

Human Resources for Health Policies for Universal Health Coverage:

How can research guide policy-making to address Human Resources for Health challenges and ensure people-centred health systems for universal health coverage?

Satellite Session at the Third Global Symposium on Health System Research

September 30, 2014 - 9am to 4:00pm

A. Background

This full-day session will actively engage participants in discussion of the latest analytical methods, research findings, and examples of how data can be translated into evidence-based policymaking to address human resources for health (HRH) challenges. HRH are often the weakest link in health systems and a major constraint for countries striving for Universal Health Coverage. To attract, retain, and motivate high performance of health workers, countries must develop strategies that address the myriad of economic, professional, individual, and social factors that influence health workers' employment decisions and consequently, affect communities' access to quality health care. The session will present an overall health labor market framework, which countries can use to analyse the HRH dynamics in their contexts, with specific focus on research methods, findings, and policy actions related to HRH availability, distribution, and performance.

B. Objectives

The session aims to:

- a) Outline and discuss the scope of implementing a comprehensive health labor market **framework** to design and plan effective health workforce policies;
- b) Present and discuss the evidence on the relationship between **health professionals' education** and health labor market dynamics;
- c) Discuss a framework for assessing health **workforce performance**, including the importance of a composite and comparable measure of health workforce performance, and the effectiveness of different strategies and incentives to improve health workforce performance;

C. Target Audience

The session is intended for a **broad audience**, including researchers/academia, policy makers, health program managers, civil society, international organizations, non-government organizations, private sector, health professional associations, and the wider health systems community.

D. Agenda

This side meeting is organized around key HRH issues, the topics will be introduced and discuss accordingly to the schedule below. The general session organization is outlined

	Presentation	Speaker
09:00–9:30	Opening Remarks	Dr. Timothy Evans , HNP Senior Director, World Bank Group
		Dr. Agnes Soucat , Human Development Director, African Development Bank
		Dr. Kate Tulenko , Director, CapacityPlus/IntraHealth
		Dr. Jim Campbell , HRH Director, World Health Organization & Global Health Workforce Alliance
9:30–10:20	Part I - Human Resources for Health challenges for universal health coverage	Chair: Timothy Evans , HNP GP, Senior Director, World Bank Group
	Why health labor markets matters for universal health coverage?	Akiko Maeda, Lead Health Specialist, HNP GP, World Bank Group
	The labor market for health workers in Africa: a new look at the crisis	Agnes Soucat, Director Human Development, African Development Bank
	Health sector employment, health expenditures and economic cycle: what are the links?	Edson Araujo, Economist, HNP GP, World Bank Group
20 min	Q&A/Debate	
10:20-10:35	Break	
10:35-12:00	Part II - Health Professionals' Education for UHC: reconciling population needs and labor market demand	Chair: Kate Tulenko , Director, CapacityPlus/IntraHealth
	The economics of health professionals education and career	Barbara McPake, Director, Nossal Institute for Global Health, University of Melbourne
	Graduates for a national health labor market: fact or fiction	Rebecca Bailey, Health Workforce Development Team Lead, CapacityPlus/IntraHealth
	Skills use and skills mismatch in the health sector: the OECD experience	Michael Schoenstein, Economist, OECD
	The role of mid-level cadres for reconciling population needs and labor market demand	Krishna Rao, Assistant Professor, Johns Hopkins University
	Training health workers for rural service delivery: supporting the implementation of rural pipeline strategies in Africa	Christopher Herbst, Health Specialist, HNP GP, World Bank Group
25 min	Q&A/Debate	
12:00-13:30	Lunch (will be provided)	

13:30-14:30	Part III - Health Workforce Performance and Incentives	Chair: Feng Zhao , Sector Manager Health, African Development Bank
	Health workers' motivation and performance: lessons from behavioral economics	Edson Araújo, Economist, HNP GP, World Bank Group
	Incentives to improve quality of care and availability of health workers: evidence from Cambodia	Timothy Johnston, Program Leader, HNP GP, The World Bank Group
	Mobile phones for health extension workers in Ethiopia: testing innovative solutions to enhance health worker performance	Christopher Herbst, Health Specialist, HNP GP, World Bank Group
	Analyzing and improving health workforce productivity	Wanda Jaskiewicz, Senior Team Leader, CapacityPlus/IntraHealth
20 min	Q&A/Debate	
14:30-14:45	Break	
15:00-15:30	Part IV - Health Labor Market Analysis for Decision Making	Chair: Jim Campbell , HRH Director, World Health Organization & Global Health Workforce Alliance
	Minimum dataset for health workforce registry	Amani Siyam, Technical Officer, World Health Organization
	Data requirements for HLM analysis	Edson Araújo, Economist, HNP GP, World Bank Group
15 min	Q&A/Debate	
15:30-16:00	Closing remarks	Dr. Timothy Evans , HNP GP Senior Director, World Bank Group Dr. Kate Tulenko , Director, CapacityPlus-USAID