

Gender equity and the well-being economy

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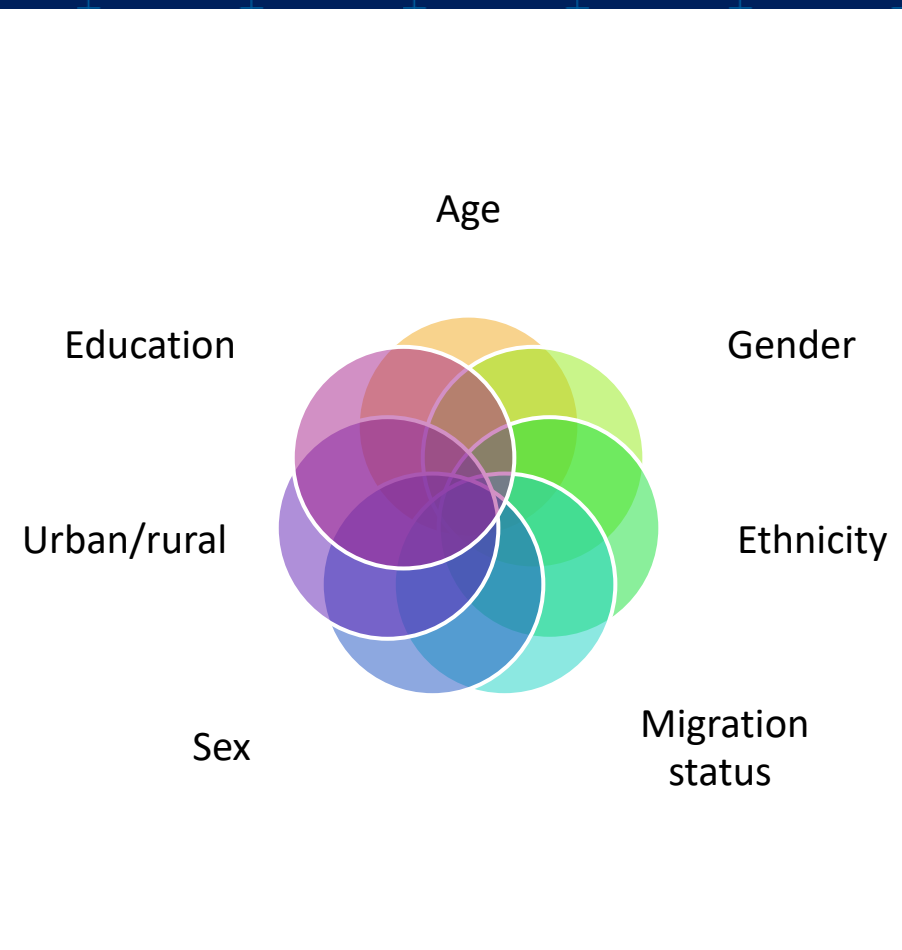
European Region



Leaving no one behind

- Discrimination, human rights violations, poverty, and other determinants of health, underlie many health disparities limiting people's abilities to make decisions about their own health, impede access to quality health care, thence worsen physical and mental health outcome.

Health systems can reinforce inequalities or help to overcome them.



