

24th to 25th May 2018

National School
of Public Health,
Athens, Greece



International Network for
Health Workforce Education

European Conference of Health Workforce Education & Research

Theme: Leadership, Communication and
Intercultural Education

Round Table

“Gender Barriers in Health Workforce Sustainability”

Valia Kalaitzi, PhDc

Chair INHWE WG “Gender Equality in Health Workforce”

The background (1)

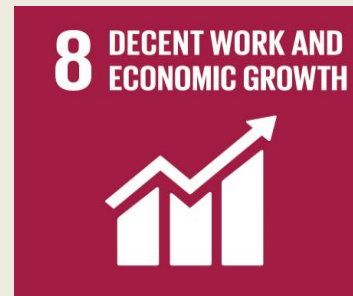
Gender ineq(al)ities in health workforce :

high in global political agenda



The background (2)

SDGs & Health Workforce



Some data...

Women comprise

73% of medical and health services managers

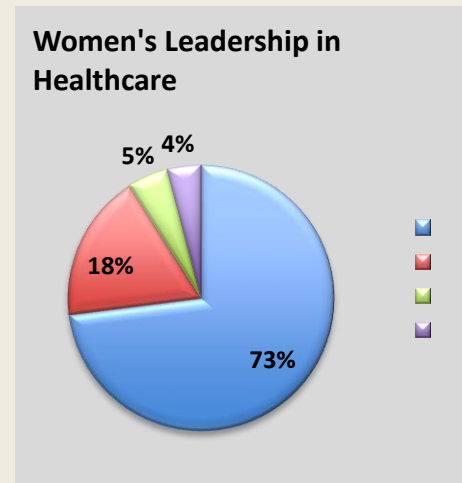
47% of medical school graduates.

32% of physicians and surgeons.

14% of partners at healthcare venture capitalists

only **18% of hospital CEOs** is women and

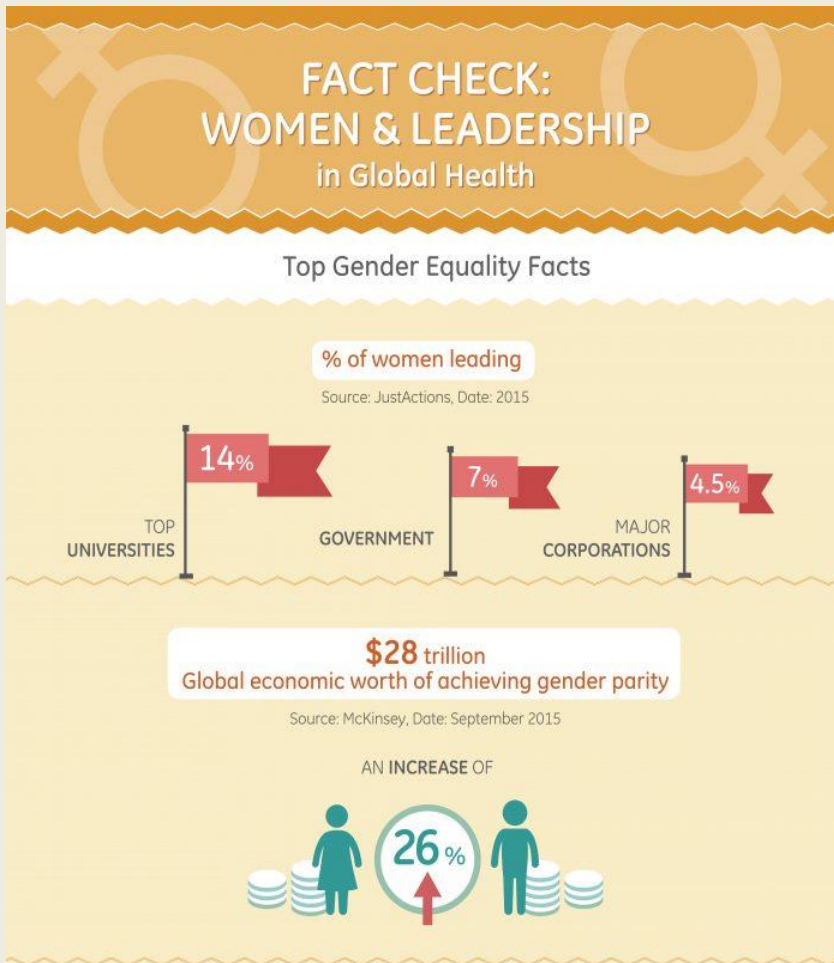
only **4% of healthcare company CEOs**



([Rock Health](#), 2012).

