

# Towards one FIP Working in trust and solidarity

International  
Pharmaceutical  
Federation  
Annual report 2020

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# Foreword

## In trust and solidarity

We are all aware of the massive global challenges presented by COVID-19, a pandemic which has changed our lives and work. This global health emergency has necessitated significant changes at FIP. Notably, we had to adjust our plans for the 80th World Congress of Pharmacy and Pharmaceutical Sciences, the 7th Pharmaceutical Sciences World Congress and regional conferences to take forward the primary health care agenda in South-East Asia and Africa. Not since the 1939–45 World War have we had to suspend our congress activities.

Nevertheless, we have continued to progress our mission to support global health by enabling the advancement of pharmaceutical practice, sciences and education, innovating and rapidly adapting our planned programmes of work and ways of working in order to do so. I am proud to present this 2020 annual report, which highlights our federation's achievements despite many obstacles. These include the launch of the [FIP Development Goals](#) (p5) to support the transformation of the entire pharmacy profession, progress with FIP's [Global Pharmaceutical Observatory](#) (p4), which will provide a window on the work and impact of the global pharmaceutical community, our work with UNESCO, marking 10 years of collaboration to address educational needs in Africa (p17), and our FIP Virtual programme of events (p21), which provided a new platform to connect our profession in an era of lockdowns and travel restrictions. I would like to acknowledge the crucial role played by our volunteers who, despite the pandemic and the challenges they had to conquer in their daily practice, have continued to support FIP, giving their skills and time to move our profession forward.

No single event has demonstrated the value of pharmacy as much as COVID-19 has and doors to new and expanded roles have been opened. Never have so many governments and health ministers acknowledged the contribution of pharmacy to health systems and the health of communities.

In a year of great uncertainty and emergency, our pharmacy profession has demonstrated its expertise, strength, courage and dedication to care at the highest level. However, not far from our minds are our colleagues who have died during the pandemic as a result of providing care to their communities. May our future advances be a fitting tribute to all these pharmacy heroes.

COVID-19 has emphasised the power of sharing and working together in unity. I believe that pharmacy will emerge from this pandemic bigger and better, but we must think ahead and complement the positive recognition we have received with evidence, and cement our actions as “One pharmacy” and “One FIP”.

I thank you for your trust and solidarity.

*Long live pharmacy!*

*Long live FIP!*



Dominique Jordan

A handwritten signature in blue ink, appearing to read 'D. Jordan'.

President, International Pharmaceutical Federation

# Snapshots 2020

## Quarter 1: January to March



Pharmacists strengthen primary health care — Zuzana Kusynová, FIP lead for policy, practice & compliance.

### Value in primary health care highlighted

Pharmacists are an essential part of primary health care and are ready to support UN member states in the provision of integrated, people-centred services, FIP told members of the World Health Organization Executive Board at its 146th meeting, held in Geneva, Switzerland, in February. FIP also urged ministers to expand pharmacists' roles in immunisation and, on behalf of the World Health Professions Alliance (WHPA), to strengthen and enable the health workforce in order to achieve universal health care. Full statements:

- > [Global Vaccine Action Plan](#)
- > [Primary health care](#)
- > [Universal health coverage \(on behalf of WHPA\)](#)

FIP's advocacy work to ministers on pharmacists as primary health care providers continued later in the year, through a [statement](#) at the World Health Assembly.

### Practitioners supported with early guidance on COVID-19

Just six days after the World Health Organization declared the outbreak of the new coronavirus that had emerged in China a public health emergency of international concern, FIP published [guidance](#) for pharmacists and their teams, covering preventive measures, what equipment to stock, advice that could be given, and laboratory testing. The document was developed by an FIP emergency taskforce, including the Chinese Pharmaceutical Association, which was at the forefront of pharmacy expertise on the new coronavirus at that time. It was accompanied by a FIP webinar on how pharmacists could help control the outbreak. FIP worked with its network to make this interim guidance quickly available in 18 different languages. The guidance was updated in March, July and November as new information and evidence emerged. See p11 for more on FIP's COVID-19 actions.

*Through FIP, the pharmacy workforce was well informed before COVID-19 was declared a pandemic.*



*We must bridge the gender gap — Claire Thompson, chair, FIPWiSE.*

### Initiative to empower women in science and education launched

FIPWiSE is an FIP initiative created to help achieve gender equity for Women in (pharmaceutical) Science and Education. Work in 2020, since its February launch, has involved:

- > Building a solidarity network;
- > Sharing stories from women in pharmaceutical sciences and education through the #FIPWiSE Words series;
- > Holding a Women's Leadership Lab event; and
- > Establishing working groups to address confidence in competence, enabling workplaces and supporting youth.

The initiative was also presented at the first meeting of the Turkish Pharmacists' Association Women Pharmacists Working Group, in Ankara, Turkey, in March. Speaking at the meeting, Nilhan Uzman, FIP lead for education policy and implementation, said: "We seek to challenge stereotypes and bias. Each one of us can help create a gender-equal world."

## Quarter 2: April to June

### Pharmacy heroes celebrated and championed

"Now is the time to make all the benefits of having pharmacists and dense networks of pharmacies visible," FIP president Dominique Jordan said in April. FIP joined forces with Polish Pharmaceutical Group SA to invite the profession to speak up on World Health Day through a new campaign "Pharmacy heroes". Pharmacists united across different languages, religions and cultures to communicate their solidarity and willingness to help others. In May, FIP made the contribution of pharmacists to communities during the COVID-19 pandemic known at the 73rd World Health Assembly and highlighted how pharmacists' organisations had speedily supported the adoption of new measures, such as telepharmacy, to ensure continuity of care. Attention was also drawn to pharmacists' role in identifying medical products at risk of shortage and implementing mitigation plans. (Full statement [here](#).) For the first time, the assembly was held virtually and a reduced two-day agenda limited opportunities to participate. Nevertheless, FIP ensured that pharmacy's voice was heard.

*Pharmacy heroes from over 130 countries united to speak up for pharmacy.*



*FIP president Dominique Jordan rallied the profession at national pharmacy events.*

### Message of solidarity given around the world

As international and domestic travel restrictions were implemented around the world, and many pharmacy organisations moved their national meetings online, FIP made sure it continued to be present for these organisations through digital means in order to unite the profession globally. In May, for example, FIP president Dominique Jordan addressed participants at a congress for the 4th National Science and Technology Workers Day in China by invitation of the Chinese Pharmaceutical Association. "Global collaboration has never been more important than it is now. At this time of emergency and rapid change, it is vital for FIP to support colleagues around the world," he said. The president continued to give this message throughout the year as well as speaking about the future of the profession, addressing colleagues in Argentina, China Taiwan, Greece, the Philippines and Portugal.

### Director for Global Pharmaceutical Observatory appointed

In May, the FIP Bureau appointed Ian Bates as the director of the FIP Global Pharmaceutical Observatory (GPO). The FIP GPO is a worldwide data hub to inform the advocacy work of our members and partners in areas of policy development, decision-making, the advancement of pharmaceutical practice, health and life-sciences, education and skills training, and workforce intelligence. FIP has been collating and analysing global pharmacy workforce and practice data regularly since 2006 from over 90 countries and territories. FIP's vision is that the GPO will become the most comprehensive and most respected source of data and intelligence on pharmacy workforce, pharmacy practice and pharmaceutical science worldwide. Professor Bates's appointment was followed by the establishment of the One FIP GPO Data & Intelligence Commission, which is providing strategic advice on the advocacy and delivery of the GPO project and focusing on member engagement. (See p32 for work in progress.)

*Data-driven intelligence will accelerate impact of pharmaceutical workforce — Ian Bates, director, FIP Global Pharmaceutical Observatory.*



## Quarter 3: July to September



Board of Pharmaceutical Sciences celebrated 50 years as the global focal point for world health through pharmaceutical sciences.

### Board of Pharmaceutical Sciences turns 50

2020 marked 50 years since the FIP Board of Pharmaceutical Sciences (BPS) was established on 4 September 1970. Advances in the pharmaceutical sciences improve the discovery, development, manufacture and use of safe, effective and quality medicines. The major role of the BPS is to handle all scientific aspects of FIP's activities. Its vision today is to be the global focal point for the promotion of pharmaceutical sciences, contributing to the promotion of world health through disease prevention and treatment. The mission of the BPS is to serve as the leading international forum for the promotion of scientific interchange among pharmaceutical scientists, education in the pharmaceutical sciences, and the advancement of the pharmaceutical sciences. "The role of the BPS is to identify and critically assess emerging pharmaceutical trends and to facilitate their dissemination to pharmacists globally has never been more vital," said Ross McKinnon, chair, FIP BPS. Find out more about the BPS's strategic objectives and specific activities [here](#).

### Five-year vision for community pharmacy published

A new vision for community pharmacy was released by FIP's Community Pharmacy Section in September: "Vision 2020–2025: Pharmacists at the heart of our communities". It distils the core competencies of community pharmacists into four unique skills, laying the foundations for the future of care: pharmacists prescribe, dispense, administer and review. The vision document defines the direction for community pharmacy over the next five years, setting priorities for actions that can be implemented at national, regional and local levels, and signalling the intention to make the most of pharmacists' skills for the benefit of all citizens. "We aim to unlock pharmacists' full potential so that we all can deliver maximum value to our patients and healthcare systems," said Lars-Åke Söderlund, president, FIP Community Pharmacy Section.

*FIP's vision for community pharmacy is of pharmacists at the hearts of communities, where their unique skills can be used to full potential.*



*The 21 FIP Development Goals are a major development for pharmacy.*

### Twenty-one new goals to transform the entire profession developed

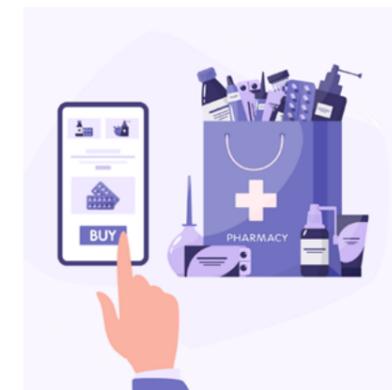
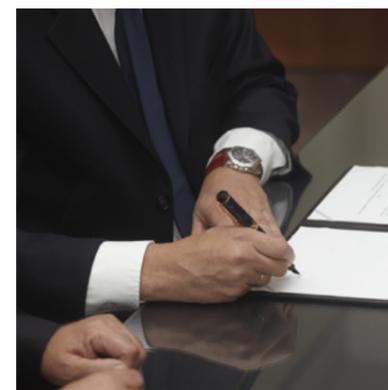
A set of development goals to support advancement of the pharmacy profession was launched by FIP in September. The **FIP Development Goals** build on the 13 workforce development goals for pharmacy education developed in 2016. Eight new goals were established to provide a total of 21 goals relevant to fields of practice and science as well as to workforce and education. This clear, supportive, systematic and integrated global framework links the pharmaceutical workforce with pharmaceutical services, underpinned by pharmaceutical science. Organisations can use the FIP Development Goals for national needs assessments. Guided by these goals, stakeholders can develop country-level metrics to monitor and measure trends and progress. Each goal is accompanied by mechanisms towards its achievement. FIP member organisations will be further assisted with tools such as the **FIP Workforce Transformation Programme**. The goals aim to encourage global cohesion, solidarity and concerted action, and they will remain a work in progress for FIP in the decade ahead.

