Dear readers,

I am delighted by the recent political commitments HRH has been receiving in the last quarter. These signs are truly encouraging. We have had a very eventful quarter starting with the World Health Assembly, where five resolutions specific to health systems strengthening were adopted. More information is available in this edition of the newsletter. The Alliance also bought HRH issues to the fore at the recent WHO Forum on NCDs in Moscow and at the High Level meeting on AIDS in New York. The report of the Second Global Forum and an accompanying advocacy brochure is now available and online on our web site. Please let us know if you are interested in availing copies.

We are encouraged by this years’ G8 Declaration and its Accountability report with focus on HRH. We commend this move. Our challenge is to now ensure that these commitments are turned into concrete action. Together and united, I am more than confident that we will make it happen. Thank you for your continued support and collaboration.

Wishing you a nice summer.

Dr Mubashar Sheikh

MESSAGE FROM THE EXECUTIVE DIRECTOR

Political commitment to resolving the health workforce is increasing at a significant pace. Through a series of high-level events over the last months, the global community and world leaders have unanimously recognized the need to increase quantity and quality of health workers to ensure progress on health - and made commitments for concrete action.

The G8 leaders recently made a commitment to improve the health workforce as outlined in the G8 Declaration of 26-27 May 2011. The Declaration underlines the commitment of G8 countries to accountability in health and support for continued efforts to address weaknesses in the health workforce in African countries as well as other developing nations, as outlined in the Deauville Accountability Report - G8 Commitments on Health and Food Security: State of Delivery and Results. The report stresses the need for equitable distribution of health workers and access to skilled healthcare, and recognizes the prominent role of the Global Health Workforce Alliance in shaping efforts to develop sustainable and equitable solutions to improve the health workforce, both at global level and in priority countries. It also emphasizes the need for international support for HRH to be fully additional, aligned to countries needs, predictable, long term, and flexible as well as the need
for investment in training, equitable deployment, and ongoing and effective retention of health personnel along the continuum of care. The renewed commitment and support of G8 countries opens the door for future dialogue and opportunities to call for further support from G8 countries, including support for increased efforts to track health workforce investments in line with the G8’s accountability agenda.

The HRH issue is featured prominently in the Moscow Declaration, adopted at the Ministerial Conference on noncommunicable diseases (NCDs) in Moscow, in April. The Declaration recognizes that NCDs requires effective health systems, including an adequate health workforce equipped with the required skills. The Declaration also emphasised the need to integrate NCD-related services into primary health care services and in the wider health system strengthening agenda.

At the recently concluded United Nations High Level Meeting on AIDS, world leaders adopted a Political Declaration on HIV/AIDS - which commits to strengthening health systems and increasing human resource capacity for the AIDS response, by scaling up the training and retention of human resources for health policy and planning and health-care personnel, consistent with the WHO Global Code of Practice on the International Recruitment of Health Personnel.

In response to these significant developments, the Global Health Workforce Alliance has welcomed the accelerated increase of commitments, and will continue working with partners and countries in their responses to the crisis to ensure commitments are driven further forward.

**NEWS IN BRIEF**

**HRH FOCUS AT 64TH WORLD HEALTH ASSEMBLY**

The recently concluded World Health Assembly had several events and activities with a HRH-focus, including a Ministerial briefing on the first-ever State of the World’s Midwifery Report, which was officially launched in June at the Congress of the International Confederation of Midwives in Durban, South Africa. There was also a technical briefing on the challenges and opportunities around successful implementation of the WHO Global Code of Practice on the international recruitment of health personnel.

In addition, several new resolutions specific to health systems strengthening were adopted: The first lays out strategies to strengthen nursing and midwifery, such as developing national targets and action plans and improving training; the second outlines actions to strengthen the health workforce through effective implementation of the WHO Global Code of Practice; the third sets out to strengthen national policy dialogue to build more robust health policies, strategies and plans, the fourth aims for sustainable health financing structures and universal coverage of health care and services, stressing the principles of equity and solidarity and the fifth focuses on strengthening national health emergency and disaster management capacities and resilience of health systems.

**KEEPING PROMISES, MEASURING RESULTS**

The United Nations Commission on Information and Accountability for Women’s and Children’s Health, released an “advance copy” of their report - Keeping Promises, Measuring Results, at the World Health Assembly, in Geneva. The report seeks to increase the likelihood that pledges for women’s and children’s health are honored and that resources are spent in the most effective way to save lives. The report’s ten recommendations, address the need to improve health information systems in countries and to track pledged resources and health expenditures for women and children. For more information please see: [http://www.who.int/topics/millennium_development_goals/accountability_commission/Commission_Report.advance_copy.pdf](http://www.who.int/topics/millennium_development_goals/accountability_commission/Commission_Report.advance_copy.pdf)
WHO FORUM AND MINISTERIAL MEETING ON NON COMMUNICABLE DISEASES

Alliance Executive Director participated at the WHO Forum and Ministerial Conference on noncommunicable diseases (NCDs) in Moscow, Russia from 28 to 29 April and spoke at a session dedicated to reinforcing the messaging on the close linkages of NCD and HRH. The Alliance also co-authored a discussion paper outlining a range of priority considerations to ensure health workers are adequately equipped to care for patients with chronic illnesses. The Alliance is planning further engagement in the run up to and during the September UN General Assembly (UNGA) High Level Meeting on NCDs in September.

