



Role of global, regional, and national agencies to engage and support the implementation of the Global Strategy

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1 Policies/ Initiatives of the government of Japan for Development of HRH in the world



Year	Policy/ Initiative	Declared Commitments
2010	New Global Health Policy 2011—2015	Producing of new health workers for maternal and child health
2013	Declaration in TICAD V	Producing of 120,000 of new health workers in Africa
2013	Japan's Strategy on Global Health Diplomacy	Establishing and implementing new projects for development of HRH in the world
2014	ASEAN-Japan Health Initiative	Producing of 8,000 of new health workers in ASEAN countries in 5 years
2016	Declaration in TICAD(Tokyo Int'l Conference on African Dev't) VI	Strengthen the education, training, development and retention of human resources, in alignment with the Global Strategy on Human Resources for Health; Workforce 2030.

2 JICA's Scope for Development of HRH



- Objectives (indicated in JICA's position paper 2013 : Achieve the Universal Health Coverage (UHC))
 - ① Improving performance of existing health workers by expanding training programs
 - ② Raising additional health workers by investing in educational/training institutions, curriculums and learning materials
 - ③ Improving HRH training, recruitment and retention by establishing appropriate policies, guidelines and strategies

*** HRH is a key component to strengthen the health systems towards UHC.**

Distribution of HSS building blocks addressed in JICA's Health Project/Programs(2013)



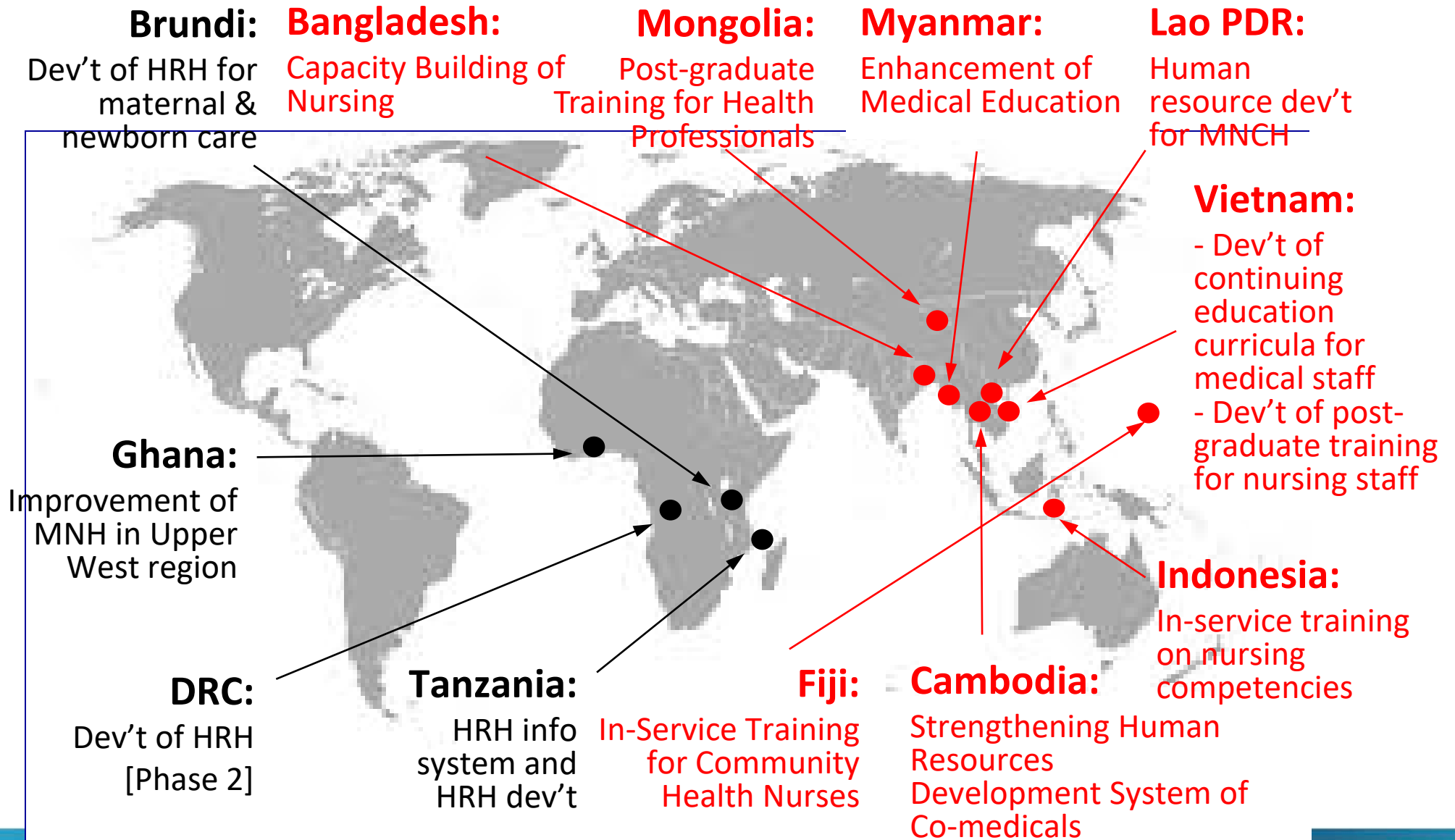
	MNCH & Nutrition	Infectious disease control	NCDs control	Over-arching & others	TOTAL
Leadership & governance ²	27	13	3	9	52
Health financing ²	2	1	0	6	9
Health workforce ²	30	14	3	10	57
Health information ²	19	9	2	5	35
Drug, vaccine & equipment ²	12	13	1	6	32
Service delivery ²	28	13	3	9	53
TOTAL	30	25	3	15	79

