**WORKPLAN Template for 2016**

**Component**: Gender and Diversity for Disaster Risk Reduction

**Lead:** Christina Haneef, Gender and Diversity Officer, Bangkok CCST

**Intermediate outcome 1100:** Improved representation of community Disaster Risk Reduction (DRR) issues[2] in national policies, plans, and programs.

**Immediate outcome 1120:** Increased integration of gender equality into national[5] and regional DRR policies and programs.

**Output 1121:** DRR-focused gender training & technical support provided to select NSs.

**REGIONAL ACTIVITIES**

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| Activity Name | Description | Tentative date | Estimated budget | Focal person | Comments |
| Resource library on gender, diversity and Resilience | Continued development of the gender and diversity resource library, translate summaries into all languages in the region. Upload National Society tools as they develop and translate materials on request by National Societies. The key outcome will be increase access to and knowledge of resources and tools to support gender and diversity integration in National Society training, plans and activities. | April –December 2016 | 20,000 CHF | Gender and diversity officer, IFRC Bangkok |  |
| Refreshers training on gender and diversity | Refreshers training in gender, diversity and sexual and gender-based violence in DRR and resilience building. The key outcome will be for participants (including NS focal points) to have practical skills required to systematically imbed gender and diversity into their programmes and activities. | May – July 2016 | 35,000 CHF | Gender and diversity officer, IFRC Bangkok | This cost is combined with budget required for the Southeast Asia gender and diversity network meeting (the two will take place together) |
| Gender and diversity network meeting | Annual network meeting for the members of the Southeast Asia Gender and Diversity Network. Key outcomes include an updated workplan for 2016-17, an opportunity for peer-to-peer learning between focal points and clearer understanding of how we can measure impact. | May – July 2016 | Budget combined with Refreshers training (above) | Gender and diversity officer, IFRC Bangkok |  |

**IN-COUNTRY ACTIVITIES**

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| Activity Name | Description | Tentative date | Estimated budget | Focal person | Comments |
| CAMBODIA- Awareness raising training for gender and diversity | National-level training to support increased capacity of gender and diversity approaches for CRC staff. Following the development of the gender and diversity policy earlier in 2016, this training will be designed to support dissemination of the key components of the policy, the links for DRR/DM programming and to wider IFRC gender and diversity frameworks and commitments. The outcome will be for staff to ensure reference to, and integration of, core components of the policy and of gender and diversity approaches within National Society work plans and programmes on DRR/DM. | September – November 2016 | 4,000 CHF | CRC gender and diversity Focal Person with support from health and DM units | Technical support will be provided by the gender & diversity officer in Bangkok, IFRC. |
| LAO PDR – Training on gender and diversity awareness and tools for DRR | Two trainings planned for HQ staff and branch representatives to build capacity on gender and diversity concepts/approaches and the tools for gender and diversity sensitive DRR. This will include awareness of the strategy which will have been developed earlier that year (under the same concept note). Involvement of government representatives or local women’s groups will be explored as well as from Thai Red Cross to support national collaboration and cross regional peer to peer learning. A key outcome would be increased reference to strategy in work plans as well as incorporation of tools in community-based DRR work. | August - October 2016 | 6,000 CHF | LRC gender and diversity focal point/Advancement for Women and Child Unit | Budget has been approved within concept note proposed in AWP2  Technical support will be provided by the gender & diversity officer in Bangkok, IFRC. |
| MALAYSIA – Disaster law and gender and diversity sensitisation workshop | The workshop aims to bring together in an integrated way, gender and diversity and disaster law components in the National context of Malaysia. Participants will be Malaysian Red Crescent branch representatives from regions of Peninsular Malaysia and East Malaysia. A key objective is greater awareness of the importance of gender and diversity in disaster law and the way disaster law can advocate for the rights and needs of vulnerable groups. | October 2016 | **TBC:** 15,000 CHF | MYRC gender and diversity focal point with technical support for from IFRC Bangkok Gender and diversity officer (and DL delegate if integrated training) | We will not include this in the current budget (as of March). Check conditions and feasibility of event and can potentially include in June budget revision.  DL delate, Bangkok, is liaising with KL to check feasibility. If not an integrated training it may only be a G&D training.  Revisit status in June. |
| MALAYSIA – Humanitarian assistance and disaster relief (HADR) interaction workshop (DL and G&D) | National level training to sensitise members of the Royal Malaysian Armed Forces, NGOs and relevant authorities on Disaster Law and Gender & Diversity. A main outcome will be to build synergies between disaster law and gender and diversity with key institutions in Malaysia involved in disaster preparedness and relief. | **TBC:** Mid-2016 | **TBC:** 2,000 CHF | MYRC gender and diversity focal point with support from IFRC Disaster Law delegate and Gender and Diversity Officer | Waiting for feedback from IFRC KL (DL) on feasibility of this event before budgeting for it. Will need to clarify prior to budget revision.  If we proceed with this event, will split costs 50/50 with DL component. |
| PHILIPPINES – Training of facilitators on gender and diversity in DRR/Resilience | Training of facilitators on gender and diversity in DRR and emergencies based on the IFRC ‘7 Moves to gender and diversity’ training package. This is linked to a wider PRC gender and diversity capacity building concept note and plans to develop the policy and conduct an organisational self-assessment. The ToF will incorporate sessions on case study development to support future community engagement activities. | April 2016 | 9,000 CHF | PRC gender and diversity focal point | Proposed budget was approved during AWP2 but implementation will take place in April.  Back-up technical support will be available from IFRC gender and diversity Officer, Bangkok |
| PHILIPPINES – Training on gender and diversity in DRR/Resilience | Training of facilitators on gender and diversity in DRR and emergencies (second round of training with different chapters). This will be based on the IFRC ‘7 Moves to gender and diversity’ training package and is linked to a wider PRC gender and diversity plans. The training will be a more condensed version of the April training. | July – September 2016 | **TBC:** 3,000 CHF | PRC gender and diversity focal point | Back-up technical support will be available from IFRC gender and diversity Officer, Bangkok |
| TIMOR LESTE - Technical support for advanced in-country gender and diversity training | Technical Support will be provided for a gender and diversity training to CVTL staff, Volunteers and Board Members on Gender and Diversity. Building on the induction training in August 2015 (AWP2) CVTL had planned (during AWP2) for a more in depth training on practical ways to implement gender and diversity. This will complement the work CVTL is engaged in for developing a tool for universal access to latrines. | June 2016 | 6,000 CHF | CVTL gender and diversity focal point | Back-up technical support will be available from IFRC gender and diversity Officer, Bangkok |

