GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE (GEHCWI)
IMPACT REPORT 2021
The COVID-19 pandemic has highlighted the critical importance of global health security and the contribution made by health and care workers. As such, the World Health Assembly designated 2021 as the International Year of Health and Care Workers. It is estimated that among the 135 million health and care workers around the world, almost 70% are women. The pandemic has exposed deep inequalities – including gender inequalities – that undermine health system performance and global health security.

The Government of France and Women in Global Health are partnering on the Gender Equal Health and Care Workforce Initiative (GEHCWI).

This Initiative aims to increase visibility, dialogue, and commitment to action on gender equity in the health and care workforce. The Initiative aims to inspire action in the health and care sectors on safe and decent work for women, ending informal work, which is often unpaid and under paid, equal opportunities in health and care occupations, an end to violence and harassment and equal participation of men and women in the sector in leadership and decision making. Gender equity in the health and care sector builds a strong foundation for health systems, universal health coverage (UHC) and global health security. The Gender Equal Health and Care Workforce Initiative (GEHCWI) will convene the international community to implement existing global commitments and agree on practical steps to achieve gender equity in the health and care workforce.
GEHCWI Context

The Initiative aims to drive action in the health and care sector under four pillars:

1. Increasing the proportion of women in health and care leadership roles
2. Recognizing the value of unpaid health and care work and the importance of equal pay in the health and social care sectors
3. Protecting women in health and care against sexual harassment and violence at work
4. Ensuring safe and decent working conditions for all health workers, everywhere
GEHCWI Communication

29 June 2021  MICROSITE GOES LIVE

GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE
#GenderEqualHCW

31 Million Twitter Impressions

2,946 Twitter Posts

1,506 Participants in the conversation

Top influential twitters: Dr. Tedros, Dr. Moeti Tshidi, Dr. Soumya, Dr. Nadine Gasman, Government of France, White House, UN Women, WHO, Gavi, Amref, Devex

We’re excited to launch our newest campaign with the Gov’t of France & @WHO - the Gender Equal Health and Care Workforce Initiative!

Join this week for our roundtable launch event with incredible speakers to kick off Year of the Health & Care Worker.

Women health workers need more than 🎉. Join #GenderEqualHCW initiative w/ @governmentFR, @WomenInGH, & @WHO advocates for women in health to have:

- Representation in leadership
- Equal pay
- Protection from violence at work
- Safe work conditions
‘Three urgent priorities for the National Security Council to strengthen global health security and biodefense’

‘WISH joins global pledge for gender equality among health workforce’

‘PPE is designed for men. Some health experts are hoping to change that.’

‘Devex Newswire: Why PPE sizing is a gender equity issue.’

‘Migration and Covid deaths depriving poorest nations of health workers’
‘Covid has highlighted why women health and care workers need a new social contract’

‘74th WHA: Historic or business as usual? Experts weigh in’

‘Launching this week! Women in Global Health Australia’

‘An open letter from Women in Global Health to the leaders of the G7’

‘G7 Carbis Bay progress report: advancing universal health coverage and global health through strengthening health systems, preparedness and resilience’

‘An open message from UHC2030 co-chairs to the Generation Equality Forum’
GEHCWI Events

25 February 2021
A High Level Launch Roundtable:
GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE
An initiative aiming to drive gender-transformative action in the health and care sectors
Thursday, February 25th
2:00 to 4:00 PM (CET)

23 March 2021
ENABLING WOMEN TO LEAD
GENDER EQUAL HEALTH & CARE WORKFORCE INITIATIVE
Tuesday, March 23rd | 3:00 PM CET

29 March 2021
Economic Justice & Equality for Women in Health & Social Care
A Gender Equal Health and Care Workforce Initiative Event
Monday, March 29th
1:30-3:00 CST (Mexico)
3:30-5:00 EDT (New York)
1 July 2021 OFFICIAL EVENT AT GENERATION EQUALITY FORUM IN PARIS

THE GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE

ACHIEVING GENDER TRANSFORMATIVE POLICY ACTION

1 JULY 16:10-17:10 PM CET (PARIS)

A HIGH LEVEL EVENT (VIRTUAL)
GEHCWI Speakers

1. Former President has spoken at a GEHCWI event
   Republic of Guinea Bissau

11. Ministers have spoken at GEHCWI events
    French Republic, Republic of Seychelles, The Republic of Burkina Faso,
    Federal Democratic Republic of Ethiopia, Republic of Liberia, Democratic
    Republic of Congo, Republic of Costa Rica, Jamaica, Grand Duchy of
    Luxembourg, Republic of Fiji

12. Government representatives have spoken at GEHCWI events
    French Republic, Republic of Costa Rica, Republic of Tunisia, Republic of
    Finland, Federal Republic of Germany, Republic of Guinea Bissau, United
    States of America, United Mexican States, Islamic Republic of Pakistan
34
Representatives from multilateral and non-governmental organizations have spoken at GEHCWI events


4
Health workers from low and middle income countries have spoken at GEHCWI events

Republic of Cameroon, Togolese Republic, Republic of Chad, Republic of Senegal
GEHCWI Policy Successes

2021

- **10 March 2021**
  World Health Organization (WHO) and Women in Global Health (WGH) sign Memorandum of Understanding

- **20 May 2021**
  Recognition of GEHCWI in 2 resolutions presented by Member States at World Health Assembly

- **June 2021**
  International Labour Organization Convention 190 (ILO190) goes live
Policy report on women’s leadership in global health published by WHO and WGH:

Learn more →

Dr. Roopa Dhatt presents GEHCWI at Global Health Week Event, Washington University

Learn more →
Commitments and expressions of support garnered so far

**Co-Sponsors:**

Democratic Republic of the Congo
French Republic
Republic of Chile
Commonwealth of Australia

**Governments:**

Republic of Costa Rica
Republic of Liberia
The Islamic Republic of Pakistan
United Mexican States

**Multilaterals:**

Gavi (The Vaccine Alliance)
GLOBAL FINANCING FACILITY
International Labour Organization
Unitaid
OECD
The Global Fund

**Organizations:**

psi
Seed Global Health
Last Mile Health
AMREF
International Confederation of Midwives
WOMEN DELIVER
IntraHealth
Solthsis