



INCLUDING A GENDER PERSPECTIVE

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INTRODUCTION

This session focused on best practices and strategies used to incorporate a gender perspective in SRHR programmes. The session opened with the explanation of the Gender Transformative Approach as an example of a strategy and how it was implemented in the field. Following this, the floor was open to participants to share their own experiences and examples of how to include gender in programmes

KEY TAKEAWAYS FROM THE DISCUSSION

WHAT ARE CHALLENGES IN THE PARTNERSHIPS RELATED TO THE TOPIC?

- A challenge which was shared regarding gender was how to challenge cultural norms so that gender and sexual diversity (the LGBTI+ community is a taboo subject and misunderstood in a lot of cultures) can be discussed openly. It is difficult to have a non-judgmental discussion about sexuality and gender diversity, even if people want to learn about this, they have reservations about sharing questions because they are afraid of repercussions from their peers and community members.
- Socially constructed gender norms are another challenge when implementing a gender perspective. Gender norms highly influence the position of women and often subordinate them and so agency and self-confidence are key.

WHAT ARE THE STRATEGIES USED IN THE PARTNERSHIPS RELATED TO THE TOPIC?

- The Gender Transformative Approach (GTA) is a way of addressing harmful gender norms and power imbalances. It is not only a way of seeing things, but also for doing things. Rutgers developed six pillars to implement this. The first three revolve around how: (1) human rights, (2) power and (3) gender norms. Then it is about whom: (4) women and girls, (5) men and boys and (6) diversity.
- The GTA aims to move away from the binary approach of gender and include the whole spectrum of sexual diversity. It is challenging but the reason that it is done is that it contributes to better and more comprehensive SRHR—so this is applied as a strategy as well.
- To implement a Gender Transformative Approach, the following was developed:
 - A quick scan: you can ask yourself (as an organisation/alliance) how gender is applied in your organisation?
 - GTA toolkit – for several aspects of a programme (e.g. in education/advocacy/justice) your own organisation and how you position yourself
- GTA Master trainers have been trained since 2017 and have done many Training of Trainers
- The inclusion of GTA in SRHR programmes has resulted in women having more power and putting them in a better position to advocate for their SRHR rights

WHAT ARE BEST PRACTICES/LESSONS LEARNED IN THE PARTNERSHIPS RELATED TO THE TOPIC?

- In one programme, health care workers were asked to keep a diary and to reflect on who comes into their facilities and how they react/feel. It was shared that this exercise contributed to the successful addressing of bias and negative personal opinions in health care workers against certain groups of people. Self-reflection often leads to change in opinions and it was found that personal reflection was more successful than a group session.
- Addressing gender norms starts with the self. It is important to reflect on your own beliefs to ensure that harmful views and biases are not perpetuated in the work that you are doing.

