



PROMOTING GENDER EQUITY



IntraHealth recognizes the key role that women play in the health of communities. This awareness informs our efforts to build a qualified health workforce, support worker performance and improve the health workplace while increasing women's access to the services they need for improved health and well-being.



We take a systematic approach to gender analysis and integration in order to address gender issues in program development, implementation and evaluation. We have developed, adapted and applied approaches and tools

to address gender issues in health service delivery, client use of services and community participation in health care, as well as in strengthening human resources for health.

IntraHealth has worked to integrate gender equity activities in projects in many countries, including Armenia, Bangladesh, India, Kenya, Lesotho, Mali, Rwanda, Senegal, Southern Sudan and Tanzania. We also provide leadership on USAID-funded global projects such as the Capacity Project and Extending Service Delivery Project to ensure that gender equity issues are in the mainstream of development programs.

Focusing on Gender Analysis and Program Integration

In our projects, we work to ensure that gender inequalities that might impede the achievement of health goals are addressed. For example, IntraHealth developed a gender and HIV integration training manual and used it to train health service managers and providers through USAID's program to prevent mother-to-child transmission of HIV in Ethiopia. In Senegal, we oriented district-level health personnel to gender and reproductive health issues and developed a gender integration strategy that will be piloted in four districts. We developed a module for Armenian nurses and doctors to address gender issues in community health. In a number of countries, including Armenia, Mali, India and Southern Sudan, we have trained project, USAID and partner staff in gender analysis and integration approaches.

Responding to Gender-Based Violence

Through the Capacity Project, we developed a gender-based violence (GBV) sensitization and planning module focusing on intimate partner violence, sexual abuse and assault. We have integrated content on GBV counseling into nursing and midwifery school curricula in Rwanda. In Armenia, we designed an approach to improve reproductive health care providers' response to GBV. In Ethiopia, we implemented a "five-dimensional model" for advocacy against female genital cutting that was selected by USAID's Interagency Female Genital Cutting Working Group as one of three best practices in eliminating this form of GBV.

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IntraHealth International mobilizes local talent to create sustainable and accessible health care in developing countries. A not-for-profit organization, IntraHealth has worked in more than 50 countries over the last three decades.

Addressing Gender in Human Resources for Health

Gender inequalities are a major barrier in health development work and hamper socioeconomic growth and development. Promoting gender equality in the health labor market requires empowering women to actively partake in public life, assuring that men and women enjoy an equal share of the benefits of development. Increasing workforce capacity by eliminating gender barriers can improve health service delivery to better meet the needs of communities.

Through the Capacity Project, whose goal is to improve health service delivery through planning, developing and supporting human resources for health (HRH), we work to reduce barriers to equal participation in the health workforce. We developed and tested guidelines for gender analysis in HRH and modules for gender and HRH integration, advocacy and skills-building. We also designed a sensitization and planning module on workplace violence and sexual harassment and are conducting a study of workplace

violence and sexual harassment in health workplaces in Rwanda. In Lesotho, we are assessing the role men can play in providing community-based HIV/AIDS care.

Assessing Gender Sensitivity

IntraHealth developed simple tools for service providers and managers to assess the gender sensitivity and equity of reproductive health and family planning services, with guidelines to monitor and improve access to quality community-based services. We field-tested these tools in Rwanda and Bangladesh. In addition, we developed a practical checklist and action plan to assess the gender sensitivity of pre-service and in-service training curricula in reproductive health and family planning. These ensure that training for providers will be sensitive to the gender dimensions of provider performance and service delivery. These tools have been tested and applied in Rwanda, Bangladesh and India and can be adapted for use with existing training modules.

Access IntraHealth's resources on gender issues at: www.intrahealth.org/resources/gender-issues.

Photos: Christopher Wilson Creative – Photos should not be construed as indicating the health status of persons depicted.