



Gender and Diversity approaches to Vulnerability and Capacity Assessments (VCA)

Field School Report

21-26 May 2017

Ayutthaya and Sing Buri, Thailand

Summary

This report gives a summary of the Gender and Diversity approaches to Vulnerability and Capacity Assessments (VCA) which was delivered to: National Societies in Asia-Pacific, Partner National Societies working in the region and IFRC staff. The field school took place in Ayutthaya and Sing Buri Province, Thailand between 21-26 May 2017. The training was kindly co-hosted by the Thai Red Cross Society.

This report includes the following elements:

1. Background and rationale for training
2. Outline of training sessions
3. Annexes: Biography of the trainers, Participant list, Agenda and link to training materials and key resources

Background and rationale for training:

The International Federation of the Red Cross and Red Crescent Societies' (IFRC) Vulnerability and Capacity Assessment (VCA) is a key assessment process used by IFRC and its member National Societies 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.

The aims of VCA are to:

- assess risks and hazards facing communities and the capacities they have for dealing with them; involve communities, local authorities and humanitarian and development organizations in the assessment from the outset
- draw up action plans to prepare for and respond to the identified risks
- identify risk-reduction activities to prevent or lessen the effects of expected hazards, risks and vulnerabilities.

To achieve the aims 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 a community as an entity but apply this approach to ensure we engage with and understand the needs, capacities, priorities of women, men, boys, and girls, as well as people from diverse social, economic and religious groups 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 prepare 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 IFRC gender and diversity approach provides a framework and an analytical tool to allow us to understand what already exists within communities and analyse this information, ensuring we leave no one behind, therefore, achieving greater individual and community resilience.

In 2015-16 National Societies in Southeast Asia requested guidelines to ensure the VCA approach and the toolbox were conducted in a gender and diversity sensitive way. National level training on this approach was also being requested. Therefore, this Field School aimed to support the first step of the process to allow for training and sensitization of a revised set of guidelines – which incorporates gender and diversity within the VCA, which can then be rolled out at the National Level as part of a second step (see Annex 4 for Action Plans). In this second step (May – October 2017), IFRC will provide technical and financial support to NSs in rolling out their proposed plan to mainstream G&D into their VCA process.

Overview of the Gender and Diversity approaches in Vulnerability and Capacity

Assessments (VCA) Field School:

The Field School was run over 6 days with four days of in-class sessions and two-day field visits. The training aimed to equip participants to be sensitive to gender and diversity considerations while conducting the Vulnerability and Capacity Assessments process (planning, conducting, monitoring and analysing). The training was conducted with the financial support of the Canadian Red Cross and the Canadian Government. We were pleased to have representatives from the Canadian Government, Ms. Shawn Hayes, Gender Equality specialist, Ms. Connie Tulus, Senior Development Officer, ASEAN Regional Development Program, and Ms. Pattama Vongratanavichit, Senior Development Officer (Development) join us during the community visit in Sing Buri. Lastly, we were honoured to have had Prof. Emeritus Supawat Chutivongse, Assistant Secretary General of the Thai Red Cross Society provide a welcome speech during the opening ceremony.

The objectives of the training were for participants to:

- 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 VCA
- Experience field testing of the tools including planning, implementation of assessment and analysis of information
- Form an informal working group to feedback on the tools and guidelines to inform the global revision process.

There were 21 participants (4m:17f) from Asia-Pacific National Societies, Partner National Societies (American Red Cross, Vietnam; Australian Red Cross, Philippines; French Red Cross, Lao PDR and French Red Cross, Vietnam), and IFRC (Bangkok Country Cluster Support Team). Participants came with a variety of expertise including from Disaster Risk Reduction, Disaster Management, Health, Organisational Development, International Relations, Information Management as well as colleagues with expertise in gender and diversity. There was representation from all six countries whose National Societies requested the training as part of their annual work plan, namely: Thailand, Cambodia, Vietnam, Laos, Philippines, and Malaysia. To promote cross-regional co-operation, we were very happy to welcome a representative from Nepal Red Cross Society. Partner National Societies and IFRC colleagues who work directly with Cambodia, Laos, Philippines, Vietnam, Malaysia also attended so that they can support on the National Level initiatives.

