

# Pascal Zurn

Address: 7 Rue Chabrey, 1202 Geneva, Switzerland

Date of birth: 27-04-1964, Gender: Male

Nationality: Swiss

Telephone: + 41 792788942 (mobile),

Email: zurnp@who.int

---

## **WORK EXPERIENCE:**

### **2016 to present: World Health Organization, Geneva, Switzerland**

Coordinator Health Labour Market Unit, Health Workforce Department

*Main areas of responsibility:*

- Lead health labour market analyses
- Develop tools for health labour market analyses
- Support countries in developing health workforce plans

### **2014 to 2016: World Health Organization, Country Office India, New Delhi**

Acting Health System Team leader

*Main areas of responsibility:*

- Lead health system team of WHO Country Office India
- Support MoH India on health system issues
- Contribute to the development of policies towards UHC in India

### **2011 to 2014: World Health Organization, Geneva, Switzerland**

*Health Economist, Department of Country Focus (CCO)*

*Main areas of responsibility*

- Lead and manage BRICS network of WHO representatives, analyse BRICS health systems and BRICS role in global health, and produce and publish in depth reports;
- Undertake country grouping analyses;
- Develop Country Cooperation Strategy (CCS);
- Contribute to the development and rolling out of the online course on Global Health Diplomacy.

### **2008 to 2011: World Health Organization, Geneva, Switzerland**

*Health Economist, Department of Human Resources for Health (HRH)*

*Main areas of responsibility*

- Organize service field missions on health workforce planning, and implementation of projects on retention and migration in collaboration with regional and national stakeholders;
- Design models for human resources for health issues, including costing models;
- Collect and analyze a broad range of data on retention and migration for the preparation of documents and provide well-informed policy recommendations for addressing health worker retention and migration in countries;
- Contribute to the development and implementation of the WHO Global Code of Practice on the International Recruitment of Health Personnel;
- Prepare technical reports and background documents on policy and technical issues related to health workforce.

**2005 to 2007: OECD, Paris, France**

*Health Economist (Secondment from WHO), Employment, Labour and Social Policy Directorate  
Health Division*

*Main areas of responsibility*

- Provide expert-level input in health systems;
- Write a review of the Swiss Health System;
- Develop and complete the "Health Workforce and Migration project";
- Initiating collaborative dialogue and activities with WHO technical programmes to ensure consistent policy development of health financing approaches, workforce development (especially migration of health workers) and other public health measures between WHO and OECD;
- Prepare a joint OECD-WHO high policy forum on health workforce and migration.

**2001 to 2005: World Health Organization, Geneva, Switzerland**

*Health Economist, Department of Human Resources for Health (HRH)*

*Main areas of responsibility*

- Conceive, formulate and develop policy options regarding health labour market;
- Responsible for analytical work on the costs associated with the movement of people related to HRH policy issues, such as imbalance and migration;
- Provide economic analysis and modeling in support of the Department's work on human resources; development policy, provider performance, HRH data collection and verification.

**1998 to 2001: Institut d'économie et de management de la santé, Lausanne, Switzerland**

*Fellow Researcher,*

*Main areas of responsibility*

- Research: Assessment of the cost of HIV/AIDS in Switzerland;
  - Economics of hepatitis B vaccination
  - Tobacco taxation
  - Health planning/financing for the Canton et République du Jura
- Teaching: Health Economics.

**1994 to 1998: Consultancies**

**World Health Organization, Geneva, Switzerland**

Agreement for the Performance of Work (APW) contract with Personnel Department;

Development of a methodology to quantify the financial impact on WHO staff health insurance of various scenarios.

**World Health Organization, Geneva, Switzerland**

APW contract with the Health Economics Task Force;

Technical assistance as a health economist in the drafting of a technical paper on international trade in health services.

**Swiss Tropical Institute, Basel, Switzerland**

Health economics support for a project on the assessment of direct and indirect costs of tuberculosis in Dar es Salaam, Tanzania.

**World Health Organization, Geneva, Switzerland**

APW contract with the Global Program on AIDS;

Draft plan to conduct a cost-effectiveness study on the prevention of mother-to-child transmission of HIV by use of ZDV-3TC.

