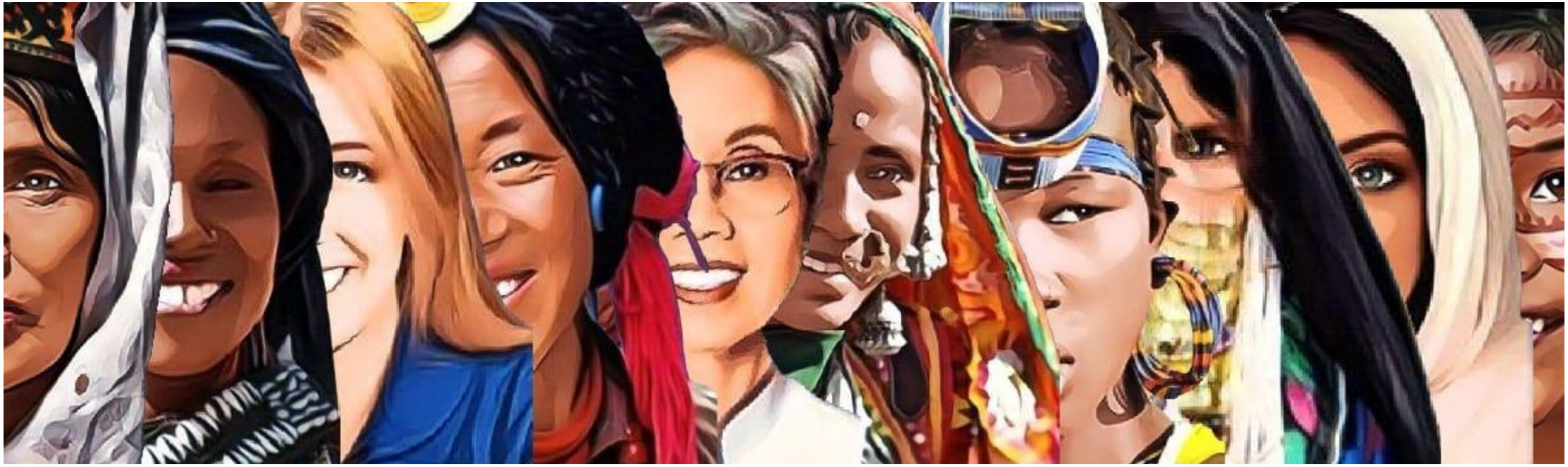
GENDER EQUITY IN HEALTH LEADERSHIP

Findings & Recommendations from Rapid Response Survey

Conducted by WGH Pakistan Chapter

September to October 2020



What does it take for a women to climb the leadership ladder in health?

Assessing Gender Equity in Health Leadership

Study designed to inform a) features of the mentorship programs for women in global health, and b) gender-transformative policies, by answering three key/ primary questions.

What has worked for gender equity in health leadership in Pakistan?

What specific barriers disrupt career progress of women in health in Pakistan?

What is needed to improve gender equity in health leadership?

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About the Research Team

Principal Investigator	Dr Shabnum Sarfraz - Member Gender Equity Hub; Country Lead WGH Pakistan; Women in Global Health LEAD Fellow & Visiting Scientist at the Department of Global Health & Population, Harvard Global Health Institute
Co-Investigator	Dr Roomi Aziz – P2impact, Tech Lead WGH Pakistan
Data Cleaning and Mining	Nadia Tariq Ali
Analytics and Visualization	P2impact Data & Comms Team

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A little bit about gender equity in health leadership in Pakistan

Health Situation

- 5th most populous country globally
- More than 7% of world's multidimensionally poor living here
- Maternal mortality ratio stands at 186 per 100,000 live births
- Second-highest newborn deaths globally

Health Workforce Situation

- Lowest health workforce densities globally 1.4/1000 pop
- 8400 nurses & 13000 doctors produced annually, with >95% & >65% females respectively
- 40% of these women never enter the workforce.

Gender Equity Situation

- Second lowest in gender parity
- Only 25% of women in paid labor vs. 85% of men
- Closing this gender gap can boost Pakistan's GDP by 30%
- Of 152 district health managers in Pakistan, only 2 are women.

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About the Rapid Assessment

Developed as a digitized survey tool

Circulated to database of women working in health of Pakistani origin

Responses cleaned to remove duplications, errors

Data organized and multiple responses coded

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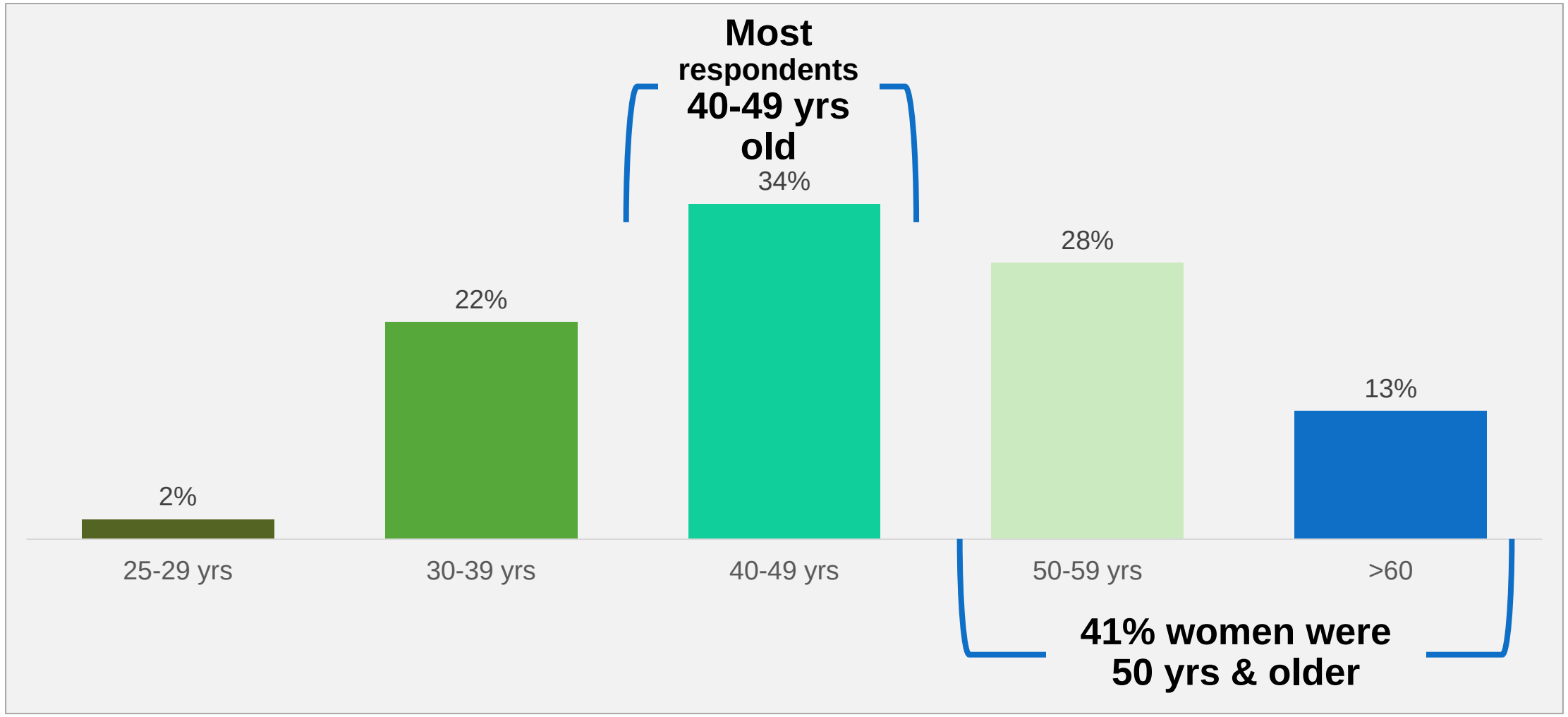
Who are these women?

