



World  
Neighbors

In Action

## Helping NGOs & Community Groups Analyze Reproductive Health & Gender Issues

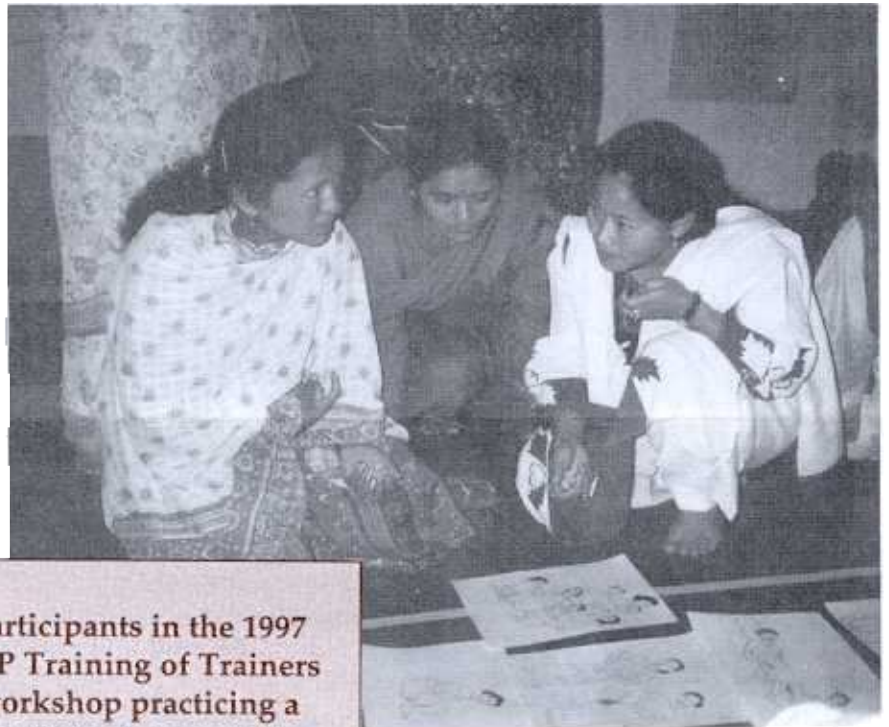
*Developed with World Neighbors' program partners in Nepal, these participatory tools and exercises are designed to enable participants to identify the causes and consequences of specific reproductive health problems and then analyze them in terms of context (medical vs. social) and relative impact on men and women.*

### Background

World Neighbors has partnered with national and local non-government organizations (NGOs) in rural development in Nepal since the initiation of its program there in 1972. From the beginning, World Neighbors programs in Nepal have included strong family planning and primary health components, along with agroforestry, livestock and assistance in the construction of drinking water systems. Our strategy has long been focused on strengthening local, community-based groups to implement and manage these integrated efforts.

One of World Neighbors' first partnerships in the region was with a project of the Family Planning Association of Nepal (FPAN), the Baudha Bahunipati Family Welfare Project (BBP). BBP responds to communities' expressed needs with an integrated set of initiatives, including, among others, improved livestock health, safe

A Newsletter for Project Personnel



Participants in the 1997 BBP Training of Trainers workshop practicing a participatory exercise using simple illustrations and beans.

drinking water, group formation and access to primary health care and family planning services. Evaluations of the program indicate that marginalized communities with three to four years of association with BBP have shown contraceptive prevalence rates approaching double the national average.

Assessments of women's savings and credit groups involved in the program revealed that some of the groups were making loans for health referral costs – up to 15 percent of loans in some groups – which indicated a greater demand for health services than expected. The time seemed right to conduct a comprehensive, in-depth assessment to determine women's health concerns and develop some strategies to address these needs.