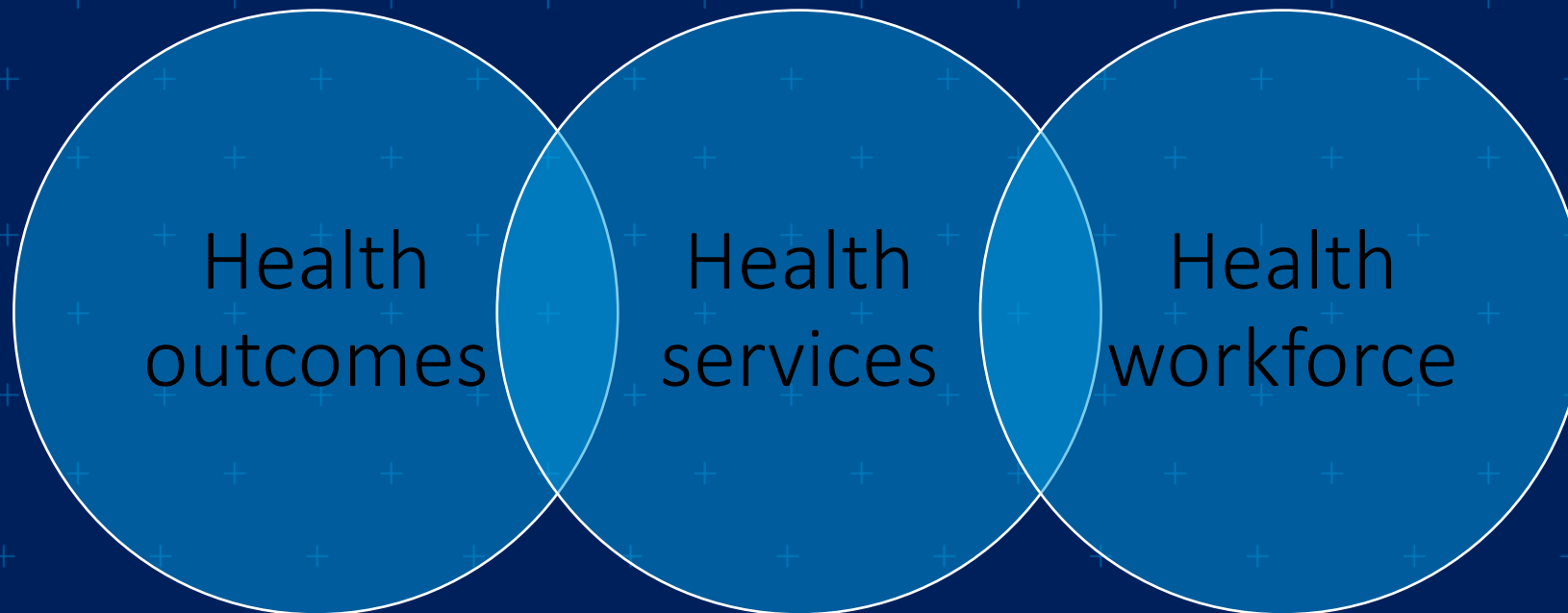
Gender equality = improved health

Gender equality policy and high levels of gender equality in society benefit the health of men, women and children.

- Living in a gender-equal country means 2 x chance of reporting high well-being.
- ½ chance of reporting being depressed.
- 40% less risk of violent death for adult men.



Gender inequity in health



Health and care workforce in Europe: time to act

Gender inequalities in the health and care workforce:

.....loss of talent, expertise, morale



Women are almost 70%
health and care workers
(90% nurses), but hold only
25% senior roles



Gender pay gaps in the health
and care sector is higher than in
non-health sectors (26% vs 13%)



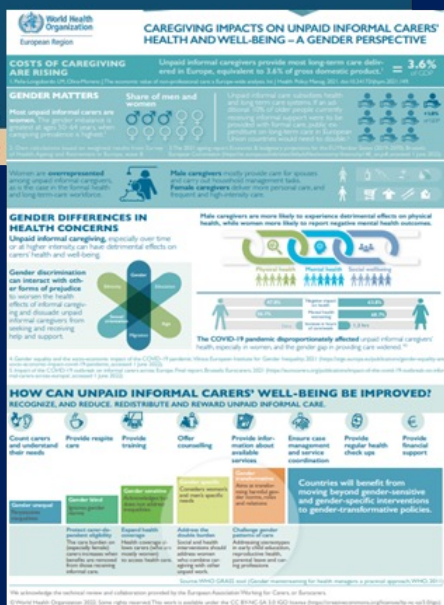
Women are clustered into
lower status, lower paid
health and care roles