**World Health Organization, Geneva, Switzerland**

APW contract with the Division of Family Health;

Literature review to explore economic returns of investing in adolescent health.

**World Health Organization**, Geneva, Switzerland  
Internship with the Division of Intensified Cooperation with Countries in Greatest Needs (ICO);  
Topic: The economics of malaria control.

**1990 to 1994: Private Sector**

**ING Bank, Geneva**

Private Banking Department

Tasks included trading activities, handling Lombard loans, private accounts administration and contributing to the weekly investment meeting

**Banque SCS ALLIANCE, Geneva**

Financial accounting and securities administration

**EDUCATION:**

- 2012            **Executive education certificate**  
**Online course in Global Health Diplomacy**  
Graduate Institute, Geneva
- 1995-2002    **Ph.D. in Economics**  
**Title: "The Economics of Infectious Diseases"**  
University of Lausanne, Switzerland  
Faculty of Economics and Econometrics
- 1993-1994    **Master of Science in Health Economics**  
**MSc. Dissertation: "The Economics of Malaria Control"**  
University of York, England  
Faculty of Economics and Related Studies
- 1988-1989    **Preparatory year for the Master in Business and Administration**  
Hebrew University of Jerusalem, Israel  
Faculty of Economics and Social Science
- 1983-1987    **Degree in Political Science (Licence ès Sciences Politiques)**  
University of Geneva  
Faculty of Economics and Social Science  
The Graduate Institute of International Studies, Geneva

**VOLUNTARY ACTIVITIES:**

- From 2009            **Human Resources for Health Journal**  
Member of the Editorial Board
- 2000-2012            **VIOLONISSIMO: School for Young Violinists**  
Treasurer: Member of the Board of Directors:
- 1996-2000            **MEDECINS SANS FRONTIERES SUISSE, Geneva**  
Treasurer: Member of the Board of Directors

## **LANGUAGES:**

French : Mother tongue  
English : Spoken and written  
Dutch : Spoken and working knowledge  
German: Working knowledge  
Hindi: Intermediate knowledge

**COMPUTER KNOWLEDGE:** Word, Excel, PowerPoint, Access, Stata

## **PUBLICATIONS:**

Zurn P., Campbell J. Lauer J. Dhillon I., Wuliji T and Arcand JL, (2018) The Relationship between Health Employment and Economic Growth in “ the Road to Universal Coverage” Edited by Sturchio, Kickbush and Galambos

Campbell J., Cometto G., Rasanathan K., Kelley E., Syed S., Zurn P., de Bernis L., Matthews Z., Benton D., Frank O., and Nove A (2015). Improving the resilience and workforce of health systems for women's, children's, and adolescents' health. *BMJ*, 351:h4148 DOI: 10.1136/bmj.h4148 PMID: 26371216

Lemiere, C., C. H. Herbst, C. Dolea, P. Zurn, and A. Soucat (2013), “RuralUrban Imbalance of Health Workers in SubSaharan Africa.” In *The Labor Market for Health Workers in Africa: a New Look at the Crisis* , World Bank, Edited by Soucat A. Scheffler R. with Tedros Adhanom Ghebreyesus

Zurn P., Acharya S., Diouf-Romisch M.-A., Barber S., Menabde N., Migliorini L., Molina J. & O’Leary M. (2013) BRICS and Global Health: Call for papers, *Bulletin of the World Health Organization* 91, p.466 <http://www.who.int/bulletin/volumes/91/7/13-125344.pdf>

Riley P., Zuber A., Vindigni M., Gupta N., Verani A., Sunderland L., Friedman M., Zurn P., Okoro C., Patrick H., Campbell J. (2012) Information systems on human resources for health: a global review *Human Resources for Health* 2012, 10:7 <http://www.human-resources-health.com/content/10/1/7>

Zurn P., Colombo F., Paris V. *et al.* (2011) *OECD Reviews of Health Systems: Switzerland*, Organisation for Economic Co-operation and Development (OECD), World Health Organization (WHO) Paris <http://www.oecd.org/switzerland/oecdreviewsofhealthsystems-switzerland.htm>

