

Report: Joint Learning Initiative

Human Resources for Health: Strategies for Crisis and Sustainability

*International Medical Workforce Collaborative
Mayflower Hotel, Washington DC, October 8, 2004*

JLI Working Groups



Consultations/Workshops



JLI Dissemination

- JLI Strategy Report

- Working Group

Commissioned papers >50

Reports – History, Africa, Demand, Supply

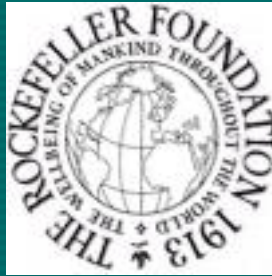
- Journals

Lancet, Bulletin WHO, American Journal of Public Health, Human Resources Journal

- Website

“globalhealthtrust.org”

Partners



BILL & MELINDA
GATES foundation



The
ATLANTIC
Philanthropies



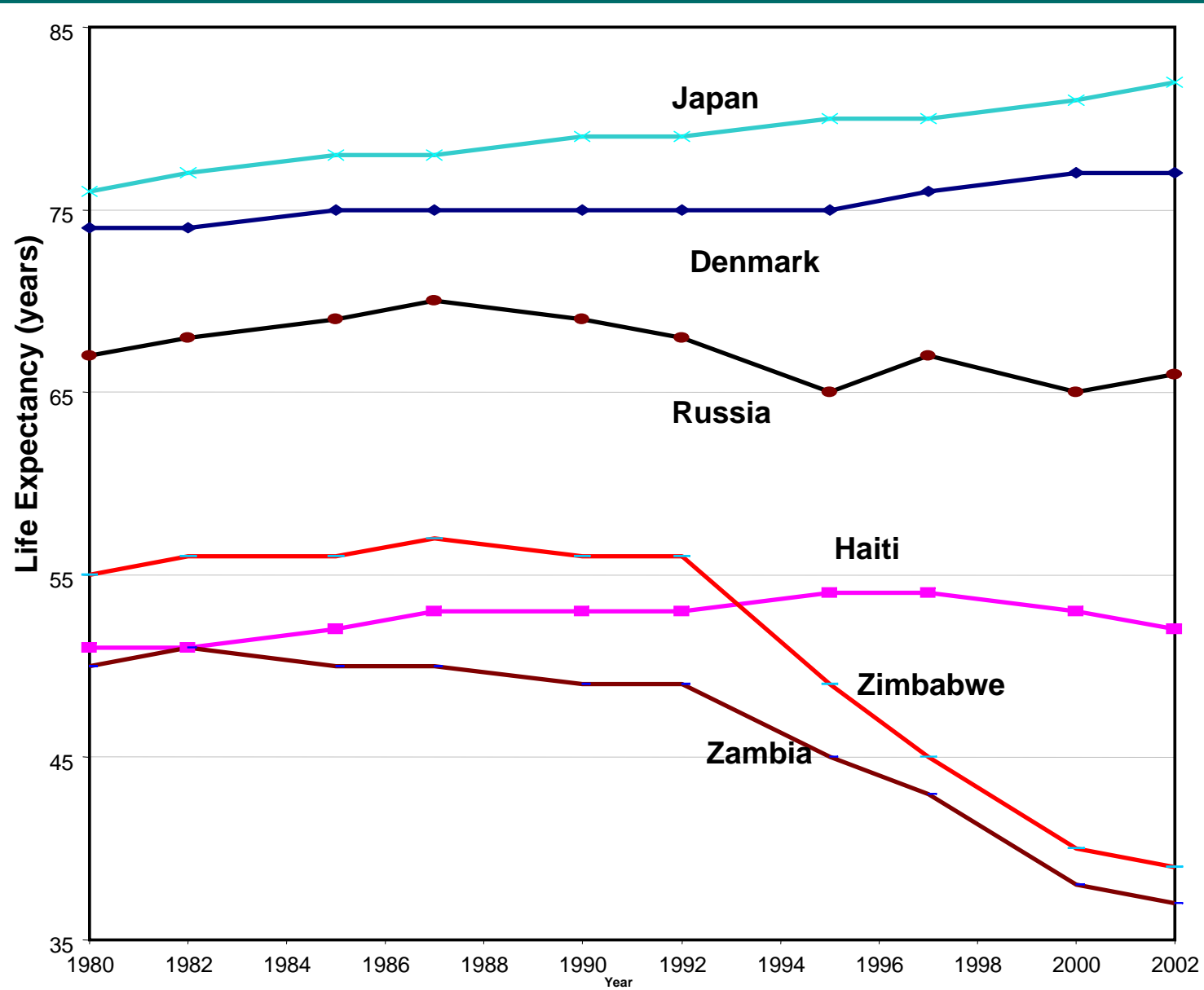
DFID Department for
International
Development



JLI Strategy Report

- Power of Health Worker (1)
 - Health crisis and fragile systems
 - Fresh opportunities
 - HRH essentiality and neglect
- Workforce Strategies
 - Community actions (2)
 - Country strategies (3)
 - Global responsibilities (4)
- Imperative for Action (5)

Health Crisis



Why Human Resources?

