



## **Capacity-building workshop on gender and health**

**10-12 March 2009**

**Maternal newborn and child healthcare project, Albania**

## ABSTRACT

This workshop was facilitated by staff from the WHO Regional Office for Europe, within the remit of the Spanish-funded Maternal Newborn and Child Healthcare Project in Albania.

The main objectives of the workshop were to:

- address gender and gender inequality in health;
- understand the relevance of gender and health in health systems;
- understand gender inequality and health;
- address gender health issues in the context of mother and child health;
- respond to gender in public health programmes; and
- address gender in the project of maternal and child health reform in Albania.

Twenty-nine participants attended, from the Ministry of Health in Albania, the Institute for Public Health, the Ministry of Labour and Social affairs and WHO Country Office, Albania. This report outlines the proceeding of the workshop and highlights the areas that were addressed.

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## Capacity building workshop on gender and health , 10-12 March 2009

### Background and objectives

The gender and health capacity building workshop was delivered as a core component of the overall maternal, newborn and child healthcare (MNCH) project in Albania. This project is a jointly managed by the Ministry of Health and WHO with the financial support of the Spanish Agency for International Development Cooperation (MNCH 2008). Emerging from the MNCH 2008 report, gender was identified as a priority issue for its role in determining access to healthcare, impact on health inequalities and as a determinant of health status. Furthermore the report recommended the mainstreaming of gender in all the project activities.

The objectives of the workshop were to:

- address gender and gender inequality in health;
- understand the relevance of gender and health in health systems;
- understand gender inequality and health;
- address gender health issues in the context of mother and child health;
- respond to gender in public health programmes; and
- address gender in the project of maternal and child health reform in Albania;
- to address MNCH project component 5.3.3 Stewardship: result, activities and sub-activities, more specifically elements ER3, A3.1 and A3.1.1 (MNCH report 2008)
- A3.1 “Assist the MoH in dealing with health inequalities and Socioeconomic and Gender Determinants (SGD) of MNCH” (MNCH 2008).
- A3.1.1 “ Training on Gender Equity and Health, including gender-based violence” (MNCH 2008);
- to implement Plan of Operations MNCH (2008) component 22.
- 22. “To prepare the training workshop on Gender Equity and Health.”;
- to provide an introduction to the key concepts of gender mainstreaming;
- to provide a practical approach to gender mainstreaming for health managers;
- to increase awareness of gender issues among health personnel at MOH and managerial level in all pilot districts of the MNCH project.

## **Agenda and participants**

The agenda of the workshop is in Appendix 1. The international team of facilitators were Isabel Yordi from WHO Regional Office for Europe and Isabel Saiz from the Spanish Ministry of Health and Consumption. The WHO Country Office facilitator was Ledia Lazeri, National Mental Health Professional Officer.

Twenty-nine participants engaged in the training. The detailed list of participants is in Appendix 2. Of these participants 12 were from the Ministry of Health, and 6 from the Institute of Public Health. From the pilot regions identified for the MNCH project, there were two representatives from each region, Korca, Vlora and Shkodra. There were two participants from the Ministry of Labour, Social Affairs and Equal Opportunities. Finally there were six attendees from the WHO Country Office, Albania. Also in attendance for the initial welcoming ceremony were Dr Zamira Sinoimeri Deputy Minister of Health and Dr Anshu Banerjee, Head of WHO Country Office.

## **Proceedings of the Workshop**

### ***Day 1***

The first day opened with a welcome from Deputy Minister of Health Dr Zamira Sinoimeri jointly with WHO representative Dr Anshu Banerjee. The WHO facilitator Isabel Yordi detailed the projected programme outline and objectives. She discussed the wider implications and potential utilization of the gender training in terms of health policy development. There followed a general introduction of all participants, detailing professional backgrounds and expected outcomes for the programme. Communication between participants and facilitators was supported at all times by simultaneous translation of English- Albanian/ Albanian-English. Programme documents were supplied and were available in English and Albanian and supplied to all participants.

Module 1 Gender Inequality and Health was introduced, seeking to define the concept of gender. Activity 1 was introduced- Flash Card Facts, that launched good participation and stimulated debate on the sex/gender issue/ social/biological determinants of health. Wider concepts such as gender norms, gender roles, gender relations, gender stereotypes, gender based division of labour were discussed in section 1.2. The subsequent section 1.3 introduced gender mainstreaming, right to health and the linkage between gender and health. This was supported by Activity 2

section 1.4 - the Powerwalk. The activity highlighted differences in gender roles and sought to further understanding of equality, equity and access to resources. Section 1.5 was addressed with significant group participation and discussion. The presentation of the modules were facilitated by Isabel Yordi and Lidia Lazeri. Isabel Saiz also gave a presentation concerning the Spanish Ministry's experience of gender mainstreaming.

