

Gender and
Diversity

*Introduction to gender and diversity
for community resilience*

**Introduction to Resilience Training
Thai Red Cross
9-12 November 2015**

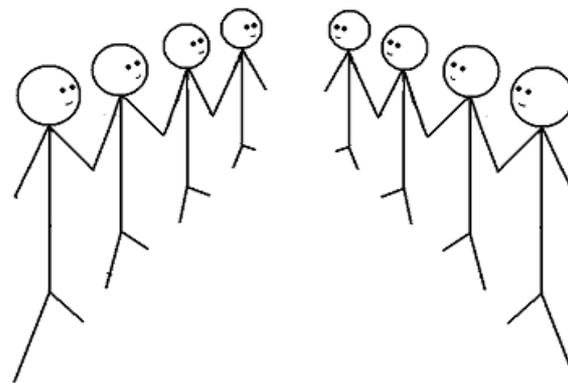


Session learning objectives

- To understand the concepts of gender, diversity & sexual and gender-based violence
- To be aware of IFRC's strategic framework on gender and diversity and the minimum standard commitment of gender and diversity in emergency programming.

Group exercise

Speed debating



Group exercise

**Gender เป็นอีกคำที่ใช้พูดถึงผู้หญิง
(Gender is just another word for
women)**

Group exercise

ในช่วงรับมือภัยพิบัติ เราควรจัดการเรื่อง
เร่งด่วน ฉะนั้นประเด็น **G&D** ต้องรอก่อน

**(In disaster response, the *tyranny of the urgent* trumps everything.
Addressing gender and diversity must
wait.)**

Group exercise

ในช่วงรับมือภัยพิบัติ การตอบสนองความต้องการของผู้พิการ เป็นการก่อภาระต่อทรัพยากรที่มีจำกัด
อย่างไม่อาจยอมรับได้

(In a disaster response, trying to meet the distinct needs of people with a disability represents an unacceptable burden on limited resources.)

Group exercise

ในช่วงเกิดภัยพิบัติ ผู้สูงอายุต้องพึ่งพาผู้อื่น และ
ต้องคอยให้ผู้อื่นช่วยเหลืออยู่ตลอดเวลา

**(In disasters the elderly are dependent
and always need help)**

Group exercise

ชายหญิงไม่มีทางเสมอภาคเท่าเทียม เพราะพวก
เขาแตกต่างกัน

**(Men and women can never be equal
because they are biologically different)**

Gender vs Sex

Sex: refers to the **biological differences** between men and women

Gender (as a concept): refers to the **social differences** between men and women and relate to the attitudes, behaviors, roles and expectations put on men and women as a result of being male or female

When we speak of ‘Gender’ we do not just mean women

Gender – provides us an analytical tool

What characteristics do you think most describe men and women?



Gender and
Diversity

Examples of gender stereotypes

breadwinner

strong

good listeners

aggressive

emotional

well-organised

nurturing

weak

risk-takers

multi-tasking

good leaders

How is gender influenced?

- Gender is socially constructed, learned and has the ability to change over time and between situations
- It is influenced by ...

Tradition

Values and
beliefs

Attitudes

Culture

Social
influences

Behavior

Definition: Vulnerability

Vulnerability:

the conditions determined by physical, social, economic, environmental and political factors or processes, which increase risk and susceptibility of people to the impact of hazards.

Definition: Marginalized Groups

Marginalized populations:

those groups or individuals who are discriminated against or who have less power to provide and protect for themselves and their families due to aspects of their diversity.

