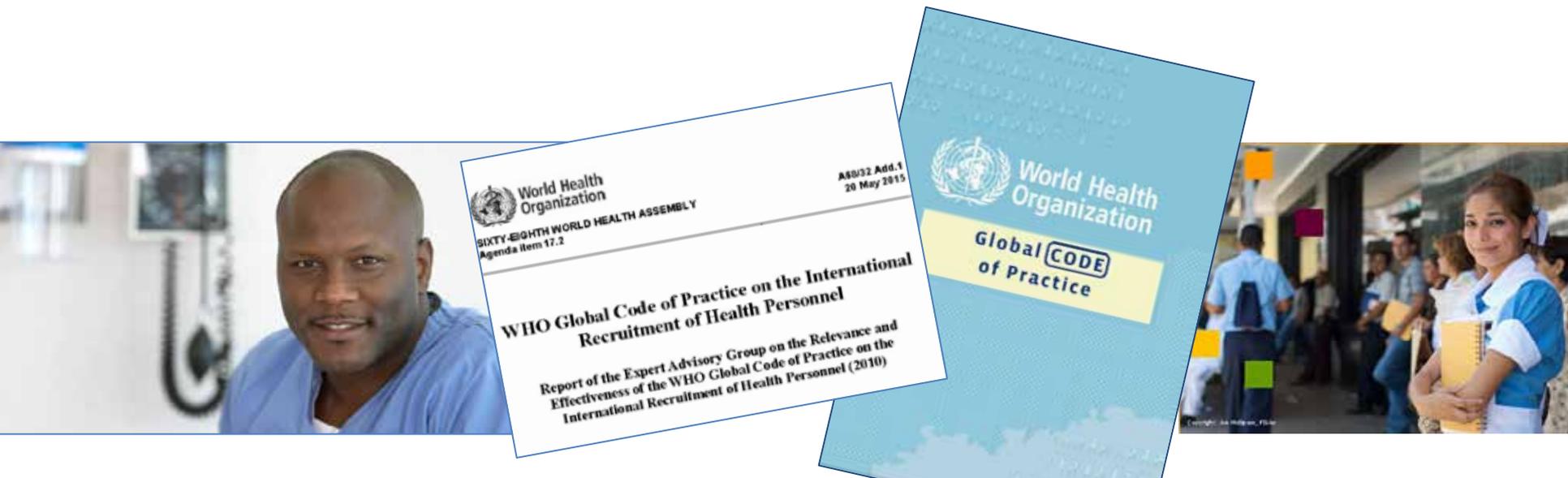


Side event to the World Health Assembly  
Wednesday, 20 May 2015, 19:00-20:00  
Global HRH Governance (part 2)

## WHO Global Code of Practice on the International Recruitment of Health Personnel: Initial achievements and future challenges

**...featuring the EAG report on the relevance  
and effectiveness of the WHO Code of Practice**



Wednesday, 20 May 2015, 19:00-20:00, Side event to the World Health Assembly  
WHO Global Code of Practice Initial achievements and future challenges  
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- § Kenneth Ronquillo, Philippines  
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# Report of the Expert Advisory Group on the Relevance and Effectiveness of the WHO Global Code of Practice

## *WHO Global Code of Practice: A Tool for Health Workforce Development and Health Systems Sustainability*

20<sup>th</sup> May 2015

Geneva, Switzerland

# Background

- WHO Global Code adopted by WHA63 in 2010 (resolution WHA63.16)
- Adoption of the Code: 1<sup>st</sup> time in 30 years that MS invoked the constitutional authority of WHO to develop a global code
- Article 9.5 of Code: first periodic review of relevance and effectiveness to be made to WHA68
- EB136 decision: WHO Secretariat to convene an Expert Advisory Group (EAG) to facilitate process

# The EAG and its Work

- Comprised of representatives of:
  - Member States
  - International organisations
  - Civil society
  - Individual experts
- Co-Chairs: Thailand and Ireland
- Meetings: 5-6 March and 27-28 April 2015
- Purpose:
  - Advise the DG on preliminary evidence
  - Provide recommendations to guide future Code implementation

