

SEA-WHD-12  
Distribution: General

# Gender Mainstreaming Training Package and its Field Testing

*Report of a Review Meeting  
WHO/SEARO, New Delhi, 17-19 July 2001*

WHO Project: ICP OSD 002



World Health Organization  
Regional Office for South-East Asia  
New Delhi  
August 2001

© World Health Organization (2001)

This document is not a formal publication of the World Health Organization (WHO), and all rights are reserved by the Organization. The document may, however, be freely reviewed, abstracted, reproduced or translated, in part or in whole, but not for sale or for use in conjunction with commercial purposes.

The views expressed in documents by named authors are solely the responsibility of those authors.

## CONTENTS

	<i>Page</i>
1. INTRODUCTION.....	1
2. OBJECTIVES AND EXPECTED OUTCOME.....	1
3. PARTICIPANTS.....	2
4. PLENARY SESSIONS.....	2
5. GROUP DISCUSSIONS.....	2
5.1 Draft of gender mainstreaming training package .....	2
5.2 Plan for field testing the gender mainstreaming training package .....	3
5.3 Plan of action before the next biennium budget.....	3
5.4 Country strategies for field testing the training package .....	4
6. RESULTS.....	4
6.1 Simplification.....	4
6.2 Adaptation/Modification .....	4
6.3 Activities .....	4
7. FOLLOW-UP .....	5

### Annexes

1. List of Participants .....	6
2. Programme of Work.....	8
3. Gender Training to Create Awareness .....	10
4. Gender Analysis Matrix .....	11

## 1. INTRODUCTION

Decades of hard work culminated in the establishment of the women's health programme in the South-East Asia Region of WHO, but it is still a challenge to operationalize concepts into actions, to really make a difference in utilization of health care and further on to improve women's health of the Region.

The WHO publication "*Women of South East Asia - A Health Profile*" released in September 2000 highlighted the fact that gender-based inequalities adversely affect women's health in every phase of their lives. The twenty-third Special Session of the UN General Assembly on Beijing Plus Five 2000 concluded that gender mainstreaming should be taken as the key approach to attain gender equality in health. The Declaration on Health Development in SEAR adopted by the Health Ministers in 1997 had identified investing in women's health and elimination of gender discrimination as two of the important areas of action for health sector reform.

In November 2000, a technical consultation came up with gender mainstreaming tools consisting of gender analysis and gender mainstreaming matrices. In April 2000, an APW to develop a generic training package for gender mainstreaming in health was concluded with Dr Prakasamma.

From 17-19 July 2001, five Member Countries were invited to the Regional Office to review this training package. Only three countries turned up (India, Indonesia and Maldives).

## 2. OBJECTIVES AND EXPECTED OUTCOME

### *Objectives*

- (a) To review the draft training package for gender mainstreaming in health, and
- (b) To field-test the training package.

### ***Expected outcome***

- (a) Draft of generic training package on gender mainstreaming in health reviewed, and
- (b) Plan of action for field testing of the generic training package.

## **3. PARTICIPANTS**

The meeting was attended by seven participants representing three Member Countries (India 2, Indonesia 3, Maldives 2) and five observers from India. (see list of participants in Annex 1).

## **4. PLENARY SESSIONS**

The review meeting was opened by Dr. N Kumara Rai, Acting Director Department of Health Systems and Community Health. He extended a warm welcome and said that the informal nature of the meeting did not detract from its importance and was expected to maximize communication to attain the expected output. It was necessary to continue moving forward, incorporating gender mainstreaming in priority health programmes. The participants were invited to improve the draft of the Gender Mainstreaming Training Package and prepare for its field testing in the next biennium (2002-2003). Dr. Ilsa Nelwan, STP-WMH, WHO/SEARO explained the process and the concept of gender mainstreaming training to increase utilization of health services, particularly for women and children, and then presented the ICP II WMH SEARO 2002-2003. Dr. M.Prakasamma, presented the draft of Gender Mainstreaming Training Package.

## **5. GROUP DISCUSSIONS**

The group discussions covered four areas.

### **5.1 Draft of gender mainstreaming training package**

- Gender Mainstreaming Training Package should be targeted at health professionals and programme managers.

