

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

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 $Developing \ policies \cdot improving \ practices \cdot transforming \ systems$

Setting the scene: FCAS, health systems and HR





• 1.5 billion people

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

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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?



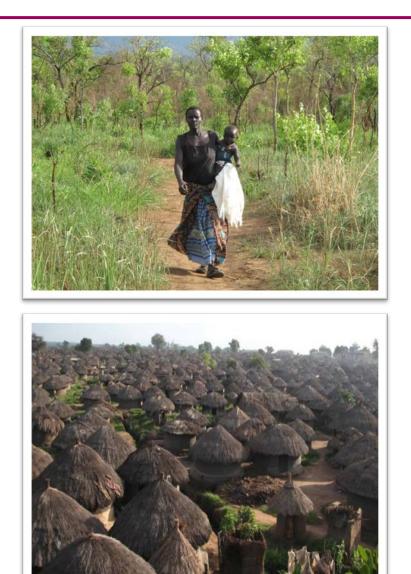


- Attracting, retaining and supporting health workers
- Building health worker skills and confidence
- Task shifting –TBAs to maternal health promoters

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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



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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Established in 1995



College of Medicine and Allied Health Sciences, Sierra Leone





