

Supplementary data for the study on tracing HRH commitments from 3rd GF on HRH

Annex I. Survey and data template

Country or other organization:	Interview code:	Researcher :	Dates survey and interview completed:	
Contact person (institution and position):	Remarks by researcher:			
1. Literature review (academic articles, reports, policies)	Available (y/n)	Findings	Remarks	reference/ weblinks
Commitment 1				
Commitment 2				
Commitment3 etc..				
2. Questions for survey				
2a. Have the following actions committed to at the 3rd global forum on HRH been implemented? If yes, why? And if not, why not	Implemented (y/n)	Explanation	Remarks	
Commitment 1				
Commitment 2				
Commitment 3 etc..				
2b. Have there been other relevant HRH actions being implemented besides the original commitments? If so, what kind of actions?				
2c. How has progress on the several actions been monitored? Could you share with us indicators used and quantify progress made for the different commitments? Could you share with us the relevant (governmental) reports and policy documents?	Mechanism	Indicators	Outcomes	Reference/ weblinks
Commitment 1				
Commitment 2				
Commitment 3 etc..				
2d. Could you share with us additional documents that describe the health workforce developments in your country?				Reference/ weblinks
2e. What do you consider as the main HRH priority for your country? What is the main lesson learned in implementing this priority?				
2f. Are there other relevant issues that can be shared with WHO/ GHWA regarding HRH developments in your country?				
2g. For a second part of our analysis, focusing on the HRH policy mechanisms, momentum and governance mechanisms, we ask your cooperation via a telephone or internetcall. Would you be available? If yes, when and how could you be contacted. If not, to whom can you refer us ?	Availability for call (date, hour and contact details)	Alternative person available		
3. Interview Topics				
3a. Could you describe the different actors involved in implementing the HRH actions? Have there been actors hindering implementation of the commitments? Which actor has been a main driver/ leader in HRH development?				
3b. Could you describe the contextual factors that have influenced the HRH actions? Are there situational, structural, cultural or international factors or policies that have influenced HRH development?				
3c. Could you say something about the HRH policy processes and its different phases (formulation, legislation, execution, evaluation)?				
3d. Are HRH issues recognised as a problem? Have policies been formulated to overcome the problem? Is there political support for the HRH actions? Has there been a policy window to advance HRH actions?				
3e. Which international actors have been involved in supporting (or hindering) health workforce development? (e.g. UN/bilateral organisations, Global health initiatives, NGOs, civil society, private investors)				
3f. Is there a governance mechanism at the national level (such as GHWA's Country Coordination and Facilitation) to coordinate, align and the several actors, programs and policies?				
3g. What are the policy priorities and your main recommendations to move HRH development further in your country?				
4. Verification of data (answers under 2&3)	Reference/weblink/ name	Content/ feedback/ reflections		
4a. Situational and monitoring reports, assessments, newsreports, health workforce statistics etc.				
4b. Reference person at the MoH, WHO or others				

Annex II. Implementation of HRH actions, strength of evidence and status of response per country

