

# Chapter 7: Gender determinants of health

Gender 101 training materials

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# Chapter 7: Gender determinants of health

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## Learning objectives

By the end of this session, participants will:

- Understand gender as it relates to health outcomes of women, men, and children
- Understand the impact of gender in relation to the health workforce

## Time needed

53 minutes (*up to 63 minutes with optional adaptations*)

## Materials needed

- PowerPoint: 14 Gender Determinants of Health

## Advance preparation

1. Save a copy of the PowerPoint “**Chapter 7V\_Gender Determinants of Health**” to your computer, and practice presenting the PowerPoint beforehand to ensure you have a good understanding of the various concepts.

**Facilitator Note:** This session assumes that participants have a basic understanding of gender concepts. Ideally, this session will come after **Gender Terms and Definitions**.

2. Review the **Optional Intro Activity** and **Optional Adaptation** and consider whether you would like to implement either option; review their advanced preparation for more information.

## Steps

### Introduction (1 minute)

Explain that in this session, participants will learn about the gender determinants of health. This PowerPoint provides a thorough introduction to how gender impacts health outcomes of women, men, and children. Explain that throughout the presentation, participants should be thinking about how the concepts introduced in this presentation relate to their work.

### Optional Intro Activity

*If you have a small group, additional time, and would like an activity to help jump start conversations about the topic, consider implementing the optional activity below.*

#### Time Needed

10 minutes

#### Advanced Preparation

1. Log into your Mentimeter or Slido account (*note that a paid account is **not required***). Add the following **ranking question** and answer choices.
  - Question type: Ranking
  - Question: Review each topic area below. Then, prioritize the topic areas in which you believe gender plays the most significant role in health outcomes.

- Answers:
  - Maternal mortality and morbidity
  - Maternal and child health
  - Women’s status (including intra-household bargaining)
  - HIV and other sexually transmitted diseases
  - Family planning
  - GBV and unintended pregnancy
  - Malaria
  - Women in the global health workforce

**Steps:**

1. **Technology Action:** Share your screen, showing the Mentimeter/Slido poll prepared prior to the session.
2. Invite participants to respond to the poll using the QR code or numeric code. (Spend no more than 5 minutes on steps 1-2).
3. Facilitate a discussion (no more than 5 minutes) regarding why/how participants prioritized the different topic areas.

**Facilitator Note:** The upcoming presentation will ultimately reveal to participants how *each topic area* is affected by gender, including how gender affects outcomes. Recognize that some participants might try to explain why a specific topic area is not largely impacted by gender; you may need to play some light devil’s advocate in those situations through prompting, reflective questions as a response to a particular participant’s ideas. Transition to the “Gender determinants of health” presentation by explaining that, in fact, each of the topic areas is affected by gender, and the group will now spend the remainder of the session exploring how gender impacts outcomes in each topic area.

### Gender determinants of health (30 minutes)

1. **Technology Action:** Screen share the PowerPoint on Gender Determinants of Health.
2. Refer to the discussion points included beneath each slide during the presentation.

### Small group discussion (20 minutes)

1. **Technology Action:** At any point during the session, you may begin creating the breakout groups for the small group discussion.
  - Groups of 3 (randomly distributed participants)
  - Check “Breakout rooms automatically close after”
    - 9 minutes
  - Check “Notify me when time is up”
  - Countdown after closing breakout room: 30 seconds
2. Explain that participants will now be put into small groups to briefly discuss their reflections and take-aways from the presentation.
3. Explain that, in their small groups, participants will answer three questions, briefly summarized as “What? So What? Now What?” Each participant will respond to all 3 questions, and each participant will have up to 3 minutes to respond. If the group finishes early, they may take time to react or

respond to what another participant shared. Specifically, participants will respond to these three questions:

- What is the most important piece of information they gained?
- Why does that information matter?
- What are they going to change in their work as a result of this understanding?

4. **Technology Action:** Post the following into the Zoom Chat:

- What is the most important piece of information they gained?
- Why does that information matter?
- What are they going to change in their work as a result of this understanding?

5. Invite participants to all spend one minute silently reflecting on the question now before you open the breakout rooms. Let participants know that you've shared the questions in the Zoom chat for reference. Pause one minute to let participants reflect on their answers to the questions.

6. Remind participants that they should use the "Ask for Help" button if they have a question for a facilitator while in their breakout rooms. Confirm that everyone understands the instructions. (Spend no more than 4 minutes on steps 2-5).

7. **Technology Action:** Open the breakout rooms.

8. **Technology Action:** Send a broadcast message when groups have 3 minutes and then 1 minute left.

9. **Technology Action:** Close the breakout rooms.

10. Facilitate a brief group discussion, asking if anyone would like to share what they discussed in their breakout rooms. Consider inviting all participants to share their "so what" in the Zoom chat, and read them out loud as participants post. (Spend no more than 7 minutes on this discussion).