# Relevance (1)

- *Relevance*: extent to which the Code continues to be pertinent and can inform solutions to global health workforce challenges
- Information session with Geneva Missions (6 March 2015) - discussions reaffirmed relevance of Code in global/regional contexts
- Analysis of available evidence, workforce trends and global drivers
- EAG conclusion: the Code remains relevant to global health workforce challenges

# Relevance (2)

Further:

- Trends and drivers make Code provisions essential to health system strengthening
- Code has important legal significance as expression of the will/intention of international community
- MS should be vigilant to ensure that Code provisions remain responsive to emerging trends and drivers (Article 9.5 of Code)

# Effectiveness (1)

- *Effectiveness*: extent to which the Code has influenced actions/policies re health workforce strengthening at all levels
- Analysis of available evidence: gaps in implementation/dissemination of Code at country and regional levels
- Current implementation gaps constrain assessment of Code's potential effectiveness
- Critical success factors for implementation:
  - Level of awareness
  - Resources (technical/financial) to support systematic implementation and reporting
  - Engagement by all stakeholders

# Effectiveness (2)

Further:

- Code is still a young instrument and there is an inherent time lag between adoption and evidence of effectiveness, outcomes and impacts.
- EAG conclusion: the age of the Code and implementation constraints mean it is too early to assess the Code's full potential effectiveness though there is some emerging evidence

# Report Conclusions

- Code is highly relevant
- Code should be subject to periodic review to ensure that it continues to be a key framework to address global workforce challenges
- Evidence of the effectiveness of the Code is emerging in some countries
- Low awareness, advocacy and Code dissemination should be addressed
- Work to develop and maintain Code implementation should be a continuing process for all Member States and stakeholders

# Report Recommendations

- Full realisation of Code objectives requires Member States and other stakeholders to expand awareness and implementation, including strengthening capacity/resources to complete second round of national reporting
- WHO Secretariat should expand capacity to raise awareness, provide technical support and promote implementation/reporting
- Further periodic review of relevance and effectiveness – WHA72 (2019)

# Appreciation

Co-Chair and EAG members

Colleagues from Geneva Missions

Colleagues from civil society

WHO Secretariat

# Thank you

Gabrielle Jacob  
Workforce Planning Unit  
Department of Health, Ireland

[www.health.gov.ie](http://www.health.gov.ie)

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Health for All Now!  
People's Health Movement



