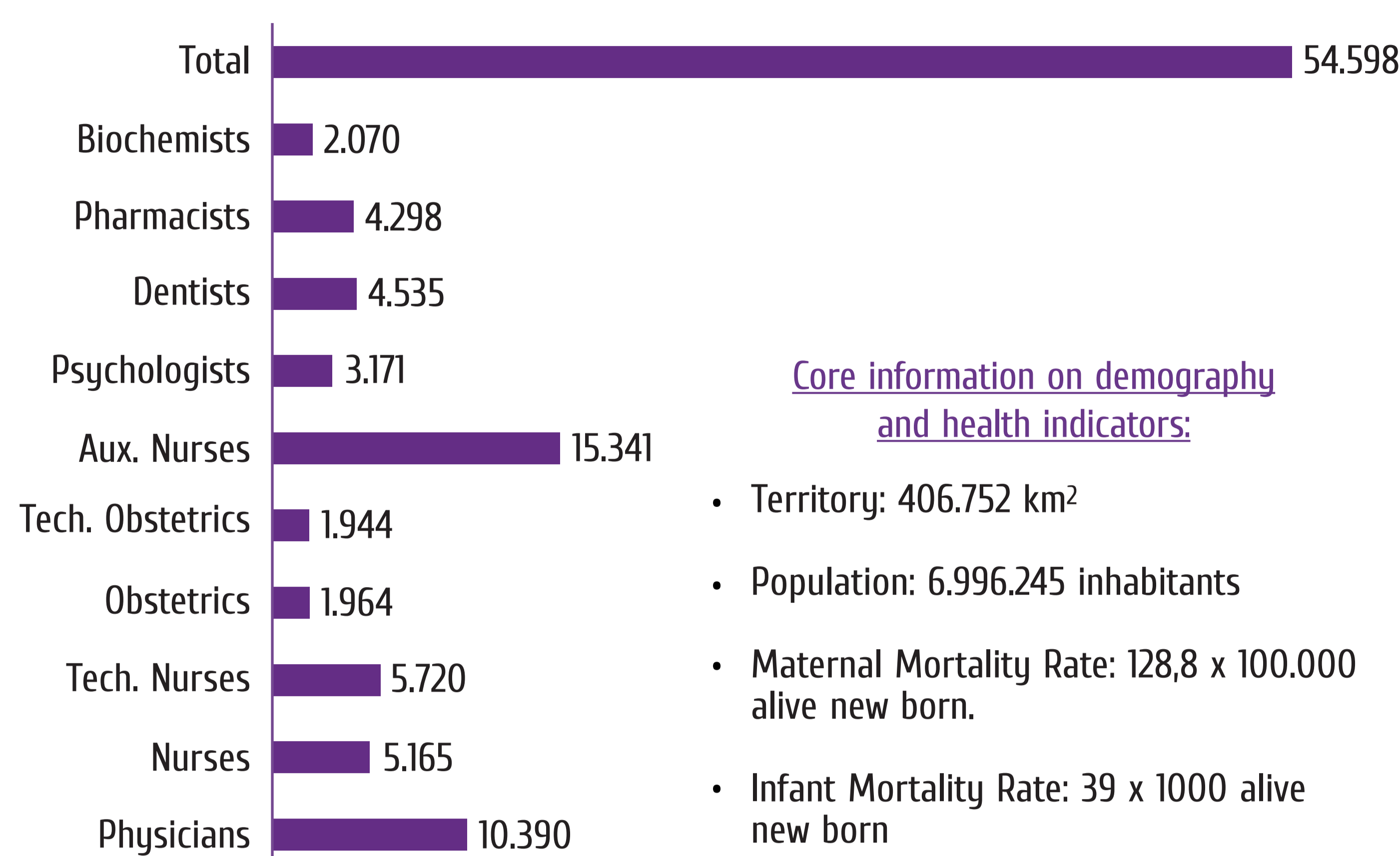


PARAGUAY

Building a national health sector career structure

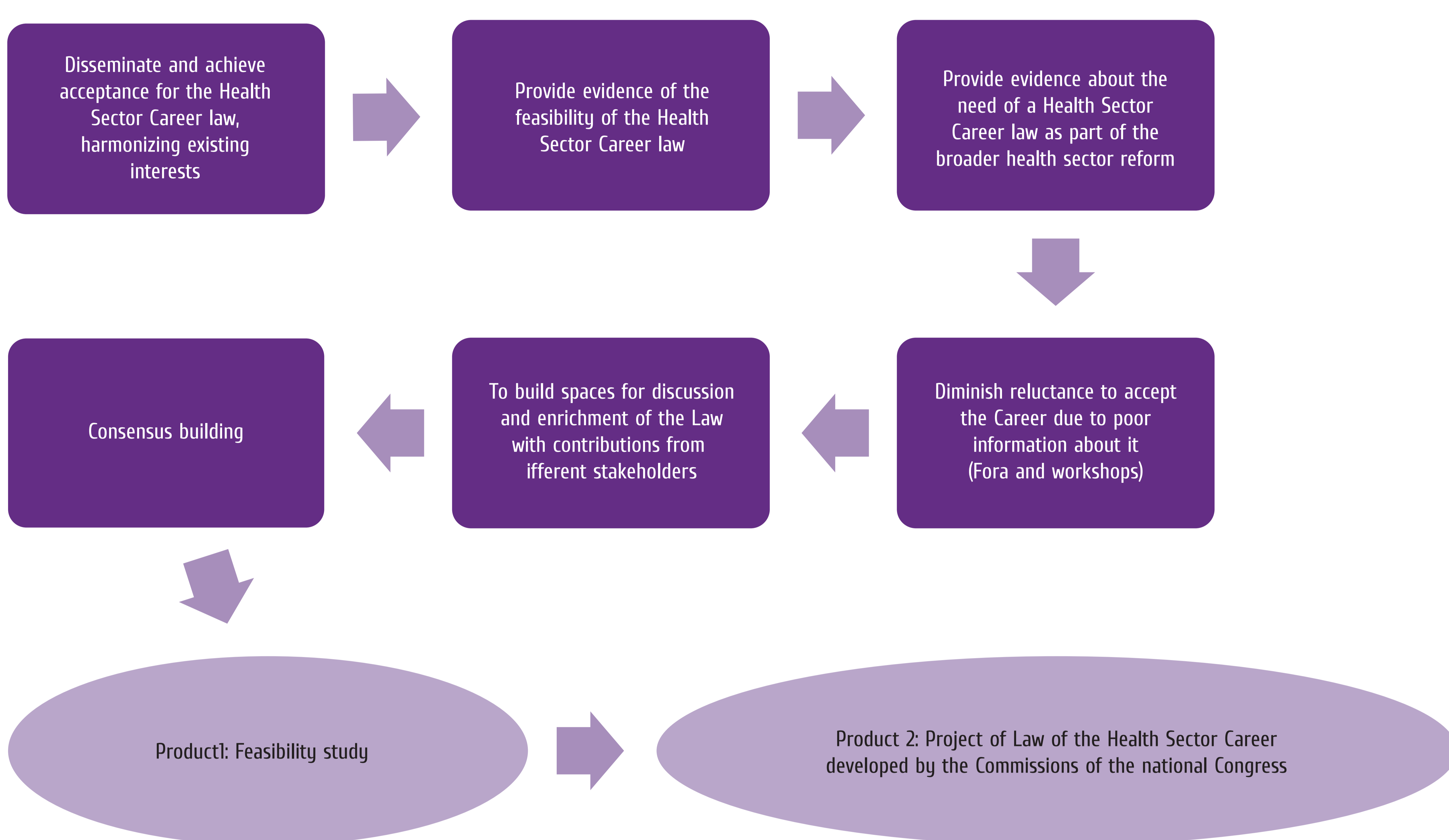
Paraguay, Health Workforce composition 2010



Main HRH Challenges

- Almost all of the Health Sector labor contracts are precarious and unstable;
- There is a critical shortage of health workers, particularly those required for essential health services;
- There is an inadequate distribution of the health workforce across the country;
- Many of the health workers migrate to neighboring countries;
- Defining and developing job descriptions for health sector institutions that are going to be part of the Health Career Law;
- Establishing a Continuous Education Plan together with the National Health Institute, and with public and private Universities;
- Conduct a national Health Workers Census and to establish a Permanent and Continuous Registry of Health Personnel.

