



The Gender and Health Workforce Bibliography

A resource guide for stakeholders in Liberia

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Introduction

This annotated bibliography gives an overview of key resources on gender issues in relation to the health workforce. It aims to help gender focal points / officers and other interested staff at the Ministry of Health (Human Resources for Health division) and health training institutions in Liberia to mainstream gender in their institutions and provide relevant information to their colleagues.

The bibliography is the basis of the “Gender Library” which was compiled by as part of the project “Employment-oriented support to Women in the Health sector” (EWH), implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of Germany’s Federal Ministry for Economic Cooperation and Development (BMZ). The Gender Library was provided to the Ministry of Health and to selected health training institutions in Liberia.

In Part I, the entries are sorted according to topic (keywords). One resource may cover several topics hence double entries are possible. The entries also indicate the type of resource. Each entry in the bibliography provides a short summary of the content of the resource and its purpose/use. The texts are taken from the abstracts where possible but sometimes adapted to fit the style of the bibliography.

Keywords/Topics	Resource types
Analysis (including gender audits, assessments)	Article (in academic journals)
Concepts	Book
(Pre-Service) Education	Brief (short note with policy implications)
Harassment/Violence	Policy (institutional policy)
Health Systems (in general)	Report (comprehensive analysis of a topic)
Human Resources (for Health)	Tool (guidelines, toolkits, manuals etc.)
Leadership (in Health)	
Liberia	
Training	

Part II lists further online sources such as key academic journals and e-learning courses.

Part I: Resources by topic

Analysis

ILO, 2012

A manual for gender audit facilitators: The ILO participatory gender audit methodology, 2nd Edition

[Analysis](#) [Tool](#)

https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_187411.pdf

The Manual is a step-by-step guide to the participatory gender audit process. It accompanies facilitators throughout the process ensuring that they can easily understand, design, organize, conduct, and follow-up on an audit. This supports gender audit facilitators with an easy-to-use manual for the organization, implementation and follow-up of Participatory Gender Audits (PGAs) to maximize the effectiveness of the methodology; and Provide facilitators with a set of tools and practical guidelines to be used during the PGA process.

InterAction, 2010

The Gender Audit Handbook: A Tool for Organizational Self Assessment and Transformation

[Analysis](#) [Tool](#)

https://www.fsnnetwork.org/sites/default/files/gender_audit_handbook_2010_copy.pdf

This handbook is intended to be a resource for individuals and teams who will lead a gender audit process in their organizations. The objectives of this handbook are to: introduce and guide readers through each step of the audit process and provide them with the tools, resources, and information they need to conduct each step of the gender audit.

Jhpiego, 2016

Gender Analysis Toolkit for Health Systems

[Analysis](#) [Health Systems](#) [Tool](#)

<https://gender.jhpiego.org/wp-content/uploads/2016/03/Jhpiego-Gender-Analysis-Toolkit-for-Health-Systems.pdf>

The purpose of the Gender Analysis Toolkit is to provide research questions to guide data collection when performing a project-level gender analysis. The Jhpiego Toolkit is designed to guide readers in developing baseline or knowledge, attitude and practice (KAP) studies on what types of gender-related information should be included. It is also designed for those working at different levels of the health system program officers, managers and technical staff that develop program objectives, design activities, formulate and monitor indicators, and support implementation. The questions help to identify gender inequalities and constraints that affect the achievement of health program objectives and produce adverse health outcomes for women, girls, men, and boys.

LSHTM, 2016

How to do gender analysis in health systems research: A guide

[Analysis](#) [Health Systems](#) [Tool](#)

<https://ringsgenderresearch.org/resources/how-to-do-gender-analysis-in-health-systems-research-a-guide/>

This guidance brief provides an overview of how gender analysis can be integrated into health systems research, including: (1) disaggregating data by sex; (2) organizing thinking using frameworks; and (3) using gender analysis questions. Included within the brief are two useful frameworks: a gender analysis framework to help researchers think about what constitutes gendered power relations, and a framework which provides an overview of the different ways in which gender can be incorporated in health systems research.

Morgan, 2016

How to do (or not to do) gender analysis in health systems research

[Analysis](#) [Health Systems](#) [Article](#)

<https://doi.org/10.1093/heapol/czw037>

This article outlines how gender analysis can be incorporated into health systems research content, process and outcomes.

MSH, 2010

Mainstreaming Gender Equality into Health Systems

[Analysis](#) [Health Systems](#) [Tool](#)

https://www.msh.org/sites/msh.org/files/2015_08_msh_mainstreaming_gender_equality.pdf

The intent of this chapter is to help leaders and managers of health programs or health services understand why gender mainstreaming is important, how it is done, and how their leadership, management, and governance skills can support them in taking on the challenges that invariably accompany gender mainstreaming.

UN Women, 2016

Gender Equality Capacity Assessment Tool

[Analysis](#) [Tool](#)

https://trainingcentre.unwomen.org/RESOURCES_LIBRARY/Resources_Centre/2_Manual_Gender_Equality_Capacity_EN.pdf

In line with UN Women's mandate to coordinate and support the UN system in achieving gender equality, the UN Women Training Centre has developed this easy-to-use tool for all agencies for carrying out gender equality capacity assessments. The capacity assessment tool is meant to support gender and human resources specialists in each organization and contains guidelines for implementation, gathering of information, consolidation and analysis of data, development of reports and follow-up. The information gathered with this tool can be complemented with more qualitative methods such as interviews, focus groups and systematic observation.

