
The Challenges and Opportunities of Building Pro-poor Gender Equitable Health Systems in Fragile and Conflict- affected Contexts: Human Resources for Health

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Developing policies · improving practices · transforming systems



Setting the scene: FCAS, health systems and HR



- 1.5 billion people
- Lagging in MDGs
- health systems research neglected
- HRH as a systems lens

HR and FCAS: what does the literature say?



- Workforce supply
- Workforce performance
- Human resource management systems



Maternal health in post-conflict settings: what are the human resource issues and how are they being addressed in Sierra Leone?



- Attracting, retaining and supporting health workers
- Building health worker skills and confidence
- Task shifting –TBAs to maternal health promoters



Selected HRH issues and NTDs in post conflict settings



- Leadership in establishing NTD programmes
- Withdrawal of NGOs at end of conflict
- The changing landscape of technology

Selected questions for the 10-20 year horizon

Workforce supply

- Immediate vs longer term staffing mechanisms?
- Equitable distribution?
- Regularising ad hoc workforce?

Workforce performance

- What drives performance needed to support new health programmes?
- How can performance be sustained for volunteers in health programmes?

Human resource management systems

- Ways of integrating HR into health programme planning?
- How to support conflict-affected health workers?

Acknowledgements



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Liverpool School of Tropical Medicine

Established in 1995



College of Medicine and Allied Health Sciences, Sierra Leone



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