Subject: Reproductive Health/Gender Analysis

Volume 25 No. 1E

# Training For Trainers Workshop Timetable & Agenda

DAY ONE	DAY THREE	DAY FIVE
<p><b>Ministries:</b> Participant volunteers sign-up for "ministries" of health, education, entertainment or environment in the "Republic of TOT"</p> <p><b>Discussion:</b> TOT workshop and outcome objectives</p> <p><b>Defining Reproductive Health:</b> Talk bubble definitions of RH</p> <p><b>Hidden Message Posters:</b> Presentation and discussion of findings from RH Needs Assessment</p> <p><b>Characteristics of Reproductively Healthy Woman and Man:</b> Participants note characteristics on cards and discuss</p>	<p><b>Root Analysis (Weighting the Gender Differences):</b> Demonstrated in full group and accomplished in full group work session</p> <p><b>Remembering What and How:</b> In buzz pairs or in full group, participants remember and name <i>what</i> topics/issues have been discussed thus far and <i>how</i> they have been presented.</p> <p><b>Problem Trees:</b> Small group practice in "training triads" in which each participant acts as 1) facilitator, 2) participant and 3) observer</p> <p><b>Imagining NGO Sessions:</b> In small groups, participants prepared a plan for a RH awareness raising session with an NGO</p>	<p><b>Practicing with NGO RH &amp; Gender Action Plan:</b> Prepared in small groups organized by program teams and then presented</p> <p><b>Remembering What &amp; How</b></p> <p><b>Imagining NGO Sessions:</b> In small groups, participants revise plans for a RH awareness raising session with a NGO</p> <p><b>Team Work Plans:</b> In program teams, participants set schedule for meetings with NGOs and women's groups to conduct RH awareness raising</p>
DAY TWO	DAY FOUR	DAY SIX
<p><b>Problem Trees:</b> Plenary followed by small group sessions, concluded with plenary presentations</p> <p><b>Root Analysis (Social vs. Medical/Services Context):</b> Plenary and small group sessions, concluded with each group presenting to the others</p> <p><b>Root Analysis (Gender Differences):</b> Start with role play and discussion, followed by demonstration of matrix and full group work</p>	<p><b>Picture Cards (RH &amp; Gender Issues):</b> Presentation of drawings and demonstrations of method in full group</p> <p><b>Beanwise Pairwise Ranking (Prioritizing Problems):</b> Presentation and practice in full group</p> <p><b>Practicing with Picture Cards:</b> Training triads in small groups</p> <p><b>NGO RH &amp; Gender Action Plan:</b> Introduction of planning tool and full group demonstration with one problem</p>	<p><b>Characteristics of Resource Person for Reproductive Health at the NGO Level:</b> Using a traditional story, discussion is facilitated about the characteristics of individuals who can take responsibility and leadership at the NGO level for RH; small groups work on lists and then present to the larger group</p> <p><b>Defining RH:</b> Talk bubble definitions of Reproductive Health by each participant, followed by poster presentation of Cairo and World Neighbors' definitions</p>

## Assessment & Action

In March-April 1996, a Reproductive Health (RH) Needs Assessment was conducted that has been a key part of the institutional and programmatic learning process. Based on the findings of this assessment, a Training of

Trainers (TOT) workshop for NGOs was convened in March 1997, facilitated by the BBP advisory support team. Objectives of this workshop were:

- To enable participants to better understand RH from a gender-sensitive perspective;

- to gain skills in facilitation and the use of participatory tools; and
- to develop an action plan for working with NGOs and women's savings and credit groups.

The participatory methodology was created and adapted based on the content of the Needs Assessment and in keeping with the principles of participatory learning or PRA.

The exercises were repeated numerous times during the workshop to enable the participants both to explore new ideas about RH and gender as well as to become more comfortable facilitating the exercises for future fieldwork.



After learning the exercises, participants practiced facilitating in groups of three.

## Training Format

The workshop was designed to generate ideas on how to address RH and Gender issues at both the NGO level and with women's savings & credit groups at the community level. Review exercises were used both to revise plans and to reinforce the participants' understanding of the material covered.

Participants also worked in teams to develop an action plan, including with whom they would work, when, what would be done and using what tools. Evaluations were conducted at the end of each day and at the end of the workshop.

## Tools & Exercises

The 15 exercises developed for the TOT workshop can be organized into the following categories, based on their primary purpose:

- Identifying RH and Gender Issues and Problems
- Analyzing RH and Gender Issues and Problems
- Prioritizing
- Planning

In this issue of *World Neighbors In Action*, we focus on the tools that were developed and employed to analyze

RH and Gender issues and problems.

