



Philippine Red Cross  
Disaster Management Services  
National Headquarters, Manila

## Seven Moves: Gender and Diversity in Emergency Programming Training Report, January 14-15, 2016

### Activity Name:

7 Moves: Gender and Diversity (GAD) in Emergency Programming

### Venue and duration/s:

2<sup>nd</sup> Floor Multi-Purpose Hall, PRC Tower  
14-15 January 2016

### Workshop/Training Objective/s:

- Introduction of GAD concepts through the RCRC Movement's Fundamental Principles
- Appreciation of GAD relevance in emergency programs
- Introduce knowledge and skills on GAD mainstreaming

### Facilitator/s and Participant/s: *(Agencies involve in the workshop)*

#### Facilitators:

- Norwina D. Eclarinal – OIC, IRSPD
- Ana Villa R. Mariquina – DRR Officer, DMS

#### Participants:

- Representatives from the chapters of Manila, San Pablo, Laguna, Valenzuela, Quezon City, Bulacan, Caloocan, Rizal, Marikina, Pasay and Cavite
- Representatives from the NHQ offices namely General Services Office, Social/Welfare Service, Red Cross Youth, Volunteer Service, Haiyan Operations, IHL, Safety Services, Human Resource, Planning, Monitoring, Evaluation and Reporting, Communications, Treasury, Chapter Development, Administration, Logistics, Finance, Fleet, Health Services, Blood Services, International Relations and Strategic Partnership, and Disaster Management Services
- (Refer to Annex I for names of participants)

### Programme:

#### Day 1: 14 January

- I. Introduction
- II. Move 1: Understanding the Issues / Humanity
- III. Move 2: GAD and Gender-based Violence (GBV) Prevention in Humanitarian Action / Impartiality
- IV. Move 3: Advocating for GAD Inclusion / Independence

#### Day 2: 15 January

- I. Recap of Day 1
- II. Move 4: Integrating GAD and GBV prevention into programming / Unity
- III. Move 5: Practical Framework for Integrating GAD and GBV Prevention into our

- operations / Neutrality
- IV. Move 6: Starting with ourselves / Voluntary Service
- V. Move 7: A part to play – individual/office action plan / Universality
- VI. Evaluation and Closing

### Activities:

#### Day 1

#### Overview:

Participants were introduced to the core concepts of the training, how Gender and diversity relate to the Seven Fundamental Principles of the Red Cross Red Crescent Movement. The training is highly participatory, scenarios were given to highlight with the participants sense of priorities and stresses the humanitarian teams are engaged with during emergencies.

- I. Move 1: Humanity
  - a. Speed Debating – participants were divided into 2 groups (“Pros” and “Cons”) to discuss different statements relating to GAD. This asks participants to reflect on series of statements and make a case, one group for and the other group against the statement, this enable gender and diversity analysis in their approach to humanitarian action.
  - b. Discussion and elaboration on the definitions of Sex, Gender, Diversity and GBV – definitions were drawn from the IFRC – The Minimum Standard of Commitments to Gender and Diversity in Emergency Programming (MSCs) and the IFRC Strategic Framework on Gender and Diversity Issues 2013-2020
  - c. Quiz time on the global and local statistics on gender
  - d. Group exercise to analyze case story on rapid assessment
- II. Move 2: Impartiality
  - a. Brief explanation on the World Disaster Report 2007
  - b. Discussion on guidelines for beneficiary registration and needs assessment
  - c. Group exercise to registration, selection criteria and needs assessment, and the “why of GAD in Emergencies”
- III. Move 3: Independence
  - a. Group exercise/role playing of each group to advocate to government leaders for GAD mainstreaming
  - b. Brief presentation of commitments and policies developed by IFRC

