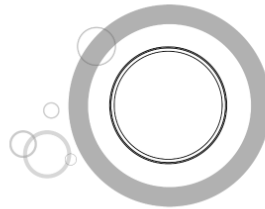


# Gender and Types of technical assistance



**INITIATIVE 5%**  
SIDA, TUBERCULOSE, PALUDISME

 **TheGlobalFund**



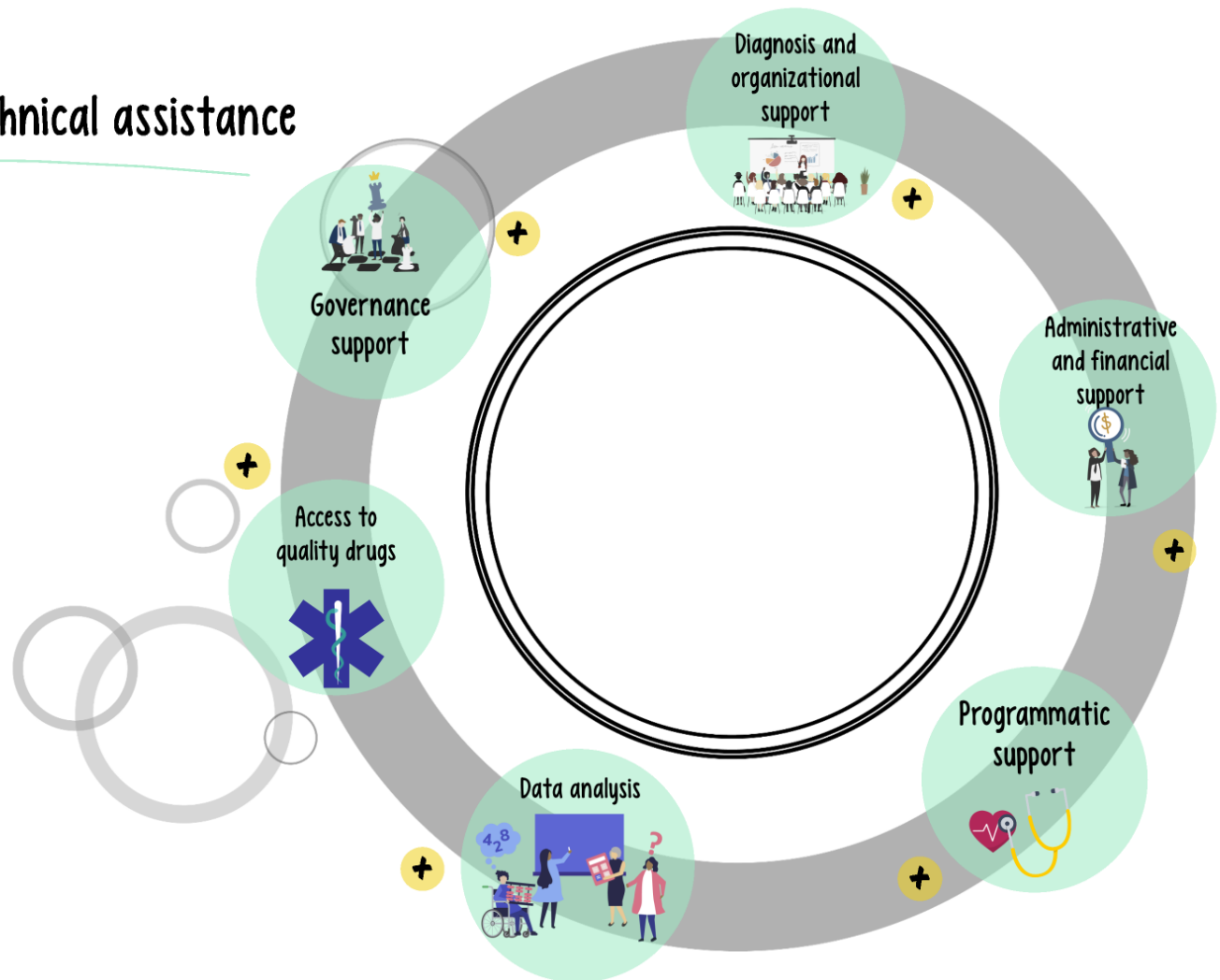
Design : Elsa Manghi

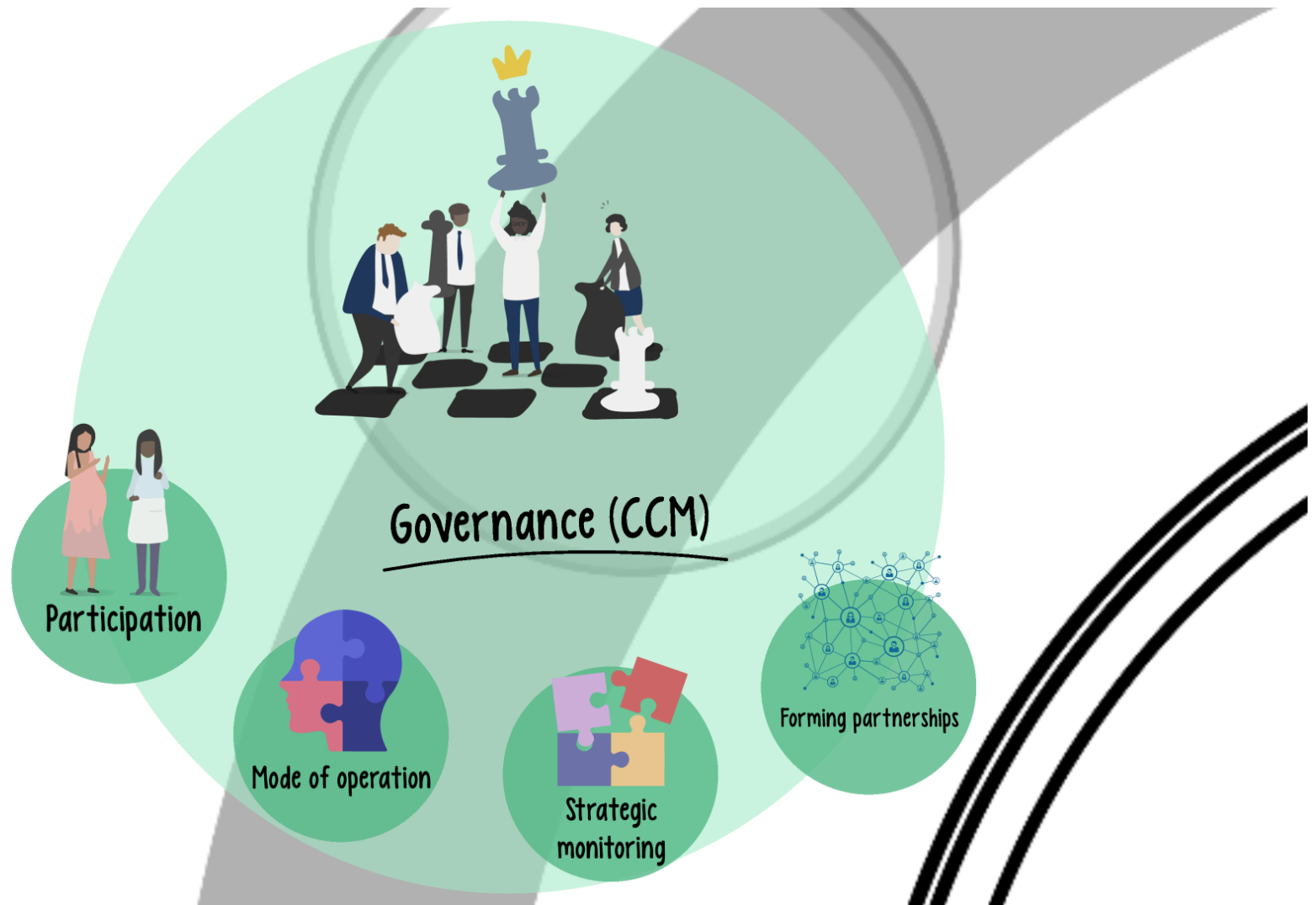
Production : AlterNature média

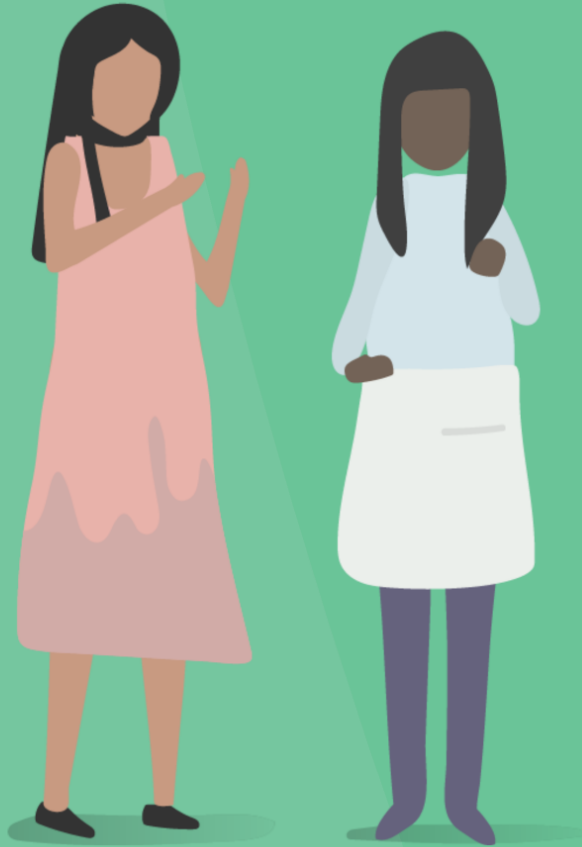
Translation : Anna Hallewell



## Gender and Types of technical assistance







# Participation

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Presence of women and men

Representation of all populations involved

Mandate distribution



# Mode of operation

Operational framework  
(participation, speaking, decision-making)

Gender-based training and resources

Training of new members

Document validation

Capitalization period to improve mode  
of operation



# Strategic monitoring

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Integration of gender in all areas and supervision tools

Gender training for members of the strategic committee

Field visits : participation of women and key populations



# Forming partnerships

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Partnerships with organizations representing the rights of women and key populations

# Key questions

How many women and how many men sit on the committee ?  
Is there parity ?

Are the people in questions represented on the committee ?

Is the committee trained in gender issues ?

