

IGWG Gender and Health Toolkit

The **IGWG Gender and Health Toolkit** is a unique compilation of practical resources for gender integration and mainstreaming in health policies, programs and institutions. It is designed as a companion to the [IGWG website](#), a premier site for gender and reproductive health information, publications and networking.

Gender integration refers to strategies applied during program planning, assessment, design, implementation and in monitoring and evaluation to consider gender norms and to compensate for gender-based inequalities. *Gender mainstreaming* is the process of incorporating a gender perspective into the policies, strategies, programs, project activities, administrative functions and the institutional culture of an organization so that institutional practices promote greater equality between men and women.^{1,2}

Increasing evidence demonstrates that attention to gender equality in policies and programs helps to reduce unmet need for contraception, HIV transmission, violence against women, and maternal and neonatal mortality. Promoting gender equality also increases access to health information and services and improves the engagement of both women and men in their own health and that of their families. Although most governments and donor organizations recognize that promoting gender equality is critical to achieving effective and sustainable health care, many lack the skills and know-how to address gender in [health policies](#), [programs](#) and [systems](#).

The tools offered here are instruments or methodologies that help users to collect and analyze information on gender roles, identities and relations and apply this information to make programs and health systems more equitable and effective. These tools are designed to move health practitioners, program managers and policy makers from awareness and commitment to direct application and practice. Key documents on [programmatic evidence](#) are included as essential references about the effect of gender integration on program outcomes and health. These documents can also be used as tools for advocacy.

Click on the thematic tabs to the right to browse information on each topic. Click on the document links to open or download a resource to your computer. Most of the tools in the Toolkit are located under multiple tabs so users can access resources through different entry points, depending on their interests. The subheadings under each main tab are arranged in alphabetical order, and the resources within each subheading are arranged by publication date, with the most

recent first.

The IGWG Gender and Health Toolkit is intended to be interactive: a feedback form allows users to send comments and to suggest the inclusion of other resources.

References:

1. Caro D. A manual for integrating gender into reproductive health and HIV programs: from commitment to action. 2nd ed. Washington, DC: Population Reference Bureau, USAID IGWG; 2009. Available from:

http://www.igwg.org/igwg_media/manualintegrgendr09_eng.pdf

2. World Health Organization. Strategy for integrating gender analysis and actions into the work of WHO. Geneva: WHO,2009. Available from:

<http://www.who.int/gender/documents/gender/9789241597708/en/>

Are You??

You can use the Gender and Health Toolkit to?

A gender focal person

- *Access programmatic evidence, tools for gender and health across sectors and specific tools*
- *Find tools for conducting a gender audit in your organization*
- *Network with other gender champions worldwide*

A program manager

- *Review tools and instructions for gender analysis*
- *View guidance on integrating gender in HIV/AIDS, family planning and youth programs*
- *Access gender training curricula and materials*

A policy maker

- *Find frameworks for mainstreaming gender into health policies*
- *Find examples of policies that promote gender equity and gender*

A donor

- *Learn about key issues in gender mainstreaming and gender*

What are K4Health Toolkits?

What is the purpose of this toolkit?

Who developed this toolkit?

Who are the publishers of the resources?

What types of resources are included?

Who are the intended audiences?

How do I get started using this toolkit?

How can I suggest a resource to include in this toolkit?

How can I make a comment or give feedback?

What are K4Health Toolkits?

K4Health Toolkits are electronic collections of carefully selected information resources on a particular topic for health policy makers, program managers, and service providers. They are based on a continuous publishing principle that allows them to evolve after publication to capture additional resources and to identify and fill remaining information gaps.

What is the purpose of this toolkit?

The IGWG Gender and Health Toolkit provides access to an important collection of tools to assist in integrating a gender perspective in the design, implementation, and monitoring and evaluation of programs and policies across different areas of health.

Who developed this toolkit?

This revised version of the toolkit is a product of FHI 360 and USAID. The revision began in 2011 and was completed in 2012. This newly revised toolkit focuses on the practical manuals and tools that persons working in gender can utilize in their projects and programs. It contains a selection of the best of existing materials. We would like to thank Elizabeth Dogget, Cornelia Lee, Laura Raney, Sidney Schuler, Rose Wilcher, and Brittany Hebert of FHI 360. At USAID, we would like to thank Nonie Hamilton for spearheading the project and Hannah Marqusee.

This newly revised toolkit draws upon the first edition of the toolkit that was a collaborative effort among the USAID Interagency Gender Working Group (IGWG), K4Health, and Cultural Practice, LLC. Many organizations and individuals contributed to the design and review of the original toolkit, which was much larger in terms of the scope and size of the collection. The nucleus of the design group included Michal Avni and Nonie Hamilton of USAID; Angela Nash Mercado of K4Health; Charlotte Feldman-Jacobs of PRB; and Deborah Caro and Erin Collier of Cultural Practice, LLC, who were principally responsible for identifying and vetting the resources. This group received expert guidance along the way from a steering committee composed of Katherine Williams and John Townsend from The Population Council; Michele Lanham from FHI 360; Patricia Garcia and Genevieve Grabman from the Pan American Health Organization (PAHO); Maria José Alacalá from UNIFEM; Maura Graff from PRB; Steve Goldstein from K4Health; Mary Kincaid from Futures Group; and independent consultants, Anne Eckman and Margaret Greene. In addition a group of almost 30 gender and health experts from donor agencies, USAID collaborating partners, and independent consultants provided feedback on an almost final version of the toolkit. These were invaluable in making sure that the structure and content of the toolkit meets the needs of a wide cross-section of users.

What types of resources are included?

Most of the resources in this toolkit are practical "how-to" methodologies, tools, and guides designed to facilitate integration of gender issues in health policies and programs. The toolkit was

designed principally to make "how-to" resources available in one easily accessible site.

Who are the intended audiences?

- **Policymakers** will find research and information to help set national guidelines and plan for future changes in service delivery.
- **Program managers** will find information and job aids to help them design, plan, and manage programs.
- **Community health workers** will find tools and job aids to help them provide quality services to their clients.
- **Communication professionals** can use the toolkit resources to explore strategies, media, and messages about gender.
- **Trainers** can review the latest curricula on gender and health.

We invite you to [suggest resources](#) or adapt the resources in this toolkit to suit your local circumstances and languages.

How do I get started using this toolkit?

To browse the content of this toolkit, use the navigation on the right to view resources related to key program topics. Each page includes a list of a number of high-quality resources further organized by sub-topic. Click on the title of the resource for more information about it, or click on the full-text link to get direct access to the full resource.

Some of the tools are readily available in an adaptable format (for example, Microsoft Word documents and PowerPoint presentations). We encourage you to alter and personalize these tools for your own use. (Please remember to credit the source). If you do use these tools or adapt them, we would love to hear from you. Please [e-mail](#) us. (To make a comment about the toolkit or suggest a resource, use the [feedback form](#).)

How can I suggest a resource to include in this toolkit?

We invite you to contribute to evolving and enhancing this toolkit. If you have developed or use quality resources that you think should be included in this toolkit, please use the [feedback form](#) to suggest them. The toolkit collaborators will review and consider your suggestions.

How can I make a comment or give feedback?

If you have comments about the toolkit, please go to the [feedback form](#). Your feedback will help to ensure the toolkit remains up-to-date and is continually improved.



Related eLearning Courses:

[Gender and Sexual and Reproductive Health 101](#)

Essential Documents

This section of the toolkit includes foundational references and tools for gender analysis and integration, introductory gender workshop curricula, and documents that present evidence on the effect of gender integration on health outcomes.

Resources:

- **A Compendium of Gender Indicators**

This website provides a collection of eight scales or numerical scores that aggregate multiple indicators on facets of gender, such as gender beliefs, gender relations and household decision-making. The scales are useful as there is not one standard for measuring gender norms, gender attitudes, women's empowerment, and other aspects of gender and because gender operates in multiple spheres.

The scales included in the compendium are listed below. For each, information is provided on the purpose, types of behavior or outcomes predicted, the number and types of items that the scale includes, the country or countries where tested or applied, lessons learned and other information.

[Couple Communication on Sex](#)

[Women's Empowerment](#)

[Gender Beliefs](#)

[Gender Equitable Men \(GEM\)](#)

[Gender Norm Attitudes](#)

[Gender Relations](#)

[Household Decision Making](#)

[Sexual Relationship Power](#)

- **Gender Perspectives Improve Reproductive Health Outcomes: New Evidence**

This document presents evidence for the positive effect of gender integration on gender and reproductive health (RH) outcomes. The authors review 40 evaluated RH projects that had gender accommodating or gender transformative program strategies. The projects address five areas of RH health: 1) reducing unintended pregnancies; 2) maternal health; 3) genital cutting and other harmful practices; 4) HIV/AIDS and other STIs; and 5) youth. The authors summarize the projects' objectives and findings, and present case studies of projects that use gender-transformative strategies. The document is intended for program staff, donors, policymakers and advocates.

- **A Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action (2nd Edition)**

This manual provides detailed instructions and tools for planning, developing, implementing and evaluating gender-sensitive programs for reproductive health and HIV. Available in English, Spanish and French, the manual includes guidelines and tools for gender analysis

and for gender integration in the development of programs, an example of a completed gender-analysis tool, and illustrative case studies for each step of the program development cycle.

- **Engaging Men and Boys in Changing Gender-Based Inequity in Health: Evidence from Programme Interventions**

This research review analyzed data from 58 evaluation studies of interventions that engage men and boys. Interventions focused on four areas of health (sexual and reproductive health, fatherhood, maternal and child health, and gender-based violence), well as on components of gender socialization that affect all of these areas. The review found that interventions that had gender-transformative project strategies were most effective in changing attitudes and behaviors.

- **The 'So What?' Report: A Look at Whether Integrating a Gender Focus into Programs Makes a Difference to Outcomes**

This 2004 publication reviews the effects that integrating gender issues into health projects has on project outcomes. Based on reviews of nearly 400 interventions, the report examines 25 gender-focused, reproductive health (RH) projects that had assessment criteria related to the project objectives and that had completed an evaluation. The projects' objectives were to: reduce unintended pregnancy and abortion, reduce maternal morbidity and mortality, control STIs/HIV/AIDS, and improve quality of care. The report concludes that incorporating gender issues improves health outcomes, and it recommends even greater integration of gender perspectives into programs and more rigorous evaluations of future programs.

- **Gender Integration**

This is a suggested agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with learning activities on gender integration. Participants learn about the key principles and elements of gender-integrated projects and gain skills in integrating gender into the six steps of the project cycle. Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop is based on

the Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action, which is also listed in this section of the toolkit.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

Note: A similar, foundational gender integration course is available in eLearning format on the Global Health eLearning platform, at: <https://www.globalhealthlearning.org/> To access this course, log in or set up a new user account, then go to ?Gender and Sexual and Reproductive Health 101.?

• Gender 101

This is an agenda for a one-day core workshop on gender. Developed by the Interagency Gender Working Group and most recently revised in 2010, this agenda has been used successfully in dozens of countries worldwide. The workshop introduces basic concepts of sex and gender and the gender continuum and includes exercises on gender analysis and integration. This workshop is a prerequisite for more in-depth work in integrating gender in specific technical areas.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

Donor Policies & Resources



Over the last 20 years, most bilateral and multilateral donor agencies

have developed gender integration and mainstreaming policies as a demonstration of their governments' commitments to international agreements and in recognition of the vital role gender equality plays in supporting economic growth, effective governance, and healthy and well-

educated populations. This section of the Toolkit contains key resources on gender policies within USAID and The Global Fund.

For a broader selection of USAID gender resources beyond policies, go to the [USAID](#) and [IGWG](#) web sites.

If you would like additional information on international agreements and gender commitments, go to <http://www.unwomen.org/en>

USAID

Resources:

- **USAID Gender Equality and Female Empowerment Policy**

This document presents USAID's updated policy on gender equality and female empowerment. The new policy has three primary aims: 1) To reduce gender disparities in access to, control over and benefit from resources, opportunities and services; 2) to reduce gender-based violence; and 3) to increase the ability of women and girls to realize their rights, determine their life outcomes, and influence decision-making in their homes, communities and societies.

- **Global Health Initiative Supplemental Guidance on Women, Girls, and Gender Equality Principle**

This document describes the requirements for country strategies related to the Global Health Initiative's women, girls and gender equality principle. It describes the key program elements for promoting gender equity and equality, such as engaging men and boys, empowering adolescent and pre-adolescent girls, and addressing gender-based violence, and provides programming options for carrying out these elements. It also includes links to six additional guidance documents, including the USAID Guide to Gender Integration and Analysis.

- **Dialogue with Development Partners: New U.S. Policy Approach to Women and Girls in PEPFAR and the Global Health Initiative**

This briefing paper, part of a series published by the Global Coalition on Women and AIDS, describes new goals and targets of the Global Health Initiative (GHI) and the President's Emergency Plan for AIDS Relief (PEPFAR). It also offers priorities for program strategies, and explains how these will help strengthen national responses and programs focusing on AIDS among women and girls.

- **The President's Emergency Plan for AIDS Relief: Next Generation Indicators Reference Guide**

This document describes the minimum requirements for demonstrating progress in PEPFAR programs.

The Global Fund

Resources:

- **Global Fund Gender Equality Strategy**

This document outlines strategies that The Global Fund will support to ensure gender-equitable interventions to address HIV/AIDS, tuberculosis (TB) and malaria. The strategies in this document focus primarily on the needs of women and girls, because their needs are most often marginalized. The Global Fund has developed a separate strategy document for the distinct needs of other vulnerable populations, including men who have sex with men, and transgender, bisexual and lesbian populations.

- **The Global Fund Strategy in Relation to Sexual Orientation and Gender Identities**

This document outlines strategies that the Global Fund will carry out to address the vulnerabilities and the needs of men who have sex with men, transgender peoples and sex workers in interventions to prevent and treat HIV/AIDS, tuberculosis and malaria.

Policy and Advocacy



The resources on this page provide tools for policy and legal reform

to advance gender equality and gender equity and for promoting the inclusion of gender perspectives in health interventions.

Resources:

- **Preventing Intimate Partner and Sexual Violence Against Women: Taking Action**

This document provides information and evidence to help policymakers and program planners develop evidence-based programs to prevent physical and sexual violence against women. It describes the nature, extent and consequences of violence against women, the risk and protective factors, the evidence base for prevention strategies, and a six-step framework for action.

- **Checklist for Assessing the Gender Responsiveness of Sexual and Reproductive Health Policies: Pilot Document for Adaptation to National Contexts**

This checklist can be used to assess the integration of gender issues into reproductive health policies, It can also be used for a gap analysis and it provides techniques to examine policy objectives related to gender.

- **Gender Perspectives Improve Reproductive Health Outcomes: New Evidence**

This document presents evidence for the positive effect of gender integration on gender and reproductive health (RH) outcomes. The authors review 40 evaluated RH projects that had gender accommodating or gender transformative program strategies. The projects address five areas of RH health: 1) reducing unintended pregnancies; 2) maternal health; 3) genital cutting and other harmful practices; 4) HIV/AIDS and other STIs; and 5) youth. The authors summarize the projects' objectives and findings, and present case studies of projects that use gender-transformative strategies. The document is intended for program staff, donors, policymakers and advocates.

