

# GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE (GEHCWI)

## IMPACT REPORT 2023



# GEHCWI Background

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The COVID-19 pandemic has highlighted the critical importance of global health security and the contribution made by health and care workers. In the wake of this critical role,, 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, as well as inspire action in the health and care sectors regarding safe and decent work for women. This includes ending informal work, which is often unpaid and underpaid; ending violence and harassment; promoting equal opportunities in health and care occupations, and ensuring 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

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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**



3. Protecting women in health and care against **sexual harassment and violence at work**



2. Recognizing the value of **unpaid health and care work** and the importance of **equal pay** in the health and social care sectors



4. Ensuring **safe and decent working conditions** for all health workers, everywhere

# GEHCWI Co-Lead: France

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## France's commitment to the global health workforce



The French Ministry for Europe and Foreign Affairs developed the French Global Health Strategy for 2023-2027, in accordance with the priorities set down in July 2023 by the Interministerial committee for international cooperation and development (CICID). The Global Strategy reaffirms France's role as a leading player in global health policy and lays the vision for France to address global health challenges together with long-term multilateral and bilateral partnerships. The Strategy positions gender equality as one of the key interventions to strengthen Human Resources for Health and reaffirms France's commitment to the Gender Equal Health and Care Workforce Initiative.

In 2023, the GEHCWI hosted a number of speakers from the Government of France.

- Ambassador Anne-Claire Amprou, French Ambassador for Global Health, spoke at a High-Level Briefing on Gender Equity and the Health Workforce in Pandemic Prevention, Preparedness, Response and Recovery (PPRR) on the imperative to better protect and support health workers, especially women, in preparing for the next pandemic. She reaffirmed that the new pandemic instrument should keep gender equality as a guiding principle.
- Ambassador Delphine O, ambassador-at-large and Secretary General for the Generation Equality Forum (Beijing+25), spoke at the Gender Equity in the Health Workforce session at the Women Deliver Conference 2023 reflecting on three years of action since the GEF and the launch of the GEHCWI.
- Ambassador Delphine O spoke at a side event to the UNGA78, on gender equity in the health workforce and the relevant language used in UHC and PPPR Declarations.



# Trends in the Health and Care Workforce in 2023

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Four years since the pandemic, gender inequality in the health and care workforce continues. Reports of violence and abuse against women health and care workers, unsafe working conditions and a lack of women in senior decision making roles in health, continue to affect the health and care workforce and undermine health systems globally. A new and worrying trend is becoming more prominent, as reports of women health and care workers leaving their professions in high-income countries continue to surface. Some estimates from the United Kingdom place the number of health and care workers planning to leave at 1 in 5. This “Great Resignation of health and care workers” adds to the [WHO’s reported](#) health worker shortage of 10 million globally. Additionally, this Great Resignation is already showing signs of leading to a Great Migration of health and care workers from low- and middle-income countries to high-income countries. This, in turn, threatens to destabilize the already weakened health systems in the countries they leave behind. [Link to report](#)



**“We recognize that gender inequalities in the health workforce, including in leadership, pay, and protection, have eroded the morale of women workers. This also means that health systems are not fully benefiting from the talent, engagement, and professional knowledge of women.”**

Ambassador Delphine O, Ambassador-at-large and Secretary General for the Generation Equality Forum (Beijing+25), Ministry of Foreign Affairs, Government of France

# GEHCWI Social Media Reach

## #GenderEqualHCW

6

Million X Impressions

469

X Posts

284

Participants in the conversation

**Top influential twitters:** Dr. Tedros Adhanom Ghebreyesus, Ms. Loyce Pace, Ms. Jocalyn Clark, Dr. Flavia Bustreo, Ms. Van Ton-Quinlivan, World Health Organization, Global Health Security Network, Community Health Impact Coalition, UHC2030, Last Mile Health, Women Deliver and more.



