

FHWC Calls for Member States to Uphold Health Workforce in the 2025 Political Declaration on NCDs and Mental Health

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The Frontline Health Workers Coalition (FHWC) commends the addition of language noting the important role of the global health workforce in the most recent draft of the 2025 Political Declaration on Noncommunicable Diseases (NCDs) and Mental Health (dated 4 August 2025). While more could be included, this is a very positive step. The Coalition asks Member States to maintain inclusion of this language in the final version of this significant declaration.

"The recognition that 70% of health workers are women in the recent draft of the UN Political Declaration on NCDs and Mental Health is a crucial acknowledgement of the important role that women play in the NCD crisis," says Crystal Lander, Chair, FHWC Steering Committee and Associate Vice President, CARE. Health workers are a crucial component to reaching health targets, as well as economic and other development goals, including those for NCDs and mental health.

"No progress toward health goals is possible without health workers. Expanding and strengthening the health workforce must be one of the first steps to make further progress against NCDs and mental health," said Jed Meline, Co-Chair of the Policy Working Group, FHWC and Director, Policy & Advocacy, Project HOPE. We look forward to working with Member States and other partners in implementing the tenets of the Political Declaration, as well as to:

- Increase commitments for sustainable investments in the health workforce, accelerating progress towards Universal Health Coverage and health equity.
- Protect the physical and mental health of health workers, particularly those in high-risk settings, including oncology care and humanitarian settings. Stress, burnout, poor working conditions, and other factors have a clear impact on health worker retention rates.
- Value all cadres of health workers by providing adequate compensation, decent work and sustained employment, and safe working environments.
- Strengthen the health workforce by providing adequate training, pathways for professional development, supportive management structures, and enabling environments for women health workers to lead.

WHO projects a global shortfall of 11 million health workers by 2030, underscoring the urgent need for bold and sustained investment in human resources for health. Without this, the achievement of NCD, mental health, and broader health goals will remain out of reach. When health workers win, we all win.

The [Frontline Health Workers Coalition](#) is a pioneering global alliance, bringing together a diverse, international network to drive meaningful change and empower the backbone of global health. A pivotal link to policymakers, the private sector, and health workers to drive real, lasting solutions, our vision is that every community should have access to all cadres of trained, compensated, safe and supported health workers who are able to provide quality essential health services, strengthen pandemic preparedness, address noncommunicable diseases, and respond to emergencies.