## Quarter 4: October to December

### FIP and PGEU reaffirm commitment to work together to advance pharmacy

In November, FIP and the Pharmaceutical Group of the European Union (PGEU) signed a memorandum of understanding (MoU) to work in partnership to strengthen the role of community pharmacists. The two organisations committed to work together on methodology and typology of community pharmacy services in order to improve communication with the public, to ensure that data collection and presentation on this subject at global level is more sound and comparable, and to ensure that the role of community pharmacy in delivering primary health care is recognised. This MoU is an important lever for using the strengths of both organisations to work in solidarity to support pharmacists in their efforts to consolidate their roles in different health systems. "PGEU and FIP are key partners in their mission to advance and advocate the sustainable contribution community pharmacists make to individual health, public health and to health systems," said PGEU president Duarte Santos.

*A new FIP-PGEU memorandum of understanding will support pharmacists to consolidate their roles in health systems.*



*Technological advances affecting pharmacy practice are addressed in a new FIP statement.*

### Position on emerging technologies set out

How pharmacists and pharmacy organisations can rise to the challenge of new technologies was set out in a new **position statement** released by FIP in November. The statement highlighted technological advances that are affecting the pharmacy profession, including: provision of remote services; harvesting of patient health and online purchasing data by profit-seeking entities; the use of artificial intelligence; and the use of marketing tools to encourage patients to buy medical products. With this statement, FIP asserted that, to protect patients, pharmacists must be involved in the development of digital health technologies and that any new disruptive technology or business model should not dilute the inherent protections that are in place for consumers under the conventional pharmacy model. "Understanding the changing healthcare landscape and patients' evolving needs and expectations will be crucial as we develop new services, incorporate new evidence-based digital tools, and advance our possibilities," said Lars-Åke Söderlund, president, FIP Community Pharmacy Section.

### Profession pledged to transform vaccination globally, regionally and locally

As part of a new **FIP Commitment to Action** on improving vaccination coverage through pharmacies, pharmacists, pharmacy technicians, pharmaceutical scientists and pharmacy educators around the world pledged to transform vaccination locally, regionally and globally in December. The commitment, which describes 17 actions, was made at FIP's Virtual Global Summit on transforming vaccination in pharmacy, resulting from FIP's "Transforming vaccination globally and regionally" digital programme, which began in September. (See p13.) Among the actions are to integrate the delivery of all vaccinations into practice in all settings, in collaboration with health systems and authorities, other healthcare professions and education and training institutions, and to ensure health system readiness for mass immunisation against current and any future pandemics or other emerging diseases as soon as vaccines are available.

*Pharmacists from 18 countries and territories were the first to pledge their commitment to action to improve vaccination coverage in FIP's campaign video.*



# About FIP\*

## Who we are

The International Pharmaceutical Federation (FIP) is the global federation of national associations of pharmacists and pharmaceutical scientists, with 146 member organisations (of which 11 are predominantly scientific organisations), and academic institutions (173 members).

FIP is a non-governmental organisation that has been in official relations with the World Health Organization since 1948. FIP is one of five health professional organisations that form the World Health Professions Alliance (WHPA). Bringing together medicine, nursing, dentistry, physical therapy and pharmacy, the WHPA represents more than 41 million healthcare professionals.

## What we do

FIP's vision is a world where everyone benefits from access to safe, effective, quality and affordable medicines and health technologies, as well as from pharmaceutical care services provided by pharmacists, in collaboration with other healthcare professionals.

Our mission is to support global health by enabling the advancement of pharmaceutical practice, sciences and education. Examples of what we do can be found throughout this annual report.

## How we work

FIP's activities can be divided into three main areas — science, practice and education — although these areas are working increasingly more closely as “One FIP”.

### Science

Work to advance the pharmaceutical sciences is primarily done through six special interest groups (SIGs) led by the Board of Pharmaceutical Sciences. There are SIGs for:

- > Drug delivery and manufacturing
- > New generation of pharmaceutical scientists
- > New medicines
- > Personalised and precision medicine
- > Pharmacy practice research
- > Regulatory sciences and quality

### Practice

Another FIP objective is to advance pharmacy practice in all settings, and this is done through the projects and initiatives of eight pharmacy practice sections (led by the Board of Pharmaceutical Practice). There are sections for:

- > Academic pharmacy
- > Clinical biology
- > Community pharmacy
- > Health and medicines information
- > Hospital pharmacy
- > Industrial pharmacy
- > Military and emergency pharmacy
- > Social and administrative pharmacy

### Education

The reform of pharmacy education in the context of pharmaceutical workforce development is a third objective, and this is the purpose of FIP Education (FIPEd), which includes:

- > Academic institutional members (deans of schools of pharmacy and pharmaceutical sciences)
- > A Workforce Development Hub of experts focused on: academic capacity; early career training strategy; quality assurance; advanced and specialist development; competency development; leadership development; advancing integrated services; working with others; continuing professional development strategies; equity and equality; impact and outcomes; pharmacy intelligence; and policy development
- > A Pharmacy Technicians and Support Workforce Strategic Platform and its advisory committee

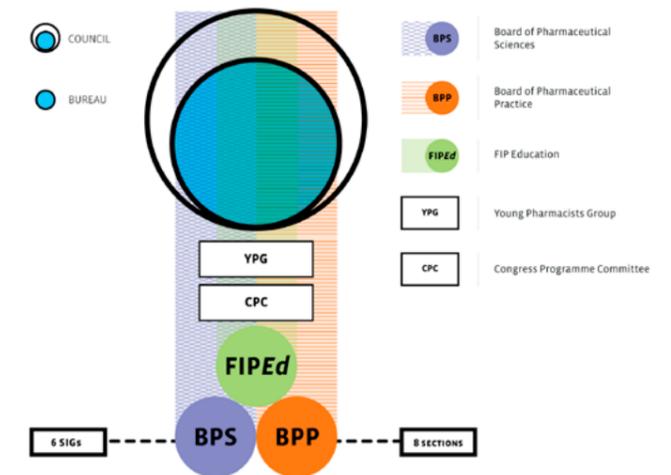
*“A world where everyone benefits from access to safe, effective, quality and affordable medicines and health technologies.”*

FIP directs particular effort towards young pharmacists and the preparation of congresses through its Young Pharmacists Group and Congress Programme Committee, respectively. In addition, among the boards, sections, SIGs and committees are ad hoc working and focus groups, forums (e.g., for technology and regulators) and commissions (e.g., on antimicrobial resistance).

FIP is governed by the FIP Council and the FIP Bureau (the organisation's governing board). The Council is comprised of representatives of our member organisations. Our observer organisations participate in the Council but may not vote. Vice presidents are elected from the Council to make up the Bureau. A president is elected to chair the Bureau and preside over FIP for a four-year term.

The Bureau consists of 14 elected officers (plus the FIP chief executive officer, *ex officio*) as follows:

- |   |   |   |  |
|---|---|---|--|
|    | <b>President</b><br>Mr Dominique Jordan (Switzerland)                                   |    | <b>Vice president</b><br>Prof. Parisa Aslani (Australia)   |
|   | <b>Chief executive officer</b><br>Dr Catherine Duggan (Netherlands)                     |   | <b>Vice president</b><br>Ms Manjiri Sandeep Gharat (India) |
|  | <b>Immediate past president</b><br>Dr Carmen Peña (Spain)                               |  | <b>Vice president</b><br>Mr Carlos Lacava (Uruguay)        |
|  | <b>Scientific secretary</b><br>Prof. Giovanni Pauletti (USA)                            |  | <b>Vice president</b><br>Ms Samira Shammam (Jordan)        |
|  | <b>Professional secretary</b><br>Ms Ema Paulino (Portugal)                              |  | <b>Vice president</b><br>Prof. Ashok Soni (UK)             |
|  | <b>Chair of FIP Education</b><br>Prof. Ralph Altieri (USA)                              |  | <b>Vice president</b><br>Ms Jacqueline Surugue (France)    |
|  | <b>Chair of the Board of Pharmaceutical Sciences</b><br>Prof. Ross McKinnon (Australia) |  | <b>Vice president</b><br>Prof. Hiroshi Suzuki (Japan)      |
|  | <b>Chair of the Board of Pharmaceutical Practice</b><br>Mr Paul Sinclair (Australia)    |   |  |



FIP's day-to-day activities are managed by an executive committee and a team of staff at our headquarters in the Netherlands, supported by an extensive global pharmacy and pharmaceutical sciences network and our partnerships. Individual annual reports of the SIGs and sections are available at [www.fip.org](http://www.fip.org).

\*As at May 2021

# FIP membership

Through our membership, FIP has presence in **151 countries** and territories. This covers an estimated **7.41 billion** people.



FIP membership is as follows:

**146**

Member organisations

**173**

Academic institutional members

**23**

Observer organisations

**4,083**

Individual members

## New member organisations

At its meeting in September 2020, the FIP Council admitted the Mongolian Association of United Pharmaceutical Organizations as a new member organisation.

The Spanish Society of Family and Community Pharmacy and the Kingdom of Eswatini Pharmacy Association were welcomed as observer organisations.

