



78th World Health Assembly

**Agenda Item 13.7 WHO Global Code of Practice on the International Recruitment of
Health Personnel and Global strategy on human resources for health: workforce
2030**

Committee A

Geneva, May 2025

Statement by

International Organization for Migration (IOM)

Excellencies, Distinguished Delegates,

The International Organization for Migration (IOM) acknowledges the global health and care workforce shortage as a critical barrier to achieving Universal Health Coverage and Sustainable Development Goals, particularly in low- and middle-income countries.

IOM strongly advocates for a comprehensive approach to the mobility of health and care workers that balances urgent labour market needs with long-term sustainability, and that supports not only health systems, but also communities and the millions of migrants contributing to the health and care sectors worldwide.

As the UN Migration Agency, IOM supports WHO's Global Code of Practice on the International Recruitment of Health Personnel, which underscores ethical recruitment practices, protection measures and capacity-building in countries of origin. IOM further underscores the importance of ensuring decent work, safeguarding labour rights, and protecting the mental health and well-being of health and care workers.

IOM remains committed to strengthening health systems in origin countries, enhancing skills mobility partnerships and fostering public-private and diaspora engagement. This commitment is anchored in practical solutions such as complementary labour pathways for displaced talent, data-driven workforce planning, cross-border skills recognition, and targeted training initiatives, ensuring equitable access to qualified personnel while minimizing the risk of brain drain.

Recognizing the essential role of health and care workers mobility in building resilient health systems, IOM urges governments and partners to prioritize investment in education, employment, and retention policies, while addressing workforce distribution gaps and supporting inclusive, right-based approaches.

IOM stands ready to collaborate with WHO and other UN agencies, governments, the private sector, communities of origin, transit and destination, and other stakeholders to promote sustainable, well-governed, structured migration pathways and contribute to shared global health and development goals, while continuing efforts to ensure quality care for all, including migrants and displaced populations regardless of their status.

Thank you.