

Training Session Plan

Spheres of Influence **Health workers & human rights**



The International Federation of Health and Human Rights Organisations (IFHHRO)

IFHHRO forms a unique network of active organisations committed to the protection and promotion of health related human rights. Members and observers are human rights groups which address health-related rights violations, medical associations involved in human rights work, and organisations that have been created specifically to mobilize health workers for human rights protection.

For more information visit our website: www.ifhhro.org

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Learning Objectives

- To realize the diversity of causes behind human rights issues in healthcare
- To become aware of ways in which health workers can influence human rights issues



Target Group

Health workers



Duration

30 - 45 minutes



Materials

- Chalk or masking tape



Training Aids

1. Right to health examples
2. Spheres of influence diagram



Session Plan

This brief session can be used for multiple purposes in a training course. It can be used to clarify how human rights influence healthcare, to analyze causes and possible solutions of human rights issues in healthcare, to bring together input and examples from previous sessions and as preparation for a session on human rights action.

Related sessions that also use the Spheres of Influence Diagram are 'Would've could've should've: the role of health workers in human rights issues' and 'Steps for Change: Human rights action for health workers'. Both sessions, as well as other session plans on health and human rights can found online in the IFHHRO Training Manual 'Human Rights for Health Workers' at www.ifhhro-training-manual.org

Preparation

Print the right to health examples from Training Aid 1 or replace with other examples.

Replicate the Spheres of Influence Diagram (Training Aid 2) on the floor of the training room using chalk or tape. Make it large enough for several participants to be able to stand inside the circles.

Step 1 Introduction (5 minutes)

Tell the participants that during this session they will look at different human rights issues related to healthcare using the Spheres of Influence Diagram depicted on the floor.

Divide participants into four groups and provide each group with an example (Training Aid 1).

Step 2 Spheres of Influence (5 minutes)

Ask the participants to form a circle around the Spheres of Influence Diagram. Use Training Aid 2 to explain the meaning of the diagram.

Step 3 Examples & Questions (20 minutes)

Explain to the participants that they will be asked three questions about their right to health example. To answer the questions the participants from one group have to take a position inside the spheres of influence diagram. The answers should not be decided upon by the group, but should be based on individual opinions. There are no incorrect answers.

Instruct the first group to step inside the Spheres of Influence Diagram and read out their example. Next, pose the following three questions one at a time:

1. In which of the three spheres can the cause of this human rights issue be found? (Why is this happening?)
2. In which of the three spheres should something change to make sure this stops happening?
3. In which of the three spheres can health workers take action to make sure this does not happen anymore?

After each question, when the participants have taken a position inside the Spheres of Influence Diagram, ask them to explain their answers.

Repeat for the other three groups.

Step 4 Summary (5 – 15 minutes)

Conclude the session by summarizing the main message:

- Causes of human rights issues in healthcare can be found in all three spheres: individual patient care, the work sphere and outside the work sphere
- Action in different spheres can therefore be necessary to bring an end to these issues
- Health workers can play a role in each of the three spheres to address human rights issues

If there is time available the session can be rounded off by asking the participants whether anyone has an example they would like to share and answer the questions in the diagram with the whole group. Another alternative is to provide an additional example that is relevant for all and to answer the three questions altogether.

Training Aid 1 – Right to health examples

The examples below are from different countries. These can also be replaced with other examples relevant to the training theme or examples collected from participants in advance. When replacing examples make sure each example covers causes in the different spheres from the diagram (see Training Aid 2).

----- ✂ -----
1 | At a detention centre in Malawi a woman is refused medical treatment for a serious wound because she has HIV

----- ✂ -----
2 | The government of a country in Asia has enacted a law requiring women to have authorization from a male relative to be able to receive reproductive health services