USAID, 2011

Tips for Conducting a Gender Analysis at the Activity or Project Level: Additional Help for ADS Chapter 201

[Analysis](#) [Tool](#)

https://pdf.usaid.gov/pdf_docs/Pnadt865.pdf

The purpose of this document is to provide practical guidance for conducting gender analysis in project or activity design (based on requirements for USAID funded projects but also relevant for other contexts).

Concepts

Oxfam, 1991

Changing Perceptions: Writings on gender and development

Concepts | Book

<https://policy-practice.oxfam.org.uk/publications/changing-perceptions-writings-on-gender-and-development-122765>

Women's needs and abilities are frequently disregarded by development planners, and even 'women's projects' may be unhelpful because they reflect gender stereotypes and maintain a situation which is prejudicial to women's real interests. This wide-ranging collection of articles gives an overview of many aspects of gender and development.

Oxfam, 1993

Half the World, Half a Chance: An introduction to gender and development

Concepts | Book

<https://policy-practice.oxfam.org.uk/publications/half-the-world-half-a-chance-an-introduction-to-gender-and-development-122709>

What is gender, and why is it a development issue? How can development projects and programmes take gender issues into account? These are all vital questions which need to be addressed if development is to be truly effective. Half the World, Half a Chance explains how and why women are disadvantaged, not only by social and economic structures, but also by many current development initiatives.

UN Women, 2019

Gender Equality Glossary

Concepts | Tool

<https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36>

The UN Women Training Centre's Glossary is an online tool that provides concepts and definitions with gender perspective structured according to the thematic areas of UN Women. It includes gender concepts as well as international conferences, agendas, initiatives and partnerships related to gender equality.

(Pre-Service) Education

AAU, 2006

A Toolkit for Mainstreaming Gender in Higher Education in Africa

(Pre-Service) Education | Tool

http://www.ungei.org/resources/files/Toolkit_complete.pdf

This Toolkit, which is made up of the ten modules includes: Basic Facts about Gender; Forming Policies and Strategies; Gender Sensitization of Tertiary Institutions: the Role of Human Resources Development and Management; Mainstreaming Gender in the Curriculum; Research and Gender Sensitive Research Methods; Faculty and Support Programs; Student Access and Retention; Gender Violence and Sexual Harassment; Disaggregated Data; Resource Mobilization for Gender Equity.

Jhpiego, 2017

Gender Assessment in Registered Midwife and Medical Laboratory Technician Pre-Service Programs in Liberia

(Pre-Service) Education | Liberia | Report

<https://coregroup.org/wp-content/uploads/2017/09/Liberia-Gender-Assessment-Report-Final.pdf>

This gender assessment in Liberia builds on findings such as the ones in this document, by investigating the institutional, pedagogical, and social gender biases that may impact women students' experiences and performance in Midwifery and Medical Laboratory Technician schools.

IREX, 2012

Developing Gender Responsive Learning Environments: An IREX Toolkit for Teachers

(Pre-Service) Education | Tool

http://rtglobaltigers.weebly.com/uploads/4/4/9/7/44979895/gender_and_educationtoolkit_jan_2014.pdf

While there are many gender-based barriers to education—socio-economic, cultural, and institutional—the toolkit focuses on practical tools that individual teachers can put to immediate use in their classrooms. In addition, it contains key definitions related to gender and education, references to international commitments to gender equality in education, and a list of supplementary online resources and suggested reading materials.

GIZ, 2019

Gender audit toolbox for health training institutions

(Pre-Service) Education | Liberia | Training | Tool

<http://health.bmz.de/GenderAuditToolbox>

This toolbox supports health pre-service training institutions in assessing their gender responsiveness through a participatory gender audit process, developing gender action plans and conducting basic gender trainings. The assumption is that gender-related institutional policies and services, staff and students' knowledge, attitudes and behaviors, as well as the broader social context have a significant influence on student enrolment, retention and performance. The toolbox was developed and implemented at four training institutions in Liberia and is pragmatically designed for organisations in low-resource settings that just start to consider gender.

Newman et al., 2012

Strengthening the Health Worker Pipeline through Gender-Transformative Strategies

(Pre-Service) Education | Brief

<https://www.capacityplus.org/files/resources/strengthening-health-worker-pipeline-gender-transformative-strategies.pdf>

The authors of this technical brief provide an overview of how gender discrimination affects health professional students and faculty as well as intervention options that the expert panel identified as having potential to counter gender discrimination. In addition, recommendations for Pre-Service Education institutions and other stakeholders to address these challenges are added.

Newman et al., 2016

Integration of gender-transformative interventions into health professional education reform for the 21st century: implications of an expert review

Pre-service Education | **Article**

<https://doi.org/10.1186/s12960-016-0109-8>

This paper summarizes the findings of an expert review that sought to assess interventions to combat gender discrimination and inequality in health professional education settings and rank them according to whether they counter two broad types of gender discrimination in transformative ways: discrimination based on pregnancy and on family responsibilities and sexual harassment. It also discusses challenges to implement the identified interventions, recommendations for addressing the challenges, and implications for health professional education reform.

