

Module 2: Getting To Know More About HMIS

Purpose and Content

After laying the foundation and the context of the Training Programme, the Training Programme will progress to appreciating more the HMIS as a social protection mechanism, particularly in the Philippines set-up. As a start, participants will have a group work where they need to draw and describe their respective HMIS: the organizational structure, key partners, the target beneficiaries, list of services and benefits and amounts of contributions from the members. This is hoped to make the participants appreciate the various features of each one's HMIS as they apply the key principles and components that make an HMIS.

With this as a background, the module will review the rationale for establishing HMIS in the Philippines and expound on its contribution to the overall goal of making quality health care more accessible to the population, particularly to the segment working in the informal sector. Module 2 provides the participants with a basic understanding about health risks, the rationale why those in the informal sector are considered to be more vulnerable and the various ways how the general population are coping with those risks. Module 2 also discusses key features of an HMIS and provides participants with vital information on its efficient and effective operation by expounding the key principles and approaches that govern its formation and establishment.

The last part of Module 2 is the discussion on gender and development. It is critical that participants will be oriented on the principles of gender sensitivity and appreciates its value in the overall development. This session will prepare the participants to assess how gender sensitive their HMIS is and what can be done to strengthen its gender – orientation.

Objectives

At the end of this module, the participants will be able to:

- (1) explain the rationale of social protection and the role of HMIS as a social protection mechanism
- (2) describe the characteristics of an HMIS, its basic principles, components and the various risks it is exposed to
- (3) assess their current HMIS vis-à-vis the given principles and basic features and identify strengths and gaps
- (4) improve their awareness of gender and development principles

Topics and Methodology

Session	Major Topics	Duration	Methodology	Supplies/ Materials
Session 2.1 Social Protection and HMIS	<ul style="list-style-type: none"> * profile of HMIS operated by the participants * rationale of social protection * characteristics of an HMIS * basic principles * organizations * beneficiaries * services * risk management 	90 minutes	Group Work: Draw Your HMIS Mini-lecture Open forum	Manila paper Colored pen/pencils Accomplished Spot Check Slides Handout
Session 2.2 Gender and Development	<ul style="list-style-type: none"> * Definition * Forms of Gender Bias * Underlying Causes 	120 minutes	Plenary Presentation Group Work: Assessment Exercise	Slides Hand-outs Flip Charts Pentel pen

FACILITATOR'S GUIDE

Introduction

1. Introduce the second module by saying that after having been clarified on the rationale of the Training Programme and understanding its ultimate contribution to the overall goal of social protection, you will begin to explore more in-depth the underlying principles of establishing the HMIS as a social protection mechanism.
2. More importantly, explain that the participants will also come to know about gender and development issues and concerns and learn how they can make their HMIS more gender sensitive.
3. Display the slide on the objectives of this module.

Session 2.1: Social Protection and HMIS

Group Work

1. For the first session, request the participants to describe their existing HMIS to appreciate it as a social protection mechanism, and as a way of introducing their HMIS to one another so they can begin to appreciate their own uniqueness and the commonalities they share with others.
2. Group the participants into their respective HMIS and ask them to describe their HMIS according to the following:
 - i. organizational structure
 - ii. key partners
 - iii. total membership
 - iv. services offered/benefit package
 - v. contributions
 - 2.1 Request them to illustrate or draw these features as if they are preparing for gallery viewing.
 - 2.2 Ask them to post their output on the wall around the room.
3. Do not make any discussion yet but guide the gallery viewing from one group to another. This should be completed in 10 minutes.
4. Advise the participants to go back in plenary for the presentation of social protection and HMIS.

Plenary Presentation

5. Now that the participants have described their HMIS, request the resource person to talk about Social Protection and HMIS.
6. Explain that this session hopes to clarify further the underlying principles on social protection, describe the basic components that make an HMIS, the challenges of any social protection or HMIS and the key management principles to be observed in managing and running an HMIS.
7. Further explain to the participants that this session will also serve as a venue for clarifying terms and levelling their understanding about significant principles.
8. Remind the resource person and the participants about the accomplished spot check done earlier and the posted HMIS profiles as reference during the plenary presentation.
9. Advise the participants to raise issues in plenary.
10. Provide a time for open forum after the presentation.
11. Refer participants to the copy of the slides that are presented by the resource person.
12. In closing the session, emphasize the following key messages

Key Messages

- (1) Decent work sums up aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.
- (2) Emphasize the basic principles of social protections which are (a) equality of treatment, (b) Solidarity, (c) Inclusiveness, (d) general responsibility of the State, and (e) transparent and democratic management.
- (3) The advantages of HMIS include: (a) greater security in the event of sickness for members and their dependents, (b) better continuity of treatment, (c) reduction of delay in seeking care, (d) Reduction of financial limitations, and (e) reduction of parallel practices.

