

Gender Transformative

Interventions

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Women's health,
gender, and
empowerment

Women's Empowerment

February 25, 2021	Introduction and Concepts
March 11, 2021	Women's Empowerment, Policy and Development
March 25, 2021	Measurement of Women's Empowerment
April 22, 2021	Gender Transformative Interventions

Women's Empowerment - Definition



Women's empowerment is about the **process** by which those who have been denied the ability to make **strategic life choices** acquire such an ability. ...

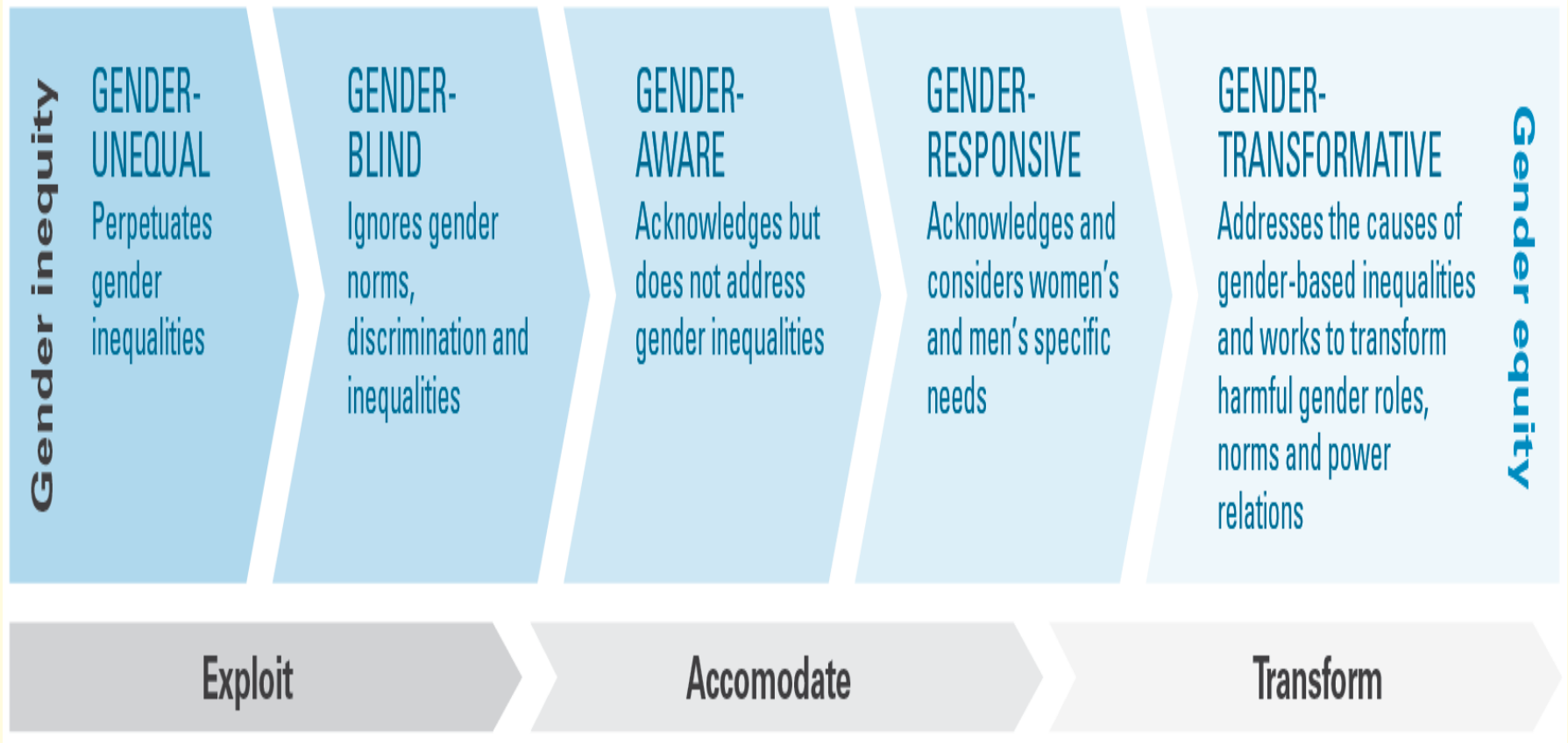
The ability to **exercise choice** incorporates three inter-related dimensions: **resources, agency and achievements.**"

