You are cordially invited to our joint side events at the 3rd Global Forum on HRH:

**Saturday, 9 November | 9:00 - 10:30 a.m.**
Health workers’ employment decisions—and the employment opportunities that influence their decisions—are not necessarily related to health care needs. Instead, health workers behave as economic actors with clear preferences and reactions to labor market forces and respond strategically and purposefully to policy changes. Economic analysis of labor markets in developing countries can provide a better understanding of the forces driving health workforce shortages, maldistribution, and suboptimal performance for tailoring policies and interventions suited to different conditions. This session will present a comprehensive framework to better understand human resources for health (HRH) labor market dynamics and design a universal health coverage strategy tailored to specific contexts.

SE28. How to Recruit and Retain Health Workers in Rural and Remote Areas in Developing Countries: Using the Discrete Choice Experiment to Inform Policy Design and Implementation  
**Sunday, 10 November | 11:00 a.m. - 12:30 p.m.**
A health worker’s decision to accept, keep, or leave a post in rural or remote areas is influenced by factors related to professional preferences; health systems organization; and the wider social, political, and economic environment (WHO 2010). Policies to increase recruitment and retention in rural and remote areas must provide a combination of various interventions or incentives based on health workers’ motivational preferences and expectations. It is critical to use the most appropriate methods to measure geographical imbalances in the health workforce and account for the sources of these inequalities to identify critical geographical areas for evidence-informed decision-making at the country level. The discrete choice experiment is an effective method to measure health workers’ preferences and predict job uptake in order to develop context-specific attraction and recruitment strategies. This session will summarize evidence on the diagnosis of health workforce imbalances, the factors that contribute to these geographical imbalances, policy interventions to address rural recruitment and retention, and lessons learned from application of methods to diagnose and address health workforce imbalances and increase access in rural and remote areas.

**RSVP to hrh@worldbank.org by November 6.**

Atlante Plaza Hotel  
Room Lula Ayres  
Av. Boa Viagem, 5426, Boa Viagem  
Recife, Pernambuco BRAZIL