Figure 2 Human resources for health (HRH) strategies formulation process

- Selecting the research team
- Preparing the instruction for the formulation of HRH
  - Selection of 9 major NPDs
  - Identifying and selecting national policy documents
  - Selecting key stakeholders
    - Reviewing national policy documents
    - Discussing HR challenges and strategies in 2 FGD

- In-depth analysis of NPDs, transcribed FGD and extraction of main themes
- Drafting the primary strategies
- Convening one FGD for reviewing and finalizing primary draft of strategies
- Finalized 30 HRH strategies

After identifying all key stakeholder groups, 6 categories were selected.