



# General Assembly

Distr.: General  
22 December 2022

---

## Seventy-seventh session

Agenda item 22 (d)

**Eradication of poverty and other development issues:  
human resources development**

### **Resolution adopted by the General Assembly on 14 December 2022**

*[on the report of the Second Committee (A/77/447/Add.4, para. 8)]*

#### **77/182. Human resources development**

*The General Assembly,*

*Recalling* its resolutions [52/196](#) of 18 December 1997, [54/211](#) of 22 December 1999, [56/189](#) of 21 December 2001, [58/207](#) of 23 December 2003, [60/211](#) of 22 December 2005, [62/207](#) of 19 December 2007, [64/218](#) of 21 December 2009, [66/217](#) of 22 December 2011, [68/228](#) of 20 December 2013, [70/220](#) of 22 December 2015, [72/235](#) of 20 December 2017 and [74/236](#) of 19 December 2019,

*Reaffirming* its resolution [70/1](#) of 25 September 2015, entitled “Transforming our world: the 2030 Agenda for Sustainable Development”, in which it adopted a comprehensive, far-reaching and people-centred set of universal and transformative Sustainable Development Goals and targets, its commitment to working tirelessly for the full implementation of the Agenda by 2030, its recognition that eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development, its commitment to achieving sustainable development in its three dimensions – economic, social and environmental – in a balanced and integrated manner, and to building upon the achievements of the Millennium Development Goals and seeking to address their unfinished business,

*Reaffirming also* its resolution [69/313](#) of 27 July 2015 on the Addis Ababa Action Agenda of the Third International Conference on Financing for Development, which is an integral part of the 2030 Agenda for Sustainable Development, supports and complements it, helps to contextualize its means of implementation targets with concrete policies and actions, and reaffirms the strong political commitment to address the challenge of financing and creating an enabling environment at all levels for sustainable development in the spirit of global partnership and solidarity,



*Reaffirming further* its resolution [73/342](#) of 16 September 2019, in which it welcomed the adoption by the International Labour Conference, at its 108th session, of the International Labour Organization Centenary Declaration for the Future of Work,<sup>1</sup> and encouraged its implementation,

*Taking note* of the World Health Organization action plan, entitled “Working for Health Action Plan 2022–2030”, which focuses on three key and cross-cutting priority areas, namely, planning and financing, education and employment and protection and performance,

*Stressing* that human resources development lies at the heart of sustainable development in its three dimensions and that health and education are at the core of human resources development,

*Stressing also* that human resources development is vital to the efforts to achieve the internationally agreed sustainable development goals, and to expand opportunities for people, in particular, for people in vulnerable situations,

*Welcoming* the considerable efforts made over the years, yet recognizing that many countries continue to face significant challenges in developing a sufficient pool of human resources capable of meeting national economic and social needs and that the formulation and implementation of effective human resources strategies often require resources and capacities not always available in developing countries, and recognizing also the need for new ways to address human resources development,

*Stressing* that the coronavirus disease (COVID-19) pandemic, conflicts and the effects of climate change have resulted in increased challenges on the eradication of poverty, decent work for all, universal health coverage, access to inclusive and equitable quality education, food security and nutrition, energy access and cost of living, which have had deep impacts on people’s well-being, their ambitions and their aspirations, that a renewed and concerted effort to reinvest in and rebuild human capacities will be essential in order to recuperate the ground lost in human development and that developing countries are disproportionately affected by these challenges,

*Noting with great concern* the severe negative impact on human health, safety and well-being caused by the coronavirus disease (COVID-19) pandemic, as well as the severe disruption to societies and economies and the devastating impact on lives and livelihoods, and that the poorest and most vulnerable are the hardest hit by the pandemic, reaffirming the ambition to get back on track to achieve the Sustainable Development Goals by designing and implementing sustainable and inclusive recovery strategies to accelerate progress towards the full implementation of the 2030 Agenda for Sustainable Development and to help to reduce the risk of and build resilience to future shocks, crises and pandemics, including by strengthening health systems and achieving universal health coverage, and recognizing that equitable and timely access for all to safe, quality, effective and affordable COVID-19 vaccines, therapeutics and diagnostics are an essential part of a global response based on unity, solidarity, renewed multilateral cooperation and the principle of leaving no one behind,

*Noting with concern* the changes caused by the COVID-19 pandemic on the world of work, which varied greatly across geography and economic sectors, causing damaging effects on working time and income worldwide, and spillover effects that have worsened conditions of workers, including major supply chain disruptions, policy and economic uncertainties, rising inflation and unsustainable debt, and led to high unemployment and job informality, in particular among young people, women, persons with disabilities, Indigenous Peoples, local communities and people in

