



Summary

This report gives a summary of the 7 moves to Gender and Diversity Training which was led by Myanmar Red Cross Society in Yangon, Myanmar between 26th to 28th September 2017.

This report includes the following elements:

1. Background and rationale for training
2. Outline of training sessions
3. Annexes:
Training agenda
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Link to training materials and key resources

Myanmar Red Cross 7 Moves Gender and Diversity Training

Training Report

26-28th September 2017

Yangon, Myanmar

This training was made possible through funding support from ECHO and the Canadian Red Cross and Canadian Government.



Funded by
European Union
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and Humanitarian Aid

24 participants in total (9 men and 15 women) participated to the training. The participants came from Myanmar Red Cross (MRC) First Aid and Safety Services, Human Resources, Health, Organisational Development, Restoring Family Links and Disaster Management departments respectively. Logistics Offices from MRC UNHCR funded project participated too and UNHCR Gender Based Violence Officer took part as an observer.

Background and rationale for training:

National Societies in Southeast Asia and the IFRC Secretariat are guided by Strategy 2020, which lists gender and diversity as a key cross-cutting concern in both the Strategic Aims and Enabling Actions of the Strategy document. Strategy 2020 is linked with the IFRC Strategic Framework on Gender and Diversity issues 2013-2020 which provides strategic direction in areas of gender and diversity.

National Societies and IFRC have been working to ensure gender and diversity is mainstreamed and fully integrated within their programming, plans, policies, tools, branch and volunteering development and is approached in a more systematic and strategic way. A number of significant developments have taken place in the region with National Societies being actively engaged in the development of gender and diversity policies, organizational self-assessments, training, the development of tools based on the Minimum Standard Commitments to gender and diversity in emergency programming, as well as integrating gender and diversity into longer term planning.

A [regional gender and diversity training of trainers \(TOT\)](#) was held in October 2015, attended by 10 National Societies from Southeast Asia and 1 National Society from the Pacific. This was followed by a [refresher training](#) in August 2016 and a training on SGBV in emergencies, in August 2017. Each training provided the opportunity for National Society focal points to attend and have a face to face meeting.

Myanmar Red Cross' Gender and Diversity Focal Point and technical representatives have attended these trainings and have remained active in the Southeast Asia gender and diversity network since 2015. In 2017, a workshop was held to develop a gender and diversity policy within the National Society, as well as the development of two advocacy videos on gender and diversity sensitive programming. This training is the next step of the

National Society's gender and diversity plan to sensitise colleague from different departments, as well as look at implementation of the policy.

Overview of the 7 moves to Gender and Diversity Training:

The training is based on an IFRC global tool for Gender and Diversity, called the **7 moves to Gender and Diversity in Emergencies**. Training was run over 2.5 days with each module of the training relating to one of the Fundamental Principles of the Red Cross Red Crescent Movement. The training aims to equip participants to be sensitive to gender and diversity considerations in development and emergency programmes and to implement Sector Specific interventions which promote the Dignity, Access, Participation and Safety (DAPS) of beneficiaries.

The training was conducted with the kind financial support of ECHO, the Canadian Red Cross and the Canadian Government Department of Foreign Affairs and Trade. The training was opened by the President of Myanmar Red Cross Professor Dr. Daw Mya Thu.

The objectives of the training were to:

- Increase knowledge on gender and diversity concepts and how the approach is linked with the 7 Fundamental Principles of the Movement.
- Feel confident to articulate the reasons that we should implement gender- and diversity-sensitive programming and some practical ways to achieve it
- Increase capacity of participants to understand the importance of the practical application of gender and diversity (e.g. gender and diversity analysis and mainstreaming in our emergency work)
- Confident in the practical use of tools ([Minimum Standard Commitments to gender and diversity in emergency programming](#) - MSCs)
- To develop a plan of action based on the draft gender and diversity policy and strategic plan 2016-2020 of the Myanmar Red Cross, and understand the roles and responsibilities of participants in the next steps of its implementation.

Participants evaluation and recommendations

Participants completed evaluation forms at the end of the 2.5 days. Based on the feedback the following reflections have been made.

The majority of participants rated 'Excellent' or 'Good' to the different questions in the feedback form.

