

REGENERATE
IDEAS SERIES 1

LESSONS LEARNED

1st REGENERATE Institute Country Rollout





The **Regional Gender Justice and Sexual Rights Initiative** (REGENERATE) is a civil society-led project that aims to develop capacities, build movements, and advocate to address the long-standing gaps around gender and sexuality in health policies and services related to HIV, TB, and malaria in the Asia-Pacific region.

Through this initiative, civil society and communities of key and vulnerable women and girls and people of diverse sexual orientation, gender identity and expression, and sex characteristics (SOGIESC) will actively engage in advocacy for gender just and sexual rights affirmative policies and programmes regionally in the Asia-Pacific region, and nationally in Cambodia, Thailand and Vietnam.

APCASO implements the project regionally with country partners KHANA (Cambodia), SWING (Thailand) and SCDI (Viet Nam). The implementation period for this project is 2024-2027.

The REGENERATE Initiative is supported by L'Initiative and Expertise France.



The *Ideas Series* is a periodic publication produced as part of REGENERATE's capitalisation. This publication showcases REGENERATE milestone activities, and highlights achievements and lessons learned from across the three countries, Cambodia, Thailand and Viet Nam.

INTRODUCTION

The REGENERATE Leadership and Learning Institute serves as a centre for excellence on gender justice and sexual rights (GJSR), providing leadership development, educational resources, and operational guidance to enhance the understanding and operationalisation of GJSR in the context of health programmes across the Asia-Pacific region. Established under REGENERATE with support from L'Initiative and Expertise France, the Institute is dedicated to fostering a deeper understanding of GJSR, and building the skills necessary to implement, integrate, and advocate for the inclusion of GJSR in health programming.

In its inaugural launch in June 2025 at Bangkok, Thailand, the REGENERATE Institute piloted the Knowledge, Information, and Transformation Toolkit on Gender Justice and Sexual Rights (OXYGen KIT), a groundbreaking toolkit that serves as a foundational learning tool of the REGENERATE Institute. This toolkit is a comprehensive training manual that aims to provide participants with the perspective, knowledge, and skills essential for becoming gender-transformative leaders. Through this training, participants will

A

Gain a deeper awareness on the conceptual and operational understanding of GJSR

B

Strengthen their organisational skills

C

Build and enhance their advocacy skills

D

Affirm their leadership roles as GJSR advocates in their respective fields and communities

Additionally, this training strives to empower participants to share their knowledge and reflect on their experiences as they relate to GJSR issues. It promotes the development of theories grounded on participants' unique contexts and realities, and builds on these experiences in understanding intersectionality and how it impacts their lives and the lives of their communities and peers.

Thirty-five participants from 9 countries, including the three countries where national rollouts have taken place (Cambodia, Thailand, and Viet Nam), attended the five-day pilot training which covered the four learning areas of the manual. Results¹ show that after five days of intensive training, participants gained an average of 49.73% increase between pre-test and post-test results (see Table 1 below).

Learning Area	Average Pre-Test Score	Average Post-Test Score	% Increase
Conceptual & operational understanding on GJSR	19.8	27.7	39.9
Advocacy activity	12.2	16.8	37.7
Organisational strengthening	14.0	24.2	72.9
Leadership capacity	13.0	19.0	46.2

Table 1. 1st REGENERATE Leadership & Learning Institute Pre- and Post-Test Results

Feedback from the regional pilot post-training evaluation shows that participants not only learned the theoretical frameworks of intersectionality and power, but were also prepared to apply this learning in their work.

¹ The OXYGen KIT includes a 25-point pre- and post-test survey that participants of the training need to accomplish to measure their progress from the 4 learning areas mentioned above



I plan to extend my learning by intentionally integrating gender-transformative leadership into our programs and community initiatives. This means going beyond surface-level inclusion and actively working to challenge and shift power dynamics, question gender norms, and centre the voices and experiences of those most marginalized. The first thing I will do is review our existing programs through a gender-transformative lens to identify gaps and opportunities for deeper change, and begin conversations with my team on how we can collectively build a more just and inclusive approach moving forward.