Typology		AAAQ				Pathways				Other focuses										Survey / Interview Responded		Evidence				Sum evidence			
Région	Country	Availability	Accessibility	Acceptability	Quality	Cross cutting actions	Education	Incentives	Retention	Skills/mix	Labour markets	Systemic/ central intervention	Operational/ local activity	Action on /with Community health Workers	Focus on strengthening midwifery services	Focus on in-service training	Focus on international migration	Performance-based commitments	Commitments incl. financial component	Measurable indicators	No	Yes	None	Written survey	Interview		Monitoring data HRH implementation	Verification by WHO	
AFRO	Benin	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2	
AFRO	Burkina Faso	1	1	1			1		1	1	1	1	1			1							1		1	1	1	1	4
AFRO	Burundi	1	1	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	4
AFRO	Côte d'Ivoire	1	1	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
AFRO	Ethiopia	1			1	1	1			1	1	1	1			1	1						1		1	1	1	1	4
AFRO	Ghana				0																		1		1	1	1	1	4
AFRO	Guinée	1	1		0		1	0	0	1	0		1	1	1					1			1		1	1	1	1	4
AFRO	Kenya	1	1		1	1	1			1	1	1	1	1						1		1				1		1	1
AFRO	Liberia				0																		1		1				1
AFRO	Malawi																					1		1					0
AFRO	Mali	1	1		1		1	1		1	1	1	1	1	1								1		1	1			2
AFRO	Mozambique	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	1	1	0	1	0	1	1	0	0	2
AFRO	Nigeria		0	1	0	1	1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1			1
AFRO	Senegal																					1		1					0
AFRO	South Sudan	1	1		0	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1		1		1	1	0	0	2
AFRO	Tanzania	1	1		1		1	1	1	1	1	1	1	1						1		1			1				1
AFRO	Togo	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	3
AFRO	Uganda	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	3
EMRO	Afghanistan			1	1		1			1	1	1	1										1		1	1	1	1	3
EMRO	Djibouti	1		1	1		1			1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1			1
EMRO	Egypt	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	0	1	3
EMRO	Iran (Islamic Republic of)	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
EMRO	Iraq			1	1		1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1			1
EMRO	Lebanon																					1		1					0
EMRO	Libya																					1		1					0
EMRO	Oman	1	0				1	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1			1
EMRO	Pakistan																					1		1					0
EMRO	Somalia	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	4
EMRO	Sudan			1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	3
EMRO	Yemen	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	3
EURO	Ireland	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	3
EURO	Republic of Moldova	1	1	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	1	1	1	1		1	1	1	1	3
PAHO	Argentina	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
PAHO	Belize	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	3
PAHO	Brazil	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	4
PAHO	Chile	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
PAHO	Colombia	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
PAHO	Costa Rica	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	4
PAHO	Dominican Republic				1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	1
PAHO	Ecuador	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	4
PAHO	El Salvador			1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	4
PAHO	Guatemala	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
PAHO	Haiti	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
PAHO	Panama	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	3
PAHO	Paraguay	1			1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
PAHO	Peru	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
PAHO	Suriname																					1		1					0
PAHO	Uruguay				1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	3
SEARO	Bangladesh	1	1	1	1	1	1	1	1	0	1	1	1	0	1	1	1	1	1	1	1	1	1		1	1	1	1	2
SEARO	Bhutan	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	4
SEARO	DP Korean R																					1		1					0
SEARO	Indonesia		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
SEARO	Maldives			1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	4
SEARO	Myanmar																					1		1					0
SEARO	Nepal		1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
SEARO	Sri Lanka	1	1		1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
WPRO	Cambodia	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		1	1	1	1	2
	TOTAL	36	30	17	27	43	38	26	24	20	36	43	26	16	16	28	9	3	7	20	11	46	8	45	29	33	18		

Supporting figures (these are not part of the main manuscript).

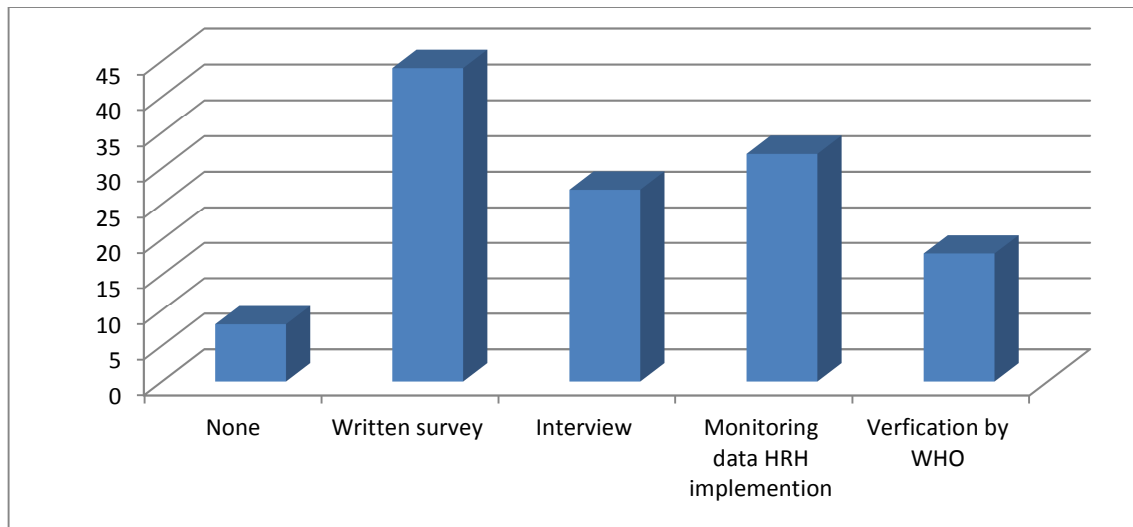


Fig 1: Response by countries (n=57) to provide information on status HRH commitments