- New Forces
 - Triple threat HIV/AIDS
 - Medical migration
 - Neglect and under-investment
- HRH Drives Health Systems
 - History accelerating health progress
 - Active agents health change
 - Spearhead and glue health system
 - Half to three-quarters health budget

Stocks-Flows

Inflow

Education
In-migration



Production of Health



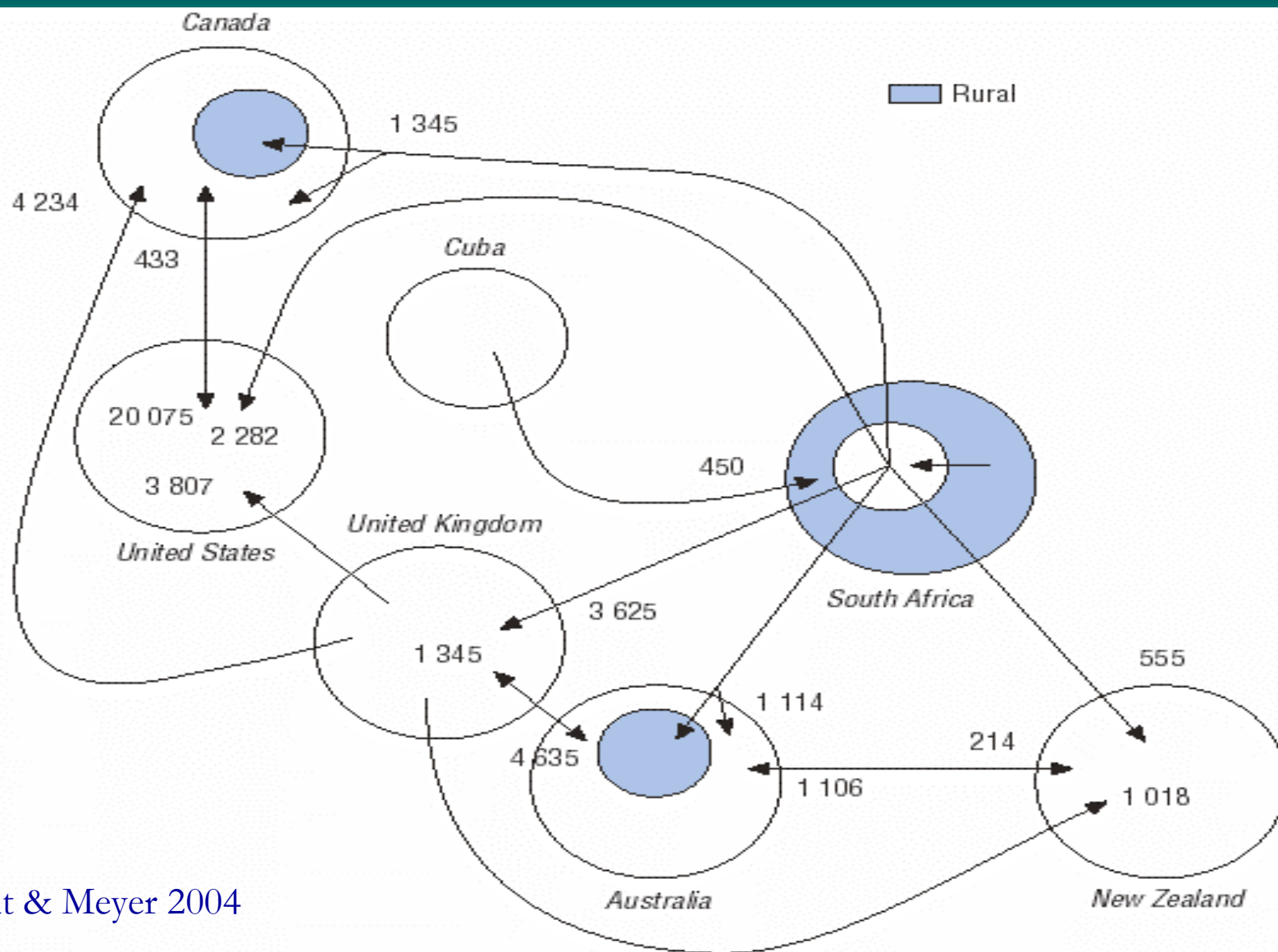
Coverage
Motivation
Competence

Retirement