Does the mode of operation make it possible for everybody to participate fully on the basis of their specific needs and constraints ?

Is the strategic monitoring that the committee carries out gender-aware ?





Strategy and  
organizational  
culture

Human resources  
and authorities

Communication

Gender-based  
partnership  
and resources

## Diagnosis and Organizational Support





# Strategy and organizational culture

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Gender strategy

Integration of equality between men and women  
in strategic documents

Equal, non-sexist culture

# Human resources and authorities

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Number of women and men

Distribution of roles and mandates

Differences in remuneration

Access to training

Discrimination-free recruitment



# Communication

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Inclusive writing style

Non-stereotyped images that represent both women and men equally

# Gender-based partnerships and resources

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Gender resources

Gender training for personnel

Partnerships with associations working for women's rights and the rights of the people involved

# Key questions

Is equality between women and men part of the organization's values ?

Have you analyzed inequalities between men and women in terms of their number, hierarchical posts and salaries ?

Are there women in authority ?

Is communication gender-aware ?

Does the organization have gender resources ?



## Administrative and financial support



# Administrative and financial support

Gender budgeting aims to integrate the gender perspective throughout the entire budgetary cycle to analyze the differentiated impact of budget costs and income for women and men.

Plan a budget for the integration of gender in activities (training, accessibility...).

Allocate resources equally between the various populations.

Gender training for administrative and financial staff.

Gender indicators in budget monitoring tools.



# Key questions

Is there a budget line for gender integration ?

Is any spending as beneficial to women as they are to men ?

Are finance personnel trained in gender ?

Do monitoring tools incorporate gender indicators ?



## Programmatic support



Diagnosis



Indicators

Activities and  
beneficiaries



# Diagnosis

A situational analysis of inequalities between women and men :  
quantitative (gender-specific trends, age, key populations),  
qualitative (access to treatment, rights, education...women-men)

An analysis of power relationships, gender norms (stereotypes, representation, traditional practices...) and the changes needed

A specific analysis for women and for men (crossed with other criteria if necessary) of their vulnerabilities, needs, obstacles, conditions...

