



**Global Health**  
Supply Chain Summit

ABSTRACT #42  
TRACK #3  
13/11/2024

LAGOS, NIGERIA ~ NOVEMBER 12-15

2024

VALUE CHAIN INNOVATIONS FOR UNIVERSAL HEALTH COVERAGE



# Understanding the Gender Imbalance in the Public Health Supply Chain (PHSC) Workforce

Rebecca Alban, Senior Manager, Health systems, VillageReach

Dr. Lanoi Maloiy, Manager, Gender and Equity, VillageReach

Susie Truog, Director REL, VillageReach



# Overview of the session



- Why does gender matter in the supply chain workforce?
- Study Overview
- Gender Analysis
- Results
- Recommendations

# Why does gender matter in the supply chain workforce?



Women and children  
consume majority of  
health products

Insights from women  
and men are needed  
to create people-  
centered supply chains



# Study Overview: Research objectives



- Describe the current dynamics of the PHSC workforce in the DRC, Malawi, and low- and middle-income countries in general.
- Explore gender norms, beliefs, policies, and resources
- Inform recommendations to governments, implementers and other researchers.



Public health supply chain professionals (PHSCPs) include pharmacists, logisticians, supply chain managers, data managers, warehouse and transportation personnel, as well as physicians, nurses, and other staff who have supply chain responsibilities in addition to their regular duties.



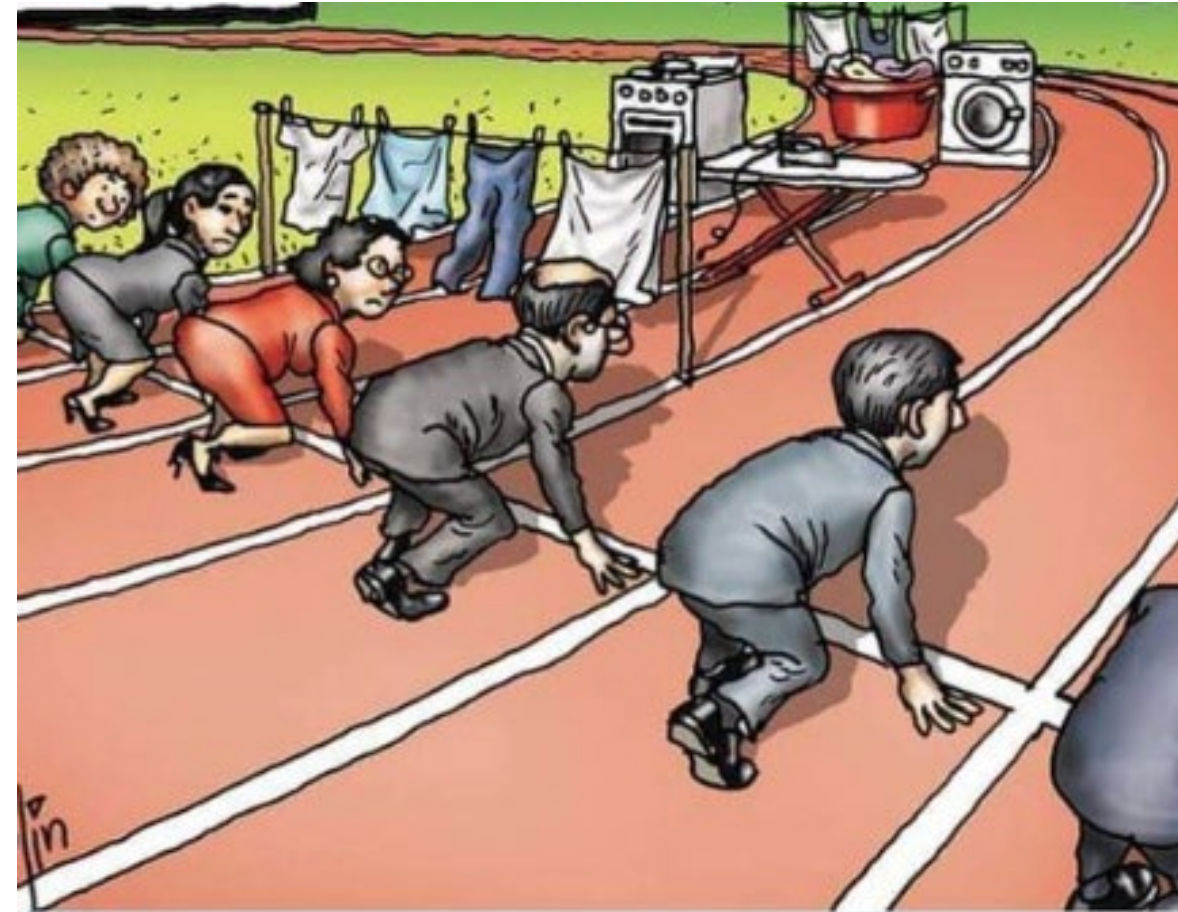
# Methods

Key informant interviews (KIIs) with PHSC professionals, students and educators, and with global supply chain experts.