CAN WE ACHIEVE MDG6 WITH THE HEALTH WORKFORCE WE HAVE?

At the recent UN High Level Meeting on AIDS in New York - the Alliance, in partnership with AMREF, UNAIDS, the Commonwealth Secretariat, and the Government of Brazil organized a lively panel discussion entitled Can we achieve MDG6 with the health workforce we have? The high level meeting provided an opportunity to take stock of the progress and challenges of the last 30 years and shape the future AIDS response. The side event was timely and very well received, being the only side event on HRH, and succeeded in bringing HRH issues to the fore and attracting high-level speakers and participants. The event built wide consensus on HRH as an indispensable element of an effective AIDS and MDG6 response.

STATE OF THE WORLD’S MIDWIFERY 2011

A new report The State of the World’s Midwifery 2011 launched last month unveils new data confirming there is a significant gap between the number of midwives practicing and those needed to save lives. It states that unless an additional 112,000 midwives are trained, deployed and retained in supportive environments, 38 of 58 countries surveyed might not meet their target to achieve 95 per cent coverage of births by skilled attendants by 2015, as required by Millennium Development Goal 5, on maternal health.

The report is the result of a collective effort of some 30 partners, including the Global Health Workforce Alliance (the Alliance). The Alliance has contributed substantively with inputs on Midwifery Workforce Management and Innovation which focuses on three overarching aspects essential to midwifery workforce management: recruitment, retention, and motivation of midwives.

The State of the World’s Midwifery 2011 is the first ever global report on midwifery and a milestone in the recognition of midwives as key players within well functioning health-care systems.
SCALING-UP THE COMMUNITY-BASED HEALTH WORKFORCE FOR EMERGENCY

In a recent statement - Scaling-up the Community-Based Health Workforce for Emergency - the vital role of community-based health workforce in building local resilience to disasters has been highlighted. The statement is a joint initiative developed with the by the Alliance in collaboration with WHO, UNICEF, IFRC and UNHCR, with support from the Asian Disaster Preparedness Centre, the International Medical Corps, the United Nations International Strategy for Disaster Reduction, Merlin and Save the Children. It highlights some of the critical aspects of CHWs interventions before during and after emergencies, and calls for greater emphasis on front-line health workers to be included in health-system planning for all phases of emergency risk management. It also provides a range of concrete country examples of ‘Community-based health workforce in action. For more information visit: http://www.who.int/workforcealliance/knowledge/resources/chwstatement/en/index.html

ONLINE DISCUSSION ON THE ‘HRH POLICY IMPACT ASSESSMENT TOOL AND HRH TOOLKIT’

The purpose of this online discussion is to seek contributions from experts on the following two issues:

**HRH Policy Impact Assessment Tool**

The Alliance would like to facilitate the development of an HRH policy impact assessment tool, which will assist documentation and accountability efforts by providing a tool that countries can use to collect and analyse relevant data.

**HRH Toolkit**

The HRH Toolkit being proposed will help to bring together a minimum set of existing tools addressing various aspects of HRH from situation analysis, planning, implementation to monitoring and evaluation. The intention is to build on previous work commissioned by the Alliance through its technical working groups and task forces as well as through its members and partners.

The discussion will be open until 15 July 2011 through the community of practice "HRH Exchange". For more information and to contribute your perspective, visit: http://www.who.int/workforcealliance/knowledge/e_solutions/cophrhtoolkit/en/index.html

WEMOS TO HOST HEALTH WORKFORCE ADVOCACY INITIATIVE (HWAI) SECRETARIAT

The Alliance is delighted to announce and congratulates Wemos on being selected to host the Health Workforce Advocacy Initiative (HWAI) Secretariat. Wemos takes over from Physicians for Human Rights (PHR), a US-based NGO that has served as the Secretariat for HWAI since its inception in 2007.

Following the transition of PHR in January 2011, proposals to take over the hosting of the HWAI Secretariat were received from six organizations. After an extensive review process including a committee review by several HWAI members and internal review by the Alliance Secretariat, a final decision was taken by the Alliance to transition the hosting of HWAI to Wemos in the Netherlands, with effect from July 2011. Wemos is a longstanding and active member of HWAI with an HRH and health for all focus, and a strong track record in global and country advocacy.

