

International Federation of Red Cross and Red Crescent Societies

EVENT EVALUATION

Refresher training on Gender & Diversity

Cambodian Red Cross 21-22 November 2017, Svay Rieng Province



National Society

Guided by the 2011-2020 Strategy, CRC conducts various initiatives with a focus on (community-based) women's and children's health, with an emphasis on giving support to mothers and newborns, and assisting orphans with HIV/AIDS. In addition to the gender and diversity components of its health portfolio, CRC has a long history of addressing gender and diversity concerns through its Vulnerable Group Assistance program, which provides support to: people with disabilities, orphanages, the elderly, people living with HIV/AIDS and widows. The Vulnerable Group Assistance program is a mechanism of disaster preparedness.

CRC currently has a Gender and Diversity Policy, which was enacted in 2003 and is in the process of review and update. The review process is being conducted by a team consisting of: Head of Organizational Development, Head of Human Resources and the Head of Communications.

During a scoping mission in December 2014, after discussing the needs of a strategic gender and diversity approach to guide all policies, programs and tools with CRC senior management, it was agreed that such an approach is needed by CRC. The Disaster Management department of CRC also agreed that a gender and diversity perspective and an approach to promote gender and diversity equality is needed within CRC. The following recommendations were made: CRC needs to advocate for gender concepts more broadly in society; a standard Gender and Diversity regulation and policy should be integrated across CRC; as auxiliary to the government CRC should encourage the endorsement and implementation of the Gender Policy - CRC should promote awareness of gender within government and help them to promote their policy more widely.

CRC has recently appointed Madame Mom Chanthy, Deputy Director of Health Department, Mrs. Yin Bunsopheaktra, Head of Disaster Preparedness Unit of Disaster Management Department, and Ms. Dim Vantha, Program Officer Building Community Resilience as the Cambodian Red Cross' Gender and Diversity Focal Person. CRC has conducted G&D consultative meeting on 24th June 2016 with 42 participants (female 16 and Male 26) from 25 provinces and G&D training of Training on 13th to 15th December 2017 with 45 participants from 25 provinces (female 12 and male 33). With the funding support from IFRC/BKK office the Cambodian Red Cross organized 2-day refresher training to the 25 participants (Female 8) from 25 CRC branches who were attended training in December 2016.

Objectives

- To promote Gender and Diversity Policy among Red Cross Staff, Volunteers and Youth in CRC NHQ and 25 Red Cross Branches.
- To improve the knowledge and capacity of CRC NHQ/ Branch staff in their work to reduce Gender and Diversity inequality.
- To promote the gender and diversity work, engage with other actors as well as establish linkages with other networks.

Expected result and measurements for success

- Build on the understanding gained from the National Training of Trainers, in 2016. Increase knowledge on gender and diversity concepts and how our approach is linked with the 7 Fundamental Principles of the Movement.
- Increase capacity of the participants in the practical application of gender and diversity and how we can ensure the dignity, access, participation and safety of the communities we work with through the use of the Minimum Standard Commitments to gender and diversity in emergency programming.
- Minimum standard commitments to gender and diversity in emergency programming will be translated to Khmer language. Dignity, Access, Participation and Safety (DAPS).

Pre-Post Test:

Pre- and Post- Test Results: Gender and Diversity refresher training							
Results	Results	High		Medium		Low	
	Pre Test	3	(12%)	14	(56%)	8	(32%)
	Post Test	15	(60%)	10	(40%)	0	(00%)

Highlight Activities and Achievements

Process:

The refresher course was conducted 2-day within 25 Cambodian Red Cross provincial branches at Cambodian Red Cross branch, Svay Rieng province. There were 25 participants (8 females) from 24 Cambodian Red Cross branches (absent 1 participant from KEP province) who are the branch directors, branch deputy directors and branch officers, in Annex 1.

Contents and methodologies:

In this course included a mixer of interactive sessions, videos, presentation, case studies, group discussion, exchanges among participants based on knowledge, experiences and lesson learned from the implementation and previous training. Plenary discussion held after each session allowed participants to ask questions and share ideas, in Annex 2.