- **Restoring Dignity: A Toolkit for Religious Communities to End Violence Against Women**

This manual is intended for religious leaders, communities of faith and inter-religious councils. It offers guidelines for programs that try to prevent violence against women. The first section of the manual reviews the nature of violence against women; the second section offers tools for action in eight areas: education and awareness; prevention; advocacy; organizing an inter-religious retreat; support and care; addressing justice: ending impunity; partnering with the media; and monitoring and evaluation.

- **?Men-streaming? Gender in Sexual and Reproductive Health & HIV/AIDS**

This toolkit provides practical guidance for developing organizational policies that encourage men's involvement in sexual and reproductive health and HIV/AIDS programs and explains how to tailor policies for specific groups of men and boys, (e.g., young men, men who have sex with men, migrant workers). It is intended for people who develop organizational policy within national and regional development organizations, including IPPF member organizations, and is also helpful for governmental policymakers and policy-change advocates. The toolkit contains six modules: 1) Understanding the policy context; 2) institutional commitment; 3) Creating a policy statement; 4) Reviewing existing policies; 5) Working with stakeholders; and 6) Making policy work in practice.

- **Women, Ageing and Health : A framework for action : Focus on gender**

This document provides information on how to improve the health and well-being of aging women. Policy makers, practitioners, non-governmental organizations and civil society

organizations can use this framework to introduce gender-related issues into their policies and programs.

- **Engaging Men and Boys in Changing Gender-Based Inequity in Health: Evidence from Programme Interventions**

This research review analyzed data from 58 evaluation studies of interventions that engage men and boys. Interventions focused on four areas of health (sexual and reproductive health, fatherhood, maternal and child health, and gender-based violence), well as on components of gender socialization that affect all of these areas. The review found that interventions that had gender-transformative project strategies were most effective in changing attitudes and behaviors.

- **Gender Mainstreaming In Practice: A Toolkit**

Written for UNDP staff in working in Southern and Eastern Europe and the Commonwealth of Independent States, this toolkit is designed for public policy and development practitioners who are not experts in gender issues. It provides steps, principles, analyses and case studies on how to mainstream gender into public policy and development work.

- **Gaining Ground: a Tool for Advancing Reproductive Rights Law Reform**

This publication can help advocates reform laws on reproductive rights in their countries. It analyzes nine aspects of reproductive rights in a way that can be used to stimulate and advocate legal reform. It provides practical data, historical context, and examples of successful law reform in low- and middle-income countries. It includes legal and policy instruments that can be used to advance the reproductive rights of women and adolescents in all parts of the world.

- **Responding to Gender-Based Violence: A Focus on Policy Change**

This tool provides both a PowerPoint presentation and a companion presenter's guide to assist presenters in delivering a presentation on gender-based violence (GGV) and its social, health and economic impact in order to raise awareness and influence policy. The companion guide consists of tips on selecting audiences for the presentation, speakers notes, and suggestions on preparing and tailoring the presentation.

- **Cómo Elaborar Una Estrategia de Género Para Una Oficina de País**

This UNDP manual, written in Spanish, provides guidelines to help gender focal persons in UNDP country offices carry out and/or strengthen their gender mainstreaming efforts. Though developed by UNDP, it contains tools useful for other organizations.

- **The Gender Guide for Health Communication Programs**

"A tool designed to encourage the incorporation of gender-based roles and responsibilities in the design, implementation, and evaluation of health communication programs. The guide provides key questions to help program managers determine how gender roles for both women and men, may impede access to health information, restrict use of health services, or limit beneficial health outcomes. By identifying this information, health communication programs can encourage individuals and communities to pay attention to resolving gender inequities."

- **Gender, Reproductive Health and Advocacy: A Trainer's Manual**

This guide for a 10-day workshop trains participants how to advocate policy change and how to design, implement and evaluate programs that advance gender equity and equality. The workshop is based on the recommendations of the International 1994 Conference on Population and Development (ICPD) and the 1995 Fourth World Conference on the Status of Women (FWCW), and it is intended for staff of NGOs, community-based organizations and governments.

- **Advocacy Package of Violence Against Women**

This package provides guidelines for improving and implementing legislation and policies that help prevent violence against women. It is intended for a broad audience of policymakers, advocacy groups, governmental and nongovernmental agencies, and others. It consists of five fact sheets on the following topics: Public Policy on Domestic Violence; Key Components of Laws and Policies on Domestic Violence; Municipal Policies on Violence against Women; Comprehensive Care for Domestic Violence against Women in the Health Sector; and Monitoring of Laws and Policies on Domestic Violence. Each fact sheet contains information about policies or laws in the Caribbean and Latin America as well as guidelines that can be applied globally. Users can download individual sections of the package or as one complete document.

- **Guide for Analysis and Monitoring of Gender Equity in Health Policies**

This guide provides a comprehensive framework and a method for monitoring and evaluating the effects of health policies on gender equity. It includes guidelines for the analysis of the social, economic, legal, and political context of gender equity. It also has detailed lists of indicators and variables to be used in data-collection tools. It includes guidelines and tables of benchmarks, indicators, and questions for monitoring and analyzing the impact of health policies on gender equity in nine fields of the health system, such as access to care, quality of care, health-system financing, the management of human resources, and intersectorial action.

- **?Mission Possible?: A Gender and Media Advocacy Toolkit**

This toolkit demystifies the media and offers concrete ways to change the stereotypical portrayals of women and men in the media. Improving the representation of women can reduce violence against women. This toolkit provides guidelines, strategies, case studies and tips for activists and organizations. It will help them develop gender-and-media campaigns, and help them work with the media to put gender on the news agenda. It also includes guidelines for conducting a gender analysis of media.

Program Design and Implementation



The resources in this section provide tools and guidelines for

planning and implementing gender integrated programs and projects. Tools are grouped in the following program planning activities and areas: Gender analysis, gender mainstreaming, health service delivery, health system strengthening and program and project design.

Gender Analysis

Resources:

- **Guidelines for Developing a Population-Based Gender and Health Profile**

This guide provides information and guidelines on how to incorporate health-related data into a gender and health profile using gender-based analysis. The guide provides a detailed, step by step process for developing a gender and health profile and includes tools such as profile examples, flow charts, and templates.

- **A Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action (2nd Edition)**

This manual provides detailed instructions and tools for planning, developing, implementing and evaluating gender-sensitive programs for reproductive health and HIV. Available in English, Spanish and French, the manual includes guidelines and tools for gender analysis and for gender integration in the development of programs, an example of a completed gender-analysis tool, and illustrative case studies for each step of the program development cycle.

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Health Rights of Women Assessment Instrument

The Health Rights of Women Assessment Instrument (HeRWAI) is a six-step analysis tool for women's organizations and NGOs. It takes a human-rights approach to assess policies that impact women's health rights. The HeRWAI analysis develops a set of recommendations to improve policies, enhance lobbying efforts, and implement women's health rights.

- **Better Practices in Gender Sensitivity Assessment: Tool for FP/RH Curricula**

This easy-to-use tool will help program managers, training managers and curriculum designers to assess and improve the gender sensitivity of training curricula for family planning and reproductive health. Each tool includes an assessment checklist, guidelines and strategies to aid the development of curricula.

- **HIV/Gender Continuum**

This easy-to-use tool measures the responsiveness of an organization's services and programs to gender issues involving HIV prevention. It also helps to identify the areas of a program or service that are not gender sensitive.

- **Manual for Evaluating Quality of Care from a Gender Perspective**

This manual provides tools, strategies and methods to evaluate (from a gender-based perspective) the quality of care at reproductive health institutions. The manual will also help the institutions analyze the evaluations and identify areas that need improvement.

- **Guide for Analysis and Monitoring of Gender Equity in Health Policies**

This guide provides a comprehensive framework and a method for monitoring and evaluating

the effects of health policies on gender equity. It includes guidelines for the analysis of the social, economic, legal, and political context of gender equity. It also has detailed lists of indicators and variables to be used in data-collection tools. It includes guidelines and tables of benchmarks, indicators, and questions for monitoring and analyzing the impact of health policies on gender equity in nine fields of the health system, such as access to care, quality of care, health-system financing, the management of human resources, and intersectorial action.

- ## Gender Integration

This is a suggested agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with learning activities on gender integration. Participants learn about the key principles and elements of gender-integrated projects and gain skills in integrating gender into the six steps of the project cycle. Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop is based on the Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action, which is also listed in this section of the toolkit.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

Note: A similar, foundational gender integration course is available in eLearning format on the Global Health eLearning platform, at: <https://www.globalhealthlearning.org/> To access this course, log in or set up a new user account, then go to ?Gender and Sexual and Reproductive Health 101.?

- ## Gender-Based Violence: A Primer

This is a facilitator's guide for a 1.5-day introductory workshop on gender-based violence (GBV). Developed by the Interagency Gender Working Group (IGWG), the workshop is intended for people working in programs related to reproductive health, HIV or safe motherhood who want to address gender-based violence. By the end of the workshop, participants should be able to apply gender analysis to design effective gender-based violence interventions for their reproductive health programs.

Before planning or conducting this workshop, please read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To read more about this guide and other archived facilitator guides see the [Other Training Materials](#) section of the IGWG site.

Gender Mainstreaming

Resources:

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Gender Mainstreaming in Health: A Practical Guide

This packet consists of three training modules on why and how to carry out gender mainstreaming in health. Designed for public health professionals in international, national or community-based institutions, it is based on the WHO resource, *Gender mainstreaming for health managers: A practical approach*. The packet includes the following modules: Understanding Gender Concepts; Understanding and Applying Gender Analysis; and Integrating Gender in our Programs, Projects and Policies. Participants practice conducting gender analyses to determine where and why gender inequalities occur and learn how to develop appropriate interventions. At the end of the third module, participants develop a plan for integrating gender issues into their work settings. The packet includes facilitator instructions, handouts and tools.

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Gender Mainstreaming In Practice: A Toolkit

Written for UNDP staff in working in Southern and Eastern Europe and the Commonwealth of Independent States, this toolkit is designed for public policy and development practitioners who are not experts in gender issues. It provides steps, principles, analyses and case studies on how to mainstream gender into public policy and development work.

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A Manual For Gender Audit Facilitators: The ILO Participatory Gender Audit Methodology

This manual provides detailed guidelines for carrying out an interactive audit on gender issues. It explains how to create a team for the audit, prepare activities, conduct desk reviews, organize interviews, write a report and make recommendations. It also includes interactive exercises with instructions, objectives, expected outcomes, resources, materials and a model audit report.

- ### **Mainstreaming Gender in the Response to AIDS in South Africa**

This manual provides interactive training activities to mainstream gender issues, especially in HIV/AIDS programs. The material is intended for facilitators in southern African ASOs, NGOs and CBOs. The topics include gender concepts, gender mainstreaming, gender analysis. The manual also provides practical methods to mainstream gender issues into HIV/AIDS organizations, policies and programs.

- ### **Cómo Elaborar Una Estrategia de Género Para Una Oficina de País**

This UNDP manual, written in Spanish, provides guidelines to help gender focal persons in UNDP country offices carry out and/or strengthen their gender mainstreaming efforts. Though developed by UNDP, it contains tools useful for other organizations.

Health Service Delivery

Resources:

- ### **A Step-By-Step Guide to Strengthening Sexual Violence Services in Public Health Facilities: Lessons and Tools**

from Sexual Violence Services in Africa

Based on experiences drawn from Africa in low-resource settings, this step-by-step guide provides tips, practical resources and tools to establish and strengthen sexual-violence services within existing public health facilities. The guide describes methods for involving public health facilities and for engaging local communities on issues related to sexual violence. It is designed to be used by service providers, governments and NGOs.

- **Integrating Poverty and Gender into Health Programmes: A Sourcebook for Health Professionals ? Module on Noncommunicable Diseases**

This module from the Sourcebook for Health Professionals, produced by the WHO, Western Pacific Region, provides information on the links between gender, poverty and noncommunicable diseases (NCDs) and describes methods for the prevention, treatment and control of NCDs. This document is intended for preservice and inservice training of health professionals, policy makers and program managers and provides participatory learning activities, facilitators' notes, guidelines and suggested exercises.

- **Getting It Right! A practical guide to evaluating and improving health services for women victims and survivors of sexual violence**

This document is intended for health facilities that want to measure the quality of care provided to female victims and survivors of sexual violence (women VSSV). It includes several instruments that, together with descriptions of three basic elements of health care, can provide reliable information on how health facilities treat women VSSV. Each instrument should be reviewed and modified according to the setting and the women's health-care options after a sexual assault. The instruments can be used in emergency or ambulatory settings.

- **Improving the Health Sector Response to Gender-Based Violence: A Resource Manual for Health Care Professionals in Developing Countries**

This manual provides health care managers and NGOs in developing countries with tools, strategies and a sequential plan to strengthen the response of the health care system to gender-based violence. The manual was developed on the basis of lessons learned from the International Planned Parenthood Federation, Western Hemisphere Region.

- **Better Practices in Gender Sensitivity Assessment: Tools for RH Service Providers and Managers**

This packet provides two tools to assess, monitor and improve the gender sensitivity of service providers and service managers at primary-level services for family planning and reproductive health. Each tool includes a checklist with gender-sensitivity indicators, instructions for scoring, and action plans for improving the gender sensitivity of the providers, the service delivery and service management.

- **Female Genital Mutilation: The Prevention and the Management of Health Complications - Policy guidelines for nurses and midwives**

This document offers guidelines on the prevention and management of health complications related to female genital mutilation (FGM) for policy makers and people who train or direct the work of nurses, midwives and other frontline health care providers. These guidelines complement the training materials for nurses and midwives.

- **Female Genital Mutilation: Integrating the Prevention and the Management of the Health Complications into the Curricula of Nursing and Midwifery. A Teacher's Guide and Student Manual**

This set of training manuals include both a Teacher's Guide and a Student's Manual for training nursing, midwifery and medical students on strategies to prevent female genital mutilation (FGM) and how to manage complications of FGM. The manuals consist of four modules that include facilitator instructions and participatory activities such as small group discussions, case studies, role plays, games and other exercises. A trainer's guide is

available in French.

- **Manual for Evaluating Quality of Care from a Gender Perspective**

This manual provides tools, strategies and methods to evaluate (from a gender-based perspective) the quality of care at reproductive health institutions. The manual will also help the institutions analyze the evaluations and identify areas that need improvement.

- **Gender and Rights in Reproductive and Maternal Health: Manual for a Learning Workshop**

This manual provides instructions and handouts for a six-day workshop on gender equality, reproductive health and maternal health. The workshop provides practical and analytical tools that can help health managers, policymakers and non-governmental organizations introduce gender rights, reproductive rights, and maternal-health rights into their programs and policies.

- **Management of complications pregnancy, childbirth and the postpartum period in the presence of FGM/C: A Reference Manual for Health Service Providers**

This reference manual is intended for midwives, nurses, clinical officers, general practitioners and medical students working in Kenya who work in communities where female genital mutilation and cutting (FGM/C) is common. It includes information about FGM/C and it explains how to manage complications.

Health Systems Strengthening

Resources:

- **Integrating Poverty and Gender into Health Programmes: A Sourcebook for Health Professionals ? Module on**

Noncommunicable Diseases

This module from the Sourcebook for Health Professionals, produced by the WHO, Western Pacific Region, provides information on the links between gender, poverty and noncommunicable diseases (NCDs) and describes methods for the prevention, treatment and control of NCDs. This document is intended for preservice and inservice training of health professionals, policy makers and program managers and provides participatory learning activities, facilitators' notes, guidelines and suggested exercises.

