



CONCEPT NOTE

Strengthening Local Health Systems in Asia-Pacific Nations to Address the Impact of International Migration of Health Workforces in collaboration with the PMAC 2024

Background

The Asia-Pacific region is home to diverse healthcare systems, ranging from highly developed and well-resourced systems in countries like Japan and Australia to resource-constrained systems in many low- and middle-income countries across the region. In this dynamic healthcare landscape, healthcare workforce migration has emerged as a prominent and complex issue. This phenomenon refers to the movement of healthcare professionals, including doctors, nurses, pharmacists, and other allied health workers, across borders within the Asia-Pacific region and beyond. The patterns and drivers of healthcare workforce migration in this region are multifaceted and have significant implications for both the source and destination countries.

This migration has led to concerns about skill and brain drain in source countries, straining their healthcare systems and affecting service delivery. In response to this tangle, regulatory frameworks for health-care labor migration and international governance mechanisms have emerged differently, with some countries putting in place lax regulations to encourage foreign professionals, while others prioritize the protection of their own workforce. Furthermore, ethical dilemmas arise as source countries question the ethics of recruiting healthcare workers needed at home, while destination countries grapple with issues of cultural competency and equitable treatment for foreign healthcare workers.

Healthcare workforce migration can exacerbate health inequities within and between countries. Source countries, particularly in rural areas, often face a shortage of healthcare providers, resulting in limited access to quality healthcare services for vulnerable populations. The management of healthcare workforce migration requires coordinated efforts at regional, national, and international levels. Policies that balance the needs of both source and destination countries are essential, as well as collaboration to ensure ethical recruitment practices and workforce planning.

Asia Pacific Action Alliance on Human Resources for Health (AAAH) is a regional partnership mechanism. It organizes learning and sharing knowledge related to human resource for health (HRH) and strengthening HRH capacities among the 22 member countries across Asia-Pacific regions. Its regional expertise, networks, advocacy capabilities, and capacity for collaboration make it well-positioned to lead the discussion and action on the international migration of HRH. Efforts to address this critical issue would also suit best for being a platform for better collaboration within and across the region, understanding international governance mechanisms, being strong voices, and documenting domestic policies to come across international migration issues. By doing so, this movement would address and define domestic solutions instead of relying on the influence and decision-making from the external.

The international migration of HRH like a double-edged sword for formerly colonized countries. It widens inequalities and power imbalances between former colonial and imperial powers and formally colonized countries, and addressing this serious issue echoes the goals of global health and decolonization highlighted at the 2024 Mahidol Price Award Conference (PMAC). Being a side topic of the sub-themes of decolonization of global health governance of the PMAC 2024 would be a great opportunity to synthesize efforts to alleviate the burdens it imposes. Through the documentation of the win-win-win scenarios model, analysis of barriers and preventive measures, establishment of frameworks and guidelines for comprehensive collaboration, agreement on a strategic plan, we aim to make a significant contribution to strengthening local health systems in Asia-Pacific nations to effectively address the impact of the international migration of health workforces.

Proposed objectives

- To strengthen local health systems in response to international migration in the Asia-Pacific region.
- To share regional unique needs, challenges, and initiatives to address the power disparity resulting from decolonization to obtain relevant support from global organizations.
- To facilitate intraregional and interregional collaborations to manage health workforce mobility better.

Proposed Meeting

This meeting is proposed as an on-site, pre-conference meeting on 22nd to 23rd January 2024, prior the PMAC 2024 in Bangkok, Thailand (<https://pmac2024.com/>). PMAC sets out to explore the impact of geopolitics on global health since World War II, adopting a historical perspective, and deliberate on how these influences can be contested or mitigated as we strive to create a fairer and more equitable world in the face of polycrises.

Proposed participants

On the first day, January 22nd, we aim to have 60 participants representing diverse backgrounds such as research, clinical, advocacy, and community sectors, as well as individuals from the private sector, government, and multilateral organizations. Additionally, invitations will be extended to those interested in joining us, and targeted efforts will be made to attract participants from PMAC 2024. This involves identifying potential participants from the PMAC list and collaborating with PMAC organizers to promote the meeting. On the second day, January 23rd, we will have a closed, half-day meeting exclusively involving 30 participants from our member countries.

