

## Dublin Declaration on Human Resources for Health:

### Building the Health Workforce of the Future

ZERO DRAFT, 25 September 2017

“That further shore is reachable from here”

- Seamus Heaney

Investments in the health and social workforce are imperative to our shared prosperity.

We, the representatives of governments and key stakeholders from across sectors and institutions, including representatives of academia, civil society, employers, regulators, and professional associations and health workers' unions, having gathered at the *Fourth Global Forum on Human Resources for Health* in Dublin, Ireland, hereby:

1. Call attention to the escalating mismatch between the supply, demand and need for health workers and the urgency for bold, coordinated and transformative investments, with projections pointing to an additional 40 million health worker jobs to be generated by 2030, largely residing in upper-middle and high-income countries, while a needs-based shortfall of 18 million health workers is anticipated for the same period, with gaps prominent in low- and lower-middle income countries;
2. Recognize that health systems serve as the backbone of universal health coverage and underscore the fundamental importance of a competent, enabled, and optimally organized and distributed health workforce to the strengthening of health system performance and resilience worldwide;
3. Affirm our commitment to working towards a shared vision of equitable access to health workers within strengthened health systems as a means to accelerate progress towards universal health coverage, global health security, and the Sustainable Development Goals;
4. Reaffirm the continuing importance of the *Kampala Declaration and Agenda for Global Action*, the *Bangkok Outcome Statement*, and the *Recife Political Declaration on Human Resources for Health* which elaborate health workforce challenges and commitments at the national and international levels to address them;
5. Take inspiration from the *2030 Agenda for Sustainable Development*, with its 17 indivisible goals and vision to leave no one behind, noting in particular the opportunity presented by the integrated nature of the 2030 SDG Agenda to address longstanding and growing health workforce challenges;
6. Welcome with appreciation the substantial progress made since the 3<sup>rd</sup> Global Forum in advancing the global health workforce agenda technically and politically, including a more comprehensive understanding of the health labour market, as evidenced by:

- a) the adoption of the *Global Strategy on Human Resources for Health: Workforce 2030* (WHA Resolution 69.19), with elaboration of policy options and the establishment of global milestones for 2020 and 2030 aimed at accelerating and measuring progress towards universal health coverage and the UN Sustainable Development Goals through ensuring equitable access to health workers;
- b) the launch of the report of the UN Secretary-General's *High-Level Commission on Health Employment and Economic Growth* highlighting benefits across the SDGs from increased and transformed investments in the health workforce (including SDG 1: poverty elimination, SDG 3: good health and well-being, SDG 5: gender equality, and SDG 8: decent work and economic growth), with the identification of ten recommendations and five immediate action; as well as the subsequent call by the United Nation's General Assembly (UNGA Resolution A/71/L.41) urging its Member States to consider the recommendations of the Commission including development of intersectoral plans and enhanced investment in education and decent job creation in the health and social sectors as a means for effective implementation of the 2030 SDG Agenda (UNGA Resolution A/71/L.41);
- c) support in the *Berlin Declaration of the G20 Health Ministers* for adoption of the WHO, ILO, OECD Five Year Action Plan to give effect to the Commission recommendations and for strategic investments to develop and retain health workers, as well as the *G20 Leaders' Declaration: Shaping an Interconnected World* that calls for cooperative action to strengthen health systems worldwide, including specific focus on developing the health workforce as a means to contribute to broader prosperity and well-being;
- d) the adoption of the ILO, OECD, WHO Five Year Action Plan by the 70<sup>th</sup> World Health Assembly (WHA Res 70.6) in order to coordinate and advance the intersectoral implementation of the *Global Strategy* and *High-level Commission* recommendations and actions, with the WHA resolution urging WHO Member States to take action, emphasizing that investing in the health and social workforce has multiplier effects that enhance inclusive economic growth and generate benefits across the SDG Agenda;
- e) the finding of high relevance and emerging effectiveness of the *WHO Global Code of Practice* as determined by the independent five year review of *the WHO Global Code* (WHA A68/32), as well as the increasing value and legitimacy of the *WHO Global Code* evidenced by the improvement in quantity, quality and geographic diversity of second round of national reporting on the *WHO Global Code* during the second round (WHA 69/37), with a call to further strengthen relevance, effectiveness and implementation of the *WHO Global Code of Practice* by the *High-level Commission* and associated UN General Assembly and World Health Assembly resolutions;
- f) the establishment of the Global Health Workforce Network as a means of leveraging multi-sectoral and multi-stakeholder engagement for the production of catalytic global public goods to support the *Global Strategy* and *High-level Commission* recommendations and immediate action;

7. Note the invitation by the 69<sup>th</sup> and 70<sup>th</sup> World Health Assembly to stakeholders across sectors, regions, and nationality to join in supporting implementation of the *Global Strategy* and the *High-level Commission* recommendations and immediate actions;
8. Convinced of the substantial socio-economic benefits arising from expanded and transformed investments in the health workforce, commit to taking co-ordinated, multi-sectoral and multi-stakeholder action in support of the implementation of the *Global Strategy*, the *High-level Commission recommendations*, and the *WHO Global Code of Practice*, including enhanced investments towards health workforce education and the creation of decent jobs in the sector;
9. Welcome with appreciation the launch of the WHO, ILO, OECD *Working for Health* Programme and establishment of the associated *UNDP Multi-Partner Trust Fund*, and commit to enable the Programme deliver coordinated support and catalytic financing to country-driven implementation of the *Global Strategy* and *High-level Commission* recommendations;
10. Welcome also the launch of the *International Platform on Health Worker Mobility* and commit to support the platform to maximize mutual benefits and mitigate adverse effects from the increasing magnitude and complexity of health labour mobility, through strengthened evidence, analysis, knowledge exchange and policy action, including strengthening the *WHO Global Code of Practice* and its implementation;
11. Affirm the importance of establishing, measuring and reporting on commitments and milestones on human resources for health at the national and international levels as an important mechanism to advance a shared global health workforce agenda;
12. Call for the establishment of an independent review mechanism within the Global Health Workforce Network to track progress on the *Global Strategy* and its milestones, *High-level Commission* recommendations and immediate actions, *Working for Health* Programme and deliverables, and the *WHO Global Code*, with progress to be shared at the Fifth Global Forum on Human Resources in addition to being reported via respective governance processes;
13. Optimistic in the belief that through closer collaboration, expanded and transformed investments in the health workforce, and by holding each other to account we can realize a future of universal health coverage, global health security, and where economic prosperity is shared by all;
14. We express our gratitude to the Departments of Health, Foreign Affairs and Trade, the Health Service Executive of Ireland, the Global Health Workforce Network, Trinity College Dublin and the World Health Organization for co-organizing this important event.