Ng et al, 2012

Transforming the Health Worker Pipeline: Interventions to Eliminate Gender Discrimination in Preservice Education

(Pre-Service) Education | **Report**

<https://www.intrahealth.org/sites/ihweb/files/attachment-files/transforming-health-worker-pipeline.pdf>

This report describes the results of a systematic and expert review undertaken to identify practices that have the potential to counter these forms of gender discrimination against students and faculty in health pre-service education institutions. This report and its recommendations are intended to inform policy-making and programming decisions by health pre-service education institutions, human resources for health program planners, and tertiary educational institutions of all types, as well as by other national- and local-level stakeholders with decision-making responsibilities for educating the health workforce.

UNESCO, 2009

Promoting Gender Equality in Education: Gender in Education Network in Asia-Pacific (GENIA) Toolkit

(Pre-service) Education | **Tool**

<https://unesdoc.unesco.org/ark:/48223/pf0000186495>

The Toolkit integrates existing information and tools designed by other national or international organizations dedicated to promoting and providing training on gender equality in education and other sectors. This Toolkit has been designed so that it can be used for different purposes: e.g. to know more about gender equality in education, to analyze the gender sensitivity of a project, to advocate for more gender equality in an organization, to assess the gender responsiveness of school staff, to organize a gender training session to sensitize staff, etc. Tools have been designed so that they remain simple, practical and useful in different contexts.

W4H, 2017

Empowering young women from rural areas to become health workers

(Pre-Service) Education | **Tool**

http://resources.healthpartners-int.co.uk/wp-content/uploads/2017/07/Empowering-women-to-become-health-workers_W4H-How-to-Guide-1_Jun-2017.pdf

This 'How-To' guide is about the process of addressing barriers to the education and recruitment of young women from rural areas of Northern Nigeria and empowering them to enter training to become health workers. It translates the lessons learned from the programme into a series of practical, inter-connected steps to guide similar projects and government initiatives in comparably challenging locations. This guide is for anyone aiming to close a gender gap in service provision and empower women through the process, while also contributing to progress on the Sustainable Development Goals.

Harassment/Violence

Government of Liberia and UN, 2011

In-depth Study on Reasons for High Incidence of Sexual and Gender Based Violence in Liberia

Harassment/Violence | Liberia | Report

https://doj19z5hov92o.cloudfront.net/sites/default/files/resource/2012/11/5876-final_high_incidence_of_sgbv_15_may.pdf

This report explores the nexus between violent conflicts, gender-based violence and gender power relations in Liberia. It seeks to provide an understanding of the mix of socio-historic and cultural factors, pre and post-conflict, which shape and are shaped by hierarchies of power within notions of gender and gender relations. It sets out to determine how these underlying power dynamics within gender relations may or may not account for the high incidence of sexual and gender-based violence today.

Newman et al, 2011

Workplace violence and gender discrimination in Rwanda's health workforce: Increasing safety and gender equality

Harassment/Violence | Human Resources (for Health) | Article

<https://dx.doi.org/10.1186%2F1478-4491-9-19>

Workplace violence has been documented in all sectors, but women-dominated sectors such as health and social services are at risk. In 2007-2008, IntraHealth International assisted the Rwanda Ministries of Public Service and Labor and Health to study workplace violence in Rwanda's health sector. This article reexamines a set of study findings that directly relate to the influence of gender on workplace violence, synthesizes these findings with other research from Rwanda, and examines the subsequent impact of the study on Rwanda's policy environment.

UN Women, 2018

Guidance note on campus violence prevention and response

Harassment/Violence | Tool

<http://www.unwomen.org/en/digital-library/publications/2019/02/guidance-note-on-campus-violence-prevention-and-response>

Violence against women is a severe problem at universities globally. The note is intended to support universities, university administrators, students and other relevant stakeholders, particularly in middle- and low-income countries. It is based on key principles of a comprehensive, survivor-centered "do no harm", human-rights based approach including perpetrator accountability. It provides a "10 essentials" list of actions to create an enabling institutional environment, with access to services and a focus on prevention.

WHO, 2002

Framework Guidance for Addressing Workplace Violence in the Health Sector

Harassment/Violence | Tool

https://www.who.int/violence_injury_prevention/violence/interpersonal/en/WVguidelinesEN.pdf?ua=1&ua=1

The objective of these Framework Guidelines is to provide general guidance in addressing workplace violence in the health sector. Far from being in any way prescriptive, the Guidelines should be considered a basic reference tool for stimulating the autonomous development of similar instruments specifically targeted at and adapted to different cultures, situations and needs.