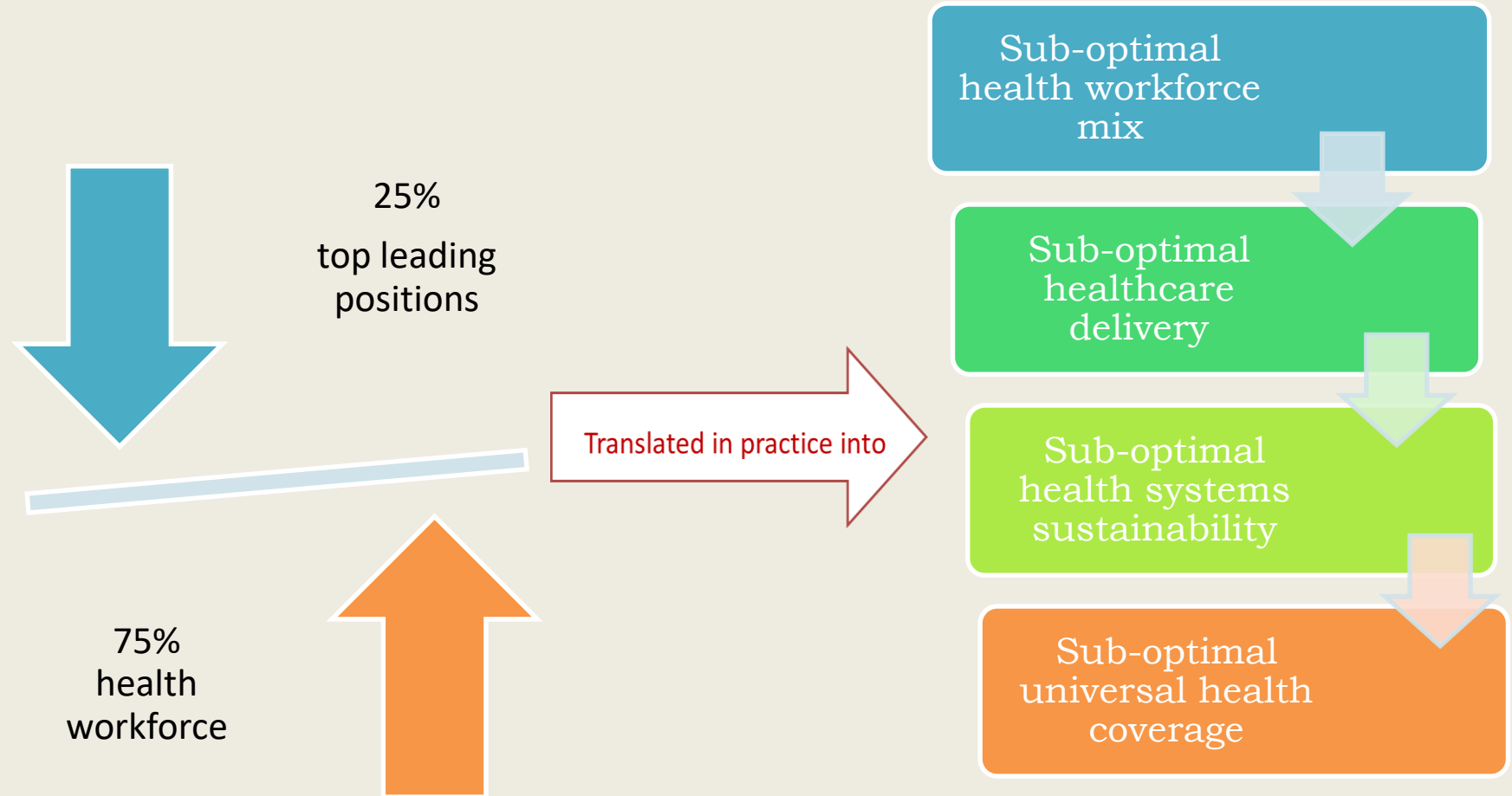
More data...