---

<sup>1</sup> [A/73/918](#), annex.

vulnerable situations, and stressing the need for continuing efforts to address systemic fragilities and imbalances,

*Noting* the crucial contribution and the use of information and communications technologies, which have enabled continuity in commerce and employment through the pandemic and have also served to demonstrate the relationships between digital, social and economic inclusion and exclusion, and in this regard noting also the importance of digital literacy skills and the role of reliable access to digital connectivity in boosting employability, enabling individuals to lift themselves out of poverty and away from disadvantages,

*Stressing* that technological changes and breakthroughs are expanding at a rapid pace and having an impact on the world of work and that, in this regard, the development of human resources needs to keep pace and be supported by proactive strategies, investments and normative frameworks to address emerging issues relating to the future of work, education and training,

*Recognizing* that rapid innovations in digital technologies are increasingly affecting all spheres of human life and resources, including and beyond education, work and health, and that, if managed wisely, those developments can be an important instrument in achieving progress on the 2030 Agenda and generating better livelihoods for all,

*Noting* that rapid technological change can lead to both highly skilled employment opportunities as well as disruptions in labour markets, which can have adverse distributional effects, including rising inequality among and within countries,

*Noting also* that technological advancements should be harnessed to improve conditions for human capital in support of the overarching goal of leaving no one behind, and that appropriate measures should be taken in this regard,

*Recognizing* the uneven status of access to and development of digital infrastructure within and among countries and the barriers faced by developing countries, such as the lack of electricity, broadband Internet connection, availability, affordability and use of information and communications technologies, to bridging the digital divide and leapfrogging to frontier technologies,

*Recognizing also* that the benefits of human resources development are best realized in national and international environments that support full and productive employment and decent work for all women and men, including young people, persons with disabilities, older persons, Indigenous Peoples, migrants, refugees and internally displaced persons, and those in vulnerable situations, equal pay for equal work or work of equal value and equality of opportunity and treatment, access to inclusive and equitable quality education and lifelong learning opportunities and non-discrimination, and that maintain an enabling environment for job creation,

*Recognizing further* the evidence of an uneven recovery and the ongoing adverse impacts, particularly on development, of the world financial and economic crisis that continue to diminish the ability of many countries, especially developing countries, to cope with and address human resources development challenges and to formulate and implement effective strategies for poverty eradication and sustainable development,

*Acknowledging* the important synergies between international migration and development and the need to deal with the challenges and opportunities that migration presents to countries of origin, transit and destination, recognizing that migration brings benefits as well as challenges to the global community, recognizing also the role that migrants returning to their country of origin can play through the utilization of their skills, and stressing that the brain drain continues to be a severe problem in

many developing and transitioning countries, undermining efforts in the area of human resources development,

*Recognizing* the emergence of new types of employment based on sharing-economy models, and the need to extend social protection rights and benefits that are accessible and portable to workers whose conditions of employment are non-standard, as appropriate and in accordance with national circumstances,

*Recognizing also* the need to align science, technological knowledge and innovation systems with national development objectives, fully integrated with national human resources development, labour needs and poverty eradication strategies and supported by appropriate institutional and policy frameworks, which can lead to positive transformations in people's lives,

*Noting* that science, technological knowledge and innovation policies should take into account the specific features of the economy in developing countries, including the size of the traditional sector, Indigenous knowledge, the limited access to skilled labour and capital, weak infrastructure and inadequate institutional frameworks, in order to generate solutions that address the specific challenges of those countries and to foster synergies between modern science and technology, and Indigenous and local knowledge,

*Reaffirming* that gender equality and the empowerment of all women and girls are of fundamental importance for achieving sustained economic growth, poverty eradication and sustainable development, in accordance with the relevant General Assembly resolutions and United Nations conferences, and that investing in the development of women and girls has a multiplier effect, in particular on productivity, efficiency and sustained economic growth, in all sectors of the economy, especially in key areas such as agriculture, industry and services, including health,

*Recognizing* that inclusive and equitable quality education is the key to promoting the development of human potential, equality and understanding among peoples, as well as to sustaining economic growth and eradicating poverty, and recognizing also that, to achieve those ends, it is essential that quality education be available to all, including Indigenous Peoples, young people, women and girls, rural inhabitants and persons with disabilities, and those in vulnerable situations,

*Stressing* that climate change is a significant development challenge and that improving educational and institutional capacities to tackle climate change is linked to human resources development efforts to ensure that populations can lead healthy and prosperous lives, including investing in teacher training and ensuring that all learners acquire the knowledge and skills needed to promote sustainable development,

