

# GENDER EQUAL HEALTH AND CARE WORKFORCE INITIATIVE (GEHCWI)

## IMPACT REPORT 2022



# 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. 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

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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-Sponsor: France

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After nearly 2 years of unwavering commitment to gender equity in the health workforce, the GEHCWI says goodbye to Ambassador Stéphanie Seydoux of France. Ambassador Seydoux steps into the role of World Health Organization's Envoy for Multilateral Affairs. France remains committed to the GEHCWI, under the new leadership of Ambassador Anne-Claire Amprou, also acting as France's lead negotiator for the Pandemic Instrument.



“Collectively we must take up the challenge of avoiding the great resignation and the great migration of health and care workers that is looming over us. Because without human resources, health systems do not exist.”

- Anne-Claire Amprou Ambassador for Global Health, Ministry of Foreign Affairs, Government of France

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“We want the women who save our lives to be recognized, supported, and heard.”

- Stéphanie Seydoux Envoy for Multilateral Affairs, World Health Organization's



# GEHCWI Co-Sponsor: France

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## France's commitment to the global health workforce



France's commitment to the WHO Academy will reach €120 million over five years.

[Learn more →](#)

In 2022, the GEHCWI hosted a number of speakers from the Government of France.

- Ambassador Stéphanie Seydoux, speaking on the importance of safe and decent working conditions for women health and care workers (pillar 4) at the 75th World Health Assembly.
- Ms. Delphine O, ambassador-at-large and Secretary-General for the Generation Equality Forum (Beijing+25) spoke on the need to pay women health and care workers (pillar 2), in a wider call for women's economic empowerment at the 66th Commission on the Status of Women.
- Ms. Anne-Sophie Monceau, senior advisor to the Ambassador for Global Health spoke on women's leadership (pillar 1) in building back better from the Covid-19 pandemic, at the High-Level Political Forum on the Sustainable Development Goals.
- Ambassador Anne-Claire Amprou spoke about the need to work multilaterally to prevent the Great Resignation and subsequent Great Migration of women health and care workers, at the World Health Summit in Berlin.
- Mr. Romain Chave spoke about the importance of caring for those who care, within and outside of the formal healthcare system at the Universal Health Coverage Day event.

# The Great Resignation of Health Workers

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In the third year of a global 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 15 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.



”It is not only the great resignation that our country is facing, but also the great migration of our female health workers.”

- Dr. Lourdes Capito, Obstetrician and Gynecologist, International Federation of Gynecology and Obstetrics

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”Women who work in the health and care sector deserve a new social contract, with decent working conditions and equal participation in decision -making.”

- Dr Roopa Dhatt Executive Director & Co-founder Women in Global Health



# GEHCWI Social Media Reach

## #GenderEqualHCW

12.5

Million Twitter Impressions

995

Twitter Posts

635

Participants in the conversation

**Top influential twitters:** Dr. Lia Tadesse Gebremedhin, Dr. Lujain Alqodmani, Ms. Loyce Pace, Ms. Jocalyn Clark, ICN nurses, Frontline Health Worker Coalition, Global Health Council, Community Health Impact Coalition and more.



# GEHCWI Media Coverage

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'Does global health governance walk the talk? Gender representation in World Health Assemblies, 1948–2021'

[Learn more →](#)



'How are we working together to build equitable and resilient health systems for all?'

[Learn more →](#)



'Women Deliver Conference 2023 in Rwanda.'

[Learn more →](#)



'Three urgent priorities for the National Security Council to strengthen global health security and biodefense.'

[Learn more →](#)



'Conass participa do evento da Women in Global Health'

[Learn more →](#)



'July's Trailblazing Women and Events in Our History - July 1 through July 8, 2022'

[Learn more →](#)

# GEHCWI Events

24 March 2022

GENDER EQUAL HEALTH AND CARE WORKFORCE

**ECONOMIC EMPOWERMENT OF  
WOMEN HEALTH AND CARE WORKERS:  
THE IMPACT OF COVID-19**

SIDE-EVENT AT CSW66

24 MARCH 2022, 7:00-8:30 EST | 13:00-14:30 CET

A HIGH LEVEL EVENT (VIRTUAL)

