

# **CMAAO Manila Declaration on Strengthening the Role of Women in the Healthcare Workforce**

## **Preamble**

We, the Presidents, Office Bearers and delegates of our respective National Medical Associations at the Confederation of Medical Associations in Asia and Oceania, gathered in Manila, Philippines, recognizing the indispensable role of women in the healthcare workforce, hereby declare our commitment to strengthening their contributions and addressing the challenges they face.

## **Declaration**

### **1. Upholding Women's Contributions in Healthcare**

We acknowledge and uphold the vital role women play in delivering healthcare services, advancing medical research and fostering community health. They are critical to the functioning, well-being and improvement of healthcare systems worldwide.

### **2. Promoting an Inclusive and Equitable Workplace**

We commit to creating an inclusive and equitable workplace that respects intersecting identities, fosters a sense of belonging without fear of judgement or retribution and encourages diverse views that enable individuals to bring their true selves to the workplace and to reach their full potentials. Moreover, we commit to periodically review the recruitment policy through the lens of gender equity as well as social inclusivity and diversity.

### **3. Supporting Women in Leadership.**

We pledge to support and increase the representation of women in leadership and decision-making positions within healthcare institutions and organizations.

### **4. Integrating Strategies for Work-Life Balance**

We recognize the need to address cultural and social norms that drive gender inequity in the workplace. We advocate for policies and practices that enable women to balance their professional and personal responsibilities to prevent burnout, including flexible work schedules, parental leave, childcare and societal support.

### **5. Building Capacity and Mentorship**

We emphasize the importance of capacity-building and mentorship programs tailored for women to enhance their skills, confidence, and career progression in the healthcare sector.

### **6. Eliminating Workplace Discrimination**

We stand against all forms of discrimination, harassment, and violence in the workplace. We call for the implementation and enforcement of policies to create a safe and inclusive environment for all women in the healthcare workforce.

### **7. Enhancing Support for Women in Healthcare Workforce in Rural and Underserved Areas**

We recognize the critical role of women in providing healthcare services in rural and underserved areas. We commit to supporting their efforts through allocation of resources in training, infrastructure development, and ensuring safety and security.

## **8. Advocating for Economic Empowerment**

We advocate for fair wages and economic empowerment initiatives to ensure that women's contributions to healthcare are recognized and valued equitably.

## **9. Ensuring the Health, Well-being and Safety of Women in the Healthcare Workforce**

We commit to addressing the health and well-being of women in the healthcare workforce, providing access to mental health support, wellness programs, and occupational safety measures. We recognize the specific safety and security risks faced by women in the workplace and call for actions and policies to prevent harassment, aggression, violence and harm to women in the healthcare workforce.

## **10. Encouraging Collaborative Efforts and Partnerships**

We encourage collaboration between government agencies, healthcare institutions, NGOs, and the private sector to develop and implement strategies that support women in the healthcare workforce.

## **Conclusion**

We, the undersigned, affirm our dedication to strengthening the role of women in the healthcare workforce. We believe that through collective effort and commitment, we can create a more equitable, efficient, and compassionate global healthcare system for all.


Signed on this day, 26th day of August, in Manila, Philippines:

  
**CMAAO President**

  
**CMAAO Council Chair**

  
**Australian Medical Association**

  
**Hongkong Medical Association, China**

  
**Indonesian Medical Association**

  
**Japan Medical Association**

  
**Korean Medical Association**

  
**Malaysian Medical Association**

  
**Myanmar Medical Association**

  
**Nepal Medical Association**

  
**Philippine Medical Association**

  
**Singapore Medical Association**

  
**Taiwan Medical Association**

  
**The Medical Association of Thailand**