

**Videos and References from the Presentation
Payday, Ponchos, or Promotions?
Remuneration and Incentives for Community Health Workers
CORE Group Webinar December 13th, 2011
Jennifer Hulme and Marie-Renee Lajoie**

**1. Please contribute to our current understanding of incentive strategies by
completing this survey among CORE Group Members**

“Remuneration and Incentives of Community Health Workers”

<https://www.surveymonkey.com/s/CHW-Survey>

2. Animation of Dan Pink’s « Drive »

<http://youtu.be/u6XAPnuFjJc>



**3. For more details on Drive and how it applied to CHW “Motivation 3.0”, Please view Tom
Davis’ work here:**

*a. VHWs and Motivation Psychology, narrated presentation presented at APHA Community-based
Primary Health Care Conference in November 2011:*

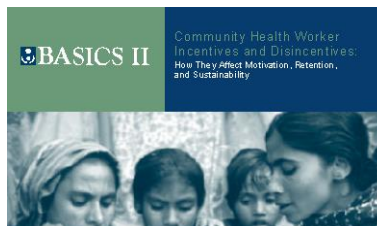
www.caregroupinfo.org/vids/CHW_Motivation/CHW_Motivation.html

*b. Care Groups and Volunteer Motivation, narrated presentation presented at APHA Community-
based Primary Health Care Conference in November 2011:*

www.caregroupinfo.org/vids/CGMotivation/CGMotivation.html

4. CHWs: Review of Incentives & Disincentives

<http://aed.org/Publications/upload/CommunityHealthWorkers.pdf>



5. Rapidly evolving policy discourse around CHW remuneration

- 1) Task shifting: rational redistribution of tasks among health workforce teams. Geneva: World Health Organization; 2007. <http://www.who.int/healthsystems/TTR-TaskShifting.pdf>
- 2) Scaling up, saving lives. Geneva: World Health Organization; 2008 http://www.who.int/workforcealliance/documents/Global_Health%20FINAL%20REPORT.pdf

6. Debates within Anthropology Literature

The female community health volunteer programme in Nepal: Decision makers' perceptions of volunteerism, payment and other incentives. Glenton, C. et al. *Social Science & Medicine*, 70(12), 1920-1927.
<http://www.ncbi.nlm.nih.gov/pubmed/20382464>

Culture, status and context in community health worker pay: Pitfalls and opportunities for policy research. A commentary on Glenton et al. (2010) K. C. Maes et al. *Social Science & Medicine* 71 (2010) 1375-1378.
<http://www.ncbi.nlm.nih.gov/pubmed/20667639>

Should we care what policy makers think? A response to Maes, Kohrt and Closser *Social Science & Medicine*, Volume 71, Issue 8, October 2010, Pages 1379-1380
Claire Glenton, Inger B. Scheel, Sabina Pradhan, Simon Lewin, Stephen Hodgins
<http://www.sciencedirect.com/science/article/pii/S027795361000568X>

7. Beyond eight hours a week: CHW remuneration in the era of chronic disease and ARV expansion

- Winning Policy Change to Promote Community Health Workers: Lessons From Massachusetts in The Health Reform Era. Mason et al. *American Journal of Public Health*. 101(12): 2011.
<http://ajph.aphapublications.org/doi/abs/10.2105/AJPH.2011.300402>
- Why is paying poor people for their labour controversial? The PIH Accompagnateur model: <http://www.pbs.org/shows/537/index.html>
- Therapeutic Enclaves in Central Mozambique? Lives Saved, Livelihoods Lost. *Ippolytos Kalofonos*
<http://somasphere.net/2011/03/therapeutic-enclaves-in-central.html/>
- NGO Code of Conduct: "NGOs commit to advocate for fair monetary compensation for work done by all employees, across the health care system, including salaries for community health workers."
<http://ngocodeofconduct.org/code-articles/compensation-practices/>