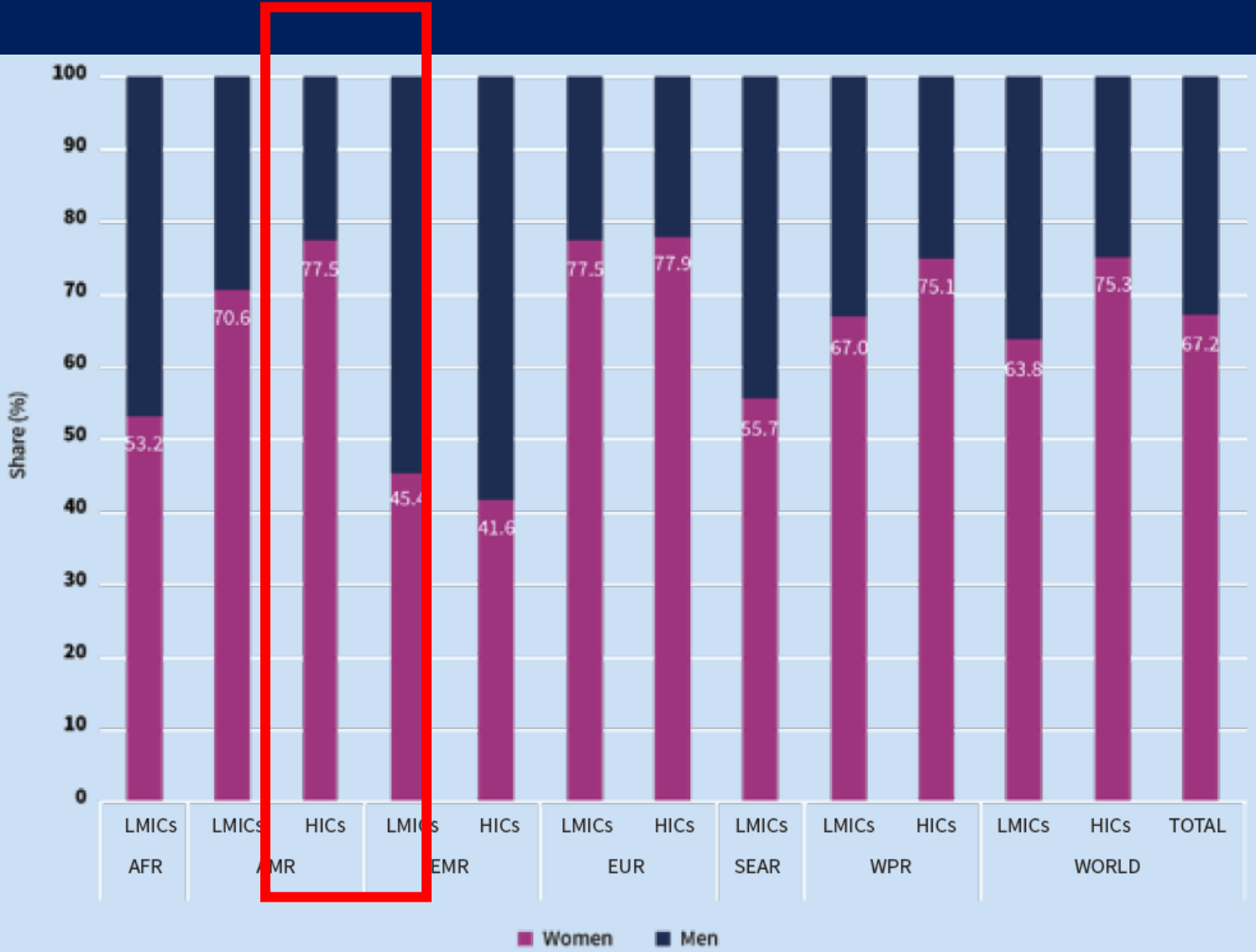
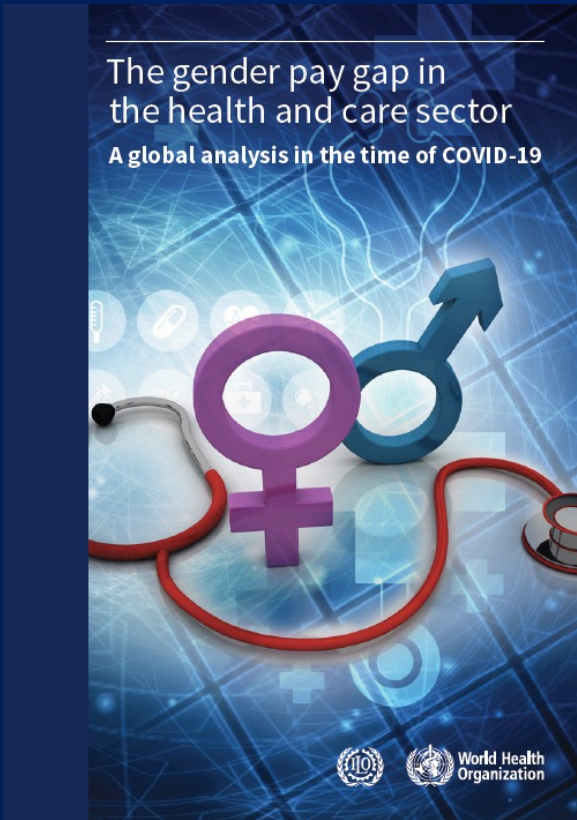
Workplace violence is
pervasive in health care
and particularly harmful to
women

Bucharest Declaration on the health and care workforce

High-level Regional Meeting
on Health and Care Workforce in Europe: time to act
22-23 March 2023, Bucharest, Romania



