

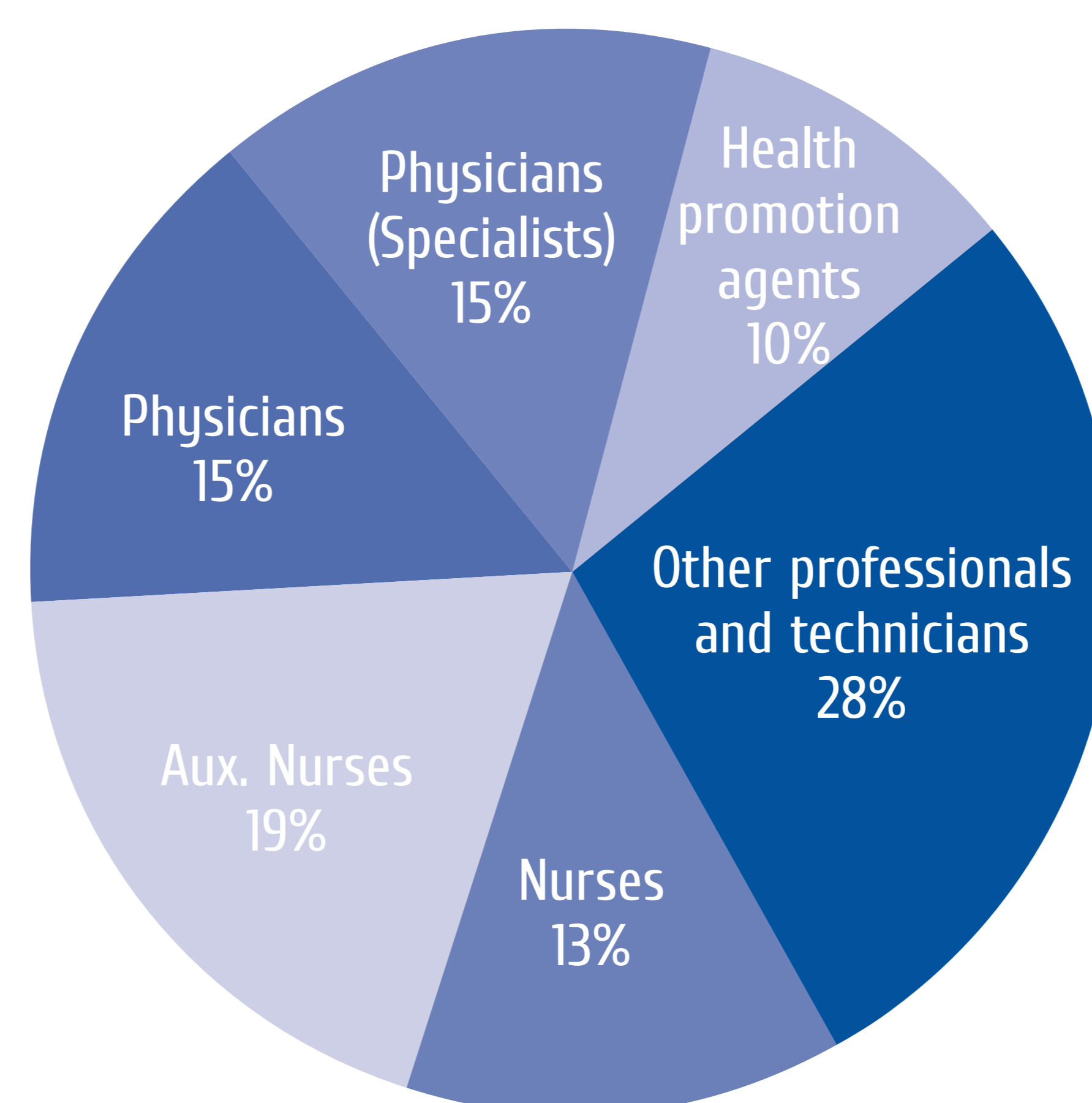
EL SALVADOR

Designing and implementing a national HRH development policy

Context

- El Salvador area: 21,041 km²;
- Population 5, 744,113 inhabitants;
- Population density 273 inhabitants/km². (Census 2007);
- MOH is the core of a national Health System;
- Since June 2009, the government promotes a Social Protection policy;
- In June 2010, country started a reforms process based on PHC approach. Eight priorities were defined (2010-14);
- HRH development is one of the key national priorities;
- In 74 Municipal localities Family Health Teams have been established, providing services to 600 families.

