



Towards gender egalitarianism in global health

Dr Melanie Etti

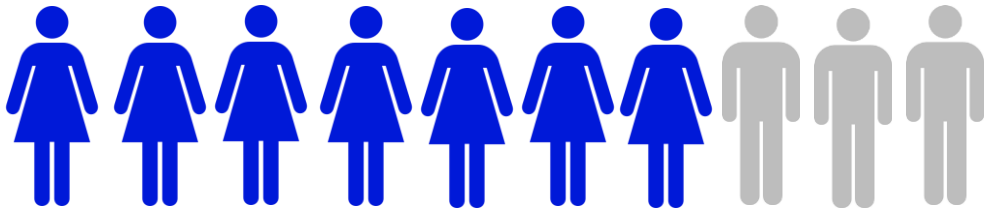
Medical Sciences Division

University of Oxford

Women in healthcare

Women make up...

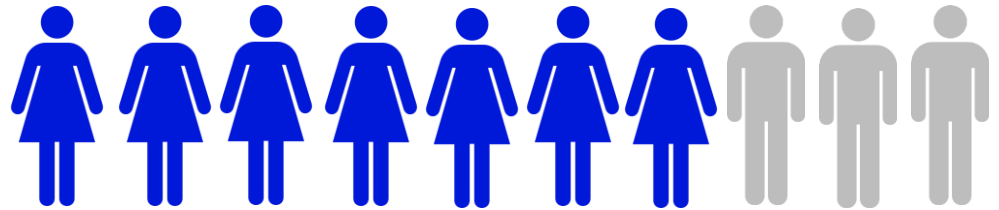
70% of the healthcare workforce worldwide



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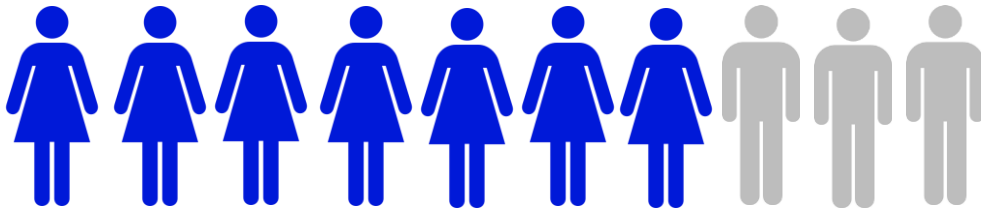
31% of the world's Ministers of Health



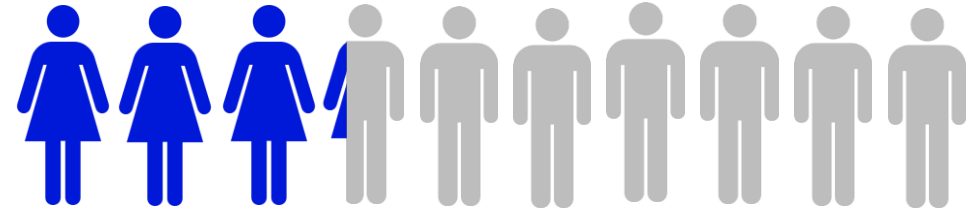
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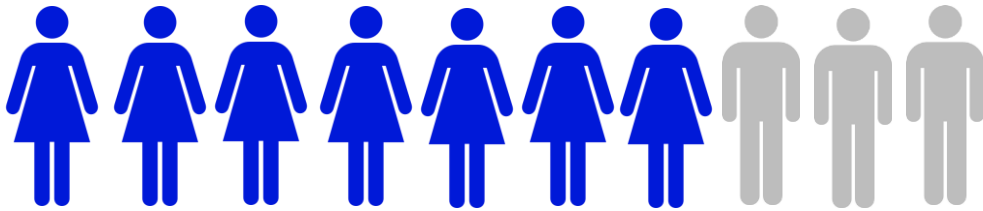
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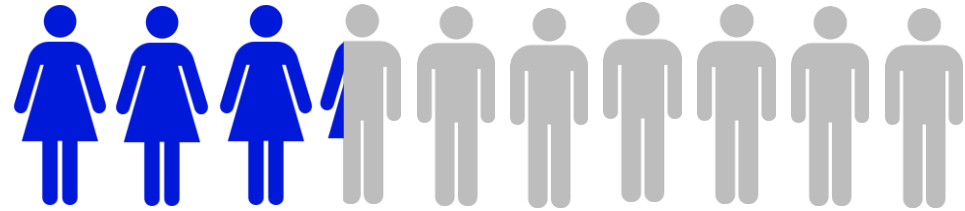
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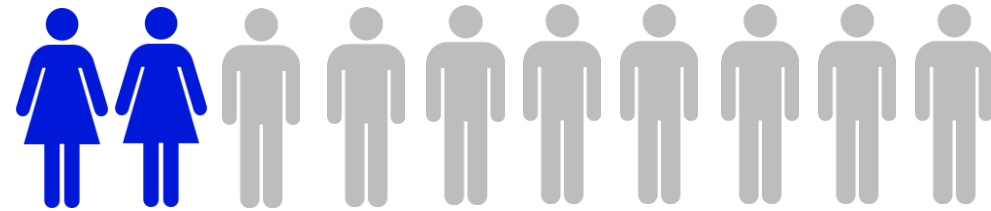
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28% of the Deans of top medical schools and public health institutions globally



