Gender Integration into Pre-service Health Education The Liberia Experience

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Outline

• Objectives of the Presentation
• Background
• MCSP Technical approach
• Gender Integration
• Challenges
• Conclusion
Presentation Objectives

• To share the successes and challenges of integrating gender into pre-services health education
MCSP HRH Technical Approach in line with GOL HWP

- Clinical sites
- Students
- Faculty
- Curriculum
- Management
Background

- **Gender and Enrollment**
  - More females as midwives and more males as Lab techs

- **Gender disparities in Liberia Health Workforce (NCHW, 2010)**
  - Overall, 62% of HWs are males
  - Clinical cadres ratio is 50/50
  - 80% of non-clinical cadres are males
Gender Integration

Gender assessment conducted in 2017 Main objective were to:

- Improve matriculation rates
- reduce drop-out
- Enhance academic performance among students in pre-service training programs for midwives and medical laboratory technicians (MLT)
Findings

• Limited access to training on gender for school staff and students
• Lack of adequate Safety and Security for Female Students and access to Feminine Hygiene and Family Planning Services
• Pregnancy reported as primary reason for Dropout
• School Policies do not adequately address gender
• Limited Awareness of Sexual Harassment on Campus
Challenges

• Very limited or no awareness of gender issues

• Lack of documentation on gender issues

• Time line for project implementation too short
Recommendations

• Hold a dissemination meeting to share findings

• Build Awareness About Gender at All Levels

• Strengthen School Policies to address gender issues

• Provide Training on Gender at Schools to build capacity to address gender issues

• Improve School Data Systems to ensure that data include issues on gender
Immediate Action

Focus on Two Areas

• Promoting Gender-Sensitive School Environment
  • Demand generation activities
  • Creating awareness (sexual harassment)
  • Creating accessing to family planning services in schools with dormitory
Immediate Action

- Building the capacity to promote gender equality and SGBV
- Meeting with LBNM, LAMLT, Training Institutions, MOH, other stakeholders to develop gender policy and standards for integration and implementation by schools
- Meet with schools to development and implement plan to address newly developed policies and standards
- Integrating gender into the curricula
- Conduct Gender ETS technical update