



## Breaking Barriers Addressing Gender Inequities Facing Global Health Workers

Drawn by Urban Wild Studio for the Interagency Gender Working Group (IGWG)

Panelists included:

- Dr. Amina Aminu Dorayi, Country Director, Pathfinder Nigeria
- Seblewongel Fekadu, Gender Advisor, Jhpiego Ethiopia
- Dr. Michelle McIsaac, Economist / Lead Gender Equity and Human Rights, Health Workforce Department, World Health Organization
- Catherine Menganyi, Chapter Lead, Women in Global Health Kenya
- Dr. Shabnum Sarfraz (moderator), Deputy Executive Director, Women in Global Health

### What do we need?

- Gender sensitive policies!
- Support from our ministries of Health, Finance, and Gender
- Gender training for leadership
- Addressing biases: your voice matters

### Promising Practices

- Integrating gender across all programs!
- Use sex-disaggregated data
- Address gender-based violence
- Male feminists to be a role model for boys

### Stop Gender Discrimination and Bias

- Unpaid domestic care work

- Gender pay gap
- Expectations about who pursues medicine (more dollars) versus nursing (fewer dollars)
- Sexual harassment issues

## Programs addressing gender inequity

- There was minimal gender training
- Applying a gender lens
- Gender safety
- Training and coaching
- Financial support
- 85% female graduation rate
- 39% female leaders (increase this)

## Actions to take

- Donors: fund specific programs
- Researchers: deepen understanding of policies
- Program Implementers: create quota system and foster culture to thrive in
- Advocates: demand gender integration in policies, programming, and data

## Challenges of program intervention

- Deeply rooted issues
- Women not feeling safe at night
- Absence of formal accountability structures
- Poor documentation
- No data

## Recommendations

- Apply multi-sectoral approaches
- Strengthen unions and collective bargaining
- Build networks
- Work on a national level
- Improve reporting and accountability