

Network for Women Inclusion & Leadership

Project Summary

Problem

Too few women from our countries of operation are in leadership positions at MSF, even though they are essential to implementing our activities and project relevance. They are rarely in positions of coordination or responsibility in the field. This gender imbalance within our teams is an obstacle to realize our social mission and undermines our capacity to deliver quality care to people we serve.

Proposed Solution

Address **MSF's gender gap in leadership** by promoting **access to employment and professional development for women** through organic women initiatives in coordination with field teams, with the support of operational cell, general management, and the associative representation of MSF -France. Focus on 2 countries of intervention: **Niger and Mali** to maintain a tight, pragmatic scope. Leverages **women's networks** to facilitate feedback, articulate barriers and work towards potential solutions.



Potential Impact

- Reduces **gender inequalities** in MSF projects in Niger and Mali, addressing entry levels and career development
- Documents **barriers** and tests **concrete measures** in field contexts (policies, actions, decision-making processes)

Viability

- Incorporates strong **support from the field** and from OCP General Direction & President
- Engages a **strong project team and Steering Committee** with representatives from Operations, HR, DEI and political connected leadership
- Leverages **community-based women's networks**

Risk Mitigation

- Engages cell managers for access to the field
- Incorporates **data protection** to ensure protection and privacy of data

Scalability

- Aligns with OCP management's priority for action on the **fight against gender inequalities** in its workforce
- Acts in favour of female patients and women in **MSF** and in civil society

Area/Type: HR/L&D

Sponsor/Support: **MSF OCP**

Length/Project Status: 18 months; **ONGOING**