*Stressing also* that Governments have the primary responsibility for defining and implementing appropriate policies for human resources development, and the need for continued support from the international community for the national efforts of developing countries,

*Reiterating* the pledge that no one will be left behind, reaffirming the recognition that the dignity of the human person is fundamental, and the wish to see the Goals and targets met for all nations and peoples and for all segments of society, and recommitting to endeavour to reach the furthest behind first,

1. *Takes note with appreciation* of the report of the Secretary-General;<sup>2</sup>
2. *Calls upon* the international community to place human resources development at the core of economic and social development and to develop short-, medium- and long-term strategies to effectively enhance human resources capacities,

<sup>2</sup> [A/77/234](#).

as educated, skilled, healthy, capable, productive and adaptable workforces are the foundation for achieving sustained, inclusive and equitable economic growth and development;

3. *Encourages* giving appropriate consideration to human resources development strategies in the implementation of the 2030 Agenda for Sustainable Development;<sup>3</sup>

4. *Stresses* the need for Member States to emphasize and integrate human resources development into national development strategies, including national development policies and strategies to eradicate poverty and achieve the Sustainable Development Goals, in order to address structural and multidimensional challenges to enhancing national productive capacities and to ensure that human resources development implications are taken into account by all national development stakeholders;

5. *Emphasizes* that the pandemic presented new challenges for global health systems, and that deep and persisting disparities became visible during the pandemic, especially those in vulnerable situations who have faced obstacles in obtaining access to health-care services;

6. *Stresses* that long-term resilience for human resources development requires the anchoring of efforts in all parts of societies and that policies must be expanded to include holistic and inclusive efforts in decision-making and implementation and in enabling agency to efficiently address unexpected challenges;

7. *Also stresses* that cross-border challenges to address human resources development require cross-border solutions and that human resources development is a question of global solidarity and global well-being, in which effective global cooperation depends on shared responsibility to act upon common challenges and adapt societies accordingly;

8. *Recognizes* that comprehensive approaches to human resources development that address poverty eradication and the creation of a skilled workforce are also critical in reducing unemployment and brain drain and in promoting greater social inclusion;

9. *Also recognizes* that the future of work, affected by progress in science and technology, requires adaptability and faster learning and relearning of new skills, which, in turn, require a shift towards early childhood education, work-based learning, lifelong learning and a comprehensive life-cycle approach to education and training, enabled, inter alia, through enhanced investment in teacher training and professional development and improved access to digital learning resources, especially in developing countries;

10. *Encourages* States, the private sector and other relevant stakeholders to take appropriate steps, in accordance with their plans and policies, to help individuals to make well-informed choices in education, training and careers, develop an integrated system of quality education and training that responds to constantly evolving needs, promote employer recognition and career development based on skills and foster a culture that supports and celebrates lifelong learning, in order to provide opportunities for all to develop their fullest potential throughout life, regardless of their starting points, thereby improving their chances of staying gainfully employed, and calls for more effective support for developing countries in this regard, including from the United Nations system;

---

<sup>3</sup> Resolution 70/1.

11. *Encourages* Member States to adopt and implement comprehensive human resources development strategies premised on national development objectives that ensure a strong link between quality education, training and employment, help to maintain a productive and competitive workforce and are responsive to the needs of the economy;

12. *Stresses* that human resources development policies should focus on supporting the emergence of a sufficiently wide and flexible pool of skilled human resources, especially among women and youth, to support all sectors of the economy and be matched with present and future workforce needs, which requires well-sequenced investments in basic education, vocational training, on-the-job training and more advanced managerial, engineering and scientific education to increase the supply of technological knowledge that can be absorbed by national innovation systems;

13. *Emphasizes* the need to adopt cross-sectoral approaches and mechanisms to identify human resources development needs in the medium and long term for all sectors of the economy, to formulate and implement policies and programmes to address those needs and to acknowledge the role of the private sector in training, education and employment;

14. *Recognizes* that comprehensive and flexible science, technological knowledge and innovation strategies that encompass all sectors of the economy are critical to ensuring that skills are matched with labour market demand and are ready to adapt to and benefit from a constantly evolving technology landscape;

15. *Acknowledges* the need to promote and support inclusive and equitable quality education and lifelong learning to ensure that all children, youth and adults are empowered with the relevant knowledge and skills to shape more resilient, inclusive and sustainable societies that are able to adapt to rapid technological change, and stresses the need to foster international cooperation to support developing countries in addressing their constraints in access to technologies and education;