20% of board chairs in global health organizations



DELIVERED BY WOMEN,
LED BY MEN:
A GENDER AND EQUITY ANALYSIS
OF THE GLOBAL HEALTH AND
SOCIAL WORKFORCE

Human Resources for Health Observer Series No. 24

Delivered by women, led by men: A gender and equity analysis of the global health and social workforce. Geneva: World Health Organization; 2019 (Human Resources for Health Observer Series No. 24).



The Lancet Commission on peaceful societies through health equity and gender equality



Valerie Percival*, Oskar TThoms*, Ben Oppenheim*, Dane Rowlands*, Carolyn Chisadza*, Sara Fewer*, Gavin Yamey*, Amy C Alexander, Chloe L Allaham, Sara Causevic, François Daudelin, Siri Gloppen, Debarati Guha-Sapir, Maseh Hadaf, Samuel Henderson, Steven J Hoffman, Ana Langer, Toni Joe Lebbos, Luiz Leomil, Minna Lyytikäinen, Anju Malhotra, Paul Mkandawire, Holly A Norris, Ole Petter Ottersen, Jason Phillips, Sigrún Rawet, Alexa Salikova, Idil Shekh Mohamed, Ghazal Zazai, Tarja Halonen†, Catherine Kyobutungi‡, Zulfiqar A Bhutta‡, Peter Friberg*‡

Executive summary

The multiple and overlapping crises faced by countries, regions, and the world appear unprecedented in their magnitude and complexity. Protracted conflicts continue and new ones emerge, fuelled by geopolitics and social, political, and economic pressures. The legacy of the COVID-19 pandemic, economic uncertainty, climatic events ranging from droughts to fires to cyclones, and rising food insecurity add to these pressures. These crises have exposed the inadequacy of national and global leadership and governance structures. The world is experiencing a polycrisis—ie, an interaction of multiple crises that dramatically intensifies suffering, harm, and

requires laws to protect the rights of women and sexual and gender minorities. All individuals need equal access to education, resources, technology, infrastructure, and safety and security to enable participation in the economy, civil society, and politics. Processes to advance health equity and gender equality are more powerful when they operate together, through access to comprehensive sexual and reproductive health services. Advocacy is also an essential component as it builds a social consensus that the principles of health equity and gender equality apply to all individuals, regardless of their gender or other forms of identity.