- The training should be planned carefully, taking into account the context (at which level, for whom), the facilitators and the target group characteristics.
- The existing tools are too complex, difficult to use, especially for non-disease programmes such as 'Making Pregnancy Safer'.
- Another tool 'Gender Analysis Pathway' was suggested by the group that will be easier to implement. The group blended it with the proposed tool.
- The group exercised the tools for disease and non-disease control programmes.
- India shared the Gender Training Module in Health that had been utilized by a non-governmental organization for two years with grassroot participants at state, district and village levels.
- Inclusion of additional important terms was also suggested.

## **5.2 Plan for field testing the gender mainstreaming training package**

- It was necessary to involve NGOs for field testing the training package.
- Communication with and dissemination of information for the parties concerned was essential.
- The draft had to be adapted and translated for common understanding.
- Time frame of the field test had to be drawn up.

## **5.3 Plan of action before the next biennium budget could be released**

- Not all participants have access to or control of resources needed to undertake the field test.
- Therefore, the feedback of the meeting is a crucial factor to attain country response.
- The short time frame and the non-existence of special budget to make necessary preparations caused concern.

#### **5.4 Country strategies for field testing the training package**

- India has a life-cycle approach to the health programme, since gender discrimination cut across all age groups; also the need for advocacy to increase attention for adolescent and women's health was felt.
- Maldives identified activities, time frame and the responsible officers.
- Indonesia is planning to blend the training package with their existing gender mainstreaming activities involving various sectors and facilitate other related activities.

### **6. RESULTS**

#### **6.1 Simplification**

The tools have been simplified and made more user-friendly :

- The training package consists of facilitator guide and handbook for participant.
- Additional terms to be included: gender equality, access (potential and realized), gender focal points, affirmative action
- A separate package could be prepared for policy-makers with emphasis on gender gap and support needed to reduce the gap. For grass-roots level training materials, a simple package of questions and answers was proposed.
- In the training package, immediate references should be made to the respective para, e.g. Beijing plus5 WHO Fast Sheet, CEDAW and CRC.

#### **6.2 Adaptation/Modification**

Each country has the liberty to adapt/modify the training package; however, it is anticipated that no major changes will be made in respect of the tools, (the field testing results should be comparable).

#### **6.3 Activities**

Activities for the three countries participating in the review meeting before January 2002:

- Identification of existing gender gaps in some priority health programmes;
- Administrative steps: within one month, proceedings of the meeting will be sent to the participating countries. Response should be communicated to the Regional Office within one month. The response should cover adaptation of the package, suggestions to be covered in the field-testing implementation plan, and
- Dissemination of information for field testing the training package to the relevant parties.

For six other countries (Thailand, Bangladesh, Sri Lanka, Myanmar, Nepal, Bhutan) not attending this meeting, orientation on the GMS Training package will be included in the APW for rapid assessment in 2002.

## **7. FOLLOW-UP**

Dr. N Kumara Rai, Acting Director Department of Health Systems and Community Health in his concluding remarks mentioned that gender is a concept that needs continuous advocacy to operationalize. The field testing is not meant to be a multicentric study. For the field trial of the training package, the Regional Office would conclude another APW. For the finalization of the training package countries will be consulted as needed.

An APW has been concluded with Dr. Prakasamma for finalization of the Gender Mainstreaming Training Package based on the proceedings of this meeting. The revised training package will be ready by the fourth week of August 2001.

## Annex 1

### LIST OF PARTICIPANTS

#### India

Dr N. Namshum  
Assistant Commissioner  
Department of Family Welfare  
Ministry of Health and Family Welfare  
Nirman Bhawan  
Maulana Azad Road  
New Delhi 110011

Mrs Pallavi Patel  
CHETNA (Centre for Health Education,  
Training & Nutrition Awareness)  
Lilavatiben Lalbhai's Bungalow  
Civil Camp Road  
Shahibaug  
Ahmedabad 300004  
Gujarat

#### Indonesia

Dr Ardi Kaptiningsih  
Women's Health Focal Point  
Ministry of Health and Social Welfare  
Jakarta

Drg Maria Ingawati Leswari  
National Development Planning Board  
Jakarta

Dra Irawati Harsono  
Derap Warapsari  
Jakarta

#### Maldives

Ms Fathimath Inaala  
Project Officer  
Ministry of Women's Affairs and Social Security  
Male'

Ms Maimoona Aboobakuru  
Information Officer  
Department of Public Health  
Ministry of Health  
Male'

#### Temporary Adviser

Dr M. Prakasamma  
F-1, Shirdi Apartments  
Rajbhavan Road  
Somajiguda  
Hyderabad

