

Keynote Programme

Summary

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5	Health Workforce Mobility and Migration	Dr Dominik Zenner

Keynote 1 - Thursday, 15/08/2019, 13:45 – 15:00

Youth and the Health Workforce

The first keynote of the conference set up the scene of the role of youth in the health workforce. Starting with the importance of youth in the broader context of universal health coverage (UHC), Dr. Mattar highlighted the various difficulties and challenges with regard to both youth and women within the four pillars. She then dove into the importance of the dynamics of the health labour market framework and highlighted the failures within it. Stressing the importance to mobilise, she introduced the participants to the work and structure of the Global Health Workforce Network (GHWN) and its objective to implement the global strategy on human resources for health for the Workforce 2030. In the highly engaging and interactive lecture, Dr. Mattar described her own role on the Youth Hub and motivated the participants to get involved in policy processes themselves, whilst highlighting the importance of developing a greater awareness of labour rights. Moreover, she stressed the current and future importance of the role of youth in advocating and campaigning to negotiate rights on local and global levels and to collaborate across different sectors in order to address challenges in the health and social sector. By the end of the discussion, participants left the conference room inspired and with the clear message in mind, that closing the 18 million health worker gap heavily depends upon the actions of youth and young health leaders.

Keynote Speaker: **Dr Caline Mattar**, *World Medical Association*



Dr Caline Mattar is an Assistant Professor of Medicine at Washington University in St Louis (WUSTL) and serves as the immediate past Chair of the Junior Doctors Network of the World Medical Association, where she also leads Antimicrobial Resistance (AMR) efforts of the organization. She has completed her medical school training at the American University of Beirut in Lebanon, where she practiced medicine prior to moving to the United States to complete an Internal Medicine Residency and subsequently a fellowship in Infectious Diseases. Caline has collaborated with the World Health Organization (WHO) Antimicrobial Resistance Secretariat for a number of years now and has served on the Expert Groups on the Education of the Health workforce around AMR, and behavior change.

She also serves on the Antimicrobial Resistance Committee of the Infectious Diseases Society of America where she focuses on Global Antimicrobial Resistance, and advocacy for Research and Development of new antibiotics, diagnostics and other therapeutics within the United States and globally. She recently became the Chair of the Expert Advisory Group for the Global Antimicrobial Resistance Research and Development hub in Berlin as well. She has a special interest in Human Resources for Health as well. She leads part of the advocacy portfolio of the WMA on the issue, and currently chairs the Global Health Workforce Network Youth hub at WHO. She is the founder of the Women in Global Health Midwest Chapter in the USA and is working on the development of a regional chapter in the Eastern Mediterranean Region.

Keynote 2 – Friday, 16/08/2019, 10:15 – 11:15

Disruptions – Politics – Opportunities: Global Health at a turning point

Using the Sustainable Development Goals for 2030, the lecturer Prof Kickbusch explained the recent developments and contemporary challenges in global health. In general, we can be optimistic about recent developments: never in human history have more people become more affluent more quickly than in the opening years of the 21st century. This becomes particularly evident in global health, for example: 6 million fewer children under the age of five died in 2016 than in 1990.

However, the global community stands at a turning point: protracted humanitarian and ecological crises, substantial shifts in global power relations; and an increase in the malign influence of nationalist, nativist, and populist movements. In particular the withdrawal from multilateralism poses a severe threat to global health, with major donors like the USA and Great Britain decreasing their engagement in the field. New solutions are needed for the upcoming challenges: rising antimicrobial resistance, health security issues, new health inequalities or one health approaches. In light of these difficulties, Prof Kickbusch encouraged the audience to think outside the box: We cannot solve our problems with the same thinking that we used when we created them.

Keynote Speaker: Prof Ilona Kickbusch, The Graduate Institute Geneva



***Professor Ilona Kickbusch** is the Director of the Global Health Centre at the Graduate Institute of International and Development Studies in Geneva. Professor Kickbusch key interests relate to the political determinants of health, health in all policies and global health. She established the Global Health Centre at the Graduate Institute for International and Development Studies in Geneva. In this context she advises countries on their global health strategies and trains health specialists and diplomats in global health diplomacy. She is engaged in developing a new focus for the centre on the governance of health in the context of digital transformation. She is a member of the Global Preparedness Monitoring Board and the WHO High-Level Independent Commission on NCDs and is co-chair of UHC 2030. She acts as Council Chair to the World Health Summit in Berlin. She has been involved in German G7 and G20 activities relating to global health and chairs the international advisory board for the development of the German global health strategy. She publishes widely and serves on various commissions and boards. She initiated the @wgh300 list of women leaders in global health. She is program chair of the leaders in health network SCIANA.*

Professor Kickbusch has had a distinguished career with the World Health Organization. She was a key instigator of the Ottawa Charter for Health Promotion and WHO's Healthy Cities Network and has remained a leader in this field, most recently advising on the WHO activities related to Promoting Health in the SDGs. She was the director of the Global Health Division at Yale University School of Public Health and responsible for the first major Fulbright Programme on global health. She has recently been awarded the Cross of the Order of Merit of the Federal Republic of Germany (Bundesverdienstkreuz) in recognition of her "invaluable contributions to innovation in governance for global health and global health diplomacy".

Keynote 3 – Friday, 16/08/2019, 13:45– 15:00

Staffing Health Services in Challenging Environments

A sufficient amount of health workers everywhere is necessary to ensure coverage is universal. However, this is a challenge in many locations because of either undesirability or a lack of security. Especially health systems in fragile and conflict-affected states are severely understaffed. This lecture by Dr Martineau addressed this challenge from various perspective.

