



**THE GLOBAL VOICE  
OF NURSING IN THE YEAR  
OF THE NURSE AND  
THE COVID-19 PANDEMIC**

**2020**

**ANNUAL REPORT**

THE INTERNATIONAL  
COUNCIL OF NURSES



All rights, including translation into other languages, reserved. No part of this publication may be reproduced in print, by photostatic means or in any other manner, or stored in a retrieval system, or transmitted in any form, or sold without the express written permission of the International Council of Nurses. Short excerpts (under 300 words) may be reproduced without authorisation, on condition that the source is indicated.

Copyright © 2021 by ICN  
International Council of Nurses,  
3, place Jean-Marteau,  
1201 Geneva, Switzerland  
ISBN: 978-92-95099-77-7

Photographic credits:  
CICR (Lynzy Billing, Tiago Queiroz  
& Yevgen Nosenko)  
Elizabeta Nateska  
Fausto Armando Duarte Ríos  
Martín Díaz Rodríguez  
Naamat Holon High School  
Nazila Ghomian, Tehran Heart Center  
Nursing Council of Kenya  
Racheli Neiman  
Stephanopoulos K.J. Osei  
shutterstock

# THE INTERNATIONAL COUNCIL OF NURSES

The **International Council of Nurses (ICN)** is a federation of more than 130 national nurses associations (NNAs), representing the more than 20 million of nurses worldwide. Founded in 1899, ICN is the world's first and widest reaching international organisation for health professionals. Operated by nurses and leading nurses internationally, ICN works to ensure quality nursing care for all, sound health policies globally, the advancement of nursing knowledge, and the presence worldwide of a respected nursing profession and a competent and satisfied nursing workforce.

Follow us on [\*\*Twitter\*\*](#) and [\*\*Facebook\*\*](#).



# TABLE OF CONTENTS

<b>MESSAGE FROM THE ICN PRESIDENT .....</b>	<b>5</b>	<b>ICN GOAL 2: MEMBERSHIP EMPOWERMENT .....</b>	<b>23</b>
<b>INTRODUCING ICN .....</b>	<b>6</b>	<b>Supporting Members during COVID-19 .....</b>	<b>23</b>
<b>ICN Members &amp; Specialist Affiliates .....</b>	<b>6</b>	Advocacy and lobbying .....	23
<b>ICN Secretariat .....</b>	<b>8</b>	NNA Webinars .....	24
<b>ICN Board of Directors 2017-2021 .....</b>	<b>10</b>	NNA Biennial Meetings .....	24
<b>ICN's Mission, Pillars and Strategic Plan .....</b>	<b>10</b>	ICN COVID-19 Reports .....	25
<b>ICN GOAL 1: GLOBAL IMPACT .....</b>	<b>13</b>	<b>Strengthening and Protecting the Nursing Workforce .....</b>	<b>25</b>
<b>The International Year of the Nurse and the Midwife .....</b>	<b>13</b>	<b>ICN Projects .....</b>	<b>26</b>
<b>ICN &amp; the World Health Organization .....</b>	<b>13</b>	The Girl Child Education Fund .....	26
WHO, ICN & COVID-19 .....	13	ICN TB/MDR-TB Project .....	26
State of the World's Nursing Report .....	14	Lesotho Organisational Development Project .....	26
WHO Executive Board .....	15	World Continuing Education Alliance .....	26
World Health Assembly .....	16	<b>ICN Workforce Forums .....</b>	<b>27</b>
WHO Meetings & Consultations .....	16	<b>Disaster Nursing .....</b>	<b>27</b>
<b>Triad Meeting of Nursing &amp; Midwifery Leaders .....</b>	<b>17</b>	<b>ICN GOAL 3: STRATEGIC LEADERSHIP .....</b>	<b>29</b>
<b>Global Partnerships .....</b>	<b>17</b>	<b>Women and Leadership .....</b>	<b>29</b>
Nursing Now .....	17	<b>ICN Global Nursing Leadership Institute .....</b>	<b>31</b>
United Nations .....	17	<b>ICN Certified Global Nurse Consultant (CGNC) .....</b>	<b>31</b>
World Health Professions Alliance .....	18	<b>Nursing Policy Leadership Programme .....</b>	<b>31</b>
International Committee of the Red Cross and Red Crescent Movement .....	18	<b>Leadership For Change™ .....</b>	<b>31</b>
<b>ICN Publications .....</b>	<b>20</b>	<b>ICN GOAL 4: INNOVATIVE GROWTH .....</b>	<b>33</b>
Advanced Practice Nursing Guidelines .....	20	<b>International Classification for Nursing Practice .....</b>	<b>33</b>
COVID-19 pandemic and the international supply of nurses .....	20	<b>Media and Social Media .....</b>	<b>33</b>
Protecting nurses from COVID-19: a top priority .....	20	<b>YONM/COVID portal .....</b>	<b>34</b>
Ageing Well? Policies to support older nurses at work .....	20	<b>FINANCIAL OVERVIEW 2020 .....</b>	<b>35</b>
<b>Global Health Issues .....</b>	<b>20</b>	<b><a href="#">A detailed report on ICN's work on COVID-19 is available here.</a></b>	
Non-communicable diseases .....	20		
Mental health .....	20		
Maternal, newborn, child & adolescent health .....	21		
Climate change .....	21		

**27.9 MILLION**

**NUMBER OF NURSES WORKING  
WORLDWIDE**

# MESSAGE FROM THE ICN PRESIDENT

**2020 was a year like no other! We began the year ready to celebrate the International Year of the Nurse and the Midwife and the bicentenary of Florence Nightingale's birth; to welcome the first ever *State of the World's Nursing* report; and to profile the work of nurses and their contribution to Universal Health Coverage and the Sustainable Development Goals. Conferences, meetings, and celebrations were planned throughout the year and we were ready to shine the spotlight on nursing.**

Then COVID-19 arrived, dominating the headlines, and causing unbelievable grief as it ripped across the world, putting unbearable pressures on nurses and other healthcare workers, and exposing the cracks in our health systems. In many ways, this pandemic brought the work and the challenges of nursing to the forefront in ways we could never have imagined. It so dominated our lives that ICN has produced a separate report on our work to protect and support nurses at the forefront of the battle against COVID-19. This is available here.

COVID-19 portrayed the indispensable value of nursing across the spectrum of healthcare from critical care to older person care. Millions have been infected and over two million lives have been lost, including those of nurses, but without the heroic work of nurses and the sacrifices they have made, many more would have suffered and many more would have been taken from us. Throughout, ICN worked to protect and support nurses in order to provide a better nursing service to patients, thereby improving healthcare.

The annual report you find here details the ways in which ICN continued to fulfil its mission to represent nursing worldwide, advance the nursing profession, promote the wellbeing of nurses, and advocate for health in all policies in 2020 – despite and because of the pandemic. So much was achieved in 2020 that we cannot possibly include it all here and so I encourage you to use the links throughout to learn more.

As we start 2021, the Year of the Health and Care Workers, the year of the massive roll-out of vaccinations, the year of the ICN Congress, ICN is proud to look back on all we have achieved and to look proudly to the future as we continue to raise the voice of nursing, strengthen health systems and care for those in need – no matter who, no matter where, and no matter when.



Annette Kennedy  
President  
International Council of Nurses

## 5.9 MILLION

GLOBAL SHORTAGE  
OF NURSES

# INTRODUCING ICN

ICN IS A FEDERATION OF NATIONAL NURSING ASSOCIATIONS ACROSS THE WORLD. WITH HEADQUARTERS IN GENEVA, SWITZERLAND, ICN IS OVERSEEN BY A BOARD MADE UP OF NURSING LEADERS FROM ALL REGIONS OF THE WORLD.



## ICN MEMBERS & SPECIALIST AFFILIATES

ICN is a federation of over 130 national nurses associations (NNAs), representing millions of nurses worldwide. We work directly with these member associations on issues of importance to the nursing profession. In addition, ICN grants affiliate status to a number of international specialist nursing organisations, which allows them certain privileges and benefits.

Ensuring that NNAs, through their collective action at the global level, add value to their own countries and to the worldwide nursing community, ICN provides its members the platform and the means to achieve common goals through collaborative action, working together for the benefit of society, the advancement of the profession and the development of NNAs. ICN and its members work with a wide range of non-governmental organisations, governments, intergovernmental agencies, industry and key stakeholders to achieve maximum impact.

- Collegi d'Infermeres i Llevadores d'**Andorra**
- Associação Nacional de Enfermeiros de **Angola**
- Federación **Argentina** de Enfermería
- **Aruba** Nurses Association (ODEA)
- **Australian** College of Nursing
- Österreichischer Gesundheits- und Krankenpflegeverband (**Austria**)
- Nurses Association of the Commonwealth of **the Bahamas**
- **Bahrain** Nursing Society
- **Bangladesh** Nurses Association
- **Barbados** Nurses Association
- Fédération Nationale des Infirmières de Belgique (**Belgium**)
- Nurses Association of **Belize**
- **Bermuda** Nurses' Association
- Colegio de Enfermeras de **Bolivia**
- **Botswana** Nurses Union
- Conselho Federal de Enfermagem (**Brazil**)
- **Bulgarian** Association of Health Professionals in Nursing
- Association Professionnelle des Infirmiers/ères du **Burkina Faso**
- **Canadian** Nurses Association
- Colegio de Enfermeras de **Chile**
- **Chinese** Nursing Association
- Asociación Nacional de Enfermeras de **Colombia**
- Ordre National des Infirmiers de la RDC (**Democratic Republic of Congo**)
- **Cook Islands** Nurses Association
- Colegio de Enfermeras de **Costa Rica**
- **Croatian** Nurses Association
- Sociedad **Cubana** de Enfermería
- **Cyprus** Nurses and Midwives Association
- **Danish** Nurses' Organization
- Colegio Dominicano de Profesionales de Enfermería (**Dominican Republic**)
- **East Timor** Nurses Association
- Federación Ecuatoriana de Enfermeras/os (**Ecuador**)
- **Egyptian** Nurses Syndicate
- Asociación Nacional de Enfermeras de El **Salvador**
- **Eritrean** Nurses Association
- **Estonian** Nurses Union
- **Swaziland** Nurses Association (Eswatini)
- **Ethiopian** Nurses Association
- **Fiji** Nursing Association
- **Finnish** Nurses Association
- Association Nationale Française des Infirmiers et Infirmières Diplômés et Etudiants (**France**)
- National Association of **Gambia** Nurses & Midwives