#### Day 2

#### Overview:

Participants were introduced in sets of scenarios with their group and used the IFRC Minimum Standard of Commitments on Gender and Diversity in Emergency Programming as the key tool. This is a practical guide to be used in activities to all sectors and integrate gender and diversity actions in emergency response, participants were able to identify and use into their action and promote dignity, access, participation and safety (DAPS) in emergency response. They were able to use the Emergency Plan of Actions and identify core

programming activities in an emergency and put into the plan gender and diversity sensitive actions. And were able to realize that this is not a stand-alone programme but can be mainstreamed into their actions considering budget as well the budget implications and what can be done especially to the most vulnerable in the community following the MSC and the DAPS application. A lot of recommendations emerge as well during discussions, highlighting our actions and what we can do more as Red Cross workers for the most vulnerable as a National Society.

- I. Move 4: Unity
  - a. Group exercise to analyze the several fictional Typhoon Haiyan Survivors to identify:
    - i. needs in different sectors (health, food, WASH, shelter and settlements, livelihood and non-food items)
    - ii. survivor's protection risks and capacities
    - iii. referrals and partnerships
    - iv. if actions are addressing the survivor's dignity, access to assistance, participation and safety
    - v. other measures that would cost extra cost
  - b. Second group exercise to provide feedback on the following situation of survivors:
    - i. prioritize needs
    - ii. protection needs
    - iii. capacities
    - iv. under-represented actions
    - v. measures need to be taken to address needs that would require additional funding
- II. Move 5: Neutrality
  - a. Group exercise on to develop sector-specific emergency plan of actions and synthesis on the basic GAD considerations in these plan through the "Quick Show of Hands"
- III. Move 6: Voluntary Service
  - a. Film showing of "To Serve with Pride"
  - b. Synthesis on the video through group discussion and elaboration on the 6 core principles
  - c. Presentation of what a National Society should have to ensure its GAD and GBV responsiveness
- IV. Move 7: Universality
  - a. Group exercise to create their own storyboards to represent their following plan of action
    - i. Key challenge in GAD integration
    - ii. Impact of these challenge to communities
    - iii. Current initiatives to address these challenges
    - iv. Recommend actions if given "free hand" to address these challenges
    - v. Support needed in implementation
    - vi. Outcome for the communities of this change

**Results:****A. Learning's**

- Awareness and appreciation of GAD and GBV prevention
- Linkage of GAD to the RCRC Movement's 7 Fundamental Principles
- Introduction of skills to mainstream and implement GAD and GBV prevention
- Importance of our actions and what we can do more in our response

**B. Challenges**

- Not all participants identified were able to attend
- Some participants were unable to attend the Day 2 of the workshop
- Late arrival of participants

**C. Recommendations**

- Implement more workshops to cover other chapters and be able to sensitize them on the relevance of GAD to PRC's goals

**Annexes and Reference materials**

## Annexes:

- Annex I: List of Participants
- Annex II: Evaluation Result
- Annex III: Photo Documentation

## Reference Materials

- RCRC GAD Resilience Library  
<https://sites.google.com/site/drrtoolsinsoutheastasia/gender-and-diversity/gender-and-diversity-for-resilience-toolkit>
- Workshop Documents  
[https://drive.google.com/folderview?id=0BwJYFcpAg0k\\_T2daWmdZTWZmMjA&usp=sharing](https://drive.google.com/folderview?id=0BwJYFcpAg0k_T2daWmdZTWZmMjA&usp=sharing)
- "To Serve with Pride" Video  
<https://www.youtube.com/watch?v=NfMKMCYFgPo>

**Follow up schedule/s:**

- Organizational assessment of GAD initiatives and recommendations
- GAD ToT implementation on April 2016
- Seeking more funding to implement this workshops for different chapters
- Advocate for the passage of Gender and Development policy

<b>Reported/Submitted By: Ana Villa R. Mariquina/</b>	<b>Norwina Eclarinal</b>
<b>Position: DRR Officer, DMS/ OIC-IRSP0</b>	<b>Date: 21 January 2016</b>