# GEHCWI Media Coverage

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*Gender equal leadership makes all kinds of sense*

[Learn more →](#)

the**bmj**opinion

*Invest in youth led efforts for gender equality and pandemic preparedness*

[Learn more →](#)

the**bmj**opinion

*Mandatory pay gap reporting is key to achieving workforce gender equality in the global health sector*

[Learn more →](#)

the**bmj**opinion

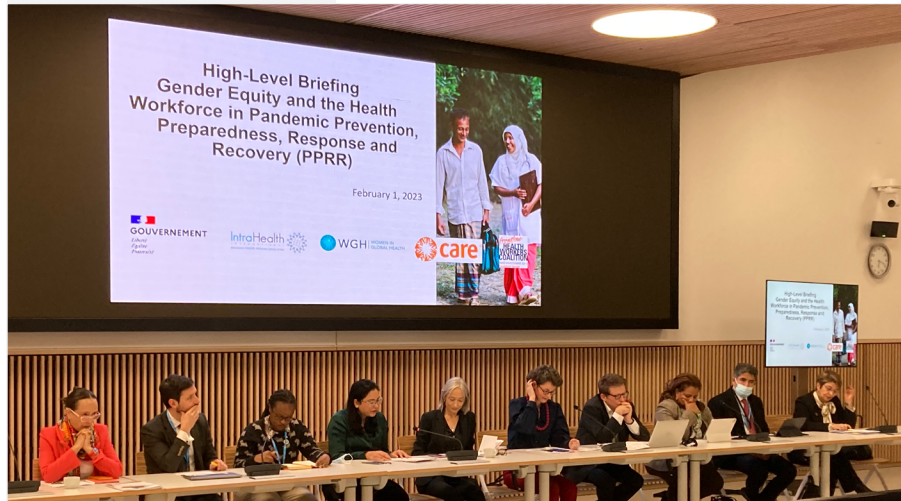
*Systemic structural gender discrimination and inequality in the health workforce: theoretical lenses for gender analysis, multi-country evidence and implications for implementation and HRH policy*

[Learn more →](#)

