

### Governance research theme | Kenya, Nigeria and South Africa

<b>Title</b>	Exploring understandings of gendered leadership in health systems in Kenya, Nigeria and South Africa
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### Background

Globally in healthcare, although women comprise more than half of the workforce, they remain under-represented in higher professional categories and managerial and decision-making positions. In view of this, the gendered experiences of leadership in healthcare clearly warrant study; however it remains under-researched particularly in low- and middle-income countries (LMICs). Building an evidence base of the needs, experiences and expectations of healthcare managers and ways in which these are gendered in LMICs is critical for furthering understanding of what type of training, mentorship and support is needed for better supporting the needs of male and female leaders.

### Purpose of the research

The research aims to explore and understand the gendered career and leadership experiences of senior healthcare managers in Kenya, Nigeria and South Africa. Promotion of gender equality and empowerment has gained momentum in these three contexts with legislation and policies being put in place to advance this. This study will contribute to understanding of leadership development and organisational processes and structures specific to the health sector.

Through in-depth explorations of the work and life-histories of male and female senior health managers in three diverse African settings, this research will provide insight into the dynamics of leadership. It is expected that the findings of this work will also shed light on the extent to which work practices and norms reflect the life situations and interests of men, in the context of gender empowerment and equality policies and legislation in all three countries. This research, through providing insight into the experiences of health managers, could inform the field on future directions for further work in LMICs.

### Study methods

The study will use a qualitative case study approach, focusing on senior health managers. It will be conducted in Kenya, Nigeria and South Africa, building on existing RESYST governance work and collaborations. Data will be generated through semi-structured interviews and observation to support understanding the context within which leaders operate.

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