- DBfk Bundesverband (**Germany**)
- **Ghana** Registered Nurses Association
- Hellenic Nurses Association (**Greece**)
- **Grenada** Nurses Association INC.
- Asociación **Guatemalteca** de Enfermeras Profesionales
- **Guyana** Nurses Association
- Association Nationale des Infirmières Licenciées d'**Haiti**
- Colegio de Profesionales de Enfermería de **Honduras**
- College of Nursing **Hong Kong**
- **Icelandic** Nurses Association
- **Indian** Nursing Council
- Persatuan Perawat Nasional **Indonesia**
- **Irish** Nurses and Midwives Organisation
- **Iranian** Nursing Organization
- National Association of Nurses in **Israel**
- National Council of Nursing Associations of **Italy**
- Nurses Association of **Jamaica**
- **Japanese** Nursing Association
- **Jordan** Nurses and Midwives Council
- National Nurses Association of **Kenya**
- **Korean** Nurses Association
- **Kuwait** Nursing Association
- Order of Nurses in **Lebanon**
- **Lesotho** Nurses Association
- **Liberia** Nurses Association
- **Lithuanian** Nurses Association
- Association Nationale des Infirmiers & Infirmières **Luxembourgeois**
- Nurses Association of **Macau**
- National Organisation of Nurses and **Midwives of Malawi**
- **Malaysian** Nurses Association
- **Malta** Union of Midwives & Nurses
- **Mauritius** Nursing Association
- Colegio Nacional de Enfermeras, A.C. (**Mexico**)
- Federación Mexicana de Colegios de Enfermería (**Mexico**)
- Association Nationale des Infirmières de **Monaco**
- **Mongolian** Nurses Association
- National Association of Nurses and Midwives of **Montenegro**
- Association Marocaine des Sciences Infirmières et Techniques Sanitaires (**Morocco**)
- Associação Nacional dos Enfermeiros de **Mozambique**
- **Myanmar** Nurses and Midwives Association
- **Namibian** Nurses Association
- Nursing Association of **Nepal**
- NU' 91 – **Netherlands**
- **New Zealand** Nurses' Organisation
- Asociación de Enfermeras **Nicaragüenses**
- National Association of **Nigeria** Nurses and Midwives
- **North Macedonian** Nurses and Midwives Association
- **Norwegian** Nurses Organisation
- **Oman** Nursing Association
- **Pakistan** Nurses Federation
- **Palestinian** Nursing and Midwifery Association
- Asociación Nacional de Enfermeras de **Panamá**
- Asociación **Paraguaya** de Enfermeras
- Colegio de enfermeros del **Perú**
- **Philippine** Nurses Association
- **Polish** Nurses Association
- Order of Nurses (**Portugal**)
- **Romanian** Nursing Association
- The Order of Nurses, Midwives and Medical Assistants in **Romania**
- **Russian** Nurses Association
- **Rwanda** Nurses and Midwives Association
- **Samoa** Registered Nurses Association, Inc
- Associação Nacional dos Enfermeiros y parteiros de **São Tomé e Príncipe**

- Saudi Nurses Association (**Saudi Arabia**)
- Association Nationale des Infirmiers et Infirmières d'Etat du **Sénégal**
- Association of Health Workers of **Serbia**
- Nurses Association of the Republic of **Seychelles**
- **Sierra Leone** Nurses Association
- **Singapore** Nurses' Association
- Nurses and Midwives Association of **Slovenia**
- **Solomon Islands** Nurses Association
- **Somaliland** Nursing and Midwifery Association
- Democratic Nursing Organization of **South Africa**
- **South Sudan** Nurses and Midwives Association
- Consejo General de Enfermería de España (**Spain**)
- **Sri Lanka** Nurses Association
- **St. Lucia** Nurses Association
- **St. Vincent & The Grenadines** Nurses Association
- **Suriname** Nurses Association
- Joint Virtual **Swedish** Nurse Organisation for International Work
- Association Suisse des Infirmières/Infirmiers (**Switzerland**)
- **Taiwan** Nurses Association
- **Tanzania** National Nurses' Association
- Nurses Association of **Thailand**
- Association nationale des infirmiers/ères du **Togo**
- **Tonga** Nurses Association
- **Trinidad & Tobago** Registered Nurses Association
- **Turkish** Nurses Association
- **Uganda** Nurses & Midwives Union
- Emirates Nursing Association (**UAE**)
- American Nurses Association (**USA**)
- Colegio de Enfermeras del **Uruguay**
- **Zambia** Union of Nurses Organization
- **Zimbabwe** Nurses Association

## ICN SPECIALIST AFFILIATES

- Council of International Neonatal Nurses
- International Federation of Nurse Anesthetists
- International Federation of Perioperative Nurses
- International Nurses Society on Addictions
- International Society of Nurses in Cancer Care
- NANDA International
- Sigma Theta Tau International
- World Federation of Critical Care Nurses

## ICN SECRETARIAT

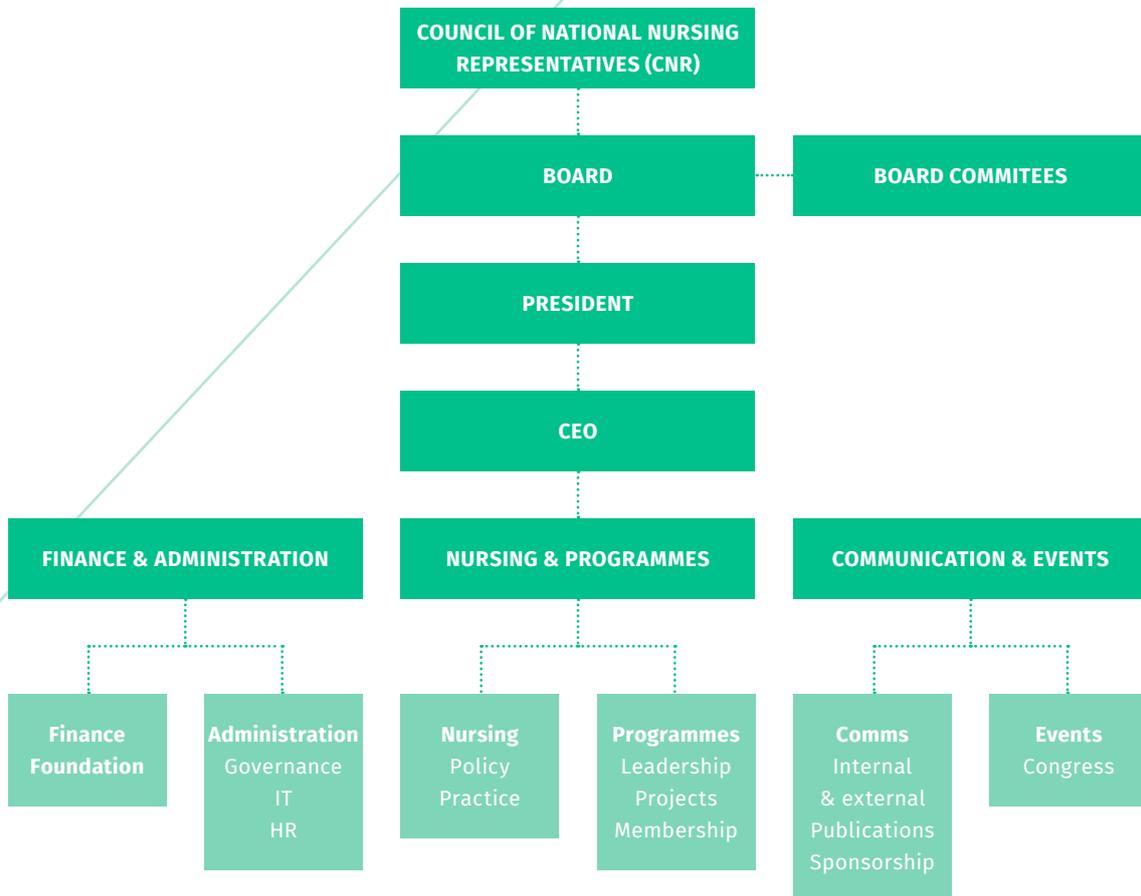
**ICN headquarters in Geneva is home to a small but dedicated staff, under the leadership of Howard Catton, ICN's Chief Executive Officer. In addition, ICN has several staff members working outside its Geneva Secretariat.**

Planning for 2020 was focused on celebrating the first ever International Year of the Nurse and the Midwife. However, ICN headquarters had to quickly refocus its plans in order to respond to the COVID-19 pandemic (see separate report), while ensuring its staff was safe and following national regulations and recommendations. The first task was to convert the Year of the Nurse website portal to a joint COVID portal where the work of the Secretariat and ICN members could be showcased (see page 34). ICN monitored the impact of the pandemic on its members, worked closely with WHO, and produced guidance and reports.



**136**

**NUMBER OF NNAS IN MEMBERSHIP WITH ICN IN 2020**





## ICN BOARD OF DIRECTORS 2017-2021

**ICN is governed by a board of 14 directors elected on the basis of ICN voting areas. The Board serves as the agent of the Council of National Nursing Association Representatives (CNR) and carries out policy consistent with the framework established by the CNR.**

### OFFICERS

Annette Kennedy (Ireland) President  
 Pamela Cipriano (USA) 1st Vice-President  
 Thembeke Gwagwa (South Africa) 2nd Vice-President  
 Sung Rae Shin (South Korea) 3rd Vice-President

### MEMBERS

Fatima Al Rifai (United Arab Emirates)  
 Karen Bjørro (Norway)  
 Erika Caballero (Chile)  
 Lian-Hua Huang (Taiwan)  
 Maria Eulália Juvé (Spain)  
 Roswitha Koch (Switzerland)  
 Ioannis Leontiou (Cyprus)  
 Lisa Little (Canada)  
 Brigita Skela Savic (Slovenia)  
 Wu Ying (China)

The ICN Board meets twice a year. In 2020, due to the COVID-19 pandemic, Board meetings were held virtually in May and November. In addition, two Extraordinary Board meetings were held in September and October to discuss plans for the 2021 Congress and CNR. The Executive Committee is made up of the ICN President and three Vice Presidents. The ICN Board also has several sub-committees dealing with different aspects of ICN work, namely, the Awards Committee, the Congress & Conference Committee, the Constitution Committee and the Membership Committee. Additionally, the Board may establish ad hoc Committees to deal with particular matters.

