



**World Health
Organization**

WHO Global Code of Practice on the International Recruitment of Health Personnel

**Private Recruitment Agencies
Reporting Instrument (2024)**

World Health Organization
Geneva
April 2024

Background

The [WHO Global Code of Practice on the International Recruitment of Health Personnel](#) ("the Code") was adopted in 2010 at the 63rd World Health Assembly (WHA Res 63.16). The Code seeks to strengthen the understanding and ethical management of international health personnel recruitment and migration through strengthening data, information, and international cooperation.

Article 7 of the Code encourages WHO Member States to exchange information on the international recruitment and migration of health personnel. Article 9.4 states that the WHO Secretariat may consider reports from relevant stakeholders on activities related to implementation of the WHO Global Code. The WHO Director General is additionally mandated to report to the World Health Assembly every 3 years.

WHO Member States completed the 4th round of national reporting in March 2021. The WHO Director General reported progress on implementation to the 75th World Health Assembly in May 2022 ([A75/14](#)). The report on the fourth round highlighted the need to assess implications of health personnel emigration in the context of additional vulnerabilities brought about by the COVID-19 pandemic. For this purpose, the Expert Advisory Group on the relevance and effectiveness of the Code ([A 73/9](#)) was reconvened. Following the recommendations of the Expert Advisory Group, the Secretariat has published the [WHO health workforce support and safeguards list 2023](#).

The National Reporting Instrument (NRI) is a country-based, self-assessment tool for information exchange and Code monitoring. The NRI enables WHO to collect and share current evidence and information on the international recruitment and migration of health personnel. The findings from the 5th Round of National Reporting will be presented to the Executive Board (EB156) in January 2025 in preparation for the 78th World Health Assembly. In parallel with the 5th Round of National Reporting for Member States, the **Private Recruitment Agencies Reporting Instrument** seeks input from Private Recruitment Agencies to understand their perspective and practices on international recruitment of health personnel to add to the available knowledge on the Code's implementation.

Please submit your responses here: <https://extranet.who.int/dataformv3/index.php/186179?lang=en>

The deadline for submitting reports is **31 July 2024**.

Support: WHOGlobalCode@who.int

Disclaimer: Following the proceedings of the 78th World Health Assembly, the report on the 5th round of reporting presented at the Assembly will be publicly available via the WHO website. Individual responses from Private Recruitment Agencies will not be made public.

What is the WHO Global Code of Practice?

The [WHO Global Code of Practice on the International Recruitment of Health Personnel](#) (“the Code”), adopted by the 63rd World Health Assembly in 2010, is a voluntary instrument that articulates the ethical principles on international recruitment and migration of health workers, in a way that strengthens the health systems of developing countries.

Objective	<ul style="list-style-type: none"> Establish ethical principles and practices for international recruitment of health personnel. Serve as reference for the legal/institutional framework for international health personnel recruitment. Provide guidance for bilateral agreements and other international legal instruments. Advance cooperation with a particular focus on developing countries.
Nature and Scope	<ul style="list-style-type: none"> The Code is voluntary and global in scope.
Guiding Principles	<ul style="list-style-type: none"> International migration of health personnel can contribute to strengthening health systems and safeguarding health personnel rights, if recruitment is properly managed and negative effects are mitigated. International health personnel recruitment should be conducted in accordance with the principles of transparency, fairness and health system sustainability in developing countries. Member States should consider the right to health of source countries’ populations and individual rights of health personnel. The Code does not limit the freedom of health personnel, in accordance with applicable laws, to migrate to countries that wish to admit and employ them. Developed countries should provide technical and financial assistance for health systems strengthening. Member States should facilitate circular migration to the benefit of both source and destination countries.
Responsibilities, rights and recruitment practices	<ul style="list-style-type: none"> Stakeholders should ensure fair recruitment and equal treatment practices of migrant health workers. Recruiters and employers should not seek to recruit health workers with existing domestic contractual obligations.
Health workforce development and health systems sustainability	<ul style="list-style-type: none"> Active recruitment from countries facing critical shortage of health workers should be discouraged. Member States should use the Code as a guide when entering into bilateral, regional, and multilateral arrangements to promote international cooperation and coordination. All countries should strive to meet the health service needs through domestic human resources.
Data gathering and research	<ul style="list-style-type: none"> Member States should strengthen their human resources for health information systems (HRHIS), including health personnel migration, and use the data to inform health workforce policies and plans.
Information exchange	<ul style="list-style-type: none"> Member States should designate a national authority for information exchange on the Code and migration.
Code implementation	<ul style="list-style-type: none"> Member States are encouraged to publicize, implement, and incorporate the Code into applicable laws and policies, in collaboration with stakeholders. Member States should promote Code principles among private recruitment agencies, assess the magnitude of active recruitment from countries facing health workforce vulnerabilities, and promote good practices among recruitment agencies.
Monitoring and institutional arrangements	<ul style="list-style-type: none"> Member States should report on the application of the Code and associated challenges. The WHO Director-General should periodically report to the World Health Assembly on Code implementation. The World Health Assembly should periodically review the Code’s relevance and effectiveness in achieving its stated objectives and update it as required.
Partnerships, technical collaboration and financial support	<ul style="list-style-type: none"> International entities, financial and development institutions, and other relevant organizations are encouraged to provide technical and financial support for health system strengthening and health workforce development in developing countries, countries with economies in transition, those that are facing critical health workforce shortages and/or have limited capacity to implement the Code.