Disability/Death
Out-migration

Outflow



Migration: "Carousel" South Africa

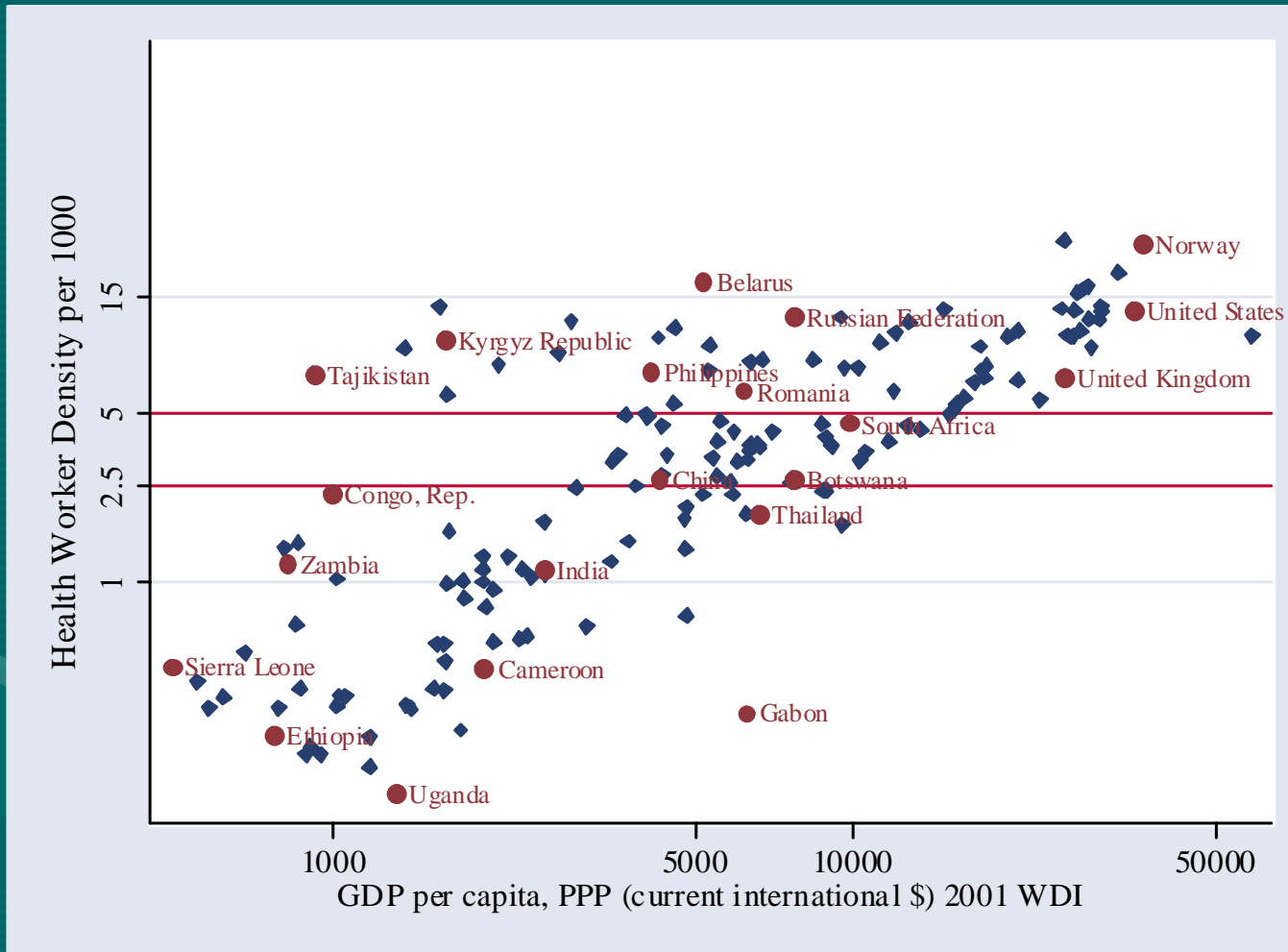


Dumont & Meyer 2004

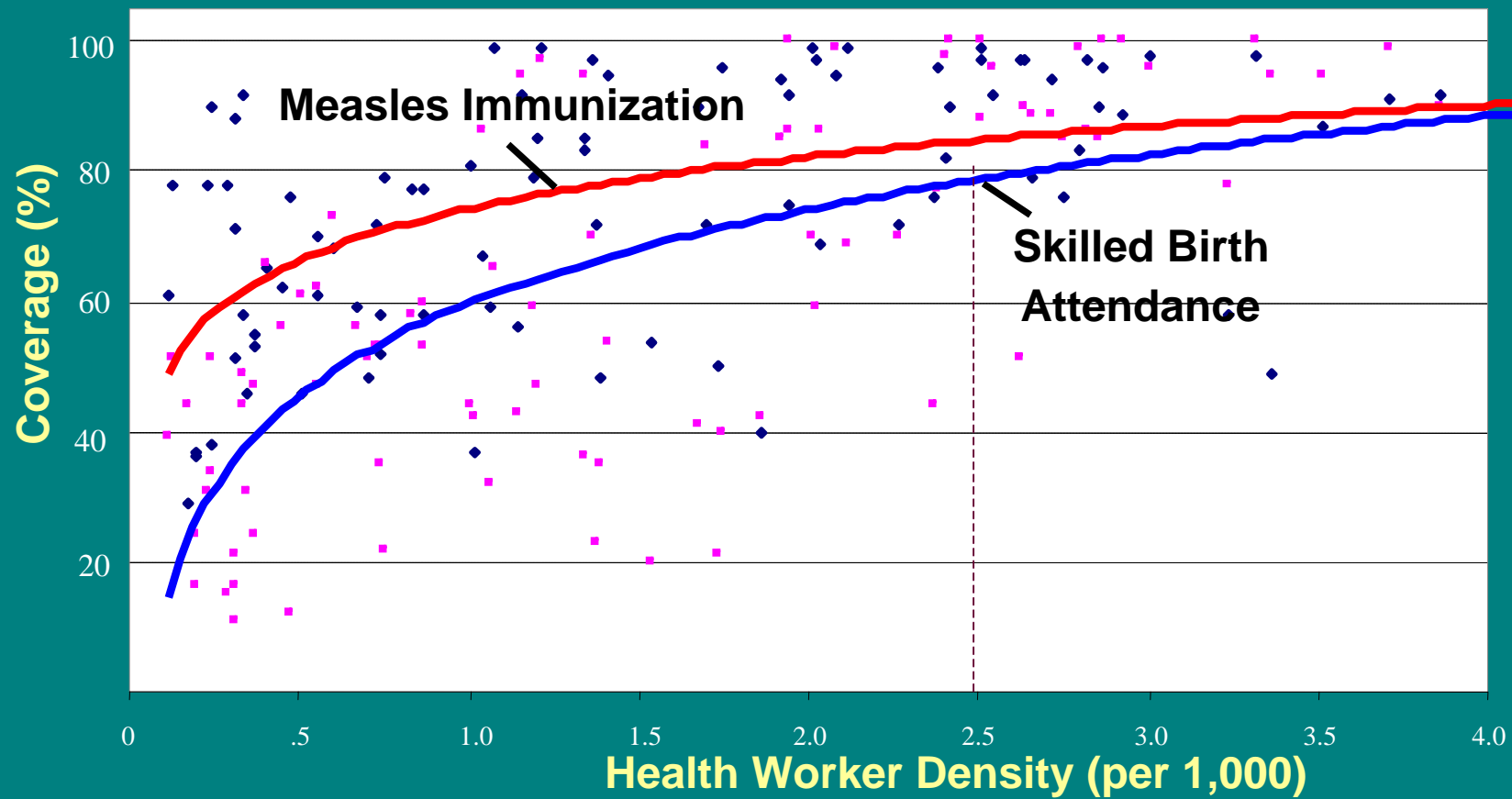
Worker Density by Region



