



GENDER EQUALITY

Our gender strategy, which we adapt to local needs and opportunities, has four components:

- Conducting institutional and programmatic gender analysis and planning
- Promoting equal opportunity and treatment in employment, training, and education systems
- Affirming girls' and women's social and economic rights through interventions such as policy change and increasing their access to economic resources
- Responding to gender-based violence in health care facilities and in clients' lives.

IntraHealth International is committed to promoting gender equality as an integral part of our work, recognizing that if gender-based disparities and inequalities are not addressed they may undermine the achievement of health care program, service delivery, and development goals. We therefore collaborate with partners, clients, policy-makers, and national organizations to develop appropriate strategies to eliminate gender-based discrimination, gender-based violence, and gender-based barriers to the accessibility, use, and quality of health care.

SELECTED RESOURCES

Advocacy tools

Gender Discrimination and Health Workforce Development: An Advocacy Tool

<http://www.intrahealth.org/page/genderadvocacytool>
Health professional education systems play a pivotal role in developing competent, motivated health workers who are vital to the delivery of high-quality health services. This online tool outlines recommended combinations of gender transformative interventions to counter various forms of gender discrimination in learning environments, and provides advocacy strategies for stakeholders to develop plans to create, implement, and enforce conducive environments, equal opportunity, and nondiscrimination policies.

Promoting Gender Equality in the Health Workforce: An Advocacy Tool

<http://www.intrahealth.org/page/promoting-gender-equality-in-the-health-workforce-an-advocacy-tool>
Health workforce leaders may not be aware of the ways in which gender discrimination impedes efforts to develop, efficiently deploy, and fairly compensate their workforce. This advocacy tool helps users to understand how common forms of gender inequalities and discrimination can negatively affect the health workforce; assess whether health workers may be experiencing one or more forms of discrimination; and successfully advocate and take action through policy-making and improved management to reduce gender discrimination and build a more motivated and effective workforce to serve the population's health care needs.





eLearning

Foundations of Gender Equality in the Health Workforce
<http://www.intrahealth.org/page/foundations-of-gender-equality-in-the-health-workforce>
This course on the HRH Global Resource Center platform exposes learners to basic concepts, issues, and standards related to gender equality in the health workforce.

Gender and Health Systems Strengthening: eLearning Course
<http://www.intrahealth.org/page/gender-and-health-systems-strengthening-elearning-course>
The course on USAID's Global Health eLearning Center, examines gender considerations for each of six components in the World Health Organization's health systems model. The course considers gender norms that drive health behavior, health decision-making, and provision and utilization of health care, and highlights programmatic examples that illustrate aspects of gender equality and women's empowerment in health systems strengthening.

Journal Articles and Technical Briefs

Gender Equality in Human Resources for Health: What Does This Mean and What Can We Do?
http://www.intrahealth.org/files/media/gender-equality-in-human-resources-for-health/Gender%20Equality_Global_31312_web.pdf
This paper provides an overview of common forms of gender discrimination in human resources for health and suggests practical ways to address gender inequality and discrimination in health workforce policy, planning, development, and support.

Integration of Gender-Transformative Interventions into Health Professional Education Reform for the 21st Century: Implications of an Expert Review
<http://www.intrahealth.org/page/gender-transformative-interventions>
The broad aim of this paper, published in Human Resources for Health, is to encourage health professional education leaders to make gender-transformative reforms in the current way of doing business and commit

themselves to countering gender discrimination and inequality.

Occupational Segregation, Gender Essentialism, and Male Primacy as Major Barriers to HIV/AIDS Caregiving: Findings from Lesotho
<http://equityhealthj.biomedcentral.com/articles/10.1186/1475-9276-10-24>

Gender segregation of occupations has been recognized as a major source of inequality worldwide with implications for the development of robust health workforces. Published in the International Journal for Equity in Health, this article presents findings and recommendations from a study carried out in partnership with the Lesotho Ministry of Health and Social Welfare on the gender dynamics of HIV/AIDS caregiving to account for men's absence in HIV/AIDS caregiving and investigate ways in which they might be recruited into the community and home-based care workforce.

Time to Address Gender Discrimination and Inequality in the Health Workforce
<http://www.intrahealth.org/page/time-to-address-gender-discrimination>

This commentary, published in Human Resources for Health, synthesizes current opinion and state-of-the-art evidence pertaining to gender and human resources for health (HRH), presenting original research from Kenya, Rwanda, Uganda, and Zambia to illustrate how gender discrimination and inequality operate and suggest actions at multiple levels.

Workplace Violence and Gender Discrimination in Rwanda's Health Workforce: Increasing Safety and Gender Inequality
<http://www.intrahealth.org/page/workplace-violence-and-gender-discrimination-in-rwandas-health-workforce-increasing-safety-and-gender-equality>
This article, published in Human Resources for Health, examines a set of study findings that directly relate to the influence of gender on workplace violence, synthesizes these findings with other research from Rwanda, and examines the subsequent impact of the study on Rwanda's policy environment.

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