68 respondents in total  
(26 from the DRC)

Online survey with responses from

- PHSC professionals in 26 countries
- (IAPHL members)

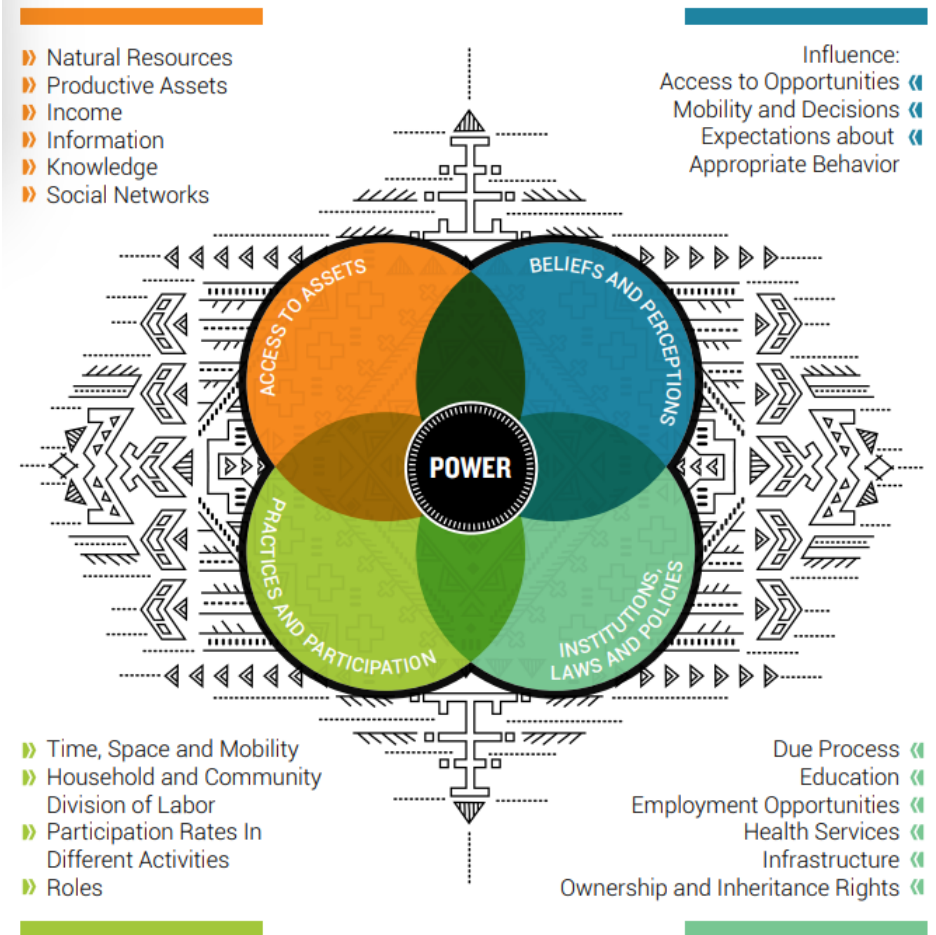


# JHPIEGO Gender Analysis Framework

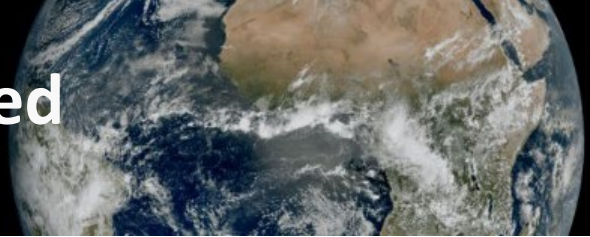


- ❖ Access to assets: tangible such as financial resources and intangible aspects such as education.
- ❖ Beliefs and Perceptions: Social and Cultural Norms
- ❖ Practices and Participation: Different Roles of Men and Women
- ❖ Institutions, Laws and Policies: Rights and the Different Ways in which Policies Govern Institutions

