

International Federation of Red Cross and Red Crescent Societies

EVENT EVALUATION

Gender & Diversity Approaches to Vulnerability and Capacity Assessment training

4-8 December 2017, Kampong Chhnang Province, Cambodia

National Society: Cambodian Red Cross

Executive Summary

The Cambodian Red Cross Vulnerability and Capacity Assessment (VCA) is a key assessment process used by CRC and Some Red Cross Branches for participatory community assessments. The VCA process, allows us to understand people's exposure to and capacity to be resilient to natural hazards. The VCA also enables local priorities to be identified and appropriate action taken to reduce communities' risk to disasters. It eventually assists in the design and development of programmes, drawing on sustainable solutions from within the community.

To achieve the aim of the VCA and ensure we are inclusive of all in our communities, we must systematically apply a gender and diversity approach to the VCA methodology, assessment, tools, and analysis. We must, therefore, not look only at community as entity but apply this approach to ensure we engage with and understand the needs, economic and religious group that make up the community. Gender and diversity is essential and fundamental to the work we do within the Red Cross Red Crescent Movement. We know that women, men, boys and girls prepared and respond to disasters in different ways due to their roles in the household, in society and due to the expectations placed on them because they are male or female. When assessing resilience to disasters, factors related to a person's gender or diversity can compound risk and vulnerability.

The field school was run over 5 days with four days of in-class sessions and one-day field visit. The training aimed to equip participants to be sensitive to gender and diversity considerations while conducting the Vulnerability and Capacity Assessment process (planning, conducting, monitoring and analyzing).

Objectives

- Gain an overview of gender and diversity key concepts and practical application, including gender and diversity analysis.
- Be trained on the adapted tools and methodology for the gender and diversity in VCA
- Experience field testing of the tools including planning, implementation of assessment and analysis of information

Pre-Post Test:

Pre- and Post- Test Results: Gender and Diversity in VCA							
Results	Results	High		Medium		Low	
	Pre Test	4	(14%)	20	(69%)	5	(17%)
	Post Test	15	(79%)	4	(21%)	0	(00%)

Highlight Activities and Achievements

Participants

There were 19 participants (10 male and 9 female) from 18 Cambodian Red Cross Provincial Branches. Participants in the training came from a variety of professional background, including from Disaster Management, Health, First Aider and Youth Advisor, Annex 1.

Contents and methodologies:

This course was held in Kampong Chhnang province from 4-8 December 2017 at PAMA Hotel. It was included a mixer of interactive sessions, videos, presentation, case studies, group discussion, exchanges among participants based on knowledge, experiences and lesson learned through previous VCA implementation and a one-day field trip. Plenary discussion held after each session allowed participants to ask questions and share ideas, in Annex 2.



Participants recorded their expectation at the beginning of the training which were grouped together based on 3 main areas:

1. Gender and Diversity concept
2. Integration of the VCA tools
3. Knowledge, learning and sharing related to the topic

Day 1 – December 4, 2017

- Opening, course introduction, course expectation and 5 days agenda
- Participants conducted a pre-test for the progress 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 – December 5, 2017

- Recap of Day 1, participation session
- Introduction to community resilience and the VCA approach: Brainstorming exercises. Group discussion to discussed characteristics of a resilience community.
- Overview of the VCA approach, tools, and methodology with a gender and sensitive approach
- Introduction of the 12 steps of the VCA process: Matching Exercise, participants has to match the name of the tool to the description. Following this, they looked more in depth at their tool and discuss its objectives, how to ensure Gender and Diversity Approach, and how to link the implementation of the tools with analysis planning
- Introduction to tools for analysis including brainstorming, ranking, and problem tree

Day 3 – December 6, 2017

- Recap of Day 2, participation session
- Introduction of Building Resilience Community Program (BRCP) processes which funded by Finnish Red Cross and the VCA tools used by this program.
- Introduction to the community (December 7, 2017) and an overview of the community profile. Participants were provided with a secondary data sheet.
- Planning for field visit: Participants were divided into five groups, each assigned one different VCA tools to introduce to community members. Participants were asked to brainstorm on how to implement a Gender and Diversity approach in the VCA tools and prepare for the application of each tool in the community: division of roles and responsibilities, preparing the questions to ask, and analyzing the different responses from men, women, girls, boys, the elderly

Day 4 – December 7, 2017

- Field visit to Khnong Village, Svay Chrum commune, Rolei Bier district, Kampong Chhnang province (15 Km from provincial town)
- Introduction to village leader and the member of community facilitated by BRC Program officer
- Participants and community members divided into 5 groups and began the community discussions based on their prepared Vulnerability and Capacity Assessments tools (i.e. stakeholder analysis, seasonal calendar, historical profile, mapping, and transect walk). The groups were organized to consider all participants of community members.
- A brief was held and participants were asked to identify the positive experiences and challenges they faced during the field visit.