**Output 1122:** Technical support provided to integrating gender equality into select NSs’ DRR-focused policies, tools & strategies

**REGIONAL ACTIVITIES**

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| Activity Name | Description | Tentative date | Estimated budget | Focal person | Comments |
| Southeast Asia Regional gender and diversity network | The continuation of the SEA regional network, with quarterly phone calls and an annual meeting in order to enhance peer to peer learning and knowledge sharing in the region. Expected outputs include a more integrated approach to DRR/Resilience, including, greater knowledge in NS, strengthened regional and national networks and greater involvement of women and men, and marginalised groups in DRR and community-based resilience initiatives. | Quarterly/ periodic calls &  annual network meeting | Costs to be merged by the annual TOT under 1121 | Gender and diversity officer, IFRC Bangkok | Teleconferences will be established once a quarter – this is dependent on the availability and participation of network members and therefore the timings will be adjusted to accommodate this. |
| Research / Impact assessment or analysis | Based on opportunities arising, conducting research or impact assessment / analysis, case studies, that provides an evidence based for gender and diversity within the region – e.g. could be linked with ASEAN, SGBV, violence prevention, people on the move or other relevant activities in the region linked with RRI components | Ongoing based on opportunities | 10,000 CHF | Gender and diversity officer, IFRC Bangkok | Will be developed in collaboration with the communications and HD component through the publication fund |