 **GOUVERNEMENT**  
*Libère  
Éprouve  
Préservé!*

 **WGH** | WOMEN IN  
GLOBAL HEALTH

 **MINISTRY OF HEALTH**  
*Republic of Liberia*

25 May 2022

GENDER EQUAL HEALTH AND CARE WORKFORCE

**SAFE AND DECENT WORKING  
CONDITIONS FOR WOMEN HEALTH AND  
CARE WORKERS IN TIMES OF CRISIS**

75TH WORLD HEALTH ASSEMBLY UNOFFICIAL SIDE EVENT

MAY 25, 2022 | 8:00-9:30 EST | 14:00-15:30 CET

A HIGH LEVEL EVENT (VIRTUAL)

 **GOUVERNEMENT**  
*Libère  
Éprouve  
Préservé!*

 **WGH** | WOMEN IN  
GLOBAL HEALTH

 **AFRICA CDC**  
*Centres for Disease Control and Prevention  
Supporting People to Thrive*



13 July 2022

GENDER EQUAL HEALTH AND CARE WORKFORCE

**WOMEN'S LEADERSHIP IN BUILDING  
BACK BETTER FROM COVID-19  
PANDEMIC**

HIGH LEVEL POLITICAL FORUM ON SUSTAINABLE  
DEVELOPMENT SIDE EVENT

JULY 13, 2022 | 9:00-10:30 EST | 15:00-16:30 CET

A HIGH LEVEL EVENT (VIRTUAL)

 **GOUVERNEMENT**  
*Libère  
Éprouve  
Préservé!*

 **WGH** | WOMEN IN  
GLOBAL HEALTH

13 September 2022

GENDER EQUAL HEALTH AND CARE WORKFORCE

**FROM GENDER POLICY TO GENDER PARITY: LESSONS FROM THE COMMUNITY HEALTH WORKFORCE**

UNGA77 VIRTUAL SIDE EVENT

SEPTEMBER 13, 2022 | 8:00-9:30 EST | 14:00-15:30 CET

A HIGH LEVEL EVENT (VIRTUAL)



WGH | WOMEN IN GLOBAL HEALTH

LAST MILE HEALTH

Community Health Impact Coalition

16 October 2022

GENDER EQUAL HEALTH AND CARE WORKFORCE

**THE 'GREAT RESIGNATION' OF HEALTH AND CARE WORKERS**

OCTOBER 16, 2022 | 14:00-15:30 CET | 9:00-10:30 EST

IN PERSON EVENT AT THE WORLD HEALTH SUMMIT



WGH | WOMEN IN GLOBAL HEALTH

12 December 2022

GENDER EQUAL HEALTH AND CARE WORKFORCE

**GENDER EQUALITY AND CARE SYSTEMS TO GUARANTEE UNIVERSAL HEALTH COVERAGE**

HUMAN RIGHTS DAY & UNIVERSAL HEALTH COVERAGE DAY EVENT

12 December 2022 | 15:00-16:30 CET | 9:00-10:30 EST

A HIGH LEVEL EVENT (VIRTUAL)



# GEHCWI Speakers

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## Ministers

Liberia, Ethiopia, Democratic Republic of Congo, Malawi, Guinea Bissau, Cabo Verde & Ethiopia

14

## Government Officials

France, Australia, USA, Pakistan, Argentina, Slovenia & Brazil

25

## Representatives from Multilaterals and NGOs

WHO, ILO, Africa CDC, UNICEF, UNHCR, UN Women, OHCHR, The Global Fund, International Federation of the Red Cross and Red Crescent, International Federation of Gynecology and Obstetrics, International Council of Nurses, International Confederation of Midwives, WEDO, Community Health Impact Coalition, American Medical Women's Association, Care International, World Medical Association, Chile's Medical College, Integrate Health, Faculty of Health Sciences at the University of Pretoria, University of Global Health Equity, Rwanda, & University of California San Francisco

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## Chapter members

Pakistan, Egypt, India, Chile & Bolivia

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## Health and Care Workers

Kenya, Uganda, Liberia, Chile & Bolivia

# GEHCWI Policy Engagements

2022

24 May 2022

WGH makes statement on health worker protections at WHA75



[Learn more →](#)

11 April 2022

Working for Health Action plan (2022-2030) released

[Learn more →](#)