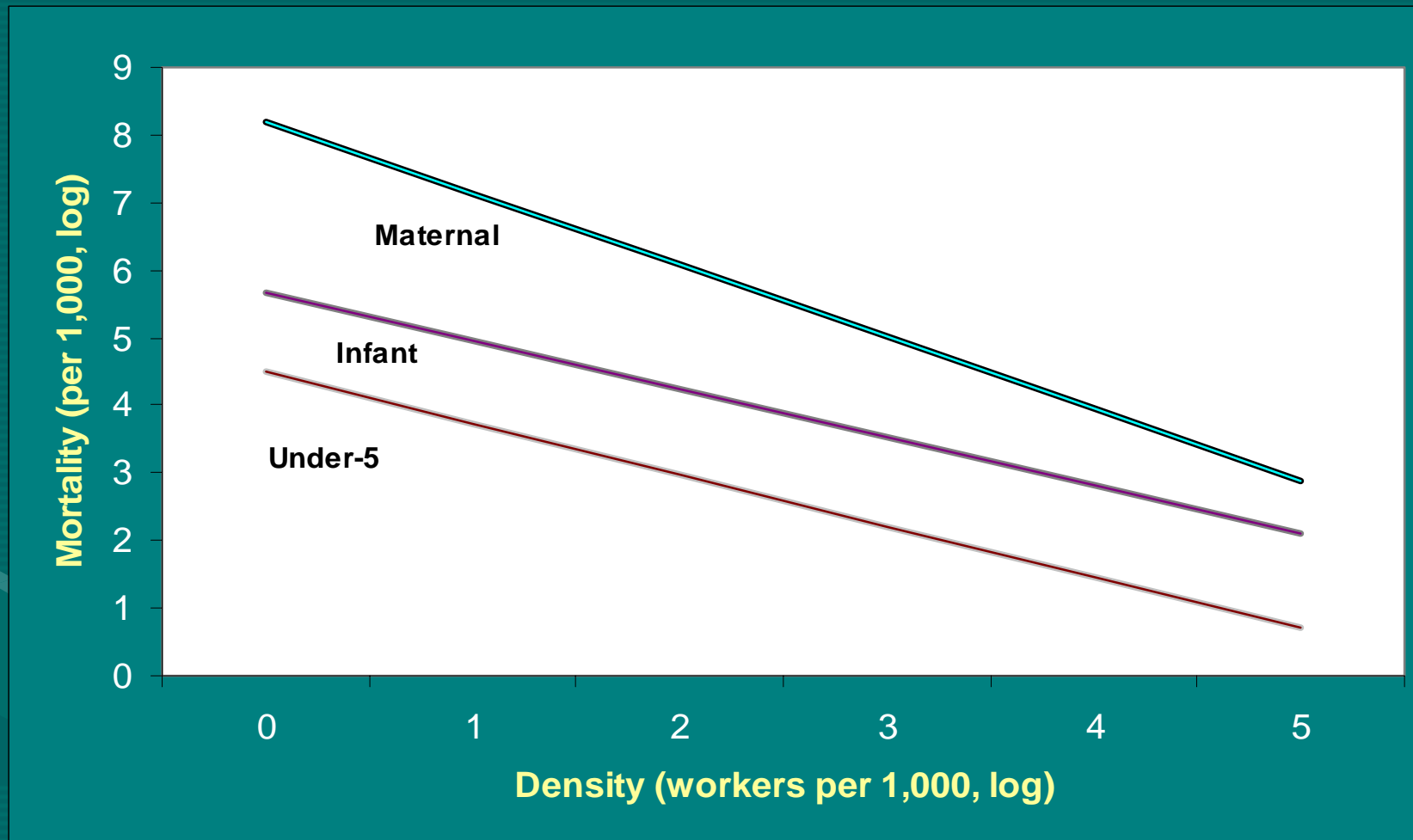
Worker Density and GDP



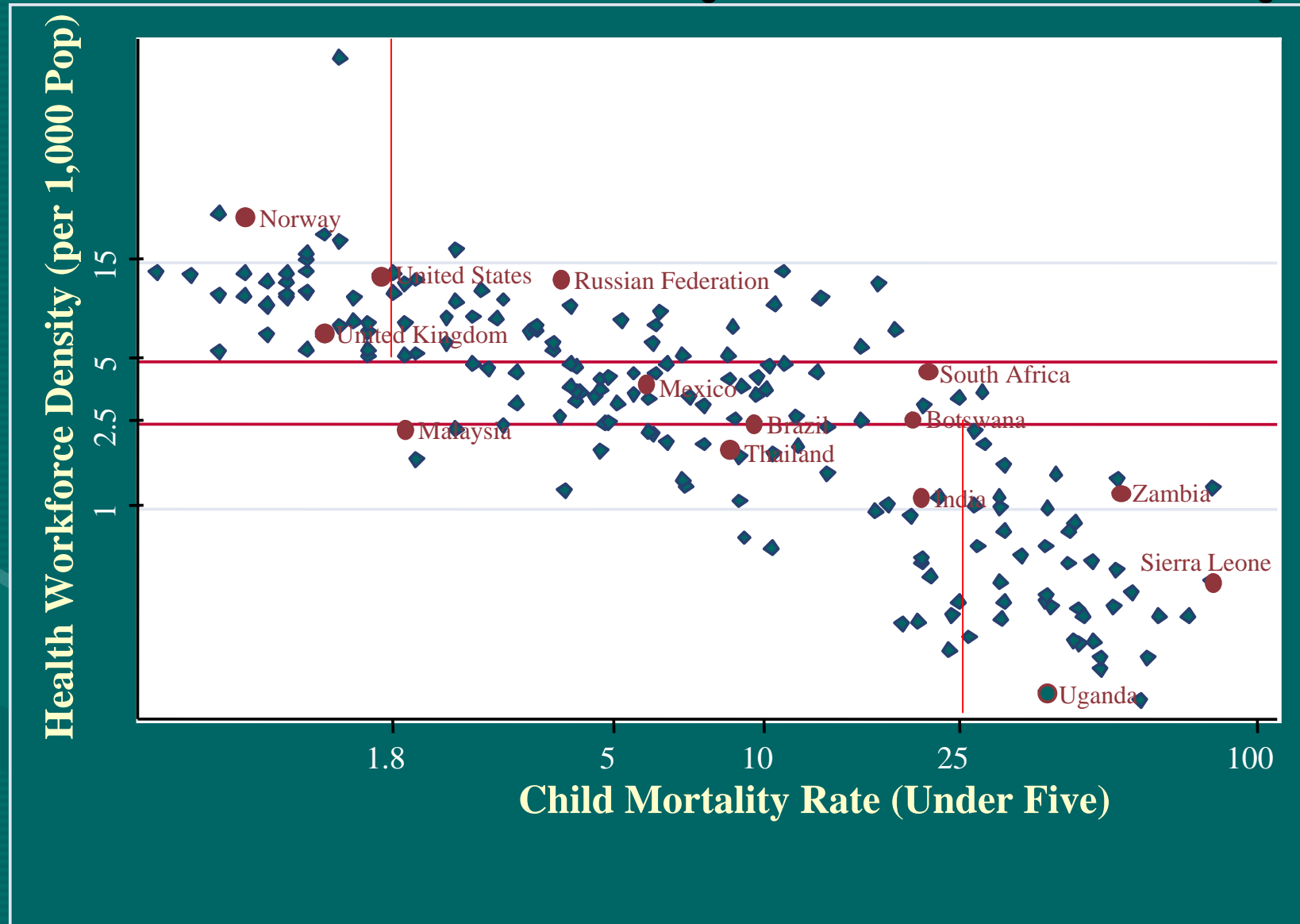
Worker Density and Service Coverage



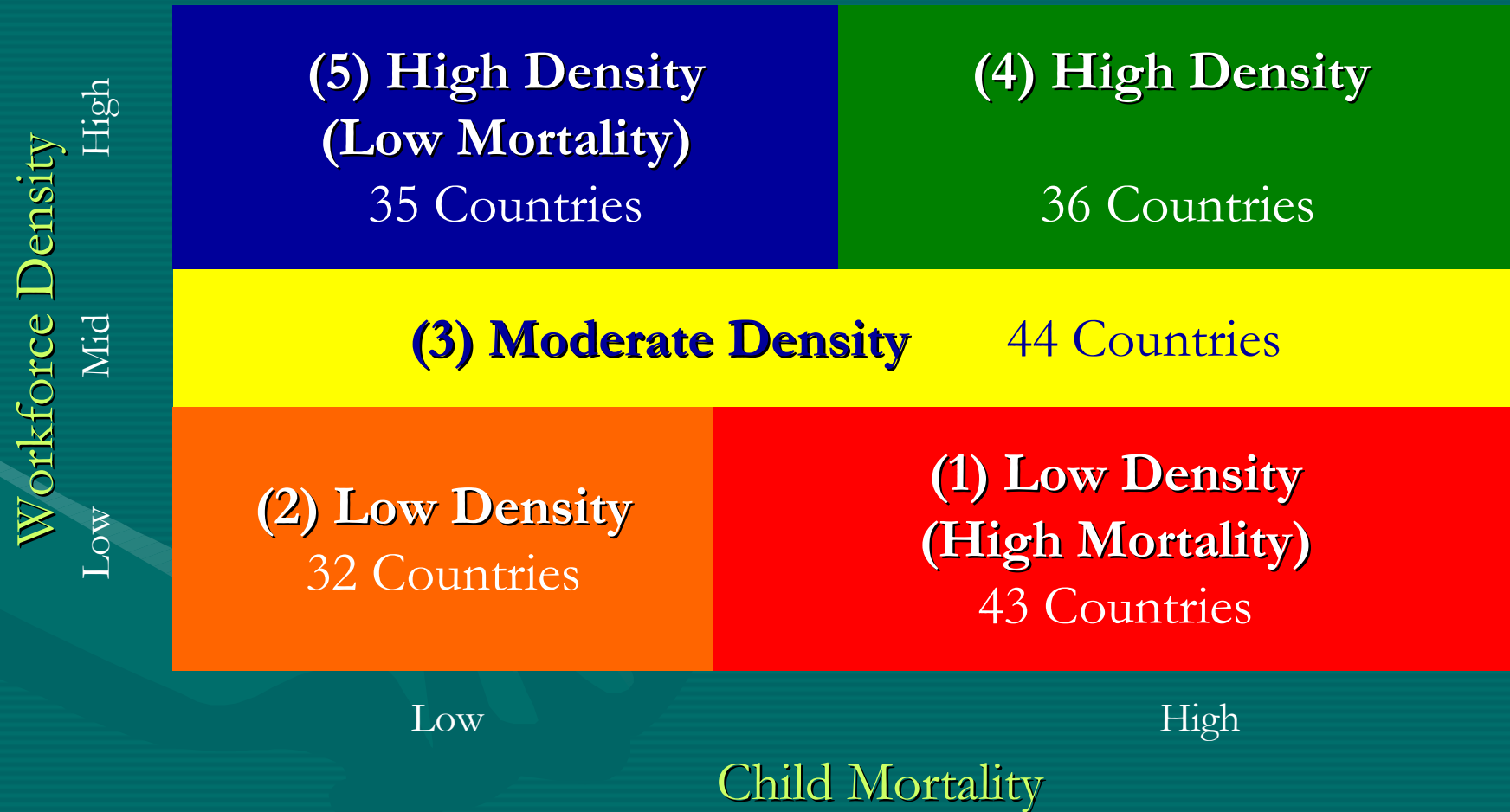