WHO Global Code of Practice on the International Recruitment of Health Personnel

Private Recruitment Agencies Reporting Instrument 2024

Name of Recruitment Agency submitting the report:

First and Last Name of Contact person:

Email:

Telephone number:

Mailing address :

Website URL:

1. Do you recruit to:

- ☐ The health sector only
- ☐ The social care¹ sector only
- ☐ Health and social care sector
- ☐ Health and other sectors
- ☐ Health, social care and other sectors

2. What type of recruitment/contracting is carried out by your agency or collaboration?

- ☐ Domestic recruitment only
- ☐ Domestic and international recruitment
- ☐ International recruitment only
- ☐ Others:

Please specify

3. Is your agency or organization a part of a framework or alliance? (check all that apply)

- ☐ Yes, my agency is part of [NHS Workforce Alliance](#)
- ☐ Yes, my agency is part of [Health Trust Europe](#)
- ☐ Yes, my agency is part of [Alliance for Ethical International Recruitment Practices](#)
- ☐ Yes, my agency is part of other framework or alliance

Please specify

☐ No

4.1 Does the source country²(ies) require a formal authorization (e.g., permit, registration, certification, licensing) for private recruitment agencies to conduct international recruitment?

☐ Yes, all source countries my agency recruits from require a formal authorization

Please describe

☐ Yes, some source countries my agency recruits from require a formal authorization

Please describe

☐ No, none of the source countries my agency recruits from require a formal authorization

Please describe

¹ Care workers provide direct personal care services in the home, in health care and residential settings, assisting with routine tasks of daily life, and performing a variety of other tasks of a simple and routine nature. They may be based in institutions or provide personal care at home.

² Source country is the country from where the international health personnel is recruited from.

☐ Don't know

If yes to 4.1,

4.2 Does your agency have any authorization in the source country for the recruitment of their health personnel to another country?

☐ Yes, my agency has authorization from all the source countries we recruit from

Please specify country(ies) and authorization details

☐ Yes, my agency has authorization from some source countries we recruit from

Please specify country(ies) and authorization details

☐ No but partner agency(ies) based in the source country has the authorization from the source country(ies) we recruit from

Please specify country(ies) and authorization details

☐ No, my agency does not have authorization in any of the source country(ies) we recruit from

Please specify country(ies)

☐ Other

Please describe

5.1 Does the destination country(ies)³ require a formal authorization (e.g., permit, registration, certification, licensing) for private recruitment agencies to conduct international recruitment?

☐ Yes, all destination countries my agency recruits to require a formal authorization

Please describe

☐ Yes, some destination countries my agency recruits to require a formal authorization

³ Destination country is the country where the international health personnel is recruited to.

Please describe

☐ **No, none of the destination countries my agency recruits to require a formal authorization**

Please describe

☐ **Don't know**

Please describe

If yes to 5.1,

5.2 Do you have any authorization from the destination country(ies) for the recruitment of international health personnel?

☐ **Yes, my agency has authorization from all the destination countries we recruit to**

Please specify country(ies) and authorization details

☐ **Yes, my agency has authorization from some of the destination countries we recruit to**

Please describe

☐ **No, authorization from the destination country(ies) we recruit to is with partner agency(ies) based in the destination country**

Please describe

☐ **No, my agency does not have authorization in the destination country we recruit to**

Please describe

☐ **Other**

Please describe

6 Does your agency receive communication/directives from any government or government authorized entity in source and/or destination country (e.g., Ministry of Labour, Ministry of Health, any other specialised government entity) for international recruitment of health personnel?

