



Myanmar



Current Challenges of HRM

1. Shortage and mal-distribution specially in rural area
2. Lack of coordination mechanism
3. Lack of HRH unit
4. Gap between the production and utilization
 - Absorption capacity and financial limitations
 - Limitations of the training institution capacity



Prioritized Milestones (2020)

		1	2	3	Total
1	Accreditation of the training institutes(1.1)	3	3	2	18
2	Establish HRH unit(3.2)	3	2	2	12
3	Inclusive institutional mechanism	2	2	2	8
4	Registration system (4.1)	3	2	2	12
5	National HWF account	2	2	2	8

Criteria used to prioritize

1. Feasibility
2. Impact to the health system
3. Resources needed



Plan for implementation - Steps

1. Identify stakeholders
2. Advocate stakeholders
3. Stakeholder meeting
 - Identify responsible person/unit for each milestone
 - Identify development partners for investments
4. Make a plan for each milestone
5. Budgeting with Ministry of Health and development partners



Plan for implementation – Key Stakeholders

Category	Stakeholders
Production	Academic Institutes
Users	Ministry of Health, Other ministries Private institutes & NGO
Other	Professional councils/associations Development Partners Representatives from local government Representatives from the ethnic group



Plan for implementation – M & E

1. Merge HRH plan to National health plan
2. Identified achievable HRH indicators according to the prioritized milestones
3. Biannual progress review meeting
4. Biannual report – Minister of Health



Challenges for Implementation

1. Limitations of resources and infrastructure for medical institution would affect the quality of education and process on accreditation
2. Limitation of technical capacity of HRH
3. Lack of law enforcement for registration
4. Challenges in coordination with multi-stakeholders
5. Data transparency, ownership and sharing issues
6. Funding



Key success factors for implementation

1. HRH into priority agenda of the government
2. Good leadership
3. Ownership
4. Capacity building
5. Regular monitoring and cooperation



Thank you