Zurn P., Vujcic M., Lemièrè C., Juquois M., Stormont S., Campbell J., Rutten M., and Braichet J.-M (2011) A technical framework for costing health workforce retention schemes in remote and rural areas, *Journal of Human Resources for Health* 9:8, <http://www.human-resources-health.com/content/9/1/8>

Zurn P., Codjia L., Lamine Salle F., Braichet J.-M. (2010) How to recruit and retain health workers in underserved areas: the Senegalese experience, *Bulletin of the World Health Organization* 88 p. 386–389 <http://www.who.int/bulletin/volumes/88/5/09-070730.pdf>

Zurn P., Codjia L., Sall F.L. (2010), La fidélisation des personnels de santé dans les zones difficiles au Sénégal, Organisation Mondiale de la Santé, Genève. [http://whqlibdoc.who.int/publications/2010/9789242599046\\_fre.pdf](http://whqlibdoc.who.int/publications/2010/9789242599046_fre.pdf)

- Dumont J.-C. and Zurn P. (2010), International migration of health workers, OECD/WHO policy brief, <http://www.oecd.org/dataoecd/8/1/44783473.pdf>
- Zurn P., Diallo K. and Kinfu Y. (2009) Monitoring Health Workforce Transition and Exits in "Handbook on Monitoring and Evaluation of Human Resources for Health" edited by WHO - World Bank - USAID. [http://whqlibdoc.who.int/publications/2009/9789241547703\\_eng.pdf](http://whqlibdoc.who.int/publications/2009/9789241547703_eng.pdf)
- Dayrit M., Taylor A., Yan J., Braichet J.-M., Zurn P., and Shainblum E. (2008), WHO code of practice on the international recruitment of health personnel, *Bulletin of the World Health Organization* 86 (10), p. 738. <http://www.who.int/bulletin/volumes/86/10/08-058578.pdf>
- Colombo F., Dumont J.-C., Hurst J., Zurn P. (2008), The Looming Crisis in the Health Workforce: How Can OECD Countries Respond ?, OECD Health Policy Studies. <http://www.oecd.org/els/health-systems/41509461.pdf>
- Dumont J.-C., Zurn P., Church J. and Le Thi C. (2008) International Mobility of Health Professionals and Health Workforce Management in Canada: Myths and Realities, *OECD Health Workforce Working Papers No 40*, WHO - OECD. <http://www.oecd.org/canada/41590427.pdf>
- Zurn P and Dumont J.-C. (2008) "Health Workforce and International Migration: Can New-Zealand Compete?" *OECD Health Working Papers no 33*, WHO-OECD [http://www.who.int/hrh/migration/Case\\_study\\_New\\_Zealand\\_2008.pdf](http://www.who.int/hrh/migration/Case_study_New_Zealand_2008.pdf)
- Dumont J.-C. and Zurn P. (2007) "Immigrant Health Workers in OECD countries in the Broader Context of Highly Skilled Migration" in International Migration Outlook, OECD, Paris <http://www.oecd.org/els/mig/41515701.pdf>
- Connell J., Zurn P., Stilwell B., Awases M. And Braichet J.-M. (2007) Sub-Saharan Africa: beyond the health worker migration crisis? *Social Science and Medicine* 64, p. 1876-1891
- Colombo F., Zurn P., and Oxley H. (2006), *OECD Reviews of Health Systems: Switzerland*, Organisation for Economic Co-operation and Development (OECD), World Health Organization (WHO) Paris
- Zurn P. (one of the main authors) *et al.* (2006), *Working Together for Health*, The World Health Report, World Health Organization, Geneva <http://www.who.int/whr/2006/en/>
- Vujicic M. and Zurn P. (2006), Dynamics of the Health Labour Market, *The International Journal of Health Planning and Management* 21(2), p. 101 - 115
- Zurn P., Vujicic M. And Dreesch N. (2006), Increasing Access to Antiretroviral Therapy: A Model for Assessing Health Workforce Needs, in *Tools for planning and developing human resources for HIV/AIDS, and Other Health Services*, edited by Management Sciences for Health Cambridge, Massachusetts and the World Health Organization Geneva, Switzerland, chap 3 p. 51-67 [http://www.who.int/hrh/tools/tools\\_planning\\_hr\\_hiv-aids.pdf](http://www.who.int/hrh/tools/tools_planning_hr_hiv-aids.pdf)
- Zurn P, Vujicic M, Diallo K, Pantoja A, Dal Poz MR, Adams O. (2005) Planning for human resources for health: human resources for health and the projection of health outcomes/ outputs. *Cahiers de Sociologie et de Démographie médicales*, 2005, 45:107–133.
- Zurn P., Dolea C. and Stilwell B. (2005), Nurse retention and recruitment: developing a motivated workforce, **Issue Paper 4**, International Council of Nurses, Geneva <http://www.icn.ch/hcl/Issue4Retention.pdf>
- Zurn P. and Adams O., (2004) Framework for purchasing health labour, *Health, Nutrition and Population (HNP) Discussion Paper*, World Bank <http://siteresources.worldbank.org/HEALTHNUTRITIONANDPOPULATION/Resources/281627-1095698140167/Chap13ZurnAdamsFrameworkFinal.pdf>