European Region **most feminized** health and care workforce of all WHO regions



Well-being Economy Approach

An economy which secures well-being for all people today and for future generations, as well as the planet

Recognising that the solutions to produce well-being lie with different sectors

of government and society and **therefore engaging a broad range of stakeholders** including the population as part of implementing the **solutions through dialogue**

Creating the conditions for people to lead healthy lives

Deliver policies, essential goods and services that **enable people to live in dignity, to thrive and contribute to society** – also known as **public health goods and policies**

Equity, Inclusion, Sustainability

Investing and producing the essential well-being capitals

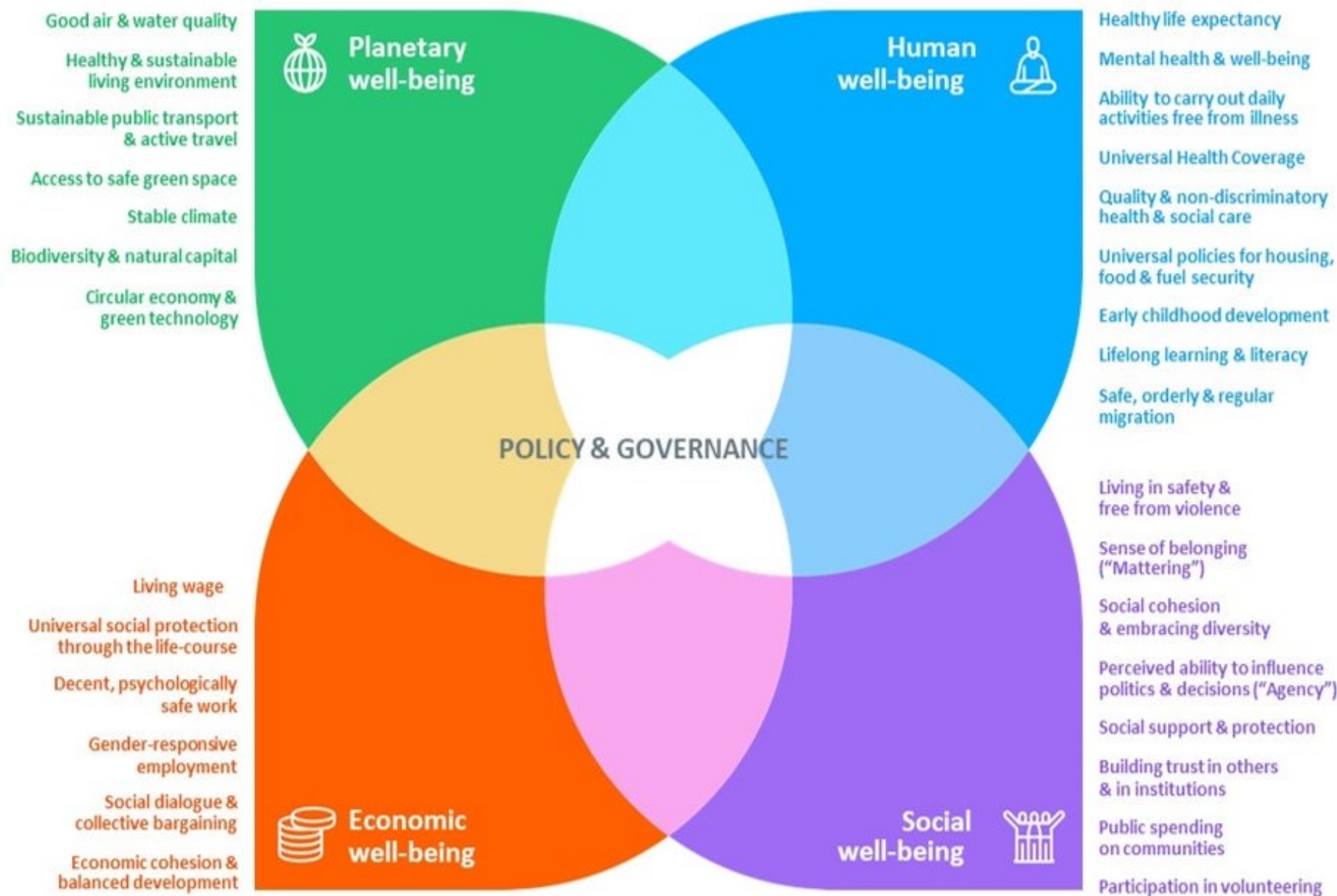
Public and private investment, spending and resources are used to improve **human, social, planetary and economic** well-being in a way that is fair and equitable

