

Women in Global Health 2023

A year of collective action and solidarity for women in health **everywhere.**



As Women in Global Health, we are witness to how gender inequities in health leadership and the health sector make systems and services less gender responsive, worsen working conditions for women, and lead to worse overall health outcomes for everyone. We are working towards a future where this is recognised as an important problem to address as a priority, for the benefit of all. This is more important than ever as women and girls face a pushback against their rights, that is making itself felt at a global level and in many countries across the world.

This year, our efforts brought **real progress** for women in health.

Here's how we made a difference, together, under our **five priority areas of action** in 2023.



A fair share of health leadership

Our report **"#SheShapes: The State of Women and Leadership in Global Health"** shone a light on the distance left to travel on gender equal leadership, both globally and in the specific cases of India, Kenya and Nigeria. **The report built on eight years of WGH data, including two landmark reports written for WHO.** WGH Chapters continue to research women in health leadership, including in Pakistan, Malawi, Zimbabwe, Zambia, Argentina and Benin.



The **Gender Equal Health and Care Workforce Initiative** we are co-convening with the Government of France now counts **18 national governments as signatories.**

Our **"25% of leadership roles for 70% of the health workforce"** statistic is **routinely used in all global health forums**, including UNGA Political Declarations on PPPR and UHC.



A new social contract for women



This year we shone a light on a global health crisis putting health systems at risk across the world: **the Great Resignation and the Great Migration of women health workers.**

We continued bringing **the voices of our movement to the global level**, by making their diverse experience central to our policy work and our presence in global fora.

Building on our report **"Her Story: Ending Sexual Violence and Harassment of Women Health Workers"**, our platform for women to share experiences of Sexual Exploitation, Abuse, and Harassment (SEAH) **has led to WHO requesting our support for high-level work on Preventing Sexual Exploitation and Harassment**, including participating in the first prevention of sexual misconduct stakeholder review conference.



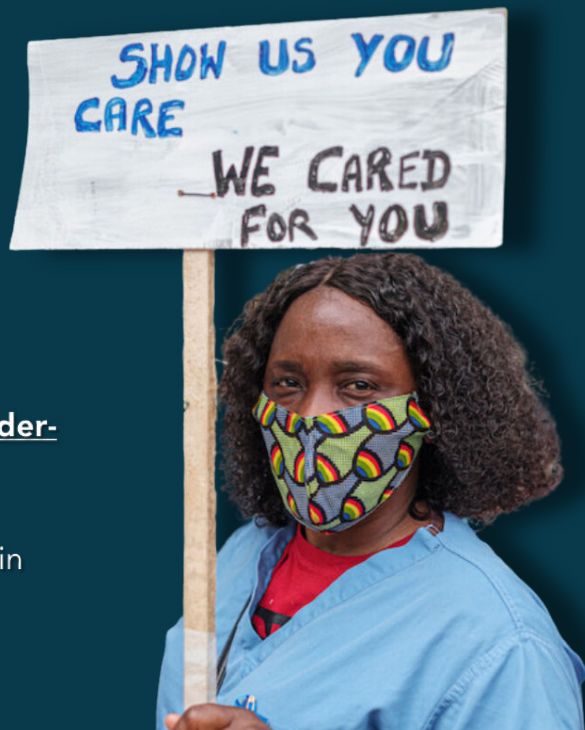
Gender equity in pandemic preparedness and response

Since 2020, we have advocated tirelessly for gender equity in the response to the COVID-19 pandemic. In 2023, we were very pleased with some important leaps of progress.

Following our efforts, **the UNGA Political Declaration on Pandemic Preparedness, Prevention and Response acknowledged the pivotal role of health workers, including Community Health Workers (CHWs) in the pandemic**, with women representing 70% of the workforce and approximately 90% of frontline health workers. It also highlighted the need for safe, harassment-free workplaces and for closing the gender pay gap (24%) in health.



Our recently published policy brief "**Gender-Responsive Pandemic Preparedness, Prevention, Response and Recovery (PPRR)**" lays out relevant considerations in detail, using data from 31 countries.



Gender-responsive Universal Health Coverage

We continue to **co-lead the Alliance for Gender Equality and UHC**, and we will **keep calling for SRHR to be at the heart of UHC policy and practice**.

We have made significant strides in shaping the global health landscape by advocating for changes in systems, structures, and global political agreements.



Through our efforts, global political processes and meetings included the language on gender equity, women's representation, and the health workforce. **We secured inclusion of WGH language on women health workers, the gender pay gap, gender equal leadership in the Political Declaration on Universal Health Coverage (UHC) at the UNGA High-Level Meeting**, which we also addressed.

A stronger, women-led movement

Our global movement continues to grow at an accelerated pace.

From 5 chapters in 2018, Women in Global Health has grown to 54 chapters across 49 countries in 2023.

Women in all their diversity continue to self-organise into chapters, determined to achieve gender equity in health.

Our movement cuts across borders, languages, and cultures, from Burkina Faso to Australia, Zimbabwe to India, Singapore to Finland, and Pakistan to Nigeria, **we are the global voice for women in health.**



This year we've made sure Women in Global Health is a global force to be reckoned with, from training for our members on Gender Transformative Leadership and Intersectionality to our **Heroines of Health awards** to ensuring voices from across the movement are heard at the **World Health Assembly, Women Deliver, UNGA, World Health Summit** and other fora.

With our growth comes increased collaboration, as we undertake a movement-wide process to confirm our mandate, articulate our global theory of change, and consolidate our operational model. Through this process, we are building a stronger collective and collaborative movement, to absorb our continued growth and continue our work to catalyse change for gender equity for women working in health globally.