- ### **Improving the Health Sector Response to Gender-Based Violence: A Resource Manual for Health Care Professionals in Developing Countries**

This manual provides health care managers and NGOs in developing countries with tools, strategies and a sequential plan to strengthen the response of the health care system to gender-based violence. The manual was developed on the basis of lessons learned from the International Planned Parenthood Federation, Western Hemisphere Region.

- ### **HIV/Gender Continuum**

This easy-to-use tool measures the responsiveness of an organization's services and programs to gender issues involving HIV prevention. It also helps to identify the areas of a program or service that are not gender sensitive.

- ### **Transforming Health Systems: Gender and Rights in Reproductive Health**

This training manual is intended to aid in the facilitation of a three-week learning course on gender rights in reproductive health, in an effort to change health services to be more gender sensitive. This course is designed to train health managers, planners, policy makers, health activists and NGOs and provide them with analytical tools to implement gender sensitive reproductive health programs and policies. The manual includes numerous tools including, icebreakers, energizers, facilitator's notes, handouts, modules on gender and rights, case studies and participatory training exercises.

- **Female Genital Mutilation: Integrating the Prevention and the Management of the Health Complications into the Curricula of Nursing and Midwifery. A Teacher's Guide and Student Manual**

This set of training manuals include both a Teacher's Guide and a Student's Manual for training nursing, midwifery and medical students on strategies to prevent female genital mutilation (FGM) and how to manage complications of FGM. The manuals consist of four modules that include facilitator instructions and participatory activities such as small group discussions, case studies, role plays, games and other exercises. A trainer's guide is available in French.

- **Manual for Evaluating Quality of Care from a Gender Perspective**

This manual provides tools, strategies and methods to evaluate (from a gender-based perspective) the quality of care at reproductive health institutions. The manual will also help the institutions analyze the evaluations and identify areas that need improvement.

Program and Project Design

Resources:

- **Dialogue with Development Partners: New U.S. Policy Approach to Women and Girls in PEPFAR and the Global**

Health Initiative

This briefing paper, part of a series published by the Global Coalition on Women and AIDS, describes new goals and targets of the Global Health Initiative (GHI) and the President's Emergency Plan for AIDS Relief (PEPFAR). It also offers priorities for program strategies, and explains how these will help strengthen national responses and programs focusing on AIDS among women and girls.

- ### **Preventing Intimate Partner and Sexual Violence Against Women: Taking Action**

This document provides information and evidence to help policymakers and program planners develop evidence-based programs to prevent physical and sexual violence against women. It describes the nature, extent and consequences of violence against women, the risk and protective factors, the evidence base for prevention strategies, and a six-step framework for action.

- ### **Synchronizing Gender Strategies. A Cooperative Model for Improving Reproductive Health and Transforming Gender Relations**

This concept paper, based on a 2009 consultation of experts on development and gender, describes the next step of gender transformation: "gender synchronization." It assesses the benefits and constraints of health interventions that work with women or men alone; it describes synchronized programs, which coordinate work with both women and men; it explains the added value of addressing men and women jointly in health programs and policies; and it highlights practical guidelines on what synchronized interventions should and should not do.

- ### **A Step-By-Step Guide to Strengthening Sexual Violence Services in Public Health Facilities: Lessons and Tools from Sexual Violence Services in Africa**

Based on experiences drawn from Africa in low-resource settings, this step-by-step guide provides tips, practical resources and tools to establish and strengthen sexual-violence

services within existing public health facilities. The guide describes methods for involving public health facilities and for engaging local communities on issues related to sexual violence. It is designed to be used by service providers, governments and NGOs.

- **Identifying Appropriate Livelihood Options for Adolescent Girls: A Program Design Tool**

This document provides a tool and strategies to help PEPFAR program managers design appropriate economic strengthening and HIV prevention programs tailored for the needs of particular subgroups of adolescent girls ages 10-19. The tool enables the user to analyze how gender relations, roles and context affect adolescents' opportunities and constraints in four dimensions of social life:

- Access to assets
- Knowledge, beliefs and perceptions
- Practices, time use and participation
- Power and rights

The tool provides a menu of programming options based on the analysis of these opportunities and constraints. In addition, the appendix includes a matrix of livelihood programming options that describes different types of programs, elements of success, cautions, participant socioeconomic profiles and evaluations of actual programs.

- **Gender Perspectives Improve Reproductive Health Outcomes: New Evidence**

This document presents evidence for the positive effect of gender integration on gender and reproductive health (RH) outcomes. The authors review 40 evaluated RH projects that had gender accommodating or gender transformative program strategies. The projects address five areas of RH health: 1) reducing unintended pregnancies; 2) maternal health; 3) genital cutting and other harmful practices; 4) HIV/AIDS and other STIs; and 5) youth. The authors summarize the projects' objectives and findings, and present case studies of projects that use gender-transformative strategies. The document is intended for program staff, donors, policymakers and advocates.

- **The Gender Manual: A Practical Guide**

This manual is designed to help non-gender specialists who work for DFID to integrate gender equality and women's rights in all areas of DFID's work. It provides guidelines for gender mainstreaming activities that are common to all development projects and includes tools such as checklists. Though the manual refers to DFID's policy commitments, its Gender Equality Framework and project development processes, it may be useful for staff from other organizations or government offices.

- **Women, Ageing and Health : A framework for action :
Focus on gender**

This document provides information on how to improve the health and well-being of aging women. Policy makers, practitioners, non-governmental organizations and civil society organizations can use this framework to introduce gender-related issues into their policies and programs.

- **Engaging Men and Boys in Changing Gender-Based Inequity in Health: Evidence from Programme Interventions**

This research review analyzed data from 58 evaluation studies of interventions that engage men and boys. Interventions focused on four areas of health (sexual and reproductive health, fatherhood, maternal and child health, and gender-based violence), well as on components of gender socialization that affect all of these areas. The review found that interventions that had gender-transformative project strategies were most effective in changing attitudes and behaviors.

- **Implementing Stepping Stones: A Practical and Strategic Guide for Implementers, Planners and Policy Makers**

The purpose of this guide is to assure the successful application of the "Stepping Stones" program in different settings. Stepping Stones is a 12- to 18-week education program that helps participants examine gender norms and facilitates positive changes in attitudes and behaviors. This document provides guidance for adapting the content and process of Stepping Stones for specific situations, for integrating Stepping Stones into existing program strategies, for developing appropriate monitoring and evaluation methods, and for developing

follow-up strategies. The document also includes a link to more information and resources on the [Stepping Stones website](#). The guide is intended to be used in conjunction with the Stepping Stones manual, which is available for purchase from TALC (www.talcuk.org/).

- **HIV/AIDS Stigma and Violence Reduction Intervention Manual**

This manual provides excellent information and analysis on the use of participatory processes to address stigma and gender-based violence in HIV/AIDS prevention efforts. The manual describes three tools or processes that can be used in participatory-development projects: participatory learning and action (PLA); community-led action research (CLAR); and transformatory workshops. It contains a field guide for implementing CLAR; sample agendas and facilitator instructions for one- and three-day CLAR workshops and for two-day and three-day transformatory workshops for men and women and for boys and girls; and a sample intervention plan.

- **Getting Started: HIV, AIDS and Gender in WFP Programmes**

This document provides guidance for integrating gender into all aspects of World Food Programme (WFP) HIV/AIDS programs, focusing on the core areas of WFP interventions: prevention, education and awareness; mitigation; and support to care and treatment programmes. It provides an overview of gender issues related to HIV/AIDS programs and the importance of addressing them, guidelines and recommended actions for addressing gender issues, and examples of WFP projects that are mainstreaming gender in HIV/AIDS programs. It is intended for staff of World Food Programme country offices.

- **Women, Girls, Boys and Men Different Needs, Equal Opportunities: Gender Handbook in Humanitarian Action**

This handbook provides field practitioners with strategies to integrate gender in emergency and crisis settings to serve the needs of women, girls, boys and men in these situations. The manual also includes checklists for monitoring gender in programs, sample activities and indicators.

- **The Gender Guide for Health Communication Programs**

"A tool designed to encourage the incorporation of gender-based roles and responsibilities in the design, implementation, and evaluation of health communication programs. The guide provides key questions to help program managers determine how gender roles for both women and men, may impede access to health information, restrict use of health services, or limit beneficial health outcomes. By identifying this information, health communication programs can encourage individuals and communities to pay attention to resolving gender inequities."

- **Gender-based Violence Tools Manual for Assessment, Program Design, Monitoring and Evaluation in Conflict-Affected Settings**

This manual, available in English and French, provides detailed instructions and tools for addressing gender-based violence (GBV) in refugee, internally displaced, and post-conflict settings. It includes tools for assessment, program design, and program monitoring and evaluation. These tools are to be used in conjunction with other GBV resources accessible on the RHRC Consortium website. (See <http://www.rhrc.org/resources/index.cfm?sector=gbv>)

- **Gender Manual: A Practical Guide for Development Policy Makers and Practitioners**

This manual will help non-gender specialists to recognize and address gender-related issues in their programs and organizations. It focuses on gender equality and gender mainstreaming, and it provides practical tools, guidelines and advocacy strategies to include gender in programs and development organizations.

Capacity Building & Training



The Capacity Building and Training section contains gender training and skills-building modules grouped under different technical and functional areas of health.

Capacity building and training in gender contribute to developing fundamental understanding of and skills in gender analysis and the integration of gender in program design, implementation, and monitoring and evaluation. It also provides policymakers and program implementers with the opportunity to learn how to apply many of the tools in other sections of the IGWG Gender and Health Toolkit. Each sub-heading contains training resources from multiple sources as well as links to USAID IGWG training modules on the [IGWG website](#). Many organizations have developed capacity building and training approaches. If you would like to share yours, please [email us](#).

Constructive Engagement of Men and Boys

Resources:

- **Engaging Boys and Men in Gender Transformation: A Spiritual Supplement for Facilitating the Men As Partners® Group Education Manual in Christian Settings**

This training manual is a supplement to Engaging Boys and Men in Gender Transformation: The Group Education Manual. This supplement promotes gender equality through biblical references and discussion that can be used within churches and other religious organizations.

- **Healthy Images of Manhood (HIM): A Facilitator Training Manual**

This manual can be used to design and conduct the Healthy Images of Manhood (HIM) program for a specific company. HIM is a workplace program (based on successful gender programs in Africa and Latin America) that is intended to engage men and change unhealthy cultural practices, gender norms and behaviors. Facilitators and company staff members should adapt the manual and individual sessions according to the time available, the nature of the workplace, and the knowledge and skills of the participants. The manual is part of a package that includes the HIM Peer Educator Workbook. (Additional HIM resources described in the manual are not available.)

- **Constructive Men's Engagement in Reproductive Health:**

A Training-of-Trainers? Manual

This document provides instructions, activity descriptions and tools for a two-day training-of-trainers workshop for relais communautaires (community-health peer educators) on constructive men's engagement (CME) and couples' communication counseling. It was designed and field-tested in Mali. Topics include CME concepts, the benefits of involving men in family planning and reproductive health, and facilitating community training sessions with couples.

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Engaging Boys and Men in GBV Prevention and Reproductive Health in Conflict and Emergency-Response Settings: A Workshop Module

This workshop guide for facilitators is designed to aide facilitators in training NGO project managers, field staff, health sector coordinators and local representatives of the Ministry of Health, on the value of positively engaging boys and men in gender-based violence prevention and reproductive health programs in emergency settings. The module includes tools such as, sample agendas, training activities, methods for integrating male engagement, discussion questions, and pre-test and post-test evaluations.

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Male Motivator Training Curriculum: Using Male Motivators to Increase Family Planning Use Among Young Married Couples

This curriculum was developed as part of a randomized controlled trial conducted in Malawi to determine whether a male motivator peer education program could increase contraceptive uptake among couples. The curriculum includes a description of the study, a training agenda and detailed facilitator instructions for a five-day workshop for volunteer male motivators. The workshop, which is based on the Information-Motivation-Behavioral Skills (IBM) theoretical model, prepares participants to provide family planning information, motivation and skills building for men in their community who have wives or cohabiting partners under the age of 25, during five visits over six months.

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Asi Aprendimos a Ser Hombres; Pautas para Facilitadores de talleres de Masculinidad en America Central

This workshop guide, written in Spanish, is the first of three manuals designed to help facilitators conduct workshops on the central concepts of masculinity in Central America. It considers questions such as "What is masculinity?" and "What does it mean to be a man?" The guide provides case studies, stories and questions for discussion to encourage reflection on masculinity and to drive action to change the politics of gender and gender equity.

- ## **Hombres Trabajando con Hombres: Pautas para Facilitadores de talleres de Masculinidad en America Central**

This workshop guide (written in Spanish) is the second of three books designed to aid male facilitators to conduct workshops on masculinity among men in Central America. Exercises and discussion questions encourage men to question gender roles and norms and to give men new ways to act and think.

- ## **Mapping of Tools for Working with Men and Boys to End Violence against Girls, Boys and Women**

This toolkit compiles tools that address violence against women and children through active partnership with men and boys. The tools include campaigns, manuals, toolkits, films, posters, games, and session plans that can be adapted to the local context. The first part of the document describes materials from South Asia, the second part describes tools from other parts of the globe. The document provides Web links and addresses for acquiring the tools. Many of the tools are also available in a resource CD compiled by Save the Children, Sweden.

To order the CD, contact: Laxman Belbase, Regional Advisor on Gender & Masculinities-Asia, Save the Children Sweden, JDA Complex (6th Floor), Sundhara, GPO Box: 5853, Kathmandu, Nepal. Tel. +977-1-4251389/4251627 ext 305, Fax. +977-1-4222235. Email: laxmanb@sca.savethechildren.se

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Working with Men on Gender, Sexuality, Violence and Health: Trainer's Manual

This manual is a resource for people working with men on issues of gender, health and sexuality. It provides detailed instructions for facilitators, learning objectives, and participant handouts for six modules: equity and equality; gender; sexuality; health; violence; and facilitation skills. Details of activities and games -- such as character descriptions and statements used for the "power walk" -- are specific to the customs of India.

- ## **Constructive Male Engagement**

This is a suggested agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with discussions on constructive men's engagement in reproductive health (RH) programs. Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop provides an in-depth exploration of men's roles in family planning, sexuality, STIs, safe motherhood and violence against women. It allows participants to analyze the social and health impacts of men's roles in RH and understand men's and women's different RH experiences and perspectives. Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

- ## **Redes de Hombres Contra la Violencia**

This workshop guide, written in Spanish, is the third of three manuals designed to help facilitators conduct workshops on the central concepts of masculinity in Central America. The manuals build on experiences from several countries and the Instituto Costarricense de Masculinidad, Pareja y Sexualidad (Instituto WEM). This guide provides exercises and discussion questions about the concept of "hegemonic masculinity" and the ways that this influences men's psychology and their relationships with others, focusing in particular on the issue of intimate partner violence against women. It analyzes the disadvantages of being "macho" both for the men themselves and for their female partners, and offers guidelines for moving towards nonviolent, gender equitable relationships.

Gender-Based Violence (Including Female

Genital Cutting)

Resources:

- **Preventing Intimate Partner and Sexual Violence Against Women: Taking Action**

This document provides information and evidence to help policymakers and program planners develop evidence-based programs to prevent physical and sexual violence against women. It describes the nature, extent and consequences of violence against women, the risk and protective factors, the evidence base for prevention strategies, and a six-step framework for action.