Participants evaluation and recommendations

Participants completed evaluation forms at the end of the six days. Based on the feedback the following reflections have been made.

The feedback on the programme, was that it was interesting, helpful and practical and that it taught participants new skills that they felt they could take forward in their own National Society and future programmes/projects. A summary of the collective feedback from the evaluations is shown below:

- Overall there was positive feedback on all the sessions, with participants feeling that the majority of sessions were useful to them with a good balance of theory and practice – while some said they would have liked more theory, others highlighted the value of the practical and participatory methodology used and wished this to be increased. Sessions that stood out as being most helpful include:
 - Field visits – the implementation of VCA tools within the community
 - Practice/activities on the VCA tools with a gender and diversity approach
- With regards to what could be covered in more detail, some participants asked for a greater emphasis on the concepts of gender and diversity first particularly going into the *Minimum standard commitments to gender and diversity in emergency programming*.

- Some feedback suggested that the length of the field school was acceptable and practical while some suggested that an extra day should have been added for the emphasis on data analysis.
- Participants requested more on materials/handouts during the training and the field visits. In addition, participants requested the full set of materials following the training (please see Annex 4).
- Participants requested updated Gender and Diversity VCA Guidelines after collectively revised from participants for the development of future modules/training sessions in this area.
- Feedback included the interest to have more (VCA) case studies from the NSs included in the training as examples.
- Similar training should be made available on a regular basis. The field visit was a good practical component of the training and this practice should be continued.
- IFRC should continue to work with host National Societies, as this was a good opportunity to meet the host National Society.
- Overall it seemed the training provided many participants with a good basis to continue work on gender and diversity concepts and practical application, with participants stating that the training has supported them:
 - To conduct similar training / sensitisation sessions in their own National Societies



- In understanding the gender and diversity considerations for needs assessments
- Provided practical skills to ensure gender and diversity is better integrated within the National Society
- To see the relevance of gender and diversity and how it will impact the Vulnerability and Capacity Assessments process

Field School Content and Methodology

The Field School was held in Ayutthaya and Sing Buri from 21-26 May at Classic Kameo Ayutthaya Hotel. The Field School approach was developed as an alternative to purely theoretical learning. The training included a mixer of interactive sessions, videos, presentations, case studies, group discussions, exchanges among participants based on knowledge gained through previous VCA implementation, training on Gender and Diversity key concepts and definitions, and a two-day field trip. Plenary discussions held after each session allowed participants to ask questions and share ideas. Please refer to the Field School agenda for more details, in Annex 3.



Participants recorded their expectations at the start of the workshop, which were grouped together based on 5 main areas, which were to learn more about:

1. Gender and Diversity concept, definitions, approach and analysis
2. Integration of the VCA tools
3. Practical application i.e. implementation of Gender and Diversity approach in VCA tools in the community level
4. The steps for National Societies Action Plans

Day 1 – May 21, 2017

- I. Opening with 'together, we are the IFRC' video and introduction to the Field School background, process, 6-day agenda, and key terminology (sex, gender, diversity, Sexual and Gender-based Violence, hazards and threats, vulnerability and exposure, Capacity, disaster, resilience, community, advocacy).

- II. Participants conducted a (15 minutes) pre-test for the progress evaluation to be calculated at the end of the training.
- III. Introduction to 'DAPS' – Dignity, Access, Participation, Safety; group brainstorming exercise on the definitions.
- IV. Participants were introduced to a 'speed debating' activity. Participants were asked to take a side about a controversial statement such as: "In disasters, women are always vulnerable". Each participant had to debate against an opponent. This allowed participants to explore their own views and/or myths and stereotypes about gender and diversity in emergencies.
- V. Introduction to the Minimum Standard Commitments to Gender and Diversity in Emergency Programming (MSCs) and the IFRC organisational policies and guidelines such as the IFRC Strategic Framework on Gender and Diversity Issues 2013-2020.
- VI. Participants completed the 'Gender, Diversity and Gender-based Violence Quiz: The quiz was based on real statistics about gender and diversity in the world and



specifically within Southeast Asia, such as having to guess the % of the world's population that is under 15, or having to determine what % of the world's population live with a disability. This session allowed participants to build skills in doing a rapid gender and diversity analysis, based on

secondary data, that can be valuable when identifying vulnerability criteria, or a beneficiary selection processes.