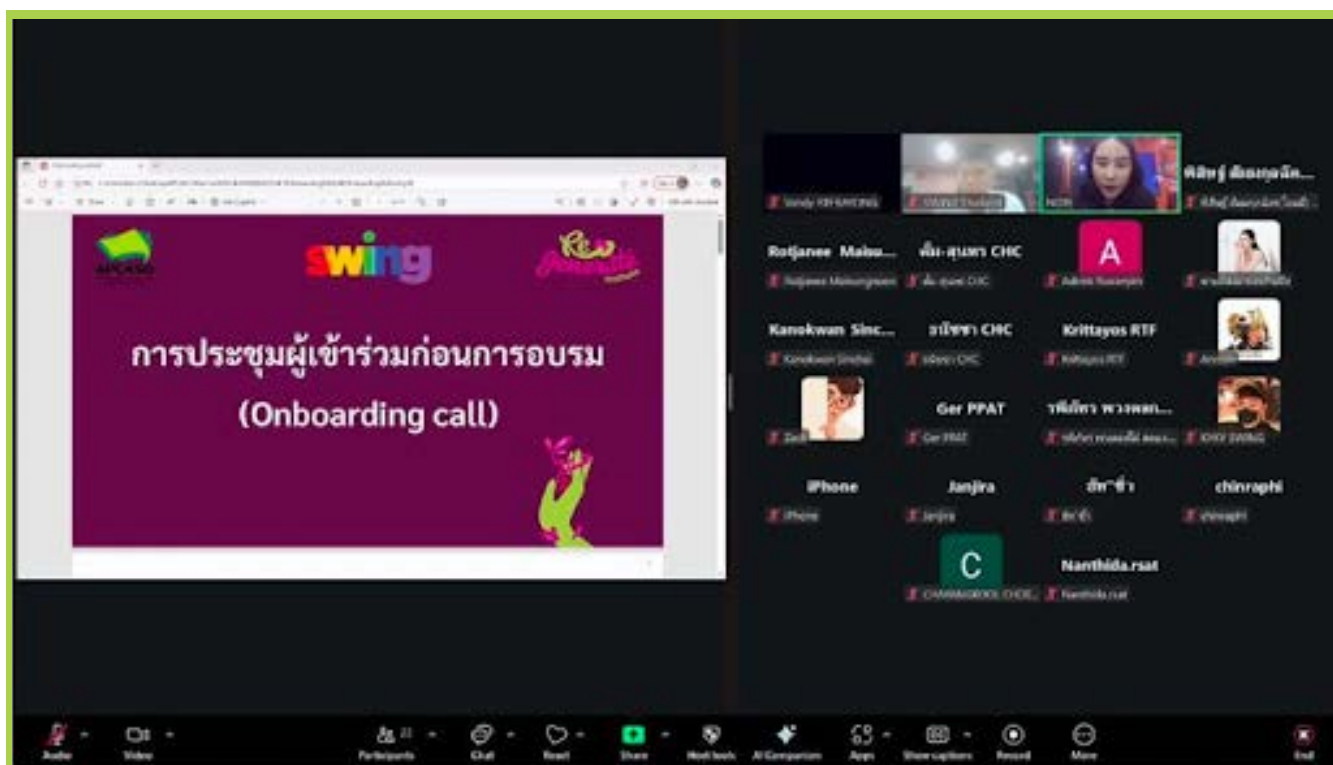
Alaina B. Dela Peña

Philippine Anti-Discrimination Alliance
of Youth Leaders (PANTAY) Inc.

Based on the results and the learnings from the pilot training, APCASO revised the OXYGen KIT before it was rolled out by country partners in Cambodia and Viet Nam in October 2025, and Thailand in November 2025.

A REGENERATE Wrap-Up Call was organised by APCASO in December 2025 for country partners to share their learnings pertaining to their country rollouts with each other. This REGENERATE Ideas Series 1 aims to highlight what worked in the country rollouts, what were the country partners' biggest obstacles and how they were addressed, and the support that they need moving forward.

What Worked



All 3 country partners shared that they adhered closely to the 1st REGENERATE Institute OXYGen KIT pilot. This includes following the breakdown of the modules, the flow of the sessions, the length of the training (except for the Brownbag sessions and site visit in Viet Nam and Thailand) and the delivery and methodology of most of the sessions. Furthermore, country partners shared that they adapted some of the sessions and exercises to fit their current country context. In the case of Thailand, for example, facilitators of the country rollout localized the examples provided in the OXYGen KIT and added in-session games as well as mission plays to keep their participants focused and engaged during the entire five days of the training. These were introduced while ensuring that the in-session activities and outputs are preserved.

Early preparation was highlighted as an important step prior to the training, not only in terms of logistics but also in the communication and coordination with prospective participants. In Thailand, for instance, conducting an onboarding call ahead of the actual training itself was found to be helpful. This gave an opportunity for the participants to get acquainted with each other, ask questions in preparation for the training, and for the country partner to set a tone on what to anticipate and expect at the training.

Major Challenges and Lessons Learned



The REGENERATE programme teams of APCASO and our country partners identified several challenges given that this pilot was being rolled out at the national level for the first time.

