

**EXPLORING GENDER EQUALITY
IN THE HEALTH WORKFORCE:**
A STUDY IN UGANDA AND SOMALILAND





Acknowledgements

We would like to thank the Fraxinus Trust whose funding has allowed THET to research, document and develop tools which will transform our approach to gender equality and that of the Health Partnerships we work with. Following this study, a gender and social inclusion toolkit is in development which will be used by Health Partnerships, offering practical guidance and resources to incorporate and consider gender at all stages of their programmes, supporting them to maximise opportunities to tackle gender inequality in health and ultimately to strengthen the quality and impact of their work.

Report authors

This report was written by Alyson Brody, independent consultant, in collaboration with Dr. Lydia Namatende Sakwa and Roda Ali Ahmed and Advocacy Assistants: Farah Mohammed Yusuf, Saeed Hashi, Doreen Kisembo and Winnie Eoju.

We would also like to thank the following people for helping to shape the research and thinking within this report:

- Paul Ahura, Fomer Uganda Country Director, THET
- Nura Aided Ibrahim, Somaliland Country Director, THET
- Louise McGrath, Head of Programmes, THET
- Raquel Perez, Business Development Officer, THET
- Summer Simpson, Communications Officer, THET

Confidentiality

Some names and identifying details have been changed to protect the privacy of individuals.

Table of contents

Executive Summary	1
1. Introduction	3
2. Qualitative Research: Methodology	4
3. Key findings from THET's gender analysis and relevant literature	6
4. Gender equality in Uganda and Somaliland: key statistics	8
5. Qualitative research: Findings	10
5.1. Gender discrimination and stereotypes	10
5.2. Equal access to opportunities, wages and promotion	13
5.3. Flexible working and impact of unpaid care work	15
5.4. Gender-based violence	17
5.5. Voice	19
5.6. Knowledge of Gender Issues	20
6. Concluding Reflections	21
Annex 1: Detailed list of research questions	23
Annex 2: Research participants in Uganda and Somaliland	24
Annex 3: References	26

Recommendation Icon Key:



Advocacy



Policy



Programme

UG Uganda

SM Somaliland

Published by Tropical Health and Education Trust (THET)

First published 2019

© THET 2019

This publication may be used free of charge for the purposes of advocacy, campaigning, education and research, provided that the source is acknowledged in full.