Worker Density and Mortality



Worker Density and Mortality



Country Clusters



Challenges

Global Shortages

Skill Mix Imbalances

Maldistribution and Migration

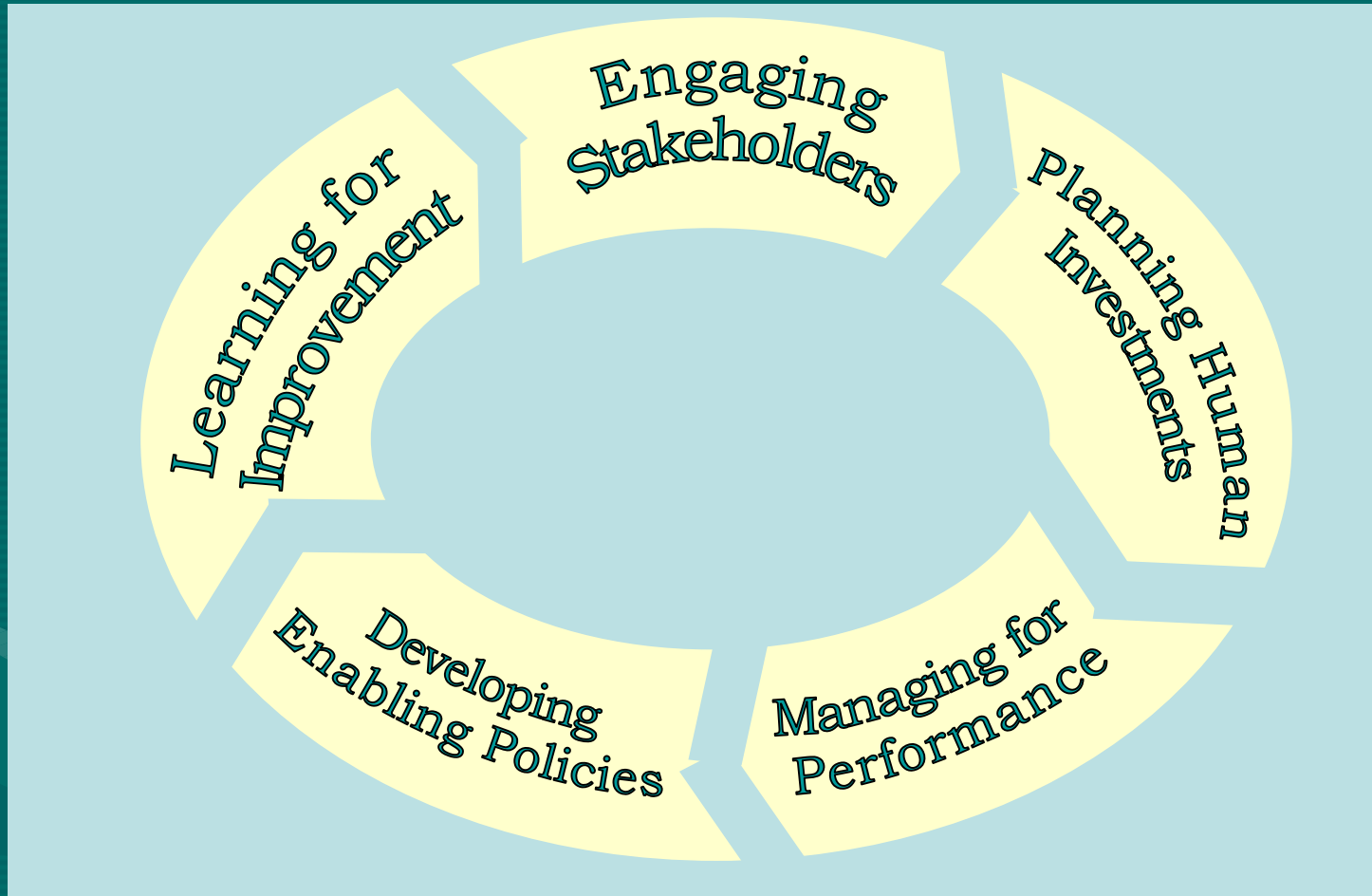
Negative Work Environment