Development of a National Health Sector Career law: Paraguay

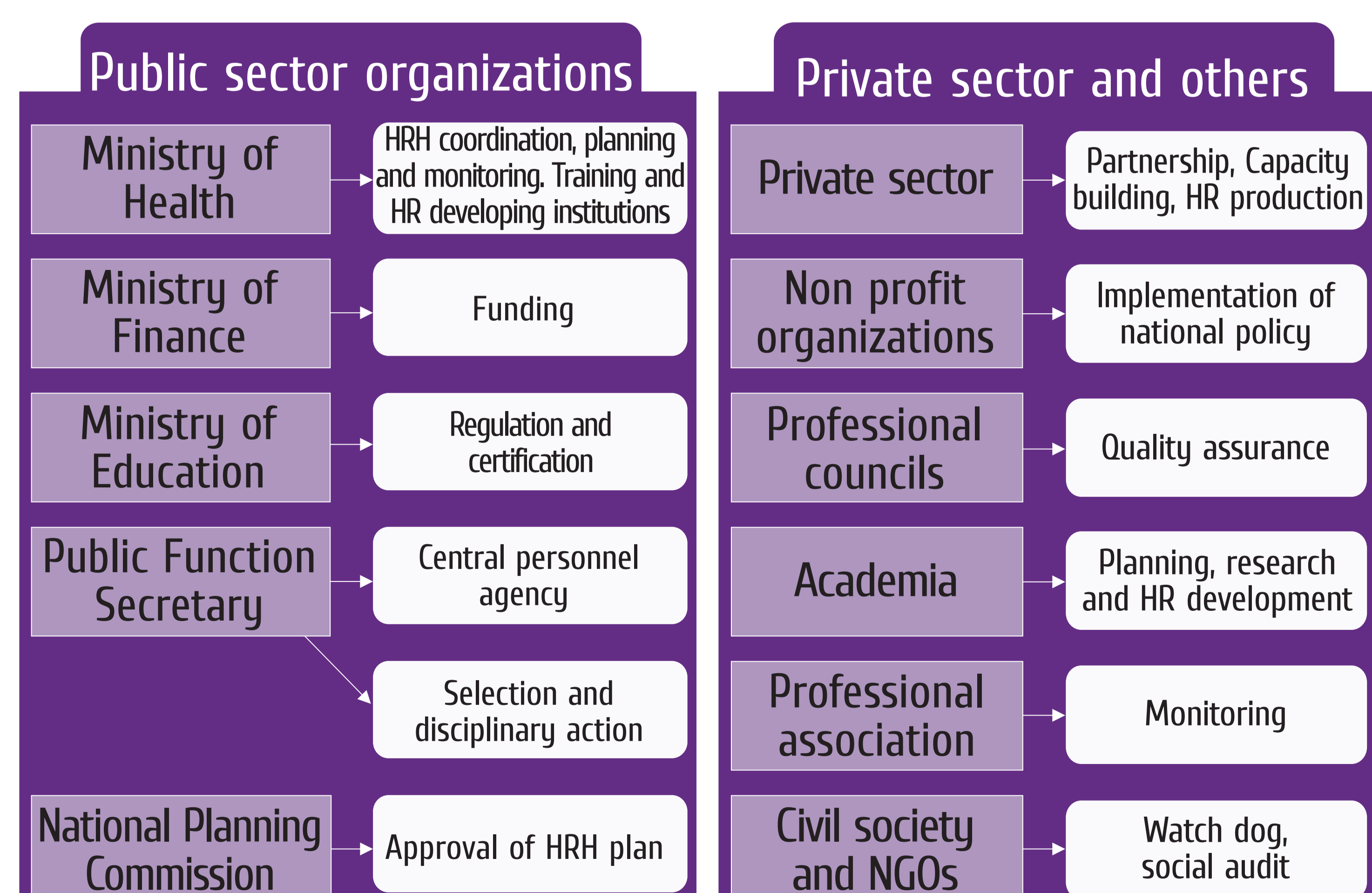


CCF activities - 2010



Stakeholder constituencies	Stakeholders participation in the Fora and workshops
Health institutions	Stakeholders participation in the Fora and workshops
Training institutions	Universities, Schools
Health workers associations	Trade Unions
Professional Councils	MDs, Nurses, Biochemists, etc
Civil society representatives	Red Cross, NGOs
Private sector	Hospitals, Providers
Ministries of Finance Education, Labor	Authorities
Secretary of Public Function	Authorities
Congress	Members of Congress

Core functions of HRH stakeholders



Lessons Learnt

- It was crucial to engage the members of the Congress through the CCF process from the very beginning. Their participation in the Seminar at San Salvador helped them to be the motivators and owners of this initiative;
- Health sector needs to be better prepared to maintain a technical dialogue with the Ministry of Finance. A sound data about the costs of HRH activities helps in the negotiations for resources;
- A system of continuous dialogue and transparent discussion is decisive to harmonize conflicting corporate interests, specially where there is no tradition of this kind of open and democratic discussions.



global health workforce alliance