

## JNA News Release Vol. 49 Japanese Nursing Association

### ICN International Workforce Forum and Japan Nursing Summit 2025 held in Japan

#### ◆ ICN International Workforce Forum

The ICN International Workforce Forum (IWFF) was held in Yokohama, Japan, on February 3–4, 2026. Co-hosted by the International Council of Nurses (ICN) and the Japanese Nursing Association (JNA), the forum brought together representatives of national nurses' associations (NNAs) from eight countries—Australia, Canada, Ireland, Italy, Norway, Sweden, the United Kingdom, and Japan—to discuss challenges facing the nursing workforce. The discussions focused on common and urgent challenges, including nurse shortages, nurse staffing, international nurse migration, the role of nursing in primary health care, nurses' well-being, violence and harassment against nurses, low pay, the use of digital technologies, and adequate investment in nursing. Participating leaders reaffirmed the importance of sustaining the role of Chief Nursing Officers at the international, national, and regional levels. They agreed to collaborate with governments and relevant stakeholders on efforts to ensure fair wages, enhance education, and improve nurses' well-being.

A communiqué reflecting the discussions has been published on the ICN website.

<https://www.icn.ch/news/global-nursing-leaders-issue-urgent-call-investment-and-action-following-international>

#### ◆ Japan Nursing Summit 2025

On February 5, following the IWFF, the JNA convened the Japan Nursing Summit 2025, bringing together top nursing leaders to examine policy challenges in nursing and to propose strategies to address them with the aim of advancing nursing practice that meets public needs and realizing a desirable future vision for the profession. Held biennially, the summit adopts themes aligned to JNA's three missions: improvement of nursing quality, creation of the environment in which nurses are able to continue working, and development and expansion of nursing areas. This year's summit, organized immediately after the IWFF, focused on the theme, Work Style Revolution for Nursing Professionals in the Era of Well-being and explored strategies to promote new work styles. More than 2,500 participants, including online attendees, took part in the summit.

At the summit's opening session, a video message from ICN President José Luis Cobos Serrano was delivered, in which he underscored the vital importance of investing in nursing workforces to address shortages.



Representatives attending the IWFF



A video message from ICN President José Luis Cobos Serrano

As part of the program, JNA Vice President Noriko Yamamoto-Mitani and ICN Second Vice President Megumi Yamaura-Teshima co-chaired the ICN IWFF session titled “Diverse Work Styles of Overseas Nursing Professionals.” The session featured presentations by ICN Chief Executive Officer Howard Catton; President of the Joint Virtual Swedish Nurse Organisation-for international work (JSNO) and ICN First Vice President Sineva Ribeiro; and Senior Federal Industrial Officer of the Australian Nursing and Midwifery Federation (ANMF) Kristen Wischer, who introduced diverse work styles practiced by nursing professionals in their respective countries. In Japan, standardized career paths premised on lifetime employment have long been the norm, leaving nurses with limited options regarding working hours, transfers, and other conditions. However, as the working-age population declines, a shift from labor quantity to labor quality has become increasingly necessary, and there is growing demand for environments that support diverse arrangements, including work-life balance initiatives and continued employment for the elderly. Nursing professionals face similar challenges, yet the introduction of diverse work styles has not progressed. This session highlighted a range of employment and work-style models practiced by nursing professionals in other countries, providing valuable perspectives to inform new approaches to work styles for nursing professionals in Japan.



Speakers at the ICN IWFF session

As the summit drew to a close, JNA President Tomoya Akiyama unveiled the slogan “Be Well, Work Well, Nurse Well,” calling on all nursing professionals to unite in advancing work-style revolution in an era of well-being. Together with the 1,500 participants gathered at the venue, he raised his fist and led a powerful call-and-response of the slogan, conveying both encouragement and solidarity. Under this slogan, the JNA will continue to work collaboratively with the national government, local governments, and relevant organizations to promote work styles that uphold the well-being of each and every nursing professional.

#### Reference

- ICN “Global nurse leaders gather in Japan to address urgent workforce crisis”  
<https://www.icn.ch/news/global-nurse-leaders-gather-japan-address-urgent-workforce-crisis>

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