

# A Pocket Guide To Gender and Diversity in Emergencies

Quality, Impact and Accountability



International Federation  
of Red Cross and Red Crescent Societies  
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## The basics of gender and diversity analysis

- Disasters affect people from all walks of life.
- We are all diverse. We each have different: status, language abilities, age, abilities, and literacy levels. These also impact our needs, strengths and access to decision-making. After a disaster, some people cope better than others.
- Often (in the early phase of an emergency) we name a number of “people” affected. But “people” comprise men, women, boys and girls – who all experienced Cyclone Pam differently.
  - *Example: Experience shows us that women are less likely to receive early warning messages prior to a disaster, and are therefore more at risk of being killed than men in emergencies. Why? Early warning messages might not have been delivered to women because the meetings were on when women were engaged in child care. By performing a gender and diversity analysis we can improve our work, be more accountable and make sure that our messages about disaster are accountable and relevant.*
- In order to implement a quality, accountable emergency response – we must all have a basic understanding of who is affected and why.
- ASK: what are the different needs of women, men, boys, girls, older people, people with disabilities, pregnant women, women who have survived sexual violence?
- If you have asked these questions, you are already doing a gender and diversity analysis.
- Gender and diversity analysis is easy. It is also essential. It helps us identify and address need and inequalities, so we can assist people to build their lives back better.

## Rapid gender and diversity assessment – “the triple A” approach

### **A = ASSESSMENT TEAM**

- **GUARANTEE GENDER BALANCE** in assessment teams
- **SPEAK DIRECTLY** with affected women, men, boys and girls (separately if needed) about their needs, and priorities. Actively seek to reach people with a disability, older people, pregnant and lactating women.
- **PLAN** consults at times and venues when men, and women, will be able to attend.
- **RECORD** where men and women answer differently
- **COLLECT AND RECORD** data broken down by age and sex (avoid generic terms like “people” and “household” as these do not assist in analysing vulnerability criteria)

### **A = ASK**

- **WHO** is affected? (sex, age, location)
- **WHAT** are the specific needs and priorities of men and women, boys and girls? (list some)
- **HOW** are people coping with the situation? WHO is not coping well?(age, gender, geographic location)
- **WHO** owns, accesses and controls resources? (gender, age, class, status)
- **WHO** participates in decision-making? (therefore list who does not participate)
- **HOW** can you promote participation in leadership/decision-making of those who are less represented?

- **WHICH** local organisations/associations already exist to help people in need (disability support groups, domestic violence services, men's civil society groups)? (Make contact)

#### **A = ANALYSE THE FINDINGS RAPIDLY**

- **REFLECT** on the assessment (was it done adequately and in a consultative way?)
- **REVIEW and REASSESS** your priorities based on the information
- **DESIGN** your assistance based on the priorities
- **FEEDBACK** assessment outcomes to the community
- **SHARE** data on the specific needs, vulnerabilities, capacities of men, women, boys and girls

## Shelter

- **ENSURE** an equal balance of male and female staff or volunteers are helping in emergency shelters (or recruit more volunteers to meet the gender balance needs)
- **CONSULT** women, men, boys and girls (including people with disability and the elderly) in shelter design. Ask about their distinct needs for safety and privacy.
- **USE** the assessment approach in this booklet for shelter programming and project design and monitoring
- **APPOINT** evacuation centre committee or a shelter design committee that includes both women and men. This committee will assist to monitor safety, privacy concerns, protection concerns and community feedback.
- **APPOINT** a gender balanced shelter design team. Consult men, women and children about what they need in a shelter.
- **ASK** about who owns the land and ensure that you are not asking women to return to the lands of their ex-partners in order to live in a shelter
- **LIAISE** with protection actors regarding whether discriminatory land ownership policies exist – such as exclusion of women from allocation of plots of land
- **MAKE** arrangements for lighting, locks and privacy partitions and other physical security measures.
- **LIAISE** with WASH and Protection teams to ensure that sanitary materials are provided to women and girls based on what they need (ask a sample group) and in shelter/latrine design **PROVIDE** somewhere private for disposal of sanitary waste.

- **CONSIDER** vulnerability in distributions – consider how to reach not only male headed households, but also women, elderly people, people who may have trouble accessing distribution. Also identify who might need additional training to use tools and shelter materials (e.g. tailor assistance to women heads of household, to people with disabilities or anyone who is not normally engaged in construction roles).
- **IMPLEMENT** a confidential complaints mechanism which allows ALL people to register complains about existing services/staff, and to request additional or targeted assistance

## Water, Sanitation and Hygiene (WASH)

- **ENSURE** a gender balanced WASH team. Include at least one woman in any team that is in regular contact with communities.