Day 1 – November 21, 2017

- Opening, course introduction, course expectation and 2 days agenda
- Participants conducted a pre-test for the progressive evaluation
- Presentation on Understanding the concept and issues, Gender, Diversity and GBV core concept explanation
 - Define the GBV definition, types, causes and how it affected.
 - Participants conducted a 'speed debating' activity. Participants were asked to take a side about a controversial statement such as "gender is woman". Each participant had to debate against on opponent.
 - Model of multi-sector intervention of other NSs in the region and IFRC reporting mechanism.
 - Activities that NS/Project can mainstream to avoid GBV.
 - To Serve with Pride video and 6 key principle outlined by UN that require all humanitarian actors to apply.
 - Participants complete d the 'Gender, diversity and Gender-based Violence Quiz: The quiz was based on real statistics about gender and diversity in the world and specially within Southeast Asia.
- Gender and Diversity Resource Library
 - Highlight on the existing IFRC Gender and Diversity Resource Library website that can be sourced out tools, guideline, policy and frameworks as well as best practices from other NSs in the regions and across the world.
- Introduction of IFRC tools and Framework
 - Get through on IFRC tools such as Gender Policy, Violence prevention module, MSC guideline and IFRC Gender and Diversity Issues 2011-2020. We stressed on 2 Key tools, IFRC Gender and Diversity Issues 2011-2020 which was already translated in Khmer documents and it is mainly for strategic level. CRC also developed its Gender and Diversity policy based upon this guiding framework. Another key tool is Minimum standard commitment for Gender and Diversity for Emergency Programming, which is an operational tool that easy to mainstreaming in our existing project/program and branch operational plan which ensure the implementation are informed by Dignity Access Participation Safety framework whenever we deliver our services.

Day 2 – November 22, 2017

- Recap of Day 1 participation session
- Introduction to Gender-based Violence and Violence Prevention
 - Define concept, type, category and form of violence, vulnerable group and challenges
 - Guiding tools for implementation
 - 10 steps to create safety environments
- How to integrate gender and diversity into branch development plan. The facilitator present the step on integration of GD in to plan, asking their gaps/challenges and recommendations/suggestions/solutions

link to each step

- Plan of Action: Each branch raise activities that branch can support.

Individual Branch Plan of Action

- Nomination G & D focal person in 25 Red Cross Branches
- Integrate G& D in all CRC's core activities plan
- Strengthening data collection and report by dividing male, female, disability, children, and elderly.
- Promote Gender and Diversity policy through RCVs and RCYs networks
- Translate DEAPS (minimum standard of Gender and Diversity)
- Conduct meeting for CRC Gender and Diversity focal person
- Conduct refresher course for Gender and Diversity

Participants evaluation and recommendations

At the end of the training, the participants completed evaluation form and based on their feedback the following reflection have been made.

- In overall was positive feedback on all session, participants feeling that most of session were useful to them with a good practice and theory
- Similar training should be made available on a regular basis.
- This training provided a good basis to continue work on Gender and diversity concepts and practical application. The participants stated that the training has support them more ideas and skills to better integrate into program/project and branch development plan.
- The facilitators should provide separate training related to GBV
- Cambodian Red Cross should continue to provide training and more disseminate on G&D, G&D policy to branches, sub-branched, Red Cross Volunteer and community
- Conduct coordination meeting with relevant actors working in Gender on what Red Cross can support related to Gender.
- Provide technical and financial support to red cross branch focus on Gender integration in Health and Disaster program.

Media Coverage

The workshop and training activities were broadcasted through the two different TV channels namely Bayon TV Cable TV Red Cross channels.

Government Involvement

The facilitators were invited from the Ministries of Women Affair, to present overall concepts of Gender Based Violence (GBV) in Cambodia and Policy Framework

Partner Involvement

IFRC Gender Focal Person and CRC G&D focal person have consulted on training contents and IFRC provide support training documents.

ASEAN Involvement:

N/A

Social Media

The facilitators and participants posted the pictures of this workshop in their respective Facebook accounts and

CRC Facebook and web-site of Cambodian Red Cross, www.redcross.org.kh, as well.

Gender of Participants

The total participants were 30 (12 females and 18 male) from 25 Red Cross Branches which include Branch Directors, Branch Deputy Directors and branch officers.