Provide detail on laws and national policies in terms of gender (family code, restrictions in terms of mobility, abortion laws, and criminalization of homosexuality...)

# Key questions

Is data on inequalities between women and men available ?  
(qualitative and quantitative data)

Are the norms and traditional practices that need to change  
to bring about equality presented ?

Are the needs and specific obstacles facing each population  
(women, men, key populations, age) and in each field (discrimination,  
access to treatment, drugs...) available ?

Are the laws and national policies relating to gender identified ?



## Activities and beneficiaries

Activities must incorporate the 3 levels of intervention





# Activities and beneficiaries

## **INDIVIDUAL :**

Specific activities for each population depending on their needs, empowerment activities, awareness, prevention, screening, treatment



## Activities and beneficiaries

### ***COMMUNITY AND INSTITUTIONAL :***

Training of healthcare, police, justice system and prison personnel ; health service planning and development ; accessibility and coverage ; integration of services, raising awareness in families, community and religious leaders...

# Activities and beneficiaries

## **NATIONAL :**

Advocacy by those involved, evolution of laws...





# Activities and beneficiaries

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Upstream research and diagnoses to generate missing gender-related data, mapping and capitalization of exemplary gender programs



And target each population specifically (women, men, young people of different ages, key populations of both genders...)

*(For more detail, refer to the Pandemics and populations document)*

# Key questions



Do the activities target all of the key populations specifically ?

Are there specific strategies for each key population, and for both sexes ?

Do activities target the 3 levels (individual, community, national) ?

Do activities make it possible to generate missing gender-related data (research and diagnosis) ?

**TABLE 5. HIV, TB, AND MALARIA PROGRAMS TO ADDRESS GENDER INEQUALITY AND HUMAN RIGHTS BARRIERS**

	Programmatic Intervention	HIV	TB	Malaria
1.0 Programs to reduce stigma and discrimination				
1.1	Assess stigma and discrimination	✓	✓	✓
1.2	Address policies and laws that protect against discrimination	✓	✓	-
1.3	Address policies and practices in workplace, health care settings, schools, and justice and law enforcement settings	✓	✓	-
1.4	Engaging communities in programming through community dialogue, media, edu-tainment, self-help and peer outreach	✓	✓	✓
1.5	Programs to reduce discrimination against women and girls	✓	✓	✓
2.0 Legal/human rights-based programs				
2.1	Programs to sensitize lawmaker and law enforcement agents	✓	✓	-
2.2	Programs to provide legal literacy ('know your rights')	✓	✓	-
2.3	Programs to provide legal services	✓	✓	-
2.4	Programs to monitor and reform laws, regulations and policies	✓	✓	-
3.0 Program to train health care workers on human rights, medical ethics and occupational risks				
3.1	Sensitization on human rights and occupational-related hazards	✓	✓	✓
3.2	Raising awareness on community needs and adjusting services	✓	✓	✓
3.3	Services in prisons and closed settings	✓	✓	✓

	Programmatic Intervention	HIV	TB	Malaria
5.0 Programs to promote gender-equality and remove gender-related barriers				
5.1	Gender assessment based on checklist to guide integration of gender equality (UNAIDS, StopTB, RBM)	✓	✓	✓
5.2	Address gender aspects of indoor residual spraying	-	-	✓
5.3	Address gender norms in ITN use	-	-	✓
5.4	Collection of gender-disaggregated data	✓	✓	✓
5.5	Sexual and reproductive health services	✓	✓	✓
5.6	Integrated health services for pregnant women	✓	✓	✓

Strengthening Community, Rights, and Gender Concepts for Communities and Civil Society on Country Coordinating Mechanisms, Guidance Tool, APCASO, APCRG, 2017 :

<http://www.globalfundadvocatesnetwork.org/wp-content/uploads/2017/12/CRG-Guidance-Tool-layout-FINAL.pdf>



# Indicators

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## Quantitative

indicators disaggregated by sex, age and key populations

## Qualitative

indicators measuring the reduction of gender inequalities for each population

# Indicators

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## Performance

on activity performance and the people who are affected

## Practical needs of people

improved access to services or to products/drugs

## Impact

on the participation of women in decision-making, sharing responsibility for health within the family...



