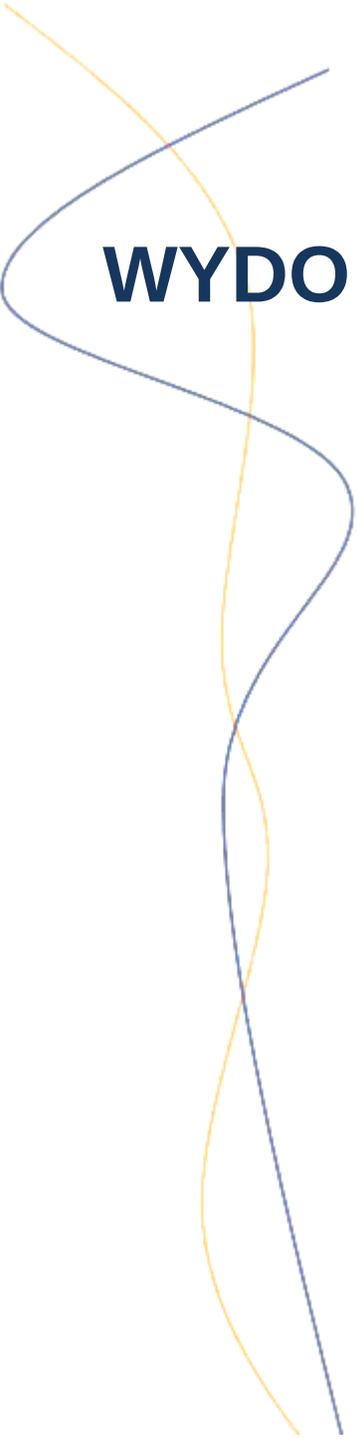




World Young Doctors' Organization



# **WYDO Annual Report 2013**

## **Mission**

The World Young Doctors' Organization is dedicated to provide young doctors around the world with opportunities to work together for the improvement of public health in developed and developing countries, to facilitate networking between young doctors for professional collaboration and recreation, and to improve the general environment of young doctors in their place of practice.

## **Vision**

By 2015 the World Young Doctor's Organization will be the main forum for young doctors around the world to network, collaborate and improve public health.

## **Values**

**R**espect the individual, regardless of culture, religion or philosophy of life.

**R**ecognize teamwork and compassion as central for working towards our mission and goals.

**E**mphasize collaboration with partner organizations for mutual benefit.

**B**e independent of political and commercial influences contradicting the values of the foundation or limiting the activities of the foundation.

**C**ommit to apply our mission, vision and values in all that the foundation does.

## **Goals**

**B**e an international forum for young doctors to work on the improvement of public health.

**S**upport and advocate for the improvement of young doctors' issues, in particular working environment and career opportunities.

**S**urvey and convey the opinions of young doctors on a variety of issues.

**E**stablish partnerships with other organizations.

**C**ollaborate with partner organizations towards the mission of the foundation.

**P**rovide and support social and cultural activities for young doctors.

**P**erform any further actions, which are related to the aforementioned goals or which work towards the mission of the foundation.

## Introduction

The year 2013 has been characterized by developing ways to expand the reach of WYDO and involvement of more young doctors, in order to truly become a global forum for young doctors. It has become possible for young doctors to join WYDO as participants by registering on the website, a mailing list has been established to facilitate communication between participants and a new initiative has been launched to hold Young Doctors' Café's for more involvement, interaction and action on a local level.

WYDO is also working on establishing a variety of projects. On 24 June 2013, on WYDO's foundation date, the first World Young Doctors' Day was celebrated with the theme "Internet, social media and medicine". This is meant to be an annually recurring event. WYDO has also developed an overview on its website of links to publicly available resources that may be useful for young doctors. The Residency Database is another project, which is being developed in collaboration with the Greek medical students of HeIMSIC. WYDO also endorsed a project in Nepal, which provides health check-ups to orphans and elderly people.