- Sessions participants found the most helpful included:
- Action planning session
- Discussion on DAPS (Dignity, Access, Participation and Safety) and the use of the MSCs as a tool for programming.
- The guest speaker session
- The dilemma's – gender and diversity linked to the fundamental principles.
- The overview of the frameworks: both IFRC and MRCS
- A number of participants found that the training will now be helpful in planning and implementation of projects

Session participants would like to go into more depth include:

- Disability inclusion – specifically practical initiatives for community programming and awareness raising
- To receive further training to deepen knowledge / participate in a TOT
- To participate in a training specifically on SGBV
- More information on organisational policies and global frameworks.

Highlights and description of the training sessions

The training activities used were:

- **Expectations:** Participants were asked to write down their expectations for the training. These fell within the following areas:
 - Increase awareness about gender and diversity as a concept
 - How to practically apply gender and diversity in programmes
 - Improve advocacy messaging on gender and diversity
- **'That's just so Typical':** This exercise facilitated an introduction of all participants as well as highlighting the impact of gender stereotyping on our own lives. It aims to show the

different gender expectations and norms between countries, contexts and how this changes over time.

- **Dilemma exercises:** At the start of each session during the two days, a short scenario was discussed in groups to introduce the session, and to link gender and diversity back to the seven Fundamental Principles.
- **Understanding the issues:** This focused on increasing knowledge of the key concepts of gender and diversity and the rationale for implementing gender and diversity sensitive programmes. In addition to the standard training, MRCS incorporated part of the module developed by CBM and Australian Red Cross. This focused on Disability Inclusion including: An overview of the Strategic Framework on Disability Inclusion (2015-2019), defining and ways of thinking about disability, and the role of National Societies.
- **Speed Debating:** Within 'understanding the issues', participants were asked to discuss 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 also myths and stereotypes about gender and diversity in emergencies.
- **The Gender and Diversity Quiz:** Teams undertook a quiz based on real statistics about gender and diversity in the world and specifically for Myanmar, 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, or how many women and girls experience gender based violence in their lifetimes. This quiz allowed participants to build skills in conducting a rapid gender and diversity analysis, based on secondary data, that can be crucial when determining vulnerability criteria, or a beneficiary selection process for the delivery of aid.
- **Beneficiary selection and rapid multi-sectoral needs assessment exercise:** The aim of this exercise is to understand key concepts of gender and diversity analysis, disaggregated data, beneficiary selection and prioritisation criteria and how we can start to identify vulnerability criteria and specific multi sectoral needs.
- **Gender and Diversity Advocacy:** A brief overview of the key IFRC frameworks that guide our work on gender and diversity both strategically and operationally were provided, as well as links to global frameworks and commitments. Myanmar Red Cross then presented on the Myanmar Red Cross draft gender and diversity policy. Following this, a short exercise was conducted with the aim of practicing advocacy skills within a National Society or IFRC on why gender and diversity is important. Each group was given a different role and asked to come up with reasons they would use to highlight the

importance of gender and diversity in each situation. One example was “The Operations Manager of your National Society is very busy. You note that the Emergency Plan of Action does not contain gender or diversity focused activities or beneficiary analysis. *How do you convince him to include these.*”

- **Session facilitated by guest speakers**

Following key quest speakers were invited to facilitate a joint session presenting their gender and diversity work

Daw Yu Yu Swe: Coordinator, Mili.

U Zayar Hein Aung: Project manager, HelpAge International Myanmar office

Daw Hnin Shwe Zin Hlaing: project manager, GEN

Nang Kyi Pyar Si: Associated Secretary General, Myanmar Women’s Affair Association

- **The Gallery of Community Members (Gender and diversity for DRR):** Participants were presented with a scenario of a community in Myanmar. The community was prone to hazards and had previously experienced an earthquake. Participants were presented with fictional profiles of 5 affected people. By dividing into teams, each group spent between 5-10 minutes with each community member, to understand their profile, specific sectoral needs of that individual, as well as to identify some protection risks and areas of capacity for each individual. The aim of this exercise was to use the Minimum Standard Commitments (MSCs) to look at the gender and diversity needs of individuals e.g. health, food security, WASH, as well as what capacities they have that could be harnessed in a disaster. At the end of the exercise participants were asked to identify whether the needs and approaches they identified fell under Dignity, Access, Participation and Safety.
- **Developing a Gender and Diversity Sensitive Emergency Plan of Action:** Participants were split into groups to develop a gender and diversity sensitive emergency plan of action (EPOA). The two sectors chosen for the exercise were Health, WASH and Shelter. Participants were asked to: identify three gender and diversity questions or types of data they would collect as part of a needs assessment; develop a short criteria for who their target beneficiaries would be; and identify some activities in their given sector based on the analysis. Participants used the Minimum Standard Commitments to Gender and Diversity in Emergency Programming, to identify the relevant actions and activities that promote beneficiaries' Dignity, Access, Participation and Safety.
- **Starting with ourselves:** this session focused on internal protection systems for Myanmar Red Cross Society. The voluntary service dilemma was discussed followed by a

