



**World Health
Organization**



The WHO Gender Equity Hub Releases Groundbreaking Report Revealing the Detrimental Challenges to Gender Equity in the Global Health Workforce

New York City, N. Y., March 20 - The Gender Equity Hub (GEH), co-chaired by the World Health Organization (WHO) and Women in Global Health (WGH), has released an eye-opening report on the current state of gender equity in the global health and social workforce. The report, titled “Delivered by Women, Led by Men: A Gender and Equity Analysis of the Global Health and Social Workforce,” highlights the unique barriers that female global health and social care workers face compared to their male colleagues, negatively impacting their well-beings and livelihoods and limiting the delivery of high-quality care. The GEH argues that improved gender equity in the global health workforce would result in widespread social and economic benefits, including reducing the global health worker shortage, strengthening the movement for gender equality and women’s empowerment, and fueling economic growth and development.

This groundbreaking report is the latest gender and equity analysis on the health workforce—looking collectively for the first time at issues of leadership; decent work free from all forms of discrimination, harassment, including sexual harassment; gender pay gap; and occupational segregation—across the entire workforce. This report lays the foundation for policy action that will be driven by the Working For Health program, with World Health Organization, Organization for Economic Co-operation and Development (OECD), and the International Labour Organization (ILO), with support from the Gender Equity Hub.

The GEH report provides an in-depth analysis of the key challenges faced by female health and social care workers around the world. For example, while it is estimated that women in the health field contribute around 5% to the global GDP, around 50% of this work goes unrecognized and unpaid. Additionally, while 70% of the global health and social care workforce is comprised of women, the field is predominantly led by men, with 69% of global health organizations reporting male leadership. Women in the health and social care sector face a high gender pay gap, at an estimated 26% in high-income countries and 29% in middle-income countries. The report even touches on the growing impact of the #MeToo movement, reporting that 59 countries lack necessary legislation prohibiting sexual harassment in the workplace.

“When I graduated as a medical doctor, I knew I was standing on the shoulders of the pioneer women who had fought their way into medicine and carved a path for me and other women. In some countries this is very recent history, since women did not qualify as doctors until the 1940’s,” says Dr. Roopa Dhatt, co-chair of the Gender Equity Hub, as well as Executive Director and co-founder of the WGHN. “As this report shows, despite progress, women remain largely segregated into lower-status and lower-paid jobs in health, are subject to discrimination, and, in

some contexts, are under the constant threat of violence... We cannot wait for the global health system to correct its own course. Approximately 40 million new health and social care jobs will be needed by 2030 to keep up with changing demographics and increased demand for health. Around 18 million health and social care jobs must be filled in low-income countries to reach the Sustainable Development Goals (SDGs) and achieve the game-changing ambition of universal health coverage. Gender-transformative change is needed to stop the leakage in the pipeline and loss of female ideas and talent.”

The GEH plans to use the findings outlined in this report to help guide gender- transformative advocacy and policy work, facilitate the evaluation and design of gender- transformative health workforce policy interventions, and support WHO, OECD and ILO in achieving specific gender equality deliverables by 2021.

To read the report and learn more, visit this <https://www.who.int/hrh/en/>.

About the Gender Equity Hub:

The Gender Equity Hub (GEH) unites key stakeholders committed to overcoming gender inequities in the global health and social care workforce. Co- chaired by the World Health Organization and the Women in Global Health Network, the GEH was established in 2017 as a thematic hub in the WHO Global Health Workforce Network to address widespread gender inequities. Its main objectives include advancing knowledge, data and research related to gender and the health workforce, developing tools to promote and support gender transformative policies and programs, and accelerating progress on addressing gender inequities and bias.

For more information and to get involved with GEH, visit <https://www.womeningh.org/gender-equity-hub>

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