What Really Works for Raising African Women Leaders in Global Health

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Outline

Goals and commitments
Global health workforce - Highlights
2017 Global Gender Gap Report - Highlights
Investments in building capacity of women
Building effective networks
Looking forward to 2030
1981 (Banjul Charter)
“Commitment to support the advancement of women in the continent, and member states are also to ensure gender parity in representation at all levels including legislatures”

January 2009, AU Summit
2010-2020 declared the African Women’s Decade to speed up commitments made to empower women at all levels of society
2015 all UN member states committed under the Sustainable Development Goals (SDGs) 2016-2030 to:

“Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.”

SDG Goal 3, Target 3.8
Women are the majority of the global health workforce but men hold the majority of senior roles

- Globally, women in the health workforce provide health care for over 5 billion people.

- In many countries women hold over 70% of jobs in the health sector, over represented in lower ranking, less well-paid jobs and sectors (ILO, 2017).

- Women provide over $3 trillion in care with nearly half of that is uncompensated care each year to their families and communities” (Langer, 2015).

- Given current rates of change, 2017 Global Gender Gap Report estimates it will be another 217 years before we achieve gender parity.
Over the past decade, the proportion of female leaders has increased by an average of just over 2% across the 12 industries studied (2017 Global Gender Gap Report).

Having more women in political leadership correlates to more participation of women in the economy.
“From a societal perspective, failure to use the skills and expertise of women is not just a matter of equity, but detrimental to productivity and a poor return on public investment in education and training”.

An investment in UHC means an investment in women in the health workforce

Decent working conditions, particularly for frontline women health workers at community level.

Ensuring safe conditions for all health regardless of gender.

Gender parity at all levels of decision making to harness women’s perspectives and talent.
Mauritius has taken its quest to draw women into science to the nation’s highest office: the country is led by a world renowned woman scientist

Her Eminence Professor Ameenah Gurib-Fakim

Ameenah Gurib-Fakim, President of the Republic of Mauritius (center) and Vice President, Global Health Impact Programs—Africa
“When women get into leadership, they appoint other women. We need to find ways as leaders to fish [leaders] out, mentor them and send them to school, so we can build a critical mass of women leaders on the continent of Africa.”

Dr. Joyce Banda, former president of the Republic of Malawi and founder of the Joyce Banda Foundation

Building effective networks enables greater impact

Opportunity to embrace networks

Exposed to new perspectives

New mentors and potential partnerships

Raising women to be leaders in global health requires a multifaceted approach

- **Mentoring**
  - Providing experience
  - Coaching
  - Developing competence

- **Training**
  - Specific skills set training
  - Research based learning

- **Building Networks**
  - Links to key networks
  - Conferences
  - Panel discussions
  - Roundtable events
A future where women are fully recognized as drivers of change in global health, and not only as beneficiaries.

- **40 MILLION** NEW HEALTH AND SOCIAL CARE JOBS GLOBALLY BY 2030
- **18 MILLION** ADDITIONAL HEALTH WORKERS PRIMARILY IN LICS
Equitable global health leadership will be feasible if institutions demonstrate strong commitment to empower women

- Strengthen governance structures to be more gender responsive and establish partnerships to promote women leaders

- Communities should offer support to change some of the social and cultural norms that hinder women as they pursue leadership goals
Thank you