



Fourth Global Forum on  
Human Resources for Health  
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## *Youth Call for Action*

*“Health workers are an investment, not a cost”*

We, the representatives of the present and the future health workforce, including students and young professionals from across the health and social-care and other sectors, having gathered during the inaugural *Youth Forum* of the *Fourth Global Forum on Human Resources for Health* in Dublin, Ireland,

1. Emphasize that youth, as one of the largest global demographic groups, are an essential agent of positive change in the world. We (Youth) are the backbone of the future and the leaders of tomorrow. Through active participation, we are empowered to play a vital role in youth development and our communities;
2. Fully affirm that youth are an asset for achieving the 2030 Agenda on sustainable development, and express deep concern about the magnitude and disproportionate effect upon youth unemployment and underemployment throughout the world and its social and societal implications;
3. Fully aware that with 1.8 billion people between the ages of 10 and 24 living mostly in low- and middle- income countries, the world has more young people than ever before, creating unparalleled potential economic and social progress. This presents an unprecedented window of opportunity: a demographic dividend through youth;
4. Appreciate the opportunity to collectively participate to the Fourth Global Forum on Human Resources for Health to advance dialogue on strengthening health systems through investments in human capital, particularly the opportunities and challenges faced by the youth health workforce;
5. Aware that the global health landscape is changing at a rapid pace, and is facing new challenges with an ageing population, non-communicable diseases, antimicrobial resistance new emerging diseases, environmental instability, international conflicts and protracted crises, and suboptimal working conditions. In this context, it is highly important to ensure that the health workforce is prepared to respond to and adapt to future needs;
6. Highlight the potential of Technology and Innovation to exponentially revolutionize all aspects of society, especially in terms of the health care delivery. As the future of the health workforce, we pledge to foster technological innovation as a crucial component to improving the health sector;
7. Recognize the investment in health employment as an opportunity to avert the rising youth unemployment all over the globe, through creating decent jobs particularly for women and youth thereby capturing an unprecedented potential for transformative inclusive socio-economic growth;
8. Further emphasise that the health and social care sector is an excellent arena for social entrepreneurship, where youth not only seek and fill jobs but also create economic and employment opportunities, design models that provide better livelihoods and maximize public

gains, and bring out the creative power of citizens to solve health problems through social business;

9. Reaffirm that national policies should address the dynamics of the health labor market, and acknowledge that scaling up the health workforce to achieve Universal Health Coverage will require a comprehensive plan of action that takes into account education, employment, migration, social and economic conditions, and need for increased and sustainable investments in healthcare;
10. Emphasize the significance of galvanizing governmental and states stewardship to put in place the proper governance to fully implement the Global Strategy on Human Resources for Health: Workforce 2030, the recommendations of the High Level Commission on Health Employment and Economic Growth, and the five year action plan (Working for Health);
11. Call for bold and transformative policies to close the 18 million health worker gap as anticipated by the High Level Commission on Health Employment and Economic Growth, while remaining concerned by the necessity of generating 40 million jobs in the health and social sectors, by the year 2030, to deliver Universal Health Coverage and achieve the Sustainable Development Goals through realizing the target 3c.
12. Call for aligning the education and training of health workers on a global scale with health systems, labor market and population needs. The education systems of the future must train the health workforce to transition from operating in silos to a truly inter-professional, team based, patient-centered model of education;
13. Call for significantly increased investments in education, capacity building, training and skills development of health students, to ensure their competency to achieve UHC;
14. Further call for an accelerated action on ensuring Social Accountability of health professions training institutions, responding to current and future health needs and challenges in society and reorienting their education, research and service priorities accordingly;
15. Call upon all relevant stake holders for robust management of health labor mobility to maximize the benefits of health worker migration to the health systems and economies of both origin and host countries as well as the livelihoods of health workers, including through the full implementation of the WHO Global Code of Practice on the International Recruitment of Health Personnel as a global governance tool to ensure ethical recruitment of health workers, strengthening of health systems and equitable distribution of health workforce across the countries;
16. Call upon governments and related stakeholders to position decent work in the heart of the health workforce policy making, and emphasize that decent work is a human right and that health workers are not simply head counts; they are people with rights roles and responsibility. We further affirm that it is unacceptable that health workers are exposed at the work place to gender based violence, occupational risks and hazards or targeted in conflict;
17. Call for attaining equal gender representation and female empowerment within the health workforce, and strongly urge all relevant stakeholders to make concrete commitments in order to minimize gender inequalities, add a gender perspective to all strategic decisions, and actively enable the fuller participation of women;

18. Assert the impacts of humanitarian crises on health care structures and the urgency to implement preventive strategies to ensure the protection and safety of the frontline health workers, and call upon the international community to enact the provisions of International Humanitarian Law, and implement Security Council resolution (2286) to safeguard health workers in warzones and conflict settings;
19. Call upon the World Health Organization to establish a thematic WHO Hub on Youth within the Global Health Workforce Network (GHWN). The thematic WHO Hub on Youth will support the full implementation of the Global Strategy on Human Resources for Health: Workforce 2030 and the recommendations of the United Nations High-Level Commission on Health Employment and Economic Growth through capacity building, supporting the human resources for health research agenda and aligning the advocacy efforts on national, regional and global levels;
20. Call on all youth activists, organizations, and stakeholders to commence a global conversation on the importance of human resources for health through the GHWN thematic Hub on Youth and ensure the full and effective participation of Youth- led initiatives at all levels;
21. Support also the strategy of The Global Initiative on Decent Jobs for Youth, and call upon the World Health Organization and the International Labor Organization to collaborate on leading a thematic initiative on “Youth Employment in Health and Social Sectors”, aimed at increasing access to decent jobs to young women and men all over the world, though facilitating increased impact and expanded country-level action on decent jobs for youth in health and social sectors;
22. Call upon the governments, philanthropies, foundation, the private sector, funding agencies and universities to fund and support the establishment of the GHWN thematic Hub on Youth as well as the establishment of the thematic initiative on “Youth Employment in Health and Social Sectors”, as linked to The Global Initiative on Decent Jobs for Youth;
23. Call upon the UN Agencies and relevant stakeholders to create opportunities for youth such as global meetings, workshops and trainings to harness their deep involvement in the transformation of health workforce of the future to address current health workers’ challenges and build capacity in the nexus between economic growth and health workforce;
24. Call upon all relevant stakeholders within low, middle and high income countries to engage civil society and youth organizations, and emphasize the importance of their role to advocate for setting health workforce planning and forecasting as a national priority in their countries. We underscore the importance of raising their voices and holding governments accountable for national plans, stated goals and targets related to expanding and transforming the health workforce, achieving the right skills in the right places for the right jobs.

*Adopted by acclamation at Dublin, Ireland*