### ***Day 2***

The second day of training commenced with an active review of the previous day's topics and self evaluation of learning objectives by participants. This was followed by an introduction to module 2, Gender Analysis of Health Problems. The content of each section of Module 2 to -2.3 was introduced with frequent referral to explanatory text in the participant notes. The concept of a WHO gender analysis matrix was introduced as a tool for the healthcare environment to access the gender components of any healthcare policy or plan. The importance of the practical application of a gender analysis was stressed and with reference to this, the group of participants was divided into three subgroups to perform a gender analysis. The topics for the groups were Pregnancy; sexually transmitted infections and mental health. Each group was allotted approx. two hours to complete the matrix on their respective topics and were supplied with a laptop to fill the matrix and subsequently present the results to the larger group.

The presentation of each group's results proved to be of great interest to all participants. The participant consensus deemed the matrix to be a useful tool in identifying gender concerns in relation to these topics. Isabel Saiz gave a brief presentation in relation to the Spanish experience of gender mainstreaming. The matrices are in Annex 3.

### ***Day 3***

The final half- day of the programme commenced with a review of the previous days objectives and learning, with participant self evaluation and general discussion. Topics introduced in day 3 included classification frameworks for gender responsiveness of policies and programmes. This included gender-unequal, gender-blind, gender-sensitive, gender-specific and gender-transformative with frequent reference to further exploratory text in the participant notes. As an active exercise for the practical application of these concepts, the group was again divided into three subgroups and advised to explore their respective topic policy in terms of these classifications. The results of this analysis were presented to the group and discussed.

Ledia Lazeri (WHO Country Office Albania) also presented a poignant photograph of an Albanian family from a rural district showing an elderly mother carrying her disabled son. What was remarkable about this was the ensuing debate about how the photo reflected gender norms and roles inequalities, noting the absence of a male figure from the photo. Finally participants completed an overall evaluation of the training: a sample is located in appendix 4.

Dr Anshu Banerjee and Nedime Ceka representing the Ministry of Health gave final speeches and there was a general discussion on the efficacy of the programme; the consensus appeared positive. Dr Anshu Banerjee asked how participants how they would apply the training in their professional environments and this elicited a positive response. Certificates of attendance validated by WHO and the Ministry were presented to all participants.

## **Conclusions**

In conclusion the workshop effectively addressed the issue of gender in the context of health, emphasizing the assessment of health policy and practices for health managers. The impact of the training is not measurable at present but should contribute in the efforts of the MNCH project to improve mother and child health. As a complement to the training, Dr Anshu Banerjee and WHO facilitators met with the Deputy Minister of Health following the training to re-emphasize the significance of mainstreaming gender in all aspects of health. The implications for the future of health planning and the role of gender were also discussed.

## **Future implications**

As a consequence of this workshop the possibility of carrying out a WHO training course for health professionals on gender-based violence during pregnancy may be considered in one of the three MNCH pilot regions.

## **References**

- World Health Organization (2008) *Maternal, Newborn and Child Health Care Reform Inception Report*. Ministry of Health, Albania.
- World Health Organization (2009) *Gender Mainstreaming for Health managers: A practical approach, Participant Notes*. WHO, Geneva, Switzerland.



## Annexes

### *Annex 1. Workshop agenda*



Ministry of Health  
Republic of Albania



## Provisional Programme

Tuesday, 10 March 2009: Gender mainstreaming for health managers, Day I

09:00–09:30	Welcome	<i>Dr Zamira Sinoimeri</i> <i>Deputy Minister</i> <i>Ministry of Health</i>
		<i>H.E. Mr. Manuel Montobbio</i> <i>Spanish Embassy in Albania</i>
		<i>Dr Anshu Banerjee,</i> <i>Albania Country Office</i>
09:30-12:00	Module 1: Gender, gender inequality and health:	<i>Ms Isabel Yordi</i> <i>Technical Officer Gender and Health</i> <i>WHO/Europe</i>
	Understanding the relevance of gender and health in health systems	<i>M Ledia Lazeri</i> <i>Mental Health NPO and Gender focal point</i> <i>Albania Country Office</i>
	Concept definition: sex and gender, gender equality and equity, gender and social determinants of health	<i>Ms Isabel Saiz</i> <i>Women's Health Observatory</i> <i>Spanish Ministry of Health and Consumption</i>
12:00-14:00	Lunch	
14:00-17:00	Module 1: Gender, gender inequality and health	<i>M. Isabel Yordi</i> <i>WHO/Europe</i>
	<i>continuation</i>	<i>M. Ledia Lazeri</i>

*Albania Country Office  
Ms Isabel Saiz  
Spanish Ministry of Health and Consumption*