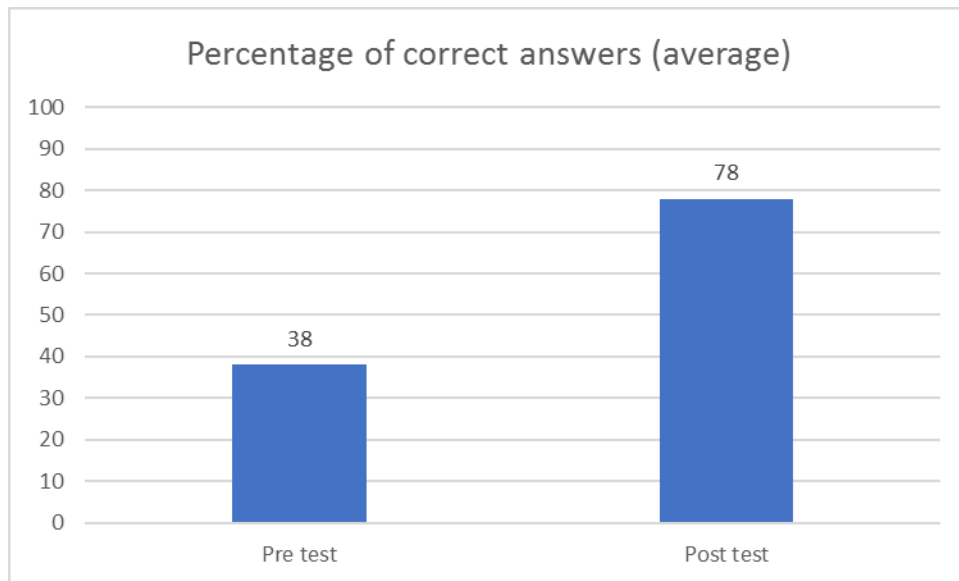
discussion on the Secretary-General’s Bulletin on Special Measures for protection from sexual exploitation and abuse. Representatives from the MRCS Human Resources department of MRCS then presented and conducted a group activity to sensitise participants to the Code of Conduct and Child Protection Policy. Participants were split into four groups to discuss 1) How can we integrate gender and diversity in the code of conduct 2) What is the connection between the child protection policy, the code of conduct and the MRCS reporting mechanism, 3) Why is having a child protection policy important for MRCS and 4) What is the child protection policy, who should follow this and what are the consequences of not following the child protection policy.

- Action planning:** This was a practical session based on the briefing of the gender and diversity policy the day before. Areas of focus were provided as examples to guide the discussion including: Capacity building (staff, volunteers and the community); Gender and Diversity in the programme cycle; Community Engagement and Accountability; Integration of the Minimum Standard Commitments to gender and diversity; Institutional strengthening; and Diversity in the workforce. These were drawn from MRCS’ gender and diversity policy and Strategic plan 2016-2020. The table below guided discussions. Groups were split into Disaster Management, Health and Support Services (including logistics, PMER and HR). Participants from the First Aid and Safety Services Department split between the groups. All groups fed back at the end of the session and suggestions were compiled by the facilitators. This will be a first draft of the plan and will be further reviewed and refined by MRCS.