Optimising co-benefits from the four well-being capitals

Explicitly considering in policy design and investment decisions the **benefits and risks to the four capitals**

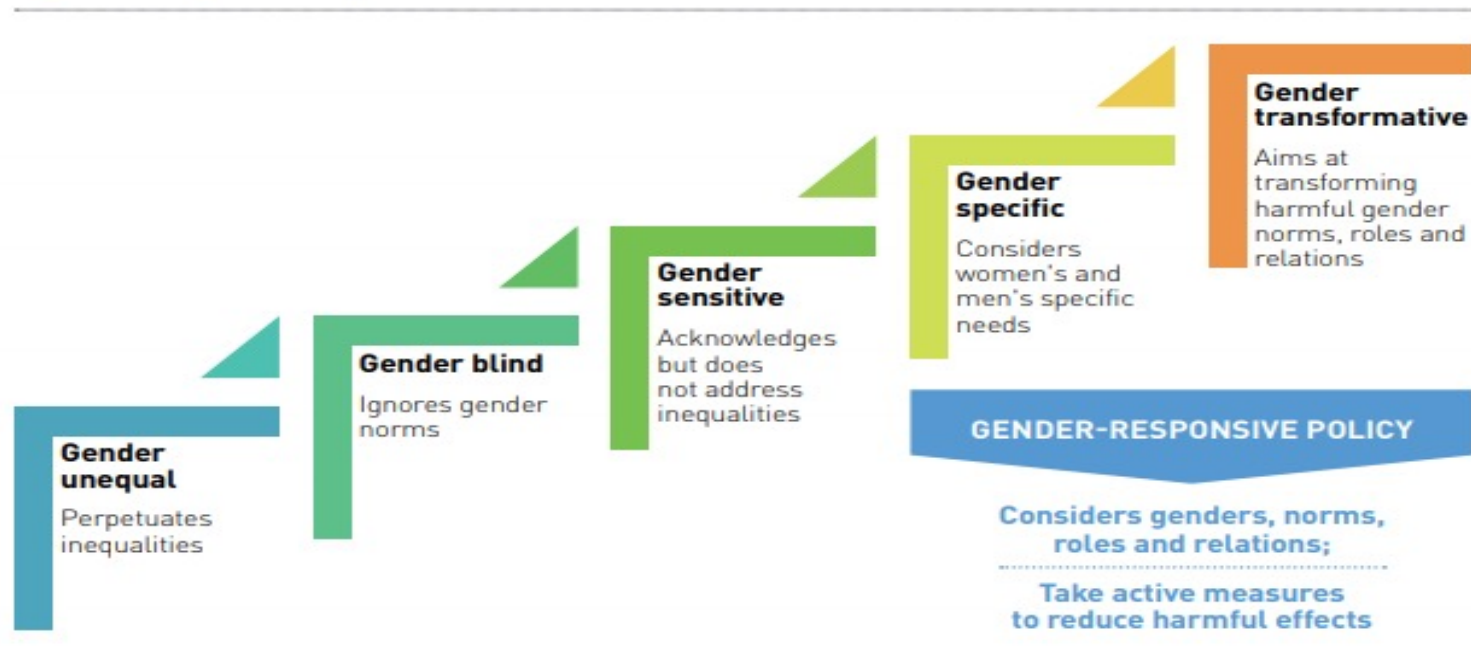
Well-being
economies
invest in well-
being capitals

Sex
disaggregated
data & **gender
analysis**



Gender responsive policies' power to transform underlying power dynamics and norms

