Modeling Gender Responsiveness: An opportunity for gender integration within evidence based interventions

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Today’s Webinar will

1. Accurately explain gender as a cross-cutting social determinant of health.

2. Explain points of gender integration including the gender integration continuum.

3. List the principles of modeling gender responsiveness.
Gender as a Social Determinant of Health
<table>
<thead>
<tr>
<th>Risk</th>
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<td>Likelihood that an individual may have an unplanned pregnancy</td>
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<td>• Behaviors</td>
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<table>
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<th>Vulnerability</th>
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<td>External factors (outside of the control of the individual) that</td>
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<td>negatively affect the ability to avoid risk of having an unplanned</td>
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<td>pregnancy</td>
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Gender

How culture and society conceptualizes the differences between the sexes

- Defines what it means to be a woman/man and girl/boy
- Defined by cultural values and beliefs
- Is reflected in norms, expectations, roles, relations, behaviors
Structural Determinants

Social Determinants

Life Conditions

Individual Determinants

BEHAVIOR
Domains of Gender

Gender as Social Determinants of Health

- Gender Norms
- Gender Roles
- Power and Decision-making
- Access to and Control of Resources
Gender Norms

Women should be...
- Subordinate
- Monogamous
- Emotional
- Mothers

Men should be...
- Dominant
- Virile
- Unemotional
- Heterosexual

Norms vary according to culture, race, ethnicity, age, socio-economic status, and social setting
Masculinity: What It Means To Be a Man or Boy

Depends on cultural context and time

- Differs by class, age, race, ethnicity, and other social differences

- Multiple masculinities
  • There is no one way or right way to be a man
Gender Norms during Adolescence

- Developing socially
- Establishing identity and self-acceptance
- Exploring their sexuality
- Building decision-making skills
Gender Roles

Learned behavior in a given society/community or other social group that condition which activities, tasks, and responsibilities are perceived as male or female

• Manifests in most societies as:
  – Productive
  – Reproductive
Power and Decision-making

Extent to which men and boys are in a position to act in their own best interest to protect themselves from HIV infection

- Families, sexual relationships, friendships, community, and workplaces

Reflects the distribution of power that is shaped by social, cultural, political and economic institutions
Access to and Control of Resources

1. **Knowledge** of resources
2. **Opportunities** to use a resource
3. **Power to decide** how to use a resource

**Resources**

- Intrapersonal (self-esteem, self-confidence)
- Income and Employment
- Information
- Education
- Transportation
- Political power
- Time
Gender Integration
Gender Integration

**Strategy and process** that addresses differences and inequalities between women and men, girls and boys during **program planning, design, implementation and monitoring and evaluation**

Various Levels: Organization, Staff, Program, and Services

Informed by **gender analysis**
Gender-Responsive Organizations, Staff and Programs...

take into account the needs of women/girls and men/boys related to 
biological sex and gender differences. These organizations, staff and programs 
consider gender norms, roles and inequalities and take actions to address them
Gender Integration

Gender Analysis

Gender-Responsive Organization, Program, and Services

Organization, Program, and Services
Gender Integration Continuum

- Gender Exploitative
- Gender Accommodating
- Gender Transformative
- Gender Blind

Abstain
Be Faithful
Consistent and Correct
Condom Use
Gender
Exploitative
Gender
Transformative

MEN CAN
CREATING CULTURES FREE FROM VIOLENCE
STOP RAPE
Gender-responsive HIV Prevention Programs should...

- Challenge clients to **think critically** about gender norms
- Avoid gender exploitative & stereotypical images and messages
- Address **healthy and pleasurable sex**, not just disease prevention
- Engage men and women as **co-equals**
- Are sensitive to **power imbalances** in relationships
Evidence gender integration works

International gender-based intervention studies found that young men were less likely to support inequitable gender norms.

Ethiopia - Significant reduction in men’s reported use of violence after 6 months.

India - Significant changes in condom use, men’s reported use of sexual harassment and men’s violence against a partner after 3 months.

Brazil - Significant changes in condom use and STI symptoms after 6 and 12 months.


Principles of Modeling Gender Responsiveness
Gender-responsive staff...

Recognize significance of differences in class, race/ethnicity, sexual orientation on participants’ experience of gender

Must demonstrate their own individual gender expression and changes in it to establish safe zone for participants

Recognize and set aside personal gender biases and ideals during group facilitation

Sensitive to power imbalances in client relationships and its impact on decision-making

Sensitive to presence of IPV/abuse and promote safer sex options as appropriate

Challenge attitudes and practices that villainize and/or victimize a particular gender
Questions or Comments?
JSI Training and Technical Assistance

- Gender and its impact on HIV and teen pregnancy prevention (in-person and eLearning module)
- Introduction to Gender Integration within Prevention Programs
- Gender-responsiveness Training of Facilitators
- Introduction to Gender Analysis
Thank You!  

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