Background and areas of work

85 women leaders participated in the survey



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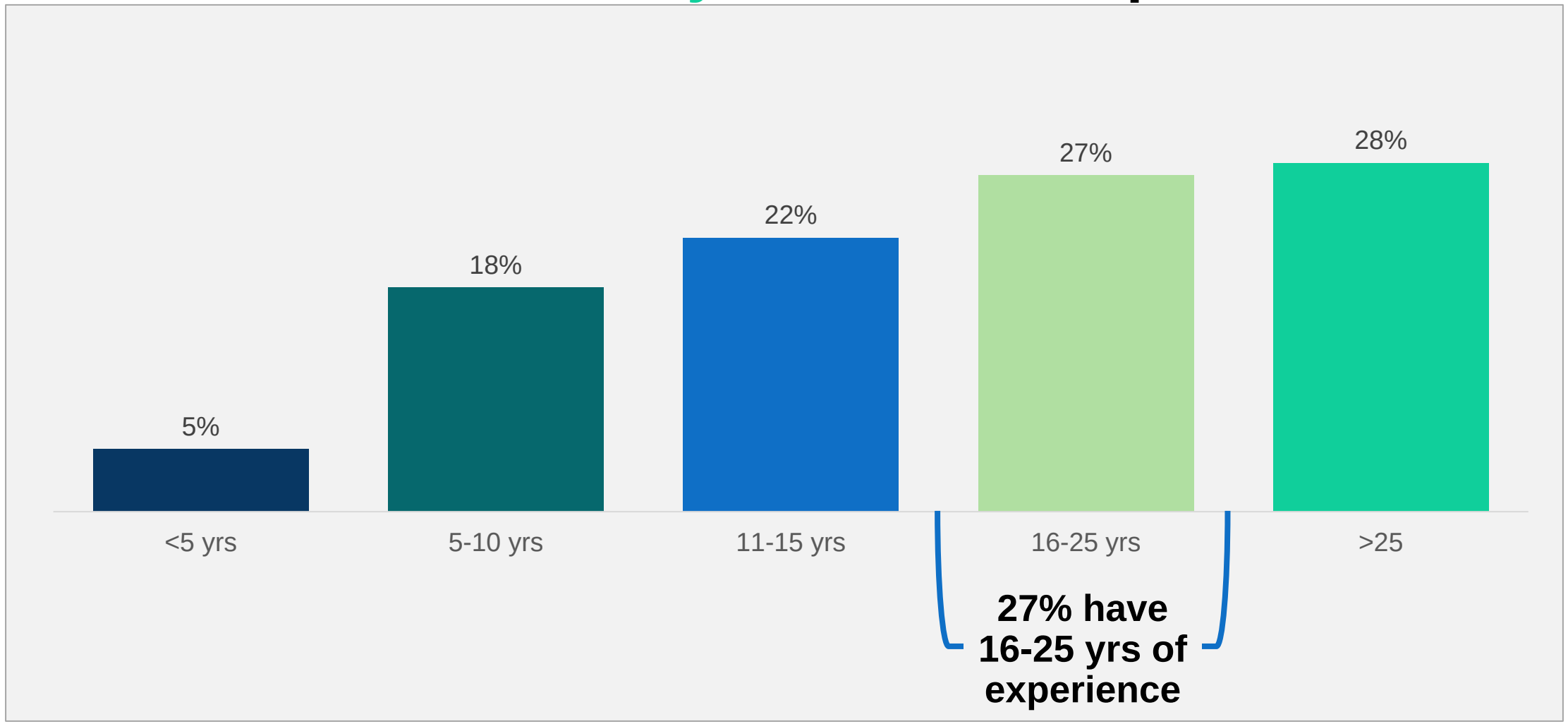
More than 1/4th had 25 yrs+ of work experience