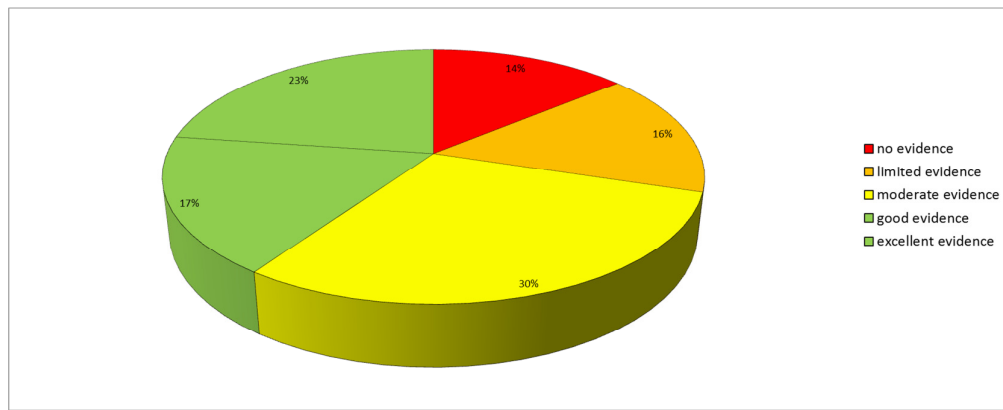


Fig 2: Strength of available evidence on the implementation of the HRH commitment (n=57)

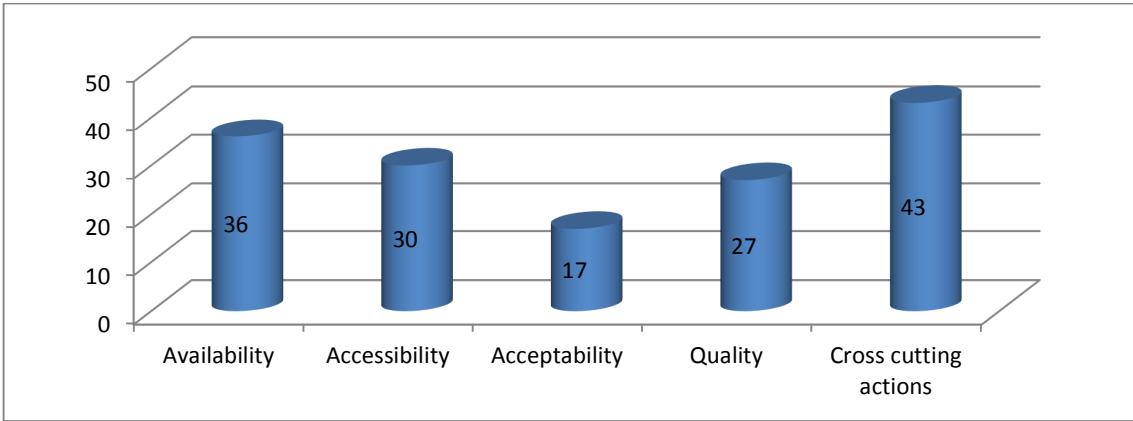


Fig. 3: HRH actions according AAAQ framework (n=49)

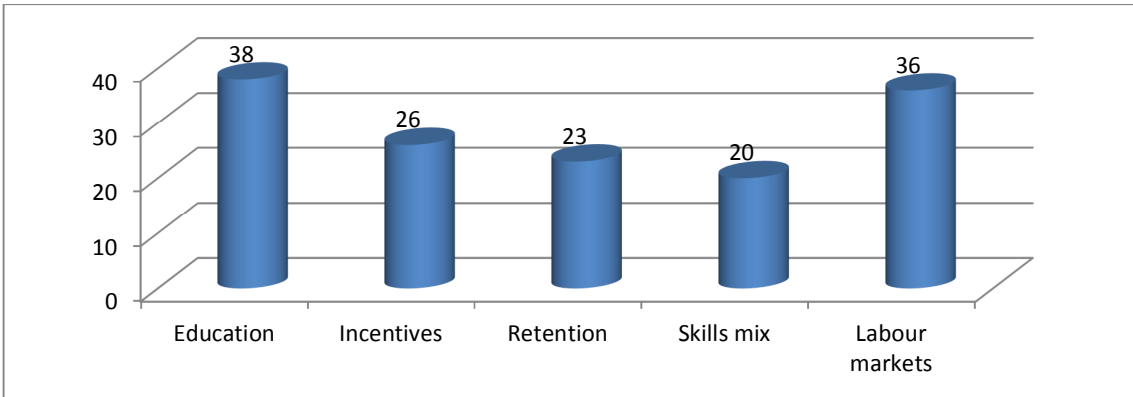


Fig 4: HRH actions according several pathways (n=49)