- VII. Introduction to Assessments – Gender & Diversity Analysis; Challenges in collecting and analysing Sex- and age-disaggregated data (SADD).
- VIII. Introduction of The Gallery of Community Members (Gender and diversity for DRR): Participants were presented with fictional profiles of 6 affected people. By dividing into teams, each group spent between 5-10 minutes with each community member,

to understand their profile, after which they were asked to identify: the hazard faced by the individual and the specific vulnerabilities, capacities and risks to the individual. The aim of this exercise was to use the Minimum Standard Commitments (MSCs) from a disaster risk reduction perspective and to look within needs of a community e.g. health, food security, WASH to understand the specific needs of each person, as well as what capacities they have that could be harnessed should another disaster hit. Participants were asked to identify how the risks, vulnerabilities and capacities related to Dignity, Access, Participation or Safety.



Participants involved in the Gallery of Community Members (GD for DRR) Exercise

- IX. Participants watched the “To Serve with Pride: Zero tolerance for sexual exploitation and abuse by our own staff” Video: <http://www.pseataforce.org/> and discussed the IFRC’s reporting mechanism.

Day 2 – May 22, 2017

- I. Recap of Day 1 Exercise by Group I (participation session).
- II. Introduction to community resilience and the VCA approach: Brainstorming Exercise; In groups of 3 or 4, colleagues discussed characteristics of a resilient community.
- III. Overview of the VCA approach, tools and methodology with a gender and diversity sensitive approach:
- IV. Played the ‘ABC of VCA’ Video: <https://www.youtube.com/watch?v=wS719VN-HfU>
- V. Introduction to the 12 steps of the VCA process: Matching Exercise, in groups of 2-3 participants has to match the name of the tool to the description. Following this they looked more in depth at their tool and discussed its objectives, how to ensure a

Gender and Diversity approach, considerations and tips for success, and how to link the implementation of the tool with analysis planning.

- VI. Introduction to tools for analysis including brainstorming, ranking, wall method, gender assessment matrix and problem tree.



Mr. Hervé Gazeau, Co-facilitator of the GD in VCA Field School explained the Problem Tree Analysis tool



As part of a group exercise, Mr. Deepak Raj Dawadi from Nepal Red Cross and Ms. Phonesavanh Phothichanh from French Red Cross (Lao PDR) presented on the seasonal calendar tool to fellow participants

Day 3 – May 23, 2017

- I. Recap of Day 2 Exercise by Group 2 (participation session).
- II. Introduction of Thai Red Cross Society's Community-based Disaster Risk Reduction (CBDRR) process and the VCA tools used by the Thai Red Cross Society.
- III. Introduction to the community (24-25 May 2017) and an overview of the community profile. Participants were provided with a secondary data sheet.
- IV. Presentation on 'Cultural Considerations' by Ms. Rommanee Klæotanong, DRR Officer, IFRC CCST in Bangkok – *dos and don'ts* in the community context.
- V. Planning for Field Visit: Participants were divided into four groups (separating male and female), each assigned two 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 i.e. division of roles and responsibilities, preparing the questions to ask, and analysing the different responses from men, women, girls, boys, the elderly.

VI. Role Play Exercise: Participants were asked to present their plans to the two facilitators acting as the ‘Village Head’ and ‘Minister of Social Welfare’ who would then provide constructive feedback on the plans developed, examples are seen below:



Presentation on the Historical Profile Tool (above)



Presentation on the Transect Walk Tool (above)



Brainstorming their assigned VCA tools



Presentation on the Seasonal Calendar tool

Day 4 – May 24, 2017

- I. Field Visit to Ban Ton-Wa Village, Moo.6, Prasuk sub-district, Ing Buri administrative district, Sing Buri Province (141 Km north of Bangkok).
- II. Introduction to Community Leader and members of the community facilitated by the Thai Red Cross Society.
- III. Village Head briefed on community profile and map.
- IV. Participants and community members divided into 4 groups and began the community discussions based on their prepared Vulnerability and Capacity Assessments tools (i.e. seasonal calendar, historical profile, transect walk, livelihoods and coping strategy analysis, stakeholder analysis, and mapping). The groups were organized to consider all participation of community members e.g. the male

facilitators were grouped with the male community members and the female facilitators were grouped with female members. Discussions were held with elderly members of the community and with working age men and women as well as youth (male and female combined).