- **Identifying Violence Against Most-At-Risk Populations: A Focus On MSM And Transgenders. A Training Manual for Health Providers**

This manual provides facilitator instructions, resources and tools for a four-day workshop to help providers identify and respond to violence against most-at-risk populations, especially men who have sex with men and transgendered individuals. It includes twelve modules: The first five modules contain exercises that sensitize participants to issues of gender and sexuality, stigma, discrimination and gender-based violence, and the link between these and HIV. Additional modules include an introduction to and practice using the screening tool; best practices in screening; and development of a referral system and safety plans.

- **Mobilizing Religious Communities to Respond to Gender-Based Violence and HIV: A Training Manual**

This is a facilitator's guide for a three-day workshop for religious leaders about mobilizing communities of faith to address gender-based violence (GBV) and HIV. The guide includes detailed instructions, case studies, and participant handouts. Workshop topics include an overview of GBV; links between GBV and HIV; religious beliefs related to GBV and HIV and responses by the faith community; and strategies for mobilizing communities of faith. On the third day of the workshop, participants develop concrete action plans for mobilizing religious leaders in their communities to address GBV and HIV.

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Restoring Dignity: A Toolkit for Religious Communities to End Violence Against Women

This manual is intended for religious leaders, communities of faith and inter-religious councils. It offers guidelines for programs that try to prevent violence against women. The first section of the manual reviews the nature of violence against women; the second section offers tools for action in eight areas: education and awareness; prevention; advocacy; organizing an inter-religious retreat; support and care; addressing justice: ending impunity; partnering with the media; and monitoring and evaluation.

- ## **HIV/AIDS Stigma and Violence Reduction Intervention Manual**

This manual provides excellent information and analysis on the use of participatory processes to address stigma and gender-based violence in HIV/AIDS prevention efforts. The manual describes three tools or processes that can be used in participatory-development projects: participatory learning and action (PLA); community-led action research (CLAR); and transformatory workshops. It contains a field guide for implementing CLAR; sample agendas and facilitator instructions for one- and three-day CLAR workshops and for two-day and three-day transformatory workshops for men and women and for boys and girls; and a sample intervention plan.

- ## **Clinical Management of Rape Survivors: Developing Protocols for Use with Refugees and Internally Displaced Persons**

This publication provides detailed guidelines on the clinical management of women, men and children who have been raped. Rape-crisis protocols can be developed and adapted to specific situations according to national policies and practices, and available resources and drugs. It can also be used to plan care services and to train health care providers.

- ## **Female Genital Mutilation: Integrating the Prevention and the Management of the Health Complications into the**

Curricula of Nursing and Midwifery. A Teacher's Guide and Student Manual

This set of training manuals include both a Teacher's Guide and a Student's Manual for training nursing, midwifery and medical students on strategies to prevent female genital mutilation (FGM) and how to manage complications of FGM. The manuals consist of four modules that include facilitator instructions and participatory activities such as small group discussions, case studies, role plays, games and other exercises. A trainer's guide is available in French.

- ## Gender and Gender-Based Violence

This is a suggested agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with discussions and activities on gender-based violence (GBV). Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop is intended for staff who want to integrate gender into their GBV programming.

Before planning or conducting this workshop, please read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

- ## Gender-Based Violence: A Primer

This is a facilitator's guide for a 1.5-day introductory workshop on gender-based violence (GBV). Developed by the Interagency Gender Working Group (IGWG), the workshop is intended for people working in programs related to reproductive health, HIV or safe motherhood who want to address gender-based violence. By the end of the workshop, participants should be able to apply gender analysis to design effective gender-based violence interventions for their reproductive health programs.

Before planning or conducting this workshop, please read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To read more about this guide and other archived facilitator guides see the [Other Training Materials](#) section of the IGWG site.

Gender Integration and Mainstreaming

Resources:

- **Gender Mainstreaming in Health: A Practical Guide**

This packet consists of three training modules on why and how to carry out gender mainstreaming in health. Designed for public health professionals in international, national or community-based institutions, it is based on the WHO resource, *Gender mainstreaming for health managers: A practical approach*. The packet includes the following modules: Understanding Gender Concepts; Understanding and Applying Gender Analysis; and Integrating Gender in our Programs, Projects and Policies. Participants practice conducting gender analyses to determine where and why gender inequalities occur and learn how to develop appropriate interventions. At the end of the third module, participants develop a plan for integrating gender issues into their work settings. The packet includes facilitator instructions, handouts and tools.

- **A Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action (2nd Edition)**

This manual provides detailed instructions and tools for planning, developing, implementing and evaluating gender-sensitive programs for reproductive health and HIV. Available in English, Spanish and French, the manual includes guidelines and tools for gender analysis and for gender integration in the development of programs, an example of a completed gender-analysis tool, and illustrative case studies for each step of the program development cycle.

- **Integrating Poverty and Gender into Health Programmes: A Sourcebook for Health Professionals - Foundational Module on Gender**

This reference manual and facilitator's guide is one in a series produced by the WHO, Western Pacific Region. The first part of the document contains information on the links

between gender, poverty and HIV/AIDS and methods for addressing poverty and gender concerns in HIV/AIDS programs. The second part contains a facilitator's guide for a workshop intended for health professionals, policy makers, and program managers on integrating gender and poverty into HIV/AIDS programs. The facilitator's notes include learning objectives, lesson plans and instructions for conducting the activities, but no handouts.

- **Mainstreaming Gender in the Response to AIDS in South Africa**

This manual provides interactive training activities to mainstream gender issues, especially in HIV/AIDS programs. The material is intended for facilitators in southern African ASOs, NGOs and CBOs. The topics include gender concepts, gender mainstreaming, gender analysis. The manual also provides practical methods to mainstream gender issues into HIV/AIDS organizations, policies and programs.

- **Better Practices in Gender Sensitivity Assessment: Tool for FP/RH Curricula**

This easy-to-use tool will help program managers, training managers and curriculum designers to assess and improve the gender sensitivity of training curricula for family planning and reproductive health. Each tool includes an assessment checklist, guidelines and strategies to aid the development of curricula.

- **Gender Integration**

This is a suggested agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with learning activities on gender integration. Participants learn about the key principles and elements of gender-integrated projects and gain skills in integrating gender into the six steps of the project cycle. Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop is based on the Manual for Integrating Gender into Reproductive Health and HIV Programs: From Commitment to Action, which is also listed in this section of the toolkit.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

Note:

A similar, foundational gender integration course is available in eLearning format on the Global Health eLearning platform, at: <https://www.globalhealthlearning.org/> To access this course, log in or set up a new user account, then go to ?Gender and Sexual and Reproductive Health 101.?

- **Gender 101**

This is an agenda for a one-day core workshop on gender. Developed by the Interagency Gender Working Group and most recently revised in 2010, this agenda has been used successfully in dozens of countries worldwide. The workshop introduces basic concepts of sex and gender and the gender continuum and includes exercises on gender analysis and integration. This workshop is a prerequisite for more in-depth work in integrating gender in specific technical areas.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User?s Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website?s [training page](#).

HIV/AIDS

Resources:

- **Women-Centered Curriculum: Addressing HIV among Women and the Gender Dimensions of HIV in the Middle East and North Africa Region. Investing in PLHIV Leadership in the Middle East and North Africa?Volume 3**

The Women?s Workshop curriculum is focused on women and HIV in the Middle East and North Africa (MENA). This participant-centered curriculum promotes capacity transfer by using a discussion-based format so women can contribute as well as benefit. The workshop covers topics such as human rights and HIV, gender, health, disclosure, communicating with our children, relationships and power, sex and sexuality, caregiver support, young women, and stigma and discrimination. The curriculum is implemented by and for women living with

HIV in the MENA region.

- **Responding to the HIV-related needs of MSM in Africa: Workshop Guide. A Guide To Facilitating A Consultation Workshop With Stakeholders**

This guide is designed to help facilitate a participatory consultation workshop for representatives of key groups involved in responding to the needs of men who have sex with men (MSM). This step-by-step guide includes instructions for conducting sessions, participant handouts, and resource materials (including presentation information about MSM and the HIV epidemic). Two PowerPoint presentations (available as PDFs) are included in this package.

- **ISOFI Toolkit**

The Inner Spaces, Outer Faces Initiative (ISOFI) toolkit is designed for use by staff of international development and health organizations. It provides training, reflection, and monitoring group activities to help program staff to identify, explore, and challenge their own understanding of gender and sexuality, including how gender and sexuality relate to reproductive health.

- **Keep the Best, Change the Rest: Participatory Tools for Working with Communities on Gender and Sexuality**

This is a manual of group activities, field-tested in Zambia, that are intended to help organizations and community groups promote sexual well-being, strengthen communities and prevent HIV. The activities are grouped in five topics that are meant to be presented in sequence: gender, sexuality and vulnerability; sex and relationships; sexual violence; working together; and making a plan. All the activities include facilitator's instructions and require resources that are available in most communities. The manual also includes guidelines for involving stakeholders, forming a team and preparing for activities, plus facilitation tips and descriptions of key skills for group facilitation.

- **Empowering Young Women To Lead Change: A Training Manual**

This practical guide helps young women prepare and facilitate workshops to educate and mobilize their peers on key issues that affect their lives, such as HIV/AIDS, sexual and reproductive health, violence against women, and self-esteem and body image.

- ## Gender, HIV and Sexuality

This is a suggested agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with discussions on HIV and sexuality. Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop is intended for staff who want to integrate gender into HIV and sexuality programming. Workshop participants learn about sexual discrimination and gender identify and build skills in integrating gender into HIV and sexuality programs.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

Maternal Health

Resources:

- ## Gender and Safe Motherhood

This is an agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with learning activities on how gender affects safe motherhood. Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop helps program staff develop skills needed to integrate gender into safe motherhood programming.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

Reproductive Health and Family Planning

Resources:

- **ISOFI Toolkit**

The Inner Spaces, Outer Faces Initiative (ISOFI) toolkit is designed for use by staff of international development and health organizations. It provides training, reflection, and monitoring group activities to help program staff to identify, explore, and challenge their own understanding of gender and sexuality, including how gender and sexuality relate to reproductive health.

- **Male Motivator Training Curriculum: Using Male Motivators to Increase Family Planning Use Among Young Married Couples**

This curriculum was developed as part of a randomized controlled trial conducted in Malawi to determine whether a male motivator peer education program could increase contraceptive uptake among couples. The curriculum includes a description of the study, a training agenda and detailed facilitator instructions for a five-day workshop for volunteer male motivators. The workshop, which is based on the Information-Motivation-Behavioral Skills (IBM) theoretical model, prepares participants to provide family planning information, motivation and skills building for men in their community who have wives or cohabiting partners under the age of 25, during five visits over six months.

- **Empowering Young Women To Lead Change: A Training Manual**

This practical guide helps young women prepare and facilitate workshops to educate and mobilize their peers on key issues that affect their lives, such as HIV/AIDS, sexual and reproductive health, violence against women, and self-esteem and body image.

- **Gender and Rights in Reproductive and Maternal Health:**

Manual for a Learning Workshop

This manual provides instructions and handouts for a six-day workshop on gender equality, reproductive health and maternal health. The workshop provides practical and analytical tools that can help health managers, policymakers and non-governmental organizations introduce gender rights, reproductive rights, and maternal-health rights into their programs and policies.

- ## Gender and Reproductive Health 101

This is a facilitator's guide for an introductory, one-day workshop on gender integration for USAID staff and partner organizations. The workshop covers the following topics: Definitions of gender and related concepts, USAID and PEPFAR requirements for addressing gender, the continuum of gender-integration strategies, and gender analysis. At the end of the workshop, participants conduct a gender analysis of a program goal or objective.

Before planning or conducting this workshop, please read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To learn more about this and other archived facilitator's guides, see the [Other Training Materials](#) section of the IGWG website.

- ## Gender 101

This is an agenda for a one-day core workshop on gender. Developed by the Interagency Gender Working Group and most recently revised in 2010, this agenda has been used successfully in dozens of countries worldwide. The workshop introduces basic concepts of sex and gender and the gender continuum and includes exercises on gender analysis and integration. This workshop is a prerequisite for more in-depth work in integrating gender in specific technical areas.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

Research and Monitoring and Evaluation



The tools in the Research and Monitoring and Evaluation section

provide guidelines and instruments for designing gender-sensitive research, for monitoring implementation of gender-focused interventions, and for evaluating their impact on health outcomes and on achieving gender equitable results. The tools include compendia of gender-sensitive indicators to assist with data collection and interpretation.

Gender Indicators

Resources:

- **A Compendium of Gender Indicators**

This website provides a collection of eight scales or numerical scores that aggregate multiple indicators on facets of gender, such as gender beliefs, gender relations and household decision-making. The scales are useful as there is not one standard for measuring gender norms, gender attitudes, women's empowerment, and other aspects of gender and because gender operates in multiple spheres.

The scales included in the compendium are listed below. For each, information is provided on the purpose, types of behavior or outcomes predicted, the number and types of items that the scale includes, the country or countries where tested or applied, lessons learned and other information.

Couple Communication on Sex

Women's Empowerment

Gender Beliefs

Gender Equitable Men (GEM)

Gender Norm Attitudes

Gender Relations

Household Decision?Making

Sexual Relationship Power

- **The President's Emergency Plan for AIDS Relief: Next**

Generation Indicators Reference Guide

This document describes the minimum requirements for demonstrating progress in PEPFAR programs.

- **Violence Against Women and Girls: A Compendium of Monitoring and Evaluation Indicators**

This guide provides a set of indicators to monitor and evaluate the progress and impact of programs aimed at the prevention of gender-based violence. It describes what the indicator measures and how to calculate it. It will be useful for managers, NGOs and policymakers.

- **Manual for Evaluating Quality of Care from a Gender Perspective**

This manual provides tools, strategies and methods to evaluate (from a gender-based perspective) the quality of care at reproductive health institutions. The manual will also help the institutions analyze the evaluations and identify areas that need improvement.

Monitoring and Evaluation

Resources:

- **Gender-based Violence Tools Manual for Assessment, Program Design, Monitoring and Evaluation in Conflict-Affected Settings**

This manual, available in English and French, provides detailed instructions and tools for addressing gender-based violence (GBV) in refugee, internally displaced, and post-conflict settings. It includes tools for assessment, program design, and program monitoring and evaluation. These tools are to be used in conjunction with other GBV resources accessible on the RHRC Consortium website. (See <http://www.rhrc.org/resources/index.cfm?sector=gbv>)

- **A Framework to Identify Gender Indicators for Reproductive Health and Nutrition Programming**

This document provides a framework developed by the Interagency Gender Working Group (IGWG) subcommittee to incorporate gender into the design and evaluation of population, health and nutrition (PHN) programs. The document also provides information on gender, illustrative activities to address gender-related barriers and constraints and provides generally applicable gender indicators that can be incorporated into PHN programs.

- **Manual for Evaluating Quality of Care from a Gender Perspective**

This manual provides tools, strategies and methods to evaluate (from a gender-based perspective) the quality of care at reproductive health institutions. The manual will also help the institutions analyze the evaluations and identify areas that need improvement.

- **Guide for Analysis and Monitoring of Gender Equity in Health Policies**

This guide provides a comprehensive framework and a method for monitoring and evaluating the effects of health policies on gender equity. It includes guidelines for the analysis of the social, economic, legal, and political context of gender equity. It also has detailed lists of indicators and variables to be used in data-collection tools. It includes guidelines and tables of benchmarks, indicators, and questions for monitoring and analyzing the impact of health policies on gender equity in nine fields of the health system, such as access to care, quality of care, health-system financing, the management of human resources, and intersectorial action.