Full lists of FIP member organisations and observer organisations can be found at: [www.fip.org/member-organisations](http://www.fip.org/member-organisations)

## New academic institutional members

FIP welcomed the following schools of pharmacy to academic institutional membership (AIM) in 2020:

- The University of Queensland (Australia)
- Federal University of Santa Catarina (Brazil)
- Arab Academy for Science, Technology & Maritime Transport (Egypt)
- University of Hang Tuah Surabaya (Indonesia)
- Amman Arab University (Jordan)
- The National University of Science and Technology (Oman)
- Lahore Pharmacy College (Affiliated with the University of Health sciences) (Pakistan)
- Women Institute of Learning (Pakistan)
- Chapman University (USA)
- Texila American University (Zambia)

A full list of FIP academic institutional members can be found at: [www.fip.org/member-organisations](http://www.fip.org/member-organisations)

*"We appreciate the great opportunity to be a member of FIP. I believe that FIP's support and cooperation is very important for all member organisations and pharmacists around the world through this challenging time. We are happy to share in FIP's rich experience in order to provide excellent, accessible pharmaceutical care to our population, and to develop healthcare quality to an international level."*



**Prof. Enkhjargal Dorjbal, president, Mongolian Association of United Pharmaceutical Organizations**

*"The faculty of the UFSC school of pharmacy has accumulated experiences in pharmaceutical policies and services, associated with the growing interaction with research groups operating in Brazil and abroad. The participation of our school in FIP AIM represents an important step in expanding the sharing of our experiences with other countries, with a view to constituting a channel for mutual and positive learning. We understand that this is an important action in the collective construction of a new reality for the pharmaceutical profession in the Brazilian context."*



**Prof. Silvana Nair Leite, UFSC (Federal University of Santa Catarina), Brazil**

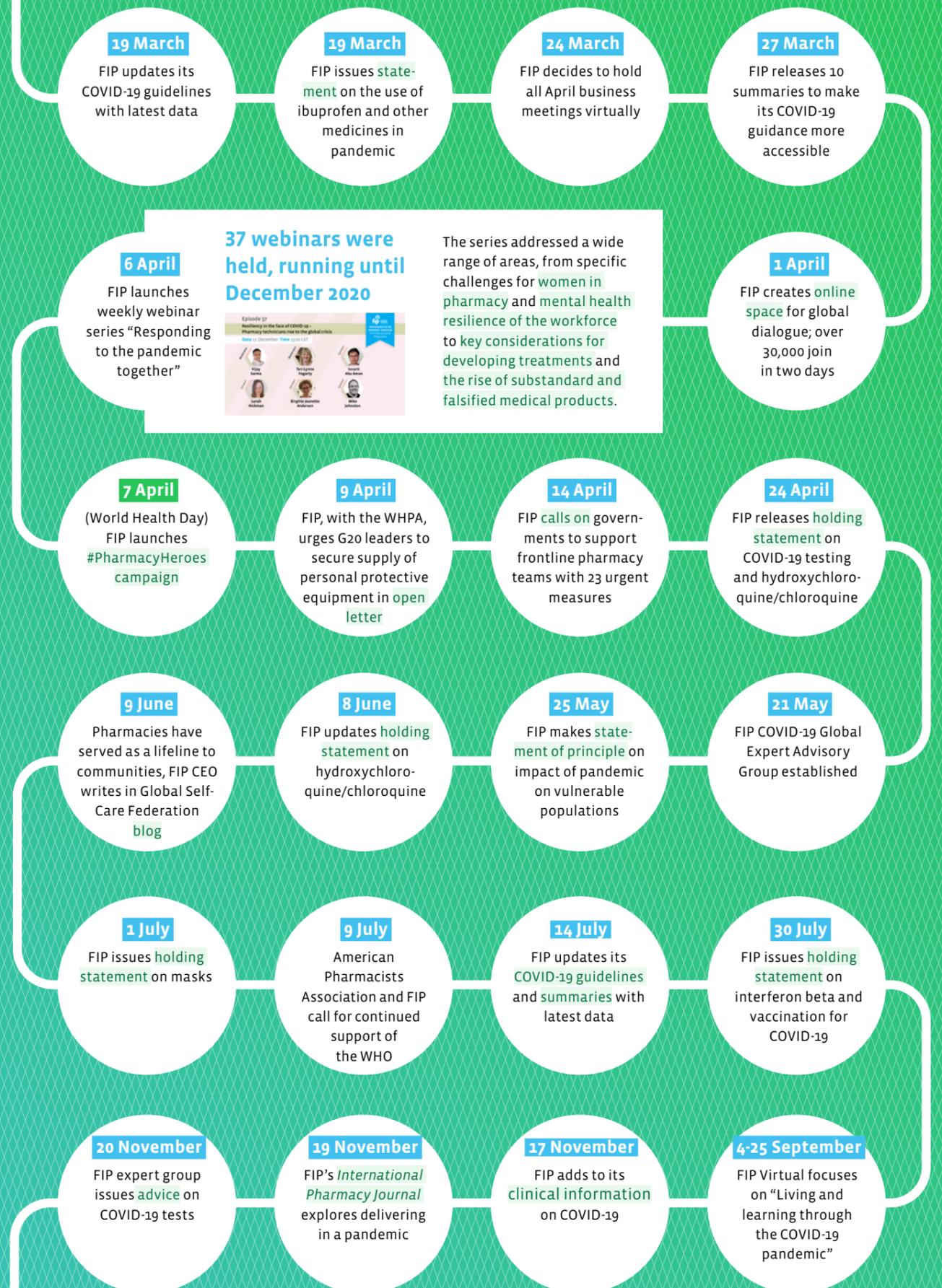
# Taking action during the COVID-19 pandemic



When the World Health Organization (WHO) declared the outbreak of the new coronavirus to be a public health emergency of international concern on 30 January, FIP immediately set up a task force of experts to develop emergency guidelines to support the pharmacy workforce around the world in minimising and controlling the outbreak and in providing advice and care. Throughout 2020, FIP led a wide-ranging programme of action to support the pharmacy profession and pharmacy services during the pandemic.

## Key

- FIP actions
- WHO actions & other significant events



# Focus on our profession and practice

## Expanding roles in immunisation

Throughout 2020, FIP continued to advocate improving vaccination coverage through pharmacies, including for COVID-19 when vaccines became available. FIP officers promoted the value of pharmacists as immunisers at events around the world, including at a meeting on closing the gaps in global influenza control, in Geneva, Switzerland, in January, organised by the International Federation of Pharmaceutical Manufacturers and Associations in collaboration with the International Federation on Ageing. In April, FIP's World Immunisation Week activities included:

- A campaign putting the spotlight on the contributions of scientists, educators and practitioners to the immunisation agenda;
- Supporting the launch of a [website](#) dedicated to information on how vaccines work (as part of the World Coalition on Adult Vaccination);
- Calling for greater investment in immunisation, in partnership with the Immunisation for All Ages initiative;
- Supporting the Immunisation for All Ages initiative manifesto on promoting immunisation throughout life; and
- Providing a template letter to health ministers for FIP member organisations to advocate an expanded role by pharmacists in COVID-19 vaccination strategies.

In June, FIP made guidance on implementing a vaccination service "[Give it a shot: Expanding immunisation coverage through pharmacists](#)" freely available to all, followed by "[An overview of pharmacy's impact on immunisation coverage: A global survey](#)" published in August.

In September, with support from Pfizer, FIP introduced a new digital programme, "[Transforming vaccination globally and regionally](#)", of 24 webinars split into three series focusing on:

- Identifying the needs of the pharmacist and pharmaceutical scientist workforce to deliver on vaccination transformation;
- Discussing the actions required to deliver on the needs identified, aligned to the FIP Development Goals; and
- Highlighting how FIP member organisations across six regions have addressed or will address these actions to deliver on a commitment to transform vaccination globally and regionally.

The launch of the programme coincided with a [call](#) by FIP to governments and other stakeholders to take urgent action to ensure equity in access to disease prevention measures, including greater investment in vaccines and vaccination services by community pharmacists. The programme culminated with a global [FIP Commitment to Action on improving vaccination coverage through pharmacies](#).

## Driving forward work to combat antimicrobial resistance

A new FIP Commission on Antimicrobial Resistance (AMR) was established in September following FIP's work on minimising the impact of AMR. FIP collaborated with the Global Respiratory Infection Partnership, in conjunction with RB (Reckitt Benckiser), on a series of regional events to engage with practising pharmacists around the world.

The FIP Commission on AMR will use the feedback collected during these events to work with pharmacy experts in AMR globally and regionally, in order to explore opportunities to increase the impact of pharmacy on AMR in all settings and scopes of practice. It will focus on the implementation of FIP Development Goal 17 (Antimicrobial stewardship).

*"The commission will explore all the opportunities to increase the impact that pharmacy has on AMR in all settings."*



Ms Manjiri Sandeep Gharat, chair, FIP Commission on Antimicrobial Resistance

## Promoting sustainable services

Ensuring the sustainability of pharmacist-delivered professional services was the focus of a new [policy statement](#) approved by the FIP Council in September. The statement reflected a common concern among pharmacy associations worldwide over the long-term financial viability of pharmacy services and called for an examination of pharmacist remuneration models as healthcare settings evolve so that global health can continue to be supported by the profession. In particular, FIP recommended that pharmacy services, aligned with the general objectives of a country's health system, should have their own definitions, goals, procedures and documentation systems so as to allow for their evaluation and remuneration, and to help guarantee their universality, continuity and sustainability.

*"With FIP, ABDA has a strong international partner to improve patients' health by ensuring equal access to affordable high quality medicines. FIP's policy statement once more illustrates the important role of community pharmacists in the provision of health care. Community pharmacists provide extensive access to medicines as well as evidence-based consultations for patients. Community pharmacies — in Germany, as in many other countries — are often the first point of care, helping to increase the safety of medication therapy and/or improving adherence to therapy."*



Dr Eckart Bauer, head of the department of economic and social affairs, ABDA (Federal Union of German Associations of Pharmacists)

## Improving hospital practice

Work to advance the practice of hospital pharmacy continued in 2020 with the launch of a [self-assessment survey](#) developed by FIP's Hospital Pharmacy Section in October. Hospitals can use the assessment to measure their services against FIP's [Basel Statements](#), which are aspirational goals to help hospital pharmacists set the direction of advanced practice and improved patient care, covering all areas of the medicines use process in hospitals, from procurement to monitoring. The assessment tool can be used more than once

to monitor progress over time after improvements are made and allows users to compare their hospital's pharmacy services with those of other hospitals.

*"The Basel Statements is a road map for hospital pharmacists to achieve the best practice. Most of the statements are aligned with the National Standards of Hospital Accreditation for Indonesia. The Basel Statements self-assessment tool is very useful for knowing where we are, and what areas to prioritise to close gaps in practice. With this tool we can monitor our progress and compare it with other similar hospitals around the world. Hospital pharmacists in Indonesia are very enthusiastic about using the tool to improve their practices."*



Ms Yulia Trisna, clinical pharmacist, Cipto Mangunkusumo Hospital, Jakarta, Indonesia

## Inspiring new pharmacists

In December, FIP president Dominique Jordan addressed a new generation of the profession at the Portuguese Pharmaceutical Society's new pharmacists ceremony. Welcoming participants to the global pharmacy family of FIP, Mr Jordan spoke about transforming the future. Inspiration to the new generation of pharmacists also came from FIP's Young Pharmacists Group (YPG), which ran a webinar in February to help young pharmacists and pharmaceutical scientists apply for the YPG-FIP Grant for Professional Innovation. The grant encourages young professionals to improve the practice of pharmacy or advancement of pharmaceutical sciences through innovative projects. At the end of 2020, the YPG also published a "[Career development toolkit](#)" to help early career pharmacists and pharmaceutical scientists explore diverse career pathways, develop ideas, set goals, build understanding of what they need to do to reach their full potential, develop transferable skills, and implement strategies for successful career changes. The toolkit was produced following a YPG survey that identified a need for career development resources.