## ICN'S MISSION, PILLARS AND STRATEGIC PLAN

**ICN's mission** is to represent nursing worldwide, advance the nursing profession, promote the wellbeing of nurses, and advocate for health in all policies.

ICN has three **pillars of work**: socio-economic welfare, regulation and professional practice.

ICN's Strategic Plan 2019-2023 has **four goals** under which we will present our work:

1. **Global Impact**
2. **Membership Empowerment**
3. **Strategic Leadership**
4. **Innovative Growth**

# 14

**NUMBER OF MEMBERS  
ON THE ICN BOARD OF DIRECTORS**

## THE SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs), adopted by the United Nations in 2014, contain 17 goals covering a broad range of sustainable development issues for the world. Nursing has a major role to play in relation to SDG 3: *Ensure healthy lives and promote well-being for all ages*. Nursing work frequently includes addressing many of the other SDGs and nurses understand the links between wider conditions and individual and population health. Nurses, as the primary providers of healthcare to all communities in all settings, are key to the achievement of the SDGs.

**ICN's work overlaps with the SDGs in many ways, as indicated through the use of the SDG symbol throughout this report.**

# SUSTAINABLE DEVELOPMENT GOALS





# ICN GOAL 1: GLOBAL IMPACT

OUR AIM IS TO INFORM AND INFLUENCE THE DESIGN AND IMPLEMENTATION OF HEALTH, SOCIAL, EDUCATIONAL AND ECONOMIC POLICIES AT A GLOBAL AND REGIONAL LEVEL TO PROMOTE HEALTH FOR ALL.



## THE INTERNATIONAL YEAR OF THE NURSE AND THE MIDWIFE

The World Health Organization (WHO) designated 2020, the bicentenary of Florence Nightingale's birth, as the International Year of the Nurse and Midwife. ICN took part in several events to mark the start of a special year. Howard Catton joined the first meeting of the Expert Advisory Group planning the WISH Special Report 'Nurses and Midwives for Health Equity'; participated in the Launch of the Year of the Nurse & Midwife in Belfast, Northern Ireland and attended a very special celebratory event held at the House of Lords in London, hosted by the Florence Nightingale Foundation, in celebration of this hugely important year.

ICN President, Annette Kennedy, took part in a radio programme dedicated to the Year of the Nurse, which was syndicated worldwide on public radio. Howard Catton was interviewed live on EuroNews television with an audience of over one million, translated into several languages. ICN was featured in more than a dozen nursing publications worldwide focusing on the Year of the Nurse.

None of us yet knew what was to come...

[A detailed report on ICN's work on COVID-19 is available here.](#)



## ICN & THE WORLD HEALTH ORGANIZATION

ICN works to develop and deepen its relationship with **WHO** and in the following pages you will find numerous examples of this work. ICN has a particularly strong and close relationship with Dr Tedros Adhanom Ghebreyesus, WHO Director General (DG), who publicly recognises the importance of nursing and is committed to strengthening the profession, and with Elizabeth Iro, WHO's Chief Nursing Officer (CNO). ICN has been in official relations with WHO since its founding in 1948 and continues to work with WHO on formal guideline development, advisory groups, the Nursing Now campaign and other activities. In 2020, ICN's ties with WHO were strengthened as the two organisations worked together to support and protect the nursing workforce fighting on the frontlines of the COVID-19 pandemic.

## WHO, ICN & COVID-19

**ICN's work concerning the COVID-19 pandemic was so extensive that it cannot all be included this report. A separate report can be found [here](#). This section will highlight only the main pieces of work with WHO.**

At the 146th session of the WHO Executive Board in February 2020, Annette Kennedy and Howard Catton spoke directly to Dr Tedros and Elizabeth Iro about the Coronavirus outbreak. ICN spoke about the urgent need for more personal protective equipment (PPE) to prevent the further spread of the virus and support the nurses who were working incredibly hard to manage the situation. Mr Catton assured Dr Tedros of ICN's support of WHO's global coordinated efforts to combat the virus and called on ICN members to show solidarity.



The ICN President met with Dr Tedros later that month to discuss the development of the pandemic and to express ICN's concerns about the lack of PPE. In March and April, experts from WHO took part in four webinars for ICN members, hosted by ICN and aimed at sharing lessons learned and information from frontline nurses and the immense challenges they are facing.

In May, Dr Tedros and Elizabeth Iro joined the ICN Executive Committee and Board virtual meetings where Dr Tedros agreed to continue and deepen collaboration with ICN on shared priorities, including addressing the worldwide shortage of nurses, protecting the health of the nursing workforce and increasing access to healthcare. Dr Tedros added that the recently published SoWN report should be the starting point for regularly capturing data on nurses so that a close eye could be kept on the development of the global nursing workforce in the future.

In July, ICN attended the convening of learning networks related to essential health services during the COVID-19 pandemic. This convening described WHO's plans for cross-country learning on essential health services as well as opportunities for collaboration with other learning activities and networks. ICN also participated in the first of the series of webinars with Dr Tedros on "Civil society engagement in COVID-19 response at national and local levels".

On 28 July, ICN attended the first of a series of ACT-A Vaccine Pillar (COVAX) Civil Society Dialogues. The event was called by WHO, the Vaccine Alliance (Gavi) and the Coalition for Epidemic Preparedness and aimed to provide regular opportunities to dialogue with communities and civil society boosting collective efforts to accelerate the development of and equitable access to COVID-19 vaccines.

See pages 15 and 16 for more information on WHO Executive Board meetings and the World Health Assembly meetings concerning the pandemic and other topics.

## STATE OF THE WORLD'S NURSING REPORT

**One of the highlights of 2020 was the release of the first *State of the World's Nursing Report (SoWN)* of which ICN's CEO was co-Chair.**

In 2019, ICN had provided many opportunities for its members to contribute to the development of the report. These opportunities continued in 2020 when ICN, WHO and Nursing Now held a webinar to discuss the significance of the report; talk about how to engage with the report at country-level; and share ideas of ways to celebrate the launch on 7 April, World Health Day.

The report provides an unprecedented analysis of the size and nature of the global nursing workforce by using data from 191 WHO Member States. This evidence-based overview is extremely helpful to inform governments about the key issues the nursing workforce is facing, and to call them to action by investing in a massive expansion of nurse education, creating six million new nursing jobs by 2030, and strengthening nursing leadership. The report revealed a global shortfall of 5.9 million nurses. More than 80% of the world's nurses work in countries that are home to half of the world's population, and one in every eight nurses practices in a country other than the one where they were born or trained. Ageing also threatens the nursing workforce: one out of six of the world's nurses are expected to retire in the next ten years. To avert the global shortage, the report estimates that countries experiencing shortages need to increase the total number of nurse graduates by on average 8% per year, along with better opportunities to be employed and retained in the health system.

Following the release of the report, ICN called on all governments to commit to all recommendations. Click [here](#) to view a video from Howard Catton on the SoWN report.

ICN continued to promote the report and its recommendations by taking part in an event hosted by the Wilson Center in partnership with Jhpiego, entitled *The First-Ever State of the World's Nursing Report: Unlocking the Gender Dimensions*, which gathered global health experts for discussions on gender, the findings and recommendations found in the SoWN report, and the unique role nurses play during the COVID-19 pandemic.

In August 2020, ICN took part in a virtual meeting with WHO and other key partners, including NNAs, to discuss the next steps related to SoWN. One of the key aims of the talks was to scope out how to take forward



# 18

**NUMBER OF COUNTRIES AT RISK  
OF AN AGEING NURSING WORKFORCE**



the strategic directions set out in that report and endorsed at the Triad Meeting of Nursing and Midwifery Leaders (see page 17).

ICN joined the first meeting held by WHO and Jhpiego with Government Chief Nursing and Midwifery Officers (GCNMOs) from a select group of countries from AFRO and AMRO/PAHO regions, aimed at starting the policy dialogue around the action points from SoWN and the **Triad statement**. Some NNAs from these regions were also invited to share their voices and the lessons they had learned, especially because of their unique view and experiences of tackling COVID-19 and all the fault-lines it revealed in the health systems, as well as their strong leadership during the on-going pandemic. This was a good opportunity for the participating NNAs to give feedback and advice on the policy dialogue toolkit WHO is preparing to support nurse leaders in taking forward the SoWN report, and to help guide ICN's future work on policy dialogue with WHO and other partners.

## WHO EXECUTIVE BOARD

**The annual WHO Executive Board (EB) meeting is held in January when the members agree upon the agenda for the World Health Assembly and the resolutions to be considered by the Health Assembly. The main functions of the EB are to implement the decisions and policies of the Health Assembly, to advise and generally facilitate its work.**

On 3-7 February 2020, ICN representatives intervened in several debates at the 146th WHO EB meeting about critical areas of healthcare where nurses make a vital contribution to the achievement of WHO's goal of Healthcare for All. The interventions and videos on ICN's participation at the WHO EB are available [here](#).

On 5-6 October, ICN participated in the WHO EB: Special session on the COVID-19 response. The meeting provided an opportunity to discuss with Member States and seek their guidance on the developments around the efforts to implement the strategic preparedness and response plan, as well as the actions taken to initiate the review by an independent panel. ICN submitted an **intervention** on the WHA73.1 resolution. Read the press release [here](#) and watch Howard Catton's video report on the meeting [here](#).