We hope you enjoy reading about these new developments in this year's annual report.

The WYDO board

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World Young Doctors' Organization

## **1. Strategic planning and daily management**

The board works according to a strategic plan, which prioritizes the activities and expansion of WYDO. The board met once a month via an online conference call. All other communication took place through online discussion, using specialized software. In June the first WYDO board ended its term and a new board was appointed.

### **i. Governance**

The organization is run by an international board, consisting of young doctors from various countries. Decision-making within the board encourages collaborative problem-solving, critical thinking, constructive criticism, value of minority views and collective ownership; all aspects of an inquiry process rather than an advocacy process. The board itself is a board of equals, with democratic decision-making and commitment to transparency and accountability.

The WYDO team in 2013 consisted of a Fundraising and Marketing Officer, three editors for the Speakers' corner, a programmer/software developer, a project coordinator and National Focal Points from 22 countries. Although the main decision-making remains within the board, the entire WYDO team is regularly updated and consulted for feedback and opinions. The WYDO team is able to raise issues and give advice at any time through the online discussion software. WYDO is most committed to hearing what medical doctors around the world have to say; to this end the organization makes use of active discussion and debate, polls and other tools to better convey medical doctors' opinions and activities. The opening of a community list will also add to this endeavor.

## 2. Participants

On 2 December 2013 WYDO opened a registration on its website for participants. Participants are automatically added to the WYDO community mailing list. Within a month 153 persons from 32 countries had joined the community.

Participants came from the following countries:

Bosnia & Herzegovina	Greece	Netherlands	Sri Lanka
Burkina Faso	India	Pakistan	Sudan
Canada	Indonesia	Palestinian Territory	Sweden
Denmark	Iran	Portugal	Tunisia
Ecuador	Kenya	Russia	Turkey
Egypt	Lebanon	Saudi Arabia	Uganda
France	Mexico	Sierra Leone	United Arab Emirates
Germany	Nepal	Spain	United States

By profession, 115 participants were medical doctors, 11 were medical officers and 22 were medical students. Participants also included persons working as epidemiologists, laboratory scientists, pharmacists, researchers, public health specialists, healthcare quality specialists, software developer/programmer and a professional musician.

## 3. Communication

### *a. Website*

Due to the website's pivotal role in providing young doctors with practical tools and information, as well as a platform for sharing opinions, the website undergoes continuous evaluation so as to improve the navigation and content on the web, as well as to include additional features that will boost interaction amongst its participant.

### *b. Social media*

In October 2013 the WYDO Team agreed that there was a need to maximize the use of the various social media platforms such as Facebook, Twitter, and LinkedIn, that WYDO has used over the years. For this purpose a Task Force was established that would formulate a clear strategy for the use of social media and would give recommendations on ways in which more people can be involved in the posting of messages on behalf of WYDO in order to make the social media activity more interactive and sustainable. The results of the Task Force will be expected in 2014.

### ***c. Publications***

Paul Yonga, general board member and National Focal Point (NFP) for Kenya, published an article titled "Medical brain drain, a neglected global health component" in Global Medicine, a magazine published by the International Federation of Medical Students' Association-the Netherlands (IFMSA-NL), which focuses on various global health issues affecting different countries across the world. The article can be found here: <http://globalmedicine.nl/issues/issue-16/medical-brain-drain-among-doctors-in-africa-a-neglected-global-health-component/>

### ***d. Presentations at meetings and conferences***

WYDO was privileged to participate in the 2nd edition of the workshop on access to medical training in Europe (WAMTE) that took place in Pousada da Juventude de Almada, Portugal, from 22 to 26 July 2013 and had been organized by the Portuguese Medical Students' Association (ANEM/PortMSIC).

