

Dr Tedros Adhanom Ghebreyesus
Director General
World Health Organization
Avenue Appia 20
1211 Geneva 27
Switzerland

15 July 2025

Open Letter: Commitment to health workforce issues at WHO

Dear Dr. Tedros Adhanom Ghebreyesus,

WHPA is closely observing the restructuring at WHO, and while we are pleased to see that there remains a department dedicated to the health workforce, we would like to share our concerns about it being subsumed under the WHO Academy.

While life-long learning and training, as provided by the Academy, are useful to keep knowledge and competencies up to date in the existing workforce, they are not sufficient to ensure that countries have the health workforce they need to meet their population's health needs and provide UHC.

To effectively support and strengthen health professionals, we need leadership and reliable expertise in additional areas like workforce planning, retention and recruitment as well as international migration and workforce shortages, as has been provided in recent years by Jim Campbell and his team in the WHO Health Workforce Department. Workforce issues are integral to all divisions at HQ, not only Health Systems, and the Department's work has been highly appreciated by member states. We strongly encourage WHO to continue to provide visible leadership and global expertise on health workforce issues.

The health workforce is a cross-cutting aspect of any health system; no part of it can deliver unless sufficient health professionals are properly educated, ethically recruited, and employed in decent working conditions. In addition, the health workforce currently faces significant challenges: a projected shortage of 11 million by 2030; the ever-present danger of the next pandemic; and increasing conflicts and disasters where health professionals often risk their

lives to save others. De-prioritizing work on the health workforce at this time would seriously jeopardize our shared vision of health for all.

It would also go against the expectations of member states who passed a resolution at WHA78 to accelerate implementation of the *Global strategy on human resources for health: Workforce 2030*.

In light of the above, WHPA urges WHO to maintain its commitment to the Global Strategy, and to ensure that the organizational restructuring does not negatively impact its work to strengthen and invest in the health workforce.

Sincerely,



Dr. Otmar Kloiber
WHPA Chair and Secretary General of the World Medical Association (WMA)