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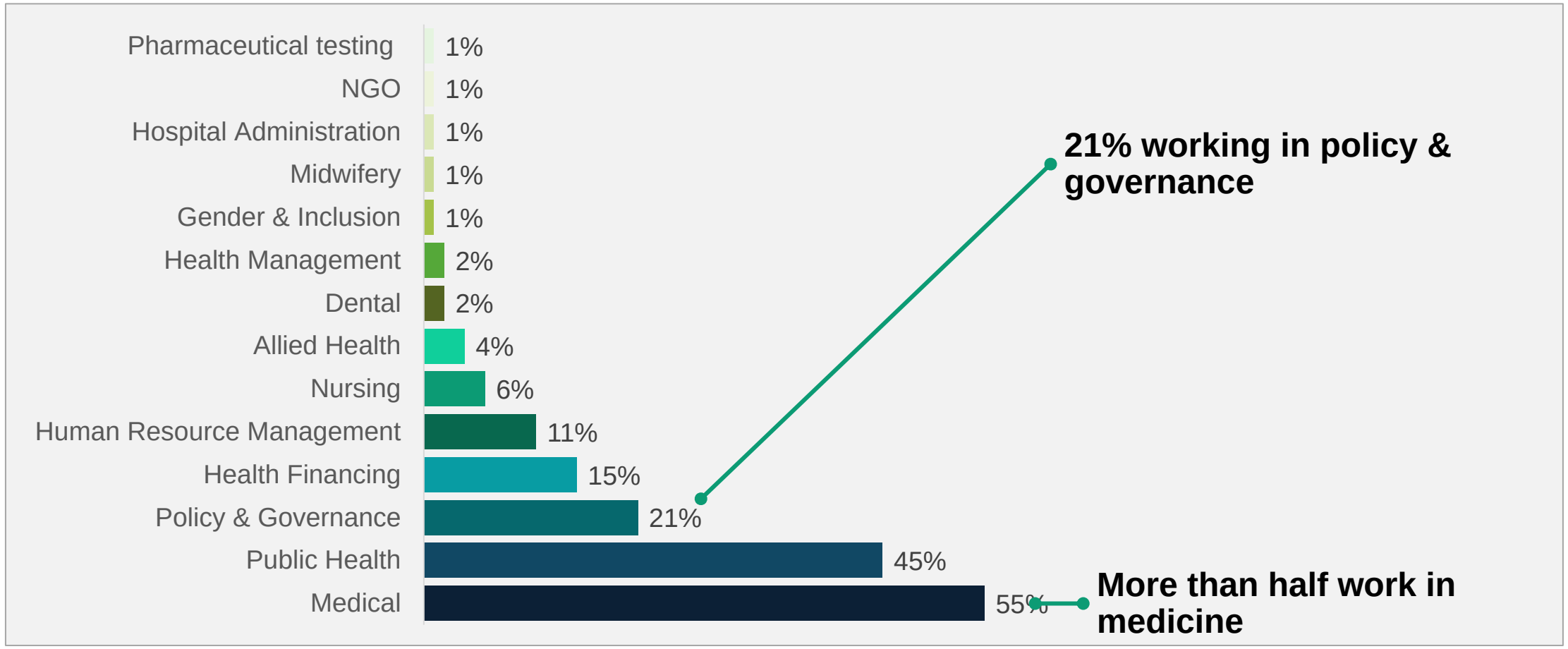
Women were asked to select as many disciplines as they worked in!

35% women identified with 2 or more disciplines



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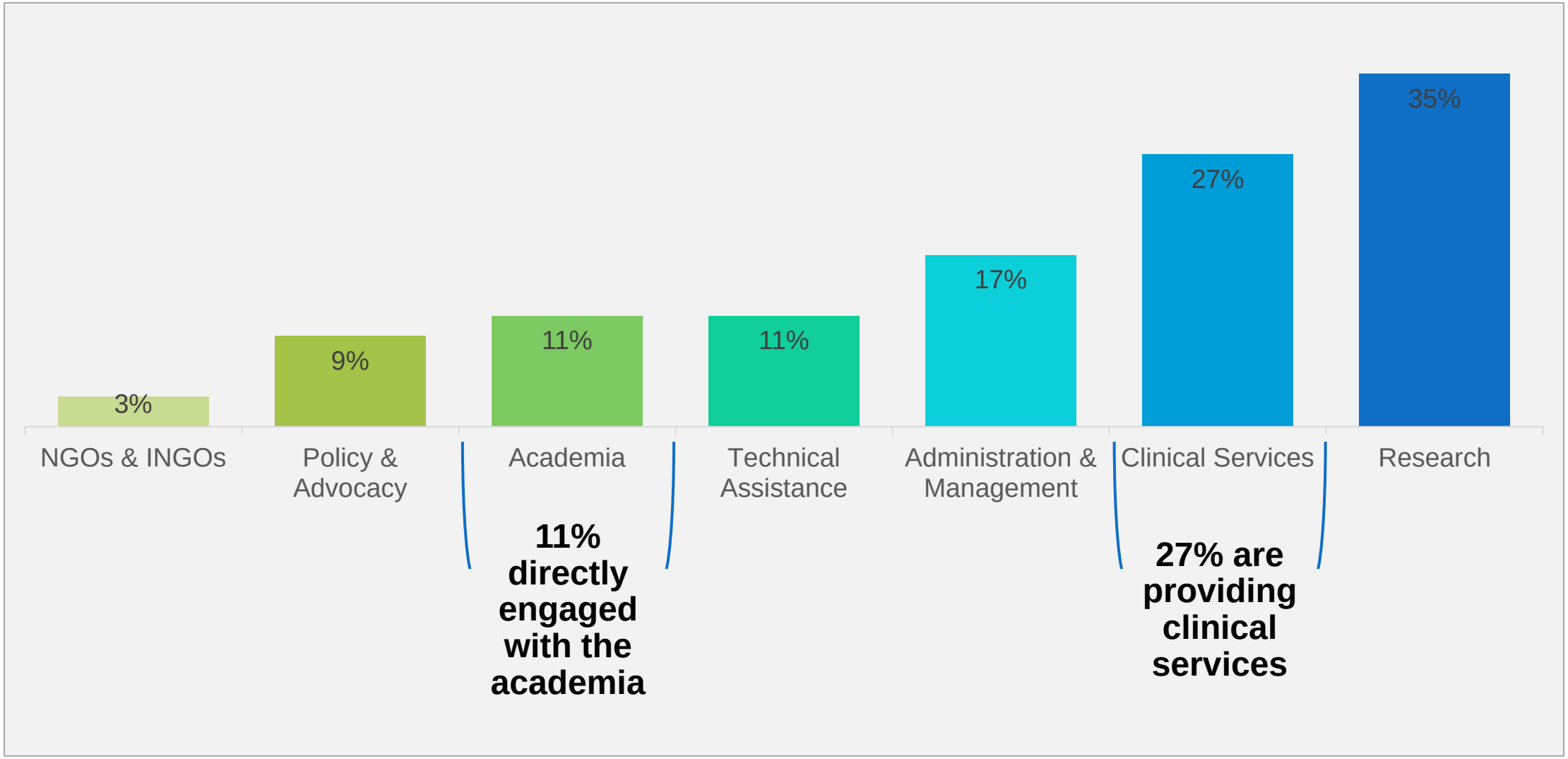
1/3rd of the respondents are researchers



