of workers employed in the private hospitals serving primarily non-Thai citizens will help with workforce planning and the design of incentives for staffs employed in hospitals that serve Thai citizens

Mutual Recognition Arrangements (MRAs) in ASEAN Region

- One of five elements of ASEAN single market and production base is free flow of skilled manpower
- The health workforce migration and related issues will become ever more crucial with the opening of the ASEAN Economic Community, in 2015, with the freedom of migration.

For more information

<http://www.who.int/hrh/migration/code/practice/en/index.html>

Terima Kasih

Thank You