

Centring **women** in the planning  
and delivery of  
*Field Epidemiology Training  
Programs*



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# Key research questions

- How should FETPs be designed and delivered to support women's participation?
- What kinds of institutional frameworks (norms and policies) and structures (leadership and governance arrangements) are required to better support more gender sensitive FETP design and delivery?



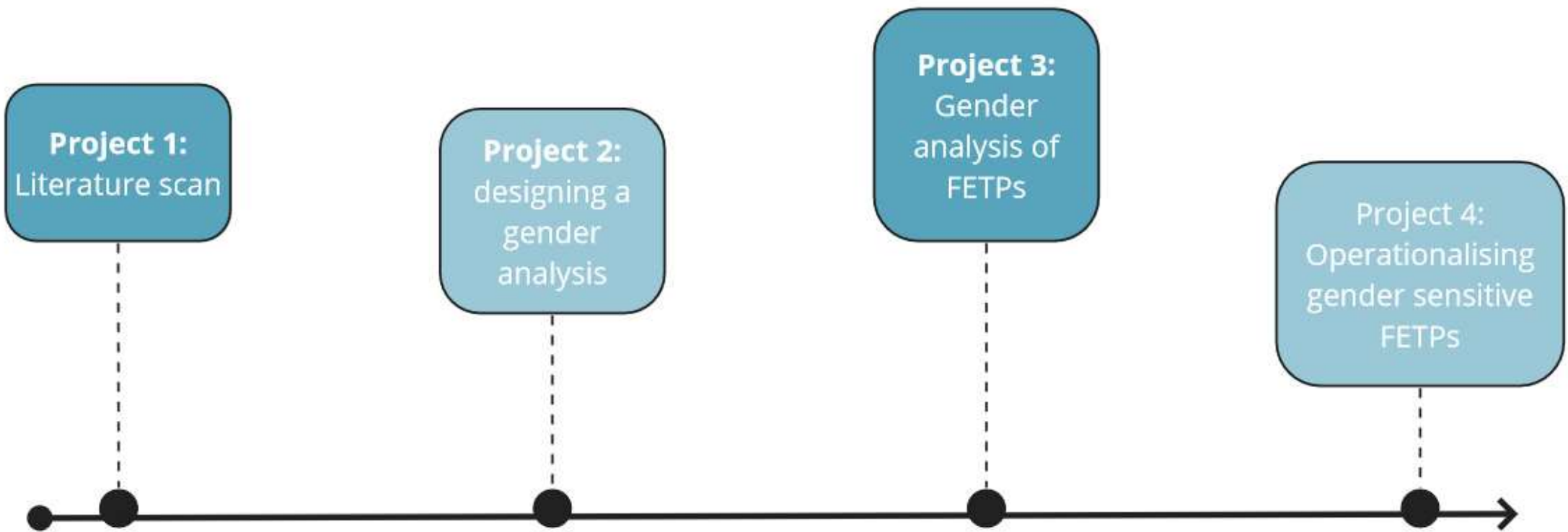
Cover of *The Lancet*  
9 Feb 2019 issue focusing on advancing  
women in science, medicine & global health  
<https://www.thelancet.com/lancet-women>

# Gender analysis

- Different methods
- Aims to create an understanding of:
  - Relationships
  - Access to resources
  - Activities
  - Relative constraints

} Between women, men, and non-binary people





We are here:

- 4 September 2022 - ILS at TEPHINET Global Conference
- 11 September 2023 - ILS at SAFETYNET Conference
- 25 September 2023 - ILS at TEPHINET Americas Conference

Findings from all will inform design of gender analysis

# Findings so far – illustrative quotes from TEPHINET ILS 2022

DOMAIN 1: Gender, society and norms

“Just recently, I started asking myself, "Why am I having a lot of resistance? Why am I seeing a lot of opposition? Why is it becoming difficult for people to support me the way my predecessors were supported?" Yeah. A lot of reasons come up or this is why, so this is why, but the reason I started thinking, could it have anything to do with my gender, right? Yes. Could be because this is a female?”

“So I think it's different for us because when we think about a woman in a leadership, in a leader point, we got to speak louder than other men that think that while we are a woman we know less, or we can decide less, or we can make less... We need to make more effort to be in this place, that's what I'm trying to say.”



“So it does, because all these could just be clouded with the fact that we are having a lot of success stories from females, but how much energy does it take for them to get to where they are compared to what the other gender faces, right?”

# Findings so far – illustrative quotes from TEPHINET ILS 2022

DOMAIN 2: FETPs & field epidemiology

“And during the first workshop, one of the women asked about what's the arrangement? What do we do if we need maternity leave? And it hadn't been considered. And it's like, this is probably three quarters of the room were women, and it hadn't even been considered. And I mean, our [country] programs have been going on for decades.”

“We wouldn't tell someone they can't have a kid during [their FETP]... But that doesn't mean that they're going to have the same experience. They're going to get put in data cleaning all the time.”