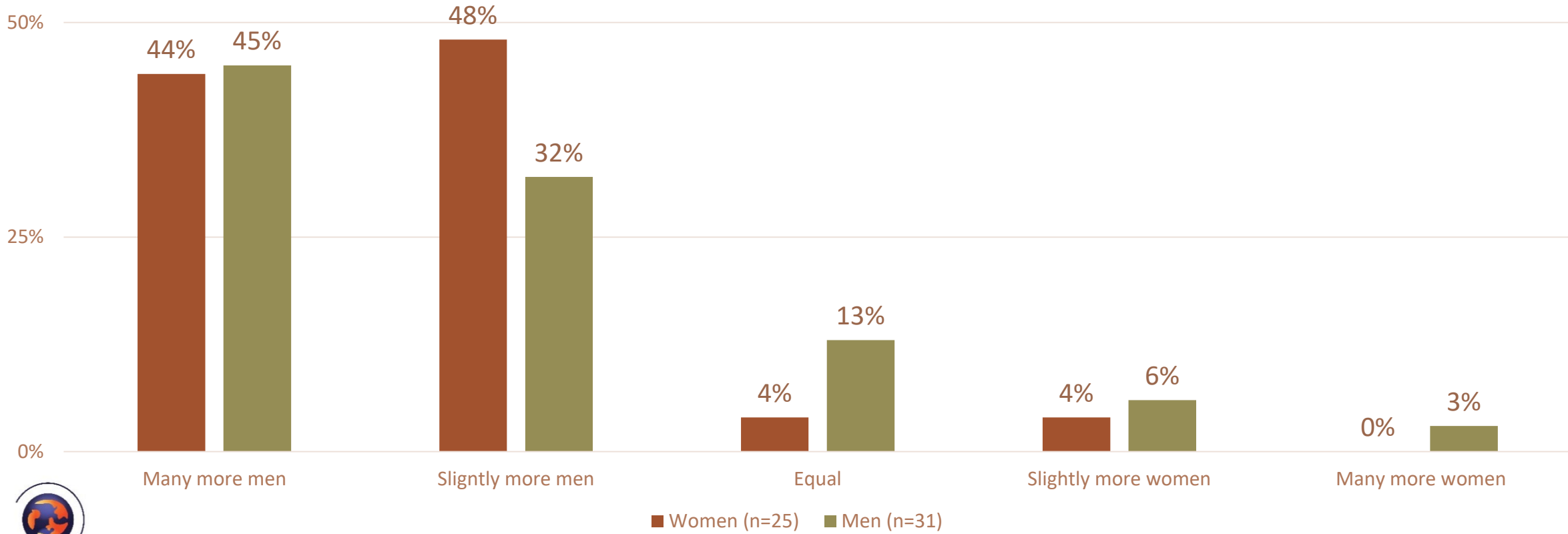
**FIGURE 1 | THE GENDER ANALYSIS FRAMEWORK**



# Strong perception that the PHSC workforce is male-dominated



Are there currently more men or women taking on roles and responsibilities in the public health supply chain (PHSC) workforce?





# Results



## Education

## Career

## Advancement

- Lack of awareness of the PHSC profession.
- Gender norms shape the perception of how girls will behave in math and science classes from an early age, leading to a decrease in the number of girls in majors (pharmacy, SC) who often take on PHSC roles.
- Structural and financial barriers such as limited funding and housing are increased for women.
- Female role models are key to educating women about PHSC professions.



# RESULTS



Education

Career

Advancement

- Barriers to education mean fewer women are on track for careers in the PHSC workforce.
- Domestic responsibilities may conflict with the responsibilities of the PHSC workforce, including the need to travel for work.
- Women PHSC workers interviewed reported being victims of sexual harassment, but there was no formal reporting or protection.



# RESULTS



Education

Career

Advancement

- Social and cultural norms can hinder women's ability to advance as leaders.
- Advanced degrees needed for advancement may not be available locally, requiring international travel, which may conflict with the women's domestic responsibilities or going against cultural norms.
- Mentorship from male leaders is limited due to cultural norms.