Though not represented physically, WYDO had the opportunity to present on 23 July during the plenary session on access to medical internship with a video message. In the video message a brief history was given on WYDO and its mission and vision. In addition, the Residency Database project was presented. The video was followed by a presentation from the European Junior Doctors (EJD) introducing the European Medical Mobility Database, a collaborative project from EJD and the European Medical Students' Association (EMSA).

## **4. Projects**

### ***a. The framework for projects in WYDO***

A new projects framework has been developed, which includes projects run within WYDO, and those outside WYDO but interested in being associated with the organization (endorsed projects).

#### ***i. WYDO projects***

WYDO projects are typically those that have been started by the organization itself, and managed by a project coordinator. Any person involved within WYDO can submit a brief (2-page) project concept note to the board for initiating a WYDO project.

Following approval of the project, a project coordinator will be appointed by the board, whose first task would be to develop a strategic plan. The project coordinator can develop the roles within the project and recruit persons as project team members, following WYDO recruitment procedures and board approval. The project coordinator is responsible for developing an annual report to the board, including activities undertaken and financial details. Collaboration within the project will take place on the internal WYDO platform to ensure transparency and appropriate documentation. WYDO will actively support the project team in fundraising for any anticipated project costs, and when feasible may divert resources from the central budget for financing activities.

#### ***ii. Endorsed projects***

Ongoing or new projects that exist independently outside WYDO, and involve young doctors, can choose to be associated with WYDO.

The project coordinator should submit a full project report to the WYDO board, which would include project purpose and goals, structure, team members and financial details. The project coordinator may develop the team and structure of the project independent of WYDO procedures and the organization as a whole.

The project coordinator is responsible for developing an annual report to the WYDO board, including activities undertaken and financial details. Collaboration within the project is under the responsibility of the coordinator.

WYDO will facilitate and support the project team in fundraising, including increasing project publicity to potential funders and identification of potential grants. Endorsement by WYDO provides the project with benefits including increased publicity online through the WYDO website and other promotional events; support in developing strategic plans, marketing, fundraising and other project tools; access to young doctors through WYDO's network; and the ability to exchange ideas and experiences with other young doctors and projects.

### ***b. Young Doctors' Cafe's***

The aim of Young Doctors Café's is to encourage young doctors to discuss local, national and international issues relevant to young doctors, consider possible activities that may be organized, and to increase awareness about WYDO encouraging young doctors to become participants within the organization.

A Young Doctors Café may typically include 10-25 persons and is organized at a local level, with details being arranged by a coordinator. National Focal Points are encouraged to hold such café's, however any WYDO participant may coordinate such an event.

The organizers of the café may choose to share with WYDO photos and/or ideas collected at the café, with the consent of participants, which would be useful to colleagues in other countries. WYDO may disseminate such material on its website, publications or throughout its social network.

### ***c. Residency Database***

The Residency Database is a collaborative project between WYDO and the Hellenic Medical Students' International Committee (HelMSIC). The project was initiated by HelMSIC and International Federation of Medical Students' Associations – Spain (IFMSA-Spain) in 2002 and from 2003 until 2012 it was a transnational project of the IFMSA. Currently, WYDO and HelMSIC are preparing for its relaunch.

The project will be launched in two phases. Phase 1 being a static database with information on residencies in specific countries. The information for these countries will be provided and updated by NFPs from WYDO and members of the Standing Committee on Medical Education (SCOME) from IFMSA. A survey was carried out in connection to the World Young Doctors' Day 2013 to ask young doctors what information they would like to see in the Residency Database, in order to make sure the database provides the information that young doctors are looking for.

Phase 2 will include a dynamic database. Building this database requires advanced software programming and is planned to be completed within two years. Once this database is operational it will be possible to for any young doctor to add information and give recommendations on residency programmes. This will be a more sustainable way of keeping the database updated and will also make it more interactive and useful.

### ***d. World Young Doctors' Day***

On 24 June 2013, WYDO held the first World Young Doctors' Day with the aim of initiating and catalyzing collaborative activities among young doctors and with other professionals and organizations working in healthcare.

