First meeting of the Expert Advisory Group
Reviewing the relevance and effectiveness of the Code

Context & Scope of Work

www.who.int/hrh
The WHO Global Code of Practice
A milestone adoption by WHO member states
in the 63rd World Health Assembly (2010)

Voluntary principles and practices for the ethical international recruitment of health personnel and the strengthening of health systems.

Dynamic framework for global dialogue and international cooperation to address challenges associated with the international migration of health personnel.

Information exchange on issues related to health personnel and health systems in the context of migration, and reporting on measures taken to its implementation.
The WHO Global Code of Practice (1)

Article 3 – Guiding Principles ➔ e.g. international recruitment should be conducted with principles of transparency, fairness and promotion of sustainable health systems in developing countries, while establishing effective health workforce planning, education and training, and retention strategies that will reduce the need to recruit migrant health workers.

Article 4 – Responsibilities, rights and recruitment practices ➔ e.g. ensuring that migrant health personnel enjoy the same legal rights and responsibilities as the domestically trained health workforce in all terms of employment and conditions of work.

Article 5 – Health workforce development and health systems sustainability ➔ e.g. Member states should discourage active recruitment of health personnel from developing countries facing critical shortages of health workers.

Article 6 – Data gathering and research ➔ e.g. Member states are encouraged to collect, analyze and translate data into effective health workforce planning and policies.
The WHO Global Code of Practice (2)

Article 7 – Information exchange → e.g. each member state should designate a national authority responsible for the exchange of information regarding health personnel migration and the implementation of the Code.

Article 8 – Implementation of the Code → e.g. member states are encouraged to publicize and implement the Code in collaboration with all stakeholders (health personnel, recruiters, employers, health-professional organizations, relevant subregional, regional and global organizations, public and private sector, NGOs and all those concerned with international recruitment).

Article 9 – Monitoring and institutional arrangements → e.g. WHO DG shall keep under review the implementation of the Code on the basis of periodic reports received from DNA and other competent sources, and periodically report to the WHA on the effectiveness of the Code in achieving its stated objectives and suggestions for improvement.

Article 10 – Partnerships, technical cooperation and financial support → e.g. members states are encouraged to provide technical assistance and financial support to developing countries or those with economies in transition, aiming at strengthening health systems capacity, including health personnel development.
Terms of Reference (EAG)

- The WHA in Resolution WHA63.16 of 21 May 2010 adopted the WHO Global Code of Practice on the International Recruitment of Health Personnel. In paragraph 2, the Assembly “DECIDED that the first review of the relevance and effectiveness of the Code shall be made by the Sixty-eighth World Health Assembly”.

- Indicative scope of work:
  - Reviewing the evidence on the recent trends of health workforce mobility since the adoption of the Code;
  - Reviewing the evidence available from countries and partners;
  - Providing guidance as to whether enhancements are required, of the Code as a global, regional and national framework to improve the State of the Health Workforce world-wide;
  - Submitting a report of its findings and recommendations to the Director-General before the Sixty-eighth World Health Assembly.
Relevance:

• The extent to which the objectives, principles and articles of the Code continue to be pertinent and can inform solutions related to the global challenges of the migration of health personnel and health system strengthening.

• Does the Code remain relevant in advocating the fundamentals of HRH development in the changed circumstances of global economic and social affairs?
Taxonomy

Effectiveness:

- The extent to which the objectives, principles and articles of the Code have influenced actions and policies concerning the health workforce strengthening (such as those related to information systems, planning, education and retention strategies) at the country-, regional- and global-level.

- Is there evidence that countries are changing directives and policies aimed at strengthening HRH in line with the intentions of the Code? What is the success of a voluntary instrument in comparison to other governance initiatives and instruments in global health?
As part of WHO’s continued effort to ensure the highest standards of integrity and public confidence, WHO requires that those external participants serving in an advisory role disclose any circumstances that could give rise to a conflict of interest related to the subject of the activity in which they will be involved.

To strengthen public trust and transparency WHO introduced a Public Notice and Comment process.

In connection with WHO meetings, technical units are required to: publish on the WHO website the names and brief biographies of individuals considered for participation on WHO’s advisory bodies together with a description of the objectives of the relevant meetings;

Request will be sent out to EAG for a biosketch (deadline 13/03/2015)
Supplementary material

● Agenda
● Draft Terms of Reference of the (EAG)
● EB Document on the Review (Jan 2015)
● Calendar of activities
● List of Participants
● The WHO Global Code of Practice
● Notes on the open consultation information session
● Listing sources of evidence
The Code Agenda 2015 - 2016

**STEP 1 - A synthesis of the evidence to-date on the Code Effectiveness & Relevance**

- **Step 2 – Data Collection by the Secretariat**
  - Joint Questionnaire with the added Migration Module (Dec 2014 – June 2015)

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>Aug</td>
</tr>
<tr>
<td>2015</td>
<td>Jan</td>
</tr>
<tr>
<td>2016</td>
<td></td>
</tr>
</tbody>
</table>

- Draft Review of The Code Effectiveness and Relevance Report
- Note verbale to Member States from HIS via ROs & WCOs to re-designate national authorities by 30/11/2014

- Review of The Code Effectiveness and Relevance Report 68th World Health Assembly

- Draft 2nd Round Progress Report

- 2nd Round Reporting 137th Executive Board

- 2nd Round Reporting 69th World Health Assembly