Proposed format

The one-and-a-half-day meeting will be structured to motivate and inspire participants to take an active interest in the regional response to international migration of health workforces to strengthen local health systems. Space will be provided to enable participants to exchange their insights, share lessons from other sectors, and foster networking and informal discussions. The agenda will build on the central topics of PMAC 2024, by discussing key themes or challenges on international migration such as understanding international governance mechanisms, strengthening countries and regional preparedness, understanding migration patterns and trend, and evaluation of adherence to the WHO code of practice for migration of health workers.

Host Organization

Asia-Pacific Action Alliance on Human Resources for Health

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Side meeting organizer

AAAH secretariat (<https://aaahrh.net/aaah-secretariat/>)

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Agenda

Strengthening Local Health Systems in Asia-Pacific Nations to Address the Impact of International Migration of Health Workforces

- January 22, 2024: Conference Day
- January 23, 2024 (8:00-12:00): AAAH internal meeting

2024 PMAC's Sub-Theme 3
Reimagining Global Health: Decolonization of Global Health Governance

Asia Pacific Action Alliance on Human Resources for Health

Date	22nd January 2024	
Theme	Strengthening Local Health Systems in Asia-Pacific Nations to Address the Impact of International Migration of Health Workforces	
Time	Session	Responsible person
08:30-09:00	Registration	
Overview		
09:00-09:30	<p>Welcome and overview</p> <p>Welcome remark (10mins)</p> <p>International Health Worker Mobility: Contemporary context and Challenges for Asia-Pacific Nations and measure overview (20 mins)</p>	<p>Dr. Mayfong Mayxay Chair of AAAH</p> <p>Dr. Ibadat Dhillon (SEAR) Dr. Masahiro Zakoji (WPR) WHO representatives</p>
09:30-9:40	<p>Introduction to the agenda and setting intentions for the day.</p> <ul style="list-style-type: none"> • Brief overview of the objectives and agenda • Introduction of the key organizers and moderators 	Dr. Chawisar Janekrongtham AAAH secretariat
Morning session: Challenges and collaborations		
9:40-10:40	<p>Panel Discussion 1</p> <ul style="list-style-type: none"> • Policy Challenges in Health Workforce Migration Beyond Borders 	<p>Ms. Mancharee sangmueangskallevoid IPSF Asia Pacific Regional Office (IPSF APRO)</p> <p>Dr. Hani Nawafleh Secretary General, Jordanian Nursing Council</p> <p>Dr. Noriko Tsukada Nihon University College of Commerce, Professor, Japan</p>
	<p>Panel Discussion 2</p> <ul style="list-style-type: none"> • Successful collaborative efforts to strengthen the local health system 	Ms. Anna Kurniati Director of Health Workforce Deployment Ministry of Health, Indonesia

		<p>Dr. Krishna Reddy Nallamalla The India Country Director for ACCESS Health International</p> <p>Dr. Rupa Chanda Director of Trade, Investment and Innovation for UNESCAP; Economics and Social Sciences Area at the Indian Institute of Management (IIM), Bangalore</p>
10:40 – 11:00	Coffee break	
11:00 – 11:45	Roundtable discussions (One topic per table) <ul style="list-style-type: none"> • Policy Challenges • Successful collaborative efforts 	
11:45 – 13:00	Lunch	
Afternoon session: Innovations and smart investments		
13:00 –13:30	Speaker session – Collaborative and data-driven approaches on managing HRH migration	Dr. Johanna S. Banzon The director of Health Human Resource Development Bureau, the Philippines
13:30 – 14:20	Panel Discussion 3 <ul style="list-style-type: none"> • Smart investment for Sustainable Workforce Solutions in the workforce mobility era 	<p>Dr. Xiaoyun Liu Deputy Director China Center for Health Development Studies, Peking University</p> <p>Dr. Leki Dorji Deputy Chief Human Resources Officer Human Resources Division Ministry of Health Thimphu - Bhutan</p> <p>Mr. Rajendra Acharya Regional Secretary, UNI Global Union</p> <p>Ms. Agnes Erica Pawiong The Executive Manager Strategic Policy Division, National Department of Health, Papua New Guinea</p> <p>Ms. Diana Frymus USAID</p>
14:20-15:00	Roundtable discussions	
15:00-15:20	Coffee break	
15:20- 16:20	Matching Market <ul style="list-style-type: none"> • To make collaboration happen in a fun way <i>Individuals will be asked to show what kind of collaborations they are looking for and MAKE a MATCH</i> 	
16:20-16:50	Agreeing on next steps <ul style="list-style-type: none"> • Emphasis on actionable steps and open the door for further collaborations 	
16:50-17:00	Closing remarks Thanks to participants, speakers, and organizers	Dr. Mayfong Mayxay Chair of AAAH