Destination country: ☐ Yes ☐ No

Please specify country(ies) and details of the entity(ies)

Destination country: ☐ Yes ☐ No

Please specify

☐ Demand and supply of health personnel in destination countries

☐ Supply and demand of health personnel in source countries

☐ Government policies/directives on international health personnel recruitment or international placement of health personnel

☐ Requests from employers and/or health personnel

☐ others: [Please describe:](#)

☐ direct engagement with employers (information events, digital media marketing, referrals, applications etc.)

☐ direct engagement with health personnel (information events, digital media marketing, referrals, applications etc.)

☐ direct engagement with health professional education institutions (information events, digital media marketing, referrals, applications etc.)

☐ partner agency in source country engages with identifying health personnel

☐ partner agency in source country engages with the health professional education institutions to identify health personnel

☐ partner agency in destination country engages with employers

☐ others: [Please describe:](#)

[illegible]

Country name	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023

10.2 For each occupational group, please specify how many international health personnel were recruited through your agency in 2023 and the countries they were recruited to (destination countries).

Destination countries	Doctors	Nurses	Midwives	Dentists	Pharmacists	Others Please specify	Others Please specify	Others Please specify	Others Please specify	Others Please specify
Country name	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023	Number recruited in 2023

11.1 Are you aware of the [WHO Global Code of Practice on the International Recruitment of Health Personnel \("the Code"\)](#)?
☐ Yes ☐ Heard of it but not familiar with the details ☐ No

11.2 Please provide information on measures that your agency follows during international recruitment? (check all that apply)

Health personnel are provided with all relevant and accurate information on positions they are offered	<input type="checkbox"/>	Please describe
Health personnel can assess benefits and risk associated with employment positions and to make timely and informed decisions	<input type="checkbox"/>	Please describe

Health personnel are not subject to illegal or fraudulent conduct	<input type="checkbox"/>	Please describe
The criteria for recruitment and remuneration for international health personnel are same as domestic personnel	<input type="checkbox"/>	Please describe
Recruitment fee is borne by employer or destination country, not by health personnel	<input type="checkbox"/>	Please describe
Any legal obligation that the health personnel has in the source country (e.g., service requirement with the government or employer) is checked	<input type="checkbox"/>	Please describe
Support is provided for travel and initial accommodation of the health personnel in the destination country	<input type="checkbox"/>	Please describe
Health personnel receive orientation on the local culture and practices of the destination country and on the new workplace.	<input type="checkbox"/>	Please describe
Arrangements are in place for health personnel's return to source country	<input type="checkbox"/>	Please describe
Others	<input type="checkbox"/>	Please describe

11.3 Are you aware of the [WHO Health Workforce Support and Safeguards List, 2023](#)?

☐ Yes

☐ No

11.4 Do you recruit health personnel from countries in [the Health Workforce Support and Safeguards List](#)?

☐ Yes

☐ No

If yes,

11.5 Please provide information on your agency's recruitment practices from countries in [Health Workforce Support and Safeguards List](#). (check all that apply)

International recruitment of health personnel from these countries according to individual (source and/or destination) country policies.	<input type="checkbox"/>	Please describe
International recruitment of health personnel from countries in the list to	<input type="checkbox"/>	Please describe

selected countries under government-to-government agreements.		
International recruitment of health personnel from countries in the list in non-health sectors in destination countries.	<input type="checkbox"/>	Please describe
Limited services provided to health personnel in these countries.	<input type="checkbox"/>	Please describe
Others	<input type="checkbox"/>	Please describe

12.1 In reviewing your agency's role on [the Code](#) implementation, which of the following statements best characterizes the situation:

- ☐ My agency shares and is fully committed to implementing the Code.
- ☐ My agency sees the rationale for the Code, but its provisions directly conflict with our mandate and role, hence our interest is to find compromise solutions that enable us to minimize operational and reputational risks.
- ☐ My agency disagrees with the Code provision, but we have to ensure at least partial compliance because of domestic regulatory requirements.
- ☐ My agency does not see itself as playing a role in the WHO Code implementation and has no such obligation.
- ☐ Other

Please describe

12.2 What would be most helpful to your agency to implement [the Code](#)?

Please describe

13. Please provide any other comment or information related to international recruitment of health personnel.

Please describe

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