*"Evaluation of a pharmacist-led medication therapy management programme for patients with hypertension at an outpatient clinic is a trailblazing initiative that aims to improve outpatient hypertensive care through expansion of the pharmacy profession in Malawi. The YPG-FIP grant is helping to empower young pharmacists and build capacity within the clinical pharmaceutical realm throughout Malawi's healthcare system. The project outcomes will be utilised to encourage the inclusion of pharmacists in ambulatory care settings in both the public and private sector."*



Dr Dallas James Smith, YPG-FIP Grant for Professional Innovation awardee 2020, and clinical pharmacy and pharmacognosy lecturer, University of Malawi



FIP's digital programme, "[Transforming vaccination globally and regionally](#)", comprised 24 webinars to ensure all pharmacists in all settings are capable of delivering vaccinations as a standard part of pharmacist practice.

# Health benefits for our communities

## Reducing the impact of air pollution on health

According to the World Health Organization, air pollution is the greatest environmental risk to health, with nine out of 10 people breathing polluted air every day. FIP continued its work with The Clean Breathing Institute in 2020 to raise awareness of this issue so that the pharmacy profession can provide even greater support to people with their respiratory health. In September, FIP held two events at which the impact of air pollution on health, including on the immune response to infectious diseases, and tools to support community pharmacy practice were discussed. The following month saw the release of a new FIP report, “Mitigating the impact of air pollution on health: The role of community pharmacists”, which presented the findings of an international survey on the awareness and roles of community pharmacists related to air pollution and respiratory health. Responses were received from 62 countries and territories. The survey revealed a number of barriers that must be overcome if the profession is to be able to practise to its full potential in this area. The intelligence from this survey will inform policymaking, advocacy efforts and new service development by pharmacist organisations around the world.



The impact of air pollution on the immune response to infectious diseases was discussed at an FIP event by Glenis Scadding, honorary consultant physician, Royal National ENT Hospital, UK.

## Addressing vaccines hesitancy

Thanks to the internet, obtaining information about vaccines is easy, but that information is not always reliable. FIP webinars in July, October and November focused on how pharmacists can play a critical role in building confidence in vaccines, providing evidence-based advice, and helping

people to find the truth among vaccination myths. These were just three of 37 webinars related to vaccination that FIP organised in 2020.

*“There is a real and present danger that fake news will kill millions of people. Effective public health messages on vaccination must be conveyed by trusted sources such as pharmacists.”*



Dr Jane Barratt, secretary-general, International Federation on Ageing

## Safeguarding patients

Regardless of whether pharmacists provide direct or indirect patient care, they all have a role in promoting safe and quality health care. The positive impacts of pharmacists in supporting medication without harm were described in a new publication from FIP released in August as part of its wide programme of work on patient safety. “Patient safety — Pharmacists’ role in ‘Medication without harm’” contains case studies of best practice from Australia, Canada, Finland, India, the Netherlands, Oman, Saudi Arabia, South Africa and the USA, and provides information on what pharmacists can do to promote patient safety at an individual patient level, as well as at organisational and policy development levels. FIP’s activities on World Patient Safety Day in September included:

- The release of a new **statement of policy** making key recommendations to governments, policymakers, FIP member organisations, pharmacists, the support workforce and the pharmaceutical industry; and
- Advocating the role of pharmacists in patient safety and what FIP member organisations have been doing in this area at the World Health Organization’s “One world: Global solidarity for health worker safety and patient safety” event, with contribution from FIP member organisation the Pharmaceutical Society of South Africa. FIP’s work in this area continued with the publication of a **new toolkit** in December to support the profession with medicines use review services.

*“The value of participating in the WHO ‘One world: Global solidarity for health worker safety and patient safety’ event via FIP was in the opportunity to advocate for the profession among other healthcare professions and to ensure pharmacy is represented at the table when health worker safety is discussed and prioritised.”*



Dr Mariet Eksteen, professional development and support, Pharmaceutical Society of South Africa

## Encouraging more active roles in vector-borne diseases

In November, FIP, in collaboration with the Pharmaceutical Forum of the Americas, published a **handbook on vector-borne diseases**. Some of these diseases, such as malaria and dengue that were previously confined to tropical and subtropical areas, are now spreading to new regions due to climate change, increased global travel, migration, global trade, deforestation and unplanned urbanisation. Through this handbook FIP is encouraging pharmacists to take a more active role in their prevention and management for the benefit of all communities.

*“The Pharmaceutical Forum of the Americas has been developing initiatives in this area since 2015. Based on this expertise, we joined efforts with FIP to support pharmacists in this huge challenge. This collaborative project is an excellent outcome, and also an example of the transformation we are working towards: One FIP and the integration of the regional pharmaceutical forums.”*



Dr Eduardo Savio, president, Pharmaceutical Forum of the Americas

## Using science to improve medicines for children

There is much to be gained through better formulations of medicines for children. In 2020, FIP’s Special Interest Group (SIG) on Drug Delivery and Manufacturing placed a greater focus on this area by establishing a Paediatric Formulations Focus Group within the SIG, chaired by Hala Fadda, of Butler University, USA. The focus group brings together expertise from across FIP, including from the Hospital Pharmacy Section, the Community Pharmacy Section and the Academy of Pharmaceutical Science and Technology, Japan.

*“Extemporaneous compounding continues to play an important role for paediatric oral preparations. Disparities in compounding practices remain, however, and a global, coordinated effort is needed to harmonise oral extemporaneous paediatric preparations. Formulation*

*science distinguishes our profession and at FIP we are bridging science, practice and education to identify and meet the paediatric oral formulations needs of different regions.”*



Dr Hala Fadda, associate professor of pharmaceutical sciences, Butler University, Indiana, USA

## Supporting healthy ageing

The key role of pharmacists and pharmacies in supporting healthy ageing and the maintenance of good health and quality of life across the life course was highlighted by FIP CEO Catherine Duggan at an event organised by the International Longevity Centre (ILC), in London, UK, in March. Dr Duggan highlighted three core areas in which pharmacists are a valuable resource: the management of non-communicable diseases, the promotion of vaccination and immunisation, and the support of adherence to treatments.

*“ILC have been delighted to work with FIP on this issue over the past year. Preventing ill health across the life-course requires leadership at a community level and pharmacists are ideally placed to play a leading role. It is great to see the sector being so willing to work on this issue across the world.”*



Mr David Sinclair, director, International Longevity Centre

## Working towards equity in access to health

Through FIP’s EquityRx initiative, the federation has been working towards promoting equity in access to health as well as equity and diversity in the pharmacy workforce. This work is now underpinned by **FIP Development Goal 10** (Equity and equality), the implementation of which was discussed at FIP’s EquityRx Roundtable in September. This roundtable addressed areas of age, disease and comorbidities, gender, literacy and access to education, mental and physical ability, race and ethnicity, religious beliefs, sexual orientation, and socioeconomic status and class.

# Education and workforce

## Developing leaders in pharmacy education

In 2020, FIP, in collaboration with the American Association of Colleges of Pharmacy (AACP), launched the **Global Academic Leadership Fellow Programme (GALFP)** to support pharmacy educators. The full GALFP is intended to be delivered online and face-to-face over two years. In response to the COVID-19 pandemic, part of the programme was converted into a special online course: “Enhancing academic leadership horizons in trying times”. Over 100 educators participated in the first module, which was delivered live during FIP’s Global Academic Leadership Forum in September. This course, which consists of four online modules, aims to equip academics with the skills to navigate COVID-19 and similar crises, to shape the future of pharmacy education and to stand out in the global arena.

*“I completed the [GALFP] course and received my certificate, but still return to it and watch some of the presentations again. Each time, I find a new perspective and enriching information on navigating a crisis successfully.”*



**Dr Dalal Al-Taweel, vice dean of academic and student affairs, Faculty of Pharmacy, Kuwait University, Kuwait**

## Addressing educational needs in sub-Saharan Africa

The most pressing healthcare, health workforce and pharmaceutical education needs in sub-Saharan Africa alongside recommendations towards achieving universal health coverage through pharmacy education reform were described in a report published by FIP in October. The report, “**FIP pharmacy education in sub-Saharan Africa**”, documents the outcomes of the FIP-UNESCO UNITWIN Global Pharmacy Education Development Network, launched in 2010 to advance research, training and curriculum development in pharmacy education by building university networks and encouraging inter-university cooperation worldwide. It provides an overview of pharmacy education in sub-Saharan Africa, including national profiles of pharmacy education, educational trends and best practices, and evidence on the current status, needs and priorities of pharmacy education.

It is intended for use as a roadmap to advance pharmacy education and the pharmaceutical workforce across Africa and beyond.

*“‘FIP pharmacy education in sub-Saharan Africa’ was very useful in supporting an AFPLP resolution on core areas of undergraduate education for [Portuguese-speaking] pharmacists. Its implementation will contribute to improving the quality of pharmaceutical education and therefore strengthen the provision of direct patient care of excellence and improved health care for people in the Lusophone space.”*



**Prof. Helder Mota Filipe, president, Association of Pharmacists of Portuguese Speaking Countries (AFPLP)**

## Supporting education through COVID-19

In 2020, FIP’s Academic Pharmacy Section established a new grant to support pharmaceutical educators from low- or middle-income countries to respond to educational and mental health needs and concerns during the COVID-19 pandemic and to advance FIP Development Goals 1, 3, 4, 5 and 9. Tsitsi G. Monera-Penduka, of the University of Zimbabwe School of Pharmacy, and Sarah Khamis of Near East University, Cyprus, were the first grant recipients. Each received grants of EUR 1,500 for projects entitled “A simulated HIV/AIDS pharmacotherapeutics practice laboratory to address COVID-19-related clinical rotation challenges at the University of Zimbabwe” and “The impact of a simulated continuing professional development course on maintaining pharmacy students’ mental health and well-being during COVID-19”, respectively.

*I would like to thank the FIP Academic Pharmacy Section for providing such valuable support to researchers from low- and middle-income countries. Protecting the mental health of pharmacists and healthcare providers will help their long-term health and help control epidemics.”*



**Dr Sarah Khamis, research assistant and clinical pharmacist, Near East University, Cyprus**

## Leading on investment in the health workforce

At the beginning of 2020, FIP set up the Global Health Workforce Network, which operates within the World Health Organization as a mechanism for multi-sectoral collaboration and dialogue on health workforce policies in support of the implementation of the WHO’s Global Strategy on Human Resources for Health: Workforce 2030, and the recommendations of the High-Level Commission on Health Employment and Economic Growth. The network has seven hubs — data and evidence, education, gender equity, health labour market, youth, human resources for health leadership, and community health workers — and FIP is active in a number of these. In February, for example, during the WHO Executive Board meeting, FIP’s Young Pharmacists Group and the International Pharmaceutical Students’ Federation co-hosted an event to launch a new youth hub report exploring the available evidence base on and context and reality of decent work for youth in the health and social care sector, providing a foundation for advancing the advocacy and action agenda in this area. The functions of this network now primarily reside in the WHO Academy, launched in 2020.