### EMERGENCY SANITATION

- **CONSULT** representatives of the following groups: men (often responsible for maintenance and repairs), women (needs differ for pregnancy and menstruating women), children and their caretakers, disabled, elderly. You may need to consult separately and identify times and venues that men and women will be able to access.
- **CONSIDER** operation and maintenance from the start, including hand washing facilities.
- **DESIGN** emergency sanitation to ensure best dignity for all women, men, boys and girls, and consult affected people on: location, segregation of male/female facilities, signage indicating male/female toilets, screening near latrine doors, number of female vs male latrines (SPHERE indicates 3:1 female to male ratio), existing practices (squatting/sitting/cleaning), distance/access issues, internal locks (are they suitable for children, disabled?), lighting for safety, handrails inside latrines, larger structures for wheelchair access, hand washing suitable for all, disposal and care of sanitary waste.
- **MONITOR** by observation and consultation using Assessment and Monitoring section of this this pocket guide.
- **IMPLEMENT** a confidential complaints mechanism which allows ALL people to register complains about existing services/staff, and to request additional or targeted assistance

## EMERGENCY WATER SUPPLY

- **CONSULT** with women (they are often responsible for managing water sources) and with men (they are often responsible for maintenance and repair of water supply). It may be appropriate to consult separately. See Assessment and Monitoring section of this pocket guide.
- **DESIGN** program based on consultation with women, men, boys and girls and consider: distance to water point (is it accessible to elderly, disabled), security at water point (not in an area deemed unsafe by any members of the community), access (are paths suitable for all users), lighting (and safety), size and volume of water containers (can they be carried by all users).
- **TAKE** special measures to adapt access to water based on the needs of elderly and disabled heads of household.
- **MONITOR** by observation and consultation using Assessment and Monitoring section of this this pocket guide.
- **IMPLEMENT** a confidential complaints mechanism which allows ALL people to register complains about existing services/staff, and to request additional or targeted assistance

## HYGIENE PROMOTION IN EMERGENCIES

- **DEVELOP** gender sensitive hygiene promotion messages – taking account of menstrual hygiene for example.
- **MAKE** hygiene promotion activities available to all women, men, boys and girls, including through discussions with men and women separately.
- **GENDER BALANCE** in hygiene teams is essential.



## Gender Based Violence

- **RECRUIT** staff and volunteers in a manner that will discourage sexual exploitation and abuse (such as police checks)
- **ENSURE** all staff and volunteers are briefed on (and have signed and understood) the Code of Conduct. Sexual violence and assault are crimes under national law.
- **LINK** with protection teams to establish how you will refer survivors/victims of gender based violence to healthcare, counselling and/or legal services
- **SENSITISE** your volunteers and staff to identify signs of sexual exploitation and abuse, and ensure that they are aware of the correct procedure to refer victims of all forms of gender-based violence to healthcare, psychological and social services (SEE referral information in back of this booklet)
- **IMPLEMENT** a confidential complaints mechanism which allows ALL people to register complains about existing services/staff, and to request additional or targeted assistance
- **ENSURE** that survivors of gender based violence have safe and confidential access to shelter
- **ENSURE** that sexual violence related health services and community based psychological and social support is provided for survivors. Remember, you are not a counsellor, you should refer survivors of gender based violence to local support networks rather than provide improvised support yourself.
- **PROVIDE** community members with information about available psychological and social services for survivors of gender based violence – including information about services that support children, people with disabilities, the elderly. You may need to provide such information to men and women separately, often confidentially.

## ROLES AND RESPONSIBILITIES:

### **President and Board Members (national and branch level)**

- Are responsible and Board Members at national and branch level to put in place policies related to gender, child protection, diversity inclusion, and a codes of conduct against sexual exploitation and abuse.

### **Secretary General**

- Is responsible for ensuring that these policies are implemented in all projects, programs and services. As leaders of the Red Cross, it is essential that members and volunteers are aware and understand these issues and act as role models for these principles.

### **Team leader**

- It is the Team Leader's responsibility to lead, implement and monitor on planned gender and diversity sensitive activities
- Recruit both male and female staff and volunteers and assign a person to brief volunteers on the 7 Fundamental Principles, the Code of Conduct and Gender/Diversity analysis

### **Staff and volunteers**

- Ensure you have signed the Code of Conduct (if you have not been presented with it, you can ask for it)
- Ask for information about gender and diversity analysis
- Know that you can refer people to other services - see below for local referral information (or note it)



Referral information

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Port Vila

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Other areas

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For further information, please contact:

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