# Indicators

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Ensure that these indicators are included in information systems for the various services and institutions and that personnel receive training in the benefits of collecting these gender indicators

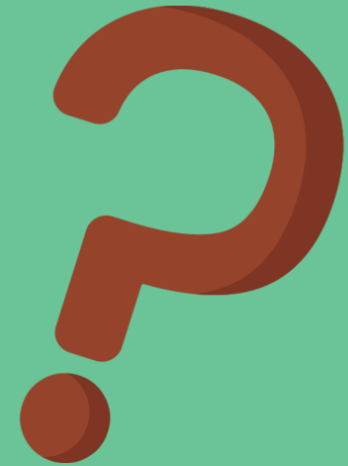
# Key questions

Are gender indicators included in the programmatic framework ?

Are these indicators as quantitative as they are qualitative and are they detailed for each population ?

Does assessment make it possible to gain an overview of effectiveness in terms of performance, requirements and impact ?

Was the collection of these indicators organized upstream ?



# To find out more

Strengthening Community, Rights, and Gender Concepts for Communities and Civil Society on Country Coordinating Mechanisms, Guidance Tool, APCASO, APCRG, 2017 :

<http://www.globalfundadvocatesnetwork.org/wp-content/uploads/2017/12/CRG-Guidance-Tool-layout-FINAL.pdf>





Gender assessment tool for national HIV and TB responses, Stop TB Partnership & UNAIDS :

[http://www.stoptb.org/assets/documents/resources/publications/acsm/Gender\\_Assessment\\_Tool\\_TB\\_HIV\\_UNAIDS\\_FINAL\\_2016%20ENG.pdf](http://www.stoptb.org/assets/documents/resources/publications/acsm/Gender_Assessment_Tool_TB_HIV_UNAIDS_FINAL_2016%20ENG.pdf)

HIV, Human Rights and Gender Equality, Technical Brief, The Global Fund, 2019 :

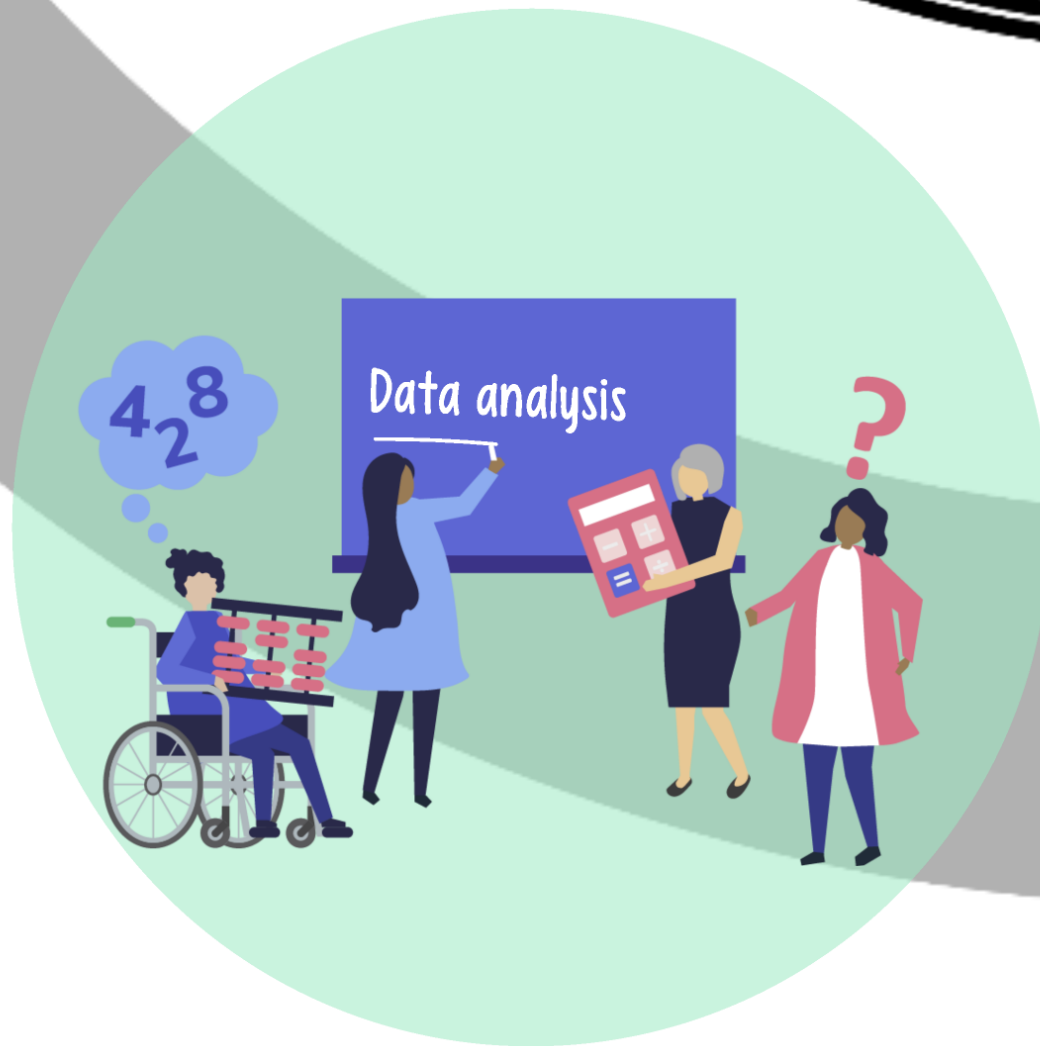
[https://www.theglobalfund.org/media/6348/core\\_hivhumanrightsgenderequality\\_technicalbrief\\_en.pdf](https://www.theglobalfund.org/media/6348/core_hivhumanrightsgenderequality_technicalbrief_en.pdf)

