Gender Equity Hub

Terms of reference

October 2018

Background

With 71% of the health and social workforce globally being constituted by women and unpaid care work representing half of women’s contribution to global wealth, resilient health systems and universal health coverage cannot be progressed without consideration of the gendered aspects of the workforce. Addressing gender biases and inequities in the health and social workforce is essential to achieving SDG 3 (health and well-being), SDG 4 (quality education), SDG 5 (gender equality) and SDG 8 (decent work and inclusive economic growth).

The ILO-OECD-WHO Working for Health five-year action plan identified the (1) development of gender-transformative global policy guidance and (2) support to build implementation capacity to overcome gender biases and inequalities in the education and health labour market as two key deliverables to maximize women’s economic participation and empowerment:

- **Deliverable 2.1**: Gender-transformative global policy guidance developed, and regional and national initiatives accelerated to analyze and overcome gender biases and inequalities in education and the health labour market across the health and social workforce (for example:
  1. increasing opportunities for formal education,
  2. transforming unpaid care and informal work into decent jobs,
  3. equal pay for work of equal value,
  4. decent working conditions and occupational safety and health,
  5. promoting employment free from harassment, discrimination and violence,
  6. equal representation in management and leadership positions,
  7. social protection/child care, and elderly care)

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1 Gender-transformative approaches seek to re-define women’s and men’s gender roles and relations to promote gender equality and achieve positive development outcomes by transforming unequal gender relations in order to promote shared power, control of resources, decision-making, and support for women’s empowerment.
• **Deliverable 2.2:** Gender-transformative policy development and implementation capacity to overcome gender biases and inequalities in education and the health labour market supported

With a large proportion of the global health workforce being constituted by women, multiplied by women mainly occupying unpaid or unrecognized care work; strong, resilient health systems cannot be developed without consideration of the gendered aspects of the health workforce. Gender dimensions of the health workforce are crucial to creating a stronger, more resilient Health Systems and achieving UHC.

**Values**

The hub upholds the following values throughout its work and activities:

- To be an open, transparent, innovative and collaborative space for learning, sharing, engaging and advancing a shared agenda on gender equity
- To ensure a diverse and inclusive hub membership that is intergenerational, intersectional and multi-sectorial
- To espouse a code of conduct that ensures transparency, recognition and credit for the work of the hub, Co-Chairs and relevant hub members in all external engagement

**Objectives**

1. To advance knowledge, data, evidence and research on the relationship between gender and the health workforce
2. To support the development of tools to promote the application of gender transformative approaches to the health workforce
3. To accelerate large-scale gender transformative progress to address gender inequities and biases in the health and social workforce for the SDGs as envisioned by the Working for Health five-year action plan

**Priority Activities 2018-2019**

Focusing on the priority areas of equal representation in management and leadership positions; equal pay for work of equal value; promoting employment free from harassment, discrimination and violence; and occupational segregation:
2018 Agenda

- Mapping
  - A global call for evidence on good and best practices will be undertaken through a consultative process to identify key stakeholders and map existing initiatives, published or gray literature and programmes of relevance.

- Data and Evidence
  - To conduct a secondary review of current data and evidence on gender and the health workforce to be published as a working paper.
  - To develop a Labour Market Analysis Toolkit.
  - To analyze and mine the NHWA data with a gender lens.

- Policy Processes and Tools
  - To convene a global thinktank of leading experts on gender and the workforce. The key outcome of the thinktank will be to develop a guidance document on the application of best practices from other sectors to the health sector.
  - To develop policy guidance documents targeted at 1) WHO Member States 2) health organizations on the application of gender transformative practices for the health and social workforce.
  - To develop an advocacy tool kit to support the hub membership, and other partners, in targeting key stakeholders, including WHO Member States to integrate gender transformative health workforce policies into their national health workforce plans.

2019 Agenda

- Implementation
  - To provide targeted guidance to other GHWN hubs to ensure gender is mainstreamed throughout hubs.
  - To facilitate a series of policy labs in selected countries. The policy labs will seek to bring together various actors at the national level to design and test gender transformative health workforce policy interventions. The policy labs will create a neutral space for policy makers to collaborate with key governmental partners as well as external experts.
Governance and modus operandi

Like other GHWN thematic hubs, the Gender Equity thematic hub is established by WHO on a temporary basis as an advisory technical working group reporting to WHO. WHO develops the initial draft and approves the TORs of all thematic hubs, and monitors compliance with such TORs. WHO invites stakeholders to support the hubs on the basis of mutually agreed terms of reference. WHO will invite institutions, organizations and individuals to join the hub and play a convening and facilitating role in accelerating gender equity in the health and social workforce.

The Gender Equity hub members will not be remunerated for their participation in the hub activities and will be requested to complete a declaration of interest, in compliance with relevant WHO policies, including the Framework for Engagement with Non-State Actors. The primary mode of interaction for the thematic hub is expected to be by e-mail and teleconferences, with possible face-to-face meetings organized as the need may arise and resources permitting, but always striving for cost-effectiveness.

WHO and Women in Global Health will serve as the hosts of the Global Health Workforce Network thematic hub on Gender Equity in the Health and Social Workforce.

Hub membership

Membership of the hub is open and without conflict of interest, however outreach will be undertaken by the Hub Co-chairs to ensure a diverse and robust hub membership. Potential hub members include representatives from intergovernmental agencies, multilateral groups, civil society, academics, researchers, think tanks, member states, foundations and representatives from other sectors.