Weak Knowledge Base

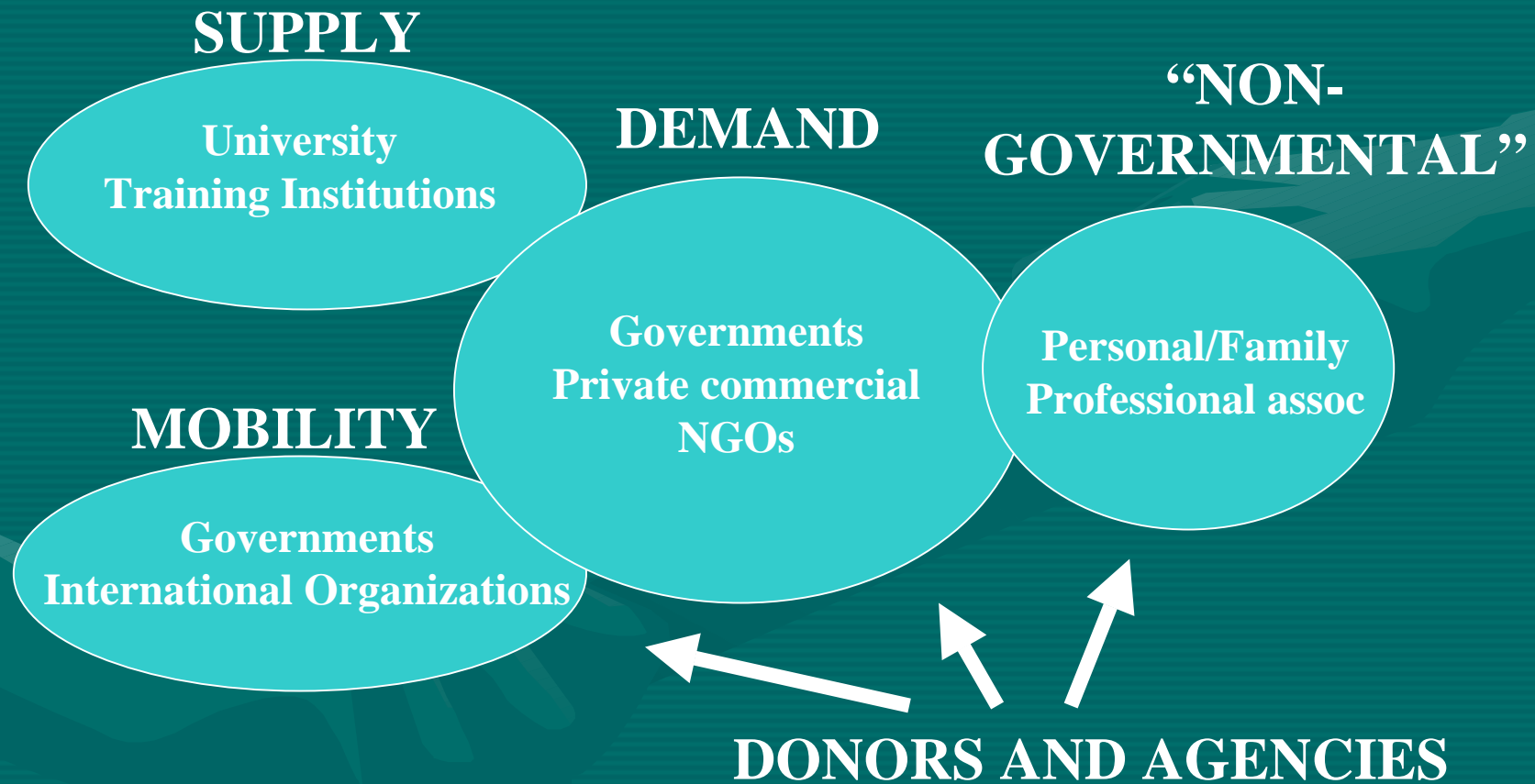
What Should be Done?

- **National**
Cutting-edge action
- **Community**
Ultimate focus
- **Global**
Interdependence and reinforcement