These include:

- Problem Trees
- Root/Consequence Analysis: Social Context vs. Medical/Services Context
- Root/Consequence Analysis: Gender Differences
- Root/Consequence Analysis: Weighting the Gender Differences

They are designed to identify and analyze the causes and consequences of RH problems. While we only present one example of each exercise, all of these tools can be used to examine both the root causes and the consequences.

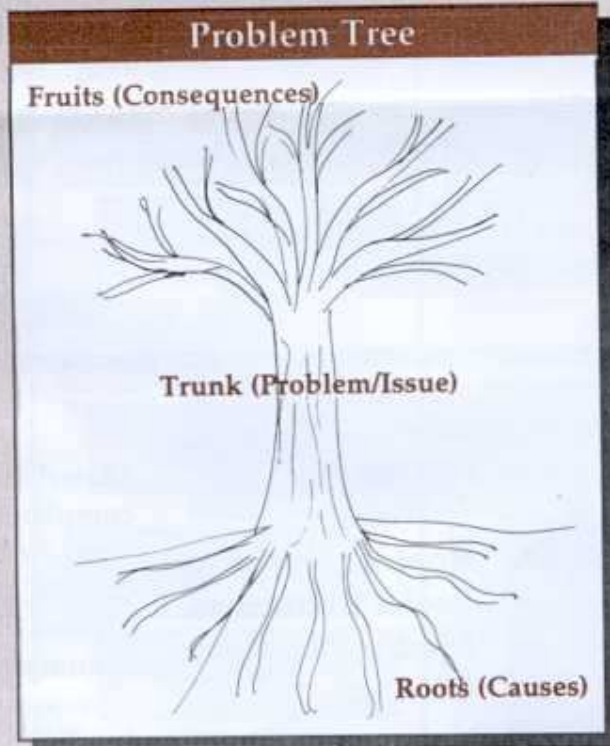
It is important to remember that the exercises were designed for the particular context and needs of the Nepali NGOs participating. They can, however, be useful to development practitioners in other situations if they are shaped and adapted to the specific needs and objectives of the participants.

### Problem Trees

**Objective:** To identify the causes and consequences of specific reproductive health problems.

**Materials Needed:** Posters with a sketch of a tree with roots and branches, blank cards of two different colors.

**Procedure:** Participants analyze the causes and consequences of RH problems using the concept of a tree's *roots* and *fruits* respectively. The trunk of the tree represents the problem being discussed, the roots represent the causes and the fruit symbolize the consequences.



1. Brainstorm with the group on the causes of the problem being discussed. Write each cause on a separate card (all the same color) and tape them to the root area of the poster.