**IN-COUNTRY ACTIVITIES**

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| Activity Name | | Description | Tentative date | Estimated budget | Focal person | Comments |
| CAMBODIA – Consultative meeting and workshop to develop the National Society gender and diversity policy | | CRC will hold a meeting to develop their new gender and diversity policy. The consultative meeting will ensure the involvement and input of the Ministry of Women Affairs to align with National strategies and policies. The subsequent workshop will engage key stakeholders of CRC in its development. The policy will be aligned with the IFRC gender and diversity strategic framework and the IFRC gender policy. A dissemination plan will follow which will ensure increased knowledge of and access to the NS Gender policy, including how it applies to staff’s every day work. Costs include translation and dissemination to branches | April - September 2016 | 10,000 CHF | CRC gender and diversity focal person |  |
| CAMBODIA – Integrating gender and diversity into tools for DRR/Resilience | | National level workshop designed to integrate gender and diversity into VCA tools. Sensitising participant’s to gender and diversity considerations and approaches with tools in local language and considering the local context. Standardised guidance on gender and diversity VCA’s will be adapted to the national context prior to and as a result of these workshops as required. | December 2016 - March 2017 | **TBC**: 9,500 CHF | CRC gender and diversity focal person and DM team.  Technical support will be provided in advance for tools and guidance development by gender and diversity officer, IFRC Bangkok | Budget for translation of tools to be merged with resource library ‘1121’. This activity is TBC as we need to confirm with the National Society on the details of the workshop before budgeting for it. Will review in June revision. |
| INDONESIA – develop practical guidelines and training tools of gender in ICBRR (DRR/CCA). | | Development of practical guidelines and tools for gender and diversity integration within PMI’s ICBRR programme. This includes reviewing current tools, design, and printing cost. Translation of training tools will also be available to support overall capacity building for staff. A key outcome will be systematic integration of gender and diversity within the ICBRR programme. This should also influence within the DM department the need of a gender and diversity approach including in planning, implementation and monitoring such as the collection and analysis of sex- and age- disaggregated data. Consultation will also be required from other Units to ensure ownership within the National Society. | April – December 2016 (ongoing consultative process) | 9,400 CHF | PMI gender and diversity focal person and the DM Unit |  |
| INDONESIA – Development of a gender and diversity policy for PMI | | Through a review of PMI’s policies including ‘Strategies and Approaches in Relation to Gender Sensitivity in Disaster Management’ PMI will develop a gender and diversity policy. This will have strong links with risk reduction and disaster management as well as highlighting the links with tools developed during the this workplan. | Ongoing | HR (IFRC gender and diversity staff costs) for technical support + small additional budget based on needs (will review on case by case basis) | PMI gender and diversity focal person and DM Director |  |
| INDONESIA – Development of gender and diversity tools for better integration in (Y)ABC | Technical support will be provided to mainstream gender and diversity into PMI’s (Y)ABC and PMR guideline/modules. The youth are heavily engaged in PMI’s ICBRR programmes. Therefore building the capacity of youth through these tools with have the outcome of enhancing the youth engagement through the ICBRR and school safety initiatives of PMI. | | December 2016 – June 2017 | **TBC:** 7,500 CHF | PMI gender and diversity focal person & Youth and volunteering department. | Gender and diversity officer, IFRC Bangkok will support technically as required. Due to PMI being involved in a number of activities this year for gender and diversity this activity is TBC. Will revise and allocate budget in June if this is deemed feasible by the NS within AWP3 |
| LAO PDR – Training on gender and diversity in Disaster Management through NDRT | National level training to incorporate Gender and Diversity within NDRT assessments and related mechanisms. Links with government authorities in-country will be ensured and tools will be translated in the local language. The training will allow for piloting of the tools and getting contextual feedback. The outcome will be to systematically incorporate gender and diversity into a key disaster response mechanism of the National Society. | | December 2016 – March 2017 | **TBC:** Budget to be covered under CSR component | LRC gender and diversity focal point, DM unit | Need to confirm with the NS on this timeframe. If agreed, the budget will come from CSR component  Technical support from gender and diversity officer, IFRC Bangkok to integrate gender and diversity will be required. |
| LAO PDR – Development of the Advancement for women strategy 2016-2020 | | A series of three workshops will be conducted by the Advancement of Women and Child Division of the LRC. The key outcome will be the development of the Advancement for Women Strategy 2016-2020. Costs include translation and printing to allow for technical input from Bangkok and dissemination within LRC. | November 2015 - June 2016 | 14,300 CHF | LRC gender and diversity focal point/ Advancement of Women and Child Division | Budget was already approved as part of a proposal submitted by LRC during AWP2. The Strategy development commenced in November 2015 and will continue in AWP3. |