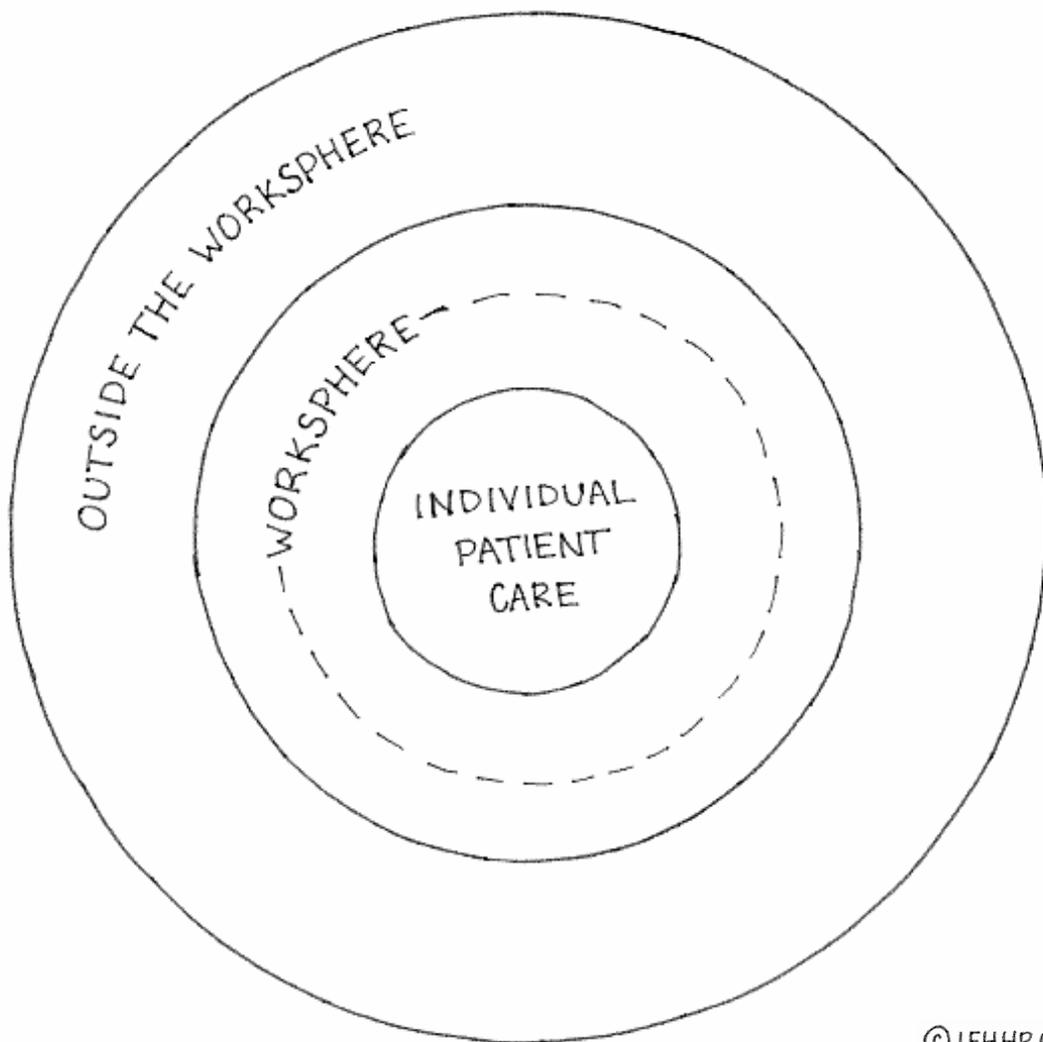
----- ✂ -----
3 | In Bolivia an old man with diabetes is unable to obtain insulin because it has been out of stock at the pharmacy in his rural village for the last months

----- ✂ -----
4 | In Vietnam no pain relief is administered to infants because health workers believe that young children have an underdeveloped sensory nerve system meaning they will not experience pain

----- ✂ -----

Training Aid 2 – Spheres of Influence Diagram

This diagram needs to be replicated on the floor of the training room.



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Individual patient care (inner circle): the primary role of a health worker.

Direct work sphere (middle circle up to dotted line): other professional responsibilities, includes colleagues, superiors, patients and their families.

Indirect work sphere (middle circle past the dotted line): not part of work responsibilities, areas of the work environment in which a health worker is not directly involved. Examples: hospital management, professional association.

What falls within the direct work sphere and the indirect work sphere is different for each health worker as it depends on position, responsibilities and professional activities.

Outside the work sphere: actors that lie beyond daily work such as the government, media and society.