Research Design

Resources:

- **Manual for estimating the economic cost of injuries due to interpersonal and self-directed violence**

This manual provides a general framework and guidelines for estimating the national economic burden of injuries caused by interpersonal and self-directed violence. Calculating the economic burden of injuries contrasts with other ways of estimating disease burden, which usually focus on health effects on individuals. The guide can be used by economists, public health experts and researchers to conduct studies that estimate the economic burden of these injuries. The guide includes detailed instructions for calculating costs, the minimum data that are required, case studies of cost estimates in various countries, a sample questionnaire for patients, and a data sheet for hospital costs.

- **How to Conduct a Situation Analysis of Health Services for Survivors of Sexual Assault**

This document (based on a situation analysis conducted in South Africa and then field tested in other countries) provides tools and guidelines for a six-step situation analysis of national sexual assault services. It includes a facility checklist and a comprehensive questionnaire for health providers as well as notes on the tools. The guidelines are brief; users of the tools will need previous experience in planning and conducting such assessments.

- **Gender & Qualitative Intepretation of Data**

The purpose of this manual, designed for staff of the Swiss Agency for Development and Cooperation (SDC), is to facilitate a qualitative understanding of quantitative data from a gender perspective. It includes five matrixes focusing on the development issues of poverty, employment, political participation, health and wellbeing, and education. Each matrix contains examples of the types of quantitative data used to assess that development issue, and questions to guide a qualitative exploration to help interpret the data from a gender perspective. The matrices are part of a series of resources produced by SDC's Gender Unit.

- **Researching Violence Against Women: A Practical Guide for Researchers and Activists**

This document provides guidelines for adapting traditional research techniques to the study of physical and sexual abuse, primarily violence against women by intimate partners, and it provides an introduction to the tools and vocabulary of research to community-based workers and activists. The guide concentrates on the use of applied research and the relation between violence against women and health in developing countries. Chapter topics include developing a research strategy, quantitative and qualitative approaches to research, the challenges of defining and measuring violence, sampling strategies, and tools for qualitative and quantitative research.

- **Putting Women First: Ethical and Safety Recommendations for Research on Domestic Violence Against Women**

This document, available in English, French and Spanish, contains the recommendations developed by the World Health Organization regarding the ethical and safety issues associated with planning and conducting domestic violence research. They are designed for use by anyone intending to do research on domestic violence against women (e.g., investigators) and also by those initiating or reviewing such research (e.g., donors, research ethics committees). Following these recommendations for domestic violence research helps assure the safety of investigators and study participants.

Focus Populations



Tools in the Focus Populations section help to identify and respond to

the needs of specific target populations. These tools are important, because many such groups, such as adolescents, have not been adequately served by more conventional health programs. Some of these groups and populations are self-identified, such as lesbian, gay, bisexual, and transgender (LGBT) groups, while others, such as men who have sex with men, have been identified by health practitioners to facilitate adaptation of programs to the needs of individuals facing similar health risks. If you would like to feature your organization's gender tools on this page, please send links or resources to our [feedback form](#).

Adolescents and Youth

Resources:

- **Working with Young Women: Empowerment, Rights and Health**

This manual presents a series of group activities for young women 15-24 that are intended to increase understanding about power inequities, rights and health, and increase their confidence and skills in responding to situations in their lives. The activities are grouped into 10 topic areas. For each topic, the manual includes an overview of the topic and information the facilitator can use during the activities, which range from 45 minutes to two hours in length. Each activity includes facilitator instructions and some also include participant handouts.

- **It's All One Curriculum: Guidelines and Activities for a Unified Approach to Sexuality, Gender, HIV, and Human Rights Education**

This is a set of two books, available in English, French and Spanish, that contain

comprehensive guidelines and activities to develop curricula for young people on sexuality, gender, HIV and human rights. They are designed primarily for curriculum developers, schoolteachers and community educators. The guidelines and activities can be used to develop or adapt a curriculum for a particular setting, to design units within an established curriculum, or as a set of resources.

- **Identifying Appropriate Livelihood Options for Adolescent Girls: A Program Design Tool**

This document provides a tool and strategies to help PEPFAR program managers design appropriate economic strengthening and HIV prevention programs tailored for the needs of particular subgroups of adolescent girls ages 10-19. The tool enables the user to analyze how gender relations, roles and context affect adolescents' opportunities and constraints in four dimensions of social life:

- Access to assets
- Knowledge, beliefs and perceptions
- Practices, time use and participation
- Power and rights

The tool provides a menu of programming options based on the analysis of these opportunities and constraints. In addition, the appendix includes a matrix of livelihood programming options that describes different types of programs, elements of success, cautions, participant socioeconomic profiles and evaluations of actual programs.

- **Empowering Young Women To Lead Change: A Training Manual**

This practical guide helps young women prepare and facilitate workshops to educate and mobilize their peers on key issues that affect their lives, such as HIV/AIDS, sexual and reproductive health, violence against women, and self-esteem and body image.

- **Gender or Sex: Who Cares? Skills-Building Resource Pack on Gender and Reproductive Health for Adolescents and Youth Workers**

This training curriculum is intended for professionals and volunteers who work with adolescents on sexual and reproductive health (SRH) issues (e.g., NGO staff, youth outreach workers, teachers and health-service providers), as well as young people aged 13-24 years. Curriculum activities help youth learn about, analyze and challenge gender-based norms and stereotypes that can lead to increased SRH risks. The manual includes facilitator instructions, handouts, role plays, discussion questions and exercises.

Men and Boys

Resources:

- **Engaging Boys and Men in Gender Transformation: A Spiritual Supplement for Facilitating the Men As Partners® Group Education Manual in Christian Settings**

This training manual is a supplement to Engaging Boys and Men in Gender Transformation: The Group Education Manual. This supplement promotes gender equality through biblical references and discussion that can be used within churches and other religious organizations.

- **Healthy Images of Manhood (HIM): A Facilitator Training Manual**

This manual can be used to design and conduct the Healthy Images of Manhood (HIM) program for a specific company. HIM is a workplace program (based on successful gender programs in Africa and Latin America) that is intended to engage men and change unhealthy cultural practices, gender norms and behaviors. Facilitators and company staff members should adapt the manual and individual sessions according to the time available, the nature of the workplace, and the knowledge and skills of the participants. The manual is part of a package that includes the HIM Peer Educator Workbook. (Additional HIM resources described in the manual are not available.)

- **?Men-streaming? Gender in Sexual and Reproductive**

Health & HIV/AIDS

This toolkit provides practical guidance for developing organizational policies that encourage men's involvement in sexual and reproductive health and HIV/AIDS programs and explains how to tailor policies for specific groups of men and boys, (e.g., young men, men who have sex with men, migrant workers). It is intended for people who develop organizational policy within national and regional development organizations, including IPPF member organizations, and is also helpful for governmental policymakers and policy-change advocates. The toolkit contains six modules: 1) Understanding the policy context; 2) institutional commitment; 3) Creating a policy statement; 4) Reviewing existing policies; 5) Working with stakeholders; and 6) Making policy work in practice.

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Engaging Boys and Men in GBV Prevention and Reproductive Health in Conflict and Emergency-Response Settings: A Workshop Module

This workshop guide for facilitators is designed to aid facilitators in training NGO project managers, field staff, health sector coordinators and local representatives of the Ministry of Health, on the value of positively engaging boys and men in gender-based violence prevention and reproductive health programs in emergency settings. The module includes tools such as, sample agendas, training activities, methods for integrating male engagement, discussion questions, and pre-test and post-test evaluations.

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Male Motivator Training Curriculum: Using Male Motivators to Increase Family Planning Use Among Young Married Couples

This curriculum was developed as part of a randomized controlled trial conducted in Malawi to determine whether a male motivator peer education program could increase contraceptive uptake among couples. The curriculum includes a description of the study, a training agenda and detailed facilitator instructions for a five-day workshop for volunteer male motivators. The workshop, which is based on the Information-Motivation-Behavioral Skills (IBM) theoretical model, prepares participants to provide family planning information, motivation and skills building for men in their community who have wives or cohabiting partners under the age of 25, during five visits over six months.

- **Engaging Men and Boys in Changing Gender-Based Inequity in Health: Evidence from Programme Interventions**

This research review analyzed data from 58 evaluation studies of interventions that engage men and boys. Interventions focused on four areas of health (sexual and reproductive health, fatherhood, maternal and child health, and gender-based violence), well as on components of gender socialization that affect all of these areas. The review found that interventions that had gender-transformative project strategies were most effective in changing attitudes and behaviors.

- **HIV/AIDS and Gender Relations: Men Matter! AIDS, Gender and Masculinities**

This publication examines the relationship between notions of masculinity, men's behavior and HIV/AIDS. It recommends ways to include men to improve gender relations and combat HIV/AIDS.

- **Young Men and HIV Prevention: A Toolkit for Action**

This manual provides guidelines for working with young men to transform norms about masculinity and unequal power dynamics that fuel the HIV/AIDS epidemic. It recommends evidence-based actions for a spectrum of program strategies, including peer-group workshops, communication campaigns, and program services, that work together to promote gender equity and reduce HIV vulnerability. Sections include: An overview of young men's physical, social and cultural development; educational activities; young men-friendly health services; campaigns; advocacy, and needs assessments and monitoring and evaluation. The

manual's introduction explains why engaging young men is important for HIV/AIDS prevention and highlights facts about the HIV/AIDS epidemic among youth and young men in Latin America and the Caribbean.

- **Asi Aprendimos a Ser Hombres; Pautas para Facilitadores de talleres de Masculinidad en America Central**

This workshop guide, written in Spanish, is the first of three manuals designed to help facilitators conduct workshops on the central concepts of masculinity in Central America. It considers questions such as "What is masculinity?" and "What does it mean to be a man?" The guide provides case studies, stories and questions for discussion to encourage reflection on masculinity and to drive action to change the politics of gender and gender equity.

- **Hombres Trabajando con Hombres: Pautas para Facilitadores de talleres de Masculinidad en America Central**

This workshop guide (written in Spanish) is the second of three books designed to aid male facilitators to conduct workshops on masculinity among men in Central America. Exercises and discussion questions encourage men to question gender roles and norms and to give men new ways to act and think.

- **Mapping of Tools for Working with Men and Boys to End Violence against Girls, Boys and Women**

This toolkit compiles tools that address violence against women and children through active partnership with men and boys. The tools include campaigns, manuals, toolkits, films, posters, games, and session plans that can be adapted to the local context. The first part of the document describes materials from South Asia, the second part describes tools from other parts of the globe. The document provides Web links and addresses for acquiring the tools. Many of the tools are also available in a resource CD compiled by Save the Children, Sweden.

To order the CD, contact: Laxman Belbase, Regional Advisor on Gender & Masculinities-Asia, Save the Children Sweden, JDA Complex (6th Floor), Sundhara, GPO Box: 5853, Kathmandu, Nepal. Tel. +977-1-4251389/4251627 ext 305, Fax. +977-1-4222235. Email: laxmanb@sca.savethechildren.se

- **Engaging Men in Gender Equality: Positive Strategies and Approaches**

This document provides strategies for engaging men in promoting gender equality and positive changes to gender norms. The document highlights successful projects and programs and includes links to websites containing tools for implementing the strategies, such as curricula, brochures, and videos.

- **SystemALizing Resources for Engaging Men in Sexual and Reproductive Health**

This document provides key resources to engage men in sexual and reproductive health programs in areas such as family planning, maternal and neonatal health, STI & HIV/AIDS and gender-based violence. The document includes resources such as, program examples, approaches and strategies, research and evaluation studies and tools such as curricula, guidebooks and manuals.

- **Working with Men on Gender, Sexuality, Violence and Health: Trainer's Manual**

This manual is a resource for people working with men on issues of gender, health and sexuality. It provides detailed instructions for facilitators, learning objectives, and participant handouts for six modules: equity and equality; gender; sexuality; health; violence; and facilitation skills. Details of activities and games -- such as character descriptions and statements used for the "power walk" -- are specific to the customs of India.

- **Training Manual: An Introduction to Promoting Sexual Health for Men Who Have Sex with Men and Gay Men**

This training manual provides interactive exercises, discussions, case studies, role plays and other group activities for facilitators who provide training on issues related to the sexuality and sexual health of men who have sex with men (MSM) in South Asia. The activities are designed to educate staff members of NGOs and CBOs about issues affecting MSM in relation to sexual health as well as provide methods staff members can use to address these issues in their programs.

- **Redes de Hombres Contra la Violencia**

This workshop guide, written in Spanish, is the third of three manuals designed to help facilitators conduct workshops on the central concepts of masculinity in Central America. The manuals build on experiences from several countries and the Instituto Costarricense de Masculinidad, Pareja y Sexualidad (Instituto WEM). This guide provides exercises and discussion questions about the concept of "hegemonic masculinity" and the ways that this influences men's psychology and their relationships with others, focusing in particular on the issue of intimate partner violence against women. It analyzes the disadvantages of being "macho" both for the men themselves and for their female partners, and offers guidelines for moving towards nonviolent, gender equitable relationships.

Most at Risk Populations (MARPs)

Resources:

- **Integrating PEPFAR Gender Strategies into HIV Programs for Most-at-Risk Populations**

This report presents a series of nine case studies about HIV programs that work with and for most-at-risk populations (MARPs). The programs selected for the case studies are located in countries with concentrated HIV epidemics in South and Southeast Asia, Eastern Europe, Latin America and the Middle East. The case studies describe how the programs address the gender-related needs of MARPs and integrate PEPFAR gender strategies, adapted for use with MARPs, into their activities. These strategies are: 1) increasing gender equity and access to HIV programs and services, 2) reducing violence and coercion; 3) addressing harmful gender norms and behaviors; 4) increasing legal rights and protection; and 5) increasing access to income and productive resources. The report also includes recommendations for developing, implementing and evaluating the effect of PEPFAR gender strategies in MARPs programs.

- **Blueprint for the Provision of Comprehensive Care to Gay Men and Other Men Who Have Sex with Men (MSM) in Latin America and the Caribbean**

This guide provides a set of tools and instruments to guide clinicians and health administrators in Latin American and the Caribbean in the delivery of health care to the MSM community. The guide is based on recommendations of more than 50 experts from North America, Latin America and the Caribbean.

- **Understanding and Challenging HIV Stigma Toward Entertainment Workers: Toolkit for Action. (Adapted version for use in Cambodia)**

Adapted for use in Cambodia, this interactive tool-kit can be used to educate health workers, police officers and community members about the stigma and discrimination experienced by entertainment workers in Cambodia. The toolkit contains a collection of interactive exercises, including discussions, small-group activities, and stories. These exercises can be used to explore and understand the current situation and to promote changes in attitude and behavior toward the entertainment workers.

- **Identifying Violence Against Most-At-Risk Populations: A Focus On MSM And Transgenders. A Training Manual for**

Health Providers

This manual provides facilitator instructions, resources and tools for a four-day workshop to help providers identify and respond to violence against most-at-risk populations, especially men who have sex with men and transgendered individuals. It includes twelve modules: The first five modules contain exercises that sensitize participants to issues of gender and sexuality, stigma, discrimination and gender-based violence, and the link between these and HIV. Additional modules include an introduction to and practice using the screening tool; best practices in screening; and development of a referral system and safety plans.

