Using the gender continuum to monitor projects
The gender continuum

- **gender negative**: Reinforces unequal gender norms
- **gender neutral**: No explicit attention to gender
- **gender parity focused**: Focus on numbers of women and men 50/50
- **gender responsive**: Addresses different needs of men and women
- **gender transformative**: Addresses underlying causes of gender inequality
Examples from HIV projects

- **Gender Negative**
  - **Damaging gender stereotypes**: Failing to address the different needs of females and males.
  - **Examples of efforts that do** reinforce damaging gender stereotypes:
    - Using a macho image of men to sell condoms.
    - Street drama which reinforces women as dangerous disease carriers.

- **Gender neutral or Do no harm**
  - **Examples include**:
    - Prevention education messages that are not targeted to a particular sex, such as “be faithful” or “stick to one partner.”
    - Treatment and care services that make no distinction between the needs of women and men, girls and boys.
    - Where these words are included: Vulnerable groups/IDUs, people, patients, civil society, migrant workers, positive people.

- **Gender Sensitive**
  - **Recognizing and responding to the differential needs of individuals based on their gender and sexuality.**
  - **Examples include efforts that**:
    - Provide women with a female condom or a microbicide, and post exposure prophylaxis.
    - Provide information to women and men on how to protect themselves.
    - Integrate STI treatment services with family planning to help women access services without fear of social censure.

- **Gender transformative & gender empowerment**
  - **Transforming gender roles and creating more gender-equitable relationships.**
  - **Examples include efforts that foster social dialogue and structural change in the relation between gender inequality and HIV**:
    - Constructive roles for men in prevention/care.
    - Reducing violence against women.
    - Couple counseling in HIV testing clinics.
    - Improve women’s access to economic resources.
    - Increase women’s political participation.
    - Protect women from violence.
    - Action research on masculinity which promotes gender equitable male attitudes and behaviors.
    - Legislative reform which recognizes and addresses gender inequalities.
### The continuum a monitoring tool

<table>
<thead>
<tr>
<th>Focus area</th>
<th>Fiji &amp; PIs</th>
<th>Pakistan</th>
<th>Viet Nam</th>
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</thead>
<tbody>
<tr>
<td>National Strategic Plans</td>
<td><strong>Support to identify UA targets.</strong> Technical support to develop and update strategic plans <strong>Pilot CHAT</strong></td>
<td><strong>Build capacity of Programme and planning</strong> Technical support to costing</td>
<td><strong>Advocacy and technical support for Rights-Based Approaches with NGOs Party and positive groups</strong></td>
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<td>Advocacy work</td>
<td>-</td>
<td>-</td>
<td><strong>Establishment of positive women’s empathy clubs</strong></td>
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<td>Men who have sex with men</td>
<td><strong>Commission behavioural research on MSM, assist in the establishment of a Pacific MSM and sexual minorities network</strong></td>
<td>-</td>
<td><strong>MSM have now been included in the new Law on HIV/AIDS Prevention and Control, the National M&amp;E Framework, Sentinel Surveillance, Integrated Biological Behavioural Surveillance (IBBS) and the draft Programs of Action on Behaviour Change Communication, Harm Reduction and STI Prevention.</strong></td>
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<td>Legal reform and rights</td>
<td><strong>Regional workshop on HIV Human rights and the law which is gender appropriate</strong></td>
<td>-</td>
<td><strong>Working with legislature to address laws which discriminate against sexual minorities and increase vulnerability to HIV.</strong></td>
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Questions to consider

- Where does the project sit on the continuum?
- What would you need to do to move it along the continuum?
- What type of activities would be required to make this a gender transformative project?