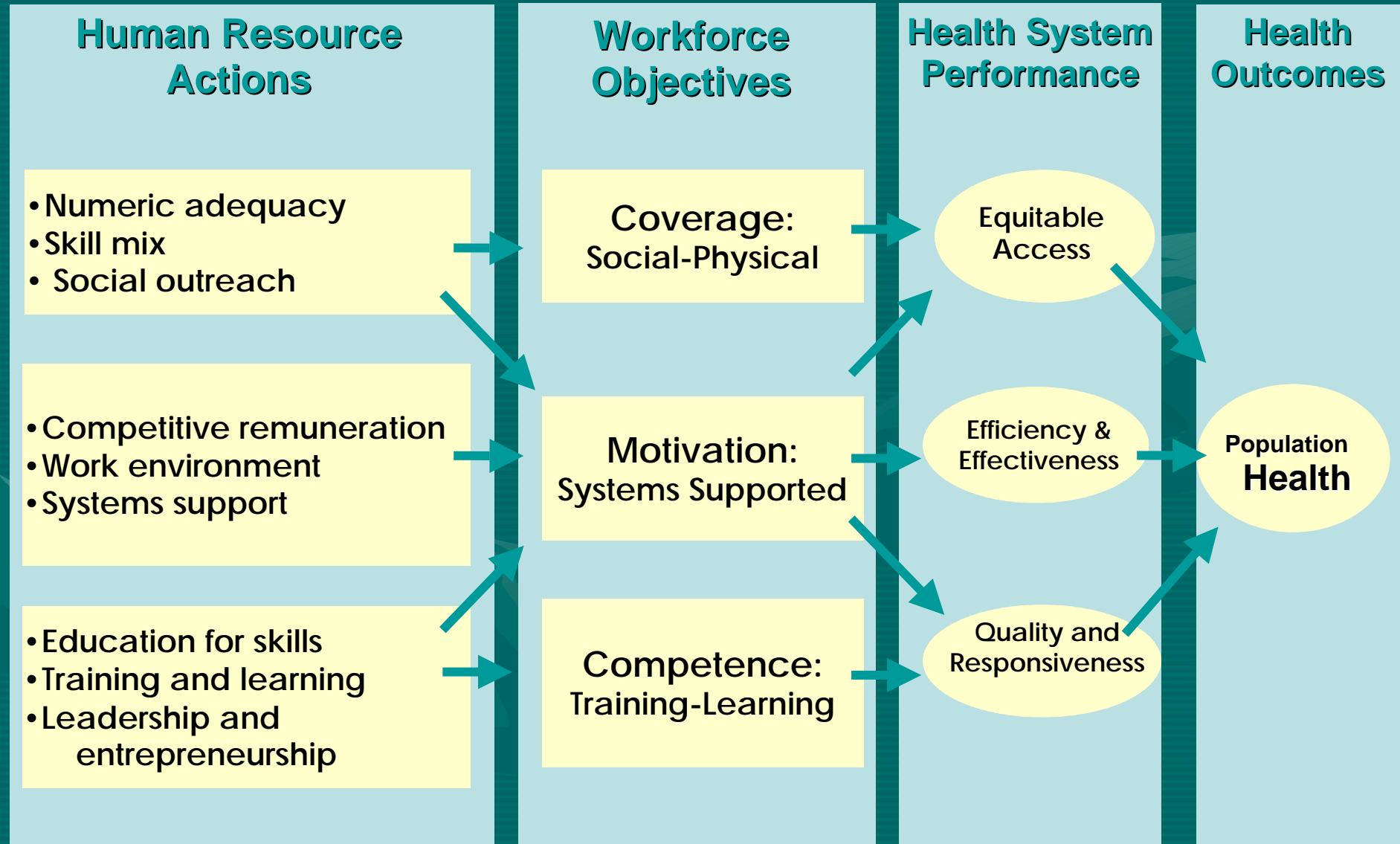
Country Strategies



Stakeholders



Managing for Performance



Community Actions

**Frontline
workers**

**Building
sustainable
systems**

**Mobilizing
for crisis**

Global Responsibility

A world map with a dark teal background and a bright green map. Three overlapping ovals are positioned over the map: a pink oval on the left, a light green oval on the right, and a yellow oval at the bottom center. Each oval contains a word in bold, dark red text.

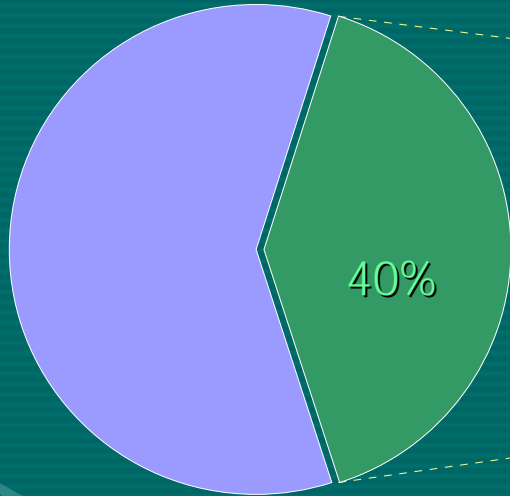
Knowledge

Migration

Financing

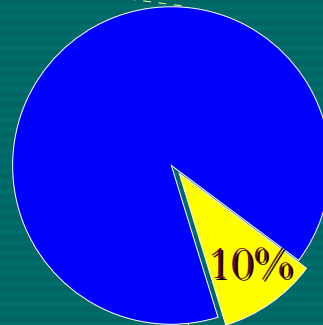
\$10 Billion

ODA for Health



\$4 Billion

Salaries
Training
Technical Assistance



Investing in Workforce

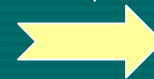
\$400 Million

Investing in Country Strategy/Capacity



\$40 Million

Regional/Global Reinforcement



10%

Decade for Human Resources



Implications for USA/OECD?

- Isolationism option?
- Foreign professionals significant
(360,000 foreign-trained; 23% of 1.5 m)
- Why importation?
(demography, epidemiology, technology, family structure, client preference)
- Why not self-sufficiency in USA?
(opportunity, inequity)
- US workforce in interdependent world?