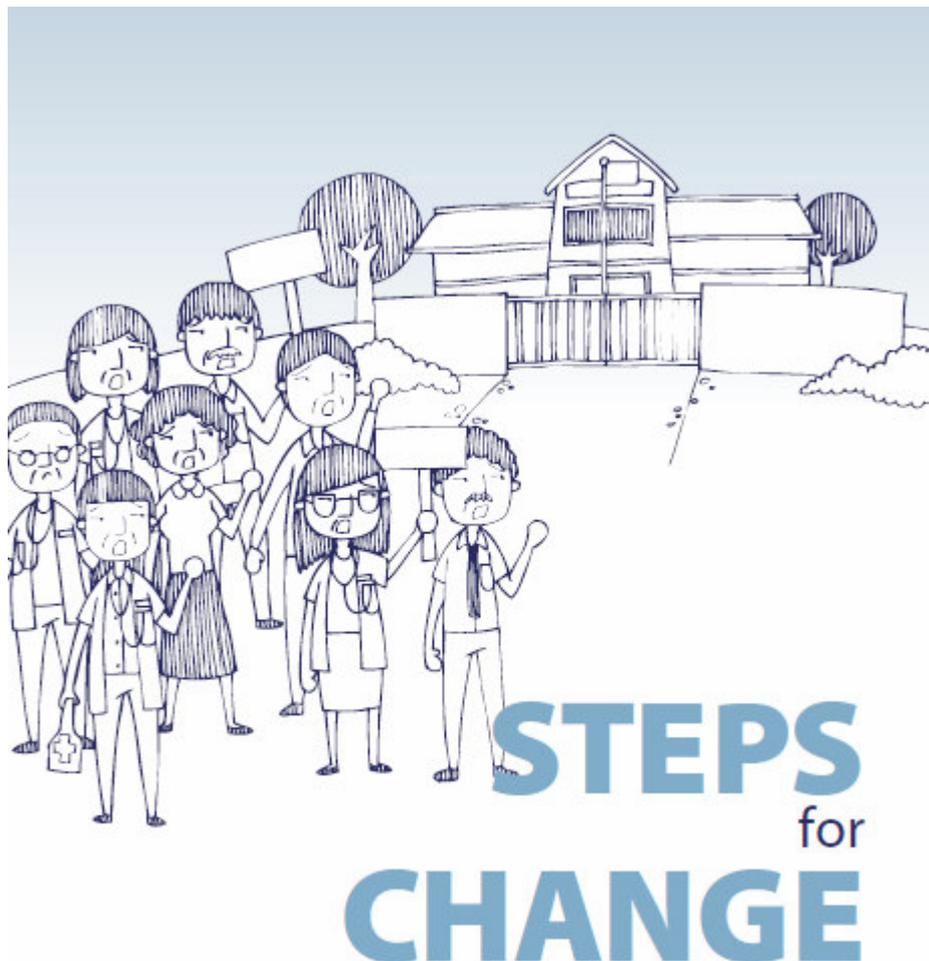


Training Session Plan

Steps for Change **Human rights action by health workers**



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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 understand how problems within a healthcare system can be framed as human rights issues
- To become aware of different ways in which health workers can play a role in addressing human rights issues in the healthcare system



Target Group

Health workers interested in taking human rights action



Duration

90 minutes



Materials

- Six sheets of flipchart paper
- Three markers in different colours
- Masking tape or blu-tack
- Empty cards for additional actors



Training Aids

1. IFHHRO Publication – Steps for Change: A human rights action guide for health workers. The guide can be ordered or downloaded from www.ifhhro.org.
2. Actor Cards



Session Plan

This session is based on the IFHHRO publication Steps for Change: A human rights action guide for health workers, and is meant as an introduction to the Guide. The example used in this session plan has been taken from the Guide but can be replaced to fit the local context.

The session works best in combination with other sessions introducing the relationship between health and human rights and the role of health workers. These sessions, as well as a Training Programme which indicates how they can be combined can be found online in the IFHHRO Training Manual 'Human Rights for Health Workers' at www.ifhhro-training-manual.org

Preparation

Order or print a copy of Training Aid 1 for each participant. Study the Guide beforehand.

Replicate the Spheres of Influence Diagram from page 13 of the Guide (Training Aid 1) on two sheets of flipchart paper, excluding the names of the three spheres.