# 34

NUMBER OF MEMBERS ON  
THE WHO EXECUTIVE BOARD



## WORLD HEALTH ASSEMBLY

The World Health Assembly (WHA) is the decision-making body of WHO. It is attended by delegations from all WHO Member States and focuses on a specific health agenda prepared by the EB. ICN represents the voice of nursing at these important meetings of health ministers and senior health officials from among the 194 WHO Member States, as well as representatives from civil society and other stakeholders.

The 73rd WHA was held virtually on 18 and 19 May. The main item on the agenda focused on the COVID-19 response and the related draft **resolution** was adopted on 19 May. In his opening speech, Dr Tedros praised the crucial work of nurses and in their statements, at least 48 Member States acknowledged nurses and other healthcare workers (HCWs).

ICN submitted a **written statement** calling for immediate data collection of infection and death rates in HCWs, and improved supply of appropriate PPE. ICN condemned attacks on nurses, expressed its support for WHO in the pandemic response, and called for investment in nursing education, jobs and leadership as supported by the evidence in the SoWN report. Read more [here](#).

The resumed virtual WHA took place from 9-14 November. ICN delivered three interventions on the **Global vaccine action plan**, **WHO Global Code of Practice on the International Recruitment of Health Personnel** and **WHO's work in health emergencies**.

Member States unanimously designated 2021 as the Year of Health and Care Workers to recognise the dedication and sacrifice of the millions of health and care workers at the forefront of the COVID-19 pandemic.

*"COVID-19 has shown us that no single country can fight a pandemic on its own. We need to embrace international collaboration at this time because we know what it can achieve...let us not forget that it is women and children in poorer countries who are the first victims of health crises, whatever the cause. They are the ones who will suffer disproportionately if WHO does not have the funding it needs to carry out its essential work that no other organisation or government can do alone."*

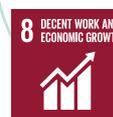
ANNETTE KENNEDY

## WHO MEETINGS & CONSULTATIONS

ICN was invited to take part in several WHO meetings and consultations in 2020 including:

- A three-day WHO Global consultation on **A decade of Patient Safety 2020 – 2030 Formulating the Global Patient Safety Action Plan**.
- The celebration of the 15th anniversary of the **WHO Framework Convention on Tobacco Control (FCTC)**.
- A virtual meeting on **WASH Health Care facilities** jointly organised by WHO, UNICEF and WaterAid, aimed at helping to understand current and future opportunities for Water, Sanitation and Hygiene (WASH) in healthcare facilities investments in particular related to the COVID-19 response and recovery.
- The first meeting of the **World Patient Safety Day Steering Committee**, which was established to provide advice and strategic guidance to WHO to ensure successful implementation of the day.
- A **virtual briefing for non-State actors on the WHO European Programme of Work** "United Action for Better Health in Europe" in the context of the COVID-19 pandemic.
- **The WHO Regional Committees meetings in SEA-RO, EURO, PAHO, WPRO and EMRO regions** to which ICN sent written and video statements to reiterate calls to collect data on COVID-19 infections and deaths in HCWs, to guarantee that nurses and other HCWs are prioritised to receive a vaccine against COVID-19, and to establish a Government level Chief Nursing Officer (GCNO) position in all countries and regions.
- The **WHO Stakeholder Consultation on the Development of the WHO Global Diabetes Compact**, a WHO-led initiative to drive real and sustained improvements in diabetes care in the context of integrated NCD management on the path to Universal Health Coverage.

ICN expressed its dismay and sadness at the news that the United States had confirmed it is withdrawing its funding from WHO and joined the American Nurses Association and their partners in calling on President Trump to reverse his decision. In January 2021, ICN welcomed the news that President Biden had committed to re-joining WHO.

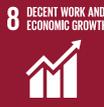




## TRIAD MEETING OF NURSING & MIDWIFERY LEADERS

The Global Nursing and Midwifery Triad meetings organised on a tripartite basis with WHO and the International Confederation of Midwives were held virtually 16-18 June 2020. More than 600 nurses and midwives, including GCNMOs and representatives from ICN's NNAs, discussed the future of the professions.

The meetings – opened by WHO DG Dr Tedros and HRH Princess Muna al-Hussein and chaired by WHO CNO Elizabeth Iro – concentrated on nursing and midwifery workforces in the context of COVID-19. The meetings looked at policy dialogue for strengthening the nursing and midwifery workforces and showed the importance of the data provided in the SoWN report. It was also the opportunity to discuss the development of the Global Strategic Directions for Nursing and Midwifery 2021-2025. The meetings concluded with the release of a **Triad statement**, which highlighted key issues for the professions at this unique moment in time, including the need to implement the recommendations of the SoWN report; support leadership, education and training in both professions; and implement human resource management in the context of COVID-19, which includes keeping HCWs safe.



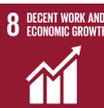
## GLOBAL PARTNERSHIPS

### NURSING NOW

In collaboration with ICN and WHO, **Nursing Now** is a global campaign to raise the status and profile of nursing. It is a programme of the Burdett Trust for Nursing that works to empower nurses to take their place at the heart of tackling 21st Century health challenges.

ICN was honoured to take part in several launches of Nursing Now Groups in 2020, including in Uganda, Fiji, Russia and the Bahamas. At the end of 2020, 200 Nursing Now Groups transferred to ICN.

In June, ICN joined a virtual conference organised by Nursing Now to mark the one-year anniversary of the **Nightingale Challenge**. This was an opportunity for Nightingale Challenge employers and participants to share their experiences of implementing their programmes and discuss perspectives about investing in leadership development of early career nurses. ICN shared its perspective on leadership and investment and the relevance of the Nightingale Challenge in today's world.



*“The pandemic has shown the world that nurses’ knowledge is essential to health care because of their unique relationship with patients, their families and communities. Nurses have earned their place at the table whenever healthcare policy and planning decisions are being made.”*

ANNETTE KENNEDY

## UNITED NATIONS

On 23 June, in honour of United Nations Public Service Day, the United Nations invited Annette Kennedy to be a panellist of an online discussion to honour the work of public servants during the current COVID-19 pandemic. The panel discussion brought together representatives from WHO and cities/countries that had been particularly badly hit by the pandemic and focused on governance responses to the crisis and the role of frontline public servants.

In July, Dr Holly Shaw, ICN's Representative to the UN Department of Global Communications (DGC) and Economic & Social Council, participated in the UNDGC Civil Society webinar to discuss Communication Challenges and Opportunities in the COVID-19 era. Also in July, ICN participated in the UN Multi-Stakeholder hearing on accelerating the realisation of gender equality and the empowerment of all women and girls. This was part of the preparations for the High-Level Meeting of the General Assembly held in New York in September 2020.

600+

NURSES AND MIDWIVES ATTENDED  
THE 2020 TRIAD MEETING

## WORLD HEALTH PROFESSIONS ALLIANCE

The **World Health Professions Alliance (WHPA)** is a unique alliance of ICN, the International Pharmaceutical Federation, World Physiotherapy, the World Dental Federation and the World Medical Association. WHPA addresses global health issues, striving to help deliver cost effective, quality health care worldwide. Together, the partners of the WHPA include more than 600 national member organisations, making WHPA the key point of global access to health care professionals within the five disciplines.

In March, the WHPA issued a **joint statement** calling on governments to prioritise support for HCWs in the frontline against coronavirus, particularly through the supply of crucial PPE. The statement also called on manufacturers to increase supplies of PPE and highlighted the need for psychological support services for HCWs, as well as adequate breaks during shifts and time off between shifts.

In April, the WHPA joined together once more in an **open letter** to the G20 leaders calling for coordinated action to ensure the security of the supply chain of PPE for all HCWs on the frontline against COVID-19.

ICN took part in a webinar on 6 November to launch the **Stand up for Positive Practice Environments Campaign** initiated by WHPA. The aim of the campaign is to improve the quality of healthcare workplaces by supporting excellence and decent work conditions, to safeguard the health and well-being of HCWs and help avoid the predicted 18 million shortfall by 2030.

*"It is essential too that governments in their top-level decision making on combatting the virus, include the experience and leadership skills of nurses. Nurses' advice, based on their observations from the frontline, are invaluable in containing the virus, as we have seen with previous epidemics."*

HOWARD CATTON

## INTERNATIONAL COMMITTEE OF THE RED CROSS AND RED CRESCENT MOVEMENT

ICN and the ICRC published a **joint statement** to celebrate International Nurses Day on 12 May and highlight the unprecedented workload suffered by nurses caring for COVID-19 patients while maintaining other essential health services. They called on governments to commit to ensuring the protection and safety of nurses and other health workers, especially in resource-poor, disaster and conflict settings.

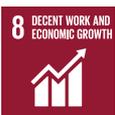
*"Nurses are the world's life-savers. They are risking their own health and too often sacrificing time with their family to help those suffering from COVID-19. It's heartening to see many communities praise and thank nurses, but it's distressing that other nurses face harassment, stigmatization, and even attack."*

ROBERT MARDINI, DIRECTOR-GENERAL, ICRC



**31 MILLION**

HEALTHCARE PROFESSIONALS  
REPRESENTED BY THE WHPA



## INTERNATIONAL NURSES DAY 2020

**International Nurses Day (IND)** is celebrated around the world every May 12, the anniversary of Florence Nightingale's birth. ICN commemorates this important day each year with the production and distribution of the IND resources and evidence.

