

# Health Workers for All and All for Health Workers

## The Kampala Declaration

**We** the participants at the first Global Forum on Human Resources for Health in Kampala, 2-7 March 2008, and representing a diverse group of governments, multilateral, bilateral and academic institutions, civil society, the private sector, and health workers' professional associations and unions;

Recognizing the devastating impact that HIV/AIDS has on health systems and the health workforce, which has compounded the effects of the already heavy global burden of communicable and non-communicable diseases, accidents and injuries and other health problems, and delayed progress in achieving the health-related Millennium Development Goals.

Recognizing that in addition to the effective health system, there are other determinants to health;

Acknowledging that the enjoyment of the highest attainable standard of health is one of the fundamental human rights;

Further recognizing the need for immediate action to resolve the accelerating crisis in the global health workforce, including the global shortage of over 4 millions health workers needed to deliver essential health care;

Aware that we are building on existing commitments made by global and national leaders to address this crisis, and desirous and committed to see immediate and urgent actions taken;

Now call upon:

1. Government leaders to provide the stewardship to resolve the health worker crisis, involving all relevant stakeholders and providing political momentum to the process.

2. Leaders of bilateral and multilateral development partners to provide coordinated and coherent support to formulate and implement comprehensive country health workforce strategies and plans.

3. Governments to determine the appropriate health workforce skill mix and to institute coordinated policies, including through public private partnerships, for an immediate, massive scale-up of community and mid-level health workers, while also addressing the need for more highly trained and specialized staff, .

4. Governments to devise rigorous accreditation systems for health worker education and training, complemented by stringent regulatory frameworks developed in close cooperation with health workers and their professional organizations.

5. Governments, civil society, private sector, and professional organizations to strengthen leadership and management capacity at all levels.

6. Governments to assure adequate incentives and an enabling and safe working environment for effective retention and equitable distribution of the health workforce.

7. While acknowledging that migration of health workers is a reality and has both positive and negative impact, countries to put appropriate mechanisms in place to shape the health workforce market

in favour of retention. The World Health Organization will accelerate negotiations for a code of practice on the international recruitment of health personnel.

8. All countries will work collectively to address current and anticipated global health workforce shortages. Richer countries will give high priority and adequate funding to train and recruit sufficient health personnel from within their own country.

9. Governments to increase their own financing of the health workforce, with international institutions relaxing the macro-economic constraints on their doing so.

10. Multilateral and bilateral development partners to provide dependable, sustained and adequate financial support and immediately to fulfil existing pledges concerning health and development.

11. Countries to create health workforce information systems, to improve research and to develop capacity for data management in order to institutionalize evidence-based decision-making and enhance shared learning.

12. The Global Health Workforce Alliance to monitor the implementation of this Kampala Declaration and Agenda for Global Action and to re-convene this Fo-

First Global Forum on Human Resources for Health  
2-7 March 2008,  
Kampala, Uganda

