

WHO Global Code of Practice on the International Recruitment of Health Personnel. Findings of the first round of reporting.

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Negotiations and adoption of the WHO Code at the 63rd World Health Assembly

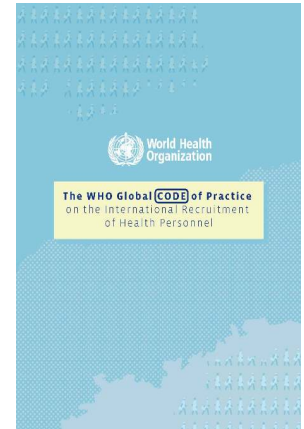


Resolution WHA63.16

- Gives an important role to Member States and other stakeholders for the implementation of the Code
- Requests WHO to provide all possible support to Member States for the implementation of the Code



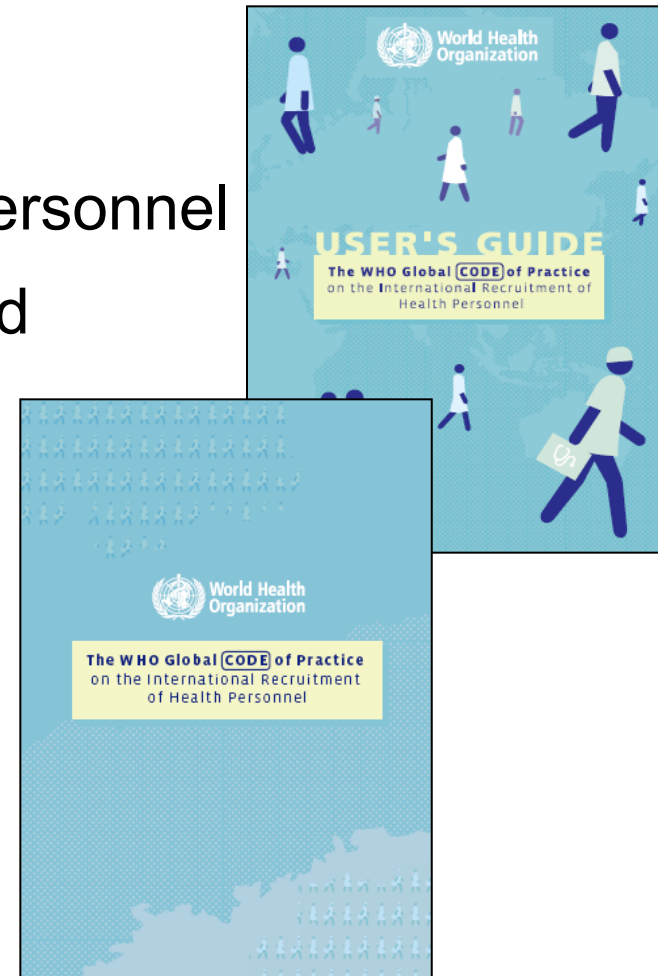
WHO Code of Practice



- Voluntary principles and practices for the ethical international recruitment of health personnel and the strengthening of health systems.
- Dynamic framework for global dialogue and international cooperation to address challenges associated with the international migration of health personnel.
- Information exchange on issues related to health personnel and health systems in the context of migration, and reporting on measures taken to its implementation.

WHO Global Code at a glance

- Ethical international recruitment
- Fair treatment of migrant health personnel
- Health personnel development and health systems sustainability
- International cooperation
- Support to developing countries
- Data gathering and information exchange



Designated national authorities by WHO region

WHO region	Countries with critical HW shortages	DNAs established	Reports received
Africa (n=43)	36	13	2
Americas (n=35)	5	11	4
South-East Asia (n=11)	6	4	3
Europe (n=53)	0	43	40
Eastern Mediterranean (n= 21)	7	8	3
Western Pacific (n=27)	3	6	4
Total (n=193)	57	85	56

Countries in the European region that designated national authorities and that completed and submitted the National Reports

Countries

Albania	Croatia	Georgia	Kyrgyzstan	Poland	Spain	Uzbekistan
Armenia	Cyprus	Germany	Latvia	Portugal*	Sweden	
Austria	Czech Republic	Hungary	Lithuania	Republic of Moldova	Switzerland	
Azerbaijan	Denmark	Ireland	Monaco	Romania*	Tajikistan	
Belarus	Estonia	Israel*	Montenegro	Russian Federation	Turkey	
Belgium	Finland	Italy	Netherlands	Slovakia	Turkmenistan	
Bosnia and Herzegovina	France*	Kazakhstan	Norway	Slovenia	UK	