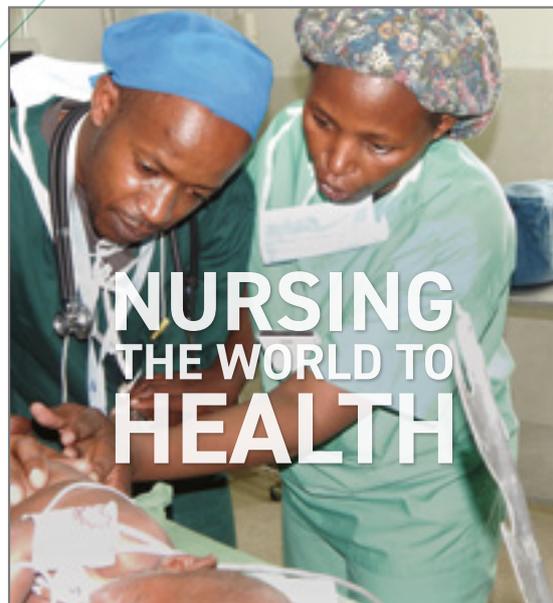
The theme for IND 2020 was **Nurses: A Voice to Lead – Nursing the World to Health**. ICN produced several resources, including a report, posters and case studies. This year was particularly significant, being the International Year of the Nurse and the Midwife, the 200<sup>th</sup> anniversary of Florence Nightingale, and with the COVID-19 pandemic highlighting the role of nurses like never before.

ICN called on governments everywhere to acknowledge the crucial role nurses play in society, pledge to ensure nurses' health and safety at work, and improve their pay and working conditions.

Each week, ICN published a new case study illustrating the incredible, innovative work of nurses across the world.

*"The pandemic has starkly revealed the fragility of the lives we have led up to this point and the intimate connection between our health and our wealth and wellbeing. It has also shown the weakness of many healthcare systems, which would be greatly strengthened if governments took urgent action to address the current global shortfall of six million nurses."*

**ANNETTE KENNEDY**



**NURSES**  
A VOICE TO LEAD  
NURSING THE WORLD  
TO HEALTH

12 MAY 2020  
**INTERNATIONAL NURSES DAY**  
[www.icnvoicetolead.com](http://www.icnvoicetolead.com)  
@ICNurses #voicetolead #IND2020

 International Council of Nurses

**200**

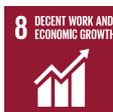
YEARS SINCE FLORENCE  
NIGHTINGALE'S BIRTH



## ICN PUBLICATIONS

### ADVANCED PRACTICE NURSING GUIDELINES

On 16 April, ICN launched the **Advanced Practice Nursing Guidelines 2020**, which acknowledge the varying levels and pace of development of APN in different parts of the world and provide common principles and practical examples of international best practice to help foster rapid progress in the provision of APN services. The Council called for increased recognition and support for these roles to help fix fragile healthcare systems.



### COVID-19 PANDEMIC AND THE INTERNATIONAL SUPPLY OF NURSES

In July, ICN released a new report on the **COVID-19 pandemic and the international supply of nurses**. Written by Professor James Buchan and Howard Catton, the report revealed the perilous state of the global supply of nurses and how it has left so many poorer states with fewer nurses than they need. It argued that high-income countries must train enough nurses to meet their own needs if low-income countries are to have a chance of coping with the pandemic.

### PROTECTING NURSES FROM COVID-19: A TOP PRIORITY

ICN published a **report** on its survey of NNAs to examine the data on nurse deaths and healthcare worker infections since the start of the COVID-19 pandemic. The survey found that approximately 10% of all cases worldwide were HCWs, and in some countries a worryingly large proportion of those were nurses. The report provided useful insights into the major challenges that nurses had faced during the pandemic and presented recommendations on what steps needed to be taken to protect nurses and other HCWs. The Council also called for COVID-19 to be classified as an occupational disease.

### AGEING WELL? POLICIES TO SUPPORT OLDER NURSES AT WORK

ICN and CGFNS international's International Centre on Nurse Migration launched a new report entitled **"Ageing Well? Policies to support older nurses at work"**. Drawing from an analysis of data on the nursing workforce and from a synthesis of evidence on policies to retain older nurses, the report revealed that up to 4.7 million nurses worldwide are expecting to retire by 2030. It concluded with a 10-point plan for support to older nurses at work.

## GLOBAL HEALTH ISSUES

While COVID-19 dominated the headlines, other diseases and health issues had not disappeared. ICN continued to support nurses across the world in preventing and treating these global health issues.

### NON-COMMUNICABLE DISEASES

In February, WHO held a launch event for the **final report** from the WHO Independent High-Level Commission on Non-Communicable Diseases (NCDs). Annette Kennedy, as the only member of the nursing community on the Commission that prepared the report, ensured that the voice of nursing was heard loud and clear.

The report highlighted the vital role of nurses in the provision of NCD and mental health services. It found that nurses should be given more access to training to enable them to provide the necessary level of care, and that unless nurses are permitted to reach their full potential, the goals of universal healthcare will not be met.

ICN participated in the media tele-briefing event organised on 19 November by the NCD Alliance on health workforce, NCDs and COVID-19, which provided the opportunity for media to hear the perspectives from and talk to both representatives from nursing organisations, and doctors and nurses currently working in COVID-19 wards.

### MENTAL HEALTH

On World Mental Health Day, 10 October, **Howard Catton spoke** about mental health and the psychological burden nurses are working under during the pandemic. ICN also released a revised **Position Statement on Mental Health**. The timing of the revision of this position statement was important considering the effects that the COVID-19 pandemic has had on the mental health and wellbeing of nurses, individuals, families and communities, and the pressing need to prevent and mitigate the impacts of this crisis.

In November, the Council participated in the session on Mental health and resilience for frontline workers during the virtual **WISH Summit 2020**. This event was an opportunity to better understand the importance of a workplace that encourages mental wellbeing, consider techniques to support mental and emotional well-being, and discuss and debate policy approaches that will result in mentally healthy work environments in health facilities.



## MATERNAL, NEWBORN, CHILD & ADOLESCENT HEALTH

The Strategic and Technical Advisory Group of Experts for **Maternal, Newborn, Child and Adolescent Health and Nutrition (MNCAHN)** held its second meeting virtually on 2-4 November. ICN attended the session, which focused on indirect effects of COVID-19 on MNCAHN services. ICN was also represented at the 26th Virtual Board Meeting of the **Partnership for Maternal, Newborn and Child Health (PMNCH)**, which was held on 14 and 15 December 2020. Established in 2005 and hosted by WHO, the PMNCH's objective is to accelerate the global efforts driving progressive improvements in the health and well-being of women, children and adolescents in stable, fragile and humanitarian settings.

## CLIMATE CHANGE

Climate and health action is a priority issue for ICN. Leadership from nurses to take immediate action to build climate resilient health systems is necessary. Over the last several years, ICN has collaborated with global partners leading work in the area of climate change and health to increase engagement of the health sector and the nursing community in climate change mitigation and adaptation.

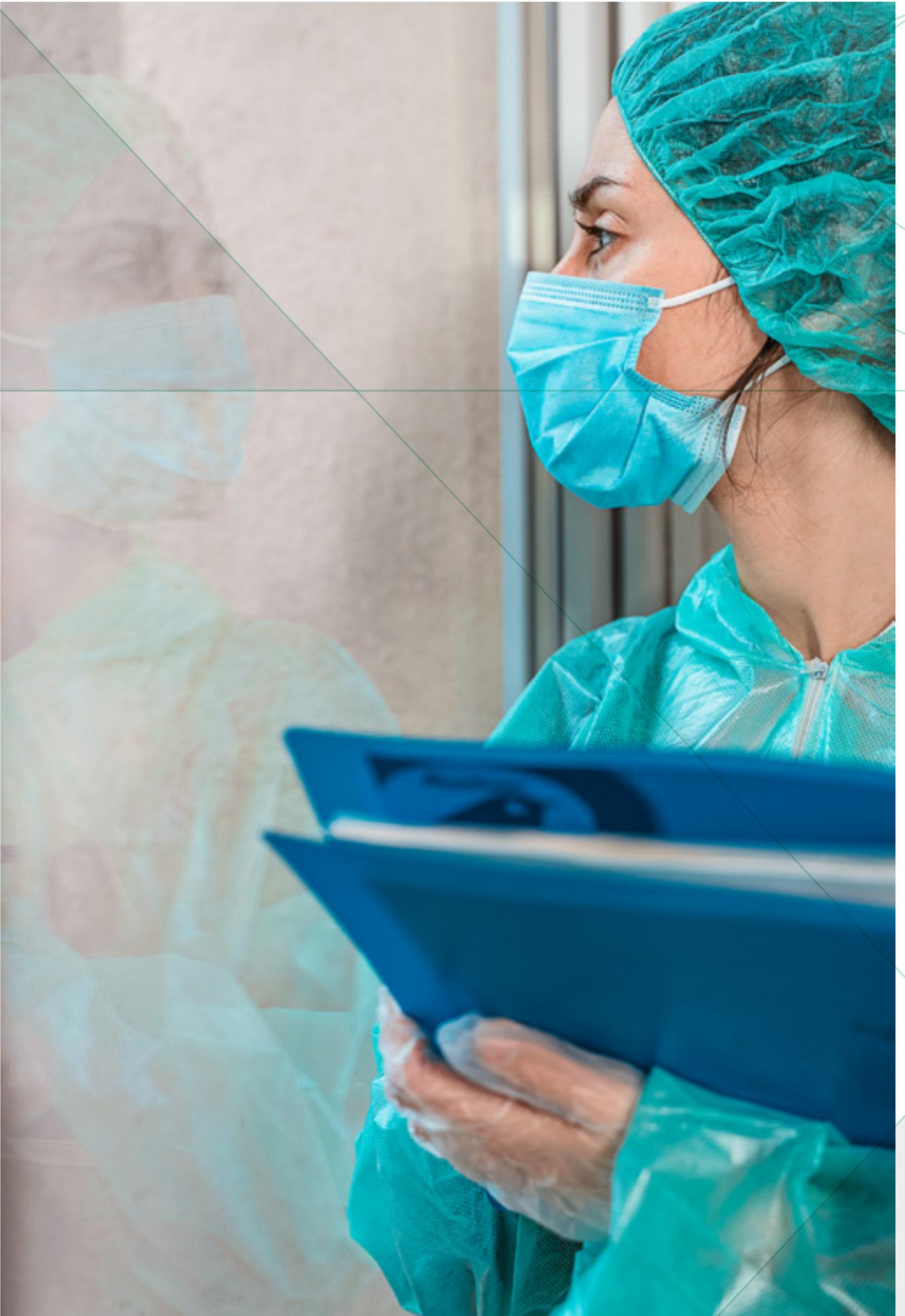
ICN is a member of the **WHO Civil Society Working Group to Advance Action on Climate Change**, which tackles climate change through healthcare systems reform, research, peer education, advocacy, emergency response, and policy development. ICN is also a partner in the **Nurses' Drawdown**, a project that encourages nurses to take action in four key areas, making climate action accessible to nurses in all practice settings.

