



## **72<sup>nd</sup> WORLD HEALTH ASSEMBLY**

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Provisional agenda item 12.3

### **Human resources for health – WHO Global Code of Practice on the International Recruitment of Health Personnel: third round of national reporting**

Thank you for the opportunity to speak on behalf of the International Council of Nurses (ICN).

ICN respects and supports the rights of nurses to pursue professional achievement and to better the circumstances in which they live and work.

Recently, international migration has risen markedly in magnitude and in its policy challenges for health, education, immigration and regulation. Unethical recruitment of nurses is compromising the capacity of some countries to sustain health systems strengthening and provide universal access to quality healthcare and delaying local measures that would improve recruitment, retention and effective human resource planning.

With rising healthcare needs as a result of forces such as ageing populations and the rise of NCDs, countries must invest in a self-sustainable national nursing workforce which focuses on a stable core of domestically educated nurses and retention strategies whilst acknowledging and enabling the contribution of international nurses. ICN urges government organisations, in collaboration with nurses, to develop and adopt regulated and ethical recruitment practices and effective human resources planning with management and development strategies.

Effective health workforce policies and planning require a sound evidence base. As such, ICN encourages Member States to establish or strengthen and maintain transparent health workforce information systems that includes health personnel migration.

ICN is pleased to collaborate with WHO in developing the seminal State of the World's Nursing report which will provide a global picture of the nursing workforce and inform national policy on strengthening nursing. We urge Ministries of Health to proactively support the development of the report and nursing leaders to be actively engaged.

ICN thanks the Secretariat for provide support to Member States who have requested technical assistance in implementing the Code.

Finally, we commend the Member States who submitted national reports and urge those who have not, to do so for the next round of reporting.

Thank you.

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