Gender gap in health workforce



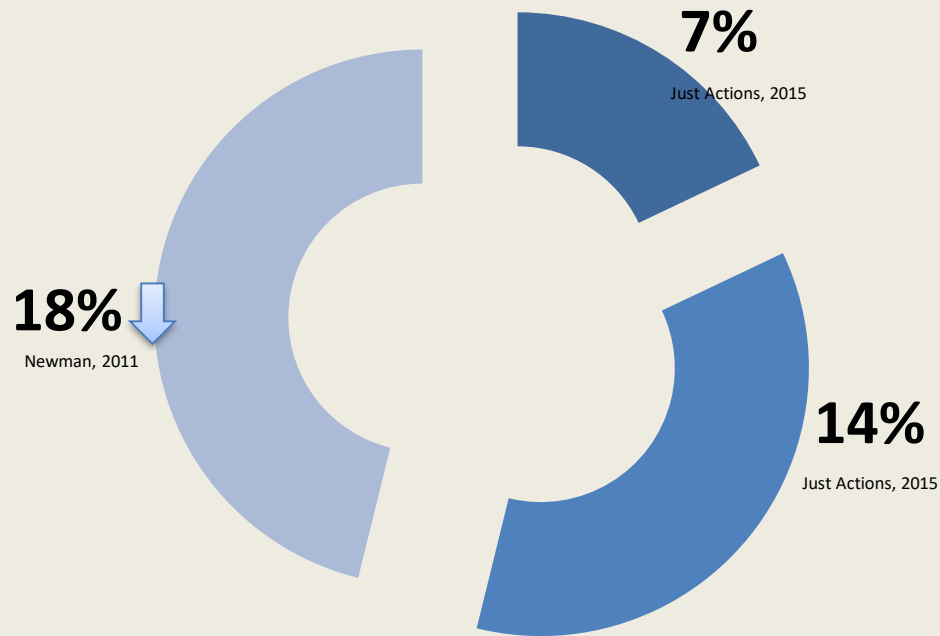
WHO's World Health Assembly, May 2016 – GE Healthcare

& more data...



HRH, 2017

Narrowing down to healthcare facets (medical, clinical, academic)



■ Medical leadership ■ Academic professorship ■ Clinical practice leadership



Why ?

- What are the reason(s)? What are the barriers to women leadership roles in global health?
- Are the barriers cultural, structural, organizational, social, personal?
- Are the barriers outspoken or silent?
- All the above?
- How can we assess and overcome the problem?