#### Observers

##### UN Agencies

Ms Bernadette Rai  
IAWG (Gender & Development)  
UNICEF  
73 Max Mueller Marg  
Lodi Estate  
New Delhi 110003

Mr Manoj Kar  
IAWG (Gender & Development)  
c/o WR, India  
Nirman Bhawan  
New Delhi 110011

Ms Gitanjali  
IAWG (Gender & Development)  
UNIFEM  
228 Jor Bagh  
New Delhi 110003

Prof. Indera P. Singh  
President  
Indian University Association for Continuing  
Education  
c/o Department of Adult, Continuing Education  
and Extension  
I/IV, Old Jubilee Hall Barracks  
University of Delhi  
Delhi 110006

Dr R.P. Bhagi  
Hon.General Secretary  
Delhi Tuberculosis Association  
9 Institutional Area  
Lodhi Road  
New Delhi 110003

**WHO SECRETARIAT**

Dr N. Kumara Rai  
Ag. Director, Health Systems and Community  
Health

Dr Ilsa Sri Laraswati Nelwan  
Short-Term Professional, Women's Health

Dr Rusdi Aliudin  
Short-Term Professional, Reproductive Health  
& Research

Dr Sanu M. Dali  
Short-Term Professional, Making Pregnancy  
Safer

Dr J.M. Luna  
Regional Adviser, Child & Adolescent Health

Dr Duangvadee Sungkhobol  
Regional Adviser, Nursing & Midwifery

Dr Jai P. Narain  
Regional Adviser, HIV/AIDS and Tuberculosis

Dr P.R. Arbani  
Regional Adviser, Malaria

Mrs Vanaja Sundaresan  
Senior Administrative Secretary

**Annex 2**  
**PROGRAMME OF WORK**

**Tuesday, 17 July 2001**

- |                   |   |
|-------------------|---|
| 08.30 – 09.00 hrs | Registration  |
| 09.00 – 09.30 hrs | Opening remarks and introduction by Dr N. Kumara Rai,<br>Ag. Director, Department of Health Systems and<br>Community Health |
| 10.00 – 12.00 hrs | Plenary Session I:<br>Draft Gender Mainstreaming Training Package and<br>discussion<br>(Dr Prakasamma)                      |
| 13.00 – 14.30 hrs | Discussions   |
| 14.45 – 16.30 hrs | Group Work on Gender Mainstreaming Training<br>Package (two groups)   |

**Wednesday, 18 July 2001**

- |                   |  |
|-------------------|--|
| 09.00 – 10.00 hrs | Group Work on Gender Mainstreaming Training<br>Package                             |
| 10.15 – 12.00 hrs | Group Work on Gender Mainstreaming Training<br>Package (continued)                 |
| 13.00 – 14.30 hrs | Plenary Session:<br>Group Presentation on Gender Mainstreaming Training<br>Package |
| 14.45 – 16.30 hrs | Issues on Gender Mainstreaming Training Package                                    |

**Thursday, 19 July 2001**

- |                   |  |
|-------------------|--|
| 09.00 – 10.00 hrs | ICP II on WMH for 2002-2003  |
| 10.15 – 12.00 hrs | Group work on Draft Plan of Action: Field testing<br>National Strategy to implement Gender Mainstreaming<br>Training Package |
| 13.00 – 14.30 hrs | Group presentation on Draft Plan of Action: National<br>Strategy to implement Gender Mainstreaming Training<br>Package       |
| 14.45 – 15.30 hrs | Discussion and reaching consensus on Plan of Action:   |
| 15.30 – 16.00     | Gender Mainstreaming national strategy and Field<br>Testing plans of the Gender Mainstreaming Training<br>Package            |
|                   | Closing  |



**Annex 4**

**GENDER ANALYSIS MATRIX**

<b>Variables</b>	<b>Exposure and vulnerability</b>	<b>Outcome and impact</b>	<b>Access and utilization</b>
Biological*			
Social**			

\* Biological: Age, sex

\*\* Social: socio-economic class, caste, education, occupation, rural/urban.

All information for each column and row should be given separately for male and female.

**Result of Gender Analysis Matrix used to fill the first column of Gender Policy Formulation Matrix**

<b>Gender gap identification</b>	<b>Policy formulation</b>	<b>Programme implementation</b>	<b>Indicators for monitoring and evaluation</b>
Exposure and vulnerability			
Outcome and impact			
Access and utilization			

### Annex 3

## GENDER TRAINING TO CREATE AWARENESS