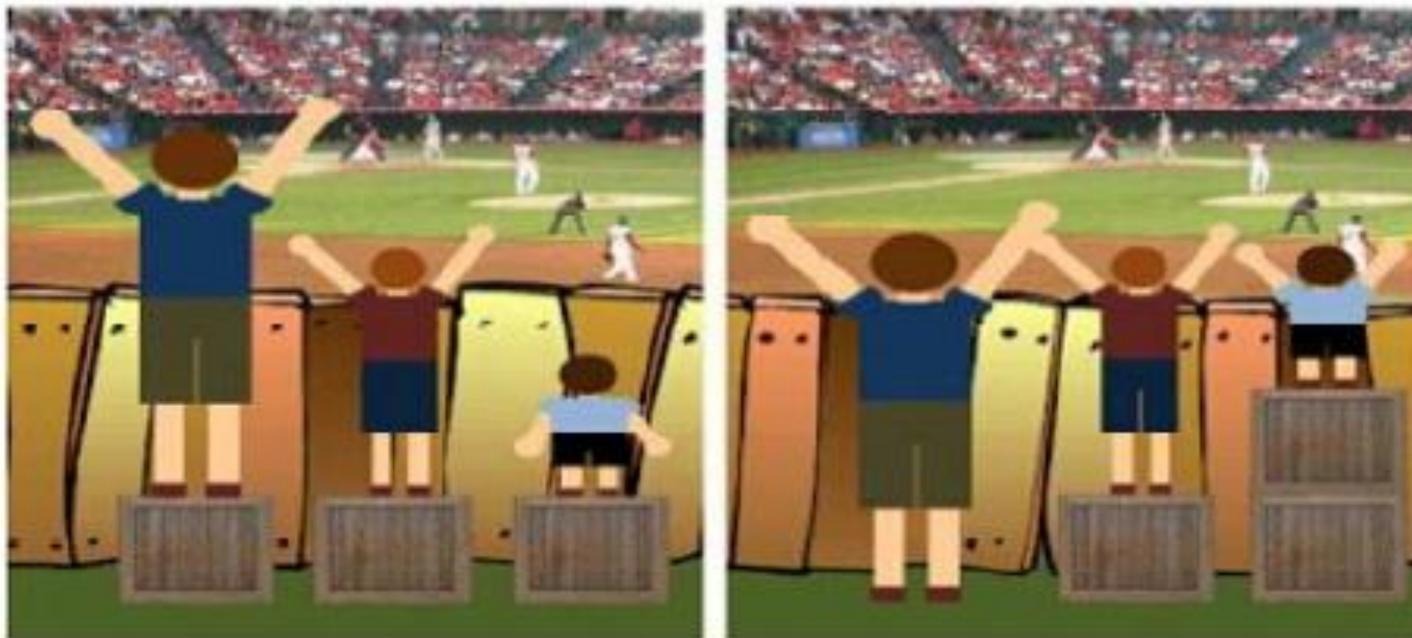
Gender equality

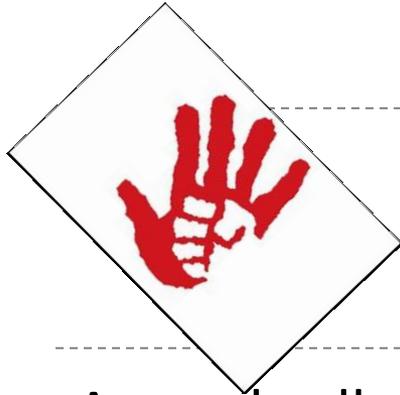
- Gender Equality exists when males and females are able to **equally share the distribution of power and have equal opportunities** both in the home and in the community.
- Gender Equality does not mean that males and females are the same – it means that their **rights, responsibilities and opportunities** do not depend on their sex.



Gender and
Diversity

Equality vs Equity





Sexual and Gender-based Violence (S/GBV)

An umbrella term for any harmful act that results in, or is likely to result in, **physical, sexual or psychological** harm or suffering to a person on the basis of their gender.