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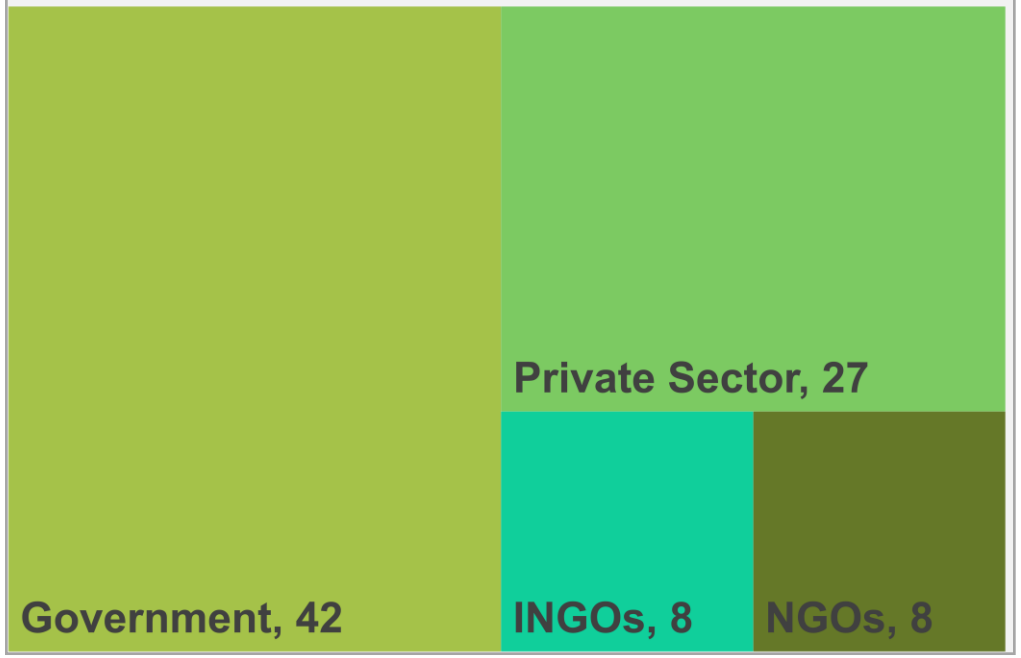
Almost half of the women leaders currently working in public sector



33% of the women leading their own teams/ departments

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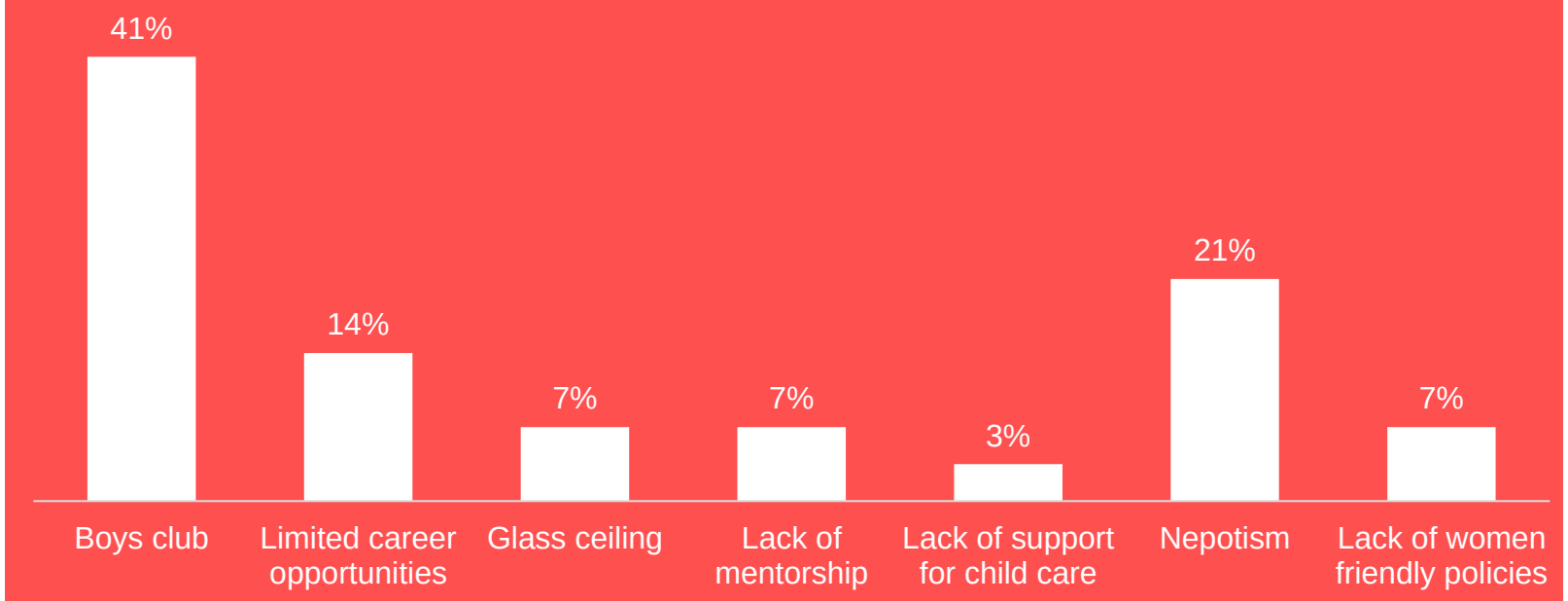
Access to Opportunities

Plotting Experiences through the Leadership Journeys of these 85 Heroines of Health

35%

women said that they did NOT receive equal career advancement opportunities as men of their experience & qualification

Of the 35% women who did NOT receive equal opportunities, 41% stated presence of '**Boys Club***' as the main barrier.



