



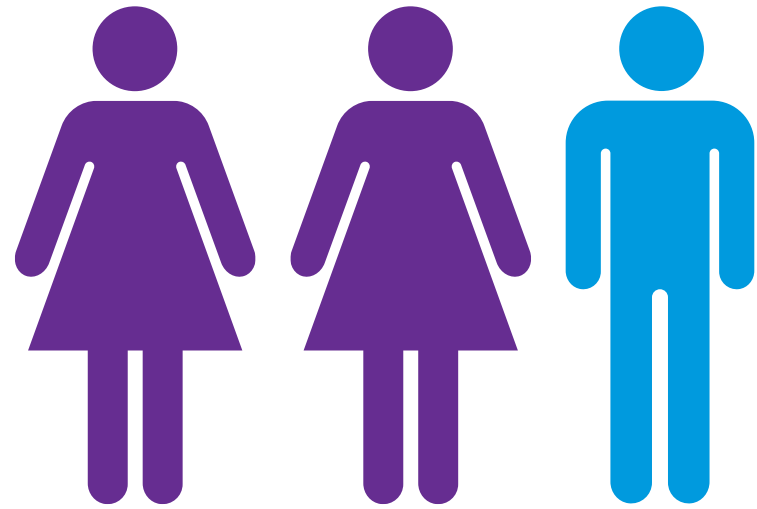
**Effective policy options to address informality, equity, and access
in the health and care sector**

Michelle McIsaac, Health Workforce Department WHO

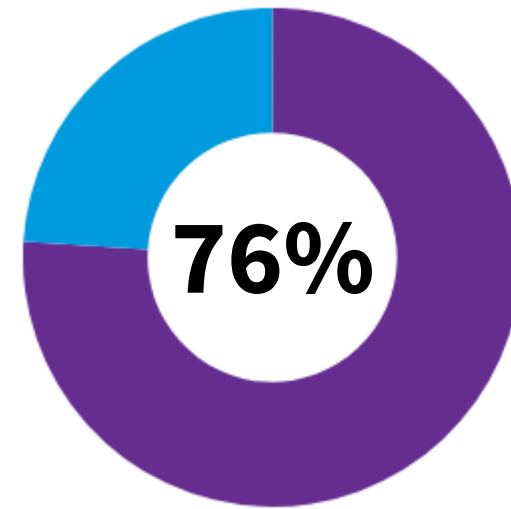


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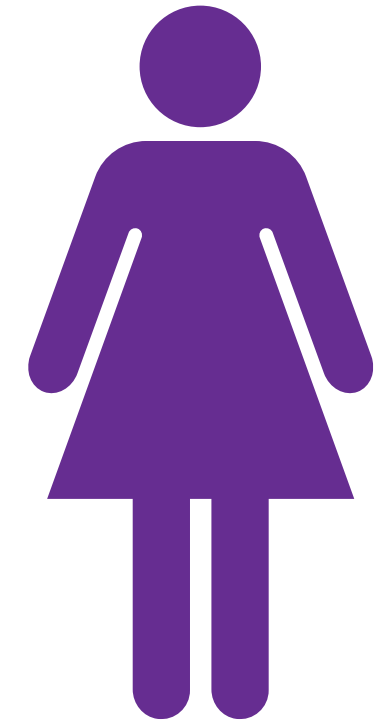
The backbone of the health and care sector: women



On average across the world **2 in every 3 workers** in the health and care sector are women.



76 percent of unpaid care work is performed by women



During COVID-19, women's health and care responsibilities, including unpaid care, **almost doubled.**

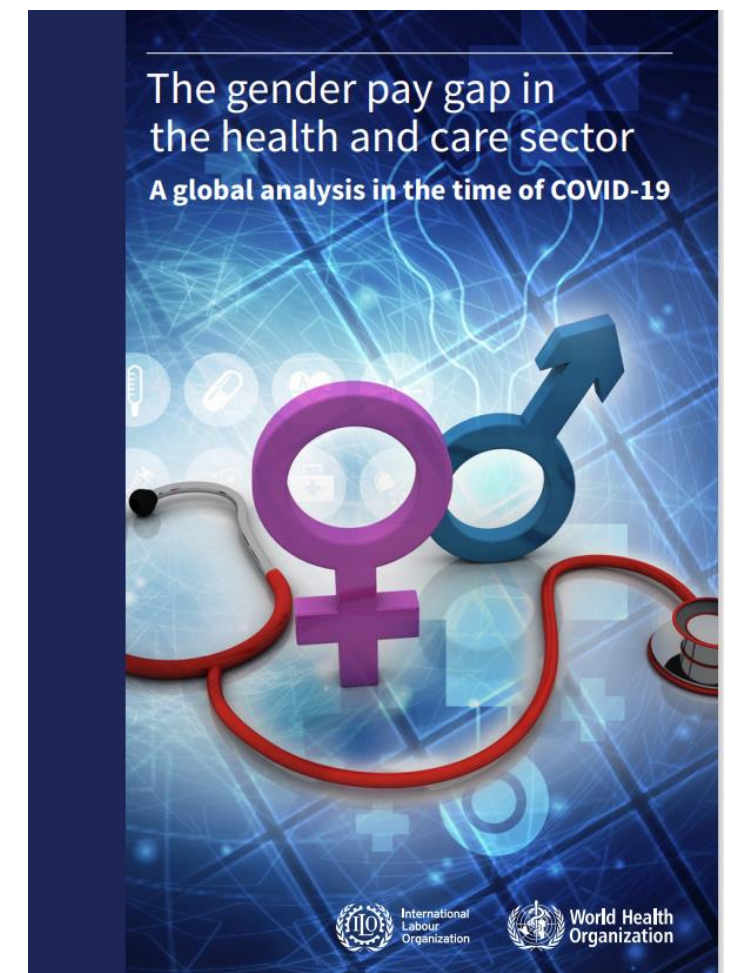
Underpaid, undervalued, and under-resourced