16. *Emphasizes* that, when science, technological knowledge and innovation and human resources development approaches are mutually reinforcing, they can help to implement sustainable development in its three dimensions;

17. *Recognizes* the need to harness the potential of information and communications technologies as critical enablers of sustainable development and to overcome digital divides, and stresses that capacity-building for the productive use of such technologies should be given due consideration in the implementation of the 2030 Agenda and the Addis Ababa Action Agenda of the Third International Conference on Financing for Development;<sup>4</sup>

18. *Encourages* the international community to bridge the digital divide, within and among countries, to promote inclusive and sustainable development, which is an important precondition for closing the economic divide within and among countries, including through appropriate ecosystems for innovation and targeted support for enabling access for all to appropriate digital infrastructure;

19. *Calls for* proactively responding to the opportunities offered by and the adverse impacts of technological changes on the labour market, as appropriate and in accordance with national circumstances, by adopting effective social protection systems, the recognition and credentialling of non-formal and informal learning, targeted support for disadvantaged groups and support for adaptation during transition periods;

---

<sup>4</sup> Resolution [69/313](#), annex.

20. *Stresses* that investment in human resources development should be an integral part of national development policies and strategies, and in this regard calls for the adoption of policies to facilitate investment focused on physical and social infrastructure, including education, in particular skills upgrading and vocational training in areas such as science and technology, including information and communications technology, as well as in capacity development, health and sustainable development;

21. *Encourages* Member States, as appropriate, to continue to implement nationally appropriate social protection systems and measures for all, including social protection floors, to adopt policies that strengthen existing safety nets and protect people in vulnerable situations and to take other appropriate actions, including boosting national economic performance, recognizes that social protection floors, defined according to national priorities and the individual circumstances of States, can provide systemic approaches to addressing poverty and vulnerability and can contribute significantly to successful human resources development strategies, acknowledges in this regard that many developing countries lack the necessary financial resources and capacity to implement such countercyclical measures, and in this regard recognizes the need for continued mobilization of additional domestic and international resources, as appropriate;

22. *Encourages* States to consider policies consistent with the International Labour Organization Declaration on Fundamental Principles and Rights at Work and their obligations under all relevant ratified conventions of the International Labour Organization, and recalls the importance of promoting decent work for all and of increasing quality jobs and through working relationships based on effective social dialogue;

23. *Stresses* that human resources development strategies should include measures aimed at reducing unemployment and underemployment among young people and the long-term unemployed, who have been disproportionately affected by slow growth in jobs recovery and by labour-displacing technological changes, and to integrate underutilized human resources into the labour market through policies that promote skills development and productivity, facilitate adaptation during transition periods and reduce barriers to employment, including gender barriers, including by providing incentives, as appropriate, for recruiting, retaining and retooling, assistance in job-finding, job-matching and vocational and on-the-job training, and by promoting, inter alia, youth entrepreneurship;

24. *Recognizes* that an ageing workforce can have positive and negative implications for labour markets, and stresses the importance of lifelong learning to ensure the inclusion of older workers in the future of work;

25. *Emphasizes* the need for development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourages the formalization and growth of micro-, small and medium-sized enterprises, including through access to financial services;

26. *Stresses* the need for Member States to retain and further enhance national human resources by boosting job-rich recovery and promoting decent work, including by adopting policies and incentives that enhance labour productivity and stimulate private investment and entrepreneurship and strengthen the role of labour administration and institutions in order to foster job creation, address the gender wage gap, reduce occupational segregation and increase the participation of people in vulnerable situations, including workers in the informal economy;

27. *Emphasizes* the need to address the interlinkages among human resources development, poverty eradication, energy and food security, sustainable agriculture

and rural development, and encourages countries to strengthen capacity in agriculture and rural development;

28. *Encourages* Member States to facilitate access to and apply environmentally sound technologies, and notes with appreciation the launch of the Technology Facilitation Mechanism established in the Addis Ababa Action Agenda of the Third International Conference on Financing for Development,<sup>5</sup> based on a multi-stakeholder collaboration among States, civil society, the private sector, the scientific community, United Nations entities and other stakeholders, in order to support the implementation of the Sustainable Development Goals;

29. *Stresses* that sustainable development is dependent, inter alia, on healthy people, calls upon Governments to continue their efforts to strengthen national health systems, urges the further strengthening of international cooperation in the area of health, including mental health, inter alia, by considering the promotion of universal health coverage and through the exchange of best practices in the areas of strengthening health systems, access to medicines, expanding and transforming the health workforce, recruitment, training and development of health personnel, transfer of technology on mutually agreed terms and production of affordable, safe, effective and good-quality medicine, and in this regard also stresses that international cooperation and assistance, including funding, need to become more predictable and to be better aligned with national priorities and channelled to recipient countries in ways that strengthen national health systems;