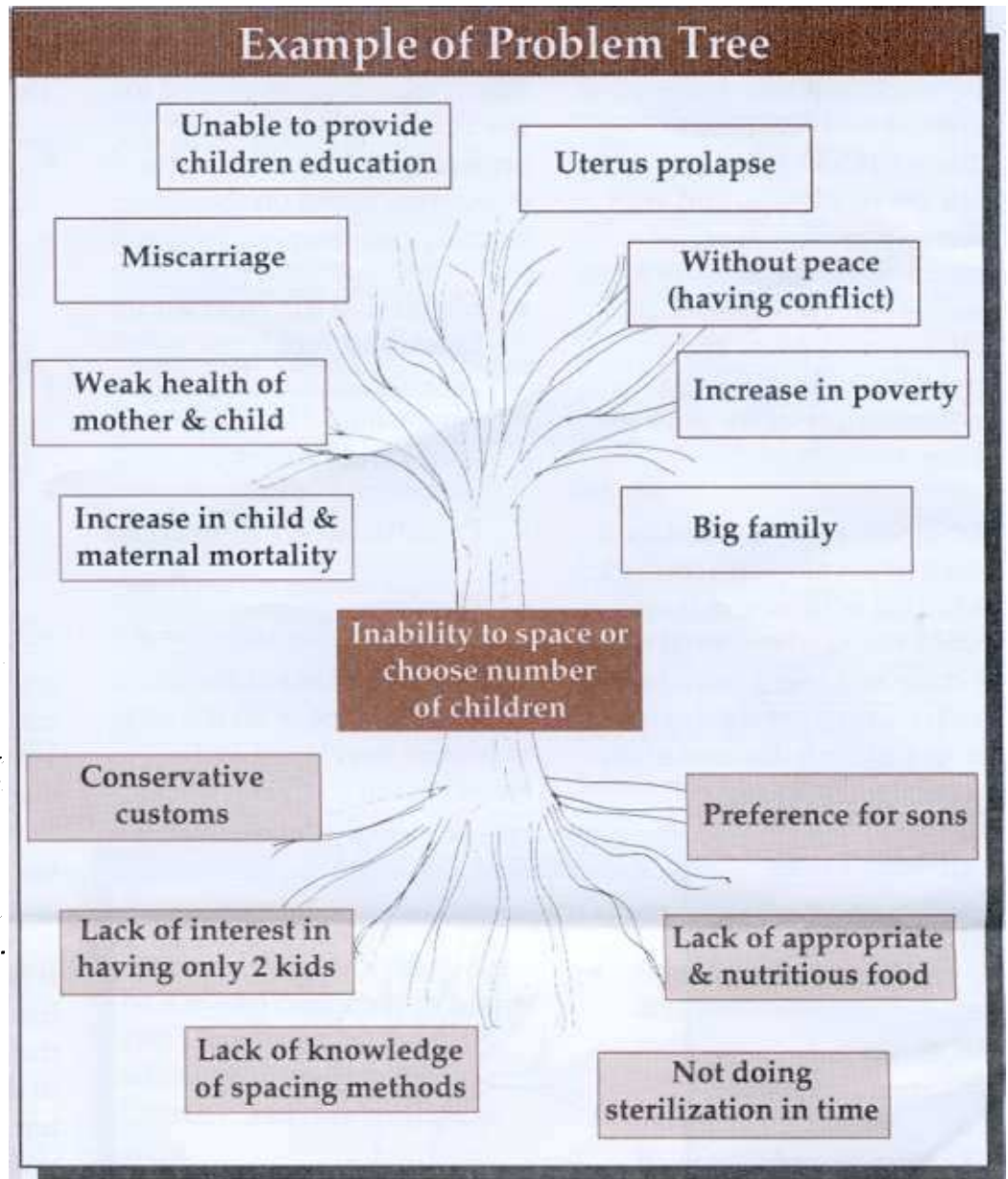
2. Now brainstorm with the group about the consequences of the problem. Again, write each answer on a separate card, using the second color, and tape them on the branches of the tree.
3. The first problem tree is examined and discussed by the whole group, followed by small group work on other problem trees.

- All *roots* and *fruit* cards are coded with their respective *tree trunks* (problem/issue).
- The results of all the small groups are displayed, and participants take a "walk through the forest" as groups present their problem trees to one another.

## Workshop Experience

Workshop participants "grew" 15 problem trees, addressing both "biomedical" (e.g. access to family planning services) and "social" (e.g. violence against women) issues. Presented here is the tree generated from a discussion of spacing children.

Following the Problem Tree practice and presentation, "training triangle" groups were formed to simulate facilitating the preparation of such trees with other groups. In a three-round rotation session, each group member served as facilitator, participant and observer.



**Attaching additional "fruits" to the problem tree.**

### Root Analysis: Social Context vs. Medical/Services Context

**Objective:** To analyze RH problems in terms of the context in which they originate and in which they may best be addressed: medical, social or both.

**Materials Needed:** The completed, coded root cards from the problem trees, a 3-column matrix prepared on the ground, floor, wall or table. Column headings are visual representations of social context (a village scene), medical/services context (a clinic) and, in the middle, a mix of both (a village and clinic in one picture).

**Procedure:** Participants mix the root cards from the various problem trees and group them according to category.

Demonstrate sorting a few root cards from the different problem trees together into three columns.

Then all the participants work together to sort the root cards, first finding any repeats and then placing the cards on the matrix according to their domains.

### Workshop Experience

Once all the root cards were sorted on the matrix, the participants reflected on the results. It was observed that Medical/Service issues were what they usually thought about and dealt with in their programs, whereas the Social Context issues were generally not intentionally or systematically addressed.

Also, it was noted that there were many similar roots across the different problem trees, indicating that different problems have similar underlying causes.




### Consequence Analysis: Gender Differences

**Objective:** To analyze the consequences of reproductive health problems in terms of their differential effects on men and women.