**A boys' club* culture is one that is run and dominated by men to the detriment, exclusion, or abuse of women and minorities*

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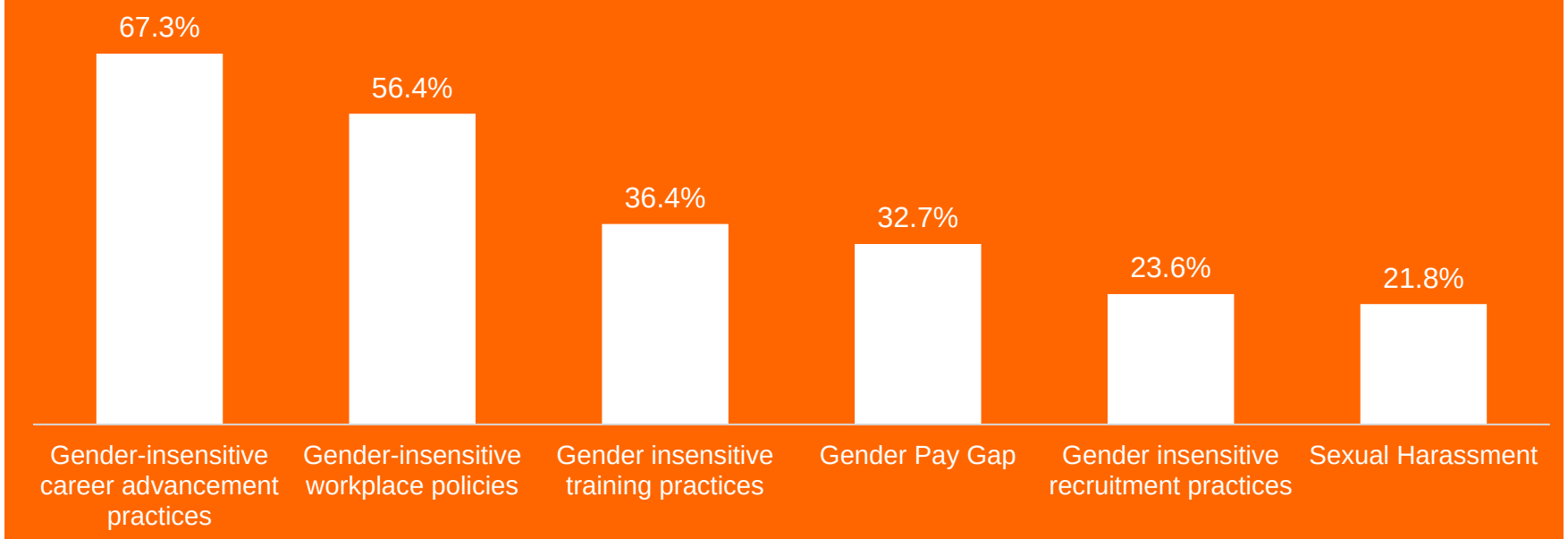
Of the 55 women who did CONFRONT Gender-specific challenges, 67.3 % stated presence of ‘gender- insensitive career advancement practices’ as the main challenge



65%

women leaders said that they faced gender-specific barriers in career progression

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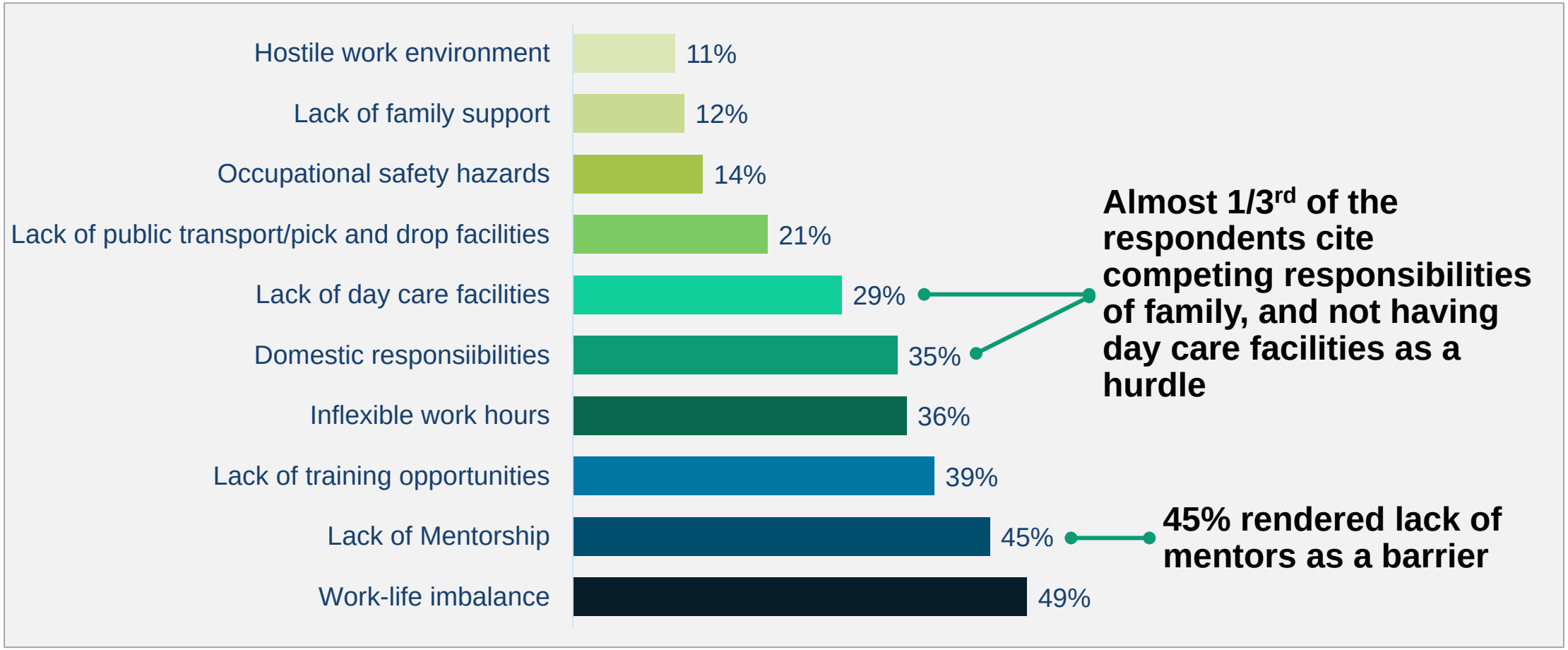
Achieving work-life balance biggest barrier to career advancement for 49% of these women



