



World Health Organization - International Council of Nurses – International Confederation of Midwives

2022 TRIAD STATEMENT

Introduction

Nursing and midwifery leaders representing WHO Member States, national nursing associations, and national midwifery associations met virtually for the 9th “Triad Meeting” of WHO, the International Council of Nurses, and the International Confederation of Midwives.

Over 650 nursing and midwifery leaders from 165 countries participated in the 9th Triad Meeting. Participants included guests from WHO collaborating centers for nursing and midwifery, deans and other nursing and midwifery educators, nursing and midwifery regulators and other partners.

The meeting focused on country-level operationalization of the *Global Strategic Directions for Nursing and Midwifery 2021-2025*, as adopted by the Seventy-fourth World Health Assembly in Resolution 74.15.

The 9th Triad Meeting acknowledged and re-affirmed the following:

- While WHO’s 2022 report to the 75th World Health Assembly indicates a reduction in the workforce shortages, previously also documented in the *State of the Worlds’ Nursing 2020* and the *State of the World’s Midwifery 2021* reports, these data mostly depict a pre-COVID-19 situation, and concern remains about the impact of the COVID-19 pandemic on the availability of midwives and nurses.
- The **COVID-19 pandemic** has taken a significant toll on midwives and nurses worldwide. Burnout, sickness, intention to leave, and retirement are climbing, as are reports of attacks, abuse and violence against midwives and nurses. The rates of mental health illness among health and care workers since the onset of the COVID-19 pandemic is alarming, including the share among midwives and nurses. In some contexts, there has been a marked increase in international recruitment and migration.
- Insufficient availability of midwives and nurses during the COVID-19 pandemic has contributed to the **disruption of essential health services**, affecting the ability of countries to advance towards universal health coverage, COVID-19 recovery and future emergency preparedness and response.
- The dramatic impact of the COVID-19 pandemic illustrates the cost of **underinvesting in health and care workers**. However, countries face challenges to increase domestic spending on the health and care while simultaneously needing to redirect resources to other urgent priorities.
- Midwives and nurses require **safe and supportive work environments**, including adequate staffing levels, decent working conditions and protections, equal and fair pay, and career advancement opportunities, such as continuing professional development, priority access to full vaccination, workplace policies that promote gender equality, and leadership roles that are resourced and contribute to fair representation of women in health policy. The rights of midwives and nurses at work must also be respected, and occupational health and wellbeing services should be available.



- Enabling midwives and nurses to **practice to the full extent** of their education, training, and regulation can increase access to essential health services, strengthen primary health systems, and advance towards universal health coverage.
- Two million midwives and 28 million nurses mean that together, midwives and nurses comprise more than half of the global health workforce. Our **collaboration** can strengthen advocacy and policy messages on shared issues. Collaboration among multidisciplinary teams is essential to maximize the contributions of each professional group in the delivery of primary health care, achievement of universal health coverage, and the attainment of the Sustainable Development Goals.

From the proceedings and deliberations, and where relevant to the national and local context and their respective roles, participants commit to the following actions:

- **Accelerate implementation of the *Global Strategic Directions for Nursing and Midwifery 2021-2025***, per World Health Assembly resolution **WHA74.15**, as the global mandate for strengthening nursing and midwifery to achieve UHC.
 - **Drive data use** for implementing and monitoring of SDNM via the national health workforce accounts platform, including disaggregated data for midwives and nurses, and instituting needs-based workforce planning arrangements supported through sustainable funding.
 - Engage in **multisectoral policy dialogue** to advance key national and sub-national policies.
- **Adopt innovative approaches** to strengthen the capacity and optimal management of health workforce teams, **accelerating telehealth services and digital education and learning**, and increasing interprofessional collaboration, **optimizing scopes of practice and upgrading the competencies** of health workers, including midwives and nurses.
- Welcome WHO's '**Global health and care worker compact**' to protect health and care workers and safeguard their rights and to promote and ensure decent work, free from racial and all other forms of discrimination, and a safe and enabling practice environment.
 - Accelerate actions to end violence and abuse of midwives and nurses; ensure supportive and appropriately resourced workplaces; and provide occupational health and well-being services.
 - Adopt and apply the **WHO Charter on Health Worker Safety**
- Call for increased investments in the education, skills, jobs, safeguards and protections of health and care workers, as articulated in the **draft Working for Health 2022-2030 Action Plan**.
- Advance support and safeguards in national health systems, aligned with the **WHO Global Code of Practice on the International Recruitment of Health Personnel**, to ensure public and private sector employers ethically manage international recruitment of health workers and for recruiting countries to consider how to prioritize for health personnel development and health system related support, those countries that they recruit from to grow their nursing and midwifery workforces.
- Support and reinforce the implementation, as relevant to national legislative and policy frameworks, of the **ILO Nursing Personnel Convention** (ref 1977).
Report on implementation and progress in advance of the 2024 Triad Meeting.