*“Investing in the pharmacy workforce must include clear strategies for the development of pharmacy educators and trainers, especially young academics.”*  
— Lina Bader, FIP lead for workforce transformation & development, at the annual meeting of the Saudi Pharmaceutical Society in Riyadh in January.

## Guiding pharmaceutical workforce development

In September, FIP released a **Workforce Reference Guide** to support the implementation of workforce elements of the **FIP Development Goals**. The guide contains information, evidence and expertise to support FIP’s members with measuring progress, evaluation, implementation and transformation processes to facilitate progress with the goals. It will be updated and refined regularly. The guide currently focuses on the first 13 goals (underpinned by the Pharmaceutical Workforce Development Goals for pharmacy education developed by FIP in 2016).

## Delivering training for career advancement

In November, FIP delivered its first international “Train the Trainer” event focused on workforce development, “From early career training to advanced practice: Developing training for career advancement in pharmacy”, in collaboration with the Indonesian Pharmacists Association (IAI). Over 60 Indonesian colleagues from community, hospital, academia and industry settings attended this intensive three-day programme, which is a key component of the FIP-IAI Workforce Transformation Programme partnership. The sessions were designed by experts to deliver on key training objectives, including explaining the principles of competency-based training, linking with health services, and using FIP’s **Global Competency** and **Global Advanced Development Frameworks** in addition to other global tools for supporting competency progression of early career pharmacists.

## Sharing expertise on workforce issues

The continued development of pharmacy services and the pharmaceutical sciences relies on a well educated, competent, sufficient and well distributed pharmaceutical workforce and this is a priority area for FIP. The federation has been progressing workforce issues for a number of years and was pleased to share its expertise widely through three special articles published in the *International Journal of Pharmacy Practice* in April:

- “**Advancing the workforce to meet the primary health care agenda: pharmacy’s contribution**”;
- “**A global survey on trends in advanced practice and specialisation in the pharmacy workforce**”; and
- “**Trends in advanced practice and specialisation in the global pharmacy workforce: a synthesis of country case studies**”.

FIP also shared its workforce knowledge and resources for developing a competent, flexible and adaptable pharmaceutical workforce with stakeholders at FuturePharm, organised by its academic institutional member Altınbaş University, Turkey, in March.

*“Research evidence is fundamental to ensuring that pharmacist education is fit for purpose and develops a workforce able to deliver new services effectively and efficiently. It was for this reason that the International Journal of Pharmacy Practice decided to bring together a special issue on education, and I was delighted to include three papers from FIP.”*



**Prof. Christine Bond, editor in chief, International Journal of Pharmacy Practice**

# Collaborations and partnerships

## Standing up for positive practice environments

Positive practice environments are key to attracting and retaining staff and to improving patient satisfaction, safety and outcomes. This is a major focus of the World Health Professions Alliance (WHPA), of which FIP is a founding member, along with global organisations representing nurses, physical therapists, dentists and physicians. Together, we are campaigning to urge health professionals, managers, governments, policy- and decision-makers, and community leaders to join the WHPA in standing up for positive practice environments. The campaign, which was refreshed in 2020, is a way of tackling the global health workforce crisis. The [campaign toolkit](#) has been updated with a number of resources. Linked to positive practice environments are the conditions that healthcare professionals are working under during the COVID-19 pandemic. In April, the alliance took action with an [open letter](#) urging G20 leaders to ensure the security of the supply chain of personal protective equipment for all healthcare workers on the front line against COVID-19 in all countries.

*“The WHPA stands in solidarity with all health professionals and healthcare workers across the globe. They are the front line in the fight to contain the current coronavirus pandemic. We work and fight together to achieve better protection of health personnel, including immunisation, in all parts of the world. Our common Positive Practice Environments campaign aims to make workplaces in health care safer and better, regardless of where you work.”*



Dr Otmar Kloiber, secretary general, World Medical Association, and 2020 chair, World Health Professions Alliance

## Global health challenges discussed with the WHO

FIP’s strong relations with the World Health Organization were evident when in March, FIP president Dominique Jordan and CEO Catherine Duggan met with WHO colleagues in Geneva, Switzerland, to discuss global health challenges, including the newly emerged coronavirus disease, and how pharmacists had been addressing them. Topics of discussion included substandard and falsified medicines, ensuring universal health coverage and access to medicines.

FIP’s collaborative work with the WHO spans many areas and in 2020 included:

- Organisation of a “Train the trainers” event, held in June, to support the deployment of a first-of-its kind curriculum on substandard and falsified (SF) medicines; and
- Technical input and review of the WHO publications “Patient safety research: A guide for developing training programmes” and “Dissolution test for solid oral dosage forms” (with contribution from FIP’s Special Interest Group on Regulatory Sciences and Quality) and a number of technical documents, particularly related to the work of the WHO Expert Committee on Specifications for Pharmaceutical Preparations.

*“A subtle pandemic of SF medicines rages day by day, mostly away from the gaze of society and never spotlighted in the fashion often granted to other health crises of comparable consequences. It was with profound enthusiasm that our department signed on to be partner in the FIP-WHO work. Two of our faculty completed the ‘train the trainers’ event and I was a facilitator at those sessions. Our team has successfully piloted the SF medicines curriculum at our university. We are so proud and optimistic about it.”*



Dr Sulah Balikuna, lecturer, Makerere University College of Health Sciences, Uganda



From left: WHO’s Jim Campbell, director of health workforce, and Mariângela Batista Galvão Simão, assistant director general, access to medicines and health products; FIP’s CEO Catherine Duggan and president Dominique Jordan; WHO’s Zsuzsanna Jakab, deputy director general, and Ren Minghui, assistant director general, universal health coverage, communicable diseases and non-communicable diseases.

## Collaborating to expand FIP support in Lusophone countries

In November 2020, FIP was pleased to sign a memorandum of understanding with the Association of Pharmacists of Portuguese-Speaking Countries (AFPLP) defining terms of collaboration in areas of common interest. These included the translation of selected FIP documents and reports into Portuguese and their dissemination in the Lusophone area, the organisation of joint webinars, collaboration in the collection and use of data within the framework of the FIP Global Pharmaceutical Observatory, the UNITWIN programme and other education-related initiatives, and working together with the FIP regional pharmaceutical forums with Portuguese-speaking countries. The AFPLP comprises members in seven countries: Angola, Brazil, Cabo Verde, Guinea-Bissau, Mozambique, Portugal and São Tomé and Príncipe. Together, these countries represent a population of 310 million people and a total of 220,000 pharmacists.

## Supporting youth involvement in policy research and advocacy

We need the next generations of pharmacists to be able to play strong roles in policy development and advocacy — after all, it is their future. FIP has continued to help prepare future pharmacists through its work with the International Pharmaceutical Students’ Federation. In July, for example, the two organisations hosted a webinar on how pharmacists can influence governments and the continuing advancement of the profession on a local level through policy and advocacy.

*“The International Pharmaceutical Students’ Federation is always proud to work hand in hand with FIP to advance and improve the pharmacy and pharmaceutical sciences profession, and to set the path for the next generations. Our joint webinars, workshops and projects have impacted many young pharmacists and led them to seek careers in policy and advocacy in pharmacy. With the current global challenges facing the pharmaceutical field we must continue working together in global solidarity and trust.”*



Ms Aya Jamal, president, 2020, International Pharmaceutical Students’ Federation

## Demanding more inclusion of women in global health security

In September, FIP committed to support the mission, vision, values and goals of the Women in Global Health [COVID 50/50 campaign](#), which advocates for the greater inclusion of women in global health security. This commitment, which links to FIP’s EquityRx work (see p16), includes:

- Designing gender-transformative policies that support the collection and reporting of gender-disaggregated data;
- Conducting specific research to address the role of women in global health security solutions; and
- Amplifying diverse viewpoints from women-led organisations to support a culture of change.

*“Women in Global Health is delighted with FIP’s commitment to the campaign. This reiterates FIP’s continued leadership and dedication to the issue of inequities in the health and pharmacy workforce — particularly as we live through the pandemic.”*



Dr Roopa Dhatt, executive director, Women in Global Health

## Uniting Africa against COVID-19

With plans for FIP congresses and regional conferences having to be changed in 2020 as a result of the pandemic, FIP developed an extensive programme of digital events, partnering with a number of organisations. One example was a collaboration with AstraZeneca, the Independent Community Pharmacy Association of South Africa, pharmacy leaders from across Sub-Saharan Africa, the World Health Organization and the African Pharmaceutical Forum in order to bring together the #AfricaTogether: Pharmacy Against COVID-19 Panel in June. Africa was the last of the six WHO regions to be affected by the pandemic and the panel shared best practices on how to form a stronger, united front against COVID-19 in the continent.

*“This collaboration produced one of the largest FIP digital events in 2020, offering us the opportunity to learn from other member organisations in our region. The theme of #AfricaTogether went beyond a slogan when we saw countries, post the event, exchange their guidelines, tools and standard operating procedures to help strengthen each other in their common fight against COVID-19. The power of ‘One FIP’ was reflected in the success of our partnership. We acknowledge the excellent work of the FIP team in hosting the event.”*



Dr Sham R. Moodley, vice chair, Independent Community Pharmacy Association of South Africa Board of Directors



Like many organisations in 2020, FIP had to change its congress plans due to the COVID-19 pandemic. However, the federation recognised the importance of continuing to bring the profession together, and created its first ever FIP Virtual programme.

FIP Virtual, which ran for three weeks, from 3 to 25 September, was held under the main title “Living and learning through the COVID-19 pandemic — Global reflections”, but also included sessions addressing the topics of supply chain, vaccination coverage, antimicrobial resistance and equity, as well as essential business meetings.

Between 150 and 1,723 people from 85 countries attended the 60+ online sessions. A total of 302 abstracts were presented and published in FIP’s *Pharmacy Education* journal.