Health Systems

Jhpiego, 2016

Gender Analysis Toolkit for Health Systems

[Analysis](#) [Health Systems](#) [Tool](#)

<https://gender.jhpiego.org/wp-content/uploads/2016/03/Jhpiego-Gender-Analysis-Toolkit-for-Health-Systems.pdf>

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LSHTM, 2016

How to do gender analysis in health systems research: A guide

[Analysis](#) [Health Systems](#) [Tool](#)

<https://ringsgenderresearch.org/resources/how-to-do-gender-analysis-in-health-systems-research-a-guide/>

This guidance brief provides an overview of how gender analysis can be integrated into health systems research, including: (1) disaggregating data by sex; (2) organizing thinking using frameworks; and (3) using gender analysis questions. Included within the brief are two useful frameworks: a gender analysis framework to help researchers think about what constitutes gendered power relations, and a framework which provides an overview of the different ways in which gender can be incorporated in health systems research.

Manandhar et al., 2018

Gender, health and the 2030 agenda for sustainable development

[Health Systems](#) [Article](#)

<http://dx.doi.org/10.2471/BLT.18.211607>

This paper reflects on the relationship between gender and health in the context of the sustainable development goals (SDGs). The design of the goals is based on interdependence – meaning that no single goal can be achieved without action in other goals. It considers SDG 5 (that is, achieve gender equality and empower all women and girls) as it interacts with SDG 3 (that is, ensure healthy lives and promote well-being for all at all ages), and how both gender and health intersect across multiple other SDGs.

Morgan et al., 2018

Gendered health systems: evidence from low- and middle-income countries

[Health Systems](#) [Article](#)

<https://doi.org/10.1186/s12961-018-0338-5>

This paper synthesizes findings from nine studies focusing on four health systems domains, namely human resources, service delivery, governance and financing. It provides examples of how a gendered and/or intersectional gender approach can be applied by researchers in a range of low- and middle-income settings (Cambodia, Zimbabwe, Uganda, India, China, Nigeria and Tanzania) to issues across the health system and demonstrates that these types of analysis can uncover new and novel ways of viewing seemingly intractable problems.

Morgan, 2016

How to do (or not to do) gender analysis in health systems research

[Analysis](#) [Health Systems](#) [Article](#)

<https://doi.org/10.1093/heapol/czw037>

This article outlines how gender analysis can be incorporated into health systems research content, process and outcomes.

MSH, 2010

Mainstreaming Gender Equality into Health Systems

Analysis **Health Systems** **Tool**

https://www.msh.org/sites/msh.org/files/2015_08_msh_mainstreaming_gender_equality.pdf

This resource intends to help leaders and managers of health programs or health services understand why gender mainstreaming is important, how it is done, and how their leadership, management, and governance skills can support them in taking on the challenges that invariably accompany gender mainstreaming.

Sen, 2007

Unequal, Unfair, Ineffective and Inefficient Gender Inequity in Health: Why it exists and how we can change it

Health Systems **Report**

https://www.who.int/social_determinants/resources/csdh_media/wgekn_final_report_07.pdf?ua=1

This report shows that addressing the problem of gender inequality requires actions both outside and within the health sector. While it is the health of girls and women that is most affected, gender power relations also harm the health of boys and men even though they benefit in terms of resources, authority, and control.

Shannon, 2019

Gender equality in science, medicine, and global health: where are we at and why does it matter?

Health Systems **Article**

[https://doi.org/10.1016/S0140-6736\(18\)33135-0](https://doi.org/10.1016/S0140-6736(18)33135-0)

The purpose of this Review is to provide evidence for why gender equality in science, medicine, and global health matters for health and health-related outcomes. A high-level synthesis of global gender data, summarizes progress towards gender equality in science, medicine, and global health is presented, review the evidence for why gender equality in these fields matters in terms of health and social outcomes, and reflect on strategies to promote change.

Theobald, 2005

Engendering the bureaucracy? Challenges and opportunities for mainstreaming gender in Ministries of Health under sector-wide approaches

Health Systems **Article**

This paper explores the impetus for and process of gender mainstreaming in sector-wide approaches in the Ministries of Health in Uganda, Ghana, Malawi and Mozambique, and outlines some achievements and challenges. These include: the development of structures for mainstreaming, including the dilemmas of the 'focal points' approach and the role of national gender mainstreaming machinery; the need for training and building capacity to identify and address gender issues; and promoting gender equity in human resources in the health sector. Cross-cutting themes underlying these challenges are the need for gender-specific information and ways to finance mainstreaming strategies. Implications are drawn for ways forward.

WHO, 2011

Gender Mainstreaming for Health Managers: A practical Approach (Facilitator's Guide)

Health Systems **Tool**

https://apps.who.int/iris/bitstream/handle/10665/44516/9789241501071_eng.pdf;jsessionid=6F5D57169D5EC22870744DA6AB3AEC44?sequence=1

Participant's Notes:

https://apps.who.int/iris/bitstream/handle/10665/44516/9789241501064_eng.pdf?sequence=2

This Manual focuses on programmatic gender mainstreaming by outlining concrete ways to uncover how biological factors interact with gender norms, roles and relations (or sociocultural factors) to affect the health of women and men and that of their communities. Guidance on institutional issues for consideration – especially in health planning and programming is also provided. The manual adopts a modular, practical approach and is aimed at public health managers in international, national or community-based institutions.

