WHO Global Code of Practice on International Recruitment of Health Personnel

Some thoughts on relevance

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Relevance
Ethical international Recruitment

Right to health

Right to decent work

Right to freedom of movement

(...) principles and practices of ethical international recruitment of health personnel

taking into account the rights, obligations and expectations of source countries, destination countries and migrant health personnel; (...) Article 1(1)
Relevance

Context: Increasing migration

232 million migrants

- 57 million more than in 2000
- Half of them are workers
- 48% are women

Ensuring
Social justice for a fair globalization
Relevance: Universal Health Coverage
Global inequities

The global deficit in effective access to health services (2011/12) by level of country income

- Maternal mortality ratio (per 10,000 live births)
- Estimate of legal health coverage (deficit as % of pop.)
- OOP expenditure as % of total health expenditure
- Staff access deficit as % of pop.
  (threshold: median value of health worker density in low vulnerability countries: 41.1 per 10,000 population)
- Financial deficit as % of pop.
  (threshold: median value of per capita health spending in low vulnerability countries: 239 US$)

Source: ILO 2014c
Relevance: Implementation
Multi-stakeholder approach

“(…)to publicize and implement the Code in collaboration with all stakeholders as stipulated in article 2.2 (…) (Article 8.1)

⇒ (…) such as health personnel, recruiters, employers, health-professional organizations, relevant sub-regional, regional and global organizations, whether public or private sector, including nongovernmental, and all persons concerned with the international recruitment of health personnel. (Article 2.2)
Good practice example: Philippines
Multi-stakeholder approach
to monitoring the Code

• Lead: Department of Health (DNA)
  & Department of Labour and Employment
• Collaboration with WHO-WPRO and ILO-Manila
• Stakeholders involvement:
  – Government sectors
  – Trade unions
  – Hospitals
  – Private recruitment agencies
  – Professional associations
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Process:

- Framework on partnership;
- Development of methodology, adjustment of the National Reporting Instrument to source country relevance;
- Orientation sessions for stakeholder groups;
- Data, information collection; consolidation; draft country report;
- 2 multi-stakeholder participatory assessment workshops: discussion & validation; finalization of country instruments and report
- Duration: March to June 2012