*“We recognise the importance of sharing experiences and knowledge. And we understand the power of solidarity. These values are all embodied in FIP.”*



Mr Dominique Jordan,  
president, FIP

*“The FIP 2020 virtual congress was proof that there is no obstacle to gathering the best pharmacists in the world. Even in a pandemic, when it was not possible to travel to a geographical congress destination, the format of the virtual event offered familiar elements from the annual FIP world congress, such as an opening ceremony. Technical support ensured undisturbed communication and gave the feeling that we were all together, sitting in the same hall. FIP Virtual offered many interesting topics, but I want to highlight those regarding the role of pharmacist in vaccination and those on vaccination itself. In our current situation FIP Virtual was essential for all pharmaceutical professionals around the world.”*



Dr Uroš Čakar, teaching assistant and  
scientific associate, Faculty of Pharmacy,  
University of Belgrade, Serbia



### A week of world pharmacy

In 2020, FIP also conceived the first World Pharmacy Week to unite the pharmaceutical profession even further and recognise its contributions during the extraordinary circumstances of COVID-19. This special initiative was held in the third week of FIP Virtual and hosted a number of significant events for the profession:

- The release of updated versions of FIP’s Global Advanced Development Framework and FIP Global Competency Frameworks;
- The start of the first module of FIP’s “Enhancing academic leadership horizons in trying times” online course;
- The first FIPWiSE (Women in Science and Education) Women’s Leadership Lab;
- The launch of a FIP Commission on Antimicrobial Resistance; and
- The start of the FIP “Transforming vaccination globally and regionally” programme.

*“During the COVID-19 pandemic, we witnessed the tremendous efforts of pharmacy teams, pharmaceutical scientists and pharmacy educators to continue to transform the health of our communities for the better. We all had much to be proud of and, to reflect this, FIP created World Pharmacy Week to showcase the work of our profession around the world.”*



Dr Catherine Duggan, FIP CEO

### Some key speakers

*“Having a diverse supply chain can act as a risk reducer. Disruptions or challenges in one place have less of an impact on the purchasing of medicines in the rest of the world.”*



Dr Ron Piervincenzi, US Pharmacopeia, USA,  
speaking on access to quality medicines  
during the plenary session

*“Governments must step up to thinking about fair allocation [of COVID-19 vaccines] because we need to stand together and not think only about our own citizens and national borders. It is a global burden that we need to share.”*



Dr Ann Lindstrand, unit head of the WHO  
Expanded Programme on Immunization,  
during a high-level roundtable on  
vaccination coverage

*“Antimicrobial resistance education and training must be available in a language pharmacists and technicians understand but, most importantly, must be relative to the country in terms of its economy, its legal restrictions around antibiotics supply, and its culture.”*



Prof. Philip Howard, consultant antimicrobial  
pharmacist, Leeds Teaching Hospitals NHS  
Trust, UK, during the official launch of FIP’s  
Commission on Antimicrobial Resistance

*“We have to create the environment for women to empower ourselves because not only will we benefit from this, but the world will benefit as well.”*



Ms Meltem Agduk, gender programme  
coordinator, United Nations Population  
Fund, during the FIPWiSE Women’s  
Leadership Lab

FIP’s 80th World Congress of Pharmacy and Pharmaceutical Sciences will, in principle, be held in Seville, Spain, in 2022.



# World Pharmacists Day 2020

# 7th Pharmaceutical Sciences World Congress



2020 saw the 10th World Pharmacists Day (WPD). This annual international campaign, marked on 25 September, is designated by FIP and highlights the impact of the pharmacy profession and its role in improving health to authorities, other professions, the media and the general public. Its purpose is to encourage promotion and advocacy of the role of the pharmacist in improving health in every part of the world.

WPD2020 focused on “Transforming global health” — a particularly timely theme as we all faced the challenges of the COVID-19 pandemic — and achieved the biggest participation across the globe to date. In Spain, fountains were dyed and over 100 monuments illuminated in green in a public display organised by the General Pharmaceutical Council of Spain. Across the Atlantic, the Uruguayan Association of Chemistry and Pharmacy used the day to raise awareness of antimicrobial resistance and the role of pharmacists with a video played in patient waiting rooms. British hospitals took to social media to thank pharmacy teams for their contribution to health systems and communities, and messages of appreciation for the profession were also sent out by a number health authorities, health ministers and international patient safety organisations. Many schools of pharmacy and students also joined the celebrations.



Pharmacists around the world shared personal messages about how they transform health using FIP’s WPD2020 app.



Golden Jubilee National Hospital, UK, was among a number of hospitals thanking pharmacy teams on social media.



Pharmacy students from across Australia were brought together by the National Australian Pharmacy Students' Association to wish the world a “Happy World Pharmacists Day”.



La Escandera Fountain, Oviedo, Spain, was dyed green.

FIP’s 7th Pharmaceutical Sciences World Congress (PSWC) 2020, originally planned for May, was held online from 4 to 6 October and organised jointly with the University of Montreal, Canada.

The congress offered 22 sessions with 117 speakers from across the globe, covering topics from how COVID-19 has changed the future of drug development and the therapeutic potential of gut microbes to how global health challenges can be overcome with innovative drug delivery approaches and advancing cancer therapies through mathematics and trial design. This major scientific event welcomed 386 participants from 38 countries and 130 abstracts were presented. The congress also hosted a satellite conference dedicated to young scientists, with sessions on career advancement, scientific communication and mental health among others.

“If 2020 taught us anything, it is the value of adaptability as a skill to reinvent ourselves in the face of adversity and to carry on with a renewed sense of purpose. Less than two months before its scheduled opening, FIP’s 7th Pharmaceutical Sciences World Congress had to be cancelled as a face-to-face event, due to the COVID-19 pandemic. Yet pharmaceutical scientists from across the world agreed that the theme of the congress ‘Smart therapeutics for a complex world’ was more relevant than ever. Out of this shared conviction came PSWC Virtual, a fully online version of the original programme, covering key challenges around smart therapeutics, from basic research to the clinic. With a combination of prerecorded presentations and live interactive discussions, the format was adapted to cater to a global audience across multiple time zones. Broadcasted on social media, the opening session had nearly 10,000 views. In addition to scientific presentations, the Young Scientist Conference was an opportunity for the next generation of scientists to discuss good practice for career development, communication and mental health.”

“I found the panel where I participated very thought-provoking and insightful. It allowed me to discuss relevant topics with colleagues from the industry and it was a good addition to an already interesting programme.”



Dr Nuno Madeira, business development manager, Cell and Gene Therapy Catapult, UK

“This PSWC2020 was unique in many ways. As a Scientific Programme Committee member and session chair/speaker, it was a challenging but inspiring experience to adapt to the ‘new normal’ and organise and participate in a completely virtual meeting. In my opinion, virtual PSWC2020 was in some aspects easier to follow than a face-to-face meeting where you have to run between parallel halls to listen to different presentations and lectures. At the virtual PSWC it was possible to select pre-recorded lectures of our choice and follow them at our own schedule. Real-time session panel discussions were well attended, lively and productive, although I did miss chats with colleagues over coffee during breaks, a fun gala dinner and the chance to enjoy beautiful Montreal. Sincere congratulations to FIP and the PSWC2020 Organising Committee for a great job in bringing the pharmaceutical scientific community together in these difficult times.”



Prof. Erem Bilensoy, professor of pharmaceutical technology, Faculty of Pharmacy, Hacettepe University, Turkey

“Innovation, leadership, communication, and mental health. The 2020 PSWC Young Scientists Conference embodied the important facets of career development in its purest form. As event organisers, we were honoured to witness promising young pharmaceutical scientists from all over the world presenting innovative projects, experienced mentors sharing their experiences and insights, and both groups engaging in a difficult, yet important conversation about the mental health challenges associated with our shared field.”



Prof. Denis Deblois, congress chair, PSWC 2020, and biopharmaceutical sciences programme director, University of Montreal, Canada



Mr Jakub Qazi, chair, Young Scientists Conference Committee

# Awards

## Recognising achievements in health promotion and pharmacy practice

FIP grants two awards each year to its member organisations for the best health promotion and best pharmacy practice improvement work.

FIP's 2020 Health Promotion Campaign Award went to the Pharmaceutical Society of Nigeria Young Pharmacists' Group (PSN-YPG), which developed a suicide prevention campaign that was held on World Mental Health Day. Working in partnership with the Suicide Prevention Institute of Nigeria and mental health advocacy and rehabilitation organisations, 40 young pharmacist volunteers were trained on managing mental health issues and took the campaign into a community with a high incidence of drug abuse in central Lagos. The campaign reached over 1,150 people and about 200 people were referred to the partner organisations involved in the campaign for follow-up.

FIP's 2020 Pharmacy Practice Improvement Award went jointly to the Association of Pharmacists Belgium (APB) for a novel National Quality Improvement Programme for Compounded Medicines, and the General Pharmaceutical Council of Spain (GPCS) for a research project called AdherenciaMED to improve medicines adherence.

The APB's programme, agreed with the Belgian Ministry of Public Health and Social Affairs, is run in close collaboration with the Federal Agency for Medicines and Health Products. Pharmacies volunteer to compound a specific formulation from an APB list and send it to the association for analysis and assessment. Structured feedback is provided to the pharmacy and aggregated and anonymised results are published monthly. The programme has identified that although pharmacists score well with some preparations, up to a third are underdosed or have other non-conformities. This has led to the optimisation of preparation protocols as well as corrections to the country's Therapeutic Magistral Formulary.

The winning initiative of the GPCS, AdherenciaMED, evaluated the improvement, maintenance and adherence to therapy achieved through a service for patients with hypertension, asthma or chronic obstructive pulmonary disease.

Its first phase, involving 98 community pharmacies and 1,186 patients, found a 50% increase in adherence in the intervention group (through applying evidence-based models for behavioural change, monitored dosage systems and education on inhaler technique) compared with a 20% increase in the control group. Outcomes included better clinical control and increased quality of life for patients with asthma. The initiative includes support to pharmacies from a practice change facilitator, who helps pharmacists implement the changes needed to incorporate the service into their daily routine. A second phase of the project looked at implementation aspects and determined that 75% of pharmacies were able to fully provide the service at six months and successfully integrate the service into their daily practice.

*"Nearly 80% of suicides occur in low- and middle-income countries. Suicide is the second leading cause of death among 15- to 29-year-olds in the world, and Nigeria is not an exception. This campaign enabled pharmacists, as key players in public health, to shed more light on this issue, and the Pharmaceutical Society of Nigeria Young Pharmacists' Group is very proud to receive this international award."*



Ms Yinka Oguns, coordinator, PSN-YPG, Lagos, Nigeria

*"The Association of Pharmacists Belgium strongly believes that this decade will be remembered as the revival of the compounding pharmacist in response to societal needs, which include new dosage forms such as biodegradable oral films, production of solid oral dosage forms by 3D printing and the use of pharmacogenetic information to adapt dosages for individuals. It's an honour to receive this global award, particularly for our laboratory and science department, which led the project."*



Mr Lieven Zwaenepoel, president, APB

*"The General Pharmaceutical Council of Spain welcomes the international recognition of this work. Lack of adherence to therapy is one of the main challenges for healthcare professionals and healthcare systems and, in Spain, is estimated to generate an expenditure of EUR 11,250m per year."*



Mr Jesús Aguilar Santamaría, president, GPCS



Forty young pharmacists took a suicide prevention campaign into a community with a high incidence of drug abuse in central Lagos, Nigeria.