Strengthening Local Health Systems in Asia-Pacific Nations to Address the Impact of International Migration of Health Workforces



2024 PMAC's Sub-Theme 3
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 Decolonization of Global
 Health Governance

- January 22, 2024: Conference Day
- January 23, 2024 (8:00-12:00): AAAH internal meeting

Asia Pacific Action Alliance on Human Resources for Health

Date	23rd January 2024 [Hybrid- AAAH Internal meeting] Zoom Meeting Meeting ID: 813 4476 1071 Passcode: 573852	
Theme	Building Bridges, Forging Alliances for AAAH network	
Time	Session	Speakers
08:30-09:00	Registration and coffee	
Overview		
09:00-09:15	Introduction to the agenda and setting intentions for the day. <ul style="list-style-type: none"> • Brief overview of the objectives and agenda 	Dr. Chawisar Janekrongtham AAAH secretariat
09:15-9:40	Speaker session - History of Collaborations for Mae Tao Clinic and the Imperative of Border Health System	Dr. Cynthia Maung Karen medical doctor and founder of Mae Tao Clinic
09:40-10:40	Presentation - National Response and Updates on Addressing International Migration (5-10 mins/country) Key questions (The presentation template will be set by AAAH secretariat) <ol style="list-style-type: none"> 1. Country context: Population structure and Health workforce situations 2. Challenges & Opportunities on international migration 3. Major achievements <ol style="list-style-type: none"> 3.1 Practices/policies/innovations in HRH management 3.2 Collaboration in addressing the challenges of health workforce migration 4. Collaboration and Support Needs <ol style="list-style-type: none"> 4.1 Regional partnerships 4.2 Global partnerships 	** see page 7 **
10:40-10:55	Coffee Break	
10:55-12:00	Presentation (Continue)	** see page 7 **
12:00-12:30	Agreeing on next steps <ul style="list-style-type: none"> • Prioritizing Actionable Measures and Sustained Engagement 	

**Time Slot and Speaker for Presentation
“National Response and Updates on Addressing International Migration”**

Time (Bangkok)	Speaker	Position	Country
9:40 – 9:50 AM	Mr. Lupi Trilaksono	Director of Health Workforce Quality Improvement	Indonesia
09:50 – 10:00 AM	Professor Xiaoyun LIU	Deputy Director China Center for Health Development Studies, Peking University	China
10:00 – 10.10 AM	Dr. Syed Shafiq Tamal	Medical Officer (HRM), Directorate General of Health Services (DGHS)	Bangladesh
10:10 – 10.20 AM	Dr. Pai Thitsar	Assistant Director (foreign relations) Department of Human Resources for Health (DHRH)	Myanmar
10:20 – 10.30 AM	Dr. Sengthida Sivilyay	Director General of Cabinet Office Technical officer, Department of Health Personnel, Ministry of Health	Lao PDR
10:30 – 10.40 AM	Dr. Adimali Kankanamalage Sunil De Alawis	Additional Secretary- Medical Services, Ministry of Health, Sri Lanka	Sri Lanka
10:40 – 10.55 AM	-BREAK-		
10:55 – 11.05 AM	Dr. Bhim Prasad Sapkota	Senior Public Health Administrator, Ministry of Health and Populational	Nepal
11:05 – 11.15 AM	Professor Dr. Hani Nawafleh	Secretary General, Jordanian Nursing Council	Jordan
11:15 – 11.25 AM	Mr. Bat-Ireedui Battsooj	The Secretary of the Mongolian Association for Health Sector Human Resource Development	Mongolia
11:25 – 11.35 AM	Melesete Taula Soonalole	ACEO of Human Resource	Samoa
11:35 – 11.45 AM	Dr. Sabeen Afzal	Deputy Director Programme-iv/Health System Ministry of National Health Services, Regulation and Coordination	Pakistan
11:45 – 11.55 AM	Dr. Thinakorn Noree	Deputy Director of Health Administration Division of the Ministry of Public Health	Thailand
11.55 AM – 12.00 PM	TBC	TBC	Philippines Cambodia Papua New Guinea Fiji Bhutan Iran Timor Leste