25 November 2022

Health worker protections in conceptual zero draft of Pandemic Instrument

#### Article 11. Strengthening and sustaining a skilled and competent health workforce

1. The Parties [shall][should] strengthen and sustain an adequate, skilled, trained, competent and committed health workforce, with due protection of their employment, civil and human rights and well-being, consistent with relevant codes of practice, including at the frontline of pandemic prevention, preparedness, response and recovery of the health system.
2. Towards this end, each Party [shall][should]:
  - (a) Mobilize and coordinate *adequate human, financial and other necessary resources* for affected countries, based on public health need, in order to contain outbreaks and prevent an escalation of small scale spread to global proportions;
  - (b) Strengthen in- and post-service training of adequate numbers of *health workers*, including community health workers equipped with public health core competencies, and ensure adequate laboratory capacity, including for conducting genomic sequencing, through sustainable funding support, and deployment and retention of a health workforce that can be mobilized for pandemic response in all settings;
  - (c) Establish an available, skilled and trained *global public health emergency workforce* that is deployable to support affected countries upon request, through scaling up of training and capacity of training institutions, by means that include:
    - (i) measures to support the development of a *network of training institutions, national and regional facilities and ecules of expertise* in order to establish common protocols to enable more predictable, standardized and systematic response missions and deployment of surge staff
  - (d) Provide *better opportunities and working environments for health workers*, notably women, to ensure their role and leadership in the health sector, with a view to increasing the meaningful representation, engagement, participation and empowerment of all health workers, while addressing discrimination, stigma and inequality and eliminating bias, including unequal

20

[Learn more →](#)

# Commitments and expressions of support garnered so far



#GenderEqualHCW

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

- |                                  |                        |                        |                                  |
|----------------------------------|------------------------|------------------------|----------------------------------|
| Commonwealth of Australia        | Government of Ethiopia | Republic of Costa Rica | The Islamic Republic of Pakistan |
| Democratic Republic of the Congo | Republic of Argentina  | Republic of Fiji       | The Republic of Guinea-Bissau    |
| Federative Republic of Brazil    | Republic of Cape Verde | Republic of Liberia    | United Mexican States            |
| French Republic                  | Republic of Chile      | Republic of Malawi     | 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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# GEHCWI Commitment-Maker Highlights

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## 'Pillar 1: Equal leadership'

Australia is working towards gender equity in health and medical research: From 2023, the National Health and Medical Research Council will set targets to award equal numbers of Investigator Grants to women and men in a new commitment to address gender inequities in research funding.

[Learn more →](#)

The American Medical Women's Association released a report on women in medicine, calling for equal leadership in health.

[Learn more →](#)



## 'Pillar 2: Equal pay'

Liberia and Last Mile Health conducted a Gender Assessment of Liberia's National Program, recommending that all CHWs receive timely pay.

[Learn more →](#)

Argentina adopted measures to protect health workers, including increasing pay and promoting capacity building for health emergency preparedness.

[Learn more →](#)

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# GEHCWI Commitment-Maker Highlights

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## 'Pillar 3: Protection from sexual harassment and violence'

Women in Global Health launched the #HealthToo platform and collected over 200 stories from 40 countries, publishing a report on sexual exploitation, abuse and harassment in the health workforce.

[Learn more →](#)

13 countries ratified the ILO Convention 190 against violence and harassment in 2022: Albania, Antigua and Barbuda, Bahamas, Barbados, Central African Republic, El Salvador, Mexico, Nigeria, Panama, Peru, San Marino, Spain, United Kingdom of Great Britain and Northern Ireland.

[Learn more →](#)

The Organisation for Economic Co-operation and Development co-authored the Working for Health Action Plan (2022-2030), setting out concrete actions to protect health workers.

[Learn more →](#)

WISH Foundation published a report on a global call to action to protect the mental health of health and care workers.

[Learn more →](#)

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#### 'Pillar 4: Safe and decent working conditions'

Brazil, in collaboration with PAHO, signed Estratégia de Cooperação do País 2022-2027, recognizing the need to protect the mental health of health workers and revitalizing the development of human resources for health.

[Learn more →](#)

The USA launched the Biden White House Health Worker Initiative with an explicit plan to protect health workers globally.

[Learn more →](#)

Chile launched a platform for care workers, providing information on obtaining social and economic support.

