



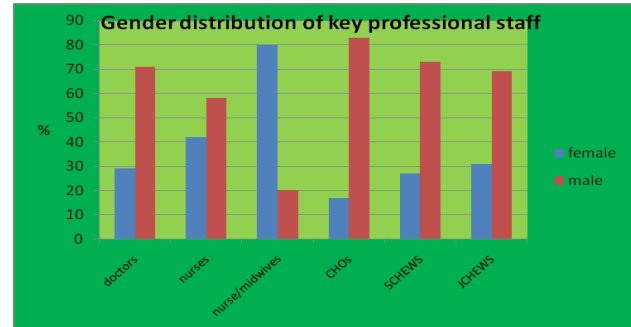
**FACTSHEET**

June 2010

**Health worker gender imbalances in Yobe State**

**Key facts**

- 83% of CHOs, 73% of SCHEWs and 69% of JCHEWs are males. This has implications for PHC service delivery
- A similar picture obtains at hospital level (except for nurse/midwives)



**Overview**

The data shows that the bulk of the frontline health workers (those that examine and treat patients) are male. The only exception is nurse/midwives. This has implications in a society where for a variety of cultural and religious reasons women and children prefer to be seen by female health workers.

Post Category	% Female	% Male
Administrative Management	20%	80%
Administration Production	36%	64%
Administration Supervisor	9%	91%
Health Assistants, Attendants etc.	41%	59%
Community Health Officer	17%	83%
Dieticians/Nutritionists	100%	0%
Environmental Health Professionals	67%	33%
Medical Laboratory Professionals	17%	83%
Medical Officers	29%	71%
Nurse Midwives	80%	20%
Nursing Officers	42%	58%
Pharmacy Professionals	29%	71%
Radiography Professionals	0%	100%
Social Work Professionals	45%	55%
JCHEW	31%	69%
Operational Support (Watchmen, Cleaners, Cooks etc)	19%	81%
SCHEW	27%	73%

Reasons for the gender imbalance include:

- Inadequate schooling for females
- Resistance to allow women to work away from families
- Intakes to training schools that are not skewed to address the imbalances
- Low employment levels, thus having men seeking 'traditionally female occupations'.

The gender imbalance exacerbates barriers to accessing health services for women and to a lesser extent children.

**Options**

What can be done? Clearly this is a complex problem and not one that can be addressed by the HR coordinating committee overnight. Suggested interventions could include:

- In depth analysis of the extent of and reasons for the gender imbalance
- Reviewing training school intake policies
- Advocacy to strengthen girl education programmes
- Contribution to the proposed facilities plan to ensure that the HR needs of the different facilities are included
- Better distribution of existing staff amongst facilities.

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