TOPIC: DRAFTING OF HEALTH TRAINING OFFERS IN INSTITUTES IN AFRICA RESPECTFUL OF ACCOUNTABILITY AND SENSITIVE TO GENDER, THE ROLE OF PARTNERS AND NGOs: BENIN EXPERIENCE

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EXECUTIVE SUMMARY OF THE EQUITY PROJECT/ENABEL

Support for the strengthening of health human resources through initial and continuing training of nurses was provided by the project «Together for an inclusive and transparent quality of care, oriented towards gender equality» (EQUITE), funded by the French Development Agency and implemented by the Belgian Development Agency (Enabel) in the Collines department of Benin. The implementation of these training offerings contributes to Outcome 2, "Nurses are available and better trained to address gender issues in health facilities." To achieve this result, an intervention model based on the development and implementation of 4 specialized Master of Nursing and Obstetrics (SIO) offerings was developed. These training offerings have been implemented in accordance with the requirements of the African and Malagasy Council for Higher Education (CAMES) quality standard and gender mainstreaming. The positive changes in the model implemented have been measured and are very satisfactory. The activities carried out will contribute in the short and medium term not only to a better implementation of the quality of training, research, governance and community services within the two training institutions of the SIO but especially the quality of care taking into account gender vulnerabilities in health facilities in Benin..

INTRODUCTION

The lack of qualified human resources in health is felt throughout the Beninese health system and weakens the quality of the care offer for the benefit of populations. Moreover, care practices remain poorly adapted to the gender approach due to the absence of gender modules in initial training programs. From 2019 to 2022, the outflow of in nursing and obstetrical sciences (SIO) graduates at the national level increased from 219 to 641 for an estimated population of 14,000,000 with a population growth of 3,4% per year. This availability of human resources is mainly provided by INMeS and IFSIO and still remains below the needs of health facilities. The deficit of 272 health workers specializing in nursing and obstetrical sciences in hospitals reported by the human resources department of the Ministry of Health (MS-Benin, 2022) and the scarcity of specialization, the low capacity of training schools, Other factors limiting the quality of care and gender mainstreaming in health facilities. In addition, the existence of four public dialysis nephrology centers for 12 departments and the non-professional organization of operating room services further affect the quality of health systems. Moreover, the absence of a directory of training needs of health structures by higher education and research institutions in the development of training curricula limits the employability of in nursing and obstetrical sciences (SIO) graduates.

AIM OF THE INTERVENTION :

This work aimed to improve the quality of health care and gender and the integration of gender and accountability in care practices in Benin.

METHODOLOGY

- Mapping of processes governing training in nursing and obstetrical sciences in Benin using the CAMES method (2018);
- Prospection of the training needs of the health facilities in the 12 departments of Benin and elaboration of training offers according to the competence approach (Demeuse, 2013; Chauvigné and Coulet, 2010; Bloom, 1975).
- The implementation of Master's training offers in Surgical Instrumentation, Sexual and Reproductive Health, Palliative Care and Nephrology-Dialysis.
- training of IFSIO and INMeS teaching staff and clinical supervisors for internships in Quality Assurance, University Pedagogy and Research Methodology;
- Strengthening the equipment, infrastructure, teaching and teaching materials of IFSIO and INMeS;
- Evaluation of the performance of Master's trainees in end-of-training internship in hospitals;
- Analysis of the HR needs of the Human Resources and Social Dialogue Department and the contribution of the learners of the specialized Masters to the reduction of the current deficit in HR specialized in SIO at the national level.
- Overall assessment of stakeholder satisfaction and positive changes induced by the specialized training implemented (Capitanescu Benetti, & Mugnier, 2014).

RESULTS AND DISCUSSION

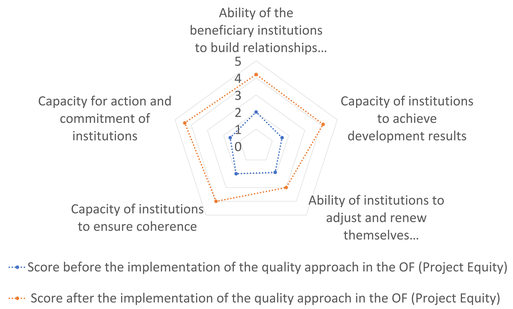

Figure 1: Evolution of institutional capacities of nursing and obstetric institutions before and after the project

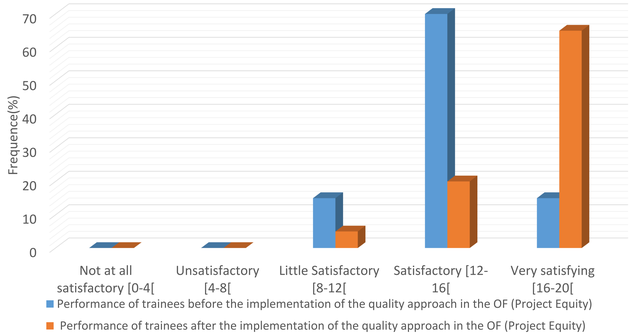

Figure 2: Improvement of performance and gender-integrated care practices observed among young graduates graduating from new masters in nursing and obstetrical care in hospitals

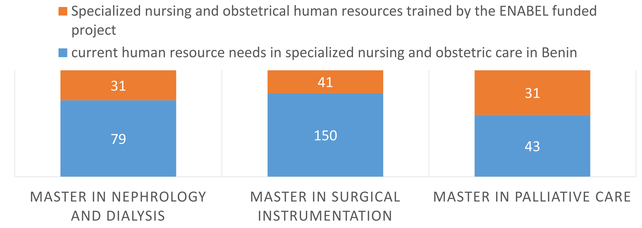

Figure 3: Contributions of the new Master's programs created to the coverage of human resources needs in nursing and obstetrical sciences

CONCLUSION

The development of specialized training offers in nursing and obstetrical sciences according to CAMES standards, Gender mainstreaming and based on the skills needs of health training has improved the quality of training and the skills of learners in end-of-training internships. The integration of gender and accountability in specialized training has led to positive changes through the consideration of gender vulnerabilities in the care practices of learners at the end of their training. Develop a Master alumni platform to monitor the professional integration of graduates and promote benchlearning and networking.

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