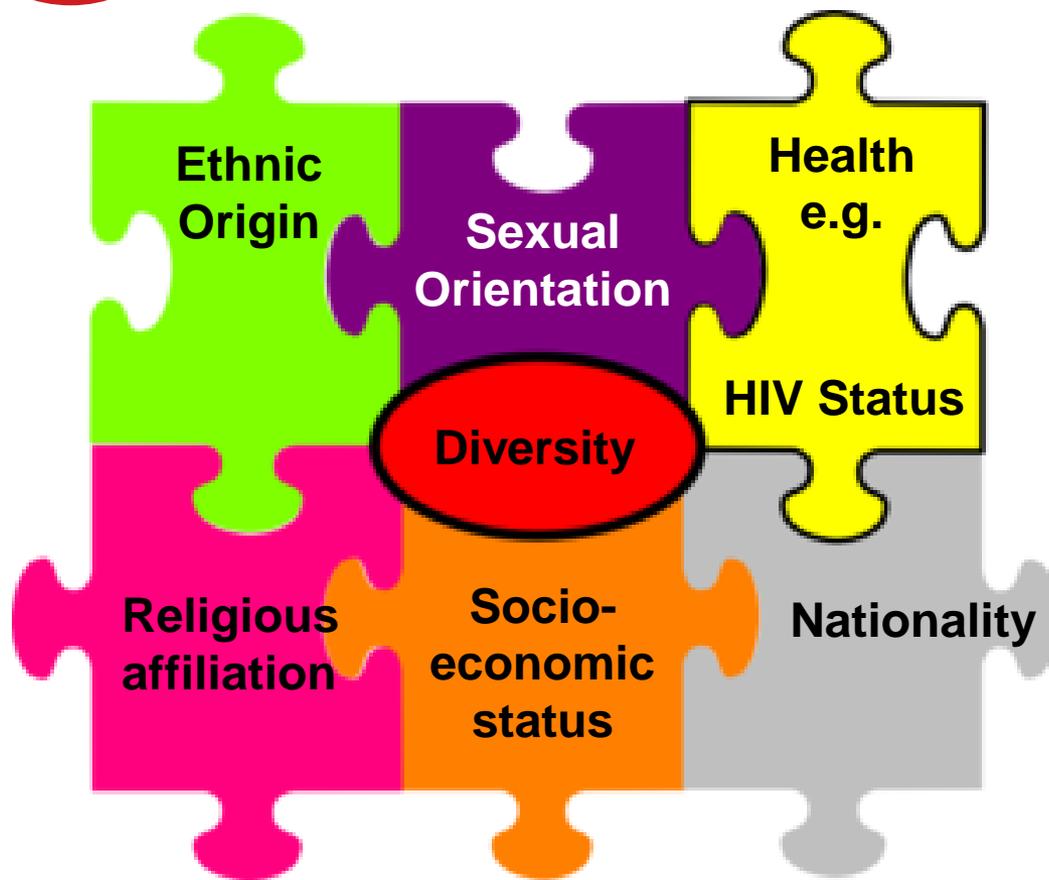
A result of gender inequality and abuse of power.

Includes but not limited to sexual violence, domestic violence, trafficking, forced/early marriage, forced prostitution, sexual exploitation and abuse and denial of resources, opportunities and services.

- *Another confusing and contested term*
- *Sexual violence, sexual and gender-based violence, violence against women and girls*