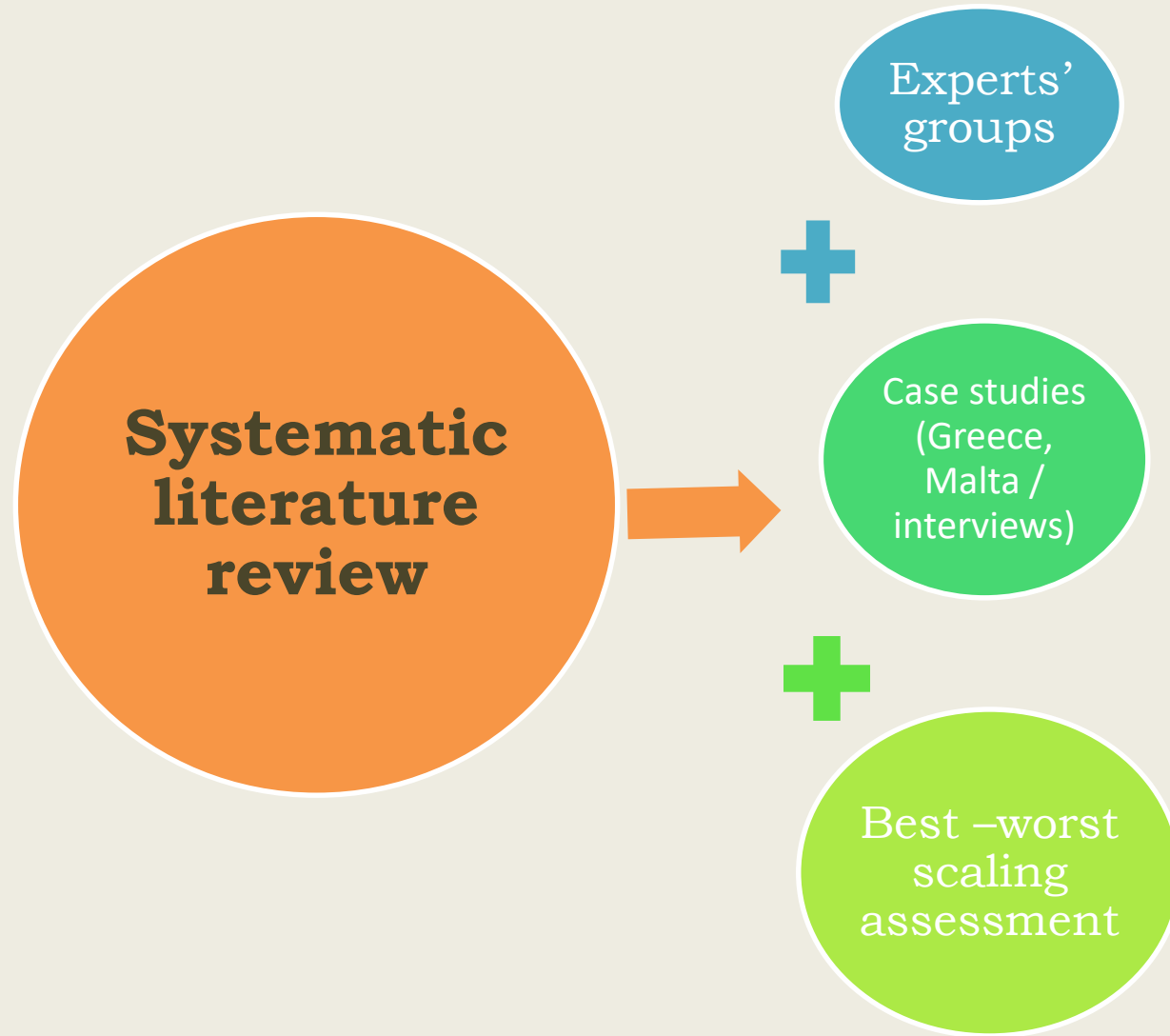
The “think globally, act locally” strategy

The research question(s)