Human Resources (for Health)

George, July 2007

Human Resources for Health: A Gender Analysis

Human Resources (for Health) **Report**

https://www.who.int/social_determinants/resources/human_resources_for_health_wgkn_2007.pdf?ua=1

This paper discusses gender issues manifested within health occupations and across them. It particularly examines gender dynamics in medicine, nursing, community health workers and home careers. It also explores from a gender perspective issues concerning delegation, migration and violence, which cut across these categories of health workers.

GIZ, 2016

Manager Guide to Gender Diversity

Human Resources (for Health) **Tool**

<http://econowin.org/wp-content/uploads/2016/09/GDM-HR-Manager-Guide-EN.pdf>

This guide to Gender Diversity Management accordingly focuses on promoting the employment of women. If—in a sector or at a company—men represent the minority gender, the overall approach introduced in the guide is equally suitable for enhancing their employment opportunities. The guide introduces the concept of Gender Diversity Management and provides an overview of how companies can better tap the full talent pool. It is designed for human resources and diversity managers as well as business consultants aiming at introducing or expanding Gender Diversity Management at a company.

GIZ, 2019

Gender and the Health Workforce. A training manual for gender responsive human resource management

Training **Human Resources (for Health)** **Liberia** **Tool**

http://health.bmz.de/events/News/gender_health_workforce/index.html

This training manual was developed and used to train human resources managers of Liberia's Ministry of Health. The training manual can be used to replicate and adapt the training as needed. This intervention aims to strengthen the gender-responsiveness of workforce planning, development and management systems in the health sector to create an environment that enables women to go further in their careers. This includes developing gender-responsive workforce strategies and HR data systems, and gender responsive training for Human Resources for Health teams as well as coaching for key officials in ministries of health.

Newman, 2009

Conceptual and Practical Foundations of Gender and Human Resources for Health

Human Resources (for Health) **Report**

https://www.intrahealth.org/sites/ihweb/files/files/media/conceptual-and-practical-foundations-of-gender-and-human-resources-for-health/foundations_gender_hrh.pdf

This paper presents what the Capacity Plus Project learned about various forms of gender discrimination and how they serve as barriers to health workforce participation, against the backdrop of the global gender and Human Resources for Health literature. It points to the central roles played by pregnancy discrimination in weakening women's ties to the health workforce, and occupational segregation in limiting men's role in the development of a robust informal HIV/AIDS caregiving workforce. The paper also offers global recommendations for future action through health workforce policy, planning, development and support. focused on how differences and inequalities affect women's and men's opportunities for education, training, occupational choice, employment and professional advancement.

Newman, 2010

Gender Equality in Human Resources for Health: What Does This Mean and What Can We Do?

Human Resources (for Health) Brief

https://www.intrahealth.org/sites/ihweb/files/files/media/gender-equality-in-human-resources-for-health/Gender%20Equality_Global_31312_web.pdf

The paper defines gender inequality and includes discrimination and unequal opportunity as forms of inequality, suggests practical ways to address gender inequality and discrimination in health workforce policy, planning, development and support negative impact of gender inequality and discrimination on the development and retention of health workforces.

Newman et al, 2011

Workplace violence and gender discrimination in Rwanda's health workforce: Increasing safety and gender equality

Harassment/Violence Human Resources (for Health) Article

<https://dx.doi.org/10.1186%2F1478-4491-9-19>

Workplace violence has been documented in all sectors, but women-dominated sectors such as health and social services are at risk. In 2007-2008, IntraHealth International assisted the Rwanda Ministries of Public Service and Labor and Health to study workplace violence in Rwanda's health sector. This article reexamines a set of study findings that directly relate to the influence of gender on workplace violence, synthesizes these findings with other research from Rwanda, and examines the subsequent impact of the study on Rwanda's policy environment.

Newman, 2014

Time to Address Gender Discrimination and Inequality in the Health Workforce

Human Resources (For Health) Article

<https://dx.doi.org/10.1186%2F1478-4491-12-25>

The commentary reviews gender in the Human Resources for Health literature and describes the ways that gender has been framed. The commentary also considers ways to define and think about gender inequality and discrimination in the workforce. It presents a research evidence from Kenya, Uganda, and elsewhere to illustrate unequal opportunity and workplace gender discrimination and suggests actions to move the gender equality and Human Resources for Health agendas forward.

Standing, 2017

Gender - a Missing Dimension in Human Resource Policy And Planning for Health Reforms

Human Resources (For Health) Article

https://www.who.int/hrh/en/HRDJ_4_1_04.pdf

This article takes up the relatively neglected issue of gender in human resources policy and planning (HRPP), with particular reference to the health sector in developing countries. Meeting the health needs of women as major users and potential beneficiaries of health services is a key international concern. This article argues that in order to do this, attention must also be paid to both equal opportunities and efficiency issues in the health sector workforce, given the highly gender segregated nature of occupations in the health sector and the potential for both gender inequity and inefficiency in the use of human resources which this poses. Taking gender seriously in HRPP entails developing appropriate methodologies for data collection, monitoring and evaluation. The paper suggests some basic ways of doing this and provides a framework for incorporating gender concerns in health reform processes.