* Report not submitted

National Reporting Instrument: content

Legal rights and responsibilities in terms of employment and conditions of work

Bilateral, regional or multilateral agreements or arrangements addressing the international recruitment of health personnel

Research in health personnel migration

Steps taken and constraints to implement the Code

Laws, and regulations related to international health personnel recruitment and migration

Technical cooperation agreement or financial assistance on international recruitment or migration

Statistical records of health personnel whose first qualification was obtained overseas

Regulation or authorization to practice to internationally recruited health personnel

Measures taken or being considered by countries in support of the WHO Code (n=40)

(26) - Countries that responded “yes” to “Has the country taken steps to implement the Code?”

(21) - Information is shared across sectors on matters pertaining to health worker recruitment and migration, as well as on the Code

(9) - All stakeholders have been involved in decision-making process involving the migration and international recruitment of health personnel

(10) - Changes to laws or policies pertaining to the international recruitment of health personnel are under consideration

(4) - Records are maintained of all recruiters authorized by competent authorities to operate within their jurisdictions

(4) - Good practices are encouraged and promoted among recruitment agencies

National recruitment practices and rights and responsibilities of migrant health professionals (n=40)

(38) – Migrant health professionals enjoy the same legal rights and responsibilities as domestically- trained health personnel

(33) – Migrant health professionals are hired, promoted and remunerated on the basis of criteria that apply to domestically-trained health personnel

(28) – Migrant health professionals enjoy the same education, qualifications and career progression opportunities as domestically-trained health personnel

(15) – Recruitment mechanisms allow migrant health professionals to assess the benefits and risks associated with their employment

Country capacity for gathering data and conducting research on matters related to health personnel migration (n=40)

(28) – Has at least one entity or mechanism for the professional certification of internationally recruited health personnel and for statistical record keeping

(22) - Has at least one entity or mechanism for maintaining statistical records on health personnel whose first training was overseas

(19) – Has government or NG programmes or institutions that conduct research on migration of health personnel

(9) – Has a technical cooperation agreement related to international health personnel recruitment or to the management and migration of such personnel

(2) – Has a data base of laws and regulations pertaining to international health personnel recruitment and migration

Challenges to the implementation of the Code

- Engagement of multiple stakeholders (at the national and sub-national levels, in the public and private sectors) in efforts concerning international migration and recruitment of health workers. Lack of awareness of the Code among stakeholders.
- Lack of coordinated and comprehensive data on health personnel migration.
- Lack of shared understanding between stakeholders at the national level on health workforce needs, planning, migration, etc.
- Weak national capacity to deal with health workforce issues, to design and implement health workforce policies responding to the needs, and to mobilize the stakeholders and coordinate their actions in their support.
- Development of inter-country cooperation in exchanging data, in sharing tools and good practices to better manage the health workforce.

Monitoring the progress of the WHO Code implementation in the European region, RC62, Malta



Overall objective of the discussion:
To foster commitment of European Member States and stakeholders to implement the WHO Global Code of Practice (Resolution WHA63.16)



WHO support to countries: Better managing the mobility of health professionals in the Republic of Moldova

The Project Objectives:

- Expand the information and knowledge base on the migration
- Promote/facilitate the circular migration
- Mitigate the negative effects of the brain drain and brain waste

High-level meeting on health workforce mobility challenges and policy options in Republic of Moldova



Chisinau, 28–29 June 2012

Technical consultations on the implementation of the WHO Code in Republic of Moldova



Chisinau, 17 June 2013



EU partners in the project

Belgium
Italy
Netherlands
Portugal
Romania
Sweden

Inter-regional collaboration and policy dialogue on health workforce migration, May 2013

Policy makers from two WHO Regions (Europe and the Western Pacific) met to debate effective mechanisms for the fair and ethical international recruitment of health personnel.



KIT, Amsterdam, 2-3 May 2013

Key conclusions of the policy dialogue

- Enhance advocacy efforts to maintain the momentum
- Foster dialogue and build cooperation with stakeholders at country level
- Identify good practices and expand evidence base
- Assess and report on changing trends in health labour market
- Make use of the need for reform to sustainably strengthen the health workforce

Thank you !!!