[Learn more →](#)

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#### Funding for Gender Equity in the Health Workforce

Global Fund jointly launched Africa Frontline First Initiative to support health workers across Africa.

[Learn more →](#)

Africa CDC, Seed and Amref Africa made a historic \$100M Commitment to Strengthen African Health Workforce.

[Learn more →](#)

# Resources



## Subsidizing global health: Women's unpaid work in health systems

Women in Global Health, 2022

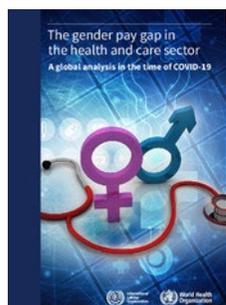
[Download](#) →



## Her Story: Ending Sexual Violence and Harassment of Women Health Workers

Women in Global Health, 2022

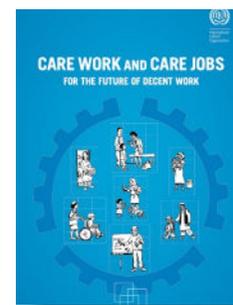
[Download](#) →



## The gender pay gap in the health and care sector a global analysis in the time of COVID-19

World Health Organization /International Labour Organization, 2022

[Download](#) →



## Care work and care jobs for the future of work

International Labour Organization, 2022

[Download](#) →

# Annex

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1. [Australia has committed \\$65 million for global and regional gender equality initiatives in 2022-23](#)
2. [Ethiopia's Ministry of Health, with support from Last Mile Health, digitalized its Health Worker Training Platform, reaching 1,122 health workers who serve a total population of approximately 2.9 million people across 20 districts.](#)
3. [Chile declared 29th of April as the National Day of the Health Worker, promising to dedicate this day to activities to promote health worker well-being across the country.](#)
4. [Costa Rica issued postal stamps portraying health workers on the frontlines of the pandemic.](#)
5. [Fiji built the capacities of 66 Community Health Workers who graduated from the official Community Palliative Care Program.](#)
6. [Malawi prioritized vaccinating its health workers and reached a vaccination rate of 83% by August 2022.](#)
7. [In Pakistan, provincial Health Minister Salman Rafique celebrated the Lady Health Workers as playing a key role in the Expanded Programme of Immunization.](#)
8. [Mexico's government promised better working conditions for nurses, by formalizing their contracts.](#)
9. [The Global Financing Facility's Board stated its commitment to focusing on frontline health workers as essential in delivering care.](#)
10. [Unitaid partnered with the Clinton Health Access Initiative to support Nigeria in eliminating cervical cancer, by training health workers.](#)
11. [UNICEF's national offices in Yemen and Armenia carried out Community Health Worker training and provided mental health support to health workers in Brazil.](#)
12. [Last Mile Health's 2022 commitment to advance health and gender equity featured during Clinton Global Initiative plenary](#)
13. [Intrahealth International published report on strengthening respect and recognition for health workers: strategies and recommendations](#)
14. [The White Ribbon Alliance and the International Confederation of Midwives conducted a survey of 56,000 midwives, which revealed that midwives prioritize fair pay and working conditions.](#)
15. [The American Medical Women's Association released a report on women in medicine, calling for equal leadership in health.](#)
16. [WISH Foundation published a report on a global call to action to protect the mental health of health and care workers.](#)
17. [Women Deliver co-hosted high-level United Nations General Assembly event on investing in the health workforce.](#)
18. [Muso joined forces with the Malian government to ensure Community Health Workers are being paid.](#)
19. [The International Council of Nurses published a report highlighting the need to protect nurses in order to retain them in the health workforce.](#)
20. [The International Pharmaceutical Federation, as a member of the World Health Professions Alliance signed a memorandum of understanding with WHO on health workforce priorities.](#)
21. [Jhpiego, in collaboration with the Nigerian Ministry of Health and USAID, trained frontline health workers on maternal and child health service delivery.](#)
22. [Integrate Health played a critical role in the Togolese Ministry of Health's maternal health reform by modeling costs and impact to build an investment case for maternal health across the country.](#)
23. [Care International published an evaluation of urban Community Health Workers in Afghanistan, showcasing women's important role within their communities.](#)
24. [CHIC: Jointly launched the #CountCHWs campaign with Global Fund](#)
25. [WISH Foundation published a report on a global call to action to protect the mental health of health and care workers.](#)