WHO, 2016

Women's contribution to sustainable development through work in health: using a gender lens to advance a transformative 2030 agenda

Human Resources (for Health) Brief

https://www.who.int/hrh/com-heeg/Womens_work_health_online.pdf

Despite the importance of gender dynamics in the health workforce, gender issues are rarely given heed in health systems design. This brief outlines challenges to progress that arise from: gaps in the knowledge base on gender, gender biases in workforce policies and practices in health systems, and gender biases in the institutions that support and surround health systems.

Leadership (in Health)

Dhatt, 2017

The Role of Women's Leadership and Gender Equity In Leadership and Health System Strengthening

Leadership (in Health) | Article

<https://doi.org/10.1017/gheg.2016.22>

This empirical research examines gender and leadership in the health sector, pooling learning from three complementary data sources: literature review, quantitative analysis of gender and leadership positions in global health organisations and qualitative life histories with health workers in Cambodia, Kenya and Zimbabwe. The findings highlight gender biases in leadership in global health, with women underrepresented. Gender roles, relations, norms and expectations shape progression and leadership at multiple levels. Increasing women's leadership within global health is an opportunity to further health system resilience and system responsiveness. The article concludes with an agenda and tangible next steps of action for promoting women's leadership in health as a means to promote the global goals of achieving gender equity.

Downs et al., 2014

Increasing Women in Leadership in Global Health

Leadership (in Health) | Article

<https://dx.doi.org/10.1097%2FACM.0000000000000369>

In this article, the authors contrast the high proportion of young women trainees who are interested in academic global health early in their careers with the low numbers of women successfully rising to global health leadership roles. The authors subsequently explore reasons for women's attrition from the field of global health and offer practical strategies for closing the gender gap in global health leadership. The authors propose solutions aimed to promote women leaders from both resource-wealthy and resource-poor countries, including leadership training grants, mentorship from women leaders in global professions, strengthening health education in resource-poor countries, research-enabling grants, and altering institutional policies to support women choosing a global health career path.

GIZ, 2018

Assessment of barriers and opportunities influencing women's access to management and leadership positions in Liberia's public sector health workforce

Leadership (in Health) | Liberia | Report

(not available online)

MOH with support from GIZ conducted an assessment to identify barriers and opportunities to equitable access to leadership positions for women in Liberia's public health workforce to enable appropriate actions by MOH, GIZ and other stakeholders.

Javadi, 2016

Women Who Lead: Successes and Challenges of Five Health Leaders

Leadership (in Health) | Article

<https://doi.org/10.1080/23288604.2016.1225471>

This article uses a phenomenological approach to reflect on the subjective experiences of leading as a woman. The studies suggest the benefits of having different groups within a population represented in leadership. In the different sections, phenomenological methods are described, thematic analysis is used to present the themes identified in the stories, and the implications of these findings are discussed to stimulate future research and policy considerations related to women's leadership in health systems.

Newman et al., 2017

Reasons behind current gender imbalances in senior global health roles and the practice and policy changes that can catalyze organizational change

Leadership (in Health) | Article

<https://dx.doi.org/10.1017%2Fgheg.2017.11>

This paper focuses on gender imbalances in senior global health roles in the context of health organizations, and the organizational inequality generating processes and mechanisms that abridge women's chances of being hired for a job, developing the requisite skills and knowledge to perform it, being fairly paid, enjoying equal treatment and advancing in a health career to senior leadership. It reviews factors that constrain women's full and effective participation and equal opportunities for 'leadership at all levels of decision-making' in research, policy, education and advocacy in health organizations. It offers a theoretical synthesis of barriers and shifting the analytical perspective from health systems, policy, programs, services, communities, to the health organization itself – not previously a focus of attention.

ODI, 2015

Support to women and girls' leadership: A rapid review of the evidence

Leadership (in Health) | Report

<https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/9623.pdf>

This rapid review is part of a two-year Learning and Evidence Project on Women Voice and Leadership in Decision-Making. It focuses specifically on programmes or interventions that aim to build the leadership capabilities of women and/or girls and asks; what the evidence is on the factors that enable women and girls' leadership capabilities; and what the evidence is on whether/how women and girls are able to use leadership positions to achieve better and/or more equitable outcomes.

Shung-King, 2018

Leadership experiences and practices of South African health managers: what is the influence of gender? -a qualitative, exploratory study

Leadership (in Health) | Article

<https://doi.org/10.1186/s12939-018-0859-0>

This study has implications for institutionalizing personal and organizational development that recognize and appropriately advances women managers, paying attention to the intersections of gender, race and professional hierarchy. The insights that emerged from this study help readers understand a little better the complex dynamics of leadership and the intersection of three social phenomena (gender, race and professional hierarchy) in the selected settings of the study.

Liberia

GIZ, 2019

Gender and the Health Workforce. A training manual for gender responsive human resource management

Human Resources (for Health) | Liberia | Training | Tool

http://health.bmz.de/events/News/gender_health_workforce/index.html

This training manual was developed and used to train human resources managers of Liberia's Ministry of Health. The training manual can be used to replicate and adapt the training as needed. This intervention aims to strengthen the gender-responsiveness of workforce planning, development and management systems in the health sector to create an environment that enables women to go further in their careers. This includes developing gender-responsive workforce strategies and HR data systems, and gender responsive training for HRH teams as well as coaching for key officials in ministries of health.