30. *Calls upon* the international community, including the relevant entities of the United Nations system, to support the efforts of developing countries to address the adverse effects of the COVID-19 pandemic, HIV and AIDS, malaria, tuberculosis and other infectious diseases and to halt the spread of epidemic diseases, as well as the prevention and control of non-communicable diseases in all regions of the world, and their effects on human resources;

31. *Recognizes* the important role of information and communications technologies for attaining the Sustainable Development Goals and for a sustainable, inclusive and resilient recovery from the COVID-19 pandemic, and calls upon all stakeholders in the information and communications technologies sector, including Governments and the United Nations system, to fully consider the health and socioeconomic impacts of the COVID-19 pandemic as they strengthen their efforts to bridge the digital divides within and between developed and developing countries, with particular attention to the poorest and most vulnerable, as well as women and girls, and to ensuring affordable and reliable connectivity, the promotion of digital access and digital inclusion, and the expansion of accessible and inclusive distance-learning solutions and digital health services;

32. *Stresses* the consequences of the pandemic on job security across different sectors with impacts especially high for workers in informal employment, concentrated in low- and middle-income countries, and that the global proportion of young people who are not in education, employment or training within these countries is at its highest level since 2005, having increased to almost 20 million young people in 2020;

33. *Encourages* Governments to facilitate investments in education, skills and decent job creation in the health and social sectors by building the human capital required to accelerate universal health coverage and global health security, recognizes that these actions are not only essential to the achievement of the health-related Sustainable Development Goals but will also generate benefits across the Goals, including the creation of decent jobs, the reduction of youth unemployment, the

<sup>5</sup> Ibid., para. 123.



enhancement of women's economic empowerment and participation and inclusive growth;

34. *Calls upon* relevant United Nations entities to support national efforts to build institutional capacities to address long-term national human resources development needs in addition to providing training to individuals;

35. *Calls upon* the international community to assist developing countries in the implementation of national human resources development strategies, and encourages the international community, including the private sector and relevant civil society actors, to provide and mobilize financial resources, capacity-building, technical assistance and technology transfer on mutually agreed terms and to supply expertise from all sources, as available;

36. *Calls for* steps to integrate a gender perspective into human resources development, including through policies, strategies and targeted actions aimed at promoting women's capacities and access to productive activities, and in this regard emphasizes the need to ensure the full participation of women in the formulation and implementation of such policies, strategies and actions;

37. *Stresses* the important contributions of the public and private sectors, respectively, in meeting national training and education needs to support the efficient functioning of enterprises and matching the needs of a rapidly changing economy, and encourages the integration of those contributions, including through the greater use of public-private partnerships and incentives;

38. *Calls for* actions at the national, regional and international levels that will give high priority to improving and expanding literacy, as well as science proficiency, including by providing affordable and quality technical, vocational and tertiary education, including university, and stresses the need to ensure that, by 2030, children everywhere, girls and boys alike, will be able to complete free, equitable and quality primary and secondary education, leading to relevant and effective learning outcomes;

39. *Encourages* Governments to consider appropriate measures at the national level, such as upgrading human skills, better aligning educational and training systems to labour market needs and strengthening labour institutions and regulations to respond to economic fluctuations;

40. *Encourages* countries to maintain or consider enhancing measures to boost job-rich recovery, such as policies and incentives to enhance labour productivity and stimulate private investment;

41. *Encourages* efforts by Member States and the international community to promote a balanced, coherent and comprehensive approach to international migration and development, in particular by building partnerships and ensuring coordinated action to develop capacities, including for the management of migration, and in this regard reiterates the need to consider innovative measures to maximize the benefits of migration while minimizing the negative effects on origin, transit and destination countries of the migration of both highly skilled and low-skilled workers from developing countries, taking into account the principle of national sovereignty;

42. *Reaffirms* the commitment at the very heart of the 2030 Agenda to leave no one behind, and commits to taking more tangible steps to support people in vulnerable situations and the most vulnerable countries and to reach the furthest behind first;

43. *Requests* the Secretary-General to submit to the General Assembly, at its seventy-ninth session, an action-oriented report on the implementation of the present resolution in line with the 2030 Agenda, and decides to include in the provisional agenda of its seventy-ninth session, under the item entitled “Eradication of poverty and other development issues”, the sub-item entitled “Human resources development”.

*53rd plenary meeting  
14 December 2022*

---