Tuberculosis, Gender and Human Rights, Technical Brief, The Global Fund, 2017 :

[https://www.theglobalfund.org/media/6349/  
core\\_tbhumanrightsgenderequality\\_technicalbrief\\_en.pdf](https://www.theglobalfund.org/media/6349/core_tbhumanrightsgenderequality_technicalbrief_en.pdf)

Malaria, Gender and Human Rights, Technical Brief, The Global Fund, 2019 :

[https://www.theglobalfund.org/media/5536/  
core\\_malariagenderhumanrights\\_technicalbrief\\_en.pdf](https://www.theglobalfund.org/media/5536/core_malariagenderhumanrights_technicalbrief_en.pdf)



# Access to quality drugs

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All data must be disaggregated by sex, age, key populations

Collect sociological and demographical data that makes it possible to analyze the active file (distance from health center, cases of violence, early pregnancies, and quality of the care, stock shortages, experience and understanding of the illness...)

Ensure that the data collection systems make it possible to note this information (medical file, registers, analysis files...)

# Key questions

Is the active file disaggregated by sex, age, key population ?

Can epidemiological data be crossed with sociological data ?

Do the data collection systems identify socio-demographic and gender-related data ?



## Access to quality drugs

Gender issues affect all stages of the chain  
(research, production, price, distribution, use...).



# Access to quality drugs

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Differentiated analysis of drugs and products on the basis of the needs of the various populations (women, key populations...)

Integrate women and key population in study cohorts

Participation of the people affected (particularly women and affected populations) in monitoring the chain and rights in clinical research, information on treatments

Analyze the presence and position of women in pharmaceutical chain human resources

Train personnel on gender issues

# Key questions

Who are these health products intended for ? Men ? Women ?  
Adolescents ? Key populations ?

Do studies include different types of populations in cohorts ?

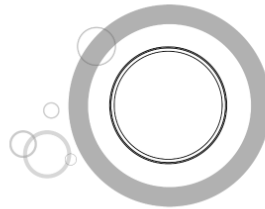
Who is strengthened through training (women, men) ?

Does this training include gender ?





# Gender and Types of technical assistance



Design : Elsa Manghi

Production : AlterNature média

Translation : Anna Hallewell

