We, the Ministers and representatives from governments and key stakeholders across the education, finance, health, labour and public service sectors, attending the inaugural Africa Health Workforce Investment Forum, in Windhoek, Namibia from 6-8 May 2024:

appreciation to the Government and people of Namibia for hosting the Forum, particularly the Prime Minister, Right Honourable Dr. Saara Kuugongelwa-Amadhila for her opening remarks.
02 **CONVEY**
thanks to the World Health Organization for convening countries and partners to explore the status of Africa’s health workforce, the challenges and solutions, with emphasis on how to align population needs, fiscal space and government health expenditures to address the Africa Region’s projected 6.1 million health worker shortage by 2030, and accelerate the pursuit of universal health coverage and the Sustainable Development Goal (SDG) 3 target on the health workforce.

03 **REAFFIRM**
that investing in the health workforce is critical for resilient health systems, health security, and human capital development to enhance population health and wellbeing; that spending on the health workforce pays a rich return in sustainable development, equity, and inclusive economic growth; and that such spending should be seen as an investment to be nurtured, not a cost to be contained.

04 **APPLAUD**
the achievements of governments, education, finance, health, labour, and public service stakeholders in operationalizing the commitments of the African regional framework for the implementation of the *Global Strategy on Human Resources for Health: Workforce 2030* through national plans, the increase in the employment and retention of health and care workers in the WHO African Region to over 5.1 million by 2022.

05 **WELCOME**
the progress in expanding health labour market analysis and the robust evidence base on financing long-term sustainable investments needed in health worker education, training, employment, protection, and retention, creating decent employment, particularly for women and youth, and those health workers with disabilities, strengthening health systems, impacting economic and social dividends across the Sustainable Development Goals and the African Union’s Agenda 2063 goals.
Learning from the experience of the COVID-19 pandemic, reaffirm that resilience to future health shocks can be achieved through investment in health systems and the education, training, employment, protection and retention of the appropriate number and skill-mix of health and care workers to deliver essential health services and essential public health functions, and which are prepared for future threats from climate, disease outbreaks and pandemics.

With concern that almost one in three skilled health workers in the African Region may be unemployed or underemployed and also note the increase in international recruitment and migration of health professionals from the African Region.

Reaffirm our commitment to decent work and social justice in the health and care sector, in line with international labour standards, and through meaningful engagement with health and care workers, the private sector and their respective representative organizations, on issues such as gender equality, labour migration of health workers, and protection from violence and harassment at work.

Welcome the conclusions of the Future of Global Health Initiatives process and the five key shifts in the Lusaka Agenda, including actions by Gavi, the Vaccine Alliance, the Global Fund to Fight AIDS, Tuberculosis and Malaria and the Global Financing Facility for Women, Children and Adolescents to coherently invest in strengthening the resilience of health systems, and encourage their alignment with the Africa Health Workforce Investment Charter.

The opportunity of the African Union joining the Group of Twenty (G20) as a permanent member to strengthen engagement between finance ministers, central bank governors and health ministers, potentially through the Joint Finance and Health Task Force mechanism and the ‘debt for health’ debates, to explore and expand domestic health budgets and allocations to health workforce development and sustainability.
And hereby,

At the Windhoek inaugural Health Workforce Investment Forum, adopted and launched the *Africa Health Workforce Investment Charter* with its emphasis on a whole of government leadership and stewardship, evidence-driven investment plans, and partner alignment and synergies to stimulate sustainable, more and better investment in the health workforce.

CALL upon all stakeholders to disseminate and implement the Africa Health Workforce Investment Charter and its coordination and accountability framework at both national and regional levels and invite the World Health Organization to convene governments and partners in periodic progress reviews and reporting.

URGE development partners, multilateral development banks, social partners and other stakeholders to implement the *Africa Health Workforce Investment Charter*, aligning with governments’ health workforce priorities and formalizing their commitments, as feasible, through national health workforce investment compacts.