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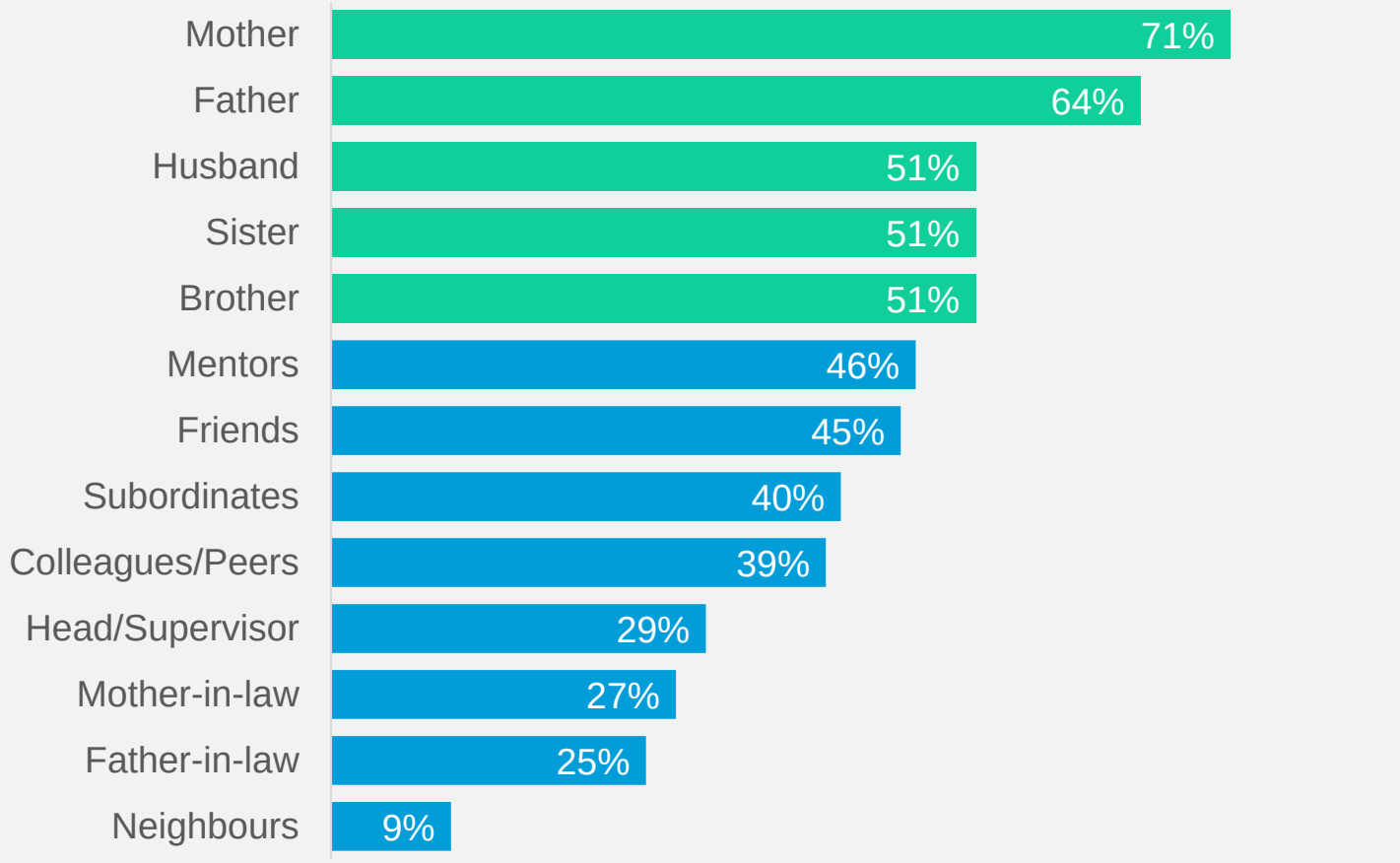
What does it take to make a women leader?

Enablers in these 85 leadership journeys

Mothers, Fathers, Husbands & Siblings – The Champion Makers



When asked about the least supportive relations, **40% cited supervisor and 35% parents-in-law as the least supportive in anchoring their careers**

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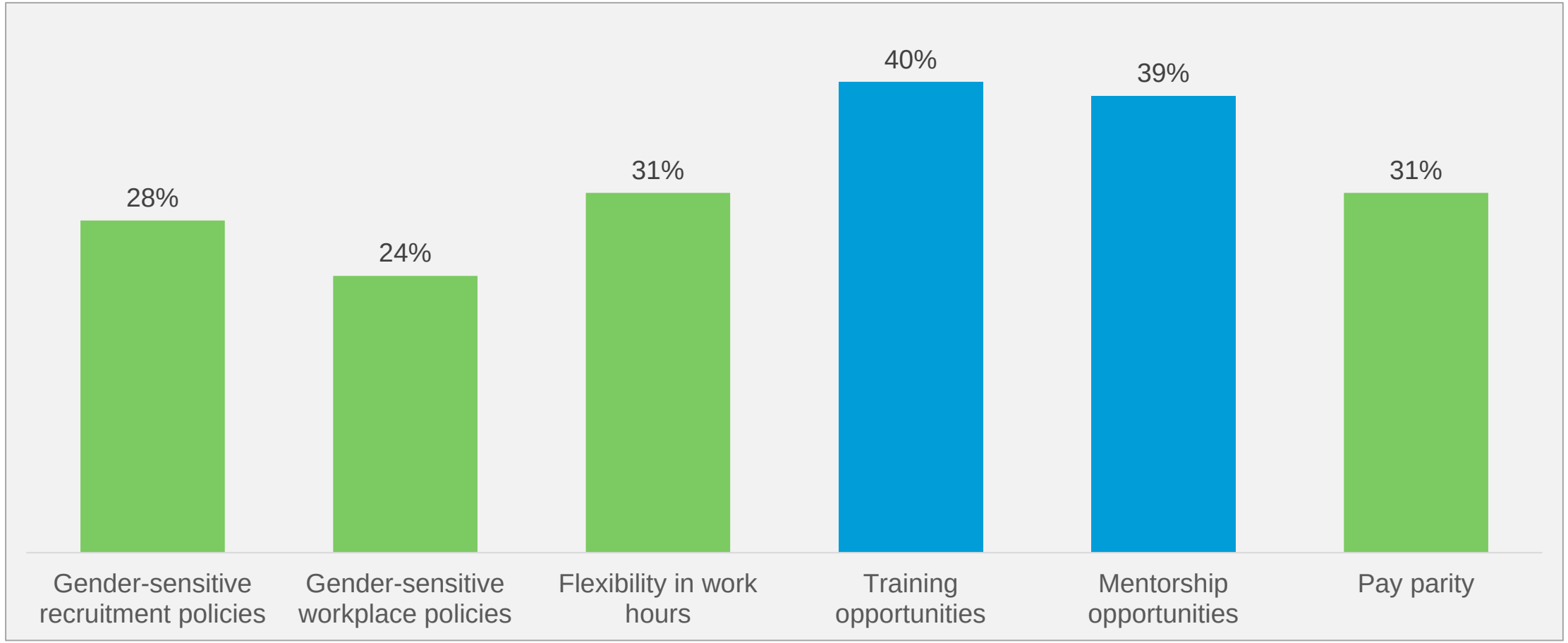
Training & Mentorship Opportunities - the biggest enabling factor in career progression