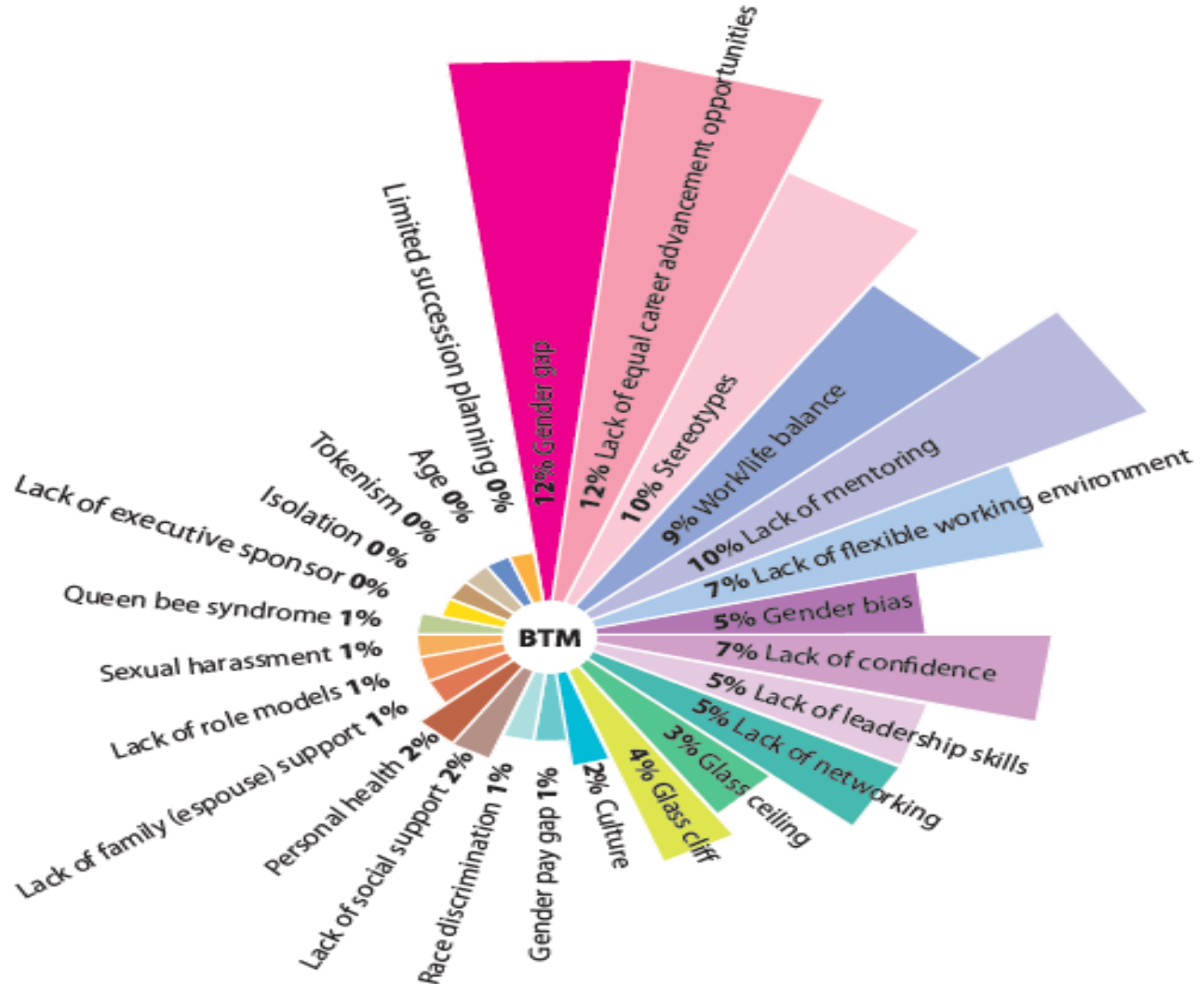
- What are the barriers to gender imbalances and (in)equalities in health workforce?
- Are all health settings affected by the same mix of barriers?
- Does this mix of barriers has the same prevalence across all health settings (e.g. academic, clinical, medical)?
- How can we identify the barriers and measure their prevalence and impact?