## Other awards

FIP also made the following awards in 2020:

### André Bédat Award

(FIP's highest pharmaceutical practice award, given every two years)



Prof. Martin Schulz (Germany)

### Kamal K. Midha Award

(Recognises officers and individuals who have rendered exceptional leadership in pharmaceutical education, science or practice serving the mission of FIP)



Prof. William Charman (Australia)

### Honorary President of FIP

(Recognises exceptional service to pharmacy and FIP by former presidents)



Dr Carmen Peña (Spain)

## Eight fellowships



Mr Jaime Acosta Gomez (Spain)



Dr Jill E. Martin Boone (USA)



Prof. William N. Charman (Australia)



Dr Martin Henman (Ireland)



Prof. Marilyn Morris (USA)



Dr Charlotte Rossing (Denmark)



Dr Vaiyapuri Subramaniam (USA)



Prof. Shigeo Yamamura (Japan)

# Elections and Council decisions

The FIP Council, through which all member organisations have voting rights, meets once a year. At the Council meeting held online in September, the following decisions were made.

## Elections and ratifications

The FIP Council ratified Prof. Ross McKinnon and Prof. Ralph Altieri as the new chairs of FIP's Board of Pharmaceutical Sciences and FIP Education, respectively.



Prof. Ross McKinnon



Prof. Ralph Altieri

Three new FIP vice presidents were elected:



Prof. Parisa Aslani (Australia)



Ms Manjiri Sandeep Gharat (India)



Prof. Hiroshi Suzuki (Japan)

## Policies

The FIP Council adopted the following policy statements:

- “Medicines shortages”, which makes recommendations for countries, governments and supply chain stakeholders, and outlines commitments from FIP and its member organisations;
- “Sustainability of pharmacist-delivered professional services through viable remuneration models”, which aims to support advocates of and recommendations for the remuneration of professional services delivered by pharmacists in any setting, including in multidisciplinary healthcare teams and collaborative practice; and
- “The role of pharmacists in promoting patient safety”, which makes recommendations to the key stakeholders responsible for patient safety, and advocates a collaborative approach among them, with specific emphasis on the involvement and engagement of healthcare professionals, patients and the public.

## Regional pharmaceutical forums

The Council voted to take forward a proposal that the regional pharmaceutical forums should be more integrated into FIP. A taskforce has been set up to draft common statutes based on agreed elements from the current statutes of each forum and develop a business case and roadmaps for the integration.

## Extraordinary Council Meeting

In November 2020, an Extraordinary Council Meeting was held at which amendments to the FIP Statutes were voted on. The revised statutes are available [here](#).

# Publications in 2020



**FIP COVID-19 guidance** The first publication of international guidelines on how pharmacists should deal with the new coronavirus.



**Give it a shot: Expanding immunisation coverage through pharmacists** Offers practical guidance on implementing a vaccination service and sets out the roles and technical requirements for pharmacy-based vaccines-related services.



**An overview of pharmacy's impact on immunisation coverage: A global survey** Findings of FIP's latest survey (2020) of pharmacy's impact on immunisation coverage.



**Patient safety — Pharmacists' role in “Medication without harm”** Provides information about what pharmacists can do to promote patient safety at an individual patient level, as well as at organisational and policy development levels, with case studies of best practice from around the world.



**Vision 2020–2025: Pharmacists at the heart of our communities** FIP's Community Pharmacy Section defines the direction for community pharmacy over the next five years, setting priorities for actions that can be implemented at national, regional and local levels.



**The FIP Development Goals** Goals to support the transformation of the pharmacy profession around the world.



**FIP Global Competency Framework (update)** A validated framework intended to act as a “mapping tool” for individuals to progress towards effective and sustained performance and to pave the way into advanced practice.



**FIP Global Advanced Development Framework (update)** A validated tool intended to support the professional development and recognition of the pharmacy workforce.



**Workforce reference guide** Information, evidence and expertise from FIP to support its members with measuring, evaluation, implementation and transformation processes to facilitate progress with the workforce elements of the FIP Development Goals.



**Mitigating the impact of air pollution on health: The role of community pharmacists** Presents findings of an international survey on the awareness and roles of community pharmacists related to air pollution and respiratory health, and defines barriers that must be overcome if the profession is to be able to practise to its full potential in this area.



**FIP pharmacy education in sub-Saharan Africa** Presents a decade's worth of evidence from the FIP-UNESCO UNITWIN Centre for Excellence in Africa, with a focus on academic capacity and needs-based education.



**Delivering primary health care: Pharmacists taking the next leap forward** Report of the FIP Regional Conference for the European Region.



Translations of "Transforming pharmacy and pharmaceutical sciences education in the context of workforce development" into Malay and Russian.



**Emerging technologies and pharmacy practice (FIP Position Statement)**



**Sustainability of pharmacist-delivered professional services through viable remuneration models (FIP Statement of Policy)**



**Vector-borne diseases: A handbook for pharmacists** Supports pharmacists in preventing, controlling, managing and treating vector-borne diseases. Produced in collaboration with the Pharmaceutical Forum of the Americas.



**Career development toolkit for early career pharmacists and pharmaceutical scientists** Aims to help young pharmacy professionals to develop their career and build their expertise. Produced by FIP's Young Pharmacists Group.



**Medicines use review: A toolkit for pharmacists** Provides a framework for medicines use review services with the aim of optimising medicines use and medication safety.



**Role of pharmacists in promoting patient safety (FIP Statement of Policy)**



**Medicines shortages (FIP Statement of Policy)**



**International Pharmacy Journal** (Two issues: "Prevention and patient safety", June, and "Delivering during a pandemic", November)



Translation of "Pharmacists supporting women and responsible use of medicines: Empowering informal caregivers" into Spanish.



Translation of "Pharmacists in the supply chain: The role of the medicines expert in ensuring quality and availability" into Spanish.



Translation of FIP's Basel Statements into Indonesian.



**Pharmacy Education** journal (54 research articles)



**Twelve EquityRx blogs** Stories, particularly from women leaders, championing women in global pharmacy and health, and sharing views about gender equity.



**The FIP CEO interviews.** Our CEO Catherine Duggan speaks to 10 experts and thinkers in pharmacy, global health and beyond, sharing their learning and life experiences, as well as their reflections on the COVID-19 pandemic.

Biowaiver monographs for **cephalexin monohydrate** and **moxifloxacin hydrochloride**

**FIP webinars** In 2020, FIP organised 118 webinars. Recordings are available at [www.fip.org/events](http://www.fip.org/events).

# Trust and solidarity: What pharmacy's statesmen have to say

In 2020, five FIP Bureau members ended their terms of service. We acknowledge their work and dedication to our federation.

*"Through its positive relationships, expertise and performance over years, FIP has built trust both inside and outside of the pharmacy world. The federation has used that trust to make progress in education, which has led to achievements such as 21 FIP Development Goals for the whole profession, built on the work of FIP's Global Conference on Pharmacy and Pharmaceutical Sciences in 2016. Our solidarity as a profession is founded on this strong trust, which has been ever more evident during the COVID-19 pandemic. FIP's actions and continued achievements in 2020 have demonstrated that it is the global body for pharmacy, uniting our profession as one — joining up education, science and practice — and leading it. I am proud to have been able to contribute."*



Prof. Bill Charman (Australia),  
chair, 2017–20, FIP Education

*"The COVID-19 pandemic has made us all aware of the importance of trust and solidarity in all aspects of our life and across all disciplines and professions. However, I feel particularly proud that the pharmacy profession, including pharmaceutical scientists, has demonstrated an ability to work very effectively together to provide support and solutions to the challenges we have faced. From maintaining front-line services, to providing reliable information and developing vaccines, pharmacists and pharmaceutical scientists have contributed to the work of healthcare teams around the world and helped to bring the end of the pandemic a little nearer. I hope we can apply that experience to all aspects of our lives."*



Dr Linda Hakes (UK),  
vice president 2016–20

*"From a background in conducting laboratory research to develop therapeutic antibodies and advising regulatory agencies and the pharmaceutical industry, serving as chair of FIP's Board of Pharmaceutical Sciences should not have been a challenge, but it took a degree of adjustment because the areas of pharmaceutical sciences are diverse among*

*countries. However, with a 'One FIP' approach such differences become subtle and pharmaceutical sciences may simply be defined as sciences for the proper use and development of medicines. COVID-19 is still a significant threat to our lives; medical science-practice is the dominant power to cope with it and pharmaceutical science-practice is the most important force to conquer it."*



Prof. Tatsuro Irimura (Japan), chair, 2016–20,  
Board of Pharmaceutical Sciences

*"FIP connects pharmacists with the World Health Organization in many essential ways. The leaders of FIP have a tremendous history of global collaboration and in allowing members and member organisations to contribute to the advancement of the pharmacy profession worldwide. This connectivity and spirit of collaboration are vital to the optimisation of pharmacists' value in health care and the spread of effective team-based care. It was my privilege to serve various volunteer roles in FIP over two decades. I'm grateful for the friendships gained and, in my years following service as the American Pharmacists Association's CEO and FIP vice president, my goal is to be the best FIP member I can possibly be."*



Mr Tom Menighan (USA),  
vice president 2016–20

*"Trust and solidarity are the cornerstones for a global professional organisation like FIP with ambitious goals. Everybody brings unique strengths and expertise, expanding possibilities to produce new knowledge, network and reach our goals. A huge amount of voluntary work, devotion and willingness to serve keeps FIP going. I am sure that the future is bright if we continue in this way, working for sustainability and equity in health care. The years I have had the honour to serve FIP in different positions have been a privilege to learn, grow, exchange experiences, to understand different standpoints, cultures and ways of thinking, and to work with and learn from the best in our profession. I want to thank everybody for the trust and solidarity shown to me."*



Ms Eeva Teräsalmi (Finland),  
vice president 2012–20

## Work in progress

During 2020, FIP also worked on the following areas:

### COVID-19 and vaccination

FIP's Forum of Professional Regulators developed a regulatory self-assessment tool for vaccination, which was made available in February 2021.

### Education and digital health

FIP conducted a survey on the readiness and responsiveness of pharmacy education and the knowledge and skills gaps in the pharmaceutical workforce with regard to digital health. The findings were published in a report in January 2021.

### Equity and diversity

EquityRx — FIP's programme on equity and equality in pharmacy — is driving FIP Development Goal 10's global implementation. FIP's second FIP-EquityRx Collection, entitled "Inequities unmasked", published in March 2021, focuses on inequities and inequalities that the COVID-19 pandemic has exposed.