**Materials Needed:** The completed, coded consequence/fruit cards, a 3-column matrix prepared on the ground, floor, wall or table. Column headings are visual representations of a woman only, a man only and, in the middle, a man and a woman together.

1. Demonstrate sorting a few cards from different problem trees into three columns according to those that affect women only, men only and both.

2. Then all the participants work together to sort all the consequence cards, first clustering together all

Example of Root Analysis: Social Context vs. Medical/Services Context		
		
Insufficient health services	Poor nutrition	Religious traditions
Lack of privacy	Not knowing the ill effects of alcohol	Women's lack of confidence
Whooping cough during delivery	Unprotected sex	Gender discrimination
Lack of contraceptives	Lack of transportation	Alcohol
Lack of trained providers	HIV/AIDS	Economic hardship/poverty
Ulcers & wounds	Too many children	Conservative social customs
Infections caused by providers	Secrecy	Burden of work for women
Inappropriate services	Unsafe delivery	Superstition
	Lack of education	Bad relations
	Increase in abortion	Big families




the repeats and then placing the cards on the matrix according to gender implications.

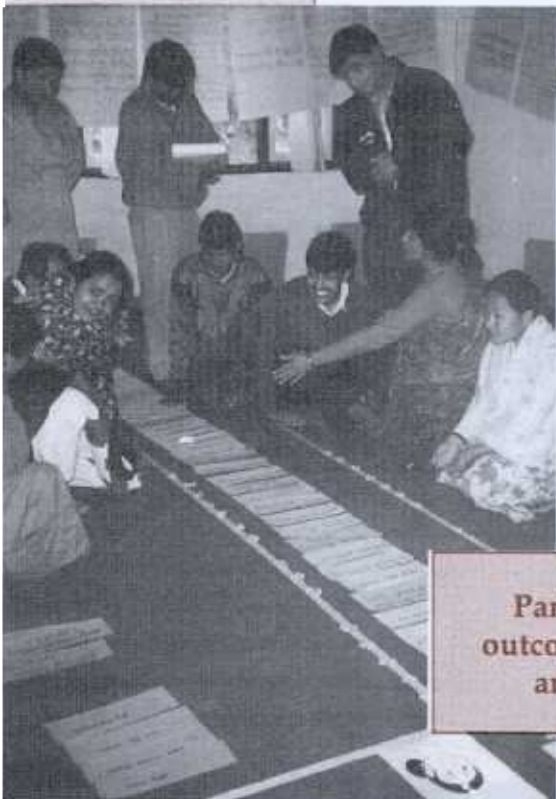
### Workshop Experience

When the workshop participants categorized their consequence cards, almost all of the cards were placed in the middle column to indicate a shared impact on both men and women.

Here is a partial list of the participants' identified consequences and how they categorized them.

## Example of Consequence Analysis: Gender Differences

		
<div data-bbox="472 491 776 579">Unhealthy</div> <div data-bbox="488 632 792 720">Increase in maternal mortality</div> <div data-bbox="472 751 776 840">Death before time</div> <div data-bbox="488 871 792 959">Low status of maternal health</div> <div data-bbox="472 991 776 1079">Need to depend on others</div> <div data-bbox="472 1110 776 1199">Forced to have abortions</div>	<div data-bbox="829 491 1133 579">Increase in STDs</div> <div data-bbox="857 590 1161 678">Lack of family planning services</div> <div data-bbox="857 688 1161 777">Big family</div> <div data-bbox="841 787 1144 875">Drinking alcohol</div> <div data-bbox="857 886 1161 974">Without peace (having conflict)</div> <div data-bbox="841 984 1144 1073">Unable to provide children education</div> <div data-bbox="889 1083 1193 1171">Ignorance</div> <div data-bbox="841 1182 1144 1270">Increasing poverty</div>	<div data-bbox="1235 583 1539 672">Not having a female friend</div>



Participants discussing the outcome of the gender analysis and weighting exercises

### Consequence Analysis: Weighting the Gender Differences

**Objective:** To analyze more deeply the gender differences regarding specific reproductive health problems.

**Materials Needed:** The completed, coded consequence cards sorted into the center column (those affecting both men and women) from the Gender Differences Matrix and 10 beans or small stones for each card.