HealthWorkers  
4all

medicus mundi  
international network  
health for all

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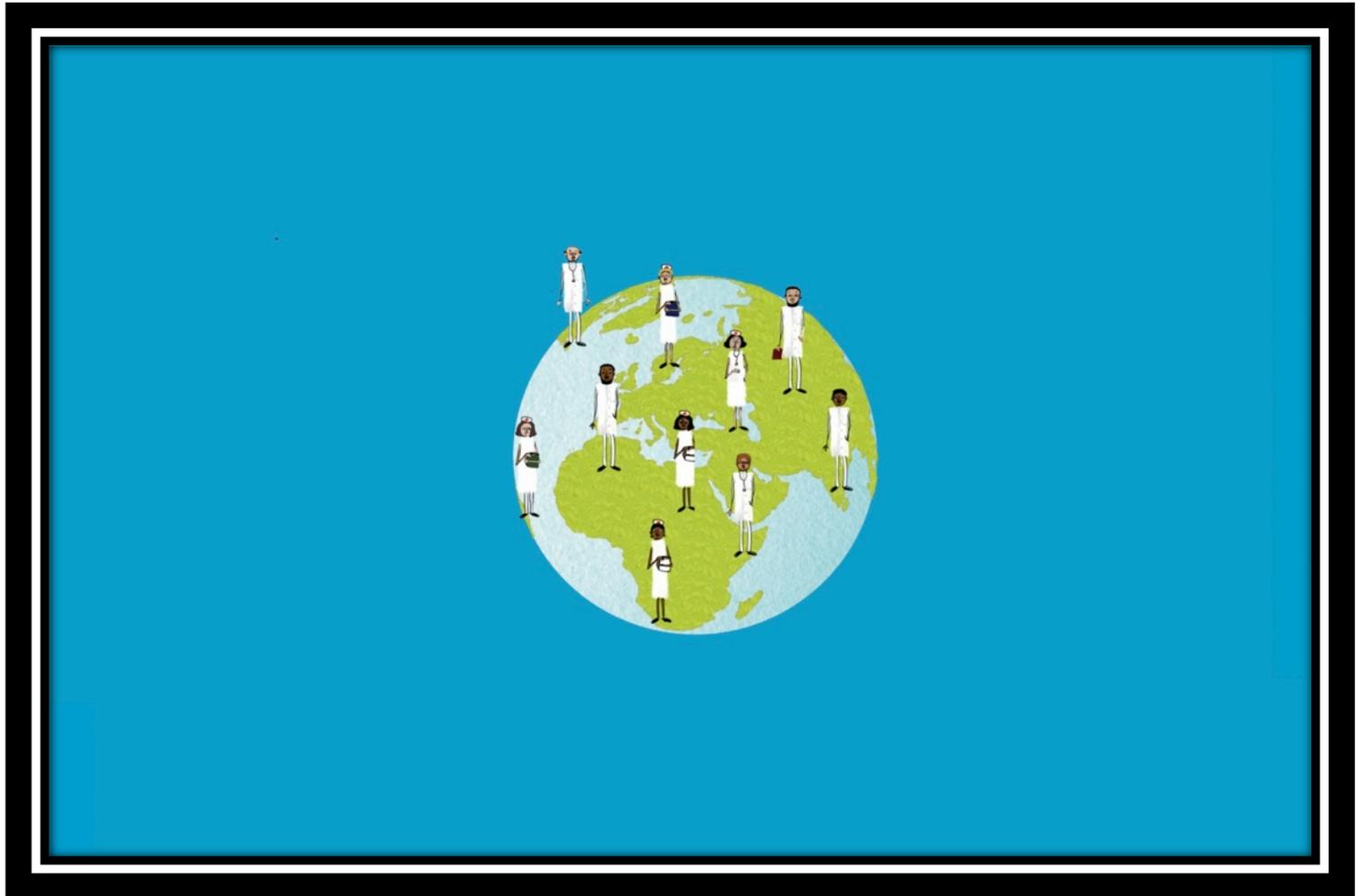
# Report of the EAG on the review of the relevance and effectiveness of the WHO Code of Practice – a civil society view



Linda Mans  
CSO representative MMI/PHM/HW4All/HWAI  
Wemos Foundation, The Netherlands  
Contact: [linda.mans@wemos.nl](mailto:linda.mans@wemos.nl)

Health  
wemos FOR  
All

“WHO Global Code of Practice: A tool for health workforce development and health systems sustainability.”



# When is the right moment to revisit the text of the Code in order to keep it relevant?\*



- \*\*Realities of integrated economic regions (EU, ASEAN)
- \*\*Growing influence of international trade agreements (including trade in services)
- \*\*The burning issue of “return of investment”, or call it compensation.



World Health  
Organization

The WHO Global **CODE** of Practice  
on the International Recruitment  
of Health Personnel

An effective  
instrument for  
change? – not  
yet...

Challenges:

- ownership by member states
- leadership by WHO
- information sharing, transparency and accountability
- involving all stakeholders in the global and national policy dialogue and the implementation of the Code

NOW: Designate a national authority and report on the implementation of the Code.

All WHO member states!