| LAO PDR – Development of country-specific tools on gender and diversity in DRR and resilience | | A series of three workshops will be conducted to develop context specific gender and diversity- sensitive tools for DRR and resilience. These will be aligned with the priorities and needs of the DRR/DM department of LRC as well as with IFRC global tools. Costs include translation and printing. A key outcome will be greater systematic incorporation of gender and diversity in DM plans and activities, including the monitoring and evaluation of programmes through sex and age disaggregated data collection and analysis. | March – July 2016 | 15,900 CHF | LRC gender and diversity focal point/ Advancement of Women and Child Division | Budget was already approved as part of a proposal submitted by LRC during AWP2. With activities starting in March 2016 (end of AWP2) |
| LAO PDR - Research/ Impact analysis | | An analysis of gender-sensitive programmes is carried out (precise focus to be determined). | TBC | **TBC**: 3,000 CHF | LRC gender and diversity focal point with Consultant (if required) | This activity will require follow up. Interest was expressed in AWP 2 however due to the number of activities for gender and diversity for LRC this may be moved to AWP4 |
| LAO PDR – Integrating gender and diversity into tools for DRR/Resilience | | National level workshop designed to integrate gender and diversity into VCA tools. Sensitising participant’s to gender and diversity considerations and approaches with tools in local language and considering the local context. Standardised guidance on gender and diversity VCA’s will be adapted to the national context prior to and as a result of these workshops as required. | December 2015 - March 2016 | **TBC:** 9,500 CHF | LRC gender and diversity focal person and DM team | Budget for translation of tools to be merged with resource library ‘1121’. This activity is TBC as we need to confirm with the National Society on the details of the workshop before budgeting for it. Will review in June revision. |
| MALAYSIA – Integrating gender and diversity into tools for DRR/Resilience | | National level workshop designed to integrate gender and diversity into VCA tools. Sensitising participant’s to gender and diversity considerations and approaches with tools in local language and considering the local context. Standardised guidance on gender and diversity VCA’s will be adapted to the national context prior to and as a result of these workshops as required. | July - December 2016 | **TBC:** 9,500 CHF | MYRC gender and diversity focal person and DM team | Budget for translation of tools to be merged with resource library ‘1121’. This activity is TBC as we need to confirm with the National Society on the details of the workshop before budgeting for it. Will review in June revision. |
| MALAYSIA – Development of gender and diversity policy | | As a result of the OCAC in 2015 MYRC identified the need to develop a set of policies, including a gender and diversity policy. A workshop is planned for April 2016 and technical support will be provided (from IFRC KL and Bangkok). | April 2016 onwards | HR (IFRC gender and diversity staff costs) for technical support | MYRC gender and diversity focal person |  |
| MYANMAR - Development of country-specific tools on gender and diversity | | Localised brief manuals, factsheets and pamphlets are printed to promote staff knowledge and capacity in gender and diversity approaches to DRR programming (potentially linked with output 1121 / regional) | TBC | Incl. in gender and diversity for resource library budget | MRCS gender and diversity focal person | MRCS have not confirmed their work plan for 2016-17. Will review in June 2016 again. |
| MYANMAR - Technical support to develop/review gender policies and strategies | | Technical expertise and meeting costs to finalise a work plan approved at highest levels related to MRCS Gender and Diversity policy. | TBC | **TBC:** 2,000 CHF | MRCS gender and diversity focal person & consultant (if required) | MRCS have not confirmed their work plan for 2016-17. Will review in June 2016 again. |
| MYANMAR - Gender impact analysis (research) | | An impact analysis feeding into lessons learned, PMER and systems strengthening. (Potential link with PMER activities under WP 2000) | TBC | **TBC:** 2,000 CHF | MRCS gender and diversity focal person and PMER focal person | MRCS have not confirmed their work plan for 2016-17. Will review in June 2016 again |
| MYANMAR - Communications and awareness | | Develop a video clip on Gender and Diversity to be used in training and to show impact of gender in DRR work to national and regional actors (i.e. knowledge and advocacy tool) | TBC | See budget under output 1121 / regional | MRCS gender and diversity focal person | MRCS have not confirmed their work plan for 2016-17. Will review in June 2016 again |
| PHILIPPINES - Development of country-specific tools on gender and diversity | | Development of Gender and Diversity guideline on disaster management. Including design, translation and printing. A key outcome will be greater systematic incorporation of gender and diversity in DM plans and activities, including the monitoring and evaluation of programmes through sex and age disaggregated data collection and analysis. | TBC | **TBC:** 3,000 CHF | PRC gender and diversity focal point and DM unit. |  |
| PHILIPPINES – Integrating gender and diversity into tools for DRR/Resilience | | National level training / workshop designed to integrate gender and diversity into VCA tools. Sensitising participant’s to gender and diversity considerations and approaches with tools in local language and considering the local context. Standardised guidance on gender and diversity VCA’s will be adapted to the national context prior to and as a result of these workshops as required. | TBC | **TBC**: 8,000 CHF | PRC gender and diversity focal point and DM unit. | To be further discussed with PRC |
