



***Gender Equity Hub***  
***(Co-chaired by Women in Global Health and World Health Organization)***  
***2018 overview***

Women are 70% of the health and social care workforce, delivering care to over 5 billion people and contributing [\\$ 3trillion](#) to the global healthcare (5% of the global GDP). But nearly half of this work is unpaid and unrecognized (about 2.35% of global GDP). Recognizing that the opportunities for gender transformative change through the health and social workforce are timely and unique; WHO Global Health Workforce Network (GWHN) thematic hub on Gender Equity in the Health and Social Workforce (GEH) was launched at the 4<sup>th</sup> Global Forum on Human Resources for Health in November, 2017. GEH is co-chaired by Women in Global Health (WGH) and the World Health Organization (WHO).

GEH aims to accelerate large-scale gender-transformative policy change to address gender inequities in the global health and social care workforce. This will, in turn, support achievement of the Sustainable Development Goals (SDGs), as envisioned in the Working for Health five-year action plan (2017 – 2021). The hub comprises of multidisciplinary members including policymakers, practitioners, academia, civil society, trade unions, professional bodies and researchers from diverse set of stakeholders and partners.

The snapshot of GEH activities for 2018 include the following:

- 1) GEH started its work programme with a [call for submissions in January 2018](#) and a literature review to develop a working paper on Gender and Equity in Global Health Workforce. The working paper is a comprehensive literature review of available research and evidence addressing gender inequities across four thematic areas of the health workforce: occupational segregation; decent work without discrimination, bias and harassment; the gender pay gap and leadership. The aim of the working paper is to provide a foundation to guide future policy action. The working paper is developed through a consultation of GEH hub members and external partners; with [the first online consultation](#) launched in May 2018 during the 71<sup>st</sup> World Health Assembly. The draft is in its final stages of review and will be launched in early 2019.
- 2) The [call for papers](#) for the special commission on Women in science, medicine, and global health at Lancet, called the Lancet Women, was released in December 2017. The commission called for multidisciplinary research to highlight best practices and welcomed submissions that applied the lens of critical and feminist theories to impart new understandings and practices for advancing all women in science, medicine, and global health. The GEH's commentary submission was accepted for publication in the themed issue of Lancet Women and is scheduled for publication in early 2019.

- 3) A [webinar on Gender Transformative Approaches in the Health and Social Workforce](#) that provided overview of the GEH hub as well as showcase variety of research, policies and actions that are working to achieve gender-transformative change in the health and social workforce. The webinar was held on 5<sup>th</sup> March, 2018.
- 4) A panel discussion at the [EU infopoint session](#) on “Women in the Health Workforce: Seizing the gender dividend across sustainable development partners”, held in Brussels on 7<sup>th</sup> March, 2018. The discussion was livestreamed.
- 5) Organized the side-event [“Investing in Rural Health Workers for the Economic participation and empowerment of rural women and girls”](#) at the 62<sup>nd</sup> Commission on the Status of Women (CSW) held at United Nations headquarters in New York from 12-23 March, 2018 together with the Permanent Mission of Ireland to the UN and the International Labour Organization. The livestreamed event focused on the stories and experiences of Ms Mercy Owuor, from Kenya and Dr. Mayara Floss, from Brazil, who captured the unique needs and sacrifices of rural women health workers and the transformative power for women and girls in rural communities. The panel discussion explored the impact that investing in women health workers have on gender equity and the communities they serve.
- 6) Participation at Alliance for Health Policy and Systems Research meeting on “The Health Policy and Systems Research Agenda on Gender and Intersectionality: Where are the gaps? What can we learn?” held in Dubai from 25-26 April, 2018. The meeting brought together different stakeholders to discuss how policies and programmes address gender-based social inequalities and inform evidence on gender and intersections of gender with other social stratifiers such as race, ethnicity, class etc.
- 7) Presentation at the G20 Health meeting in May 2018 in Geneva by Mr. Jim Campbell, Director, Health Workforce Department, WHO of the Gender Equity Hub’s brief on “Gender Equity in the Health and Social Workforce: Opportunities to Maximize Women’s Economic Empowerment and Participation” and key findings from the Gender Equity Hub’s working paper.
- 8) Participation at the Canadian Association for Health Services and Policy Research Conference held on 29 May, 2018 in Montreal, Quebec, Canada. Dr. Rosemary Morgan at John Hopkins Bloomberg School of Public Health and Research in Gender and Ethics presented on “Gender Transformative Approaches to Human Resources for Health: Looking Towards the Future”.
- 9) GEH webinar on [“Gender Transformative Policies and the Health Workforce: Key Recommendations and Findings”](#) was held on 7<sup>th</sup> August, 2018. The main objective of the webinar was to provide an overview of the outcome of the Global Health Workforce Network Gender Equity Hub’s consultative working paper on Gender and Equity in the Health Workforce and to highlight the key findings as well as policy recommendations.
- 10) Presentation and participation at the “Advancing Women’s Leadership in the Global Health Workforce” consultation hosted by during the sidelines of the United Nations

General Assembly, hosted by IntraHealth International, the Nursing Now Campaign, Johnson & Johnson, and the Frontline Health Workers Coalition.

- 11) Held a participatory workshop on “Addressing the Gender Dimensions for Health Systems Strengthening” at the 10th World Health Summit in Berlin, Germany. A multi-sectorial perspective was provided from academia, civil society, donor and multi-lateral analysis.
- 12) Organized a Cafe session on “Achieving the Gender Dividend: gender, the health workforce, and primary health care ” at the 40th Anniversary Global Conference on Primary Health Care. Participation in the Partner in Health, Universal Health Coverage (UHC) health systems focused pre-session on "The Importance of a Motivated, Well-compensated, Fit-for-purpose Healthcare Workforce."
- 13) Convened a workshop on “Doing things differently: A dialogue to explore power and gender in global health” was held on 5<sup>th</sup> November, 2018 in London, United Kingdom with partners RinGS and Students for Global Health. This was a pre-conference event before 2<sup>nd</sup> Women Leaders in Global Health Conference, 8-9<sup>th</sup> November, 2018. The aim of the workshop was to create a space to think about priorities for gender, health and women’s leadership; identify roadblocks to progress; and share strategies as well as mechanisms to create positive change, bringing together multi-stakeholder, inter-generational exchange.

Gender equity is everyone’s business. We have witnessed great momentum and progress on gender equality in 2018. Universal Health Coverage (UHC) rests, as does all health delivery, on strong health systems staffed by trained and effective health workers. The time is ripe for addressing the critical weaknesses in human resources for health generated by gender inequalities and for investing in the female health workforce. We welcome partners and stakeholders to come join our efforts as we enter 2019 with greater zeal and passion to accelerate progress on gender equality in the health and social care workforce.

To find out more please contact: [info@womeningh.org](mailto:info@womeningh.org)

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Women in Global Health is participating in

### **Cafe session: Achieving the gender dividend: gender, the health workforce and the future of primary health care**

**Lina Bader**, International Pharmaceutical Federation

**Vince Blaser**, Frontline Health Workers Coalition

**Munasho Nyika**, Nursing Now

**Roopa Dhath**, Women in Global Health

**Stacie Stender**, JHPIEGO

**26 OCTOBER 2018, 14:00-14:30**  
Room 2.15.L2, Second Floor

#Astana2018

#PrimaryHealthCare

#WomeninGH



Hosting a café session during the Global Conference does not imply that WHO endorses the content of the session or the views of the organizations and individual speakers.