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What do the Leaders recommend?

Policy suggestions to promote gender parity at the leadership level

Enabling Experiences at Workplace

3/4th women recommended **gender-sensitive career advancement policies, mentorship programmes & training opportunities for women** to promote parity at leadership level

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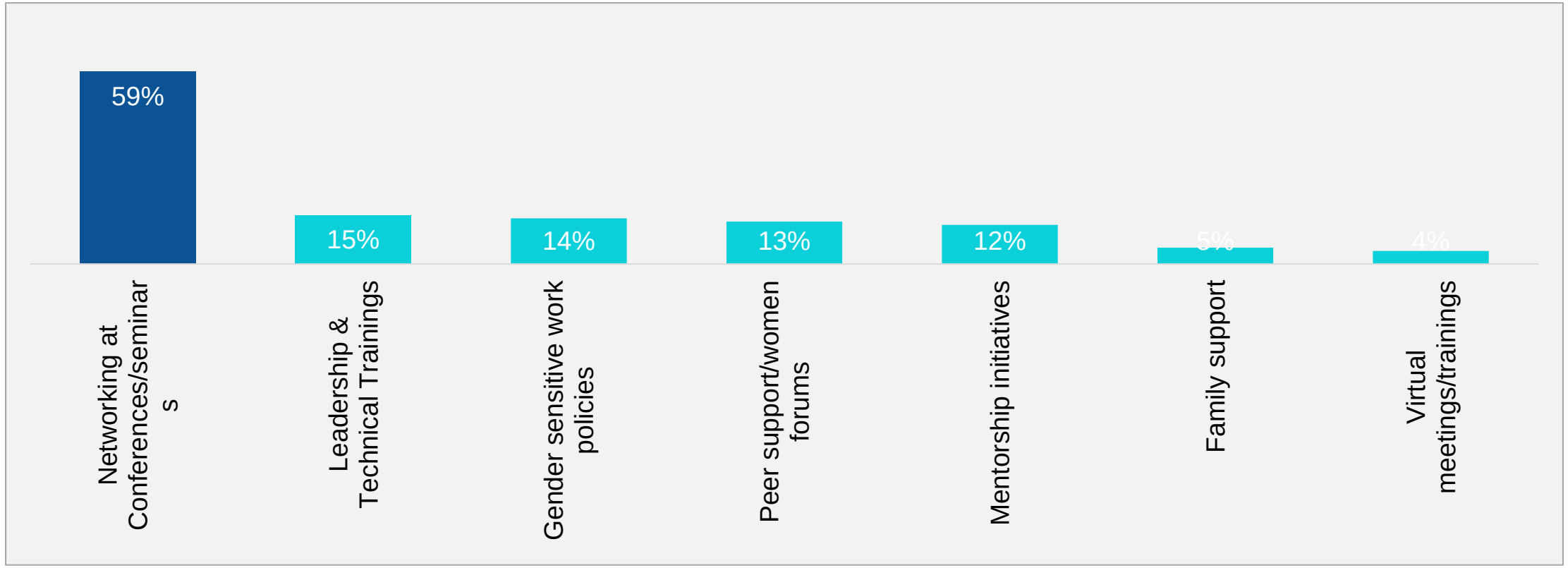
59% respondents identify ‘conferences and seminars’ as the most important networking tool/ platform