= 72% are HRH-related projects

[Note] ¹ This classification was based on the JICA health project/program database composed of 67 technical assistance projects and 6 loan programs as of 2013.

² Those addressing two or more HSS areas were doubly or more multiply counted.

Examples of JICA's HRH-specific projects



3 JICA's investments in HRH in framework of Global Strategy on Human Resources for Health 2030

Objective	Areas of JICA's Investments / Supports
<p>1. Optimize performance, quality and impact of the health workforce through evidence-informed policies on human resources for health, contributing to healthy lives and well-being, effective universal health coverage, resilience and strengthened health systems at all levels</p>	<ul style="list-style-type: none"> • Improving working conditions of health workers (Renewing health facilities and equipment to improve workplace, offering opportunities to upgrade skills) • Training for comprehensive capacity of individuals and organizations (includes components such as leadership, coaching, management, team building, etc.) • Supportive supervision for improving motivation and performance of individuals • Career ladder system for nurses
<p>2. Align investment in human resources for health with the current and future needs of the population and health systems, taking account of labor market dynamics and education policies, to address shortages and improve distribution of health workers, so as to enable maximum improvements in health outcomes, social welfare, employment creation and economic growth</p>	<ul style="list-style-type: none"> • Construction/Rehabilitation of educational institute for HRH • Training of teachers / instructors • Training of community-based human resources who were recruited in the area such as community health workers



Objective	Areas of JICA's Investments / Supports
<p>3. Build the capacity of institutions at subnational, national, regional and global levels for effective public policy stewardship, leadership and governance of actions on human resources for health</p>	<ul style="list-style-type: none"> • Development of national HRH Policy/ Strategy • Guidelines and tools for development of HRH • Institutional building of government and local government capacity • Coordination and partnership building with stakeholders
<p>4. Strengthen data on human resources for health for monitoring and accountability of national and regional strategies, and the Global Strategy</p>	<ul style="list-style-type: none"> • Information System for HRH • Utilization of data in daily work at health facilities and management authorities (data collection, reporting, analyzing, for decision making) • Development of National HRH Plan based on the analysis from HRH data.