Gender and
Diversity

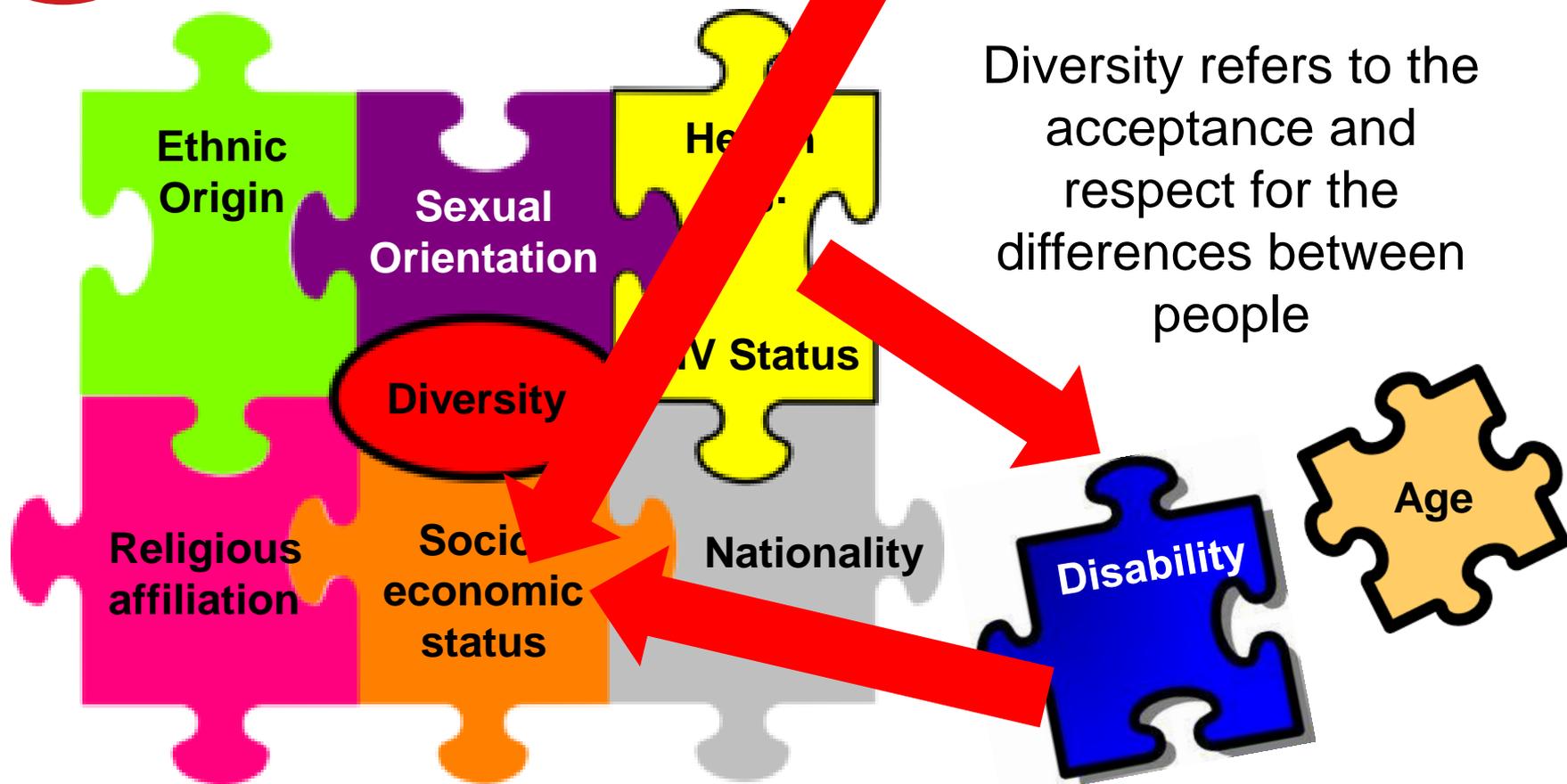
Diversity



Diversity refers to the acceptance and respect for the differences between people



Interactions between gender and diversity



Diversity refers to the acceptance and respect for the differences between people

Capacity of individuals and communities

We must not forget that while we must understand and address needs and vulnerabilities...

....we must also look to women, girls and marginalized groups to identify and build on their capacities.

Can be extremely resilient during disasters and they can be **powerful agents of change**

Quiz time!



Gender and Diversity Quiz

Sex

While approximately 50% of the world's population is female, it is estimated that in *most* refugee populations, % are women and children.

Is it 60%, 70%, 80% or 85%?

Gender and Diversity Quiz

Sex

While approximately 50% of the world's population is female, it is estimated that in *most* refugee populations, **80%** are women and children.

Is it 60%, 70%, 80% or 85%?

Gender and Diversity Quiz - AGE

% of world's population aged between 0 and 14 years	
% of world's population aged between 15 and 24 years	
% of world's population aged between 25 and 54 years	
% of world's population aged between 55 and 64 years	
% of world's population aged over 65 years	
% of the 232 million international migrants that are under 20 years of age	

Gender and Diversity Quiz - AGE

% of world's population aged between 0 and 14 years	26%
% of world's population aged between 15 and 24 years	17%
% of world's population aged between 25 and 54 years	41%
% of world's population aged between 55 and 64 years	8%
% of world's population aged over 65 years	8%
% of the 232 million international migrants that are under 20 years of age	16%

Gender and diversity quiz

Pregnancy

___% of women of reproductive age (15 – 45 years), including refugees and IDPs, are pregnant at any given time.

Is it 7%, 10%, 20% or 25%?

Gender and Diversity Quiz

Pregnancy

20% of women of reproductive age (15 – 45 years), including refugees and IDPs, are pregnant at any given time.

Is it 7%, 10%, 20% or 25%?

Gender and Diversity Quiz - Disability

Around ____% of the total world's population live with a disability

The World Bank estimates that _____% of the world's poorest people have some kind of disability

Gender and Diversity Quiz - Disability

Around ____% of the total world's population live with a disability	15%
The World Bank estimates that _____% of the world's poorest people have some kind of disability	20%

Gender and diversity quiz

LGBTI

Being lesbian, gay, bisexual, transgender or intersex is illegal in how many countries? Is it 25, 47 or 76?