Composition of the Health Workforce



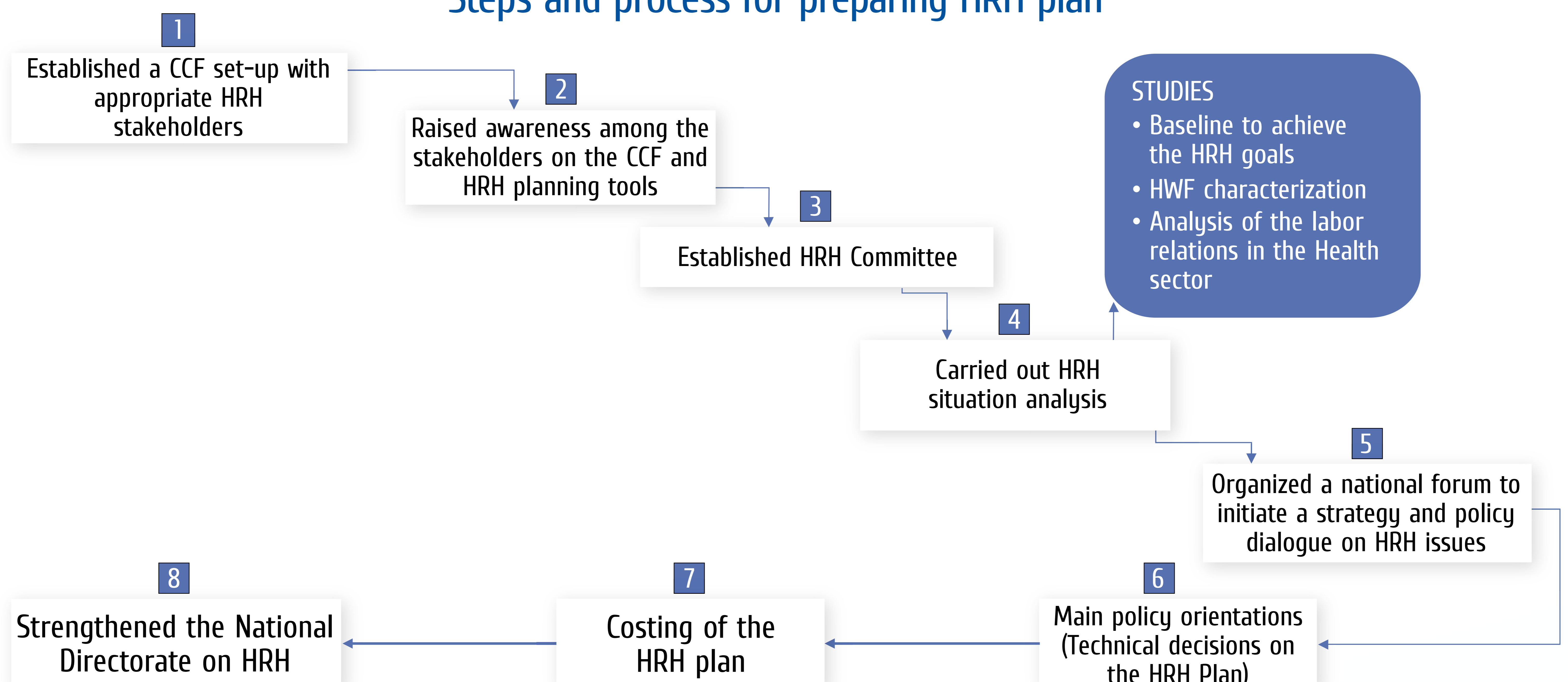
Total of 29684 health workers

Needed: 9,304 additional health workers

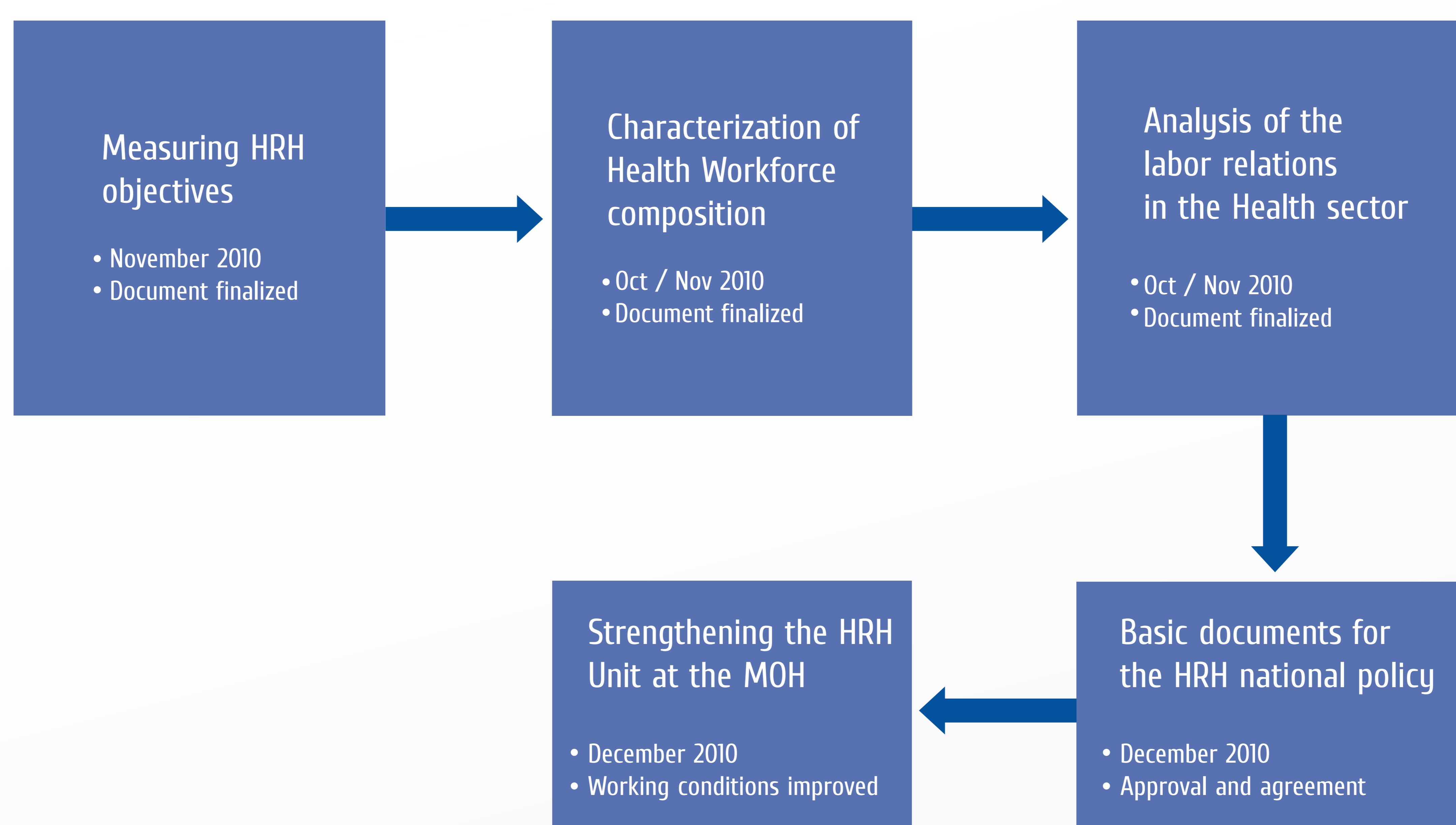
Main challenges

- Lack of a national HRH policy;
- Unemployment and under-employment due to unregulated production of health professionals and technicians;
- Insufficient financial capacity to recruit the required health workers;
- Imbalances in health workers distribution;
- Disparities in the estimating of the HRH shortage;
- Precarious contracting conditions affect at least 25% of the health workforce;
- Huge disparities of the working conditions between MOH HRH and those who work in other sectors (Social Security, Education Insurance, Military Health Services, etc);
- Lack of appropriate training to work under Primary Health Care approach due to a biased education based on a curative perspective;
- Weak coordination mechanisms between health services in order to make a better use of existing human resources;
- Lack of a Health Sector career structure;
- Lack of national HRH information system.

Steps and process for preparing HRH plan



CCF Activities



The HRH Stakeholders

- Intersectoral Health Commission;
- Technical and Policy Commissions;
- National Health Forum;
- Ministries of Education, Finance and Labor;
- Ministry of Health;
- Social Insurance Agencies for Army, Teachers and Industrial workers;
- Educational institutions;
- NGOs;
- Private sector;
- International Technical Cooperation Organisations.

Lessons Learnt

- The political process (convening, negotiation, agreement) takes longer than planned. It is better to wait than to rush;
- Policy formulation processes should be based on specific studies to make clear responsibilities of involved stakeholders (Education, Finance, Labor, Private sector, Universities, NGOs, etc.).



global health
workforce
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