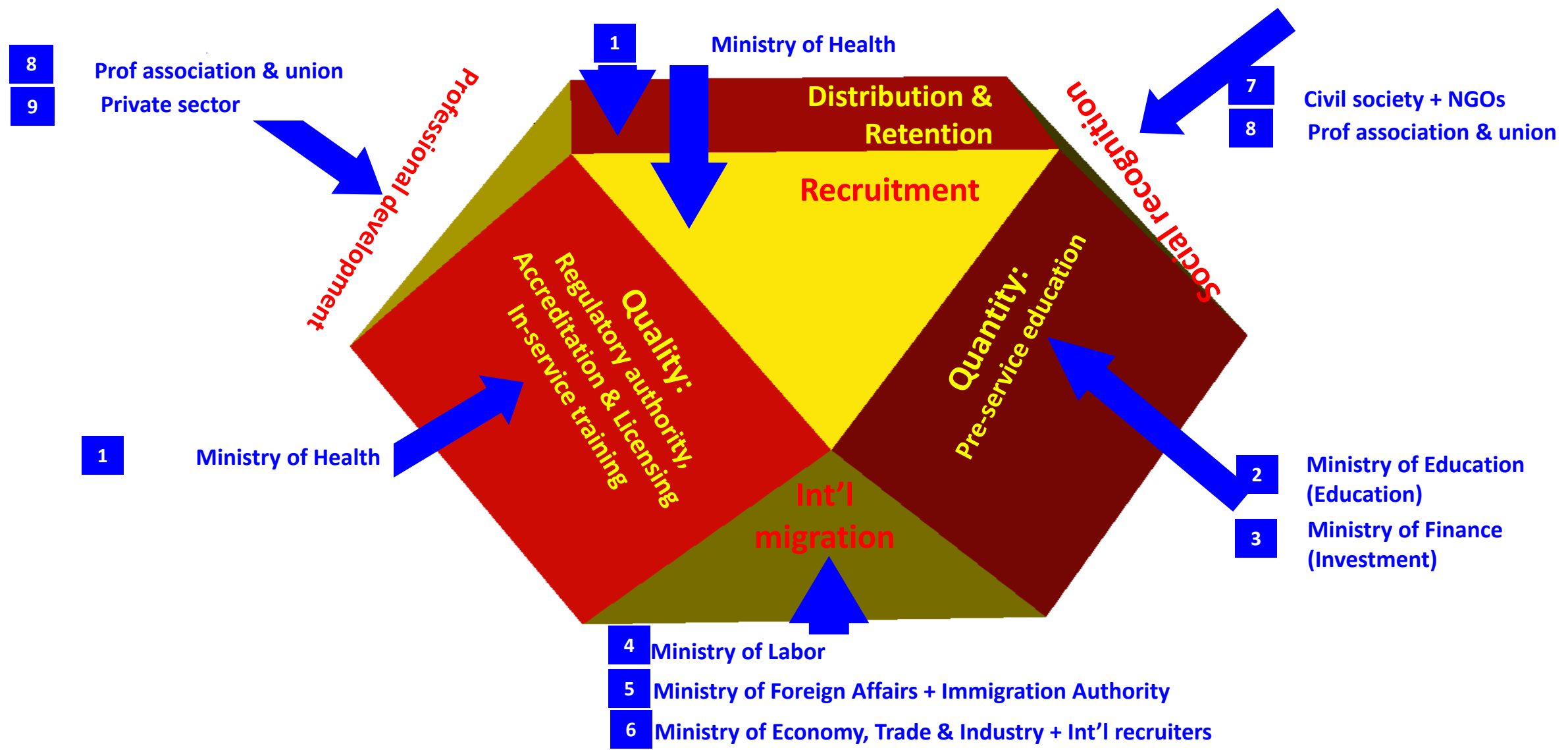
4 Future Scope for HRH



Since long, many of JICA's projects had faced issues of recruitment and retention of human resources, motivation and performance of health workers, and HRH governance of central and local government.

Currently, with more strategic views, JICA is more attentive to the following points for HRH development which are also reflected as recommended actions for WHO member states on Global Strategy for HRH 2030 beyond the health sector with a multi-sectoral viewpoint(education, labor, finance and economy).

- Cooperation for reviewing, revising and formulating of laws, rules and regulations related to HRH, developing national HRH policy and strategy, through the coordination/partnership with stakeholders(AAAHH as a regional specialized platform for mutual learning) for the purpose of strengthening the HRH governance.
- Standardizing of locally established curriculums, guidelines, tools and systems for HRH development to be widely applied(scale-up) at national level, in align with the efforts of the government and other development partners.
- Responding to the challenging HRH issues newly addressed by the changing health needs of population(e.g.NCDs/care under aging society) and regional issues(e.g.migration and international recruitment)



[Source] Rdriguez MI, Aiga H, Rosales C, Mercer H, Brito P. (2010) *Human Resources Plans and Primary Health Care: Challenges for Inter-sectoral and Social Participation*, Chapter 1 The Importance of Inter-sectoral and Social Coordination Planning. Washington DC: PAHO. pp.9-11.



**Thank you very much for your
attention!**