

Dear colleagues – I trust that all is well with you.

In this edition, we focus on **women**, **human rights** and **TB**.

Women form the bulk of our workforce, and through the WEL process, have been exposed to personal, management and leadership development. International Women's Day on 8 March is a global platform for celebrating the social, economic, cultural and political achievements of women – while also marking a call to action for accelerating gender balance.

The theme for International Women's Day 2019 is #BalanceforBetter: calling for a more gender-equal world. So, if gender balance is about ease of access, opportunity and participation in decision-making for women, men and non-binary individuals, I wonder what the response to this call would be from a woman in a rural area?

<https://www.internationalwomensday.com>



TEN ASKS FOR DOING THINGS DIFFERENTLY FOR GENDER EQUALITY
By Women in Global Health

- CHANGE THE NARRATIVE**  women in global health are change agents and drivers of health, not victims.
- SHIFT THE MIND-SET**  take advantage of 100% of the talent pool, especially women, all genders, marginalized groups and people from diverse backgrounds.
- INCLUDE VOICES FROM THE GLOBAL SOUTH**  especially women from the South, as central to global health decision making.
- RECORD AND VALUE UNPAID HEALTH AND SOCIAL CARE WORK BY GIRLS AND WOMEN**  by girls and women in order to move that work into the formal labor market
- ADOPT GENDER TRANSFORMATIVE STRATEGIES**  with programs and policies that are enabling for all genders in global health work and organizations
- ROOT OUT INEQUITY**  address the power relations and structures that promote inequity in our work and organizations, especially all forms of discrimination, harassment and violence
- CLOSE ALL GENDER GAPS**  including the gender data gap, gender pay gap, and gender leadership gap.
- CUSTOMIZE POLICY SOLUTIONS**  to fit the societal and cultural context, but do not compromise on the goal.
- SUPPORT COLLECTIVE ACTION**  through movements and partnerships, to accelerate progress, particularly on employment rights such as parental leave to enable all parents to take paid work.
- UNDERSTAND THAT GENDER EQUALITY IN GLOBAL HEALTH IS EVERYONE'S BUSINESS**  this is not a 'women's issue', it applies to all sectors, countries and people.

 **WGH**
WOMEN IN GLOBAL HEALTH

WEL develops people so that they can strengthen systems in which they live and work.

How we can apply the same principles to people who use our services?



An innovative approach in Pakistan establishes Integrated Practice Units for mental-health screening and treatment services into existing TB programmes. The preliminary findings suggest a positive relationship between mental-health counselling for depression and anxiety and improved TB treatment outcomes. So, what does this tell us about how we currently deliver TB services?

<https://www.mhinnovation.net/innovations/developing-integrated-practice-units-mental-health-services-pakistan>

Chapter 10 of the *South African Health Review 2018*, authored by Vanessa Quan and Kerrigan McCarthy, is entitled 'Communicable diseases surveillance and outbreak investigation in South Africa':

<http://www.hst.org.za/publications/South%20African%20Health%20Reviews/Chap%2010%20Communicable%20diseases%20SAHR2018.pdf>

Surveillance initiates awareness of the magnitude of public health problems, provides evidence for advocacy and action, facilitates accurate planning for service delivery, and allows for monitoring of the impact of interventions.



Here is the link to the KwikSkwiz:
<http://www.hst.org.za/publications/Kwik%20Skwiz/10%20NICD.pdf>

Reflect on this:

If you are wanting to implement changes where you work; and hear yourself saying "I am too busy and too stressed to make time for coaching", then reflect on this:

The tools of professional coaching have been scientifically proven to reduce stress, which leads to more sophisticated thinking, emotional intelligence, empathy, and creativity.



Choose your practice for this month



Take a selfie with your 'hands out' balance pose and post the image on social media at #IWD2019 to help forge a #BalanceforBetter movement.



Reflect on and discuss your understanding of health as a human right.



Focus on the person in front of you and not just the person's diagnosis label (TB, HIV, etc.).



Commit to a coaching process.

Today
I choose to tear up
my scripts for other people
and accept them as they are



As ever, I welcome your feedback and input.

Sarah Davids

Project Manager: Wellness for Effective Leadership (WEL)

For previous issues of WEL News, go to:

<http://www.hst.org.za/searchcentre/Pages/results.aspx?k=WEL%20News>



***WEL develops people so that they can strengthen systems
in which they live and work.***

Contact us for a seven-day WEL process over six months,
or a two-day process, or life-coaching.