- V. The participants/facilitators joined with the community members for lunch set-up by the Community's local caterers.



Discussion within the male team reflecting on their transect walk



Mrs. Dujdao Pengpak, Village Head briefed on the community map in the beginning of field visit



The elderly female group brainstormed on what information to fill for the seasonal calendar tool



Ms. Kanungnij Chantaratin from TRC, interviewed an elderly woman as part of the Key-Informant interview info-gathering

- VI. On return to the hotel, a presentation was given on SGBV/Gender Equality Policies by Mrs. Shawn Hayes, Gender Equality specialist from the Global Affairs Canada (GAC)'s.
- VII. A brief was held and participants were asked to identify the positive experiences and challenges they faced during the field visit.

- VIII. Wall Method Analysis: The four group of participants were asked to identify from the data collected during the community visits, the capacities, vulnerabilities, resources as well as remaining gaps and questions and arrange this on the wall. From this, participants analysed the data they had and as a group decided how to proceed for the second field visit.



Participants of Group 2 and 3 discussing and compiling the data from the field trip by using the wall method analysis

Day 5 – May 25, 2017

- I. Day 2 of Field Visit to Ban Ton-Wa Village, Moo.6, Prasuk sub-district, Ing Buri administrative district, Sing Buri Province (141 Km north of Bangkok).
- II. Discussions continued with the community, this time in mixed-sex groups. The aim was to cross-check and verify findings from the first day between the groups. One group continued to work with female community members to have more in depth discussions around the livelihood analysis.
- III. A representative from each group was asked to present the results from the discussions over the two days, the community and participants.
- IV. A token of gratitude was presented to the Community Leader on behalf of the Thai Red Cross and IFRC.
- V. The participants/facilitators joined with the community members for lunch set-up by the Community's local Caterers.



Presentation of the VCA tools and the information collected from their community



Participants from TRC and IFRC presented on the VCA tools (left: historical profile, right: stakeholder and network analysis) and the information collected from the community

- VI. Participants added reflections to the wall method from day one and a debrief on the two-day's data collection was conducted.
- VII. Action Plans: Based on the Wall Method participants were asked to reflect on some key action points that they could take forward from the training. Participants identified short term and long term action that they could work towards in their own organisation.
- VIII. Recap of Day 3-4 Exercise by Group 3 (participation session).



Participants were gathered in a circle to discuss on challenges and lessons learned from the application of GD approach in VCA processes during the reflection exercise

Day 6 – May 26, 2017

- I. Tools for VCA Analysis: Participants were divided into three groups and were given three analysis tools (ranking, problem tree, and gender analysis matrix). 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 a gender and diversity approach when ranking information with communities as well as reflecting on the objectives and benefits of ensuring a gender and diversity analysis through the gender analysis matrix and problem tree processes.
- II. Recap of Day 5 Exercise by Group 4 (participation session).
- III. Participants conducted a (15 minutes) post-test for the progress evaluation to be calculated at the end of the training.

IV. Presenting of Certificates.

- V. The Gender and Diversity Expert Tree: Participants were asked to post their level of experts (beginner-average- expert) on the flow diagram of a tree which was done on Day 1, Day 3, and Day 6.