GIZ, 2019

Gender audit toolbox for health training institutions

(Pre-Service) Education | Liberia | Training | Tool

<http://health.bmz.de/GenderAuditToolbox>

This toolbox supports health pre-service training institutions in assessing their gender responsiveness through a participatory gender audit process, developing gender action plans and conducting basic gender trainings. The assumption is that gender-related institutional policies and services, staff and students' knowledge, attitudes and behaviors, as well as the broader social context have a significant influence on student enrolment, retention and performance. The toolbox was developed and implemented at four training institutions in Liberia and is pragmatically designed for organisations in low-resource settings that just start to consider gender.

Government of Liberia and UN, 2011

In-depth Study on Reasons for High Incidence of Sexual and Gender Based Violence in Liberia

Liberia | Harassment/Violence | Report

https://doj19z5hov92o.cloudfront.net/sites/default/files/resource/2012/11/5876-final_high_incidence_of_sgbv_15_may.pdf

This report explores the nexus between violent conflicts, gender-based violence and gender power relations in Liberia. It seeks to provide an understanding of the mix of socio-historic and cultural factors, pre and post-conflict, which shape and are shaped by hierarchies of power within notions of gender and gender relations. It sets out to determine how these underlying power dynamics within gender relations may or may not account for the high incidence of sexual and gender-based violence today.

Jhpiego, 2017

Gender Assessment in Registered Midwife and Medical Laboratory Technician Pre-Service Programs in Liberia

Liberia | (Pre-Service) Education | Report

<https://coregroup.org/wp-content/uploads/2017/09/Liberia-Gender-Assessment-Report-Final.pdf>

This gender assessment in Liberia builds on findings such as the ones in this document, by investigating the institutional, pedagogical, and social gender biases that may impact women students' experiences and performance in Midwifery and Medical Laboratory Technician schools.

MGCSF, 2017

Revised National Gender Policy (2018-2022)

Liberia | Policy

(not available online)

The policy provides a situational analysis of gender equality in Liberia, outlines key policy objectives and strategies across sectors as well as describes the institutional framework for their implementation. The goal of the policy is "to reduce and eliminate gender inequality, discrimination, exclusion, and marginalization, by addressing the needs and concerns of women, girls, men and boys.

MOE, 2013

National Policy on Girls' Education

Liberia (Pre-Service) Education **Policy**

(not available online)

The goal of this policy is to provide an enabling environment for gender equality in education, training, and management. It is intended to establish guiding principles in Liberia's endeavors to eliminate gender disparity and identify priorities for government and stakeholder action; and its overall objective is to guide and promote affirmative action aimed at the progressive reduction of gender disparities in education and training as well as in management structures.

Kotilainen, 2015

Study on the Gendered Impacts of Ebola In Liberia

Liberia Report

https://reliefweb.int/sites/reliefweb.int/files/resources/Study_gendered_impacts_of_Ebola_in_Liberia_Feb_2015.pdf

This study examines the gendered impacts of the Ebola virus disease (EVD) in Liberia in the largest outbreak of EVD ever recorded. The findings are based on an extensive two-week desk study and one-week participatory field study conducted in January 2015 in the cities of Monrovia and Buchanan in Liberia. It is argued in the study that EVD is an additional vulnerability that has reinforced already existing societal inequalities in Liberia.

UNICEF, 2012

The Situation of Children and Women in Liberia From Conflict to Peace

Liberia Report

<https://www.medbox.org/lr-mother-child-health/the-situation-of-children-and-women-in-liberia-2012-from-conflict-to-peace/preview?>

This Situation Analysis reviews human development progress for Liberian women and children since the war ended in 2003. It includes the output of a wide range of interviews with key informants, and participatory exercises conducted with community groups.

WEF, 2018

Report Gender Gap Index – Country Profile Liberia

Liberia Report

<http://reports.weforum.org/global-gender-gap-report-2018/data-explorer/#economy=LBR>

The Global Gender Gap Report benchmarks 149 countries on their progress towards gender parity across four thematic dimensions: Economic Participation and Opportunity, Educational Attainment, Health and Survival, and Political Empowerment

Training

GIZ, 2019

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[Human Resources \(for Health\)](#) [Liberia](#) [Training](#) [Tool](#)

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Oxfam, 1994

The Oxfam Gender Training Manual

[Training](#) [Tool](#) [Book](#)

<https://oxfamilibrary.openrepository.com/handle/10546/141359>

This manual comprises field-tested gender training activities and handouts, including full instructions and facilitator's notes. The training modules explore: gender; awareness and self-awareness for women and men; gender roles and needs; gender-sensitive appraisal and planning; gender and major global issues; working with counterparts on gender issues; strategies for change. Despite the long time since publication, this is still considered a standard reference.

UN Women, 2016

Compendium of Good Practices in Training for Gender Equality

[Training](#) [Tool](#)

<http://www.unwomen.org/en/digital-library/publications/2016/5/compendium-of-good-practices-in-training-for-gender-equality>

This compendium offers in-depth information on 10 different good practices, including detailed outlines of training courses, examples of dealing with challenges and a collection of tools and activities for use in training for gender equality.