17:00-17:30 Wrap up of the day activities

***Wednesday, 11 March 2009: Gender Mainstreaming for health managers, Day II***

09.00-12:00	Module 2: Addressing and responding to gender in health problems and issues: mother and child health	<i>Ms Isabel Yordi WHO/Europe</i>
		<i>Ms Ledia Lazeri WHO Country Office Ms Isabel Saiz, Spanish Ministry of Health and Consumption</i>
12:00-14:00	Lunch	
14:00-17:00	Module 2: Addressing and responding to gender in health problems and issues	<i>Ms Isabel Yordi WHO/Europe</i>
	<i>continuation</i>	<i>Ms Ledia Lazeri WHO Country Office Ms Isabel Saiz, Spanish Ministry of Health and Consumption</i>
17:00-17:30	Wrap up of the day activities	

***Thursday, 12 March 2008 Gender Mainstreaming for health managers, Day III***

09.00–12:30	Module 3: Addressing and responding to gender in public health programmes, projects and policies	<i>Ms Isabel Yordi WHO/Europe</i>
	Addressing gender in the project of Maternal and Child Health Reform in Albania	<i>Ms Ledia Lazeri WHO Country Office Ms Isabel Saiz, Spanish Ministry of Health and Consumption</i>
12:30-13:00	Closure of the workshop	<i>Ministry of Health</i>

*Annex 2. Participant list*



Ministry of Health  
Republic of Albania



## CAPACITY-BUILDING WORKSHOP ON GENDER AND HEALTH

10-12 March 2009, Hotel Mondial

No.	Name	Institution
1	Manuel Montobbio, Ambassador	Spanish Embassy
2	Zamira Sinoimeri, Deputy Minister	Ministry of Health
3	Nedime Ceka, Chief of Reproductive Health Sector	Ministry of Health
4	Miranda Spahiu, Specialist in Reproductive Health Sector	Ministry of Health
5	Erol Çomo, Chief of Family Medicine Sector	Ministry of Health
6	Pranvera Shehu, Specialist of Family Medicine Sector	Ministry of Health
7	Eli Gjika, Specialist in Monitoring Evaluation and Health Statistics Sector	Ministry of Health
8	Entela Buzali, Specialist in Monitoring Evaluation and Health Statistics Sector	Ministry of Health
9	Armand Gjana, Specialist in Hygiene and Epidemiologic Sector	Ministry of Health
10	Silva Novi, Chief of Hospital Planning Sector Birkena Dedo nga Ministria e Shendetesise	Ministry of Health
11	Ciljeta Pasholli, Specialist, Family Medicine Sector	Ministry of Health
12	Denisi Heta, Specialist in Human Resources Sector	Ministry of Health
13	Mirela Cami, Specialist in Monitoring Evaluation and Health Statistics Sector	Ministry of Health
14	Ledia Xhafa, Specialist in Monitoring Evaluation and Health Statistics Sector	Ministry of Health
15	Ela Petrela, Deputy Director	Institute of Public Health
16	Jeta Lakrori, Chief of Health Promotion Department	Institute of Public Health
17	Lume Merkuri, Health Promotion Department	Institute of Public Health
18	Miranda Hajdini, Specialist	Institute of Public Health
19	Adrian Hoxha, Specialist	Institute of Public Health
20	Bajram Dedja, Specialist	Institute of Public Health
21	Liljana Ballco, Inspector of Reproductive Health	Korça
22	Gjergji Cekrezi, Chief of Family Medicine	Korça
23	Rozeta Rrapi, Inspector of Reproductive Health	Vlora
24	Zelfrida Hoxha, Chief of Nursing Health Care	Vlora
25	Xhemalie Dashi, Inspector of Reproductive Health	Shkodra
26	Behar Puka, Chief of Nursing Health Care	Shkodra
27	Erika Kokona, Specialist	Ministry of Labour, Social Affairs and Equal Opportunities
28	Dorian Dervishi, Specialist	Ministry of Labour, Social Affairs and Equal Opportunities
29	Anshu Banerjee, WR/Head of Country Office	WHO
30	Isabel Yordi, WHO/Europe	WHO

31	Isabel Saiz, Spanish Ministry of Health	WHO
32	Ledia Lazeri, National Mental Health Professional Officer	WHO
33	Unarose Hogan, UNV	WHO
34	Blerta Zeneli, Assistant for Mental Health/Elbasan	WHO
35	Edlira Gjipopulli, Assistant	WHO

*Annex 3. Gender analysis matrix*

This was used by working groups on the issues of pregnancy, transmitted infections (HIV) and mental health.

**WHO Gender analysis matrix (GAM)**

Factors that influence health outcomes:  Health related considerations	Factors that influence health outcomes: Gender related considerations		
	Biological factors	Socio-cultural factors	Access to, and control over resources
Exposure to risk factors and vulnerability			
Access to and use of health services			
Health seeking behaviour			
Treatment options			
Experiences in health care settings			
Health and social outcomes and consequences			

