Second Meeting of the Expert Advisory Group Reviewing the relevance and effectiveness of the Code

Domaine de Penthes
Geneva, 27-28 April 2015
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)

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<th>2014</th>
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<td>Dec</td>
<td>Review of the Code Effectiveness and Relevance Report 68th World Health Assembly</td>
<td>2nd Round Reporting 137th Executive Board</td>
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<td>Nov</td>
<td>Draft Review of The Code Effectiveness and Relevance Report</td>
<td>2nd Round Reporting 69th World Health Assembly</td>
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<td>Oct</td>
<td>Note verbale to Member States from HIS via ROs &amp; WCOs to re-designate national authorities by 30/11/2014</td>
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**Draft 2nd Round Progress Report**

**68th World Health Assembly**
Table of content

- Agenda
- List of Participants
- First meeting report + 4 annexes
- A-pager Statement from Australia
- HL piece on the Code negotiation + 3 attachments - Pascal Zurn
- A-pager on global policy drivers
- A-pager on emerging trends
- Evidence from 1st round reporting + JAHWPF - Dr Salehi Zalani
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- Call for papers (Oct 2014 – Feb 2015) publicised broadly through WHO and GWHA platforms + regional and international fora
- 12 manuscripts (2 regional, 7 country-experiences, 1 civil society)
- Methods presented a mixture of quantitative, qualitative and observational studies (from routine data)
- WHO "Call for Submission" – followed a similar approach.....
- Experiences vary in scope and clearly speak to the sustained "relevance" of the Code as countries continue to face challenges of the "push" and "pull" factors and the lack of capacity to fully gauge the consequences of immigration – especially for those whose health education remains publically funded
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Taxonomy

- **Relevance:** The extent to which the principles outlined in the Code are consistent with the requirements of the country needs, global priorities and the policies of partner organizations and donors. Does the Code remain relevant to in advocating the fundamentals of HRH development in a changed circumstances of global economic and social affairs?

- **Effectiveness:** The extent to which the implementation of the Code’s principles have influenced actions and policies addressing HRH development (such as those related to planning, deployment, recruitment, retention and education) at the country-, regional- and global-level. Is there evidence that countries are changing directives and policies aimed at HRH development in a “Code-friendly” manner? It is also important to reflect real changes taking place resulting from similar initiatives and instrument but different to the Code.
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Examples of overarching questions

- The Code is global in scope. What is the evidence of successful communications and advocacy in countries raising awareness of all governments, as well as private sector stakeholders, including health workers and recruiters, regarding the Code.

- The Code as a proponent of effective HRH development:
  - Are there any highlights of countries implementation of effective domestic workforce planning and retention strategies to sustain a health workforce that is appropriate for the specific conditions of each country stemming dependencies on international health personnel.
  - The extent of addressing the education and training needs in countries that has generated in some settings a sustained “root-cause” state of passive recruitment of foreign health personnel. For example, in some countries there is emerging evidence of the tendency of some countries in training international migrants as an important factor in the international mobility of health workers (OECD, 2014)
Examples of overarching questions

- Evidence of **strengthening governance capacities** to develop, implement and monitor HRH strategies and interventions?

- Has the Code influenced **evidence-based policy dialogue and increased investments in HRH** (such as those aimed at HRH information systems) including improving aid effectiveness.

- Has the Code encouraged **collaboration** between destination and source countries?

- Has the Code influenced **information availability and exchange**?

- Has the Code succeeded in **shaping commitments** at the national, regional and global level to improve the State of the Health Workforce world-wide?
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- National studies:
  - draw more on the "neighbourhood" mobility – reasserting "traditional source → destination flows" and describing more of "intentions to migrate" situations
  - Fascinating evidence in profiling the positions taken up by migrating health professionals – career pathways
  - Evidence of domestic policies and interventions to reduce dependency on foreign-trained (yet more time needed to demonstrate benefits) → effectiveness ??
  - One country experience of improved retention rates among specialised medical graduated largely attributable to sustained faculty presence vs another where zero-barriers exist.
  - Clear evidence that the implementation of the Code is far from achieved given its objectives – dire need for an operational plan
Regional:

– Remarkable experience of the Ibero American Region painting a picture of a series of activities taking place regionally and sub-regionally to incorporate the Code's objectives, articles and principles into national practice with adaption to the national context and needs
– Time line: preceded the Code adoption (continuing to 2020)
– Demonstrated evidence of the clout of political dialogue
– Most striking, the convergence of regional and sub-regional agendas to maximise synergies….promising to a future assessment of the Code effectiveness??
Civil Society:

– Instrumental role of civil society in supporting the advocacy and implementation of the Code
– An inter-regional "North" and "South" comparison is presented given common activities in academia and civil society
– An in-depth analysis is presented for both regions.
– Results show a striking difference between the two regions – whilst both analysis demonstrate the profound relevance of the Code, the issue of effectiveness is close to absent in the South.
– Key recommendations are presented to resuscitate efforts of implementation and recommendations for a new form of global institutional leadership to redirect urgent HRH development priorities.
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.