UN Women, 2016

Typology on Training for Gender Equality

[Training](#) [Tool](#)

<http://www.unwomen.org/en/digital-library/publications/2016/5/typology-on-training-for-gender-equality>

This is a classification of the types of training for gender equality: awareness-raising and consciousness-building, knowledge enhancement, skills training, change in attitudes/behaviours, and mobilisation for social transformation. The Typology aims to support training commissioners to plan, develop, design, deliver and evaluate training-related activities.

GIZ, 2019

Gender audit toolbox for health training institutions

[\(Pre-Service\) Education](#) [Liberia](#) [Training](#) [Tool](#)

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This toolbox supports health pre-service training institutions in assessing their gender responsiveness through a participatory gender audit process, developing gender action plans and conducting basic gender trainings. The assumption is that gender-related institutional policies and services, staff and students' knowledge, attitudes and behaviors, as well as the broader social context have a significant influence on student enrolment, retention and performance. The toolbox was developed and implemented at four training institutions in Liberia and is pragmatically designed for organisations in low-resource settings that just start to consider gender.

Part II: Further readings

E-learning courses and advocacy tools

I Know Gender (e-learning course)

<https://trainingcentre.unwomen.org/portal/product/i-know-gender-1-2-3-gender-concepts-to-get-started-international-frameworks-for-gender-equality-and-promoting-gender-equality-throughout-the-un-system/>

The UN Women training centre offers a self-paced e-learning course on gender with several modules. This course aims to develop and/or strengthen awareness and understanding of gender equality and women's empowerment as a first step towards behavioral change and the integration of a gender perspective into everyday work. It provides an introduction to the concepts, international framework, and methods for working toward gender equality and women's empowerment. It also offers users the opportunity to make links between gender and specific thematic areas such as work; education; political participation; emergencies; peace and security; sexual and reproductive health; sexual and gender diversity and human rights; and violence against women.

Gender and Health Systems Strengthening (e-learning course)

<https://www.globalhealthlearning.org/course/gender-and-health-systems-strengthening>

By the end of the course, the learner will understand how health systems components interact with each other, how gender plays a role in each health systems component, and how to address these gender issues in health systems strengthening activities in order to improve health and social outcomes. This course examines gender considerations for each of six health systems components described in the World Health Organization's health systems model. It also explores ways to promote gender equality and women's empowerment in health systems strengthening interventions so that health systems better meet the health needs of women, men, girls, and boys.

Foundations of Gender Equality in the Health Workforce (e-learning course)

https://www.hrresourcecenter.org/grc_gender_course.html

This course is intended to expose the participant to basic concepts, issues, and standards related to gender equality in the health workforce, including legal and policy protections.

Promoting Gender Equality in the Health Workforce: An Advocacy Tool

<https://www.capacityplus.org/gender-health-workforce-advocacy-tool/> (online only / no print)

This tool seeks to guide users on how to develop evidence-based, strategic actions to influence decision-makers and change policies, positions, or programs to show users how advocacy-defined as any action directed to decision-makers to seek at changing these policies, positions, or programs—can help to achieve gender equality in the health workforce.

Gender Discrimination and Health Workforce Development: An Advocacy Tool

<https://www.capacityplus.org/gender-health-workforce-development-advocacy-tool/> (online only / no print)

Focused on the forms of gender discrimination that affect health professional students and faculty, this tool aims to build capacity and leadership among stakeholders to: 1) Better understand how gender discrimination can negatively impact students and faculty; 2) Consider actions that health professional education institutions and governments can implement to promote gender equality; 3) Advocate effectively for actions to promote gender equality and nondiscrimination.

Journals

Gender and Development (Journal)

<https://www.tandfonline.com/toc/cgde20/current>

Gender & Development is a journal that aims to inspire, influence and support development and humanitarian policy and practice, promoting social justice and gender equality. Published by Oxfam for 25 years in partnership with Routledge/Taylor & Francis, the journal has become essential reading. It publishes accessible yet rigorous articles by gender and development practitioners, policymakers and researchers, and feminist activists from around the globe. Gender-related articles can be found through the search function.

Human Resources for Health (Journal)

<https://human-resources-health.biomedcentral.com/>

Human Resources for Health is a journal that covers all aspects of the planning, education, management and governance of human resources for health – particularly those of international relevance and global reach. Gender-related articles can be found through the search function.

The Lancet (Journal)

<https://www.thelancet.com/journals/lancet/home>

The Lancet is a leading international weekly general medical journal founded in 1823. Gender-related articles can be found through the search function.

Special issue (February 2019) on “Advancing women in science, medicine, and global health” can be found at <https://www.thelancet.com/issue/S0140673619X00069>.

Series (May 2019) on “Gender Equality, Norms, and Health” can be found at <https://www.thelancet.com/series/gender-equality-norms-health>.

The Lancet Global Health (Journal)

<https://www.thelancet.com/journals/langlo/home>

The Lancet Global Health is a monthly journal that focuses on disadvantaged populations with a preference for the following topics: reproductive, maternal, neonatal, child, and adolescent health; infectious diseases, including neglected tropical diseases; non-communicable diseases; mental health; the global health workforce; health systems; surgery; and health policy. Gender-related articles can be found through the search function.