 **BMC**

# GEHCWI Events

1 Feb 2023



24 May 2023

GENDER EQUAL HEALTH AND CARE WORKFORCE

**GENDER EQUITY IN THE HEALTH WORKFORCE FOR HEALTH SYSTEMS STRENGTHENING**

MAY 24, 2023 | 18:00-19:30 CET  
LOCATION: GENEVA, SWITZERLAND  
76TH WORLD HEALTH ASSEMBLY SIDE EVENT

**GOUVERNEMENT**  
Liberté  
Égalité  
Fraternité

**WGH** | WOMEN IN GLOBAL HEALTH

18 July 2023

GENDER EQUAL HEALTH AND CARE WORKFORCE

**GENDER EQUITY IN THE HEALTH WORKFORCE: 3 YEARS ON**

WOMEN DELIVER CONFERENCE CONCURRENT SESSION

18 July 2023 | 15:30-17:00 CAT | Room MH 2-1

**GOUVERNEMENT**  
Liberté  
Égalité  
Fraternité

**WGH** | WOMEN IN GLOBAL HEALTH

**WOMEN DELIVER**

19 September 2023

GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE

**UNGA'S GENDER EQUITY AGENDA: A PIVOTAL YEAR FOR THE HEALTH WORKFORCE**

78<sup>TH</sup> UNITED NATIONS GENERAL ASSEMBLY SIDE EVENT

19<sup>TH</sup> SEPTEMBER 2023 | 16:30-18:00 EDT

**GOUVERNEMENT**  
Liberté  
Égalité  
Fraternité

Ministerio de Salud Argentina

International Labour Organization

uhc2030

**R M** RABIN MARTIN

**WGH** | WOMEN IN GLOBAL HEALTH

# GEHCWI Speakers

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**13**

**Ministers and Government Officials**

**13**

**Representatives from Multilaterals and NGOs**

**3**

**Women in Global Health Chapter members**

**5**

**Health and Care Workers**



# GEHCWI Health Workforce Policy Successes

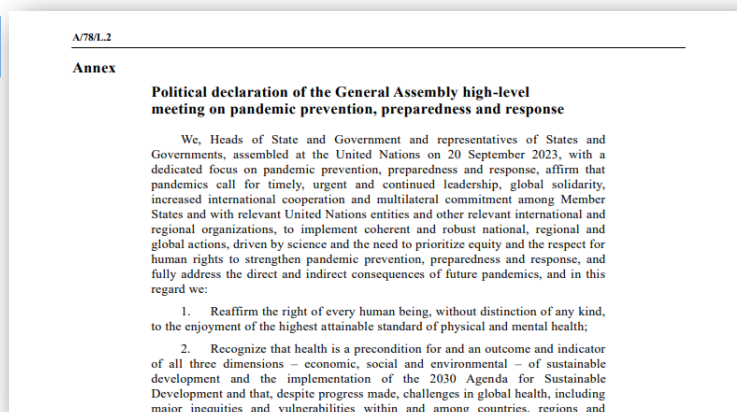
2023

20 September 2023

## Political declaration of the UNGA high-level meeting on pandemic prevention, preparedness and response

The Political Declaration of the High-Level Meeting on Pandemic Prevention, Preparedness and Response was adopted with strong language on strengthening the health workforce as a cornerstone for preparing for and facing pandemics, with commitments to gender-responsive workplace policies, addressing underpayment and the gender pay gap, and protecting health workers, particularly women, from violence and harassment, including sexual harassment, exploitation and abuse. Member States also committed to strengthening women's participation and leadership in pandemic preparedness and response.

[Learn more →](#)



21 September 2023

## Political declaration of the UNGA high-level meeting on universal health coverage

16th plenary meeting  
5 October 2023

### Annex

#### Political declaration of the high-level meeting on universal health coverage

##### Universal health coverage: expanding our ambition for health and well-being in a post-COVID world

We, Heads of State and Government and representatives of States and Governments, are assembled at the United Nations on 21 September 2023 to undertake a comprehensive review of the implementation of the political declaration of the high-level meeting on universal health coverage, entitled "Universal health coverage: moving together to build a healthier world", of 2019, and to identify gaps and solutions to accelerate progress towards the achievement of universal health coverage by 2030, with a view to scaling up the global effort to build a healthier world for all, and in this regard we:

1. Reaffirm the right of every human being, without distinction of any kind,

The Political Declaration of the HLM on Universal Health Coverage was adopted with a strong commitment to gender-responsive health systems. Commitments included a strong focus on gender equality when designing, implementing and monitoring health policies, as well as ensuring women's effective participation and leadership in health policies and health systems delivery. Member States also committed to providing better opportunities and decent work for women to ensure their role in leadership in the health sector and to achieve gender equality in the workforce.

[Learn more →](#)



# GEHCWI Health Workforce Policy Successes

## USAID's 2023 Gender Equality and Women's Empowerment Policy (Gender Policy)

USAID's Gender Policy included a focus on gender-responsive health systems, tackling systemic barriers blocking full participation of women in the health workforce as well as the formalization and professionalization of informal health cadres, including community health workers key to advancing health goals and women's economic security.



## 2023 GENDER EQUALITY AND WOMEN'S EMPOWERMENT POLICY



● 14 May 2023

## ● G7 Health Minister's Communiqué



### G7 Nagasaki Health Ministers' Communiqué



長崎保健大臣会合  
Health Ministers' Meeting  
in NAGASAKI

1. We, the G7 Health Ministers, met in Nagasaki, Japan, on 13 and 14 May 2023 for the first time as the world transitions beyond the acute phase of the COVID-19 pandemic. During this phase, we have the collective responsibility to strengthen global health architecture (GHA) drawing on the lessons of the pandemic to recommit to achieving universal health coverage (UHC), and to leverage innovations to improve global health, and we express our firm commitment to support these crucial efforts in collaboration with the global community.