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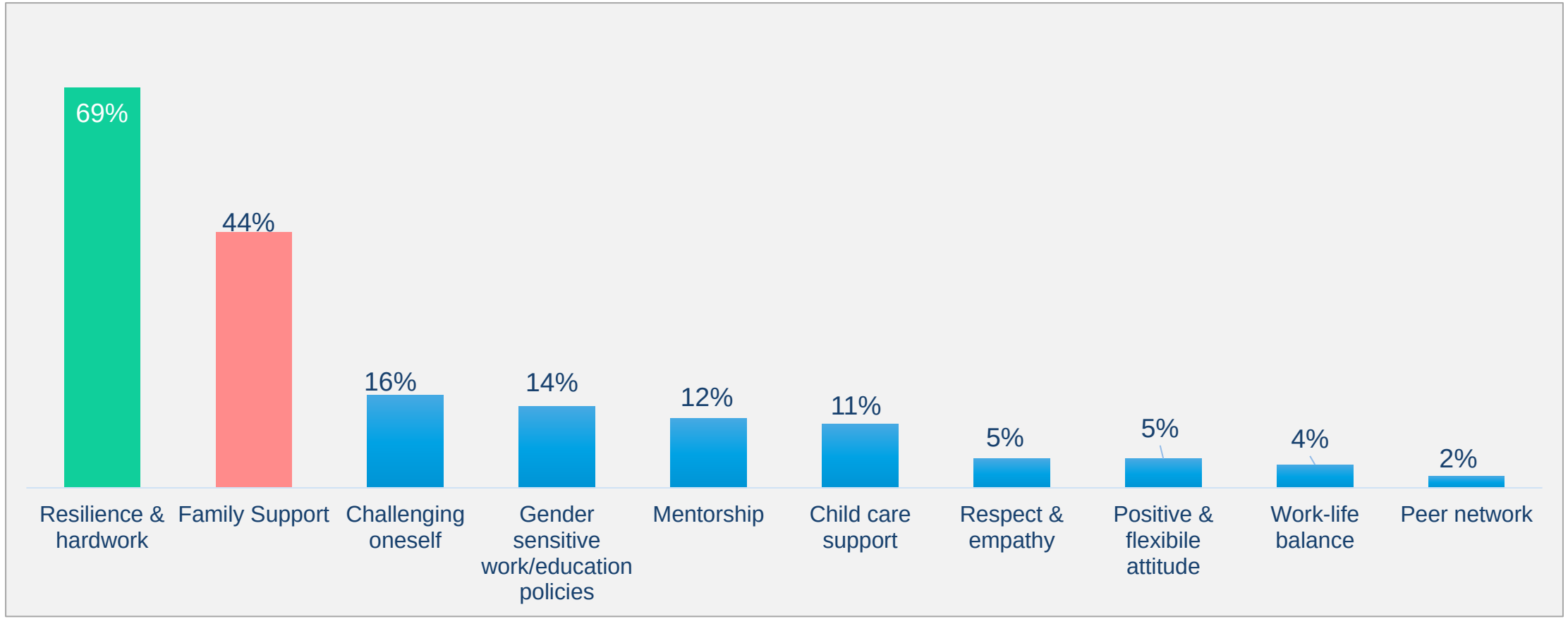
69% respondents say ‘Resilience & Hard work’ the success ingredient, while 44% say ‘family support’



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Hard work, perseverance, commitment & attention to detail

A supportive mother who taught me to be fair in the most adverse circumstances and be able to take a stand for self

Good family support, mentorship and strong network of colleagues and friends

Support of men in my life my father, husband, brothers, sons and mentors who gave me confidence to excel

Being a risk taker and never ever getting afraid from taking risk.

Life-long learning, being interested in whatever you do and not wasting time on pleasing authority

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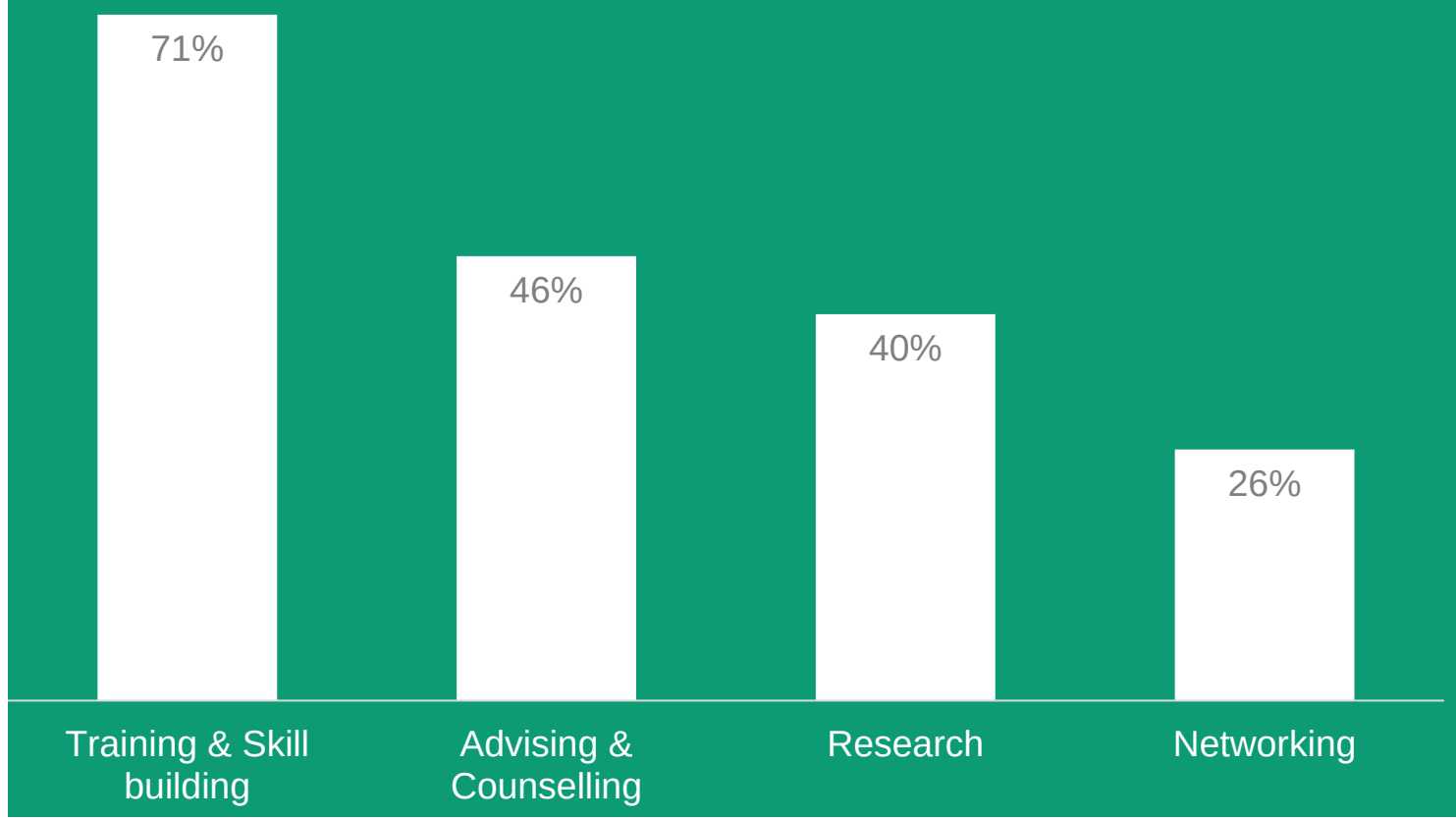
87% respondents willing to Mentor



Of the 87% women willing to providing mentorship, 71% stated 'technical and skill building' as their preferred area, followed by 'advising & counselling' at 46%.

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