The theme for 2013 was “Internet, Social Media and Medicine”. For celebrating World Young Doctors' Day 2013, the following activities were organized in different countries in the world:

- An essay contest in Indonesia for young doctors titled “Internet and healthcare”;
- A symposium in Burkina Faso titled "Symposium sur le rôle et la place de l'internet et des réseaux sociaux en médecine" in collaboration with Bobo Bénévolat and Centre Muraz;
- A symposium in Egypt titled "The role of Internet & Social Media in Medicine";
- A publication in the Turkish medical journal Medimagazin in Turkey;
- A survey through social media to investigate what wishes young doctors have for the new and improved Residency Database.

More information on these activities can be found on our website: <http://www.wydo.org/content/world-young-doctors-day-2013>



Symposium in Burkina Faso



#### ***e. Resources for young doctors***

Many resources are available on the internet and young doctors have access to more information than ever, even in countries where young doctors previously may not have had access to the latest scientific data. However, in the information overload it can be difficult to find relevant information. WYDO would like to assist young doctors to have easy access to useful information in one place. Therefore we collect links to freely available resources on the following topics: good conduct in research, statistics and epidemiology, communication in science, career development, clinical practice, occupational issues, patient safety, post-graduate training. This collection is just a start. Young doctors are invited to send additional links so that the collection can be expanded.

The resources collection can be found at: <http://www.wydo.org/content/resources-young-doctors-0>.

**f. Prayash project**

In September 2013 , WYDO endorsed the Prayash project; an initiative by young doctors and medical students from the Institute of Medicine (IOM), Kathmandu, Nepal, to deliver healthcare to the underprivileged in Nepal. The project aims to carry out general health checkups in orphanages and elderly homes within Kathmandu valley. Moreover, counseling about common health problems will be available to locals and those who require more specialized medical attention are referred to appropriate healthcare providers.

The first visit was to the Shree Radhe Shyam Orphanage in Kathmandu catering to around 20 orphans.

Although the project is primarily run by Nepalese medical students and young doctors, young doctors from other countries can also participate.

More information can be found on the WYDO website: <http://www.wydo.org/content/prayash-health-check-ups-nepal>



Health check up and health education program in Shree Radhe Shyam Orphanage in Kathmandu

## **5. Collaboration with other organizations**

Collaboration is one of the core principals of WYDO. The collaboration with the Doctors Society of Nepal (DSON), the magazine Global Medicine and the Hellenic Medical Students' International Committee (HeIMSIC), which was established in 2012, was maintained and strengthened.

### ***a. Doctors' Society Nepal***

The Doctors Society of Nepal (DSON) was created to work for the highest possible standards of ethical behavior and healthcare by doctors. It is a non-governmental, non-political and non-profit making professional association of the medical doctors of Nepal. DSON strives for enhancing the quality of the health care that will best serve the Nepalese people. DSON provides a forum for its members to communicate freely, to co-operate actively, to achieve professional competence, and to promote the professional security.

The Memorandum of Understanding between WYDO and the DSON states that both organizations will actively engage in setting up collaborative initiatives and projects.

### ***b. Global Medicine***

Global Medicine is a magazine about global health, written for and by medical students and young doctors. It was founded in 2004 by the IFMSA-The Netherlands. Global Medicine's goal is to inform students and young professionals about news, research and opinions in the field of global health, to encourage them to get involved in this field and to be part of the next generation of global health workers. Also, Global Medicine gives a chance to young people to write and publish articles in an international magazine. Global Medicine is published three times a year and is available online.

The Memorandum of Understanding between WYDO and Global Medicine includes the agreement that both organizations will share news about the other organization and collaborate in the writing of articles.

As mentioned under the communication section Global Medicine published an article of WYDO on brain drain.