The biggest challenge was the translation of the terminologies themselves. In this scenario, however, it was not the direct translation of the words but how these words apply in the country contexts. Experiences from Cambodia and Viet Nam showed that words such as 'sexual rights' and 'gender justice' may mean something else to participants, and may be considered too sensitive or too political in the context of their country's current social and political realities. To address this, facilitators used everyday phrases that their participants can relate to, e.g. "what needs to be changed in the

country”, or using the term “gender equity” as opposed to “gender justice”. This allowed the facilitators to still discuss the thematic concepts and encourage participants to join in the discussions under each module while keeping within the learning objective.

Country teams also reported that both facilitators and participants found the OXYGen KIT content-heavy, both in terms of its depth and the level of theoretical knowledge. This left some participants with limited opportunities to participate in discussions and with difficulty in understanding how they can apply these concepts practically. In Viet Nam, participants noted that some sessions, such as the international human rights documents, are difficult to follow for the participants, thus affecting their inputs and contributions. To address this, our country partners have noted these ‘challenging’ sessions and will consider re-designing them to be relatively lighter by introducing new methodologies or by breaking them into sub-sessions.

On the other hand, some participants found some sessions to be limited in terms of scope. This was pointed out in the sexual orientation, gender identity, expression, and sex characteristic (SOGIESC) session where participants suggested adding a specific session on comprehensive sexuality education (CSE) as well as in the discussion of issues faced specifically by key affected women and girls (KAWG). Country partners also suggested enhancing some of the modules on policy development and expanding it to include related topics such as policymaking and legislation, as well as governance.

With regards to the participant mix, some country partners indicated the need to include more representation from specific populations. This includes civil society organisations working with, and community groups representing, malaria-affected communities to surface gender-related issues in malaria. In addition, facilitators also noted the need to observe participant dynamics during the sessions. In Viet Nam, for instance, facilitators noticed that the perspectives and ideas contributed by younger participants

in developing and proposing initiatives were not adequately heard or considered by those with longer experience in the group. To address this, facilitators would have to intervene during small group discussions to facilitate dialogue and ensure that all voices are heard and respected.

Good Turnout for a First Rollout!



A total of 69 civil society and community-led participants, mostly members of the national REGENERATE gender justice and sexual rights (GJSR) Platforms, have joined and completed the country rollouts across the three countries: 22 each in Cambodia and in Thailand, and 25 in Viet Nam. Results from across the 3 rollouts show impressive learning gains based on their post-test scores and the percent increase compared to their pre-test scores (Table 2).

Learning Area	Cambodia		Thailand		Viet Nam	
	% correct	% increase vs pre-test	% correct	% increase vs pre-test	% correct	% increase vs pre-test
Conceptual understanding	72.2	101.3	79.1	43.8	88.4	31.5
Advocacy capacity	69.1	16.9	74.5	67.3	86.4	12.5
Organisational strengthening	40.0	29.4	76.4	124.0	72.0	125.0
Leadership capacity	42.7	11.9	77.2	117.9	65.6	34.4

Table 2. OXYGen KIT country rollout post-test results

This table shows significant increase in conceptual understanding on GJSR in Cambodia, as well as organisational strengthening (focusing on the Gender Equality, Disability, and Social Inclusion [GEDSI] principles) and leadership capacity in Thailand. In addition, Thailand's increase in advocacy capacity post-test scores also reflect an increased interest in advocacy, especially in the context of advancing GJSR issues in the country, and the need to provide more advocacy-skills building in the country.

Post-training results show that participants intend to immediately utilise the knowledge and skills that they learned from the training to discuss sexual and reproductive health and rights issues among their peers and community members. Others also indicated sharing the knowledge more broadly, specifically among university and high-school students, cisgender women who need information on their sexual rights, and people of diverse SOGIESC (PODS) to protect themselves from potential gender-based violence.



After attending this training, I feel inspired to write a project proposal about something I want to do for transgender people in the area, focusing on access to hormone therapy, and for everyone in the community.



Walee Kongbang
Family Planning Association of Thailand

This clearly demonstrates the effectiveness of the OXYGen KIT, the flagship program of the REGENERATE Institute, in enhancing participants' knowledge on GJSR while also strengthening their skills to apply this learning into immediate practice — from advocacy and service delivery to advancing social inclusion. The learning that KHANA, SCDI, and SWING shared during their rollouts through REGENERATE Ideas will be used as we collectively improve the OXYGen KIT and employ this into different contexts and countries, particularly as an advocacy enabler among national-level decisionmakers and duty bearers.