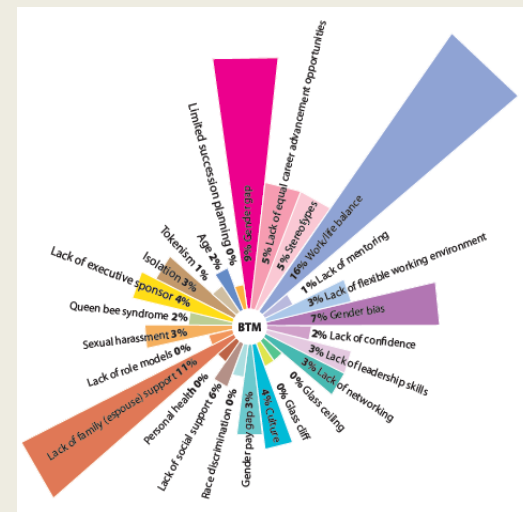
A mixed methods approach



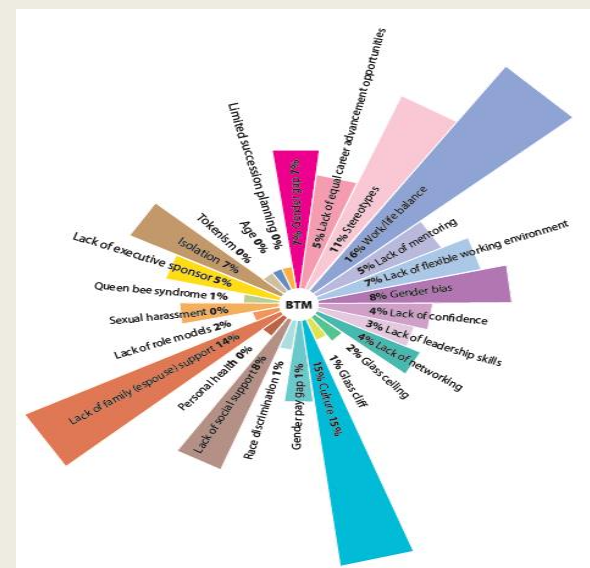
Barriers Thematic Map (BTM) to Women leadership



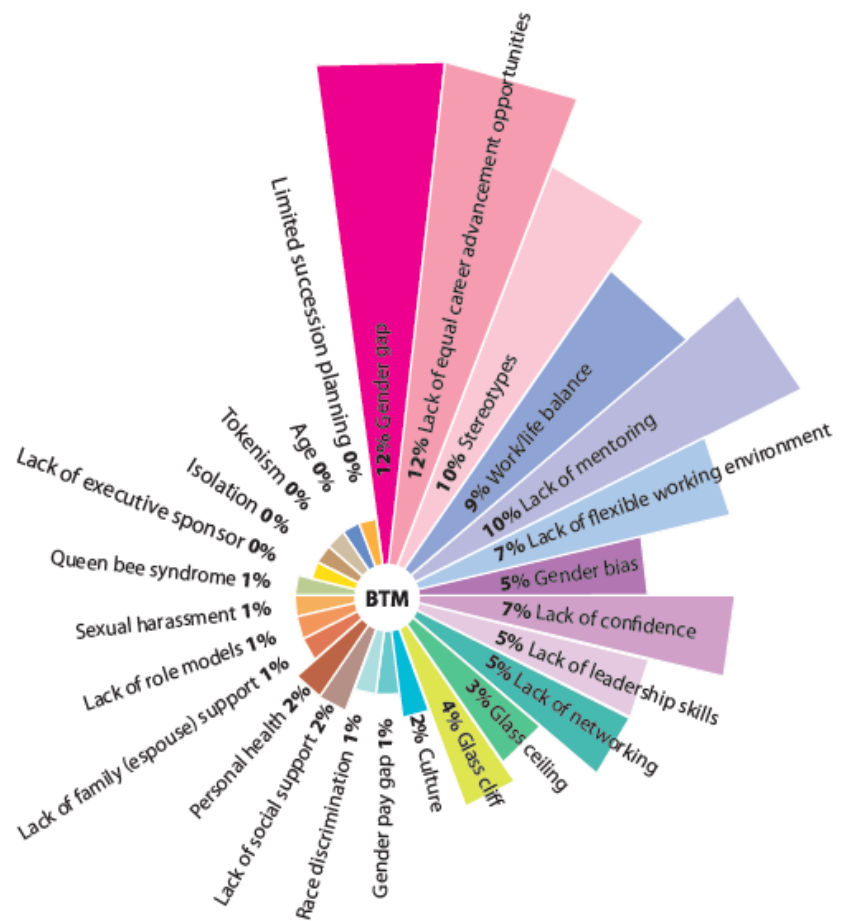
BTM to Women Leadership in Healthcare



BTM – Greece (20 barriers)

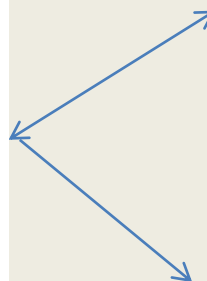


BTM – Malta (21 barriers)

