

**Conclusions and recommendations  
from the 3<sup>rd</sup> AAAH Conference  
"Globalisation and Its Implication on Healthcare and HRH"  
12-15 October 2008, Sri Lanka**

**I. The context of globalisation**

1. Globalisation is one of the key dynamic and complex processes influencing the social, economic and political environments in all countries. It has led to the intensification of cross country and regional interactions in diverse areas such as their economies, political systems, social-cultural environments and technologies. All of these have major implications on healthcare and in human resources for health, which are two critical and interrelated proximal determinants of health of the population. The migration of health professionals across borders and the increasing trends in medical tourism have both positive and negative implications on health sectors in both sending and destination countries. In addition, medical technological advancements and increasing healthcare costs also have implications for health services.
2. It is therefore vital for countries to build up and strengthen capacities to generate knowledge and good understanding on the complex inter-connectivity between globalisation and health, in order to formulate appropriate public health, health systems and human resources for health policies and strategies to safeguard health of the population and to maximize opportunities furnished by globalization.
3. With regards to the progress in addressing national health workforce challenges as well as in strengthening health workforce capacity to respond to globalisation and emerging health challenges, a diverse stage of progress was observed among AAAH countries. Some countries had clearly identified their problems and challenge, some had completed their national strategic plans and program activities are on the way, and some are about to embark on either revising or drafting new strategies and plans. Key stakeholders and development partners have been actively engaged and/or supporting national efforts to address health workforce issues and challenges in almost all countries.
4. The participants in the third annual AAAH conference in Sri Lanka (12-15 October 2008) described, discussed and exchanged lessons and experiences on "globalization and its implications for healthcare and human resources for health". The followings are the key conclusions and recommendations.

**II. For national actions**

National strategic plan on human resources for health

5. Based on different stage of human resource development and in view of globalisation, emerging health challenges and changes in health technology and delivery of care, it is recommended that each country should build up their capacity to plan and manage their national health workforce, review/ revise their national strategic plan, prioritize issues and develop an appropriate plan of action, effectively implement the plan and finally to monitor and evaluate progress made.
6. There is a need to establish, harmonize and regularly update databases on human resources for health, and include public and private health professionals, community health workers, volunteers and informal providers. This information should be shared among different responsible agencies as it is the foundation for evidence based policy formulation and updating national strategic plan.

Scaling up production capacity

7. It is recommended to increase production capacity of low- and middle- level cadres or to increase their skills levels with provision of adequate sanctioned posts especially at primary health care level. Several prerequisites have to be met before scaling-up production capacity, for example, standard teaching curricula, accreditation of curricula and training institutes, improvement of teaching capacity of faculty members, commitments towards adequate financing for production of human resources for health.