- Zurn P., Dal Poz M., Stilwell B, Adams O. (2004), Imbalances in the health workforce, *Human Resources for Health*, **2** (13), <http://www.human-resources-health.com/content/pdf/1478-4491-2-13.pdf>
- Vujicic M., Zurn P., Diallo K. et al. (2004), The role of wages in the migration of health care professionals from developing countries, *Human Resources for Health*, **2**(3) <http://www.human-resources-health.com/content/pdf/1478-4491-2-3.pdf>
- Zurn P., Dal Poz M., Adams O. (2003), L'Organisation Mondiale de la Santé et le développement des ressources humaines du système de santé, *Cahiers de Sociologie et de Démographie Médicales* **43**(3), 467-483
- Stilwell B., Diallo K., Zurn P. et al. (2003), Developing evidence-based ethical policies on the migration of health workers: conceptual and practical challenges, *Human Resources for Health*, **1**(8) <http://www.human-resources-health.com/content/pdf/1478-4491-1-8.pdf>
- Diallo K., Zurn P., Gupta N. and Dal Poz M. (2003), Monitoring and evaluation of human resources for health: an international perspective, *Human Resources for Health*, **1**(3) <http://www.human-resources-health.com/content/pdf/1478-4491-1-5.pdf>
- Zurn P. Dal Poz M., Stilwell B, and Adams O. (2002), Imbalances in the health workforce *Briefing paper*, World Health Organization, Geneva, [http://www.who.int/hrh/documents/en/imbalance\\_briefing.pdf](http://www.who.int/hrh/documents/en/imbalance_briefing.pdf)
- Greub F., Gallant S., Zurn P., et al. (2002), Spare non-occupational HIV post-exposure prophylaxis by active contacting and testing for the source person, *AIDS*, **16**, p. 1-6
- Zurn P., Taffé P., Rickenbach M., and Danthine J.-P., (2001), The Social cost of the HIV infection in Switzerland, IEMS, Lausanne <http://www.hec.unil.ch/jdanthine/other%20reports/hiv.pdf>
- Zurn P., Carrin C., Danthine J.-P., Kammerlander R., and Kane M. (2000), The Economics of Hepatitis B Virus Vaccination, *Disease Management and Health Outcomes* **7**(6), 331-347
- Holly A., Gardiol L. and Zurn P. (1999), Relation(s) entre la consommation tabagique et la taxation du tabac, Institut d'Economie et de Management de la Santé, Lausanne [http://www.hospvd.ch/iems/images/tabac\\_ofsp.pdf](http://www.hospvd.ch/iems/images/tabac_ofsp.pdf)
- Zurn P. and Danthine J.-P. (1998), Evaluation économique de différentes stratégies de vaccination contre l'hépatite B en Suisse, *Sozial und Präventivmedizin* **43** Suppl 1, S134-137
- Zurn P. and Danthine J.-P. (1997), Conséquences économiques de la transformation d'un hôpital de soins aigus en un établissement de soins chroniques, Ecole des HEC- University of Lausanne, Lausanne
- Zurn P., Danthine J.-P., Wasserfallen J.-B., and Paccaud F. (1997), Mandat sur la planification sanitaire de la République et Canton du Jura, Ecole des HEC-University of Lausanne, Lausanne

Geneva, May 2020