PARAGUAY

Building a national health sector career structure

Paraguay
Health Workforce composition 2010

Main HRH Challenges

- Almost all of the Health Sector labor contracts are precarious and unstable
- There is a critical shortage of health workers, particularly those required for essential health services
- There is an inadequate distribution of the health workforce across the country
- Many of the health workers migrate to neighboring countries
- Defining and developing job descriptions for health sector institutions that are going to be part of the Health Career Law
- Establishing a Continuous Education Plan together with the National Health Institute, and with public and private Universities
- Conduct a national Health Workers Census and to establish a Permanent and Continuous Registry of Health Personnel

Development of a National Health Sector Career Law:

Paraguay

- To build spaces for discussion and enrichment of the Law with contributions from health workers and stakeholders
- To draft draft guidelines for accreditation processes and a Health Sector Career Law
- To promote national ownership of the initiative
- To develop the National Health Sector Career Law

CCF activities - 2010

- Forum with MoH authorities August 2010
- Forum with health sector trade unions and professional associations
- Forum with MoH authorities September 2010
- Development of a National Registry of Health Personnel, job descriptions December 2010

Stakeholder constituencies

Health institutions: Stakeholders participation in the process
Training institutions: Stakeholders participation
Health workers associations: Stakeholders participation Health workers associations: Stakeholders participation
Professional Councils: Stakeholders participation
Self regulating representation: Stakeholders participation
Private sector: Stakeholders participation
Ministries of Finance, Education, Labor: Stakeholders participation
Subsecretaries of Public Function: Stakeholders participation
Conferences: Members of Congress

Core functions of HRH stakeholders

Public sector organizations

Ministry of Health
- Health Service Organizations
- Health Service Organizations
- Health Service Organizations
- National Directorate Health Workforce

Private sector organizations

- Health Service Organizations
- Health Service Organizations
- Private sector organizations
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- Private sector organizations

Lessons learnt

- It was crucial to engage the members of the Congress through the CCF process from the very beginning. Their participation in the Seminar in San Salvador helped them to be the motivators and owners of this initiative
- Health sector needs to be better prepared to maintain a technical dialogue with the Ministry of Finance. A sound data about the costs of HRH activities helps in the negotiations for resources
- A system of continuous dialogue and transparent decision making harmonizes conflicting corporate interests, specially where there is no tradition of open and democratic discussions