### Evidence to advance practice

FIP surveyed its member organisations to update intelligence on how community pharmacies and online pharmacy operations are regulated, how medicines are supplied, and the role of community pharmacists in supporting self-care. FIP has also conducted a global survey, with input from the WHO Regional Office for Europe, to assess the impact of COVID-19 on the delivery of community and hospital pharmacy services and access to medicines. Findings will be published in 2021.

### FIP events

Work is under way for our 80th annual world congress, which — in principle — will be held in Seville, Spain, in 2021. Our 8th Pharmaceutical Sciences World Congress is scheduled to be held in 2023. In the meantime, FIP is also continuing to work on a wide range of digital events.

### FIP-UNESCO UNITWIN

Building on the findings of FIP's report "Pharmacy education in sub-Saharan Africa", FIP has been developing a UNITWIN pathfinder toolkit to provide guidance on setting up FIP-UNESCO UNITWIN centres for excellence for regions of the world in addition to Africa.

### Global Pharmaceutical Observatory (GPO) & FIP Atlas

FIP has started work on a visualisation platform called the FIP Atlas which displays impactful pharmaceutical data in an innovative way. Links will be made between the atlas and the new GPO database which is being built to effectively and efficiently collate, store, analyse and disseminate the data.

### Humanitarian pharmacy

FIP has been developing a competency framework to support pharmacists' participation in health care within multidisciplinary teams in the humanitarian context.

### Nutrition and obesity

FIP is developing a handbook, to be published in 2021, which will present pharmacy services for nutrition and weight-management, along with related evidence and guidance.

### Patient safety

To support pharmacists in improving patient safety and contribute to the World Health Organization's third Global Patient Safety Challenge, FIP developed a toolkit on medicines reconciliation, which was released in February 2021.

### Skills for pharmacists and pharmaceutical scientists

FIP's special interest group, New Generation of Pharmaceutical Scientists, conducted a survey in collaboration with FIP's Young Pharmacists Group in September to map soft skills among pharmacists and pharmaceutical scientists. Findings will be published in 2021.

### Substandard or falsified medicines

FIP worked with the World Health Organization on a curriculum guide, released in January 2021, and training to support educators in ensuring that pharmacists are better able to prevent substandard or falsified medicines from reaching patients.

### Workforce transformation

Work to expand FIP's Workforce Reference Guide (see p18) to cover the remaining eight FIP Development Goals is under way.

# Finances

## Balance sheet at 31 December 2020

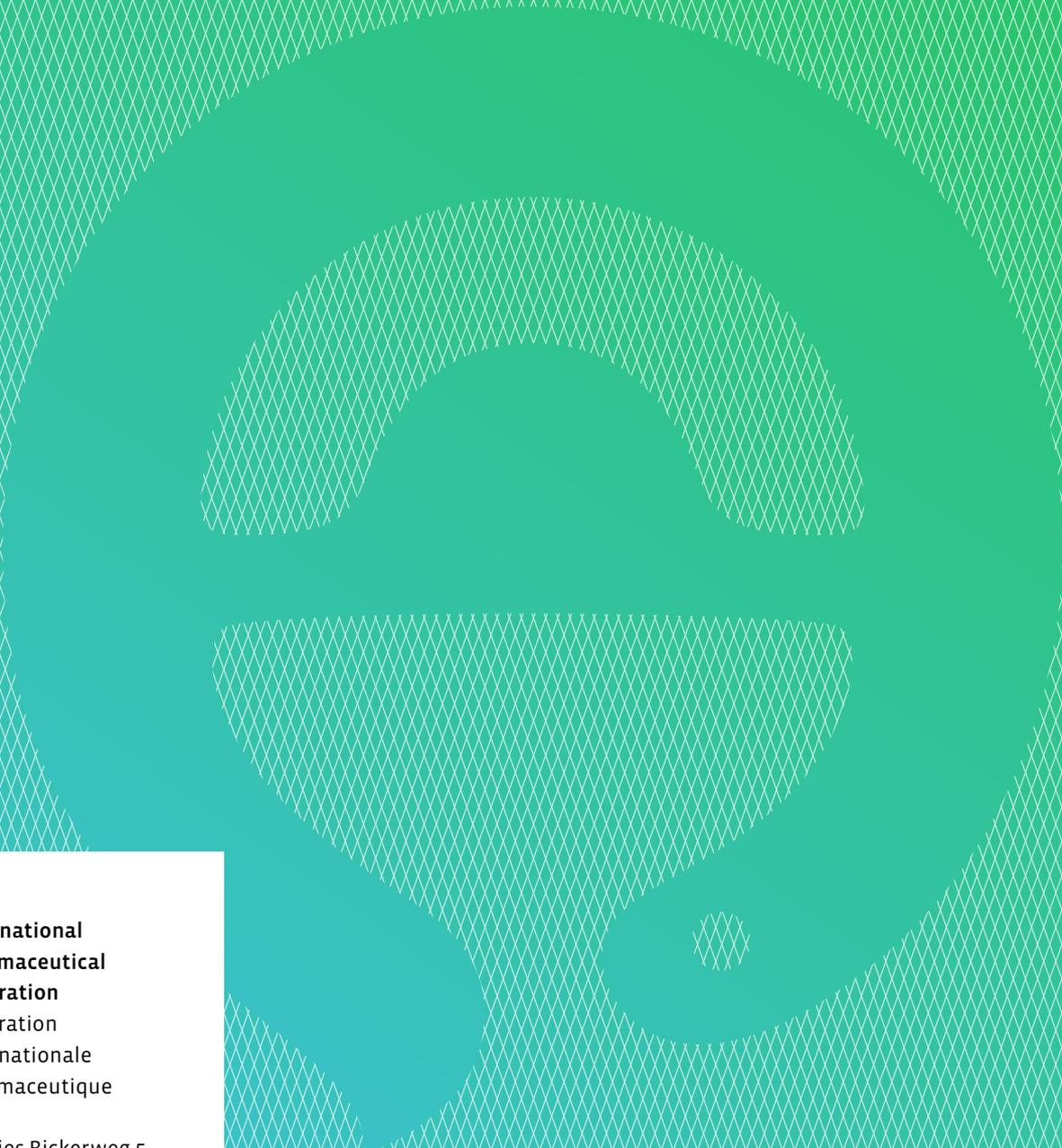
After appropriation of the results for 2020  
(Expressed in EURO)

	31 December 2020	31 December 2019
<b>Intangible fixed assets</b>	<b>40 683</b>	<b>64 034</b>
<b>Tangible fixed assets</b>	<b>617 212</b>	<b>653 051</b>
<b>Current assets</b>		
Debtors, prepayments and accrued income	104 160	221 189
Cash at bank and in hand	3 102 378	2 455 104
<b>Total current assets</b>	<b>3 206 538</b>	<b>2 676 293</b>
<b>Total assets</b>	<b>3 864 433</b>	<b>3 393 378</b>
<b>Capital and reserves</b>		
FIP capital	1 150 082	1 144 477
Sections capital	712 685	667 103
Congress reserve	650 000	650 000
Board of Pharmaceutical Practice reserve	41 703	91 703
Board of Pharmaceutical Sciences reserve	58 705	108 705
Reserve FIP <i>Ed</i>	125 959	175 959
One FIP Project Fund	272 500	122 500
<b>Total capital and reserves</b>	<b>3 011 634</b>	<b>2 960 447</b>
<b>Provisions</b>	<b>40 871</b>	<b>29 897</b>
<b>Current liabilities</b>	<b>811 928</b>	<b>403 034</b>
<b>Total capital and reserves and liabilities</b>	<b>3 864 433</b>	<b>3 393 378</b>

	Actuals 2020	Budget 2020	Budget vs actuals	Actuals 2019
<b>Income</b>				
Membership fees FIP (excl. sections)	1 105 012	1 084 249	20 763	1 087 984
Congress revenues (incl. regional congresses)	152 721	2 604 525	(2 451 804)	1 716 382
Other income BPS	-	-	-	4 248
Sections income	101 117	90 594	10 523	108 954
External partnerships, support and other	851 827	250 000	601 827	230 531
Membership fees of prior years	20 981	40 000	(19 019)	20 687
<b>Total income</b>	<b>2 231 658</b>	<b>4 069 368</b>	<b>(1 837 710)</b>	<b>3 168 786</b>

<b>Expenses</b>				
Membership costs	17 042	12 000	5 042	31 382
Personnel costs	1 067 472	1 300 000	(232 528)	1 171 648
Office costs	151 386	165 000	(13 614)	138 397
Executive Committee and Bureau meeting costs	22 942	100 000	(77 058)	121 062
Travel expenses & external representation	7 088	70 000	(62 912)	51 733
Website and IT	147 296	155 000	(7 704)	107 745
GPO & Atlas	67 333	-	67 333	42 584
Depreciation of fixed assets	41 519	40 000	1 519	39 608
Other (Special) Projects	110 044	65 000	45 044	21 010
FIP congress costs (incl. regional congresses)	321 090	1 889 785	(1 568 695)	1 012 237
Publication and communication costs	48 136	65 000	(16 864)	45 921
FIP subventions	25 000	29 500	(4 500)	22 000
Expenses BPP	29 815	87 500	(57 685)	92 058
Expenses BPS	9 155	37 500	(28 345)	34 491
Sections' operating costs	55 535	108 366	(52 831)	110 739
FIP <i>Ed</i> expenses	34 456	70 000	(35 544)	54 038
Academic Institutional Membership	35 605	30 000	5 605	3 914
Building Maintenance Fund	15 000	15 000	-	15 000
Business development	5 497	20 000	(14 503)	6 247
<b>Total expenses</b>	<b>2 211 411</b>	<b>4 259 651</b>	<b>(2 048 240)</b>	<b>3 121 814</b>
<b>Operating result</b>	<b>20 247</b>	<b>(190 283)</b>	<b>210 530</b>	<b>46 972</b>
<b>Financial result</b>	<b>30 940</b>	<b>(10 000)</b>	<b>40 940</b>	<b>6 569</b>
<b>Net result before appropriation</b>	<b>51 187</b>	<b>(200 283)</b>	<b>251 470</b>	<b>53 541</b>

<b>Appropriation of the result, (from)/to:</b>				
BPP general reserves	(50 000)	(30 500)	(19 500)	(30 000)
BPS general reserves	(50 000)	(26 500)	(23 500)	(32 500)
Sections capital	45 582	10 000	35 582	(1 785)
Reserve FIP <i>Ed</i>	(50 000)	(60 000)	10 000	(60 000)
One FIP Project Fund	150 000	-	150 000	122 500
FIP capital	5 605	(93 283)	248 888	55 326
<b>Total appropriated</b>	<b>51 187</b>	<b>(200 283)</b>	<b>401 470</b>	<b>53 541</b>



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