On 30 January, ICN attended the **Special Event on Health and Climate** organised by the International Institute for Sustainable Development and WHO. In May 2020, ICN joined hundreds of other health professional organisations around the world to call on global political and economic leaders to invest in a healthy recovery that would prioritise climate action, sustainability and health equity in the COVID-19 stimulus and response.

The Council participated in the **Lancet Countdown on Health and Climate Change - Annual report launch 2020** held on 3 December. Howard Catton highlighted that nurses are at the centre of making healthcare sustainable, and ICN and its members are working to enable nursing leadership and nurses to support healthcare organisations to contribute to climate change mitigation through implementation of environmental policies and sustainable practices.

[A detailed report on ICN's work on COVID-19 is available here.](#)





# ICN GOAL 2: MEMBERSHIP EMPOWERMENT

OUR AIM IS TO STRENGTHEN NNAS ACROSS THE THREE PILLARS OF ICN TO ENABLE THEM TO ADDRESS KEY CHALLENGES AT REGIONAL AND NATIONAL LEVELS.

In 2020, ICN was delighted to welcome four new members to its global nursing family: the **South Sudan Nurses and Midwives Association**, the **Somaliland Nursing & Midwifery Association**, the **Oman Nursing Association** and the **Saudi Nurses Association**.

*“ICN works to ensure quality nursing care for all and sound health policies across the world. To be part of ICN will enable us to stay up to date with nursing specialities, current practices, ethics and public policy, and to be part of an organisation able to deliver for nurses globally.”*

**DR FOUZIA M. ISMAIL,**  
GENERAL SECRETARY OF THE SOMALILAND  
NURSING AND MIDWIFERY ASSOCIATION

*“As we celebrate the International Year of the Nurse and Midwife, there is nothing bigger than the admittance to the membership of ICN. Now we can proudly feel that we are members of the international nursing community.”*

**REPENT KHAMIS GEORGE,**  
PRESIDENT OF THE SOUTH SUDAN  
NURSES AND MIDWIVES ASSOCIATION

## SUPPORTING MEMBERS DURING COVID-19

### ADVOCACY AND LOBBYING

In January 2020, ICN wrote to its member association, the Chinese Nurses Association, expressing concern for and offering support to nurses dealing with the Coronavirus outbreak. In February, as cases began to rapidly spread worldwide, the Council reached out to its members offering support and providing the latest WHO guidance. These difficult times strengthened the bond between ICN and its members.

In May, ICN participated in a webinar entitled **“Protecting Health Workers Amid the COVID-19 Pandemic”** organised by Physicians for Human Rights. ICN called for an end to the alarming abuse and stigma faced by health workers as they care for patients, and the need to protect health workers going forward. ICN’s perspective, along with others, was published in **The Lancet**, calling on governments to act swiftly to protect frontline health workers from violence and abuse.

In June, at the request of the Colegio Nacional de Enfermeras in Mexico, ICN wrote to the President of Mexico, Andrés Manuel López Obrador, to ask for his immediate attention and quick action to protect nurses in his country. The Council also published a **press release** calling for immediate government action to end violence against nurses on all fronts, underlined by the heinous attacks in Mexico.

On 10 June, ICN co-sponsored the webinar launch of the new **Safeguarding Health Care in Crisis report**, which made detailed recommendations to prevent and respond to attacks on health.



In July, ICN wrote to the President of Zimbabwe, Emerson Mnangagwa, calling on him to address the urgent concerns of frontline nurses facing the intense pressures of COVID-19 pandemic. Zimbabwe nurses, including the Zimbabwe Nurses Association (ZNA), felt forced to withdraw their labour as a result of potentially dangerous working conditions during the COVID-19 pandemic and other concerns about their salaries and terms and conditions of service. ZNA reported that many nurses had been removed from the payroll in an attempt by their employers to force them back to work. The association also said those nurses who are in self-isolation because of suspected COVID-19 infection could not afford decent food on their meagre salaries, underscoring the lack of respect shown by their employers to the health workforce.

[A detailed report on ICN's work on COVID-19 is available here.](#)

*"Stigmatisation and violence against nurses and other health workers in some countries is shocking; the only response is zero-tolerance. The pandemic has seen frontline nurses rightly recognised as heroes, but they are also ordinary mothers and fathers with their own families to protect. They deserve to be able to work free from fear, whether because of a lack of PPE or because of harassment and attack."*

ANNETTE KENNEDY

## NNA WEBINARS

On 27 March, ICN hosted two webinars to share experiences and hands-on advice of NNAs who had been hit the hardest by COVID-19. The first featured the Korean and Taiwan Nurses Associations, and a video presentation by the Chinese Nurses Association. The second featured the Italian, Spanish and Swiss Nurses Associations. In April, this was followed by webinars featuring NNAs in Africa and Latin America. Experts from WHO joined these webinars to provide advice and to learn from the frontline experiences of nurses.

On 31 July, ICN and CGFNS International held a joint webinar on the impact of COVID-19 on nurses and nursing globally. It addressed key topics including infection and deaths of nurses, violence against nurses, and concerns regarding migration and mobility, supply and demand, retention and recruitment.

On 15 December 2020, ICN and Nursing Now collaborated on a webinar to share nurses' experiences of working on the frontlines of the COVID-19 pandemic and to contribute to a review of the world's response to the COVID-19 pandemic by the Independent Panel for Pandemic Preparedness and Response, co-chaired by the Rt Hon. Helen Clark. More than 250 nurses from around the world joined the webinar, and frontline nurses and NNA representatives from Ghana, India, Italy, Mexico, New Zealand, South Korea, Uganda, the United Arab Emirates and Zimbabwe, as well as members of many Nursing Now groups, contributed directly during the discussion.

## NNA BIENNIAL MEETINGS

On 19 June, just prior to the World Health Assembly, ICN's biennial meeting of members was held virtually for the first time, with more than 65 NNAs and over 120 delegates registered. The meeting heard reports from around 30 NNAs from across the globe, providing an overview of the challenges nurses had faced during the pandemic, and highlighting the issues that would need to be addressed in the next 12 months. Reports on the impact of the COVID-19 pandemic included: large numbers of nurses infected with COVID-19 and sadly many deaths; a lack of sufficient amounts of appropriate, high-quality PPE; preparations for a second wave of virus or future pandemics; and nurses facing violence and aggression. On the positive side, NNAs reported an increase in public, and often governmental, recognition and appreciation for their work. Other important issues for the profession raised in the meeting included the global shortage of nurses; the need for better leadership training and greater opportunities for nurses to work in advanced roles; racism within healthcare and nursing; and the need for greater respect for older people.



## ICN COVID-19 REPORTS

Based on the information and feedback received from NNAs and nurses on the frontline fighting COVID-19, ICN published the **COVID-19 Call to Action** which was made up of 12 priorities that every country should include in their response plans.

On 29 July, ICN released a new report on the **COVID-19 pandemic and the international supply of nurses**, revealing the perilous state of the global supply of nurses and how it has left so many poorer states with fewer nurses than they need.

On 16 September, the Council launched a **report** that included the results of a survey on the health and safety of nurses during the COVID-19 pandemic. The report revealed key challenges nurses face in this pandemic, including the lack of data collection on infection rates; inadequate personal protective equipment; inadequate testing; insufficient Infection Prevention and Control training; extensive reports of violence and discrimination aimed at nurses; and lack of mental health support.

[A detailed report on ICN's work on COVID-19 is available here.](#)

*“There is a real danger that some high-income countries will revert to their pre-COVID-19 practices of bolstering their nursing workforces by recruiting international nurses, rather than prioritising adequate domestic training capacity, and improving retention of nurses and the attractiveness of nursing as a career. They must ensure that the risk of COVID-19 burnout of nurses is addressed, and provide fair pay and conditions of employment, structured career opportunities, and access to continuing education.”*

**PROFESSOR JAMES BUCHAN**

## STRENGTHENING AND PROTECTING THE NURSING WORKFORCE

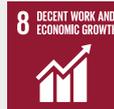
ICN adapted the ICM Member Association Capacity Assessment Tool for use by ICN NNAs – the **NNA Organisational Assessment Tool**. The Lesotho Nurses Organisation was the first NNA to implement the tool which will allow NNA leaders to work on their challenges, as well as developing an organisational development plan for strengthening the NNA.

The voice of nursing was represented on the **WHO Access to COVID-19 Tools Accelerator**, which was launched in April 2020. Its aim is to bring together governments, health organisations, scientists, businesses, civil society and philanthropists to speed up efforts to end the COVID-19 pandemic by supporting the development and equitable distribution of the diagnostics, vaccines and treatments the world needs. ICN took part in the COVAX Coordination Meeting, which is concerned with the development of COVID-19 vaccines.

ICN also took part in a WHO-organised Global Virtual Event on 17 September entitled **“One world: Global solidarity for health worker safety and patient safety”**. The event gathered international organisations and partners from around the world, showcasing initiatives and programmes on health worker safety and patient safety, as well as testimonies and stories from regions, countries, health workers and patients. ICN welcomed and endorsed **WHO's Charter on Health Worker Safety** which was published on World Patient Safety Day, and called on governments to sign up to the Charter and commit to the protection of health-care worker and patient safety.

On 3 December, the Council called for the establishment of **HERO (health, education and retraining opportunity) funds** to place health education at the heart of COVID-19 economic recovery plans.

ICN participated in the **Regional Meeting to take forward the “Call for Action” for Strengthening Nursing and Midwifery Workforce in the Eastern Mediterranean Region**. Organised by the WHO EMRO regional office, the meeting discussed key approaches and actions to accelerate the implementation and monitoring of the nursing and midwifery resolution calling for accelerated action to strengthen the nursing and midwifery workforce in Member States to advance UHC learning from the COVID-19 pandemic and beyond.