**Procedure:** Participants use the beans or stones to weight the relative impact of each consequence on men and women.

1. Using 10 beans or stones for each consequence, ask what proportion of the impact is

experienced by women and by men. For example, if the impact is shared equally, put 5 beans or stones on either side of the card.

2. Demonstrate weighting a few consequences with the full group.
3. Then all the participants work together to weight all the consequences.

*more accurately the differences in impact based on gender. For example, while lack of family planning services affected both men and women, the issue had a significantly greater impact on*



Participants deciding how to represent the relative impact on men and women












### Workshop Experience

The participants found that this exercise allowed them to analyze

In the months following the TOT workshop, the participants implemented the work plans they had prepared during the workshop and conducted awareness raising sessions with board members, staff and at least one affiliated women's group.

During these subsequent sessions, the workshop tools and exercises were used to facilitate group discussions around RH and gender issues as well as to identify areas on which to focus clinic, outreach and community efforts.

### Example of Consequence Analysis: Weighting the Gender Differences

		
	<div data-bbox="558 1234 862 1325" style="border: 1px solid black; padding: 5px; text-align: center;">Lack of family planning services</div>	
	<div data-bbox="607 1451 911 1541" style="border: 1px solid black; padding: 5px; text-align: center;">Drinking alcohol</div>	
	<div data-bbox="553 1671 857 1761" style="border: 1px solid black; padding: 5px; text-align: center;">Without peace (having conflict)</div>	
	<div data-bbox="581 1860 885 1950" style="border: 1px solid black; padding: 5px; text-align: center;">Ignorance</div>	

## Reproductive Health Materials Available from World Neighbors



### Responding to Reproductive Health Needs: *Participatory Approach for Analysis & Action*

*Responding to Reproductive Health Needs* is a report and methodology guide with activities designed to enable NGO staff to better understand health from a gender sensitive point of view, analyze their current reproductive health activities, use participatory learning tools and develop action plans. The guide is well illustrated and contains brief reports, descriptions of 15 training exercises, simple explanations of procedures for facilitating the trainings and project results. (1999, 76 pages) **US\$10.00**

This article was based on the publication *Responding to Reproductive Health Needs: Participatory Approach for Analysis and Action*. Denise Caud<sup>™</sup> and Nicole Haberland designed the methods and facilitated the training along with Saraswati Gautam and Gopal Nakarmi.

### Lessons from the Field Series

#### *Integration of Population & Environment I & II*

These two recent publications look at the connections, on the community level, among agricultural practices, environmental conservation and reproductive health/family planning. The first booklet is a collection of papers presented by development professionals while the sequel presents the findings of a three-year operational study carried out by World Neighbors and the Ecuadorian family planning organization CEMPOLAF. Both make compelling arguments for combining agricultural and reproductive health programming. *Integration of Population & Environment I* is only **US\$5.00** and *II* is **FREE!**



We at IIRR, like World Neighbors, have always valued the need to learn from the field...I find it [Lessons from the Field] very useful/relevant to our work and intend using your materials extensively.  
Julian Gonsalves, PhD, VP  
International Institute of Rural Reconstruction

All orders are subject to shipping and handling charges.  
Order these materials or a catalogue of our other publications by contacting World Neighbors (please see below for details).

*World Neighbors In Action* is a how-to-do-it newsletter designed for development program workers. It is published two times a year in English, Spanish and French. Subscription price is US\$10 for two years (four issues) for readers in industrialized countries. Copies are available at no charge to recipients in developing nations.

#1 World Neighbors is a people-to-people, non-profit organization working at the forefront of worldwide efforts to eliminate hunger, disease and poverty in Asia, Africa and Latin America.

World Neighbors' purpose is to strengthen the capacity of marginalized communities to meet their basic needs. We affirm the determination, ingenuity and inherent dignity of all people. Working in partnership with people at the community level since 1951, World Neighbors is recognized as a leader in participatory community development.

Program priorities are food production, community-based health, reproductive health and family planning, water and sanitation, environmental conservation and small business.

Founded in 1951 and rooted in the Judeo-Christian tradition of neighbor helping neighbor, World Neighbors is a non-sectarian, self-help movement supported by private donations. World Neighbors does not solicit nor accept U.S. government funding.

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