### Closing (2 minutes)

End the session by explaining that we've learned through this lesson the many ways in which gender influences health outcomes. Gender inequality is a barrier to the success of health programs, contributes to maternal mortality and morbidity, exacerbates poor maternal and child health, and contributes to early marriage and gender-based violence. Rigid norms around masculinity and stigma from failure to adhere to these norms contribute to men's morbidity and mortality related to HIV. Gender inequality also affects human resources for health in pre-service and in-service, and the health workforce. Women dominate in nursing and nonphysician medical roles, and are underrepresented in health management positions.

#### Optional Adaptation

*Consider the optional adaptation below **only if** you are working with a group of participants who are all from a single project and are consequently focusing on a single health area (e.g., Malaria) AND the participants already have some experience analyzing gender in their programming.*

#### Time Needed

60 minutes

#### Advanced Preparation

1. Create five copies of [this Jamboard template](#), or one Jamboard per group (assuming 4-5 participants per group).

- Consider updating the language (i.e., “this topic area”) to reflect your topic of focus.
- Prepare a list of your Jamboards and their links to ensure you can easily copy and paste the information into the Zoom chat during the live session. Example:
  - Group 1: [link to Jamboard]
  - Group 2: [link to Jamboard]
  - Group 3: [link to Jamboard]
  - Group 4: [link to Jamboard]

**Steps:**

1. **Technology Action:** At any point during the session, you may begin creating the breakout groups for the small group discussion.
  - Groups of 4-5 (randomly distributed participants)
  - Check “Breakout rooms automatically close after”
    - 20 minutes
  - Check “Notify me when time is up”
  - Countdown after closing breakout room: 30 seconds
2. Explain that in this session, participants will learn about the gender determinants of health. Because all participants in this group work within a shared health area, that health area will be the focus of today’s conversation. Through small group work, and then a larger group discussion, participants will participate in a thorough introduction to how gender impacts health outcomes of women, men, and children.
3. Explain that participants will be put into groups of 4-5. In their small groups, participants will reflect on the following three questions:
  - What gender norms might impact and/or be present within [topic area]?
  - How does gender inequality affect health outcomes within [topic area]?
  - What are some of the resulting health outcomes?
4. Each group will have 20 minutes to discuss each question. Groups will take notes within a Jamboard, within which there is one frame for each of the questions.
5. **Technology Action:** Screen share a sample Jamboard and demo the activities below as you describe each.
6. Explain that participants should use the sticky notes to add ideas to their Jamboard. To add a sticky note, participants should click the small white box with text within the toolbar to the left of the screen; after typing their note, click “Save”, and then click out anywhere outside of the sticky note box to return to the main Jamboard.
7. Participants should respond to each of the three questions. To move between frames, participants should click the arrows at the top center of the screen (< >).
8. **Technology Action:** Copy and paste into the chat links to each Jamboard. Materials should be clearly labeled Group 1, Group 2, etc. (see example below).

- Example:
  - Group 1: [Link to Jamboard]
  - Group 2: [Link to Jamboard]
  - Group 3: [Link to Jamboard]
  - Group 4: [Link to Jamboard]

9. Explain that you have just shared links to the Jamboard on which groups will take notes in the chat. Explain that, as they are being moved to a breakout room, participants will see on their screen to which numbered room they are being moved. Once they are in their breakout rooms, their room number will appear at the top of the Zoom screen. Their breakout room number will represent their group number and should be used to know which Jamboard to open.
10. Let the group know that they will have 20 minutes to complete this task. Ask groups to take the last few minutes to elect a spokesperson who can share their group work with the larger group.
11. Make sure participants understand the instructions. Remind them that they should use the “Ask for Help” button if they have questions for a facilitator while in their breakout room. (Spend no more than 5 minutes on steps 1-11).
12. **Technology Action:** Open the breakout rooms.
13. Open each Jamboard on a different tab in your computer. Regularly review each Jamboard to ensure that at least one participant has opened the board and, eventually, that groups have added sticky notes/text. Join any groups where no one is on the document after 30-40 seconds, or where no sticky notes/text have been added a few minutes.

**Technology Note:** Anonymous circles at the top right corner of the Jamboard will indicate whether or not participants have opened the document.

14. **Technology Action:** Send a broadcast message reminding participants when they have 5 minutes and 1 minute left. Additionally, remind groups to select a spokesperson.
15. **Technology Action:** After approximately 20 minutes, close the breakout rooms.
16. **Technology Action:** Screen share Group 1’s Jamboard.
17. Ask the spokesperson from Group 1 to explain key elements of their discussion and Jamboard. The spokesperson should present for no more than 3 minutes.
18. Invite other participants to ask clarifying questions or share comments. (Spend no more than 2 minutes on questions/comments from other participants).
19. Repeat steps 16-18 for the remaining groups.
20. Use the talking points from the PowerPoint on Gender Determinants of Health to fill in gaps that participants have not already covered. *Note that this option does not otherwise require use of the PowerPoint.*
21. Facilitate a brief full group discussion (no more than 10 minutes) wrapping up key ideas from today’s session using the following two questions:
  - Have gender norms been a challenge to your work?
  - What do you think you can do to address gender in your programs?