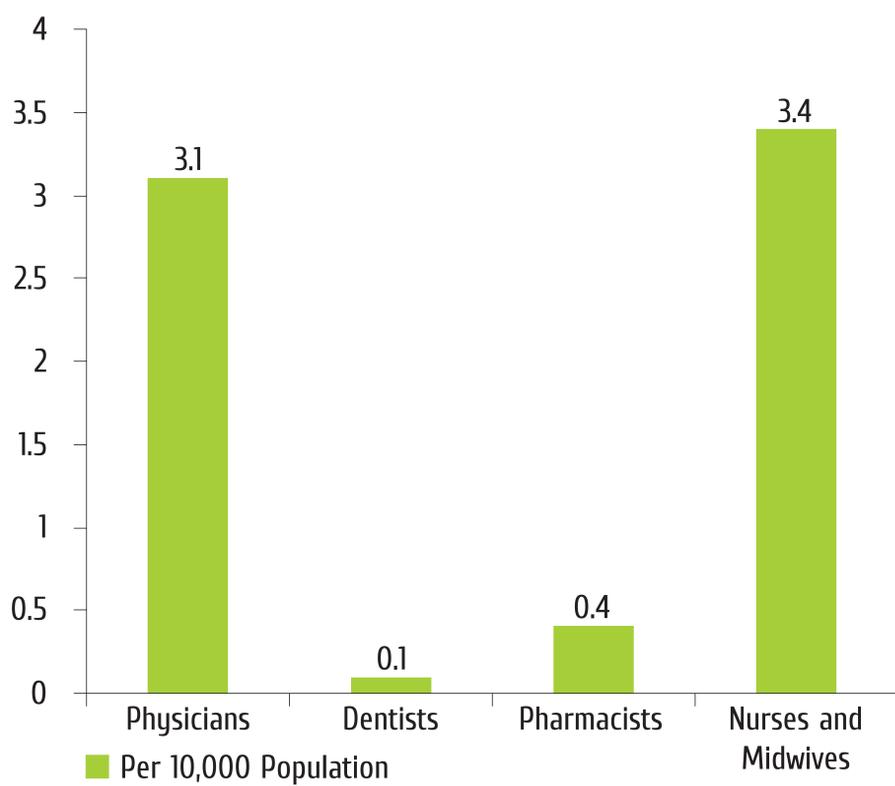


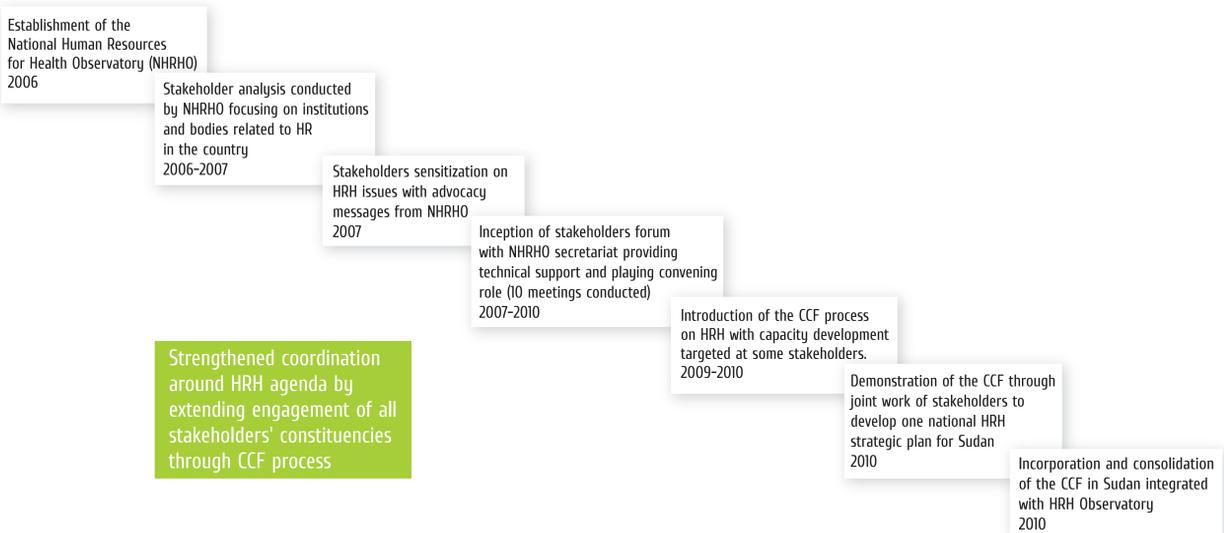
SUDAN

Integration of HRH observatory with the CCF process: The Sudan Case

HRH situation in Sudan



Evolution from HRH observatory to CCF process in Sudan



Achievements

- Joint work on developing one national HRH strategic plan for the country;
- Collaboration for implementing the second national HRH survey- base for HRH projections for Sudan;
- Collaboration for a major research project in HRH priority areas (retention, migration and gender) with Global Fund Support;
- Active policy dialogue on HRH issues (presentation to the Cabinet).

CCF in Sudan



Challenges

- Extending CCF to the decentralized sub-national levels;
- Fully involving the private sector;
- Mobilizing and harmonizing finance for HRH including donor contributions;
- Capacity development of the stakeholders;
- Unified, effective monitoring mechanism.

Lessons Learnt

- Structures alone are not suffice, functionality is vital;
- Political sensitivity and analysis are essential for the CCF;
- HRH is a strategic issue; therefore, highest level political commitment is vital;
- National cause is not enough, stakeholders need to address their specific concerns;
- Championship on HRH;
- Observatory model works well as sustainable structural and functional mechanism for the CCF.

Way Forward

- Working towards mobilization of resources to implement the national costed HRH strategic plan;
- Extending CCF process to states and localities;
- Engaging the newly emerging private sector representative bodies;
- Developing capacity of stakeholders;
- Improving HRH information capacity and linkages;
- Producing annual HRH status report;
- Developing web-based system for linking evidence to policy development and decision making processes;
- Sustaining stakeholder interest and participation on HRH;
- Improving HRH plan to be comprehensive and inclusive.



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