



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

2018 TRIAD STATEMENT

Investments in nursing and midwifery workforces are a key driver of effective health systems, thriving populations, improving health outcomes and prosperous economies.

Government chief nursing and midwifery officers (GCNMOs), leaders and representatives of national nursing and midwifery associations and regulators, together with the International Council of Nurses (ICN), the International Confederation of Midwives (ICM) and the World Health Organization (WHO) gathered at the 7th ICN-ICM-WHO Triad meeting in Geneva, Switzerland from 16-19 May 2018.

The participants of the event acknowledged and re-affirmed the following:

1. Efforts to advance the 2030 Agenda for Sustainable Development (SDGs), the progressive realization of universal health coverage (UHC), integrated people centred health services, and strengthening primary health care (PHC) require addressing longstanding and growing challenges facing the health workforce, including nursing and midwifery.
2. Millions of midwives and nurses are at the forefront of promoting health, preventing disease and improving access to health services for individuals and communities all over the world to attain the highest levels of health and wellbeing. Support for the nursing and midwifery workforces is a prerequisite to meeting population health needs across the lifespan and to contributing to cross-cutting priorities, such as actions on the social determinants of health and antimicrobial resistance.
3. Controlling the rise of noncommunicable diseases globally is dependent upon the contributions of midwives and nurses in all levels and in all settings of the health system, including prevention, supported self-care, and specialist roles in care management.
4. The Global Strategy on Human Resources for Health: Workforce 2030, the United Nations High Level Commission on Health Employment and Economic Growth, the Working for Health Programme, and the Global Strategic Directions for Strengthening Nursing and Midwifery 2016-2020 provide a comprehensive policy framework for effective international collaboration on health workforce issues, including nursing and midwifery. The WHO 13th General Programme of Work, consisting of the 'triple billion' goals for universal health coverage, protection from health emergencies, and better health and well-being, presents opportunities to build on, renew and enhance global commitments to the nursing and midwifery workforce.
5. Implementation of the International Labour Organization's (ILO) Decent Work Agenda and the Nursing Personnel Convention No. 149 requires the recognition of the freedom of association, fair pay, and the right to collective bargaining. Alignment with international labour standards, policies and social protection mechanisms is integral to fulfilling the rights of all health workers, including midwives and nurses.
6. There is a particular need to refocus attention on the escalating mismatch between the supply, demand and need for health workers. An additional 40 million health worker jobs are projected to be generated by 2030. However, these will largely reside in upper-middle and high-income countries

while a needs-based shortfall of 9 million midwives and nurses is anticipated for the same period in low- and lower-middle income countries. Targeted and long-term investments are required to redress the persistent imbalances in the health workforce.

7. Global efforts such as the 40th Alma Ata anniversary, ICM advocacy to 'raise demand for midwives' and the Nursing Now campaign are recognizing the value and contributing to raising the profile and status of nursing and midwifery.
8. Finally, we acknowledge that investments in research, innovation and technology are crucial to enhance effectiveness of health care services and the practice environment of midwives and nurses.

As a result of the proceedings and deliberations of the meeting, we the participants of 2018 Triad meetings commit to the following actions:

9. Engage in national and international policy dialogue to ensure commitment to and recognition at all levels of the vital role of midwives and nurses in strengthening PHC for all and progressing towards UHC and the SDGs.
10. Promote the development and implementation of national health workforce and health sector strategies, harnessing opportunities to further develop nursing and midwifery leadership and recognize their role in policy development and implementation.
11. Promote investment in nursing and midwifery as a strategic opportunity to maximize women's economic participation and foster their empowerment through institutionalizing their leadership role, addressing gender biases and inequities in education and the health labour market, and tackling gender concerns in health reform processes.
12. Encourage transformative strategies in nursing and midwifery education and strengthening of regulatory frameworks which advance evidence-based practice and support midwives and nurses to practice to the full extent of their education and scope.
13. Initiate and sustain intra and interprofessional collaboration engaging nursing and midwifery leadership.
14. Contribute to health workforce strategic intelligence, by facilitating the collation, analysis and use of nursing and midwifery workforce data through the implementation of National Health Workforce Accounts. Improved nursing and midwifery workforce data will be a critical element of national planning and monitoring efforts, as well as enable support for the State of the World's Midwifery 2020 and the State of the World's Nursing 2020 reports.
15. Support the International Platform on Health Worker Mobility to maximize mutual benefits and mitigate adverse effects from international mobility of health workers, through strengthened evidence, analysis, knowledge exchange and policy action, in alignment with the WHO Global Code of Practice on International Recruitment of Health Personnel.
16. Promote opportunities for productive work, fair income, security in the workplace and social protection for families, as articulated by the ILO Decent Work Agenda. Advocate for an enabling practice environment that ensures respect, recognition and resources that facilitate midwives and nurses working to their full potential in the health system.
17. Call for the protection of midwives and nurses and other health personnel delivering routine services in settings experiencing violent conflict and protracted emergencies.
18. Increase the participation of midwives and nurses in formulating solutions to local problems of national and international significance, including pandemic preparedness, rapid response efforts across sectors, and health communication.
19. Support the continuous implementation of the Global Strategic Directions for Strengthening Nursing and Midwifery 2016-2020 and the above commitments through regular follow-up, reporting back at the 8th ICN-ICM-WHO Triad meeting in 2020.