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Resolution

Towards a sustainable health workforce in the WHO European Region: framework for action

The Regional Committee,

Recalling World Health Assembly resolution WHA69.19 on the Global Strategy on Human Resources for Health: Workforce 2030,¹ including its key strategic objectives and urgent appeal to engage across sectors to coordinate an intersectoral health workforce agenda;

Recalling the report of the United Nations High-Level Commission on Health Employment and Economic Growth,² setting out 10 recommendations and five immediate actions on transforming the health workforce for the achievement of the Sustainable Development Goals (SDGs);

Reaffirming the Five-year Action Plan for Health Employment and Inclusive Economic Growth (2017–2021),³ which serves as a mechanism to coordinate and to advance the implementation of the High-Level Commission's recommendations, in line with the Global Strategy and with the support of WHO, the International Labour Organization and the Organisation for Economic Co-operation and Development;

¹ Document A69/38.

² *Working for health and growth: investing in the health workforce*. Geneva: World Health Organization; 2016 (<http://www.who.int/hrh/com-heeg/reports/report-Commission/en/>, accessed 17 August 2017).

³ See document A70/18, Annex; adopted in resolution WHA70.6.

Acknowledging the need to continue to implement the WHO Global Code of Practice on the International Recruitment of Health Personnel;⁴

Further recalling the Ljubljana Charter on Reforming Health Care in Europe,⁵ the Tallinn Charter: Health Systems for Health and Wealth⁶ and the strategic document Priorities for Health Systems Strengthening in the WHO European Region 2015–2020,⁷ which identifies the health workforce as a foundation for strengthening health systems in order to ensure that they are people-centred, accelerate health gains, reduce health inequalities, guarantee financial protection and ensure efficient use of social resources;

Recalling resolution EUR/RC59/R4 urging Member States to increase their efforts to develop and implement sustainable health workforce policies, strategies and plans as a critical component of health systems strengthening;

Recognizing that health and social care workers are essential to building strong and resilient health systems, contributing to the achievement of the SDGs, and that investment in the health workforce has multiple effects that enhance inclusive economic growth, both locally and globally, contributes to the implementation of the 2030 Agenda for Sustainable Development and fosters progress on achievement of the SDGs;

Underlining the primary responsibility of Member States to provide equitable access to quality health services and to ensure affordable and quality service delivery, in particular through primary health care and social protection mechanisms, in collaboration with the international community and with a view to providing access for all, especially the vulnerable or marginalized, such as women and children;

⁴ See document A63/8, Annex; adopted in resolution WHA63.16.

⁵ Adopted at the WHO European Conference on Health Care Reforms (Ljubljana, Slovenia, 1996).

⁶ Adopted at the WHO European Ministerial Conference on Health Systems (Tallinn, Estonia, 2008).

⁷ Document EUR/RC65/13.

1. ENDORSES document EUR/RC67/10, entitled “Towards a sustainable health workforce in the WHO European Region: framework for action”, which seeks to accelerate progress towards the values and objectives of Health 2020, the European policy framework for health and well-being, and of the 2030 Agenda by sustaining a transformed and effective health workforce within strengthened health systems;

2. URGES Member States:⁸

- (a) to accelerate efforts towards achieving a sustainable health workforce, guided by the framework for action, and to provide strong national leadership, enabled by an evidence-informed strategic approach to managing change, underpinned by political commitment:
 - (i) to transform education and training and optimize the performance, quality and impact of health workers;
 - (ii) to align investment in human resources for health with the current and future needs of the population and of health systems through labour market analysis and effective planning;
 - (iii) to build the institutional capacity for effective policy stewardship and governance of human resources in order to develop and maintain a sustainable health workforce;
 - (iv) to improve the evidence base and strengthen data for and the application of analytical approaches to health workforce dynamics, policy and planning;
- (b) to engage the relevant sectors and to ensure intersectoral mechanisms at the national and subnational levels for secure investments in and effective implementation of the four strategic health workforce objectives of the framework for action, aligned with the commitments under the Global Strategy;

⁸ And, where applicable, regional economic integration organizations.

- (c) to act forthwith on the High-Level Commission's recommendations, immediate actions and the Five-year Action Plan for Health Employment and Inclusive Economic Growth, with the support of WHO, the International Labour Organization and the Organisation for Economic Co-operation and Development, as appropriate and consistent with national contexts, priorities and specificities;
3. CALLS ON international, intergovernmental and nongovernmental organizations, including professional associations, from within the health sector and from other sectors, to engage in and to support the implementation of the framework for action and the toolkit;
4. REQUESTS the Regional Director:
- (a) to collaborate with Member States⁸ and to provide, upon request, technical support for their efforts to achieve a sustainable health workforce;
 - (b) to provide support to Member States for the implementation of the framework for action and the application of the toolkit and to ensure the ongoing development of the toolkit;
 - (c) to foster intercountry collaboration and to facilitate the exchange of information and good practice on human resources for health among Member States and relevant stakeholders and international partners;
 - (d) to monitor and evaluate progress towards achieving a sustainable health workforce in the WHO European Region and to report to the Regional Committee on the progress made in accordance with the milestones established by the Global Strategy, aligned with reporting on the WHO Global Code of Practice.

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