Fig. 7. WHO gender-responsive assessment scale



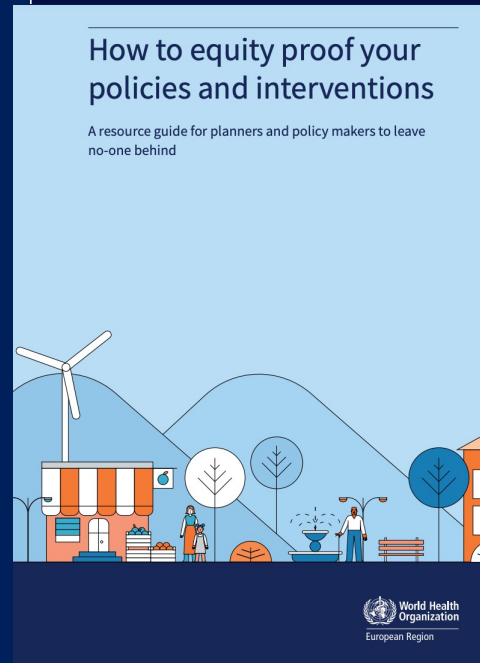
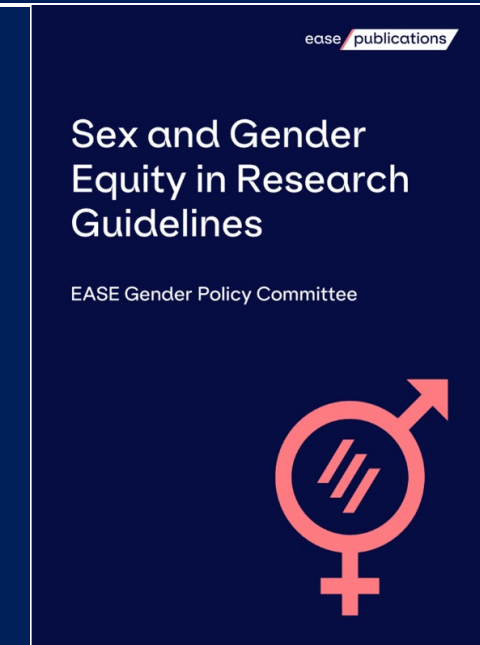
Source: WHO (1).

WHO tools for data & analysis

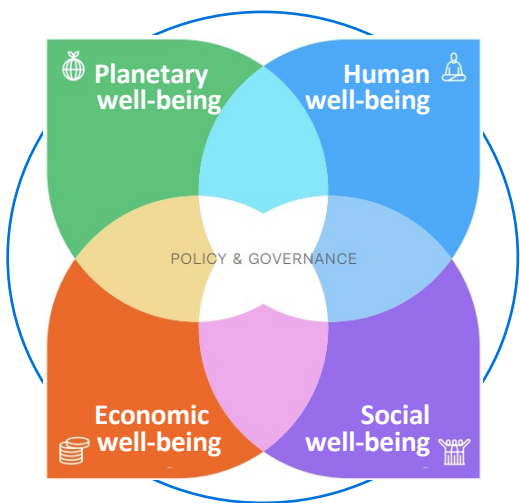
1. Using **data disaggregated by sex, age and other equity dimensions**, is there a difference in the way investments and policies impact different population groups?
2. If so, to what can this difference be accounted to? Any specific trends related to **gender norms, gender-based discrimination, and socio-cultural factors**? Are there specific trends and barriers experienced by specific groups?
3. Do these instruments **perpetuate or close gender and equity gaps**? How are the gaps accounted for in the tools and interventions? Are there examples showing impact in support of gender equality and closing equity gaps?



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Evidence and Policy Tools



Monitoring framework

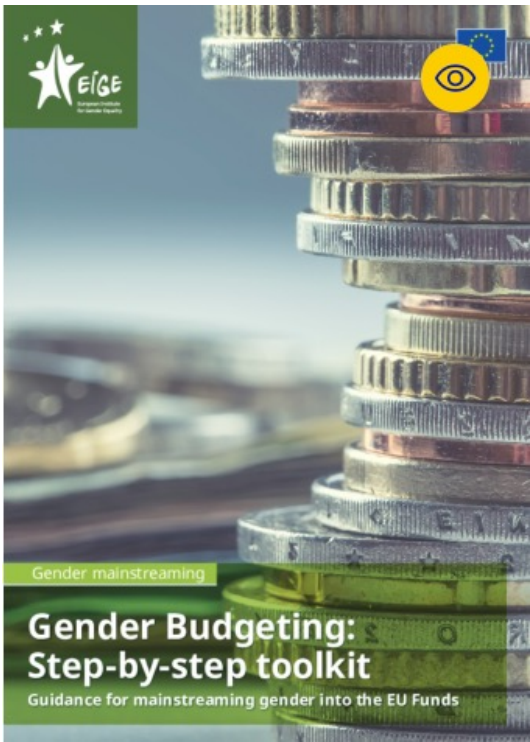


Deep dive on Iceland

*Shaping and adapting
existing spending*

Well-being budgets

e.g. Well-being/quality of life scorecards,
gender budgeting



Gender budgeting guidance



Background paper to the European
Regional High-level Forum

Thank you!



WHO European Office for Investment for Health and Development



World Health
Organization

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HEALTH
FOR ALL