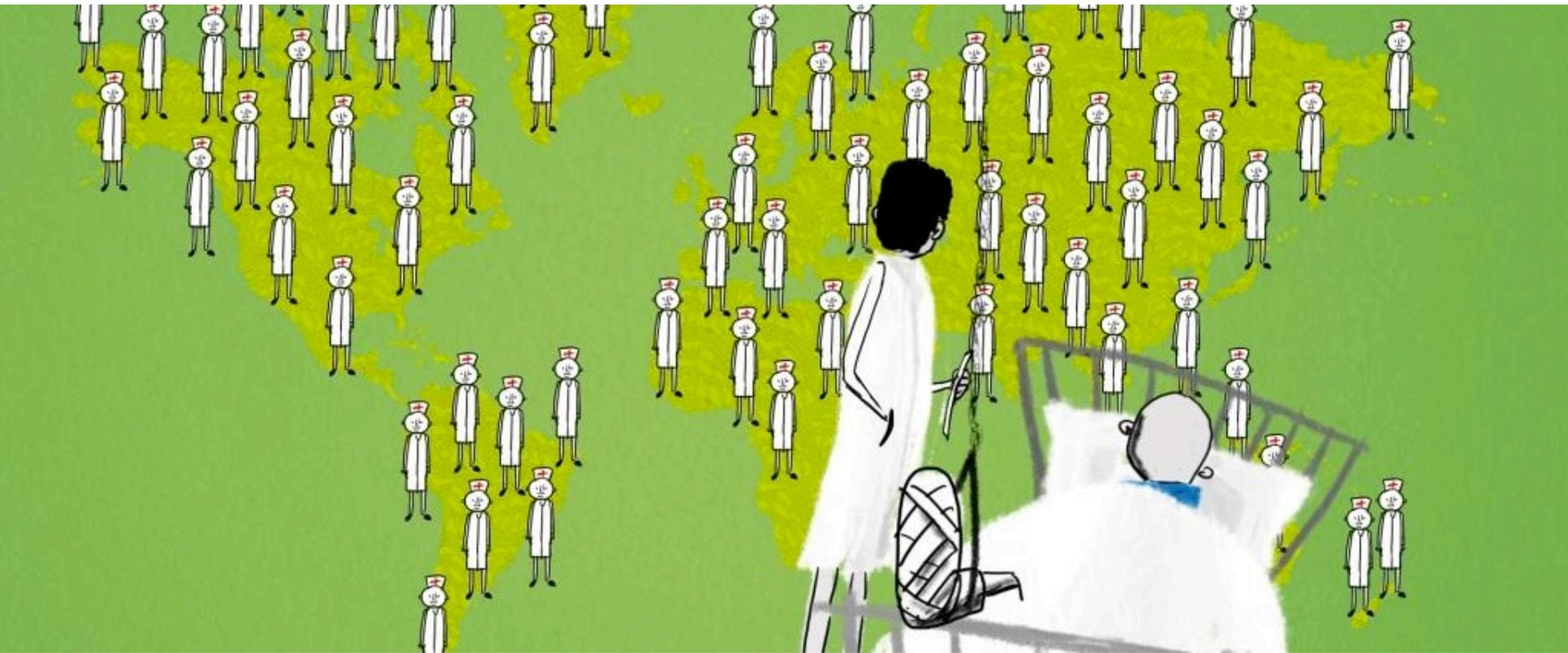
NOW: Invest in capacity of WHO Secretariat and WHO Regional Offices to support Member States and stakeholders

(1) Develop an overarching global governance framework on health workers migration and mobility



(2) Integrate the health workforce issue into a broader instrument (a non-binding code or binding convention) on international obligations for strengthening national health systems

# THE Code – a real instrument for change!



*Health for All Now!*  
**People's Health Movement**



**medicus mundi**  
international network  
*health for all*



**HealthWorkers  
4all**



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**Health  
wemos  
FOR ALL**

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## Organizers

- § Medicus Mundi International Network Health for All (MMI) – hosting the event
- § European project “Health workers for all” (HW4All)
- § Health Workforce Advocacy Initiative (HWAI)

## Thanks to the co-promoters

- § Global Health Workforce Alliance (GHWA)
- § WHO Health Workforce Department
- § WHO Expert Advisory Group on the review of the WHO Global Code of Practice



Thanks to the EU for financially contributing to this event in the framework of the European Health Workers for All project



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# Thank you!

Documentation: [www.bit.ly/WHA-codeevent](http://www.bit.ly/WHA-codeevent)