In order to understand this distribution challenge, one first needs to understand how labour markets work in the affected countries. This knowledge is necessary to analyse the obstacles to recruitment, deployment (distribution) and retention. A thorough understanding of global labour markets is also needed to analyse the migratory flow of health workers. Health worker brain-drain is a major problem in low- and middle-income countries. Health workers tend to migrate to areas with better working conditions, higher wages and a safer environment. This can also be influenced by external factors, such as economic crises or political disruptions like the Brexit referendum. Lastly, the distribution of health workers is also influenced by local factors, such as remoteness and danger through reoccurring natural disasters or conflict.

Dr Martineau identified six factors for the maldistribution of health workers: (1) Personal originals and values, (2) Family and community aspects, (3) Working and living conditions, (4) Career related factors, (5) Financial aspects and (6) bounding or mandatory service.

The only solution is to balance the needs of the individual with the needs of the organisation. Therefore, policies on improving the working environment, in- and outflows as well as mal-distribution and inefficiencies are needed. Examples are career development programs, hardship allowances or health professional schools outside of major cities. In general, the policies depend on the national and local context. Finally, Dr Martineau highlighted that data specific to the context is integral to devise policies. Thus, one of the first steps should be to collect data. Then: implement, monitor, and revise for staffing health services in challenging environments.

Keynote Speaker: Dr Tim Martineau, Liverpool School of Tropical Medicine



Dr Tim Martineau is a Senior Lecturer in Human Resource Management (HRM) at the Liverpool School of Tropical Medicine, UK, and leads a team working on health workforce issues. His research interests include: health reforms and HRM, staff performance management, international migration of health professionals, decentralisation and human resource management, reducing geographical maldistribution of health personnel, the role of HR in policy development and the integration of non-formal health worker into the formal health system. He currently is the Principal Investigator of the EC Horizon2020 PERFORM2Scale programme which is scaling up a management strengthening initiative, which uses action research in decentralised contexts to improve health workforce performance. His research and consultancy work has mainly been sub-Saharan Africa and the Indian sub-continent, but he has also worked in the Philippines, China, Russian Federation and Peru.



Keynote 4 – Saturday, 17/08/2019, 09:00 – 10:00

Women, Leadership and Health Workforce

The keynote “Women, Leadership and the Global Health Workforce” started with an introduction to the organisation Women in Global Health and their mission of gender equity, the application of an intersectional lens and the formation of gender transformative leaders. Ann Keeling highlighted that the inequities women face are systematic and further explained occupational segregation, the gender pay gap and biases and discrimination.

The key message that Keeling passed on to the audience is the urgent need to change the organizational structure of the health system as well as its narrative, so that women become agents of change instead of victims of the system. Global health depends on gender equity. Ann Keeling urged everybody in the audience to recognize their privilege and to use their power to make space for less represented voices among all genders.

Keynote Speaker: **Ann Keeling**, *Women in Global Health*



Ann Keeling is a British citizen whose 35 year career in global health and social development has included posts in Pakistan, Papua New Guinea, Indonesia, the Caribbean, Belgium, USA and her home country, UK. She is currently the Chair of the NGO Age International and Board Member and Senior Fellow of Women in Global Health. Ann Keeling has been CEO of two global health NGOs, was UNFPA Country Representative Pakistan and Director Commonwealth Secretariat leading on Health, Education and Gender. Between 2008 and 2012 she was Chief Executive Officer of the International Diabetes Federation. In 2009 Ann Keeling founded the NCD (Non Communicable Diseases) Alliance and as Chair, led the successful campaign for the 2011 UN High Level Summit on NCDs. Ann Keeling spent 8 years in Pakistan with the British Council, DFID and UNDP working on human development and women’s rights. She also held the post of Head of Gender Equality with the UK Government and senior posts with the Governments of Papua New Guinea, and Pakistan. She studied at Oxford University UK, Ann Arbor University USA, and in 1981, at the People’s University in Beijing, China.

Keynote 5 – Sunday, 18/08/2019, 09:00 – 10:00

Health Workforce Mobility and Migration

The closing keynote speech on the topic of “Health Workforce Mobility and Migration” provided all participants with a precise overview of the background, features and current challenges facing healthcare workers (HCWs) in the context of global migration. Dr Zenner highlighted the increasing trend in the number of migrant HCWs in OECD countries and shed light on to the significant expatriation rates from the Global South. Through a short case study, he emphasised the importance of multiple actors and complex processes, such as the recognition of professional qualifications in the EU and the impact this has on HCWs. Moreover, he accentuated the impact and importance of the informal care sector in the context of aging populations. Towards the end of the keynote, he introduced the participants to the WHO Global Code of Practice and the importance of voluntary guiding principles, which both the source and destination countries benefit from and stressed the importance of implementing measures to address the geographical maldistribution of health workers. By the end of our last keynote of the conference, all participants left the room with a broader understanding of the phenomenon of health workforce mobility and the relevance of tools and mechanisms for dialogue in order to approach these trends on a global level.

Keynote Speaker: Dr Dominik Zenner, *International Organization for Migration*



Dr Dominik Zenner is Senior Migration Health Advisor for the IOM Regional Office in Europe and responsible for the development, co-ordination, and supervision of migration health program activities, strategies and priority setting in the EU/EEA area coordinated with national, regional and international partners.

Previously he was consultant epidemiologist and head of TB screening in Public Health England. He helped develop and implement the national TB strategy, including the LTBI screening programme, the health aspects of the UK refugee programme and the UK pre-entry TB screening programme. He has an academic and strategic interest in infectious disease epidemiology and migration health, demonstrated through publications and prizes and informed national and international policy