Session 2.3: Gender and Development

1. Explain that aside from being clarified with the context of the Training Programme, it is also necessary for every participant to be clarified on gender and development principles and concepts.
2. Refer to the accomplished Spot Check on gender awareness and acknowledge the results. If there are a number of participants who are already familiar with gender, encourage them to become resource persons during this session.

Definition of Gender, Sex and Sexuality

3. Start the session by asking the participants to differentiate “gender,” “sex” and “sexual orientation,” by writing their definitions on the meta cards.
4. Post the flip charts for the “gender,” “sex” and “sexuality” definition
5. Request the participants to post their own definitions.
6. Go over the shared definitions and relate it with the definition you have prepared by flashing the slides.
7. Be sure to have made a distinction about these three terms. To further explain the differences, flash the slide further explaining the differences of the three terms.
8. Encourage participants to ask clarificatory questions as much as possible, or you may want to ask them further questions to validate if they got the definitions right.

Forms of Gender Bias

8. Ask the participants what forms of gender bias do they know of. Ask them to share these in the group. As they share, write on the board the form of gender bias they know.
9. Amplify the discussion of each gender bias by presenting the slide on the forms of gender bias. Those that were missed by the participants, explain them in more detail.
10. As these biases are being discussed, relate how each can also be unconsciously committed in setting up and running their own HMIS. Give specific examples using their own situation. Examples of these gender biases in their HMIS may be in the following areas:
 - considering the opinions of women in planning their HMIS
 - encouraging women to be officers in the organization

- considering the health concerns of women in the design of the benefit package or services to be offered by th HMIS
- age and sex dis-aggregation of the roster of membership
- IEC materials or other reports/materials promote respect for women and men alike

11. In this presentation, highlight the root causes of gender bias and emphasize that these are acquired and not born with, which means that they can be overcome by being more gender sensitive.

Underlying Causes of Gender Bias – Group Work

12. For this topic, organize the participants into group work by assigning each group to work on 1–2 institutions/sector where gender biases are usually perpetuated. These groups will include the following:

- family/home
- educational system/schools
- workforce/labor
- political arena
- church institutions

13. Each group will be requested to answer and discuss the following question: “Enumerate the forms of gender biases that are practised in the institution assigned to you group”

14. Provide them with a flip chart where to write their responses. The following template will be used:

Girls/Females	Boys/Males

15. Innovate in the presentation of each group of their outputs. You may take this opportunity to “dissentize” them on sexual terms” and to make them appreciate more the sexual orientations of other people. For each group, assign a certain “manner and voice” in presenting their outputs. Write these in pieces of paper and let each group draw lot which manner and voice they will use. Examples are:

- macho voice/manner
- sensuous voice/manner
- giant voice/manner

- child-like voice/manner
 - orgasmic voice/manner
16. Request each group to make their presentations adopting the voice/manner they have selected. After each presentation, further clarify the biases that were shared.
 17. To close this exercise, interchange the characteristics attributed to males/boys with that of the females/girls. Ask the participants if such behavior or characteristic can possibly be exhibited or practiced by the opposite sex. At this point, emphasize again the message that gender biases are actually perpetuated by the institutions and these are deeply rooted. However, they can also be overcome.

Assessment of the Gender-Sensitivity of their HMIS

18. As a closing activity for this session, ask the participants to group according to their HMIS.
19. Distribute the checklist on Gender Sensitivity Assessment and ask them to assess their own HMIS. They should discuss their assessment as a group. Request them to place the results of their discussion on the checklist that was provided.
20. Collect the accomplished assessment and inform them that these will be an input to the Action Planning to be done during the last day of the Training Programme.
21. Close the second module, and thank the participants for participating actively in the sessions.
22. Distribute the Hand-outs on Gender and Development.

SLIDES

**(Please refer to the powerpoint slides –
Module 2a – Social Protection
Module 2b – Gender)**

Worksheet 2–1: Assessment Checklist How Gender Sensitive Is Your HMIS

Elements/Questions	Yes	No	Gender Rate (1-low; 5-high)	Why?
A. Organizational Structure				
1. our set of officers include women				
2. the top leadership of our HMIS is usually a man				
3. the secretary in our organization is usually a woman				
4. any woman or man can represent the HMIS in external meetings				
B. Services Offered				
1. same services are offered to all members regardless of sex				
2. our members enjoy the same benefits regardless of sex				
3. our HMIS provide special services to meet the health needs of women (e.g. prenatal, maternity leave, etc.)				
C. Manuals/Records				
1. our recording system disaggregates between male and female				
2. our manual of operations or by-laws make use of terminologies that promote gender equality				
3. our information materials does not contain terms and visuals stereotyping men and women				
D. Decision-Making				
1. our male and female members alike have equal voice during election				
2. in board meetings and other occasions, the opinions of women are solicited equally as that of the male members				
E. Special Events/Functions				
1. female members of the organization usually assigned to do domestic tasks				
2. During special events, male participation has more to do with physically heavy tasks				

Annexes

Slides for Module 2a: Social Protection

Annexes

Slides for Module 2b: Gender