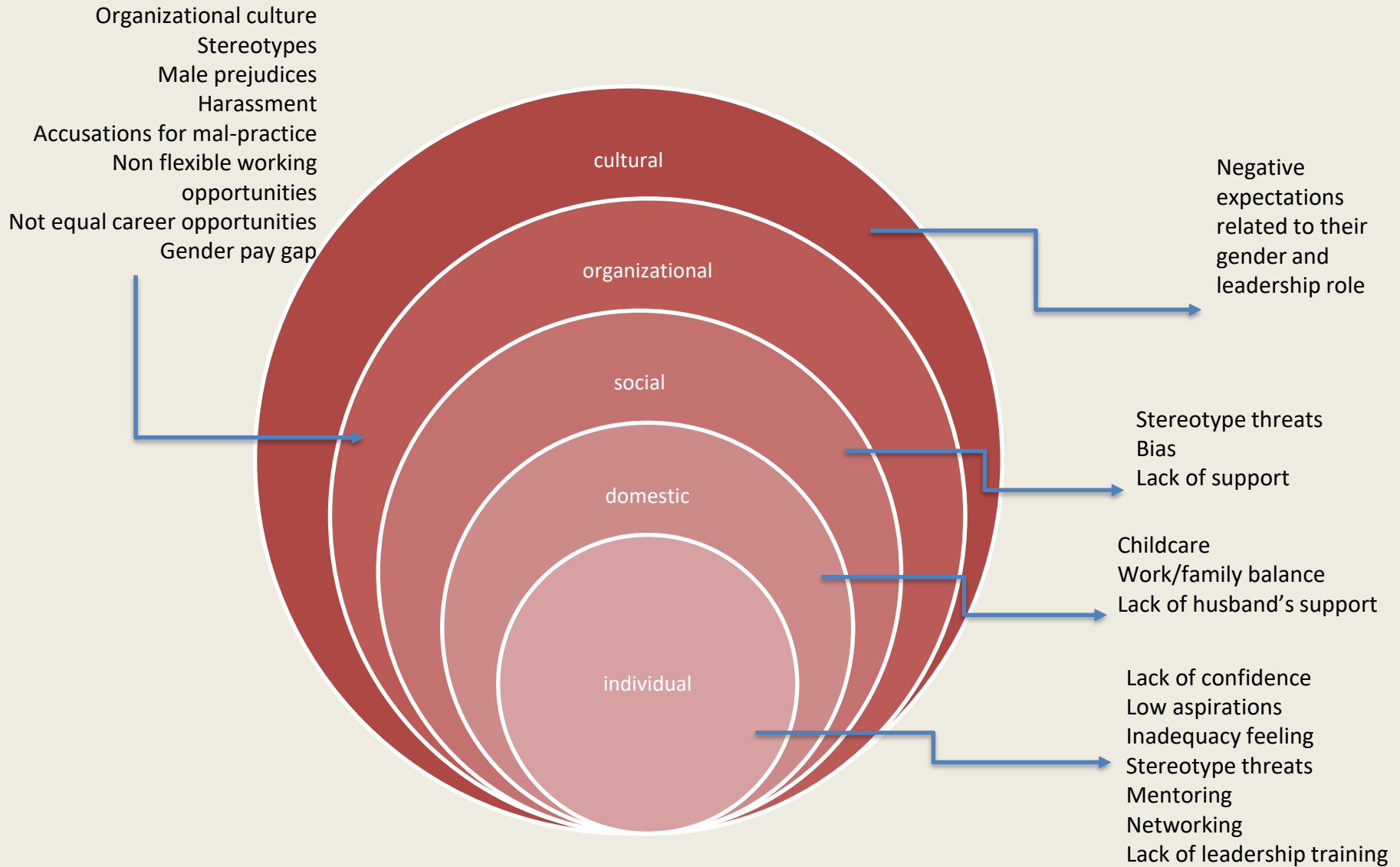


Barriers Thematic Map (BTM) to Women Leadership in Health (26 barriers)