Gender and diversity quiz

LGBTI

Being lesbian, gay, bisexual, transgender or intersex is illegal in how many countries? Is it 25, 47 or **76**?

Gender and diversity quiz

LGBTI

How many countries impose the death penalty on LGBTI people? Is it 2, 7 or 15?

Gender and diversity quiz

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Gender and diversity quiz

Violence

What % of women worldwide have experienced either physical and/or sexual violence? 20, 25 or 35%

Gender and diversity quiz

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Gender and diversity quiz

Violence

What % of the 4.5 million people forced into sexual exploitation are women and girls? 75, 88 or 98%

Gender and diversity quiz

Violence

What % of the 4.5 million people forced into sexual exploitation are women and girls? 75, 88 or **98%**

Gender and diversity quiz

Violence

How often does an adolescent girl die as a result of violence in the world? Every 30 minutes, 20 minutes or 10 minutes?

Gender and diversity quiz

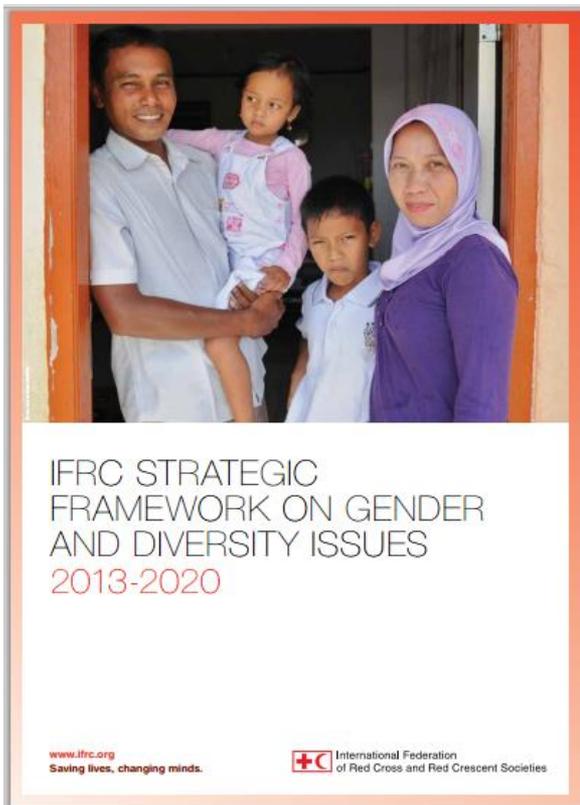
Violence

How often does an adolescent girl die as a result of violence in the world? Every 30 minutes, 20 minutes or **10 minutes**?

IFRC's approach

- The IFRC's gender and diversity work is not a separate or new component
- It is rooted in its humanitarian mandate to **prevent and alleviate human suffering without discrimination** and to protect human dignity.
- The RCRC recognizes that women and men have different **capacities, strengths, needs and vulnerabilities** which can impact their resilience to disasters

IFRC Strategic Framework on Gender and Diversity issues



1

- Systematic incorporation of gender and diversity in all programs, services and tools (planning, monitoring, evaluation and reporting).

2

- Improved gender and diversity composition at all levels (governance, management, staff and volunteers).

3

- Reduced gender- and diversity-based inequality, discrimination and violence through the active promotion of fundamental principles and humanitarian values.

Fundamental Principles

Fundamental principle of impartiality: The RCRC Movement makes **no discrimination** as to:

- Nationality
- Race
- Religious beliefs
- Class
- Political opinions



...Whilst giving priority to the most urgent cases of distress

Gender and
Diversity

Minimum Standard Commitments....



Minimum standard commitments
to gender and diversity in
emergency programming

Pilot Version

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 International Federation
of Red Cross and Red Crescent Societies

**DAPS
Framework:**

Dignity

Access

Participation

Safety

Sectoral standards

Emergency Health

Food Security

WASH

Emergency Shelter

Livelihoods

Non-food Items

**Disaster Risk
Reduction**

Gender and
Diversity

Thank you

Any questions?



FOR FURTHER INFORMATION ON GENDER AND
DIVERSITY

PLEASE CONTACT:

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