– Naila Kabeer

A New Understanding of Gender

- A social determinant of health
- Individuals are socialized to act according to the expectations associated with their biological sex
- Shift to view gender and gender relations
 - Not as something that one IS, but DOES
 - Not as roles chosen by individuals
 - as an ideology or a collective set of beliefs and practices
 - As a dynamic pattern of socially constructed relationships **that can be changed**
- Disrupting the masculinity/ femininity binary

Gender Equity Continuum



Gender Transformative Interventions

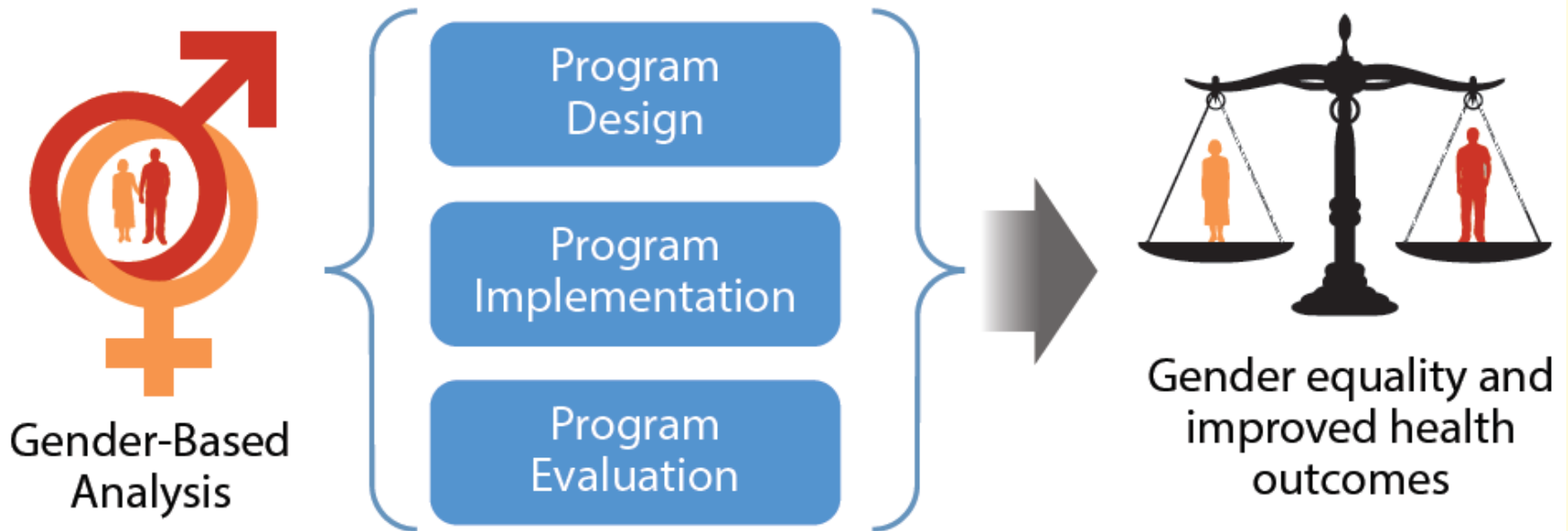
- **A shift towards approaches that seek to examine and change harmful gender and power imbalances**
- First recognized at ICPD Cairo 1994
- create opportunities for individuals to
 - actively challenge gender norms,
 - build skills to question and interrupt harmful masculine norms,
 - promote positions of social and political influence for women in communities,
 - address power inequities between persons of different genders

Gender Transformative Interventions

- address **individual behavior as well as multi-leveled power hierarchies and cultural systems** in communities that impede an individual's ability to
 - make decisions re access to health services, condom use, partner reduction, and birth spacing, STI prevention, couple pregnancy care, sexual consent
 - address rigid masculinity norms and homophobia
- Gendered attitudes and **behaviors often shaped in adolescence**, and affect health trajectories
- GTIs often focus on
 - adolescents 10-19 years
 - sexual and reproductive health, HIV and violence