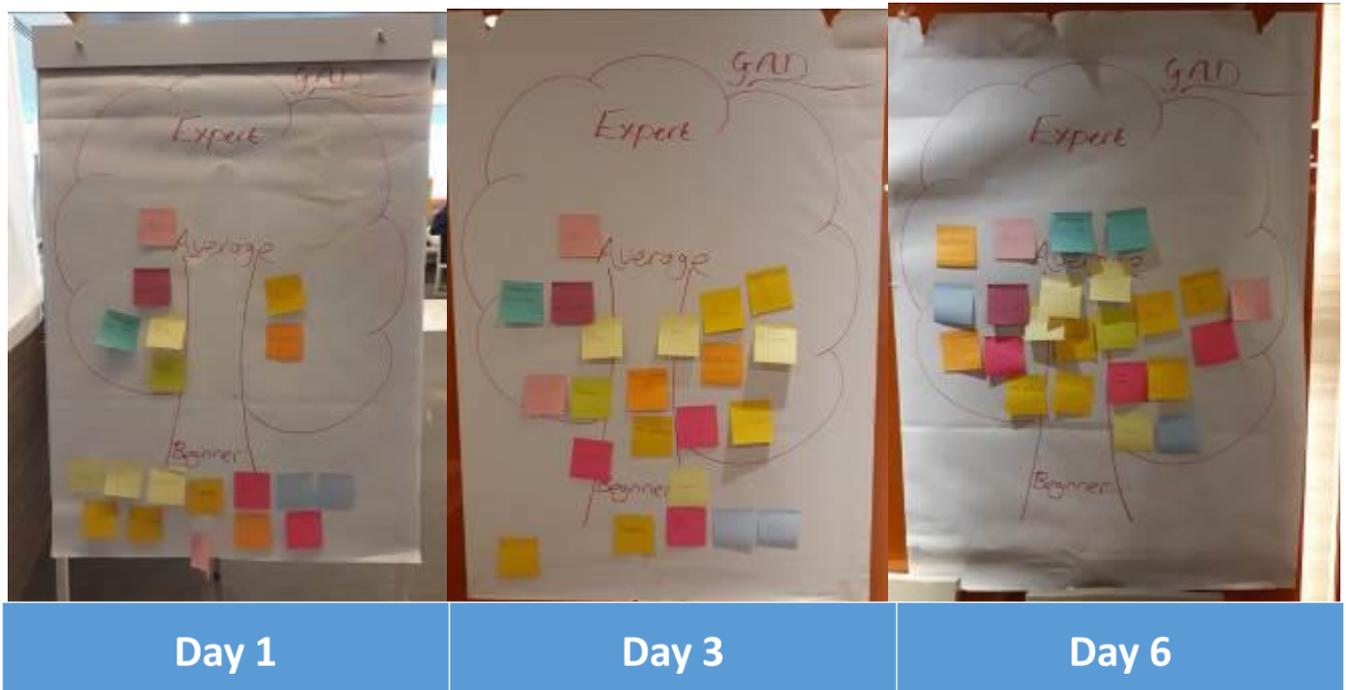
- VI. The Vulnerability and Capacity Assessments Expert

Tree: Participants were asked to post their level of experts (beginner-average- expert) on the flow diagram of a tree which was done on Day 1, Day 3, and Day 6.

The Vulnerability and Capacity Assessments Knowledge Tree as seen below:

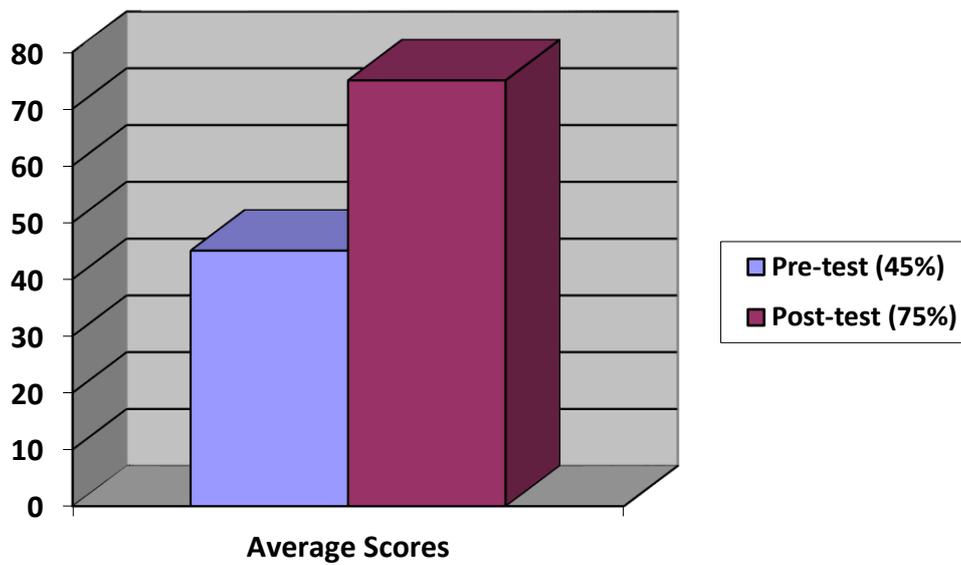


The Gender and Diversity Knowledge Tree as seen below:



Pre and Post-tests:

Pre and posts tests were completed by participants. The average scores of the tests are shown below:



ANNEX 1: Training Facilitators

CHRISTINA HANEEF CHRISTINA.HANEEF@IFRC.ORG GENDER AND DIVERSITY SENIOR OFFICER, IFRC

Christina Haneef is currently the Gender and Diversity Senior Officer in the IFRC Bangkok Country Cluster Support Team. Since 2015 Christina has been working with National Societies in Southeast Asia on strengthening capacity to mainstream gender and diversity in programmes, services, policies and tools, whilst providing support to the network of Southeast Asia gender and diversity focal points. She has previously worked in Bangladesh for an extreme-poverty programme, focusing on women's empowerment, entrepreneurship and violence against women. In Zambia, Christina co-founded a community-led social enterprise and facilitated overseas education partnerships. She has also worked as a researcher on sexual orientation and gender identity for the Rights in Exile Programme, in the U.K.

HERVÉ GAZEAU HERVE.GAZEAU@IFRC.ORG SENIOR DRR PROJECT MANAGER, IFRC

Herve Gazeau is a senior technical advisor for disaster risk reduction with over ten years of experience in Asia Pacific implementing both high-level institutional capacity-building projects with governments, as well as community-based initiatives. Since 2014, Herve has been serving as a disaster risk reduction manager with the International Federation of Red Cross and Red Crescent Societies in the Country Cluster Support Team in Bangkok. He manages a regional initiative for Southeast Asia, which is funded by the Canadian government and the Canadian Red Cross.

ANNEX 2: Training Participants

No	Organization	Name	Sex	Position
1	Cambodian Red Cross	Ms. Mom Chanthy	F	Deputy Director of Health Department / Gender and Diversity Focal Point
2	Cambodian Red Cross	Ms. Yin Bunsopheaktra	F	Head Unit of Disaster Preparedness, Disaster Management Department
3	Lao Red Cross	Ms. Ketkeo Oupalavong	F	Deputy Head of Women Advancement division / Gender and Diversity Focal Point
4	Lao Red Cross	Ms. Thipasong Akhamounry	F	Disaster Management Technical Staff
5	Lao Red Cross	Ms. Naly Phothilack	F	International Relations Division
6	Malaysian Red Crescent Society	Mr. Muthukumaran Paramathmah	M	Male Nurse, Emergency & Trauma Unit
7	Nepal Red Cross	Mr. Deepak Raj Dawadi	M	Information Management Officer (PMER team member)
8	Philippine Red Cross	Ms. Charmaine Marinas	F	National Project Coordinator - Disaster Management Services
9	Thai Red Cross Society	Ms. Sunisthida Phetduang	F	Head of Relief Division/ Gender and Diversity focal point
10	Thai Red Cross Society	Mr. Phaitoon Noiviset	M	Practical Nurse
11	Thai Red Cross Society	Ms. Kanungnij Chantaratin	F	Registered Nurse, Senior Professional Level
12	Thai Red Cross Society	Ms. Pitchayada Watchawanku	F	Nurse
13	Thai Red Cross Society	Ms. Saowanee Saowakul	F	Nurse from the Red Cross Health Station No. 1 Surin Province
14	American Red Cross (Vietnam)	Ms. Nguyen Thi Quynh Anh	F	DRR Program Officer
15	Australian Red Cross (Philippines)	Ms. Nora A. Mustacisa	F	Senior Community Development Officer
16	French Red Cross (Lao PDR)	Ms. Phonesavanh Phothichanh	F	CBDRR Provincial Project Officer
17	French Red Cross (Vietnam)	Ms. Nguyen Thi Nhat Hoai	F	Program Manager
18	IFRC CCST Bangkok	Mr. Marwan Jilani	M	Head of Country Cluster Support Team
19	IFRC CCST Bangkok	Ms. Warongrong Tatrakom	F	Disaster Risk Reduction Project Officer
20	IFRC CCST Bangkok	Ms. Rommanee Klaeotanonng	F	Disaster Risk Reduction Officer
21	IFRC CCST Bangkok	Ms. Darine N. Boongullaya	F	Intern for the Regional Resilience Initiative