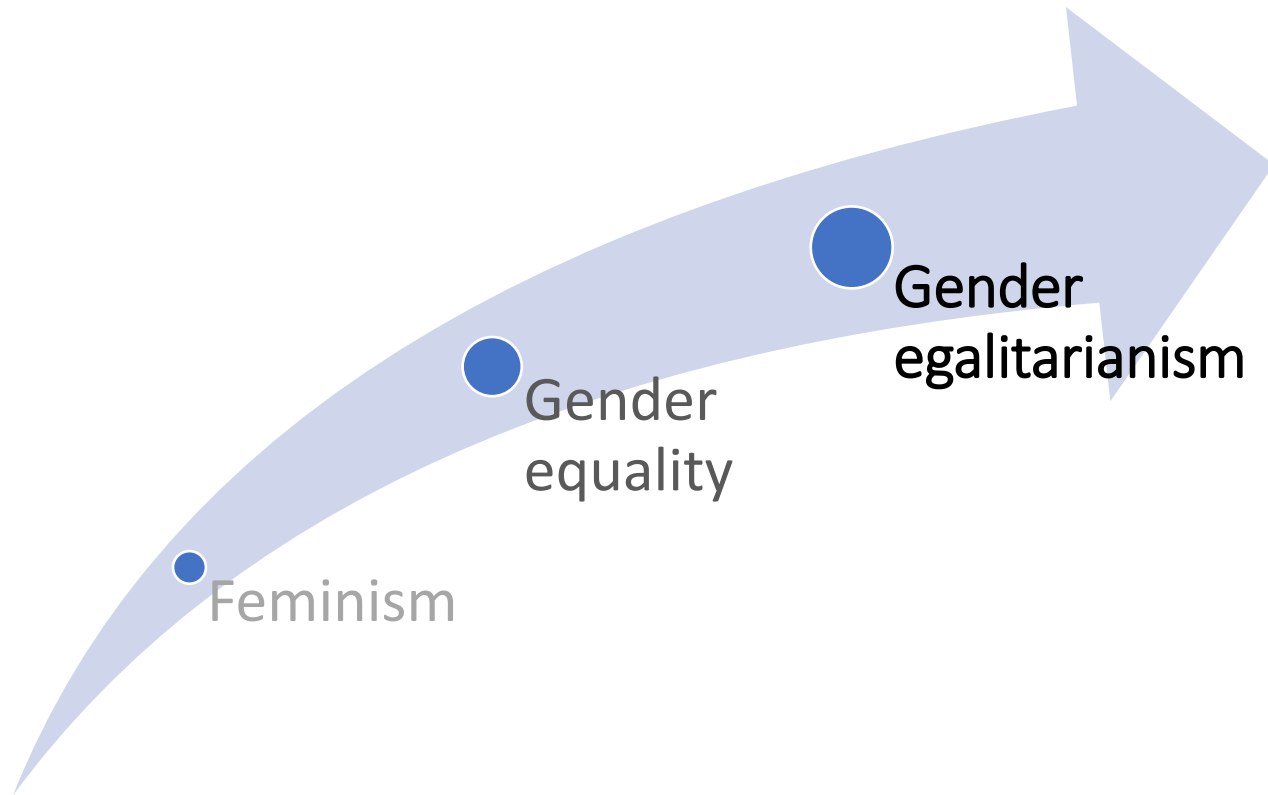
These tangible actions or mechanisms transform

Lancet 2023; 402: 1661–722
Published Online
September 6, 2023
[https://doi.org/10.1016/S0140-6736\(23\)01348-X](https://doi.org/10.1016/S0140-6736(23)01348-X)
This online publication has been corrected. The corrected version first appeared at [thelancet.com](https://www.thelancet.com) on November 2, 2023
See Comment page 1601
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Percival V, Thoms OT, Oppenheim B, Rowlands D, Chisadza C, Fewer S, et al. The Lancet Commission on peaceful societies through health equity and gender equality. *Lancet*. 2023;402(10413):1661–722.



Expanding on feminism



Egalitarianism

The philosophy that all people are fundamentally equal and should have **equal access and opportunities in society**, no matter their gender, race or religion.



How do we move towards a gender egalitarian society?

- Positive action
- Using an equitable approach
- Challenging cultural “norms”

...and more





Thank you for listening

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