

***Donor Alignment and Harmonization in
relation to Health Research
- implications for human resources for health
research (HR- HR)retention
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This presentation

- The Donor Alignment and Harmonization Study (AHA study)
- Lessons learned in terms of Human Resources for Health Research (HR – HR) retention strategies
- Implications of Alignment and Harmonization for Human Resources for Health Research (HR – HR) retention

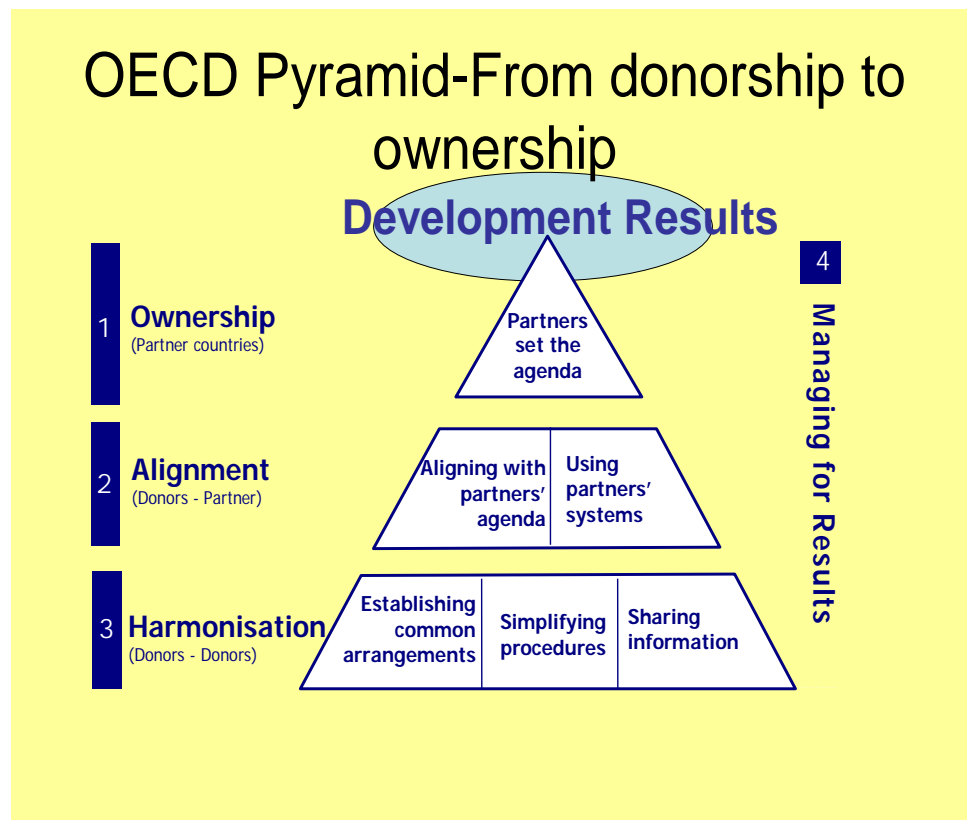
The AHA Study

Objectives

- To better understand the functioning of the national health research systems (NHRS) of 5 African countries
- To better understand health research funding strategies of 8 donor countries for the 5 African countries
- To assess the implementation of the Paris Declaration Principles in relation to health research support, also in relation to human resources for health research

The Paris Declaration on Aid effectiveness

- Multilateral solution to improve aid effectiveness
- More than 100 wealthy and developing countries and organizations signed the Declaration in 2005



The AHA Study

Involved countries

8 donor countries and 5 African countries

8 donor countries

Canada
Denmark
Ireland
Netherlands
Norway
Sweden
Switzerland
United Kingdom

5 African countries

Burkina Faso
Cameroon
Mozambique
Uganda
Zambia

The AHA Study

Methodology

Study timeframe: May 2007 – June 2008

Methods used:

- Document reviews
- Telephone and personal interviews with government officials, representatives from research institutions, NGOs, funding agencies (with around 100 people)
- Internet searches
- Consultative meetings with all partners (Beijing, 2007), and at national level

What did we learn in terms of HR-HR retention strategies?

Researchers' perspective

- Conducive / stimulating environment for research
 - Operational NHRS (Governance and management structure, priorities, policies, HR strategie...)
- Donors' harmonization (ie. Similar requirements for « open calls »)

Government's perspective

- Donors' alignment to country's needs and priorities
- Donors' harmonization (ie: transaction costs)

What is the current situation? (1)

- NHRS in the 5 African countries is not yet fully operational
- ✓ Health research governance at country level fragmented (different ministries carry some responsibilities); research policies not operational; research agendas not regularly defined and not involving main actors
- ✓ Limited Government funding for health research with high dependence on external funding (from 70% to 90%)
- ✓ Only Mozambique has a human resources strategy for health research / There are almost no data available HR – HR / Countries have not assessed their needs in terms of human capacity for research / Inequity in career development

What is the current situation? (2)

- Support for health research capacity is still delivered in an unaligned and unharmonized manner
- ✓ Difficult to obtain information from the agencies on funding of health research
- ✓ Difficult to align if national structures, policies and agendas are not well developed, but some examples exist (Sweden (Sida) and Norway (NORAD) share information on support provided to Makerere University)
- ✓ No activities for harmonization among donors for health research support but does exist for general health support (i.e. through SWAPs)

Potential implications of donors' non alignment for HR - HR

- Fragmentation of scarce HR – HR into areas of donors' interest (research and training)
 - Lack of programme continuity
 - Brain drain
 - Increased « transaction costs »
- ⇒ Difficulty for governments and institutions to build long term HR – HR strategy and retention strategies
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Potential ways forward for HR – HR retention

- Countries to assess research capacity needs
- Countries to initiate dialogue with donors for long term partnerships
- Link education to research
- Mainstream HR – HR in a wider *human resources for health* initiatives (acknowledging link between the two)

Further information

Health Research Web a tool to facilitate Alignment and Harmonization in health research support

<http://www.cohred.org/HealthResearchWeb/>

<http://www.cohred.org/AHA/>