Gender Transformative Interventions

Gender Transformative Approaches



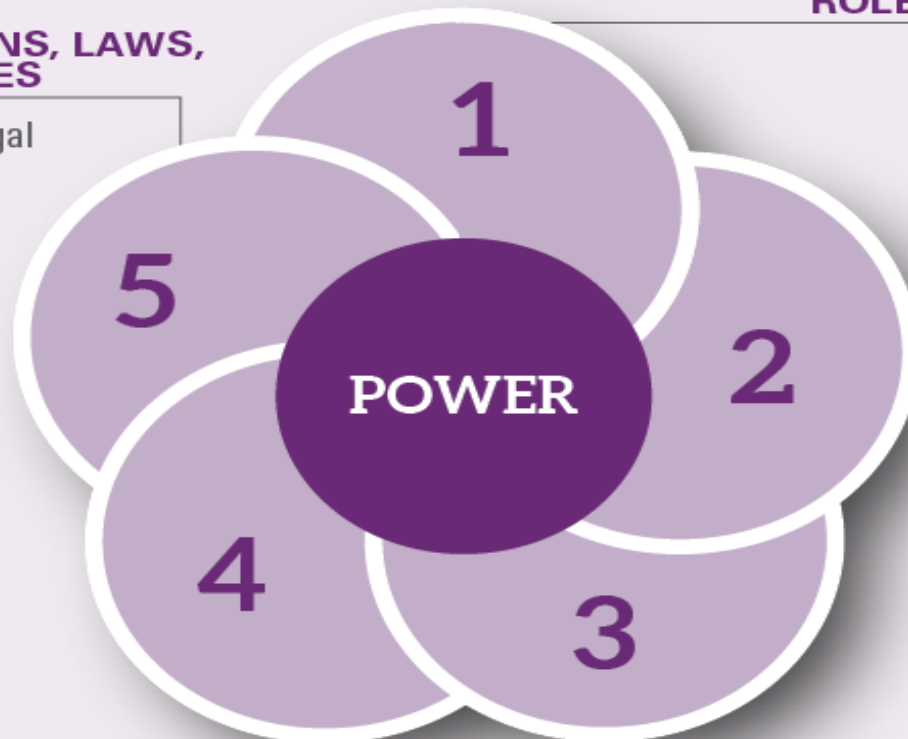
1. Gender Based Analysis

- understanding **how (health) differences between men and women can be related back to the different roles** and responsibilities that culture assigns men and women
- provides meaning and **context for why** men and women behave in certain ways
- both **quantitative and qualitative data** collection to examine gender roles and norms

Gender Analysis Framework

INSTITUTIONS, LAWS, AND POLICIES

- Policy and legal frameworks
- Due process
- Services



ROLES AND RESPONSIBILITY

- Roles and practices
- Time, space and mobility
- Household and community of labour division
- Participation rates in different activities

ACCESS TO ASSETS

- Human assets
- Natural assets
- Social assets
- Physical assets
- Financial assets
- Information

NEEDS AND PRIORITIES

- Practical and strategic needs
- Priorities
- Opportunities and capacities
- Vulnerabilities

