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

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Background

Health worker migration not a new issue but a growing concern

Different perceptions on health workforce migration

Lessons learned from existing Codes of Practice
solution WHA57.19

International Migration of health personnel: a challenge for the health systems of developing countries”

solution 57.19 provides a global approach
to develop, in consultation with Member States and all relevant partners, including development agencies, a code of practice1 on the international recruitment of health personnel, especially from developing countries, and to report progress to the Fifty-eighth World Health Assembly;

the devil is in the….footnote

1 It is understood that, within the United Nations system, the expression “code of practice” refers to instruments that are not legally binding.
2004-2010: the road towards the WHO Code

Four critical elements that complement and reinforced each other which played a key role towards the adoption of the Code:

- Efforts to improve information on health worker migration
- Member state process through the WHO governing bodies
- Collaborative work with various stakeholders
- Consultative process with Member States but also with the civil society
Progress Report to WHA

Lunchtime Seminar at WHA

First Meeting of the Health Worker Migration Policy Initiative
- Global Policy Advisory Council & Technical Working Group -
Process to develop the WHO Code of Practice on the International Recruitment of Health Personnel 2/3

- March 2008: Report
- April 2008: Kampala HRH Forum
- May 2008: PAC – TWG Meeting
- June 2008: Tallinn Euro Ministerial
- July 2008: G8 Summit
- August 2008: Drafting of the Code
- September 2008: Public Hearings
- October 2008: WHO OECD dialogue on Migration

- Code Framework/Draft Outline
- Draft Code
First presentation of the framework for the WHO Code of Practice on the international Recruitment of Health Personnel

– 1) Preamble and context
– 2) Purpose of the Code of Practice
– 3) Status
– 4) Scope
– 5) General principles
– 6) Key elements of the Code of Practice
– Appendix/companion document
Web-based public hearings

Classification of Comments (n=96)

- Countries: 20%
- Individuals: 15%
- Academics: 6%
- GOs: 16%
- WHO: 11%
- International Organizations: 3%
- Others (CGFNS, HWMPI, NAM, PHRHA, Equinet, GWHA): 6%
WHO-OECD dialogue on migration and HRH

Delegates representing 35 countries, both higher and lower-income countries, as well as technical experts, and representatives of professional associations and other international organizations, came together to address critical questions, identify common trends and potential solutions to HRH migration challenges.

With a renewed focus on an inclusive dialogue, this event provided an opportunity for stronger collaboration on international health worker migration.
Process to develop a WHO code of practice on the international recruitment of health personnel 3/3
from resolution to framework, from framework to the WHO Co

• A “Chrysalidation” process