- **Responding to the HIV-related needs of MSM in Africa: Workshop Guide. A Guide To Facilitating A Consultation Workshop With Stakeholders**

This guide is designed to help facilitate a participatory consultation workshop for representatives of key groups involved in responding to the needs of men who have sex with men (MSM). This step-by-step guide includes instructions for conducting sessions, participant handouts, and resource materials (including presentation information about MSM and the HIV epidemic). Two PowerPoint presentations (available as PDFs) are included in this package.

- **Understanding and Challenging HIV Stigma: Toolkit for Action. Module H: MSM and Stigma**

This manual can be used to teach community leaders and groups about HIV stigma and discrimination against men that have sex with men (MSM). Based on the experience of the Alliances Regional Stigma Training Project, the manual provides activities, exercises, case studies, discussion questions and role plays.

- **Rapid Assessment and Response Adaptation Guide on HIV and Men who Have Sex With Men**

A rapid assessment and response (RAR) is a method for quickly assessing complex health issues, analyzing the data collected and responding with appropriate interventions. This document provides guidelines for an RAR for men who have sex with men, focusing on HIV/AIDS prevention. It describes a series of practical activities for learning about the circumstances, experiences and needs of men who have sex with men in a variety of

settings. It is intended for program planners, policy makers, researchers and members of community-based organizations. Guideline topics include:

- The scope and focus of an RAR
- Planning an RAR on HIV/AIDS and men who have sex with men
- A model for research and response with men who have sex with men
- Community participation and advocacy
- Training for RAR staff and volunteers
- Conducting an initial rapid assessment
- Analysis of RAR findings
- Developing an action plan
- Monitoring and evaluation strategies

• **Training Manual: An Introduction to Promoting Sexual Health for Men Who Have Sex with Men and Gay Men**

This training manual provides interactive exercises, discussions, case studies, role plays and other group activities for facilitators who provide training on issues related to the sexuality and sexual health of men who have sex with men (MSM) in South Asia. The activities are designed to educate staff members of NGOs and CBOs about issues affecting MSM in relation to sexual health as well as provide methods staff members can use to address these issues in their programs.

Older Women

Resources:

• **Women, Ageing and Health : A framework for action : Focus on gender**

This document provides information on how to improve the health and well-being of aging women. Policy makers, practitioners, non-governmental organizations and civil society organizations can use this framework to introduce gender-related issues into their policies and programs.

Women in Conflict and Post-Conflict Situations

Resources:

- **Establishing GBV Standard Operating Procedures (SOPs)**

Intended for country teams, this document provides a framework and guidelines for developing standard operating procedures to prevent and respond to sexual violence in emergency situations. The guide is available in English and French.

- **Women, Girls, Boys and Men Different Needs, Equal Opportunities: Gender Handbook in Humanitarian Action**

This handbook provides field practitioners with strategies to integrate gender in emergency and crisis settings to serve the needs of women, girls, boys and men in these situations. The manual also includes checklists for monitoring gender in programs, sample activities and indicators.

- **Guidelines for Gender-based Violence Interventions in Humanitarian Settings: Focusing on Prevention of and Response to Sexual Violence in Emergencies**

These guidelines should enable humanitarian organizations -- including UN agencies, nongovernmental organisations (NGOs), community-based organisations (CBOs), and government authorities -- to establish a minimum set of multisectoral interventions to prevent and respond to sexual violence during the early phases of an emergency. The guidelines describe key actions and the resources available to implement these actions. The guidelines emphasize the importance of involving local authorities and communities, in particular the leadership and participation of women and girls.

- **Clinical Management of Rape Survivors: Developing**

Protocols for Use with Refugees and Internally Displaced Persons

This publication provides detailed guidelines on the clinical management of women, men and children who have been raped. Rape-crisis protocols can be developed and adapted to specific situations according to national policies and practices, and available resources and drugs. It can also be used to plan care services and to train health care providers.

- **Gender-based Violence Tools Manual for Assessment, Program Design, Monitoring and Evaluation in Conflict-Affected Settings**

This manual, available in English and French, provides detailed instructions and tools for addressing gender-based violence (GBV) in refugee, internally displaced, and post-conflict settings. It includes tools for assessment, program design, and program monitoring and evaluation. These tools are to be used in conjunction with other GBV resources accessible on the RHRC Consortium website. (See <http://www.rhrc.org/resources/index.cfm?sector=gbv>)

Technical Areas of Health



The tools in this section assist in integrating attention to gender in

the design, implementation, and monitoring and evaluation of programs in the following technical areas: Adolescent and child health, gender-based violence (GBV), HIV/AIDS, infectious diseases, maternal health, nutrition, and sexual/reproductive health and family planning (RH/FP). Over the past 10 years there has been an explosion of tools that address gender and HIV/AIDS, GBV, and RH/FP. Other areas have fewer tools. As an awareness of the impact of gender on health outcomes increases, it is likely that there will be a similar growth in the development of tools for other health sectors. We welcome suggestions and contributions from users of the Toolkit. If you have or know of additional tools, especially in technical areas other than HIV/AIDS

and RH, please send your suggestions to our [feedback form](#).

Adolescent and Child Health

Resources:

- **Gender or Sex: Who Cares? Skills-Building Resource Pack on Gender and Reproductive Health for Adolescents and Youth Workers**

This training curriculum is intended for professionals and volunteers who work with adolescents on sexual and reproductive health (SRH) issues (e.g., NGO staff, youth outreach workers, teachers and health-service providers), as well as young people aged 13-24 years. Curriculum activities help youth learn about, analyze and challenge gender-based norms and stereotypes that can lead to increased SRH risks. The manual includes facilitator instructions, handouts, role plays, discussion questions and exercises.

Gender-Based Violence (includes FGC)

Resources:

- **Preventing Intimate Partner and Sexual Violence Against Women: Taking Action**

This document provides information and evidence to help policymakers and program planners develop evidence-based programs to prevent physical and sexual violence against women. It describes the nature, extent and consequences of violence against women, the risk and protective factors, the evidence base for prevention strategies, and a six-step framework for action.

- **A Step-By-Step Guide to Strengthening Sexual Violence Services in Public Health Facilities: Lessons and Tools**

from Sexual Violence Services in Africa

Based on experiences drawn from Africa in low-resource settings, this step-by-step guide provides tips, practical resources and tools to establish and strengthen sexual-violence services within existing public health facilities. The guide describes methods for involving public health facilities and for engaging local communities on issues related to sexual violence. It is designed to be used by service providers, governments and NGOs.

- ### **Restoring Dignity: A Toolkit for Religious Communities to End Violence Against Women**

This manual is intended for religious leaders, communities of faith and inter-religious councils. It offers guidelines for programs that try to prevent violence against women. The first section of the manual reviews the nature of violence against women; the second section offers tools for action in eight areas: education and awareness; prevention; advocacy; organizing an inter-religious retreat; support and care; addressing justice: ending impunity; partnering with the media; and monitoring and evaluation.

- ### **Manual for estimating the economic cost of injuries due to interpersonal and self-directed violence**

This manual provides a general framework and guidelines for estimating the national economic burden of injuries caused by interpersonal and self-directed violence. Calculating the economic burden of injuries contrasts with other ways of estimating disease burden, which usually focus on health effects on individuals. The guide can be used by economists, public health experts and researchers to conduct studies that estimate the economic burden of these injuries. The guide includes detailed instructions for calculating costs, the minimum data that are required, case studies of cost estimates in various countries, a sample questionnaire for patients, and a data sheet for hospital costs.

- ### **Establishing GBV Standard Operating Procedures (SOPs)**

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Getting It Right! A practical guide to evaluating and improving health services for women victims and survivors of sexual violence

This document is intended for health facilities that want to measure the quality of care provided to female victims and survivors of sexual violence (women VSSV). It includes several instruments that, together with descriptions of three basic elements of health care, can provide reliable information on how health facilities treat women VSSV. Each instrument should be reviewed and modified according to the setting and the women's health-care options after a sexual assault. The instruments can be used in emergency or ambulatory settings.

- ## **HIV/AIDS Stigma and Violence Reduction Intervention Manual**

This manual provides excellent information and analysis on the use of participatory processes to address stigma and gender-based violence in HIV/AIDS prevention efforts. The manual describes three tools or processes that can be used in participatory-development projects: participatory learning and action (PLA); community-led action research (CLAR); and transformatory workshops. It contains a field guide for implementing CLAR; sample agendas and facilitator instructions for one- and three-day CLAR workshops and for two-day and three-day transformatory workshops for men and women and for boys and girls; and a sample intervention plan.

- ## **Responding to Gender-Based Violence: A Focus on Policy Change**

This tool provides both a PowerPoint presentation and a companion presenter's guide to assist presenters in delivering a presentation on gender-based violence (GGV) and its social, health and economic impact in order to raise awareness and influence policy. The companion guide consists of tips on selecting audiences for the presentation, speakers notes, and suggestions on preparing and tailoring the presentation.

- ## **How to Conduct a Situation Analysis of Health Services for Survivors of Sexual Assault**

This document (based on a situation analysis conducted in South Africa and then field tested in other countries) provides tools and guidelines for a six-step situation analysis of national sexual assault services. It includes a facility checklist and a comprehensive questionnaire for health providers as well as notes on the tools. The guidelines are brief; users of the tools will need previous experience in planning and conducting such assessments.

- **Mapping of Tools for Working with Men and Boys to End Violence against Girls, Boys and Women**

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To order the CD, contact: Laxman Belbase, Regional Advisor on Gender & Masculinities-Asia, Save the Children Sweden, JDA Complex (6th Floor), Sundhara, GPO Box: 5853, Kathmandu, Nepal. Tel. +977-1-4251389/4251627 ext 305, Fax. +977-1-4222235. Email: laxmanb@sca.savethechildren.se

- **Working with Men on Gender, Sexuality, Violence and Health: Trainer's Manual**

This manual is a resource for people working with men on issues of gender, health and sexuality. It provides detailed instructions for facilitators, learning objectives, and participant handouts for six modules: equity and equality; gender; sexuality; health; violence; and facilitation skills. Details of activities and games -- such as character descriptions and statements used for the "power walk" -- are specific to the customs of India.

- **Guidelines for Gender-based Violence Interventions in Humanitarian Settings: Focusing on Prevention of and Response to Sexual Violence in Emergencies**

These guidelines should enable humanitarian organizations -- including UN agencies, nongovernmental organisations (NGOs), community-based organisations (CBOs), and government authorities -- to establish a minimum set of multisectoral interventions to prevent and respond to sexual violence during the early phases of an emergency. The guidelines describe key actions and the resources available to implement these actions. The guidelines emphasize the importance of involving local authorities and communities, in particular the leadership and participation of women and girls.

- **Researching Violence Against Women: A Practical Guide for Researchers and Activists**

This document provides guidelines for adapting traditional research techniques to the study of physical and sexual abuse, primarily violence against women by intimate partners, and it provides an introduction to the tools and vocabulary of research to community-based workers and activists. The guide concentrates on the use of applied research and the relation between violence against women and health in developing countries. Chapter topics include developing a research strategy, quantitative and qualitative approaches to research, the challenges of defining and measuring violence, sampling strategies, and tools for qualitative and quantitative research.

- **Manejo de la Violencia Sexual en Redes de Servicios de Salud (De primer y Segundo nivel de complejidad del subsistema publico): Manual de Normas y Procedimientos.**

This policy-and-procedure manual, written in Spanish, is a guide for Bolivian public health personnel in the management of sexual violence. This manual provides public health personnel with an instrument to understand sexual violence as a public health problem, and it describes concrete procedures to handle and prevent sexual violence.

- **Clinical Management of Rape Survivors: Developing Protocols for Use with Refugees and Internally Displaced Persons**

This publication provides detailed guidelines on the clinical management of women, men and

children who have been raped. Rape-crisis protocols can be developed and adapted to specific situations according to national policies and practices, and available resources and drugs. It can also be used to plan care services and to train health care providers.

- **Improving the Health Sector Response to Gender-Based Violence: A Resource Manual for Health Care Professionals in Developing Countries**

This manual provides health care managers and NGOs in developing countries with tools, strategies and a sequential plan to strengthen the response of the health care system to gender-based violence. The manual was developed on the basis of lessons learned from the International Planned Parenthood Federation, Western Hemisphere Region.

- **Gender-based Violence Tools Manual for Assessment, Program Design, Monitoring and Evaluation in Conflict-Affected Settings**

This manual, available in English and French, provides detailed instructions and tools for addressing gender-based violence (GBV) in refugee, internally displaced, and post-conflict settings. It includes tools for assessment, program design, and program monitoring and evaluation. These tools are to be used in conjunction with other GBV resources accessible on the RHRC Consortium website. (See <http://www.rhrc.org/resources/index.cfm?sector=gbv>)

- **Female Genital Mutilation: The Prevention and the Management of Health Complications - Policy guidelines for nurses and midwives**

This document offers guidelines on the prevention and management of health complications related to female genital mutilation (FGM) for policy makers and people who train or direct the work of nurses, midwives and other frontline health care providers. These guidelines complement the training materials for nurses and midwives.

- **Redes de Hombres Contra la Violencia**

This workshop guide, written in Spanish, is the third of three manuals designed to help facilitators conduct workshops on the central concepts of masculinity in Central America. The manuals build on experiences from several countries and the Instituto Costarricense de Masculinidad, Pareja y Sexualidad (Instituto WEM). This guide provides exercises and discussion questions about the concept of 'hegemonic masculinity' and the ways that this influences men's psychology and their relationships with others, focusing in particular on the issue of intimate partner violence against women. It analyzes the disadvantages of being 'macho' both for the men themselves and for their female partners, and offers guidelines for moving towards nonviolent, gender equitable relationships.

- **Gender and Gender-Based Violence**

This is a suggested agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with discussions and activities on gender-based violence (GBV). Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop is intended for staff who want to integrate gender into their GBV programming.

Before planning or conducting this workshop, please read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

- **Gender-Based Violence: A Primer**

This is a facilitator's guide for a 1.5-day introductory workshop on gender-based violence (GBV). Developed by the Interagency Gender Working Group (IGWG), the workshop is intended for people working in programs related to reproductive health, HIV or safe motherhood who want to address gender-based violence. By the end of the workshop, participants should be able to apply gender analysis to design effective gender-based violence interventions for their reproductive health programs.

Before planning or conducting this workshop, please read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To read more about this guide and other archived facilitator guides see the [Other Training Materials](#) section of the IGWG site.

- **Management of complications pregnancy, childbirth and the postpartum period in the presence of FGM/C: A**

Reference Manual for Health Service Providers

This reference manual is intended for midwives, nurses, clinical officers, general practitioners and medical students working in Kenya who work in communities where female genital mutilation and cutting (FGM/C) is common. It includes information about FGM/C and it explains how to manage complications.

HIV/AIDS

Resources:

- **Working with Young Women: Empowerment, Rights and Health**

This manual presents a series of group activities for young women 15-24 that are intended to increase understanding about power inequities, rights and health, and increase their confidence and skills in responding to situations in their lives. The activities are grouped into 10 topic areas. For each topic, the manual includes an overview of the topic and information the facilitator can use during the activities, which range from 45 minutes to two hours in length. Each activity includes facilitator instructions and some also include participant handouts.

- **Integrating Gender into HIV/AIDS Programmes in the Health Sector: Tool to Improve Responsiveness to Women's Needs**

This manual offers practical guidance and tools to managers and providers of HIV/AIDS health programs so they can respond to the gender-related needs of their clients. It focuses on four areas of HIV/AIDS health services: HIV testing and counseling; prevention of mother-to-child transmission; treatment and care; and home-based care. The guide identifies issues and practical actions to address each area. Recommended actions are based on research evidence and best practices in the field. The manual also includes a manager's checklist for assessing a gender-responsive program and a health provider's checklist for assessing gender-responsive service delivery.