HWAI is an international civil society-led coalition that engages in research, policy analysis, and evidence-based advocacy to address the global health worker shortage, a fundamental and critical barrier to achieving universal access to effective, equitable health systems. The HWAI network is expected to contribute to and support overall advocacy objectives of the Alliance.

We’d like to take this opportunity to thank the other candidates for their applications. It is our sincere hope that as members of the HWAI group - your organization will actively participate and contribute to advocacy efforts in keeping human resources for health on the map and help secure the actions required to meet the goal of enabling everyone access to a motivated, skilled, and supported health worker.
Wemos has been selected to host the HWAI secretariat, taking over from Physicians for Human Rights. Wemos has been a key member of the Alliance since early 2009. As a Dutch NGO advocating for the right to health for all people in developing countries, Wemos has influenced public health policies in the areas of the health workforce, health financing, medicines and nutrition.

Wemos Foundation recently appointed Anke Tijtsma as Director. The Alliance wishes her full success in this challenging endeavor and looks forward to working closely with her to make steady progress in addressing the global health workforce crisis. The Alliance spoke with Anke Tijtsma about her vision as new Director of Wemos Foundation and on hosting the HWAI Secretariat:

Alliance: As the new Director of Wemos Foundation, what are the key areas you would like to take forward as a priority?

Anke Tijtsma: Key area for our global health advocacy is human resources for health. Health workers are crucial for well-functioning health systems. As an NGO based in Europe Wemos is concentrating on the issue of migration of health workers. In that respect we support the Code of Practice, particularly the balancing of interests of source and destination countries. Starting point for our advocacy is the right to health. We are convinced that a multi sectoral approach is key to achieve greater equity in health. HRH as global public good requires such an approach to tackle the crisis.

We are currently promoting this approach in the Netherlands, taking into account the comparative advantages of each stakeholder. Our domestic advocacy is taken up with other active members of the Dutch HRH alliance, which was set up in 2009.

Another important key area is exchange with other actors and more country cooperation to attain global and national HRH goals. Wemos encourages such exchange and perceives HRH as a shared responsibility that requires bold leadership at different levels.

Alliance: As the host of HWAI, how does Wemos envision its - or the Dutch - contribution to the Alliance’s overarching goal of ensuring access to skilled, motivated and supported health workers?

Anke Tijtsma: Wemos is contributing by way of its global and national advocacy activities. Wemos envisages a world in which every person can realize his or her right to the highest attainable standard of health. It is our responsibility (being based in Europe) to reveal obstacles, particularly on the side of developed countries, that limit its realization. For example, incoherent policies and practices are to be resolved, limited leadership tackled and shortages in funds resolved. Wemos aims to actively involve all HWAI members, particularly those based in developing countries. For sound and effective joint advocacy on HRH it is key to find a proper balance between members’ interests. As member and host of HWAI, we wish to contribute via joint advocacy at different levels and in cooperation with different actors to well-trained health workers accessible for every person in every corner of the world.

Alliance: The Alliance works at the country level by bringing together partners and members on the ground and advocates for a strong coordination of all stakeholders around a multisectoral approach called Country Coordination and Facilitation (CCF) to address the health worker crisis. How can Wemos support the CCF roll out plan?

Anke Tijtsma: Many elements of (the strategies of) CCF are part of our activities and those of the other members of the well-functioning Dutch HRH alliance: mapping of stakeholders, assessment of policies/practices, discussions on commitments and leadership for HRH, setting up of national data collection mechanism, discussing educational and deployment plans, recruitment practices, monitoring of bilateral agreements and identification of HRH champions. Very important in the way we work is our role in linking organizations and networks in order to build capacity for national HRH advocacy. The role of national CSOs is crucial for improving HRH and the various elements of advocacy are helpful in giving HRH a higher priority. As active member of GHWA and the host Secretariat of the Health Workforce Advocacy Initiative (HWAI) network, Wemos is well positioned to support in rolling out CCF. We are committed in giving our support to strengthening processes for improved national and global CSO advocacy for HRH. In our approach towards advocacy we are facilitating linking and learning activities with other organizations.
MEMBERS CORNER:
TOUCH FOUNDATION’S PUBLIC-PRIVATE PARTNERSHIPS FOR HRH

**Touch Foundation**

At a panel discussion on 14 June at the Global Health Council meeting in Washington, D.C., leading experts discussed how public-private partnerships are building a new healthcare worker pipeline.

Kicking off the discussion, Ambassador Dr Jack Chow, Distinguished Service Professor at Carnegie Mellon University emphasized the importance of public and private partners to amass resources into action and implementation. Dr Chow was the first Assistant Director-General of the World Health Organization on HIV/AIDS, Tuberculosis, and Malaria.