## ICN PROJECTS

Working together with trusted partners, ICN is implementing several projects to empower its member NNAs; extend its capacity to deliver initiatives addressing the SDGs; provide global platforms for ICN to synergise with other organisations to deliver access to specialised knowledge and research on key nursing and health topics; and support programmatic activity on today's critically important global health issues.

### THE GIRL CHILD EDUCATION FUND

*ICN's Girl Child Education Fund (GCEF) supports the primary and secondary schooling of girls under the age of 18 in developing countries whose nurse parent or parents have died.*

The GCEF has enabled hundreds of girls in Kenya, Lesotho, Swaziland and Uganda to complete school. Many go on to become leaders in their communities, helping to strengthen and empower other girls; several have followed in their parents' footsteps to become nurses. In 2020, 82 girls were supported by the Fund, although many schools were closed following the outbreak of the COVID-19 pandemic. The girls progressively returned to school, between October and December to begin their second term. ICN developed a **digital marketing package** to help spread the word about GCEF.

### ICN TB/MDR-TB PROJECT

The **ICN Tuberculosis/Multidrug resistant tuberculosis Project** came to an end in 2020 after 15 successful years of building global nursing capacity in the prevention, care and treatment of TB with the purpose of making improvements to patient care delivery. The Project trained more than 2,300 nurses in 18 countries, and those nurses passed on their knowledge to an additional 180,000 nurses, doctors, community health workers, community members, etc. Each nurse trained by the project trained an average of 78 additional individuals. The ICN TB Project was supported by a United Way Worldwide grant, made possible by the generosity of the Lilly Foundation on behalf of the Lilly MDR-TB Partnership. In December, the TB Project released its **project summary report** celebrating 15 years of amazing life-changing work by TB nurses around the world.

In June 2020, ICN and the Curry International TB Center launched a **mobile app** for the ICN TB Project's *Nursing guide for managing side effects to drug-resistant TB treatment* – a guide developed by nurses with experience in the clinical care and programmatic management of TB and DR-TB in both high- and low-resource settings. The guide is available in several languages and can be downloaded now from the **ICN website**. The app, currently available in English, was supported by the Stop TB Partnership's TB REACH initiative funded by the Government of Canada and the Bill & Melinda Gates Foundation.

### LESOTHO ORGANISATIONAL DEVELOPMENT PROJECT

The aim of the Lesotho ODP is to develop and strengthen the capacity of the Lesotho Nurses Association (LNA) to support and protect the health workforce in Lesotho, especially nurses and midwives. In October 2020, Workshop 1 of the ICN Leadership for Change (LFC™) Programme was delivered online for 15 nurse leaders from the different LNA branches. The cohort implemented the NNA Organisational Assessment Tool and used the results to create a plan for strengthening the organisation. The delivery of the programme is being supported by the Lesotho ODP grant, funded by Vårdförbundet and The Swedish International Development Cooperation Agency through Union to Union.

### WORLD CONTINUING EDUCATION ALLIANCE

ICN has partnered with the World Continuing Education Alliance (WCEA) to launch a new online platform and mobile app for continuing professional development training resources in Leadership, Management, Advocacy and Teamwork, as well as free COVID-19 resources. The online platform and mobile app are available free of charge to ICN member organisations in low- and middle-income countries. The courses include COVID-19 resources from the Aga Khan University, Jhpiego, and other organisations, as well as CPD courses that have been peer reviewed as fit for purpose for Africa and other developing regions.

# 82

NUMBER OF ORPHANED GIRLS SUPPORTED BY THE ICN GIRL CHILD EDUCATION FUND IN 2020



## ICN WORKFORCE FORUMS

**Held annually and hosted by member NNAs, ICN's workforce forums aim to stimulate thinking, enhance learning and, ultimately, develop proactive strategies. The Forums also assist in maintaining the relevance of ICN programmes and support international work.**

The 2020 International Workforce Forum, hosted by the Joint Virtual Swedish Nurse Organisation for International Work, was planned to be held in April 2020 in Stockholm with the theme "*State of the World's Nursing and Year of the Nurse*". Due to the COVID-19 pandemic, the meeting was replaced by a webinar to brief all ICN members on the key findings of the SoWN report. The webinar included contributions from colleagues at the WHO healthcare workforce department and Professor James Buchan, who shared his perspective especially in terms of retention and migration of the nursing workforce.

## DISASTER NURSING

**On 4 August 2020, an explosion at the port of the city of Beirut killed over 200 people, caused 7,500 injuries and destroyed three hospitals. ICN sent condolences to its member, the Order of Nurses in Lebanon, and offered support via the ICN Disaster Fund. ICN helped raise awareness through a press conference with Dr Myrna Doumit, President of the Order, hosted by the organisation of UN press correspondents in Geneva, and through a web-story.**

ICN organised two disaster management workshops for members who had been affected by recent disasters. One was held by the Nurses Association of the Commonwealth of the Bahamas, which was devastated by Hurricane Dorian in 2019; the second was held by the Sri Lanka Nurses Association where bombings in May 2019 sent shock waves around the world. These workshops supported the professional development of more than 120 nurses. Led by world renowned experts in disaster management, the workshops aimed to improve the skills and capabilities of nurses to effectively prepare, respond and manage the complex situations that occur as a result of disasters.



**210+**

**NUMBER OF DEATHS CAUSED BY AUGUST 2020 EXPLOSION IN BEIRUT**



# ICN GOAL 3: STRATEGIC LEADERSHIP

OUR AIM IS TO PROVIDE STRATEGIC LEADERSHIP TO ADVANCE THE NURSING PROFESSION TO MEET CURRENT AND FUTURE NEEDS OF THE POPULATION, HEALTH SYSTEMS (INCLUDING HEALTH AND SOCIAL CARE) AND NURSES.



## WOMEN AND LEADERSHIP

In 2020, Annette Kennedy was named on **Women in Global Health's** list of **100 Outstanding Women Nurse and Midwife Leaders**.

In January 2020, ICN revealed the results of a snapshot survey which showed that only 50% of countries have a GCNO. The Council **called** on all governments to appoint strategic-level GCNOs with the authority to play a vital role in planning, developing, implementing and evaluating health policies and health systems.

On 3 March, ICN attended a debate to celebrate **International Women's Day**. Hosted by UNCTAD, with the Deputy Secretary-General and Geneva-based women ambassadors and current and former trade negotiations, the debate explored the approach and focus of ambassadors and negotiators influencing the negotiation table and outcomes, and discussed the advocacy of women ambassadors and negotiators for women's rights.

On 9 April, ICN spoke at a **Women in Global Health and Women Deliver** hosted webinar, "*Global Health Security: Delivered by Women During COVID-19 and Beyond*", on the nursing profession and women's leadership and highlighted the actions and specific investments needed to ensure that women in the health workforce are recognised and supported during the pandemic.

On 28 May, Annette Kennedy spoke about the critical role nurses are playing during the pandemic at a **Gender and Power in COVID-19 webinar**, organised by WomenLiftHealth, an organisation that aims to accelerate the involvement of women in global health leadership.





In June 2020, ICN co-hosted two webinars on gender and leadership issues. One was organised with IntraHealth International, Nursing Now and Johnson & Johnson, and explored how the COVID-19 pandemic has exacerbated the urgent need to address **the gender and nurse leadership** issues raised in the report, *“Investing in the Power of Nurse Leadership: What Will It Take?”* The second was organised with Sigma Theta Tau International Honor Society of Nursing, entitled *“Nursing: A Pathway to Empowerment for Women”*. It explored how women can achieve economic empowerment through a nursing education and career and be leaders for social justice and equity.

On 22 June, the ICN President took part in a webinar entitled “Test to Exit COVID-19 – Engaging women political leaders as champions for testing”, convened by the G20 Health and Development Partnership, Women Political Leaders, and FIND.

In September ICN, WHO, Nursing Now and Sigma Theta Tau co-hosted a webinar about nursing leadership in a time of crisis. The aim of the event was to bring together perspectives on this key issue from a range of nursing leaders from government, health systems and NNAs. The ICN CEO chaired a discussion with the presidents of the Rwanda Nurses and Midwives Union, the Barbados Nurses Association and the Indian Nursing Council, who talked about their experiences of leading their associations during the pandemic.

*“Global cooperation is key to addressing the health challenges that we face and strong partnerships at global, regional and country level are key to designing and delivering health systems that are accessible to all, of high quality and sustainable. With the support of the WHO we want to ensure that nurses are recognised as leaders in every country and every health system in the world. Only this way will healthcare for all become a reality.”*

**HOWARD CATTON**

**90**

**PERCENTAGE OF NURSING  
WORKFORCE THAT IS FEMALE**



## ICN GLOBAL NURSING LEADERSHIP INSTITUTE

The **ICN Global Nursing Leadership Institute (GNLITM)**, a strategic leadership programme, prepares top nurses from around the world to drive policy that improves the health of people, health care and the nursing profession. In 2020, the course was held virtually for the first time, with 23 scholars from 20 countries. In order to deliver the GNLI Programme online across many time-zones, 24 GNLI Alumni were trained as regional facilitators during an intensive three-day online event. This programme was supported by The Burdett Trust for Nursing, and the online platform was provided free of charge by The State University of New York at Delhi.



## ICN CERTIFIED GLOBAL NURSE CONSULTANT (CGNC)

In 2020, ICN and CGFNS International piloted the ICN Certified Global Nurse Consultant (CGNC) certification, which will recognise the qualifications of nurses who serve as trusted consultants to ICN, NNAs, governments and NGOs. Becoming an ICN Certified Global Nurse Consultant allows nurses to join a cadre of nursing consultants who can contribute to ICN projects covering a range of issues; deliver programmes to ICN members; and provide nursing expertise to governments and non-governmental organisations.