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Mobilizing Religious Communities to Respond to Gender-Based Violence and HIV: A Training Manual

This is a facilitator's guide for a three-day workshop for religious leaders about mobilizing communities of faith to address gender-based violence (GBV) and HIV. The guide includes detailed instructions, case studies, and participant handouts. Workshop topics include an overview of GBV; links between GBV and HIV; religious beliefs related to GBV and HIV and responses by the faith community; and strategies for mobilizing communities of faith. On the third day of the workshop, participants develop concrete action plans for mobilizing religious leaders in their communities to address GBV and HIV.

- ## **Responding to the HIV-related needs of MSM in Africa: Workshop Guide. A Guide To Facilitating A Consultation Workshop With Stakeholders**

This guide is designed to help facilitate a participatory consultation workshop for representatives of key groups involved in responding to the needs of men who have sex with men (MSM). This step-by-step guide includes instructions for conducting sessions, participant handouts, and resource materials (including presentation information about MSM and the HIV epidemic). Two PowerPoint presentations (available as PDFs) are included in this package.

- ## **Integrating Poverty and Gender into Health Programmes - A Sourcebook for Health Professionals: Module on HIV/AIDS**

This reference manual and facilitator's guide is one in a series produced by the WHO, Western Pacific Region. The first part of the document contains information on the links between gender, poverty and HIV/AIDS and methods for addressing poverty and gender concerns in HIV/AIDS programs. The second part contains a facilitator's guide for a workshop intended for health professionals, policy makers, and program managers on integrating gender and poverty into HIV/AIDS programs. The facilitator's notes include learning objectives, lesson plans and instructions for conducting the activities, but no handouts.

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Engaging Men and Boys in Changing Gender-Based Inequity in Health: Evidence from Programme Interventions

This research review analyzed data from 58 evaluation studies of interventions that engage men and boys. Interventions focused on four areas of health (sexual and reproductive health, fatherhood, maternal and child health, and gender-based violence), well as on components of gender socialization that affect all of these areas. The review found that interventions that had gender-transformative project strategies were most effective in changing attitudes and behaviors.

- ## **Implementing Stepping Stones: A Practical and Strategic Guide for Implementers, Planners and Policy Makers**

The purpose of this guide is to assure the successful application of the "Stepping Stones" program in different settings. Stepping Stones is a 12- to 18-week education program that helps participants examine gender norms and facilitates positive changes in attitudes and behaviors. This document provides guidance for adapting the content and process of Stepping Stones for specific situations, for integrating Stepping Stones into existing program strategies, for developing appropriate monitoring and evaluation methods, and for developing follow-up strategies. The document also includes a link to more information and resources on the [Stepping Stones website](#). The guide is intended to be used in conjunction with the Stepping Stones manual, which is available for purchase from TALC (www.talcuk.org/).

- ## **HIV/AIDS and Gender Relations: Men Matter! AIDS, Gender and Masculinities**

This publication examines the relationship between notions of masculinity, men's behavior and HIV/AIDS. It recommends ways to include men to improve gender relations and combat HIV/AIDS.

- ## **Young Men and HIV Prevention: A Toolkit for Action**

This manual provides guidelines for working with young men to transform norms about masculinity and unequal power dynamics that fuel the HIV/AIDS epidemic. It recommends

evidence-based actions for a spectrum of program strategies, including peer-group workshops, communication campaigns, and program services, that work together to promote gender equity and reduce HIV vulnerability. Sections include: An overview of young men's physical, social and cultural development; educational activities; young men-friendly health services; campaigns; advocacy, and needs assessments and monitoring and evaluation. The manual's introduction explains why engaging young men is important for HIV/AIDS prevention and highlights facts about the HIV/AIDS epidemic among youth and young men in Latin America and the Caribbean.

- **Getting Started: HIV, AIDS and Gender in WFP Programmes**

This document provides guidance for integrating gender into all aspects of World Food Programme (WFP) HIV/AIDS programs, focusing on the core areas of WFP interventions: prevention, education and awareness; mitigation; and support to care and treatment programmes. It provides an overview of gender issues related to HIV/AIDS programs and the importance of addressing them, guidelines and recommended actions for addressing gender issues, and examples of WFP projects that are mainstreaming gender in HIV/AIDS programs. It is intended for staff of World Food Programme country offices.

- **Women's [HIV/AIDS] Treatment Literacy Toolkit**

This is an Internet-based toolkit containing practical information and tools for women and girls living with HIV/AIDS or caring for someone with HIV/AIDS. The toolkit includes 12 information sheets and other tools that help women and girls understand and make decisions on:

- When to begin treatment
- Whether to begin taking treatment or not
- How to stay on treatment
- What to do when staying on treatment becomes difficult
- How to support others on treatment

Other tools include brochures, posters, stickers, treatment calendars and "Let's Share" group-discussion and activity cards.

- **Rapid Assessment and Response Adaptation Guide on HIV and Men who Have Sex With Men**

A rapid assessment and response (RAR) is a method for quickly assessing complex health issues, analyzing the data collected and responding with appropriate interventions. This document provides guidelines for an RAR for men who have sex with men, focusing on HIV/AIDS prevention. It describes a series of practical activities for learning about the circumstances, experiences and needs of men who have sex with men in a variety of settings. It is intended for program planners, policy makers, researchers and members of community-based organizations. Guideline topics include:

- The scope and focus of an RAR
- Planning an RAR on HIV/AIDS and men who have sex with men
- A model for research and response with men who have sex with men
- Community participation and advocacy
- Training for RAR staff and volunteers
- Conducting an initial rapid assessment
- Analysis of RAR findings
- Developing an action plan
- Monitoring and evaluation strategies

- **HIV/Gender Continuum**

This easy-to-use tool measures the responsiveness of an organization's services and programs to gender issues involving HIV prevention. It also helps to identify the areas of a program or service that are not gender sensitive.

- **Training Manual: An Introduction to Promoting Sexual Health for Men Who Have Sex with Men and Gay Men**

This training manual provides interactive exercises, discussions, case studies, role plays and other group activities for facilitators who provide training on issues related to the sexuality and sexual health of men who have sex with men (MSM) in South Asia. The activities are designed to educate staff members of NGOs and CBOs about issues affecting MSM in relation to sexual health as well as provide methods staff members can use to address these issues in their programs.

- **Gender, HIV and Sexuality**

This is a suggested agenda for a two-day workshop that integrates core gender and gender analysis concepts and tools with discussions on HIV and sexuality. Developed by the Interagency Gender Working Group (IGWG) and most recently revised in 2010, the workshop is intended for staff who want to integrate gender into HIV and sexuality programming. Workshop participants learn about sexual discrimination and gender identify and build skills in integrating gender into HIV and sexuality programs.

Before planning or conducting this workshop, users should read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To find and download instructions for conducting each of the activities noted in the agenda, see the links in the training menu on the left side of the IGWG website's [training page](#).

Infectious and Other Diseases

Resources:

- **A Guide to Gender and Malaria Resources**

This guide explains why a gender approach is needed to prevent and respond to the health burden of malaria and provides resources and tips for working in this field. The document includes a detailed example of gender analysis applied to malaria.

Maternal Health

Resources:

- **Management of complications pregnancy, childbirth and the postpartum period in the presence of FGM/C: A Reference Manual for Health Service Providers**

This reference manual is intended for midwives, nurses, clinical officers, general practitioners and medical students working in Kenya who work in communities where female genital mutilation and cutting (FGM/C) is common. It includes information about FGM/C and it explains how to manage complications.

Gender and Safe Motherhood

This is a facilitator guide and related resources for an introductory workshop on integrating gender into Safe Motherhood programs, intended for Safe Motherhood program staff. Workshop topics include: gender and related concepts; key gender-related barriers to safe motherhood; the gender integration continuum; framework for gender analysis and integration for safe motherhood programs; At the end of the workshop, participants apply gender analysis and integration to safe motherhood case studies; and create action plans for integrating gender into their projects.

Nutrition and Food Security

Resources:

- **Getting Started: HIV, AIDS and Gender in WFP Programmes**

This document provides guidance for integrating gender into all aspects of World Food Programme (WFP) HIV/AIDS programs, focusing on the core areas of WFP interventions: prevention, education and awareness; mitigation; and support to care and treatment programmes. It provides an overview of gender issues related to HIV/AIDS programs and the importance of addressing them, guidelines and recommended actions for addressing gender issues, and examples of WFP projects that are mainstreaming gender in HIV/AIDS programs. It is intended for staff of World Food Programme country offices.

Sexual/Reproductive Health and Family Planning

Resources:

- **Identifying Violence Against Most-At-Risk Populations: A Focus On MSM And Transgenders. A Training Manual for Health Providers**

This manual provides facilitator instructions, resources and tools for a four-day workshop to help providers identify and respond to violence against most-at-risk populations, especially men who have sex with men and transgendered individuals. It includes twelve modules: The first five modules contain exercises that sensitize participants to issues of gender and sexuality, stigma, discrimination and gender-based violence, and the link between these and HIV. Additional modules include an introduction to and practice using the screening tool; best practices in screening; and development of a referral system and safety plans.

- **Constructive Men's Engagement in Reproductive Health: A Training-of-Trainers? Manual**

This document provides instructions, activity descriptions and tools for a two-day training-of-trainers workshop for relais communautaires (community-health peer educators) on constructive men's engagement (CME) and couples? communication counseling. It was designed and field-tested in Mali. Topics include CME concepts, the benefits of involving men in family planning and reproductive health, and facilitating community training sessions with couples.

- **It's All One Curriculum: Guidelines and Activities for a Unified Approach to Sexuality, Gender, HIV, and Human Rights Education**

This is a set of two books, available in English, French and Spanish, that contain comprehensive guidelines and activities to develop curricula for young people on sexuality,

gender, HIV and human rights. They are designed primarily for curriculum developers, schoolteachers and community educators. The guidelines and activities can be used to develop or adapt a curriculum for a particular setting, to design units within an established curriculum, or as a set of resources.

- **Doing Gender the ?Rights? Way: A Guide to Promoting Gender Equity in Sexual and Reproductive Health Programs**

This guide is intended for program planners who design, implement, or make decisions about sexual and reproductive health (SRH)H programs or projects. It provides guidelines for designing and making changes to their programs in ways that transform the gender norms and roles that contribute to the SRH problems. It provides step-by-step guidelines for each stage of program development, including how to set relevant goals and objectives, how to create strategies and activities that focus on promoting equitable gender roles, and how to incorporate a gender-equitable perspective in monitoring and evaluation. The guide also provides program examples from a variety of contexts, and checklists for assessing progress in gender integration in programs.

- **Integrating Poverty and Gender into Health Programmes - A Sourcebook for Health Professionals: Module on Sexual and Reproductive Health**

This reference manual and facilitator's guide is one in a series produced by the WHO, Western Pacific Region. The first part of the document contains information on the links between gender, poverty and HIV/AIDS and methods for addressing poverty and gender concerns in HIV/AIDS programs. The second part contains a facilitator's guide for a workshop intended for health professionals, policy makers, and program managers on integrating gender and poverty into HIV/AIDS programs. The facilitator's notes include learning objectives, lesson plans and instructions for conducting the activities, but no handouts..

- **?Men-streaming? Gender in Sexual and Reproductive Health & HIV/AIDS**

This toolkit provides practical guidance for developing organizational policies that encourage men's involvement in sexual and reproductive health and HIV/AIDS programs and explains how to tailor policies for specific groups of men and boys, (e.g., young men, men who have sex with men, migrant workers). It is intended for people who develop organizational policy within national and regional development organizations, including IPPF member organizations, and is also helpful for or governmental policymakers and policy-change advocates. The toolkit contains six modules: 1) Understanding the policy context; 2) institutional commitment; 3) Creating a policy statement; 4) Reviewing existing policies; 5) Working with stakeholders; and 6) Making policy work in practice.

- **Guide for Constructive Men's Engagement in Reproductive Health (CME-RH)**

This guide was developed by the Mali Ministry of Health (MOH) to strengthen the constructive participation of men in reproductive health (RH) as a strategy to improve the health of the population. It is intended for RH service providers, the staff of non-governmental organizations, and technical partners of the Mali MOH. It includes guidelines and strategies for each of the following program domains: improvement of RH services for men; raising awareness and community mobilization; behavior-change communication to promote men's participation in RH (as members of couples and as community members); strengthening the capacity of program managers and health professionals to constructively engage men in RH services; advocacy for political and institutional support for constructive men's engagement; and research, monitoring, and evaluation of CME-RH programs.

- **Keep the Best, Change the Rest: Participatory Tools for Working with Communities on Gender and Sexuality**

This is a manual of group activities, field-tested in Zambia, that are intended to help organizations and community groups promote sexual well-being, strengthen communities and prevent HIV. The activities are grouped in five topics that are meant to be presented in sequence: gender, sexuality and vulnerability; sex and relationships; sexual violence; working together; and making a plan. All the activities include facilitator's instructions and require resources that are available in most communities. The manual also includes guidelines for involving stakeholders, forming a team and preparing for activities, plus facilitation tips and descriptions of key skills for group facilitation.

- **Gender and Reproductive Health 101**

This is a facilitator's guide for an introductory, one-day workshop on gender integration for USAID staff and partner organizations. The workshop covers the following topics: Definitions of gender and related concepts, USAID and PEPFAR requirements for addressing gender, the continuum of gender-integration strategies, and gender analysis. At the end of the workshop, participants conduct a gender analysis of a program goal or objective. Before planning or conducting this workshop, please read the instructions and information in the IGWG Training User's Guide, found [here](#) on the IGWG website. To learn more about this and other archived facilitator's guides, see the [Other Training Materials](#) section of the IGWG website.

Country Experiences



The Country Experiences section provides tools and guidelines

as well as examples of gender-integrated health programs arranged by region. Most of the tools and examples here are also located in other sections of the toolkit. To find all country-specific examples and tools, use the search function.

If you have any documented or evaluated examples of country or region-specific gender integrated programs and tools, please use the "Join the Discussion" link at the upper right corner of this toolkit to post a link to your example, or send an email to our [feedback form](#).

Asia

Resources:

- **Understanding and Challenging HIV Stigma: Toolkit for Action**

Adapted for use in Cambodia, this toolkit has activities for use by community leaders, service providers and organized groups (NGOs, CBOs) to educate specific audiences about stigma and discrimination related to HIV/AIDS. The toolkit also explains how to challenge such stigma and discrimination. The toolkit includes discussions, small-group activities, presentations, stories and role plays designed to improve knowledge about HIV/AIDS, address misconceptions, and change attitudes to promote a more supportive community.

- **Understanding and Challenging HIV Stigma Toward Entertainment Workers: Toolkit for Action. (Adapted version for use in Cambodia)**

Adapted for use in Cambodia, this interactive tool-kit can be used to educate health workers, police officers and community members about the stigma and discrimination experienced by entertainment workers in Cambodia. The toolkit contains a collection of interactive exercises, including discussions, small-group activities, and stories. These exercises can be used to explore and understand the current situation and to promote changes in attitude and behavior toward the entertainment workers.

- **Working with Men on Gender, Sexuality, Violence and Health: Trainer's Manual**

This manual is a resource for people working with men on issues of gender, health and sexuality. It provides detailed instructions for facilitators, learning objectives, and participant handouts for six modules: equity and equality; gender; sexuality; health; violence; and facilitation skills. Details of activities and games -- such as character descriptions and statements used for the "power walk" -- are specific to the customs of India.