| PHILIPPINES -Development of organisational assessment on gender and diversity | | The development and dissemination of an organizational self-assessment of PRC. This will assess the current institutional situation for gender and diversity within PRC and results will lead to a plan of action to embed gender and diversity further within the culture and programmes of the National Society. This process will include awareness raising for governance. | May - August 2016 | 1,000 CHF | PRC gender and diversity focal point | This has already been budgeted for in the proposal during AWP2. PRC will wait until May to use the standardised assessment tool that will be developed at this stage by IFRC and Norwegian RC. |
| PHILIPPINES - Development of the gender and diversity policy | | PRC plan to hold technical working group meetings to develop and finalise the National Society gender and diversity policy. Technical support was provided to the content of the zero draft of the policy during AWP2. | Ongoing | HR (IFRC gender and diversity staff costs) for technical support and travel costs to support in TWG | PRC gender and diversity focal point |  |
| THAILAND – Integrating gender and diversity into tools for DRR/Resilience | | National level workshop designed to integrate gender and diversity into VCA tools. Sensitising participant’s to gender and diversity considerations and approaches with tools in local language and considering the local context. Standardised guidance on gender and diversity VCA’s will be adapted to the national context prior to and as a result of these workshops as required. | October - November 2016 | **TBC**: 14,100 CHF | TRC gender and diversity focal point and DM lead. | Budget for translation of tools to be merged with resource library ‘1121’. This activity is TBC as we need to confirm with the National Society on the details of the workshop before budgeting for it. Will review in June revision. |
| TIMOR LESTE - Development of country-specific tools on gender and diversity | | Development of tool for universal access to latrines (component under ICBRR programme), including pilot testing of tool for evidence base. To include, once completed, in the gender and diversity for resilience online library. | Ongoing from AWP2 - April 2016 | 5,000 CHF | CVTL Gender and Diversity Representative and NS WatSan staff |  |
| TIMOR LESTE – Development of country-specific tools on gender | | IEC materials to be developed to increase integration, and support staff in mainstreaming of gender and diversity within CVTL’s ICBRR programme. Linked with the universal tool for latrines and the advances gender and diversity training | October – December 2016 | 1,500 CHF | CVTL Gender and Diversity Representative, ICBRR programme staff |  |
| TIMOR LESTE - Technical support to develop gender and diversity policy/framework | | Develop a gender and diversity policy/framework to disseminate to staff at all levels. Includes technical support, meeting costs, consultancies (if required), translation and printing costs. | April – August 2016 | 3,000 CHF | CVTL Gender and Diversity Representative with technical support from gender and diversity officer, IFRC Bangkok |  |
| VIETNAM – Training on gender and diversity in Disaster Management through NDRT | | National level training to incorporate Gender and Diversity within NDRT assessments and related mechanisms. Links with government authorities in-country will be ensured and tools will be translated in local language. The training will allow for piloting of the tools and getting contextual feedback. The outcome will be to systematically incorporate gender and diversity into a key disaster response mechanism of the National Society. | July – December 2016 | **TBC:** Budget to be covered under CSR component. | VNRC gender and diversity focal point and Social Works department | Need to confirm with the NS on this timeframe. If agreed, the budget will come from CSR component  Technical support from gender and diversity officer, IFRC Bangkok to integrate gender and diversity will be required. |
| VIETNAM - Impact analysis of gender-sensitive programmes; and assessment on the current situation of Gender and Diversity practices of Vietnam Red Cross | | Evidence based report and documentation of impact of gender and diversity programmes of VNRC. Self-assessment to understand the organisational and programmatic situation of gender and diversity in VNRC. Both activities aim to provide evidence for the need to have a plan of action at all levels of the National Society to integrate gender and diversity better into all programmes and institutional systems. | December 2015 - ongoing | **TBC:** 5,000 CHF |  | Budget already approved in AWP2 concept note. Both activities are ongoing.  VNRC has currently postponed the impact assessment due to internal changes. Will review in June budget. |

**Output 1123:** Technical support provided to relevant regional organizations on applying a gender equality approach to DRR programs & strategies.

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| Activity Name | Description | Tentative date | Estimated budget | Focal person |  |
| Inputs into HD, advocacy and supporting NS discussions with their Governments | Briefings, useful documents, helpful tactics and representation of existing NS messages at national and regional forums including potential cost for forum attendance | Ongoing, based on opportunities | 5,000 CHF | Gender and diversity officer, IFRC Bangkok |  |
| Participation in national or regional trainings on gender/diversity in DRR organized by other organizations | Capacity of NS staff to train and build practical skills is facilitated through NS staff participating in other gender and diversity networking forums or professional development opportunities. Potential trainings with ADPC, UN Women, ASEAN, etc. Including the Asia Pacific Regional Conference on Gender and DRR (April) and potentially Regional Conference on Aging (September) | Ongoing, based on opportunities | 10,000 CHF | Gender and diversity officer, IFRC Bangkok |  |