## NURSING POLICY LEADERSHIP PROGRAMME

In 2020, ICN launched a new Nursing Policy Leadership Programme (NPLP) developed from the GNLI programme as a shorter course, enabling delivery in partnerships with other regional and global nursing organisations, and allowing content to be adapted to organisational needs. ICN partnered with the World Federation of Critical Care Nurses to deliver the Critical Care Nursing Policy Leadership Programme in Dubai in April 2020, however this was postponed due to COVID.

## LEADERSHIP FOR CHANGE™

Established in 1995, the **ICN LFC™ programme** aims to prepare nurses with the leadership skills required to implement organisational change for the purpose of improving nursing practice and achieving better health outcomes. LFC programmes are tailored to respond to the specific needs of the countries in which they are implemented, through close collaboration with the NNAs. The LFC Training of Trainers (ToT) workshop ensures the sustainability of the benefits of the programme locally by giving to the trainers in country the capacity to train other cohorts of nurses. Based on the success of the current programmes and methodology, the LFC programmes build a stronger and more efficient workforce which, in turn, brings significant benefits to the populations they serve. ICN LFC programmes have been implemented in more than 40 countries.

At the start of 2020, over ten NNAs planned to implement the programme, however, the COVID-19 pandemic delayed implementation. The Nurses Association of the Commonwealth of the Bahamas started a ToT Update in January 2020, followed by the training of the first cohort (Workshop 1) in February 2020. The Mauritius Nursing Association carried out a TOT for six trainers in June 2020 and held Workshop 1 for the first cohort of 30 to 35 participants in August 2020. In October, the Taiwan Nurses Association restarted implementation of Workshop 3 of the LFC programme with a cohort of participants from Taiwan, Indonesia, Vietnam and Myanmar. The Norwegian Nurses Organisation continued with the implementation of the LFC programme, adapting to delivery online and holding two digital workshops in October and November 2020.



# 40+

NUMBER OF COUNTRIES WHERE LFC HAS BEEN IMPLEMENTED



# ICN GOAL 4: INNOVATIVE GROWTH

OUR AIM IS TO IDENTIFY, SECURE AND DIVERSIFY BUSINESS AND REVENUE GENERATING OPPORTUNITIES, CONSISTENT WITH OUR STRATEGIC GOALS.



## INTERNATIONAL CLASSIFICATION FOR NURSING PRACTICE

**The International Classification for Nursing Practice (ICNP®) provides an international standard to facilitate the description and comparison of nursing practice locally, regionally, nationally and internationally. Since its introduction in 1999, ICNP has been translated into 19 languages, and there are currently 15 research and development centres worldwide running more than 200 different projects. New versions of ICNP are released every two years.**

In January 2020, the Norwegian translation of the 2019 release of ICNP was made available via the ICN website. In June 2020, the Norwegian Nurses Organisation, in collaboration with the Norwegian ICNP™ Research “Development Centre at the University of Agder, held a virtual national conference entitled ‘ICNP in education and practice’ aimed at nurse educators across Norway.

In July 2020, ICN held two meetings for ICNP R&D Centres and ICNP translators to provide an update on the work completed to ensure ICNP continues to be well managed, developed and widely used.

In August 2020, ICN and SNOMED International signed a ground-breaking agreement to secure the future of the ICNP and pave the way for it to be managed, produced, released and distributed by SNOMED International. Under this agreement, ICN will retain ownership of ICNP and continue to define its content so that it meets the needs of the global nursing profession.

## MEDIA AND SOCIAL MEDIA

While 2020 was an unusual year for us all, and so many of our traditional ways of sharing, collaborating and getting together were cancelled, social media did allow ICN the opportunity to communicate with its members, affiliates, partners and the public. Over the year, over 6,600 new followers joined ICN on **Twitter**, growing the number of followers to over 20,000! With 667 tweets, ICN made over five million Tweet impressions and had over 16,400 mentions.

The global voice of nursing spread via **Facebook** as well. From 34,510 followers on 1 January 2020, ICN ended the year with over 41,000. The Council reached an average of 66,196 people and received over 400,000 page likes. ICN continued to build its presence on **LinkedIn** with more than 3,000 followers and an average of over 6,700 impressions.

On 11 May, ICN, together with WHO and Nursing Now, launched a day of recognition of the nurses and other health workers who had tragically lost their lives to the COVID-19 pandemic. Using the hashtag #RememberHealthHeroes, the campaign was picked up on social media by many of ICN’ members and partners, with 716 mentions of #RememberHealthHeroes and 270 of #VoiceToLead. At the end of the day, #IND2020 had 30.1K mentions.



In July, the Council released a new **song and video** in honour of the exceptional work nurses do and their commitment to the people who rely on their care and dedication. *“I am a Nurse”* is a tribute to the global nursing family and their steadfast commitment to the people they serve, especially in this extraordinary year. The vocals were recorded by nurses from around the world, including the Tongan Nurses Choir, with each nurse recording themselves on their smart phones at the height of the COVID-19 pandemic.

ICN’s work during the pandemic and the Year of the Nurse resulted in increased attention from the media, promoting the international profile of the organisation. ICN’s work was covered, not only in nursing journals across the world, but also high-level media (both print and television), such as BBC, CNN, NBC, Aljazeera, Sky News, Euronews, CCTV, SABC, etc. As well as raising ICN and nursing’s profile, this media coverage meant the nursing voice reached a greater number of people than ever before.

## YONM/COVID PORTAL

In January 2020, ICN launched a new **Year of the Nurse portal**. By April, it became clear that the outbreak of COVID-19 had placed a spotlight on the health workforce, particularly nurses. While ICN was no longer able to celebrate the work of nurses during the Year of the Nurse, the virus meant that people everywhere had a better understanding and value of the work nurses do. As a result, we decided to convert the ICN Year of the Nurse portal to include COVID-19 news. This portal served as a repository of some very moving frontline stories from nurses across the world.



**47,000+**

NUMBER OF VIEWS  
OF “I AM A NURSE”

# FINANCIAL OVERVIEW 2020

## INTERNAL CONTROL SYSTEMS & AUDITS

Financial statements of ICN are annually audited by independent external auditors, KPMG. Additionally, ICN has an Audit and Risk Committee dedicated to provide the Board oversight of the effectiveness of the organisation's risk management, internal control and compliance system. This independent and impartial committee regularly reports on their work to the Board, CNR and Member associations.

## EXPENDITURES

The 2020 annual budget was dedicated to:

- 58% to support our Members and Global Nursing through Nursing Policy & Practice, Programmes, and Communication & Events
- 16% to Executive and Governance strengthening, supporting and connecting our Member associations
- 26% to general and administration supporting the core mission of ICN

## FINANCIAL INFORMATION

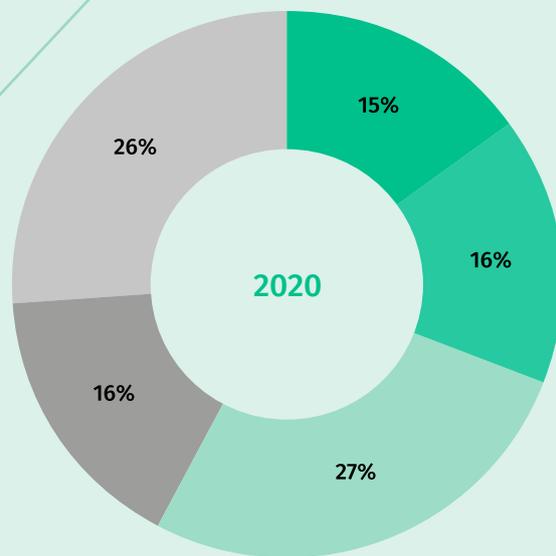
The information presented is extracted from audited financial statements. The figures presented are in Swiss Francs (CHF).

## NET RESULT

The net result for the year 2020 is a gain 197 KCHF versus 250 KCHF in 2019.

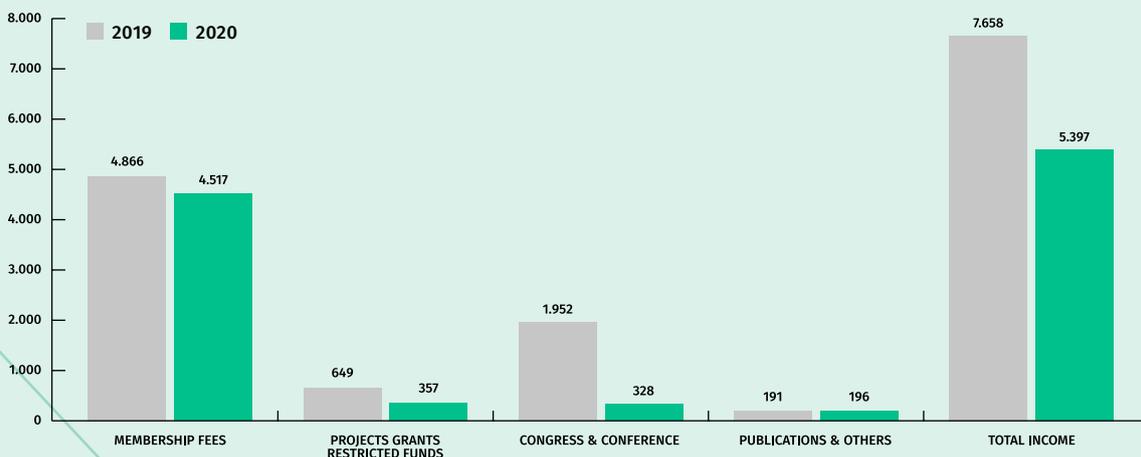
## REVENUES

ICN's activities are mainly funded by membership fees, which represented 84% of total operational revenue for 2020. In 2020, the reduction in income was driven by lower membership fees and the fact that no Congress was held in 2020 (Congress is organised every two years), leading to a lower level of both expenses and incomes in 2020.



- Nursing
- Programmes
- Communication & Events
- Executive & Governance
- General & Administration

## INCOMES (K CHF)



INTERNATIONAL COUNCIL  
OF NURSES  
3 PLACE JEAN MARTEAU  
1201 GENEVA, SWITZERLAND  
T +41 22 908 01 00  
ICN@ICN.CH  
WWW.ICN.CH