- The G7 Nagasaki Health Ministers' Communiqué expressed support to the Gender Equal Health and Care Workforce Initiative, in order to tackle gender inequity and inequality in the health sector. The Health Ministers expressed commitment to promoting safe and decent jobs for women, equal pay and recognition of work, equal and fair employment opportunities, combatting violence and harassment, and ensuring equal participation in leadership and decision making.
- Furthermore, the G7 Global Plan for the UHC Action Agenda emphasised gender equality in health and gender-responsive health systems among the commitments made. Action Area 7 is dedicated to "Support a focus on gender equality in health", outlining key commitments of the G7 to gender-responsive health policies, including ensuring gender equity in the health and workforce.

[Learn more →](#)

# Commitments and expressions of support garnered so far



#GenderEqualHCW

## 18 GOVERNMENTS | 31 ORGANIZATIONS

WE THANK GOVERNMENTS THAT PLEDGED TO UPHOLD THEIR COMMITMENTS UNDER THE GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE

Commonwealth of Australia  
 Democratic Republic of the Congo  
 Federative Republic of Brazil  
 French Republic  
 Republic of Austria

Government of Ethiopia  
 Republic of Argentina  
 Republic of Cape Verde  
 Republic of Chile  
 Republic of Zambia

Republic of Costa Rica  
 Republic of Fiji  
 Republic of Liberia  
 Republic of Malawi

The Islamic Republic of Pakistan  
 The Republic of Guinea-Bissau  
 United Mexican States  
 United States of America

WE THANK INTERNATIONAL ORGANIZATIONS THAT PLEDGED TO UPHOLD THEIR COMMITMENTS UNDER THE GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE

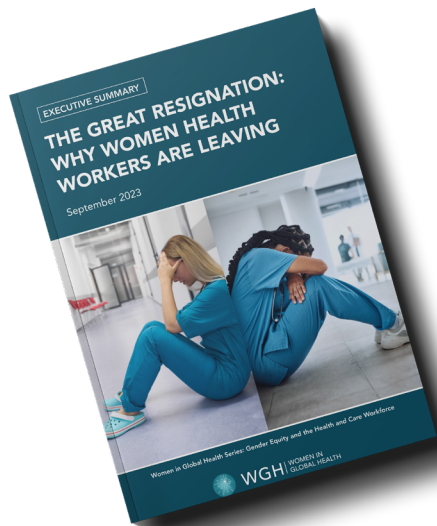


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# Resources

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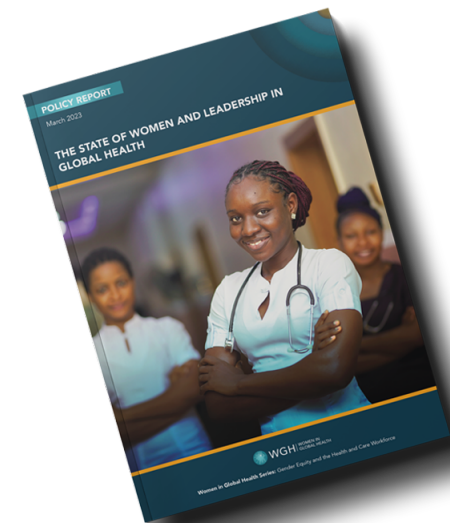
**The Great Resignation: Why Women Health Workers Are Leaving**  
Women in Global Health, 2023

[Download](#) →



**Policy Brief: Gender-Responsive Pandemic Preparedness, Prevention, Response and Recovery (PPRR)**  
Women in Global Health, 2023

[Download](#) →



**#SheShapes: The State of Women and Leadership in Global Health**  
Women in Global Health, 2023

[Download](#) →