Participants conduct field school on G&D in VCA at Khnong village, Svay Chrum commune, Rolei Bei district, Kampong Chhnang province



Group of transect walk with male in community



Group of seasonal calendar with female in community



Group of mapping with village leader

Day 5 – December 8, 2017

- Recap of Day 4, participation session
- Tools for VCA analysis: Each group were asked to discuss on the community's identified hazards, risks, its impacts and categorizing the information per group (male, female, youth, elderly male, and elderly female etc.) There was a discussion on how to ensure gender and diversity approach when ranking information with communities.
- Participants conducted a post-test for the progress evaluation
- The Gender and Diversity Expert Tree: Participants were asked to post their level of expert (beginner-average-expert) on the flow diagram of a tree which was done on Day 1, Day 2 and Day 5.
- The Vulnerability and Capacity Assessment Expert Tree: Participants were asked to post their level of expert (beginner-average-expert) on the flow diagram of a tree which was done on Day 1, Day 2 and Day 5.



Presentation on the stakeholder analysis tool



Presentation on the transect walk tool



Presentation on the mapping tool



Presentation on historical profile tool

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.
- Should pro
- 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.
- Cambodian Red Cross should continue to provide basic training on Vulnerability and Capacity Assessment to branches, sub-branched, Red Cross Volunteer
- The field visit was a good practical for the training and should be continued
- This training was very important because it link to their daily work in community
- Participants request to update Gender and Diversity into VCA Guidelines for the development of future modules/training sessions in this area

Media Coverage

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

Government Involvement

N/A

Partner Involvement

Sharing technical support from IFRC Gender focal person in Bangkok office.

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 19 (9 females) from 18 Red Cross Branches which include DM officers, health officers, youth advisor.

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

For further information, please do not hesitate to contact:

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The Gender and Diversity Knowledge Tree as seen below:



Day 1

Day 3

Day 5

The Vulnerability and Capacity Assessment Knowledge Tree as seen below:



Day 1

Day 3

Day 5

Annex 1: Training participants on Gender and Diversity in VCA

No	Name	Sex	Position	From
1	Heng Rattana	M	Branch Officer	Preah Vihear
2	San Sokhan	M	Branch Officer	Banteay Mean Chey
3	Ho Phalla	F	Branch Officer	Kampong Thom
4	Chun Sitha	M	Branch Officer	Prey Veng
5	Ruos Sangeum	F	Branch Officer	Oddor Mean Chey
6	Souk Cheata	F	Youth Advisor	Stung Treng
7	Seng Somaly	F	Branch Officer	Takeo
8	Keo Kim An	F	Branch Officer	Siem Reap
9	Put Meng Hour	M	Branch Officer	Koh Kong
10	Yok Phy	M	Branch Officer	Kampong Cham
11	Pen Chandara	M	Branch Officer	Kampot
12	Tech Kunthea	F	Branch Officer	Svay Rieng
13	Dim Sam Oi	M	Branch Officer	Rattanakiri
14	Som Chantra	M	Provincial Branch Deputy Director	Phnom Penh
15	Hang Srey Pao	F	Branch Officer	Kandal
16	Soth Sokhon	M	Branch Officer	Kampong Speu
17	Beng Vannary	F	Branch Officer	Kampong Speu
18	Phuon Vottey	M	Branch Officer	Kampong Chhnang
19	Heng Srey Mom	F	Branch Officer	Kampong Chhnang

Total participants = 19 (Female = 9 and Male = 10)

Annex 2: Gender and Diversity in Vulnerability and Capacity Assessments Field School, Cambodia, 4th – 8th December 2017

Time	Monday 4th Dec 2017	Tuesday 5th Dec 2017	Wednesday 6th Dec 2017	Thursday 7th Dec 2017	Friday 8th Dec 2017
07:30 - 09:15	Registration and open remark	Recap of Day 1	Recap of Day 2	Travel to community Meet with community leaders	Analysis of data, action planning and advocacy – Group work
09:15 – 09:30	Tea Break	Tea Break	Tea Break	Tea Break	Tea Break
09:30 – 11:30	Introductions Agenda and structure Objectives and Expectations Hotel security briefing Pre-Test DIGNITY: Understanding the issues (Core Gender and Diversity concepts) ACCESS: Gender and diversity analysis.	Overview of the VCA approach, tools and methodology with a gender and diversity sensitive approach	Introduction of CRC CBDRR process Introduction to the community	Conduct VCA data collection	Analysis of data, action planning and advocacy – Group work
11:30 – 14:00	Lunch break	Lunch break	Lunch break	Lunch break	Lunch break
14:00 – 15:15	PARTICIPATION: Beneficiary case studies. Understanding gender and diversity in disaster risk reduction.	Overview of the VCA approach, tools and methodology with a gender and diversity sensitive approach	Cultural considerations Group work and preparation for field	Conduct VCA data collection	Present analysis and findings
15:15 – 15:30	Tea Break	Tea Break	Tea Break	Tea Break	Tea Break
15:30 – 17:00	SAFETY: A practical framework for integrating gender, diversity and GBV prevention into our operations.	Overview of the VCA approach, tools and methodology with a gender and diversity sensitive approach	Continue group work and preparation for field Presentation of field plans	Analysis of initial data and preparation for field visit	Presentation on the next steps with the community Review of National-level action plans Post-test and evaluations Closing
17:00 – 17:30	Final wrap up and end of day evaluation	Final wrap up and end of day evaluation	Final logistical announcements	Final wrap up	Final wrap up