- **Training Manual: An Introduction to Promoting Sexual Health for Men Who Have Sex with Men and Gay Men**

This training manual provides interactive exercises, discussions, case studies, role plays and other group activities for facilitators who provide training on issues related to the sexuality and sexual health of men who have sex with men (MSM) in South Asia. The activities are designed to educate staff members of NGOs and CBOs about issues affecting MSM in relation to sexual health as well as provide methods staff members can use to address these

issues in their programs.

- **Together for Water and Sanitation: Tools to Apply a Gender Approach: The Asian Experience**

This region-specific field guide for Asia provides an overview of women's involvement and gender issues related to rural water supply and sanitation. It also provides guidelines for applying a gender approach to water, sanitation, and water-resource protection. The guide provides tools and illustrative cases that can be adapted to different culture settings.

Latin America and the Caribbean

Resources:

- **Blueprint for the Provision of Comprehensive Care to Gay Men and Other Men Who Have Sex with Men (MSM) in Latin America and the Caribbean**

This guide provides a set of tools and instruments to guide clinicians and health administrators in Latin American and the Caribbean in the delivery of health care to the MSM community. The guide is based on recommendations of more than 50 experts from North America, Latin America and the Caribbean.

- **Asi Aprendimos a Ser Hombres; Pautas para Facilitadores de talleres de Masculinidad en America Central**

This workshop guide, written in Spanish, is the first of three manuals designed to help facilitators conduct workshops on the central concepts of masculinity in Central America. It considers questions such as "What is masculinity?" and "What does it mean to be a man?" The guide provides case studies, stories and questions for discussion to encourage reflection on masculinity and to drive action to change the politics of gender and gender equity.

- **Hombres Trabajando con Hombres: Pautas para Facilitadores de talleres de Masculinidad en America Central**

This workshop guide (written in Spanish) is the second of three books designed to aid male facilitators to conduct workshops on masculinity among men in Central America. Exercises and discussion questions encourage men to question gender roles and norms and to give men new ways to act and think.

- **Manejo de la Violencia Sexual en Redes de Servicios de Salud (De primer y Segundo nivel de complejidad del subsistema publico): Manual de Normas y Procedimientos.**

This policy-and-procedure manual, written in Spanish, is a guide for Bolivian public health personnel in the management of sexual violence. This manual provides public health personnel with an instrument to understand sexual violence as a public health problem, and it describes concrete procedures to handle and prevent sexual violence.

- **Advocacy Package of Violence Against Women**

This package provides guidelines for improving and implementing legislation and policies that help prevent violence against women. It is intended for a broad audience of policymakers, advocacy groups, governmental and nongovernmental agencies, and others. It consists of five fact sheets on the following topics: Public Policy on Domestic Violence; Key Components of Laws and Policies on Domestic Violence; Municipal Policies on Violence against Women; Comprehensive Care for Domestic Violence against Women in the Health Sector; and Monitoring of Laws and Policies on Domestic Violence. Each fact sheet contains information about policies or laws in the Caribbean and Latin America as well as guidelines that can be applied globally. Users can download individual sections of the package or as one complete document.

- **Redes de Hombres Contra la Violencia**

This workshop guide, written in Spanish, is the third of three manuals designed to help facilitators conduct workshops on the central concepts of masculinity in Central America. The manuals build on experiences from several countries and the Instituto Costarricense de Masculinidad, Pareja y Sexualidad (Instituto WEM). This guide provides exercises and discussion questions about the concept of 'hegemonic masculinity' and the ways that this influences men's psychology and their relationships with others, focusing in particular on the issue of intimate partner violence against women. It analyzes the disadvantages of being 'macho' both for the men themselves and for their female partners, and offers guidelines for moving towards nonviolent, gender equitable relationships.

Middle East and North Africa

Resources:

- **Women-Centered Curriculum: Addressing HIV among Women and the Gender Dimensions of HIV in the Middle East and North Africa Region. Investing in PLHIV Leadership in the Middle East and North Africa?Volume 3**

The Women's Workshop curriculum is focused on women and HIV in the Middle East and North Africa (MENA). This participant-centered curriculum promotes capacity transfer by using a discussion-based format so women can contribute as well as benefit. The workshop covers topics such as human rights and HIV, gender, health, disclosure, communicating with our children, relationships and power, sex and sexuality, caregiver support, young women, and stigma and discrimination. The curriculum is implemented by and for women living with HIV in the MENA region.

Sub-Saharan Africa

Resources:

- **A Step-By-Step Guide to Strengthening Sexual Violence**

Services in Public Health Facilities: Lessons and Tools from Sexual Violence Services in Africa

Based on experiences drawn from Africa in low-resource settings, this step-by-step guide provides tips, practical resources and tools to establish and strengthen sexual-violence services within existing public health facilities. The guide describes methods for involving public health facilities and for engaging local communities on issues related to sexual violence. It is designed to be used by service providers, governments and NGOs.

- **Responding to the HIV-related needs of MSM in Africa: Workshop Guide. A Guide To Facilitating A Consultation Workshop With Stakeholders**

This guide is designed to help facilitate a participatory consultation workshop for representatives of key groups involved in responding to the needs of men who have sex with men (MSM). This step-by-step guide includes instructions for conducting sessions, participant handouts, and resource materials (including presentation information about MSM and the HIV epidemic). Two PowerPoint presentations (available as PDFs) are included in this package.

- **Understanding and Challenging HIV Stigma: Toolkit for Action. Module H: MSM and Stigma**

This manual can be used to teach community leaders and groups about HIV stigma and discrimination against men that have sex with men (MSM). Based on the experience of the Alliances Regional Stigma Training Project, the manual provides activities, exercises, case studies, discussion questions and role plays.

- **Women's [HIV/AIDS] Treatment Literacy Toolkit**

This is an Internet-based toolkit containing practical information and tools for women and girls living with HIV/AIDS or caring for someone with HIV/AIDS. The toolkit includes 12 information sheets and other tools that help women and girls understand and make decisions on:

- When to begin treatment

- Whether to begin taking treatment or not
- How to stay on treatment
- What to do when staying on treatment becomes difficult
- How to support others on treatment

Other tools include brochures, posters, stickers, treatment calendars and "Let's Share" group-discussion and activity cards.

• **Mainstreaming Gender in the Response to AIDS in South Africa**

This manual provides interactive training activities to mainstream gender issues, especially in HIV/AIDS programs. The material is intended for facilitators in southern African ASOs, NGOs and CBOs. The topics include gender concepts, gender mainstreaming, gender analysis. The manual also provides practical methods to mainstream gender issues into HIV/AIDS organizations, policies and programs.

• **Management of complications pregnancy, childbirth and the postpartum period in the presence of FGM/C: A Reference Manual for Health Service Providers**

This reference manual is intended for midwives, nurses, clinical officers, general practitioners and medical students working in Kenya who work in communities where female genital mutilation and cutting (FGM/C) is common. It includes information about FGM/C and it explains how to manage complications.

Acronyms and Glossary

The [Acronyms page](#) provides a key to toolkit acronyms. The [Glossary of Terms](#) defines central gender terms and concepts referenced in gender toolkit resources. It is vital to have a firm grasp of these concepts before engaging in gender mainstreaming and integration activities.

Acronyms

ACORD	Agency for Cooperation and Research in Development
ADB	Asian Development Bank
ADF	Africa Development Fund
AfDB	African Development Bank
AIDS	Acquired Immune Deficiency Syndrome
AusAID	Australian Agency for International Development
BASICS/USAID	Basic Support for Institutionalizing Child Survival/ United States Agency for International Development
BCC	Behavior Change and Communication
BMZ	Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung
CCJS	Canadian Centre for Justice Statistics
CDC	Department of Health and Human Services Centers for Disease Control and Prevention
CEDPA	Centre for Development and Population Activities
CH	Child Health
CIDA	Canadian International Development Agency
CSIS	Center for Strategic and International Studies
DFID	Department for International Development, Government of the United Kingdom
DHS	Demographic and Health Surveys Program (of MEASURE)
EGAT	Economic Growth and Trade department of the United States Agency for International Development
FAMEDEV	Inter African Network for Women, Media, Gender Equity and Development
FAO	Food and Agriculture Organization of the United Nations
FBFI	Food Basket Foundation International
FBI	United States Federal Bureau of Investigation
FGM/C	Female Genital Mutilation/Cutting
FHI	Family Health International
FP	Family Planning
FRONTIERS	Frontiers in Reproductive Health
GADE	Gender and Diversity
GBV	Gender-based Violence
GINA	Gender Informed Nutrition and Agriculture
GTZ	Deutsche Gesellschaft für Technische Zusammenarbeit
HIV	HIV Human immunodeficiency virus
HOM	Humanist Committee on Human Rights

IASC	Inter-agency Standing Committee
IDRC	International Deveopment Research Center
IDS	International Development Studies
IGWG	Interagence Gender Working Group
IGWG	Interagency Gender Working Group
ILO	International Labour Organization
IMCI	Integrated Management of Childhood Infections
INF	International Nutrition Fund
InterCambios	Inter-American Alliance for the Prevention of Gender-based Violence
IPPF	International Planned Parenthood Federation
IPPF/WHR	International Planned Parenthood Federation/Western Hemisphere Region
IRC	International Water and Sanitation Centre
JICA	Japan International Cooperation Agency
JSI	John Snow Inc
KHANA	Khmer HIV/AIDS NGO Alliance
KIT	Royal Tropical Institute
LGBT	Lesbian, Gay, Bisexual, and Transgender People
M/E	Monitoring and Evaluation
MARPs	Most At Risk Populations
MCC	Millennium Challenge Corporation
MNH	Maternal Health
MRC	South African Medical Research Council
MSCI	Maragaret Sanger Center International
NHMP	National Homicide Monitoring Program
OCHA	United Nations Office for the Coordination of Humanitarian Affairs
OSA	Oficina de Seguimiento y Asesoria en Proyectos
OSI	Open Society Institute
PAHO	Pan American Health Organization
PATH	Program for Appropriate Technology in Health
PEPFAR	United States President?s Emergency Plan for AIDS Relief
PHE	Population, Health, and Environment
PRB	Population Reference Bureau
R4D	Research for Development
RHRC	Reproductive Health Response in Conflict
SAfAIDS	Southern Africa Aids Information Dissemination Service
SDC	Swiss Agency for Development and Cooperation
SHR	Supplemental Homicide Report
SIDA	Swedish International Development Cooperation Agency
SRH	Sexual and Reproductive Health
UN/ISDR	United Nations International Strategy for Disaster Reduction
UNAIDS	The Joint United Nations Programme on HIV/AIDS
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UN-HABITAT	United Nations Human Settlements Programme

UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
UNRISD	United Nations Research Institute for Social Development
USAID	United States Agency for International Development
USAID AIDSTAR-one	United States Agency for International Development AIDS Support and Technical Assistance Resources
VAW	Violence Against Women
WACC	Women's Program of the World Association for Christian Communication
WFP	World Food Programme
WHO	World Health Organization
WHO/WPRO	World Health Organization, Western Pacific Region
WID	Women In Development
YWCA	Young Women's Christian Association

Glossary of Terms

Constructive men's engagement (CME) refers to facilitating the participation of men in reproductive health and other programs. CME promotes gender equity, increases men's support for women's sexual and reproductive health and for children's well being, and advances the reproductive health of both men and women. Men can be constructively engaged as clients, supportive partners and as agents of change. (IGWG)

Gender refers to the socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for men and women. (WHO)

Gender identity refers to one's sense of oneself as a man, a woman or transgender.

Gender integration refers to strategies applied in program assessment, design, implementation, and evaluation to take gender norms into account and to compensate for gender-based inequalities.

Gender mainstreaming is the process of incorporating a gender perspective into policies, strategies, programs, project activities, and administrative functions, as well as into the institutional culture of an organization.

Gender-based violence (GBV) is used to distinguish violence that targets individuals or groups of individuals on the basis of their gender from other forms of violence. It includes any act that results in, or is likely to result in, physical, sexual or psychological harm. GBV includes violent acts such as rape, torture, mutilation, sexual slavery, forced impregnation and murder. It also defines threats of these acts as a form of violence. (United Nations Convention on the Elimination of All Forms of Discrimination against Women)

Reproductive health is a "state of complete physical, mental and social well-being and not merely the absence of disease or infirmity, in all matters relating to the reproductive system and to its functions and processes. Reproductive health therefore implies that people are able to have a satisfying and safe sex life and that they have the capability to reproduce and the freedom to decide if, when and how often to do so." (Fourth World Conference on Women Platform for Action, 1995, paragraph 94; International Conference on Population and development (ICPD) Programme of Action, 1994, paragraph 7.2).

Reproductive rights embrace certain human rights that are already recognized in national laws, international human rights documents and other consensus documents. These rights rest on the recognition of the basic right of all couples and individuals to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so, and the right to attain the highest standard of sexual and reproductive health. It also includes their right to make decisions concerning reproduction free of discrimination, coercion and violence, as expressed in human rights documents. Implicit in this last condition are the rights of men and women to be informed and to have access to safe, effective, affordable and acceptable methods of family planning of their choice, as well as other, legal methods of their choice for regulation of fertility, and the right of access to appropriate healthcare services that will enable women to go safely through pregnancy and childbirth and provide couples with the best chance of having a healthy infant. (ICPD Programme of Action, 1994, paragraphs 7.2 and 7.3)

Sex refers to the biological and physiological characteristics that define men and women. Sex differences are concerned with males' and females' physiology. (WHO)

Sexual health encompasses behaviors essential to countering sexually transmitted diseases (STDs), including HIV/AIDS. Sexual health aims at the enhancement of life and personal relations, and sexual health services should not consist merely of counseling and care related to reproduction and sexually transmitted diseases. (FWCW Platform for Action, paragraph 94; ICPD Program of Action, paragraph 7.2)

Sexual identity, sexual preference, and sexual orientation refer to an enduring pattern of emotional, romantic, and/or sexual attractions to men, women, or both sexes, and a person's sense of identity based on those attractions, related behaviors, and membership in a community of others who share those attractions. (APA)

Sexual rights include "the human right of women to have control over and decide freely and responsibly on matters related to their sexuality, including sexual and reproductive health, free of coercion, discrimination and violence." (FWCW Platform for Action, paragraph 96)

Violence against women (VAW) refers to "any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life. Accordingly, violence against women encompasses but is not limited to the following:

- \. Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation
- a. Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution
- b. Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.

"Other acts of violence against women include violation of the human rights of women in situations of armed conflict, in particular murder, systematic rape, sexual slavery and forced pregnancy. Acts of violence against women also include forced sterilization and forced abortion, coercive/forced use of contraceptives, female infanticide and prenatal sex selection." (FWCW Platform for Action, 1995, paragraphs 113,115)

Women's empowerment is a social process whereby women acquire power individually and collectively. It enhances women's capacity to act independently (self-determination), control assets and make choices and decisions about all aspects of one's life. (adapted from Kaber 2001) Women's empowerment is the process by which unequal power relations are transformed and women gain greater equality with men. At the government level, this includes the extension of all fundamental social, economic and political rights to women. On the individual level, this includes processes by which women gain inner power to express and defend their rights and gain greater self-esteem and control over their own lives and personal and social relationships. Male participation and acceptance of changed roles are essential for women's empowerment. (UNFPA)

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