

Closing Statement - JOINT AEMH-FEMS Meeting and General Assembly of the European Federation of Salaried Doctors (FEMS)

Wroclaw 8-9 May 2026

At the conclusion of the AEMH- FEMS Joint Meeting and FEMS GA, we leave with a strong awareness that the challenges facing doctors across Europe are no longer isolated national issues. They are part of a wider European crisis affecting the sustainability of healthcare systems, the protection of workers' rights, and the future attractiveness of the medical profession itself.

During the meeting, we have addressed situations in which fundamental rights of doctors are increasingly being weakened or openly challenged in several European countries.

For this reason, the adoption of the “**Declaration of Fundamental Rights of Doctors**” marks an important political step for our organisations. This declaration is not merely a symbolic document. It is a shared European commitment and a concrete advocacy tool that will guide our actions towards national governments, European institutions, employers, and healthcare stakeholders in the coming months.

A central theme of this Assembly has also been the **doctors' quality of life**. Chronic overload, psychological distress, and the progressive deterioration of work-life balance are no longer individual problems to be managed privately by professionals. They are political and systemic failures that require structural solutions. And the Assembly asks urgently European health systems to move from emergency management to long-term workforce sustainability policies.

In this perspective, we reaffirm with determination our campaign for the recognition of the **medical profession as an arduous profession**. Recognising this reality is not only a matter of fairness, but a necessary step to preserve the medical workforce and guarantee the future resilience of healthcare systems.

The scientific and policy work developed within the **FEMS Project “Shaping the Future of Doctors' Health”** provides an increasingly solid basis for this advocacy. Evidence must continue to guide our action, but evidence alone is not enough without political courage and institutional responsibility.

At the heart of our work remains a fundamental principle: **health is not a market** commodity, but a public good and a social right. Defending doctors' rights therefore also means defending accessible, universal, equitable, and high-quality healthcare systems for all citizens. Health expenditure should not be viewed only as a cost, but also as a strategic investment that strengthens a country's economic sustainability.

The months ahead will require continuity, determination, and concrete action. The responsibility of our organisations is not only to analyse problems, but to shape solutions, influence policies, and support doctors throughout Europe with a united and credible voice.

This Assembly therefore represents not the conclusion of a discussion, but the beginning of a renewed phase of common action.