

## Q&A

### UPDATE OF THE GENDER MAINSTREAMING FOR HEALTH MANAGERS: A PRACTICAL APPROACH

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#### *Focal points:*

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**Q:** What is the *Gender mainstreaming for health managers: a practical approach* manual?

A key part of WHO's work is capacity building of staff, partners and stakeholders in the Country and Regional Offices as well as HQ. The [Gender mainstreaming for health managers: a practical approach](#) manual (hereinafter, the Gender mainstreaming manual) has been a key tool for WHO capacity building and training activities since it was published in 2011 and is widely used across all WHO Regions. The Gender mainstreaming manual is aimed to raise awareness and develop skills on gender analysis and gender-responsive planning in health sector activities. It is conceptually structured around a three-to-four-day workshop to reduce gender-based inequities in health. It consists of a Facilitators' Guide with adaptable learning activities and methods. Complimentary [Participant Notes](#) provide background readings, work sheets and activities for use during and outside workshop settings.

**Q:** Why is the Gender mainstreaming manual being updated?

WHO's Gender, Equity and Human Rights (GER) Department is developing a technical guidance handbook for mainstreaming gender in health and development in light of the new scientific evidence and conceptual advances on gender, health and development that should inform WHO leadership, normative and advocacy work. The technical guidance handbook encompasses the revision and update of the content included in the Gender mainstreaming manual. It is aimed at strengthening WHO leadership and capacity to integrate gender in health; supporting Member States and their partners to understand how gender intersects and interacts with different determinants and factors that affect health outcomes, including the unequal distribution of health outcomes across population groups due to effects of gender roles, norms and relations; and optimizing the achievement of the triple billion goals set out in GPW13. The development of the technical guidance handbook is connected to the WHO "Global Good 1345" related to technical guidance on mainstreaming gender in health and development, which was initiated in 2020 and needs to be completed by the end of 2022.

**Q:** What does the update entail?

Building on the extensive work already carried out on the Gender mainstreaming manual, the work will focus on updating key concepts; expanding and highlighting the concept of intersectionality and its practical application; promoting non-binary approaches around gender; and introducing new gender, equity and human rights frameworks and tools to further support capacity building around these concepts and integration of their approaches in the work of WHO. The manual will also be complemented by a practical "how-to" guide on the use of specific gender tools and frameworks presented in the manual. The manual will adhere to adult learning principles and will have an emphasis on expanded interactive modalities for delivery.

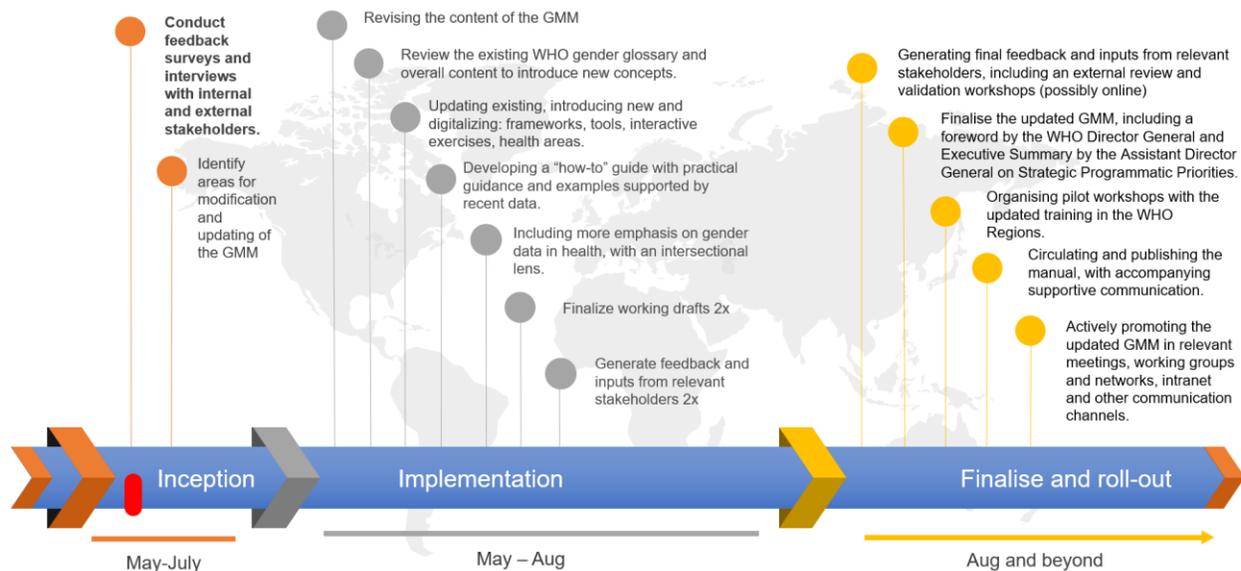
Q: What are the objectives of the update?

The objectives for the WHO technical guidance manual for mainstreaming gender in health and development are to:

- Harmonize a common intersectional feminist lens for WHO programme activities and deliverables across all three levels of the Organization;
- strengthen the integration of intersectionality and gender diversity aspects across the training content and materials with practical examples;
- update existing gender integration tools and frameworks and introduce new ones to further strengthen learning outcomes for staff and health outcomes at country level, supported by a practical “how-to” guide;
- ensure that the principles of ethics, gender, equity and human rights are embedded in public health activities and systems to optimize the achievement of the triple billion goals set out in GPW13; and
- enhance the user-friendliness, digital sharing and use of the manual and training content.

Q: What is the timeline of activities?

Three Stages Timeline of Activities



Who is conducting the update?

The GER Department of WHO (HQ/GER) has teamed up with the UN University International Institute for Global Health (UNU IIGH) to update the Gender mainstreaming manual together through a collaborative process involving all stakeholders at the three levels of WHO’s work.



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#### How can I get involved?

You can get involved during any of the three stages during the development of the updated Gender mainstreaming manual. Beginning in May and June 2022, you can provide feedback to help identify areas for modification through a survey and interview. During the summer and fall of 2022, you can also provide inputs and feedback from reviews of the updates and participate in a validation workshop and/or the pilots. You can also help raise awareness of the update throughout the process and promote the manual in your networks once the update is finalized. Please contact Evelyn Boy-Mena ([boymenae@who.int](mailto:boymenae@who.int)) and Claudia Marques Abreu Lopes ([claudia.lopes@unu.edu](mailto:claudia.lopes@unu.edu)) if you would like to get involved.