



**THE NETWORK**  
TOWARDS UNITY FOR HEALTH



Facultad de Medicina



THE NETWORK: TOWARDS UNITY  
FOR HEALTH & FACULTAD DE MEDICINA,  
UNAM, PRESENT

# TUFH2020 MEXICO

**VIRTUAL CONFERENCE**

"PRIMARY HEALTH CARE: A PATH  
TOWARDS SOCIAL JUSTICE"

SYSTEMS AND COMMUNITY BASED  
RESPONSES TO COVID-19

SEPTEMBER 23-25, 2020

#TUFH2020  
TUFH2020.COM



## TUFH 2020 Abstracts

<b>Title</b>	<b>Preparing Women Health Workforce for Health System Needs: Overcoming challenges and ensuring Gender Equality</b>
<b>Type</b>	TUFHTalk <i>Building the Capacity of Future Leaders in a Socially Accountable World</i>
<b>Presenting Author</b>	<b>Nighat Huda</b>
<b>Co-Authors</b>	
<b>Country</b>	Pakistan
<b>Abstract N<sup>o</sup></b>	TUFH211

### Content

Observing global health workforce status, 70% of women are engaged as health and social workforce and deliver care to nearly 5 billion people. For meeting 2030 targets of Universal Health Coverage, women health workforce will have a dominant role in future. The challenge is that with health workforce shortage crisis looming globally, immediate and long term policies are critical for women health workforce who face discriminatory practices at work place including insecure environment, harassment, no pay or low pay jobs, deprived of leadership positions, gender pay gap, and stereotyped jobs for women.

In low and middle income countries the scenario for qualified women health workforce is more complex. For example, Pakistan home to nearly 219 million people is in the midst of acute health workforce . Massive health workforce shortage exists primarily due to government low priority to primary health, maldistribution of resources, fragile health system, and population boom. As a result, there are fewer jobs for qualified women health workforce, many remain unemployed while others leave professional career or migrate to developed countries for better living. Increased feminization in academic medicine has had implications on the health system. Women doctors face difficulty in balancing professional career with family responsibilities and prefer to work in health facilities located near home for lesser hours. Organization environment, employment structure and socio-cultural factors compel women to leave the profession.

Global innovative strategies are required on women health workforce including policies and actions addressing gender equality and removing inequities with regard recruitment, retention, and sustainability.