ANNEX 3: Field School agenda (21-26 May)

Gender and Diversity in Vulnerability and Capacity Assessments Field School Thailand, 21-26th May 2017

Agenda is subject to slight changes, timings in community and agenda may vary due to availability of the community members
Participants arrive on Saturday 20th May

Time	Sunday 21 st May (Hotel)	Monday 22 nd May (Hotel)	Tuesday 23 rd May (Hotel)	Wednesday 24 th May (Community visit)	Thursday 25 th May (Community visit)	Friday 26 th May (Hotel)
Dept. 7.30	Travel from Bangkok to Field school venue			Travel to community	Travel to community	
09.00	Arrive at venue	Recap of Day 1	Recap of Day 2	Meet with community leaders		Group work continues
09.15-09.30	Opening speech					
09.30 – 10.45	Introductions Agenda and structure Objectives and Expectations Hotel security briefing Pre-Test	Overview of the VCA approach, tools and methodology with a gender and diversity sensitive approach	Introduction of Thai Red Cross CDBRR process Introduction to the community	Conduct VCA data collection	Conduct VCA data collection	Group work continues
10.45 – 11.15	Tea Break	Tea Break	Tea Break	Tea Break	Tea Break	Tea Break
11.15 – 12.30	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	Cultural considerations Group work and preparation for field	Conduct VCA data collection	Conduct VCA data collection	Present analysis and findings Presentation on the next steps with the community
1230-1330	Lunch Break	Lunch Break	Lunch Break	Lunch with community and leave for the hotel	Lunch with community and leave for the hotel	Lunch Break
1330-1500	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	Continue group work and preparation for field	Travel	Travel	Review of National-level action plans Post-test and evaluations Closing
1500-15.15	Tea Break	Tea Break	Tea Break	Arrive back from community	Arrive back from community	Tea Break
1515-1650	SAFETY: A practical framework for integrating gender, diversity and GBV prevention into our operations.	Overview of the VCA process, tools and methodology with a gender and diversity sensitive approach	Presentation of field plans	Analysis of initial data and preparation for field visit	Analysis of data, action planning and advocacy – Group work	Leave Province by 4pm and return to Bangkok
1650–1700	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	
Evening activity		Group Dinner				

ANNEX 4: Training package

The full training package has been uploaded to the Southeast Asia Online Library. The agenda and resources including PowerPoint presentations can all be downloaded for use in training within your National Society or IFRC delegation. You can contact Christina Haneef, Senior Gender and Diversity Officer (Christina.haneef@ifrc.org) should you have further questions on the use and adaptation of resources.



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For further training resources please visit the training page of the Gender and Diversity approaches to Vulnerability and Capacity Assessment (VCA) Field School that was held in May 2017: <http://www.rcrc-resilience-southeastasia.org/event/gender-and-diversity-approaches-to-vca-field-school-may2017/>

For more information, resources and tools please visit the IFRC Southeast Asia's online library gender and diversity pages: <http://www.rcrc-resilience-southeastasia.org/gender-and-diversity/>

Communications:

Please visit IFRC.org for a news story on the event.
<http://media.ifrc.org/ifrc/2017/06/05/helping-villages-in-thailand-improve-their-old-ways/>