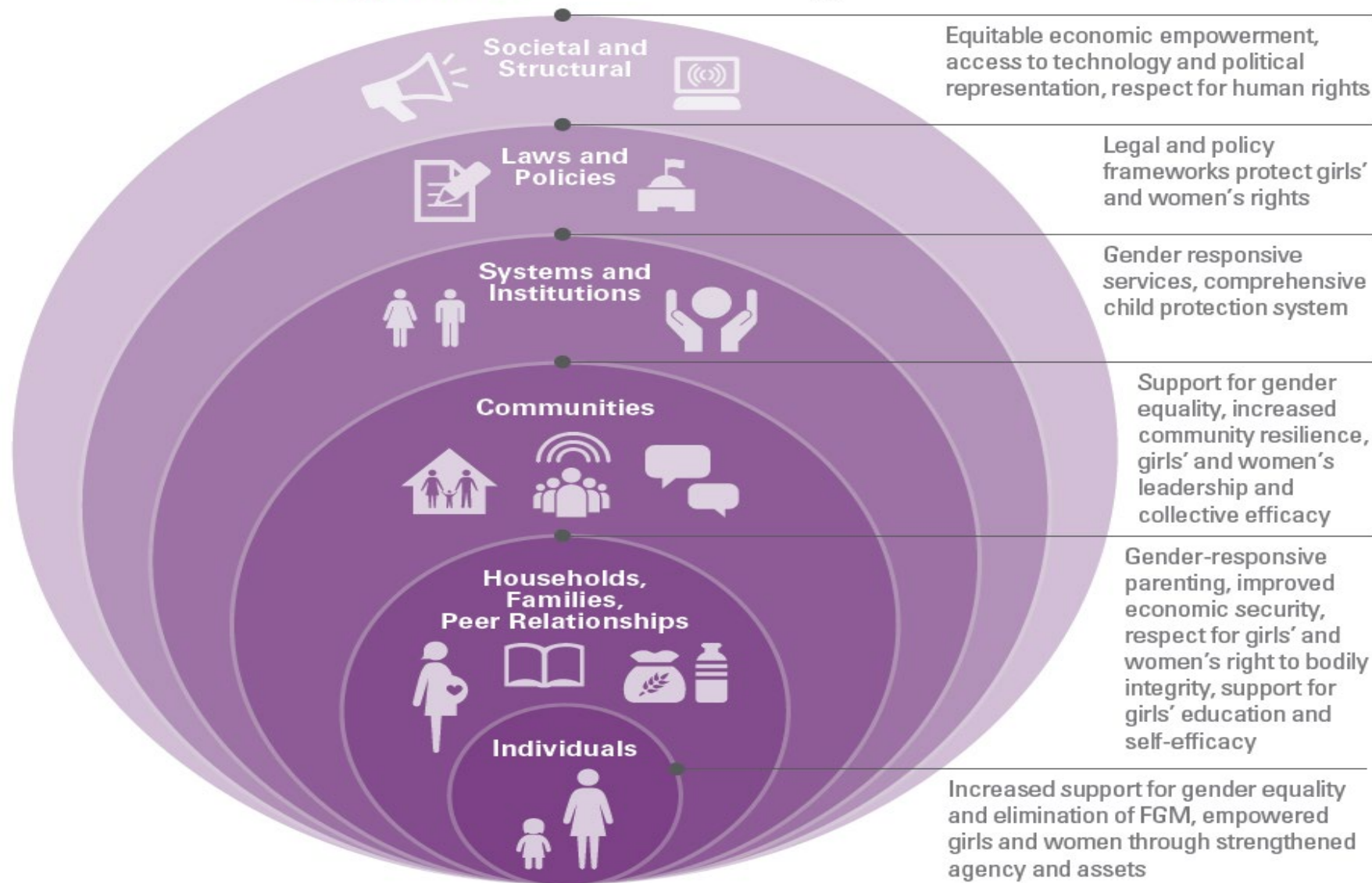
BELIEFS AND PERCEPTIONS

- Influence
- Norms
- Decision making
- Expectations about appropriate behaviour

2. Program Design and Implementation

1. Place girls at the center of programming efforts; build their skills and agency to open alternative life choices beyond child marriage
2. Gender-responsive information and services, including education and about sexual and reproductive health and rights.
3. Engage men and boys for gender equality

Figure 4: Socio-Ecological Model



2. Program Design and Implementation

4. Mobilize communities, systems and social networks, including through effective communication strategies to demonstrate positive attitudes towards and investment in adolescent girls.
5. Build strong institutional partnerships with government, civil society and the private sector.
6. Consider long-term sustainability of structural change by establishing a policy environment supportive of gender equality

3. Program Evaluation

- GTI assessment still often focuses on change in personal attitudes and not actual norm and structural changes
- Indicators for gender-transformative change:
 - Control over income, assets and resources
 - Control over others: mobility, GBV, bodily integrity
 - Awareness, knowledge and skills
 - Nutrition and health outcomes
 - Internal and psychological resources:
 - self-efficacy, self-esteem and self-confidence, aspirations
 - Equitable household decision-making
 - Collective action and group strength
- Scales exist such as the Gender Equitable Men Scale
- Rigor of evaluation needs to be improved

Sample Gender Indicators

Overall reach of the program, disaggregated by sex.

Percentage of women and men who have spoken with their spouse about family planning.

Percentage of women and men who have accessed health-related resources and services.

Percent of young women and men newly infected with HIV.

Percent of young people who have had sexual intercourse before age 15, disaggregated by sex.

Percent of women who own any land or property in their own name.

Percent of men who feel that changing diapers, giving a bath, and feeding kids is the mother's responsibility.

