

Islamic Republic of Pakistan:

Khyber Pakhtunkhwa Health Systems Strengthening Program (KPHSSP)

GBV and the Role of Healthcare Providers



Online Mentoring session with the 48 Master Trainers who attended a two-day TOT

03-04- Feb 2025, Peshawar

for the Health Care Providers from 32 SHC Facilities of Khyber Pakhtunkhwa, Pakistan



خواخوړي
همدلی
بم احساسی



Structure of the online Session



Opening remarks by Moderator

Dr. Attaullah Khan

Welcome by Organizers ADB Team

Presentation by Dr. Rakhshinda Perveen. Consultant Gender Expert
ADB for KPHSSP & Trainer of the Master Trainer' Workshop/TOT

Comments by the Master trainers -Participants & Moderator

Dr. Attaullah Khan

Q & A by Master trainers - Participants

Closing remarks by Moderator Dr. Attaullah Khan

Unique Insights by Master Trainers in their Evaluation :

1. Concepts of awareness and sensitization on GBV
2. Concept of empathy /Difference between empathy and sympathy
3. Survivor-centered approach to address GBV
4. Enhanced understanding of GBV
5. Men and boys and trans people are also affected by GBV
6. Opportunity to be a Master Trainer at SHC Facility level
7. Forms of GBV
8. Psychological support to survivors of GBV
9. Mandatory display of the Code of Conduct in hospitals
10. Difference between gender and sex
11. Time Management
12. Training Skills
13. Human Rights
14. WHO's recommendation about clinical screening of GBV survivors at healthcare facility
15. DLIs
16. **DO NO HARM principle**
17. Confidentiality
18. Nonjudgmental attitude & behaviour

Checklist for Organizing a Training

Pre-Training Preparation:

- List of the Names of Potential attendees/trainees with contact numbers & designations
- Attendance sheet (Proforma)
- certificates
- **Photocopies:** Agenda, Pré-Test, Post-Test, Evaluation sheet, (all placed in clearly labeled envelopes). + CONTENTS of the Welcome Packet/folder. Welcome packet/folder (Agenda& handouts).
- Room setup plan (arrangement of chairs, tables, and materials for group activities)
- Setting up a WhatsApp group to share PowerPoint presentations after training/meeting and any other logistical information before training.

Training Resources : (responsibility Master trainer. Master trainer can consult Dr.Rakhshinda or Dr. Attaullah if any assistance is required.)

- ▶ Develop or customize training content to suit the audience.
- ▶ Prepare presentations, handouts, and any multimedia tools. (You have it already)
- ▶ Translate materials into the necessary languages if required.

▶ **Logistics and Scheduling:** (SHC Facility Admin.& Management & KP DoH- PMIU) Contact Person: Dr.Ataullah Khan & MS Of Your Hospital

- ▶ Confirm the venue, timings and equipment for the training.
- ▶ Ensure technical support is in place (audio-visual, internet).
- ▶ Send invitations or reminders to participants with details (time,, pre-reading, etc.) via whats app group and or personally.



Training Days

Housekeeping Information:

1. **Mobile Phones:** Request participants to put their phones on silent mode during sessions to avoid disruptions.
2. **Wi-Fi Access:** Share any available Wi-Fi details, including network name and password, if applicable.

During-Training Tasks:

1. Welcome and Orientation:

- Ensure all participants are settled.
- Introduce yourself and if you are doing with other trainers and facilitators introduce all of them.
- Review the agenda, objectives, and expectations for the session.

2. Participant Engagement: :

- Facilitate introductions or icebreakers to build rapport.
- Encourage participation through Q&A, discussions, or interactive activities.
- Monitor participant engagement (questions, chat, or body language).

2. Session Flow and Timing: :

- Keep track of time to ensure all topics are covered.
- Adjust the pace if necessary, depending on participant comprehension.
- Take short breaks to avoid fatigue (especially in long sessions).

Technical Support:

- Ensure audio/visual quality is maintained throughout.
- Be prepared for any technical difficulties and troubleshoot quickly.
- Have backup materials or alternative methods (e.g., switching from Multi MEDIA TO FLIP CHARTS or Only Verbal presentation) You can ask Participants to open files /power point presentation on their phones.

Documentation: :

- Record or write down key points/or summaries during discussions.
- Take notes of any questions that need follow-up or additional resources.
- Ensure attendance is recorded.


Conclusion: :

- Summarize key learnings and takeaways.
- Announce the next steps (e.g., post-training materials, upcoming sessions).
- Thank participants for their involvement and share feedback mechanisms.

This checklist will help streamline the preparation and delivery of effective training sessions!

Training Materials and Resources:

- Multimedia
- Sound system/microphone
- Ample space for group work
- Flip charts
- Paper tape
- Black markers
- Notepad and pen
- Projector or large screen (for presentations)
- Whiteboard and eraser (for dynamic discussions)
- Laptop or tablet (for managing multimedia presentations)
- Extension cords and chargers (to ensure access to power for devices)
- Water and refreshments (to keep participants energized)



Attendance sheet
result card
consolidated result sheet
evaluation form
Pretest
post test
agenda
workplan

Proformas of Training Kit

Preparing yourself as a Trainer-some more tips & technical advice



Practice your session



1. How to start a training session?
(refer to cue sheet)



2. How to do Brainstorming Session about GBV?
(refer to handouts & recall TOT)



3. How to tell trainees about forms of GBV?
refer to handouts & recall TOT)



4. What 3 messages should be given to trainees about Harassment at Workplace?



(It is a form of GBV, Inquiry Committees & Amended law is inclusive -all genders a& all forms of harassment -sexual or not ...).

- ▶ Read ,Read& Understand
- ▶ Read all resource material
- ▶ Atleast read FAQ & Glossaries
- ▶ & Training methods/techniques
- ▶ There is NO Shortcut
- ▶ Practice with your friends
- ▶ Repeat