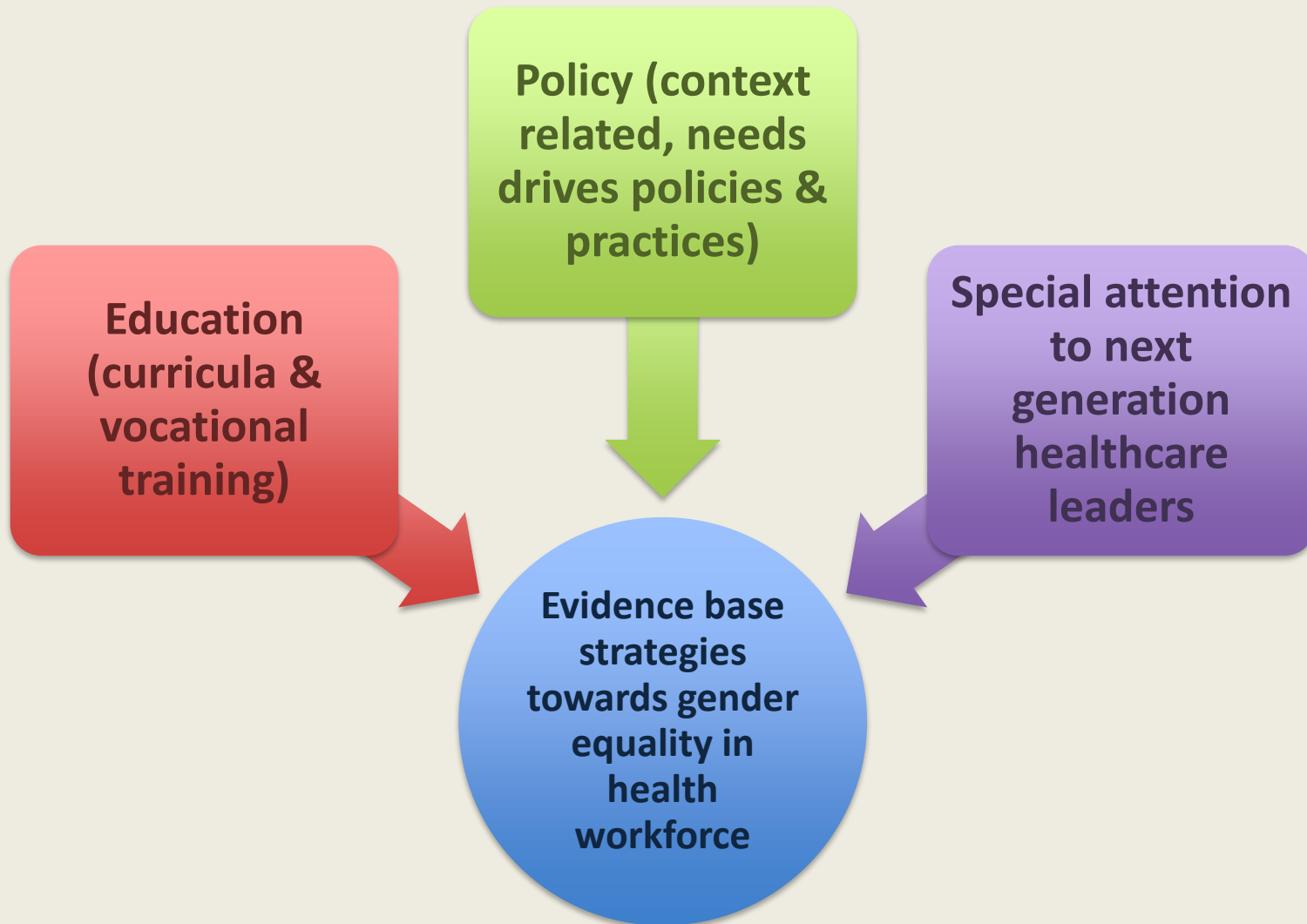
%=varying degree of barriers' prevalence



Barriers Thematic Map (BTM) to Women Leadership in layers (Kalaitzi & Czabanowska, 2017)



What now???



Thank you!

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