Lee Wells, Executive Director of Touch Foundation, discussed the strong partnerships it has forged with the US and Tanzanian governments as well as stakeholders to scale up its healthcare worker training program. Touch Foundation has expanded the capacity at an East African medical university from 10 MD students in 2004 to over 500 MD students today. The output of just one medical school will increase the total number of MDs in Tanzania by 30% by 2014. Touch Foundation supports a total of 1,100 healthcare students overall.

With this well-documented success, the US Agency for International Development (USAID) has endorsed Touch’s approach. Dr Maura O’Neill, Chief Innovation Officer at USAID, announced at the event that USAID is providing funding of US $8.5 million over three years to help Touch take the next critical step: the placement and retention of healthcare workers to reach patients in rural Africa. USAID will provide 1:1 matching funds, doubling the impact of donor dollars on the ground.

For more information, see: [http://www.touchfoundation.org/resources/events/eastern-africa-healthcare-worker-crisis.html](http://www.touchfoundation.org/resources/events/eastern-africa-healthcare-worker-crisis.html)

**MEMBER’S SURVEY**

At the members’ sessions at the Second Global Forum on Human Resources for Health, Alliance members pledged commitment to be engaged in the processes and the development of future strategies and approaches by the Alliance.

To this end, the Alliance and Merlin launched a survey to better understand the priority actions needed, and by whom, to ensure progress on the human resources for health crisis over the next three years. The questionnaire was sent out to all Alliance members and partners (in both English and French). The responses have provided a platform for discussion and a strategy for addressing the HRH crisis by Alliance members and partners.

More information on this can be found at [www.who.int/workforcealliance](http://www.who.int/workforcealliance)
Snapshots of the Second Global Forum on HRH

This brochure highlights the diverse and unique strengths of the Alliance in catalysing the energy and resources of multiple stakeholders at the Second Global Forum on HR and giving a voice to all actors involved in improving health outcomes.

For more information and to download your copies, visit:

Ban Ki-moon, Secretary-General of the United Nations, in his foreword to the report State of the World’s Midwifery 2011:

“Ensuring that every woman and her newborn have access to quality midwifery services demands that we take bold steps to build on what we have achieved so far across communities, countries, regions and the world.”

EXTERNAL EVALUATION OF THE ALLIANCE

The Alliance recently invited submissions of bids from qualified suppliers to conduct an independent external evaluation of the Alliance to review the first five years of its activities, and to identify recommendations for its future work. Oxford Policy Management (OPM) has been selected to conduct the evaluation. The analysis will allow the Alliance to concentrate on and consolidate further its areas of strength, address its weaknesses, and provide a high value-added contribution in the context of a crowded global health landscape. The findings of the external evaluation will feed into the process for revising the existing and, if needed, identifying new strategic directions of the Alliance. We solicit your cooperation if your organization is called upon to provide feedback.

NOW AVAILABLE!

Report of the Second Global Forum on HRH

The recently released report focuses on the discussions and deliberations of the Second Global Forum on HRH which reviewed the progress made since the adoption of the Kampala Declaration and Agenda for Global Action and identified challenges in mitigating the global health workforce crisis.

For more information and to download your copies, visit:

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CALENDAR OF EVENTS

July
17-20 July 6th IAS Conference on HIV Pathogenesis, Treatment and Prevention, Rome, Italy

August
21-24 August CDC Public Health Informatics 2011 Conference, Atlanta, USA

September
29 August - 2 September Regional Committee for Africa: sixty-first session, Abidjan, Côte d'Ivoire
6-9 September Regional Committee for South-East Asia: sixty-fourth session, TBC, India
12-15 September Regional Committee for Europe: sixty-first session, Baku, Azerbaijan
18-24 September 11th Iberoamerican Conference on Nursing Education of the ALADEFE, Coimbra, Portugal
19-20 September UN High Level Meeting (NCDs), New York
19-23 September Regional Committee for the Western Pacific: sixty-second session, Manila, Philippines

October
2-5 October Regional Committee for the Eastern Mediterranean: fifty-eighth session, Syrian Arab Republic
5-8 October 14th European Health Forum Gastein, Bad Hofgastein, Austria
13 October Strengthening 21st Century Global Health Systems: Investing Strategically in the Health Care Workforce, New York, USA
19-21 October World Conference on social determinants of Health, Govt of Brazil, Rio, Rio, Brazil
23-26 October World Health summit 2011, Berlin, Germany

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The Global Health Workforce Alliance is a partnership whose secretariat is hosted by the World Health Organization.

This quarterly newsletter has been compiled by the Alliance communications team.

For further information and regular updates, we invite you to visit www.who.int/workforcealliance

To receive our newsletter and other electronic updates please email ghwa@who.int and write “Subscribe to GHWA News” in the subject line.

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