"At a workshop [in the province]... I was told 'oyo aza muasi na biso' (This is our wife). I said that I didn't come to be someone's wife, but because I have a job and you have to give me time to express myself like everyone else.— *PHSC Professional in DRC*

*"The law says: a married woman cannot go to work far from her husband's residence and even if you have the skills, you will be assigned elsewhere."—  
Male educator at university in DRC*



# Recommendations



## Supporting educational & career pathways for youth & women

- Create linkages between youth and educational programs (career counseling, sensitization) to improve knowledge of PHSC careers
- Create linkages between educational programs and employers (internships, etc.)
- Female-focused recruitment & marketing for courses

## Improve policy/enabling environment: MoH, educational institutions, employers

- MoH, educators, employers, collect gender disaggregated data
- Policy & practices review: recruitment and advancement, sexual harassment
- Structural improvements (restrooms, female housing at universities)

## Elevate female supply chain decision making

- Conveners need to purposefully select women to participate in decision-making bodies, conferences and committees (especially decisions around funding) and mitigate barriers to participation

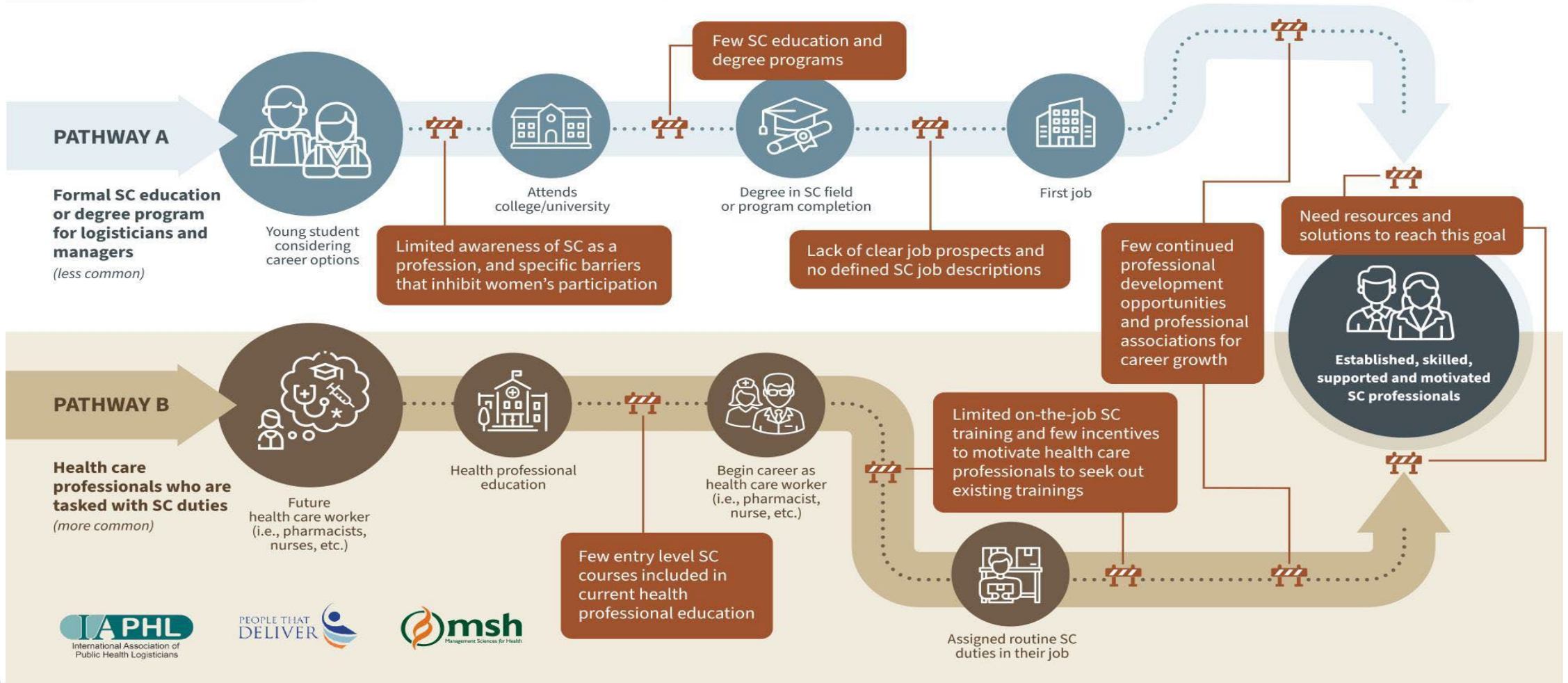
# Pathways



## THE CHALLENGES:

## Health Supply Chain Professional Career Pathways

Barriers around building and advancing a career as a supply chain (SC) professional



# Thank you to our 2024 Sponsors!



## PLATINUM



**Chemonics**  
Development works here.



**Logenix**  
International



## GOLD



**KAIZEN™**  
INSTITUTE

**sanofi**



**World Health  
Organization**

## SILVER

**VILLAGE REACH®**  
X

## BRONZE



**Technology & Operations**  
UNIVERSITY OF MICHIGAN

## CONTRIBUTORS

**BIXAL**



**PANAGORAGROUP**



**Libra  
Circle  
LTD**