### ***c. HeIMSIC***

The Hellenic Medical Students' International Committee (HeIMSIC) is an independent society, non-profitable and non-governmental organization, founded in 1958 by medical students with the main goal to sensitize and activate medical students to public health, medical education, healthcare of refugees and vulnerable social groups, establishment of global peace, prevention of sexually transmitted diseases.

The Memorandum of Understanding between WYDO and HeIMSIC specifically focuses on the collaboration on the Residency Database.

## 6. Financial report

In 2013 the expenses were again kept to the very minimum and all online activities were carried out with free software. Expenses are currently covered by individual board members, to be reimbursed shortly by funding from sponsorship.

	<b>Period</b>	<b>Total (euro)</b>
<b>Fixed operational costs</b>		
Hosting/server for website	May 2013-Dec 2014	89.82
Service costs ABN AMRO	Jan 2013-Jan 2014	128.08
Renewal of domain name	2013	12.90
<b>Total 2013</b>		<b>230.80</b>
Total expenses made, including the establishment of WYDO		1984.36
<b>Grand total</b>		<b>2215.16</b>

## 7. Perspectives for next year

The past year has been a very eventful one, with several successes. The WYDO community has progressed considerably, with the launching of projects including the World Young Doctors' Day and the WYDO community list.

We have reached several new countries with National Focal Points in 22 nations around the world, and the organization involves people in almost 30 countries. Collaborations are ongoing with partner organizations, and WYDO has participated and/or presented at several conferences and similar events.

We look forward to a yet more active year ahead in 2014, which will include expansion of the WYDO community list to connect over 1,000 young doctors around the world, development of the Residency Database project with a new concept and celebration of World Young Doctors Day on 24 June 2014. The organization will also place greater efforts into seeking funding to support its operational costs as well as new projects and activities, and increasing effective collaborations with national and international organizations.

Join the WYDO community in achieving this and more!

## **8. WYDO Team in 2013**

### ***Board 2013-2015***

Sophie Gubbels, chairperson and treasurer  
Jade Khalifé, vice-chairperson  
Hatem Alaa, secretary  
Maximilian Mehnert, information technologies & ethics  
Anselme Simeon Sanou, general board member  
Paul Yonga, general board member

### ***Board 2011-2013***

Sophie Gubbels, co-chairperson and treasurer  
Jade Khalifé, co-chairperson  
Maniraj Neupane, secretary  
Maximilian Mehnert, information technologies & ethics  
Kyriakos Martakis, committee director  
Akihito Watabe, general board member

### ***Officers***

Nadeem Kasmani, fundraising/marketing officer

### ***Project coordinators***

Gaby Edgerton, Residency Database coordinator

### ***Website Team***

Manon Chaine, programmer/software developer  
Makhyan Jibril, editor Speakers' corner  
Ahmad Adi, editor Speakers' corner  
Sanjeev Kumar, editor Speakers' corner

### ***National Focal Points (NFPs)***

Li Do, NFP Austria  
Rahat Chowdhury, NFP Bangladesh  
Valeria Mateeva, NFP Bulgaria  
Anselme Simeon Sanou, NFP Burkina Faso  
Tatiana Alvarez, NFP Colombia  
Romance Dissieka, NFP Côte d'Ivoire  
Hatem Alaa, NFP Egypt  
Eyob Ale, NFP Ethiopia  
Zukhrofi Muzar, NFP Indonesia  
Paul Yonga, NFP Kenya  
Maniraj Neupane, NFP Nepal  
Oumarou Maïmouna, NFP Niger  
Shafik Yusuff, NFP Oman  
Faseeh Shahab, NFP Pakistan  
Kharla Heredia, NFP Peru  
Agnieszka Gaczkowska, NFP Poland  
Gjoko Spasevski, NFP Republic of Macedonia  
Yulia Orlova, NFP Russia  
Rasheed S Alameer, NFP Saudia Arabia  
Luis Ensenyat Martin, NFP Spain  
Elif Keles, NFP Turkey  
Jamil Kasmani, NFP UAE