Percent of health centers that have adopted a protocol for the clinical management of survivors of gender-based violence.

Proportion of people who agree that rape can take place between a man and a woman who are married, disaggregated by sex.

GTIs working with Boys and Men – Why is this important?

- Gender socialization of boys to adopt unequal or stereotypical attitudes related to masculinity
 - Physical toughness, autonomy, emotional stoicism, heterosexual prowess, risk-taking, bullying
 - See privilege as normal, experience greater freedom
 - Socialized by parents, peers, schools
- Studies show association between males' gender-inequitable norms and attitudes ('rigid masculinity') and
 - Sexual violence and intimate partner violence SV/ IPV
 - Poor health for men
- Respond to men's own experience of victimization, trauma, social exclusion and marginalization

GTIs working with Boys and Men

- Sonke Gender Justice
- EngenderHealth
- SASA! (by Raising Voices, Uganda)
- Stepping Stones (by Action Aid)
- Care International
- Promundo

The SASA! Approach: How it works



SASA!, <<http://raisingvoices.org/sasa>>.

Promundo

- Promundo works to advance gender equality by engaging men and boys in partnership with women, girls, and individuals of all gender identities
- founded in 1997 in Brazil, now in 55 countries
- reached nearly 10 million individuals, and trained
 - 4,500 health professionals,
 - 22,000 education professionals,
 - 1,400 members of the police and military,
 - 300 government officials
- has successfully resulted in more gender-equitable attitudes and behaviors among male participants, improved couple communication, reduced gender-based violence, and improved attitudes around caregiving

Promundo's "Program H"

- First developed in Brazil and Mexico
- "H" stands for "Homen" in Portuguese
- Integrated 18-hour curriculum and community outreach campaigns to engage adolescent and adult men discussing
 - Gender equality: gender/masculinity/ power
 - Gender-based violence prevention
 - Sexual and reproductive health
- Trained facilitators moderate role play, brainstorming exercises, group discussions, individual reflections about the norms around and the cost of "manhood"
- implemented in 25 countries with nine impact evaluation studies (Gender Equitable Men Scale Evaluation model)

Promundo's "Program H"

- (1) **promote gender-equitable attitudes**
- (2) encourage young men to **reflect** on how gender norms and power dynamics influence behaviors related to violence and sexual behaviors
- (3) educate young men in **healthy sexuality skills** to increase sexual communication, consent, and recognition of sexual coercion
- (4) encourage **positive bystander intervention** when witnessing violent and inequitable behaviors among peers

Promundo's "MenCare"

<https://www.youtube.com/watch?v=NNiIngCVq4>



Initially there was some embarrassment that I felt.

Considerations for GTIs working with Boys and Men

- Most GTIs working with men and boys did so to improve the situation of their female peers **BUT**
- **ALSO** need to focus directly on boys
- Careful GTI implementation to AVOID:
 - reinforcement of male privilege
 - unintentionally using gender-exploitative language that reinforce men's power and control in relationships to “protect” their partners
 - a simplistic approach to programming seeking to work with boys as an end to itself rather than seeking to challenge unequal power dynamics

Considerations for GTIs working with Boys and Men

- Don't overfocus on harmful individualized masculinities
 - Recognize complexities, not reduce to SV, risks and substance abuse
 - Understand historical roots and structural factors of behavior
- Consider male perception of marginalization, and impacted social status among male peers
- Consider intersectionality's impact in addition to gender (race, class, socio-economic status, sexuality, social disempowerment)
- failure to challenge structural power inequalities is the principal critique of the work with men and boys
- Need for GTIs for men that aim for structural interventions, not just change of individual behavior

Reading Questions

1. What role can **gender transformative interventions play in Kenya** and beyond, and what are limitations?
2. From your experience, what are the **key influencing factors on boy's gender attitudes in Kenya**,
3. What could work in Kenya to address gender socialization? What are the challenges?
4. What are the **most important strategies Rise Up used to combat child marriage** in Malawi and Guatemala? How can grassroots mobilization complement advocacy for policy change?

More Promundo Videos

- <https://www.youtube.com/watch?v=NNiIIngCVq4>
- <https://www.youtube.com/watch?v=nrEzNRluXPE>
- <https://www.youtube.com/watch?v=DXaFRrl-l70>