On a sheet of flipchart paper create a list of the seven human rights which are relevant within healthcare systems described on pages 21-24 of the Guide (Training Aid 1).

Print and cut out the actor cards (Training Aid 2).

Prepare three sheets of flipchart paper by writing one of the following titles on top of each:
INDIVIDUAL PATIENT CARE // WORK SPHERE // OUTSIDE WORK SPHERE

Step 1 *Introducing the problem (10 minutes)*

Tell the participants that during this session they will learn how a healthcare problem can be framed as a human rights issue and look at opportunities for health worker action. Explain that this session is based on the IFHHRO publication *Steps for Change: A human rights action guide for health workers* which they will receive at the end of the session.

Introduce the human rights issue which will be used as an example. This session plan uses the example from *Steps for Change* as described on page 19 of the Guide. If another example is used it needs to be analysed and presented in the same way, as indicated in the Guide (pages 18-19).

Step 2 *Spheres of Influence (5 minutes)*

Hang up the prepared sheets of flipchart paper with the Spheres of Influence diagram at the front of the room where everyone can see it. Explain the meaning of the diagram using the information on page 13 of the Guide.

Optional: This step can be replaced by a more extensive 30-minute session which uses the same diagram called Spheres of Influence: Health workers and human rights available from the IFHHRO online manual.

Step 3 *Why is it Happening? – The causes (15 minutes)*

Ask participants to come up with possible causes of the human rights issue described during Step 1 and to identify the applicable sphere in the diagram.

Collect as many causes as possible from the participants and write these into the diagram. The worked out example on page 27 of the Guide can be used for input, but the causes from the participants do not necessarily have to correspond with the example as long as they are realistic.

Step 4 *Which human rights are affected? (10 minutes)*

Hang up the prepared list of rights and ask the participants which rights they think are relevant to the issue and the causes identified. Also ask them to explain why a certain right can apply to the issue.

Explain which rights are applicable using the information tables on pages 21-24 and the completed example on page 25 of the Guide.

Step 5 *Who is involved? – The actors (15 minutes)*

Turn back to the Spheres of Influence diagram with the causes written into it. Ask participants to identify the relevant actors connected to the different causes. Start with the actors directly involved (health worker and patient) and then move to other relevant actors.

Paste cards with actors next to the cause to which it is linked. The actor cards (Training Aid 2) are taken from the completed example on page 29 of the Guide. These can be supplemented with any actors written down as participants call them out.

Step 6 *Health Worker Action (15 minutes)*

Hang up the prepared sheets of flip chart paper (with the titles INDIVIDUAL PATIENT CARE, WORK SPHERE, and OUTSIDE WORK SPHERE) at the front of the room where everyone can see them. Tape a line on the floor some distance from the flipcharts. Divide the participants into three groups and ask each group to form a queue behind the line facing one of the flipchart sheets. Provide the persons at the front of each queue with a marker.

Tell the participants that they need to come up with actions by health workers in each sphere to address the causes of the human rights issue identified. Each group needs to identify as many actions as possible for their sphere within a limited time. The person at the front of the queue starts by writing down an action, hands the marker to the next person and moves to the back of the line, and so on.

After 3 minutes the groups need to switch to another flip chart. Switch again after another 3 minutes until each group has had a chance to add possible actions to each sphere.

Step 7 *Presentation and Conclusion (15 minutes)*

Ask each group to present and explain one list.

Discuss the outcome using the following questions:

Can similar types of actions be identified?

Which actions are most/least feasible? Why?

Are there specific factors which can affect feasibility?

Which action would be the best place to start? Why?

Do the actors identified play a role in any of the actions? How?

Step 8 *Conclusion (5 minutes)*

Describe the action that the health worker took for the example used. The necessary information can be found on page 34 of the Guide.

Hand out Steps for Change (Training Aid 1). Conclude the session by explaining that the analysis carried out during this session is laid out step by step in the Guide and can be applied to problems within their own health system. The Guide also contains an extensive overview of possibilities for action.

Training Aid 2 – Actor Cards

Print and cut out the cards below.

patient

health
worker

family of
patient

hospital staff

hospital
management

pharmacies

civil society
organisations

medical
associations

ministry of
health

health policy
makers

ministry of
finance

ministry of
education

local
government

government

development
organisations

