

CCF Capacity-Building Workshop for Regional and National Institutes

The issues related to human resources for health (HRH) have multifaceted dimensions including: production, recruitment, deployment, career development, retention, monitoring and evaluation. It is therefore critical to involve various stakeholders from diverse constituencies throughout the entire process of HRH improvement interventions. The group should be composed not only of Ministries of Health, Education, Labor and Finance, but also health professional associations, the private sector, civil society, academic institutions and development agencies.

In 2009, the Global Health Workforce Alliance (the Alliance) developed a report on HRH Best Practices for Country Coordination and Facilitation (CCF). The aim of this report was to share CCF principles in order to support countries in strengthening their HRH coordination processes. The document clearly showed, that by involving diverse stakeholders, comprehensive, evidence-based HRH plans can be developed and implemented in a more participatory and transparent manner, resulting in greater ownership by the various constituencies. This inclusiveness furthermore encourages greater participation in monitoring and evaluation of progress and results of the implementation of the HRH plan. Leadership of Health Ministries is thus reinforced through effective coordination of stakeholders and accelerated responses to the HRH crisis.

During the Alliance-sponsored regional meetings in Africa and Asia in 2009, it became clear that one of the main reasons contributing to inadequate stakeholder involvement was their limited knowledge and skills for participating in:

- (i) the analysis of the HRH situation;
- (ii) the development of HRH plans;
- (iii) the estimation of the effects of HRH strategies and plans;
- (iv) advocating for HRH activities; and
- (v) monitoring and evaluation of HRH activities.

In view of these findings, the Alliance has developed strategies to support capacity building for HRH stakeholders through specific workshop in 2010. The workshop is planned for four days from 12-15 July 2010 in Cairo, Egypt.