Other Information

The G&D focal person will coordinate with PMER Unit of Cambodian Red Cross to follow up the activities of branches in including the Gender and diversity into provincial development plan and others.

Photographs & Stories



Feedback to IFRC

The IFRC should continuously build the capacities of the national societies, through piloting target branches for gender and diversity mainstreaming in to existing program/project's activities.

Reporter:

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Contact information

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Annex 1: List of Participants

No	Name	F	M	Position	From
1	An Sokhim		M	Provincial branch deputy director	Mondulkiri
2	Dim Nat		M	Provincial Branch director	Rattanakiri
3	Koam Sokhom		M	Provincial branch deputy director	Preah Sihanouk
4	Loch Phireak		M	Provincial branch deputy director	Koh Kong
5	Rin Chanmarina	F		Provincial branch deputy director	Kandal
6	So Kang		M	Provincial Branch director	Pailin
7	Say Proleung		M	Provincial Branch director	Stung Treng
8	Yim Chanthan		M	Provincial Branch director	Takeo
9	Pen Sochea	F		Provincial Branch officer	Oddor Mean Chey
10	Som Sam An		M	Provincial Branch director	Siem Reap
11	Yong Kim Hean		M	Provincial Branch director	Preah Vihear
12	Thong Virada		M	Provincial Branch director	Kratie
13	Yok Phy		M	Provincial Branch officer	Kampong Cham
14	Hy Sovann		M	Provincial Branch director	Tbong Khmum
15	Duk Sida	F		Provincial Branch director	Kampong Thom
16	Pen Chandara		M	Provincial Branch officer	Kampot
17	Sok Srey Pov	F		Provincial Branch officer	Kampong Chhnang
18	Van Heang		M	Provincial Branch director	Pursat
19	Kosom Sophynea		M	Provincial branch deputy director	Battambang
20	Sek Marineath	F		Provincial Branch officer	Svay Rieng
21	Tech Kunthea	F		Provincial Branch officer	Svay Rieng
22	Ouk Meas Solina	F		Provincial Branch director	Prey Veng
23	San Khit		M	Provincial Branch director	Banteay Mean Chey
24	Om Channa	F		Provincial Branch director	Kampong Speu

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25	Soam Chantra		M	Provincial branch deputy director	Phnom Penh
26	Mom Chanthy	F		Deputy Director of Health Dept.	CRC-NHQ
27	Dim Vantha	F		BCR program officer	CRC-NHQ
28	Yin Bunsopheaktra	F		Head of Disaster Preparedness Unit	CRC-NHQ
29	Koet Kunthea	F		BCR program officer	CRC-NHQ
30	En Sopheap		M	Head of CBHD Unit	CRC-NHQ
Total		12	18		

**Annex 2: Agenda on Gender and Diversity Refresher course
Svay Rieng, 21-22 November 2017**

Time	Description	Remark
Day 1 – November 21, 2017		
7:30-8:00	Registration	
8:00-8:30	Opening session	
8:30-9:30	Self-introduction, course objective, agenda and self-expectation	
9:30-9:45	<i>Tea Break</i>	
9:45-10:15	Pre-test	
10:15-12:00	1. Understanding the concept and issues, gender, diversity and GBV core concept 2. Introduction to gender and diversity tools of IFRC	
12:00-14:00	<i>Lunch Time</i>	
14:00-15:15	- Minimum standard commitment for Gender and Diversity for Emergency Programming	
15:15-15:30	<i>Tea Break</i>	
15:30-16:45	- Minimum standard commitment for Gender and Diversity for Emergency Programming	
16:45-17:15	Final wrap up and daily evaluation	
8:00-8:30	Recap Day 1	
8:30-09:30	3. Overview and understanding the GBV	
9:30-09:45	<i>Tea Break</i>	
9:45-12:00	4. Overview and understanding the Violence Prevention 5. Integrate gender and diversity into branch development plan	
12:00-14:00	<i>Lunch time</i>	
14:00-15:15	Develop action plan	
15:15-15:30	<i>Tea Break</i>	
15:30-16:30	- Post-test - Final evaluation	
16:30-17:00	<i>Closing session</i>	