**Health Worker Migration Initiative  
Global Policy Advisory Council Meeting  
Oslo, Norway  
3 – 4 February 2009**

**TABLE OF CONTENTS**

**I.      Agenda, Participant List and Advisory Council Member List   
  
II.      Revised WHO Draft Global Code of Practice**

a. [Resolution WHA 57.19: International migration of health personnel: a challenge for health systems in developing countries](http://www.aspeninstitute.org/sites/default/files/content/images/WHA-57%7E1.PDF)

b. [WHA 58.17: International migration of health personnel: a challenge for health systems in developing countries](http://www.aspeninstitute.org/sites/default/files/content/images/WHA-58%7E1.PDF)

c. [International Recruitment of Health Personnel: Draft Global Code of Practice and Proposed Resolution](http://www.aspeninstitute.org/sites/default/files/content/images/int%27l%20rec%20of%20health%20personnel.pdf)

                                  i.      Report by the WHO Secretariat to the WHO Executive Board

                                  ii.      Annex 1 to Report by WHO Secretariat: WHO Draft Code of Practice

                                  iii.      Summary of the Public Hearing

d. [Memorandum to the Global Policy Advisory Council, by Council Secretariat, on Revisions to Draft Code of Practice](http://www.aspeninstitute.org/sites/default/files/content/images/Council%20Memo%20to%20WHO%20DG.December%202009.pdf)

**III.      European Region Policy Documents**

a. [Commission of the European Communities Green Paper: On the European Workforce for Health. December 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/EU%20Green%20Paper.pdf)

b. [Progress Report on Implementation: European programme for action to tackle the critical shortage of health workers in developing countries (2007-2013)](http://www.aspeninstitute.org/sites/default/files/content/images/critical%20shortage%20of%20health%20workers%20in%20dev%20countries.pdf)

c. [The Tallinn Charter: Health Systems for Health and Wealth](http://www.aspeninstitute.org/sites/default/files/content/images/VIII%20a2%20-%20Tallinn%20Charter_0.pdf)

**IV.      Transnational Codes of Conduct**

a. [EPSU-HOSPEEM code of conduct and follow up on Ethical Cross-Border Recruitment and Retention in the Hospital Sector](http://www.aspeninstitute.org/sites/default/files/content/images/Section%205a%20EPSU-Hospeem.pdf)

b. [Voluntary Code of Ethical Conduct for the Recruitment of Foreign-Educated Nurses to the US](http://www.aspeninstitute.org/sites/default/files/content/images/Section%205b%20-%20Voluntary%20Code%20for%20FENs.pdf)

c. [The NGO Code of Conduct for Health Systems Strengthening](http://www.aspeninstitute.org/sites/default/files/content/images/Section%205c-%20NGO%20code%20of%20conduct.pdf)

**V.      Background Documents**

a. [Fighting The Brain Drain. Karen McColl. October 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206a-%20BMJ%20Article-Karen%20McColl.pdf)

b. [The Philippines’ health worker exodus. Margaret Harris Cheng. January 2009.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206c-%20Cheng.pdf)

c. [Migration of health workers in Europe: policy problem or policy solution?:  James Buchan. February 2009.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206d-James%20Buchan%20article%20for%20Feb2009%20BB.pdf)

d. [WHO-OECD Migration Case Studies. October 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206e-WHO-OECD%20case%20studies%20Oct%202008.pdf)

e. [Ghana: Implementing a National Human Resources for Health Plan. GHWA Task Force for Scaling Up Education and Training for Health Workers. July 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206f%20-%20Ghana%2C%20GHWA.pdf)

f. [The role of leadership in HRH development in challenging public health settings. Judith Schiffbauer et al. November 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206g-%20Schiffbauer.pdf)

g. [Strategies to overcome physician shortages in northern Ontario: A study of policy implementation over 35 years. Raymond W. Pong. November 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206h-%20HRH%20Pong%20Article.pdf)

h. [The Primary Care Physician Workforce: Ethical and Policy Implications. Dr. Barbara Starfield and George Fryer Jr. November 2007.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206i-%20Starfield%20and%20Fryer.pdf)

i. [Recruiting Primary Care Physicians From Abroad: Is poaching from low-income countries morally defensible? Amy Hagopian. October 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206j-%20Hagopian.pdf)

j. [International Medical Graduate Physicians In The United States: Changes Since 1981. L Gary Hart et al. 2007.](http://www.aspeninstitute.org/sites/default/files/content/images/gary%20hart.pdf)

k. [Strengthening Health Systems in Poor Countries: A code of conduct for nongovernmental organizations. Pfeiffer et al. October 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206k%20-%20Pfeiffer%2C%20et%20al.pdf)

l. [The health worker recruitment and deployment process in Kenya: an emergency hiring program. Ummuro Adano. September 2008.](http://www.aspeninstitute.org/sites/default/files/content/images/Section%206L-%20Kenya%20HRH.pdf)

m. Physician Brain Drain: Can Nothing Be Done? Nir Eyal and Samia A. Hurst. June 2008.