“So when it’s men, they sleep in these places that for us, it’s dangerous. So we have to spend our own money to get a better, safe hotel. Not better, just safe. So we are having to face that, but then there’s no one to listen to that because there’s like, you want equality, then this is equality.”

# Findings so far – illustrative quotes from TEPHINET ILS 2022

DOMAIN 3: Addressing gender in FETPs

“That's why they don't realise safety perspective. They think it's luxury. They should include the female perspective in everything.”

“Actually, when we started and we were just waiting for a few more minutes, I wondered if any man were going to show up and I realised that I was being so hopeful about the world and it wasn't going to happen. If this is not a discussion for everybody, it's only a problem for who suffers it. So if we don't tell or show that this is a problem, they won't see it because they are not involved in question, they're not interested in talking about our stuff.”



“It might backfire in the way that they don't want to hire females or, you know?”

“But what I was saying was that the faculty should be sensitised first. Otherwise, it might become like, "Oh, we have to protect females." We don't want that to happen. We don't want protection.”

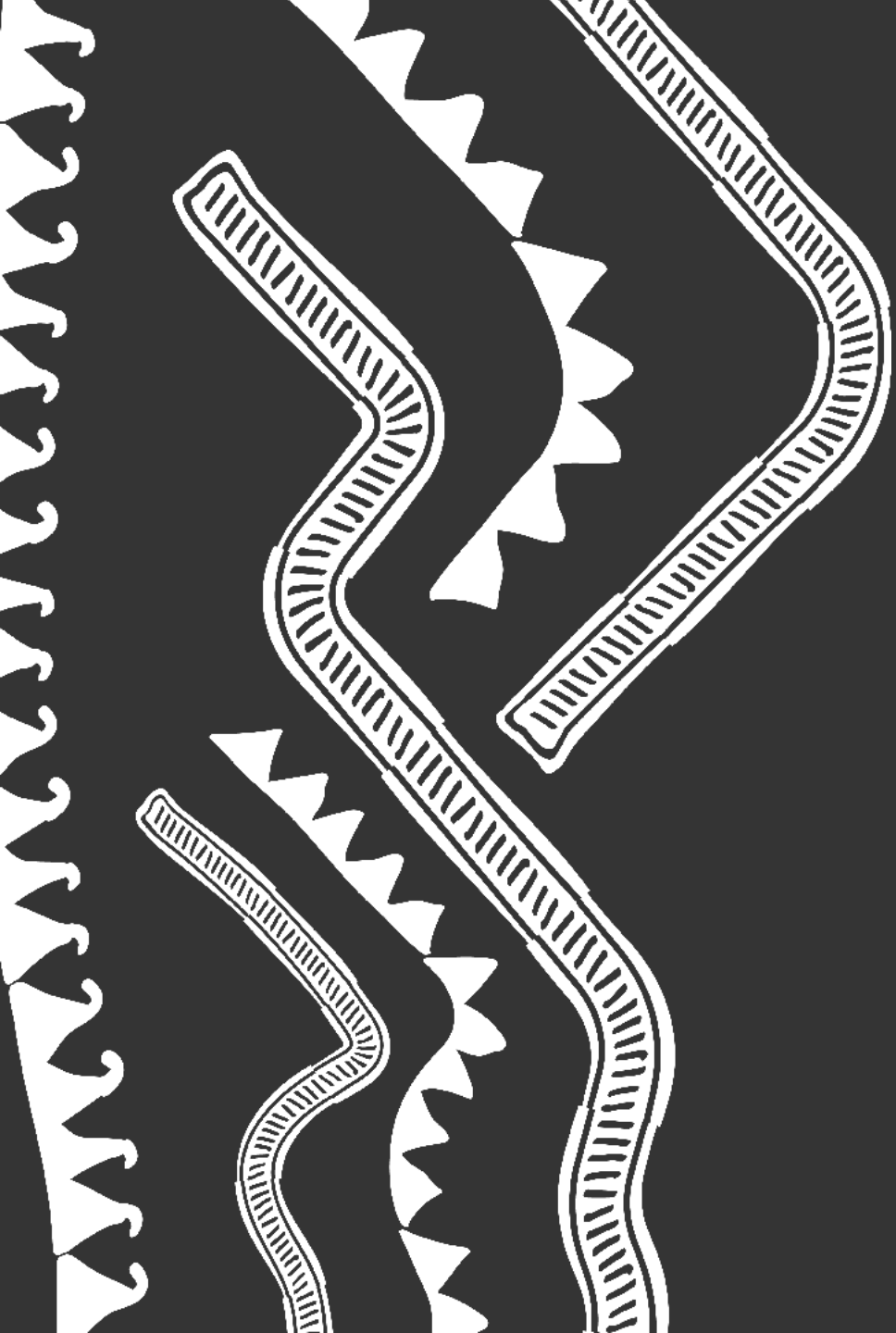
# What's next?

- Finalising gender analysis process
- Creating data collection tools
- Gender analyses of FETPs

If you're interested in getting involved in any of the above, please get in touch:

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## References

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