- Unpaid work can be perceived as a cost-savings for the health and care systems, this work, often performed by women, goes unrecorded and largely invisible in national statistics
- The paucity of data on all forms of health and care work that sustains our health and health systems, leads to an undervaluation and under-resourcing of the health and care sector



Informal work

- Many workers have jobs in the informal economy, particularly in LMICs – this is especially the case for women workers at the low end of the pay scale.
- Informal employment in the health and care sector remains significant, if lower, in this sector in comparison to other sectors. With women are more likely than men to occupy informal jobs in the sector.
- For example, survey data from Mexico (3rd Q 2019) show that 46% of all wage employees worked in informal employment; in the health and care sector the proportion falls to 20%. However, 22% of women wage employees in the health and care sector had informal jobs, while 17% of men wage employees did.
- Informality is a key factor behind wage inequality.



Working Conditions



Insecure contractual arrangements and non-standard employment can expose workers to discrimination, poor working environments, and violence



Workers in the informal economy are more susceptible to health, safety, and economic risks.



Policy Levers: Working Conditions



Ensure decent work for all



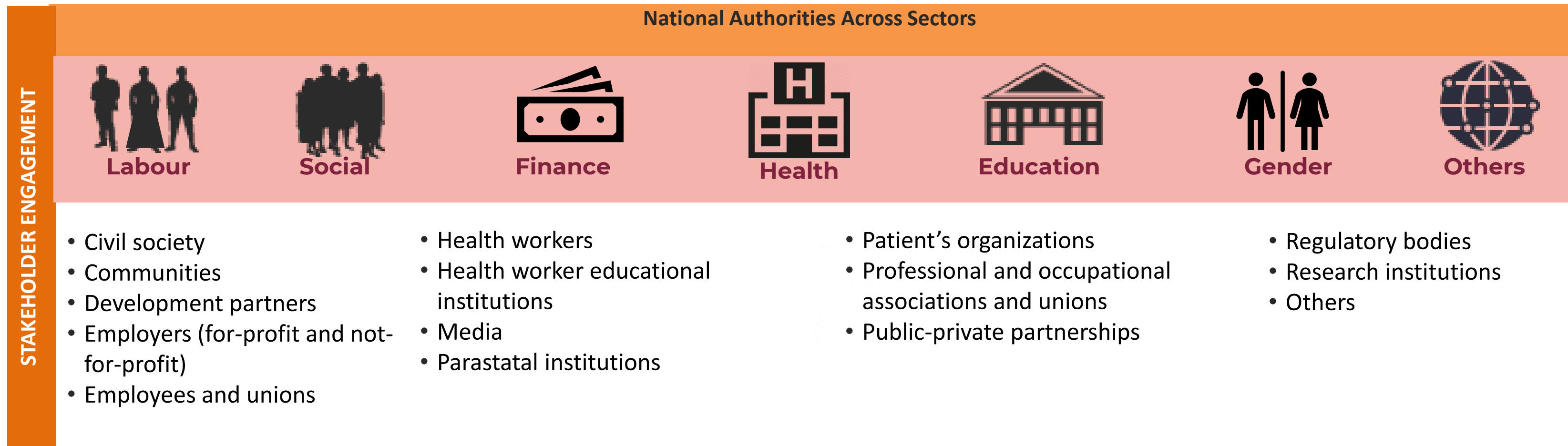
**Prevent violence and harassment
in the workplace and in society**



**Address informal and nonstandard
employment**



Role of collaboration





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The Working for Health 2022-2030 Action Plan

Optimize, build and strengthen the health and care workforce



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