Area of Focus	Action	Who	What	When

Pre and Post tests

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



ANNEX 1: Training Agenda:



**Myanmar Red Cross Society
Gender and Diversity Training timetable
(26.9.2017) to (28.9.2017)**

26.9.2017			
Time	Subject	Teaching Method	Responsible Person
09:00 - 09:45	<ul style="list-style-type: none">- Opening Ceremony- Refreshment		President of Myanmar Red Cross Society
09:45-11:00	<ul style="list-style-type: none">- Introductions- Objectives and expectations of the training- Agenda and Structure of the workshop- Pre-test		Khin Khin / MRCS
11:00 - 12:30	MOVE 1 (part 1) Understanding the Issues (Humanity) <ul style="list-style-type: none">- Speed debating- Core concept explained- Gender, Diversity and Violence Quiz	<ul style="list-style-type: none">- Lecture- Question and Answer- Discussion	Khin Khin / MRCS
12:30 - 13:30	Lunch		
13:30 - 14:30	MOVE 2 (part 1) Gender, Diversity and GBV prevention in humanitarian action <ul style="list-style-type: none">- Impartiality- Inside the Haiti Earthquake Trailer	<ul style="list-style-type: none">- Presentation- Question and Answer	Christina (IFRC)

	- Core concepts explained		
14:30 – 15.30	MOVE 2, part 2 - Team composition - Group exercise	- Discussion - Group Work	Hanna (Swedish RC)
15.30 – 15.45	Tea Break		
15.45 – 17.00	MOVE 3 – Advocating about gender and diversity issues - Independence - Organizational Policies and global frameworks - Gender and Diversity Policy in Myanmar Red Cross Society - Gender and Diversity Advocacy Exercise	- Presentation	Khin Khin and Christina (IFRC)
17:00-17:15	Wrap up, Question and Answer	- Question and Answer	Khin Khin / MRCS
27.9.2017			
09:00-09:15	- Welcome back - Recap – Volunteer from day 1 - Programme for second day – overview		Participants
09:15-09:30	- Introduction of guest speakers by MRCS		Khin Khin
09:30-10:30	Guest Speakers – Focusing on different aspects and personal reflections/ experiences of Gender, Diversity or GBV in emergencies - Myanmar Women’s Affairs Federation (30 minutes) - MILI (network of people with disabilities (30 minutes)	- Question and Answer - Presentation	Khin Khin / MRCS
10:30-10:45	Tea Break		

10:45 - 11:45	<p>Guest speaker continue</p> <ul style="list-style-type: none"> - Help Age International (30 minutes) - GEN (Gender equality network) (30 minutes) 	<ul style="list-style-type: none"> - Question and Answer - Presentation 	Khin Khin / MRCS
11.45 – 12.00	Wrap up from Guest Speakers		Khin Khin / MRCS
12:00-13:00	Lunch		
13.00 -14.30	<p>MOVE 4: Integrating gender, diversity and GBV into programming</p> <ul style="list-style-type: none"> - Unity - Briefing on the Minimum Standard Commitments to Gender and Diversity in Emergency Programming including the DAPS Framework - Gallery Walk group exercise with group feedback 	<ul style="list-style-type: none"> - Presentation - Question and Answer - Group Work - Discussion / feedback 	Leda (Australian RC)
14.30-14.45	Break		
14.45-16.30	<p>MOVE 5 - Developing Practical Framework for integrating gender and GBV prevention into our operations</p> <ul style="list-style-type: none"> - Neutrality - Developing a gender and diversity – sensitive response plan – exercise - Group feedback 	<ul style="list-style-type: none"> - Group Work - Discussion 	Hanna (Swedish RC)
16.30–16.45	Wrap up		Khin Khin / MRCS
28.9.2017			
09:00-09:15	<ul style="list-style-type: none"> - Welcome back - Recap – Participant volunteer - Programme for second day – overview 		Khin Khin / MRCS

09.00: 09.30	- Presentation by UNFPA on sexual and gender-based violence in Myanmar		
09.30– 10.00	MOVE 6 – Starting with Ourselves - Volunteer Service - To Serve with Pride video	- Presentation / video - Discussion	Leda (Australian RC)
10.00 – 10.45	- MRCS Code of Conduct (COC), Child Protection (CP) Policy	- Group work	HR Department, Child Protection focal person
10:45 – 11.00	Tea Break		
11.00-11.10	MOVE 7 – Action Planning - Universality - Introduction to Action Planning session	- Discussion	Khin Khin / MRCS
11.10 – 12.30	- Action Planning	- Group work and presentation	Khin Khin / MRCS
12:30 – 12.45	Post test and Evaluation		Participants
12.45 – 13.00	Closing ceremony		

ANNEX 3: Participant list including facilitators

No.	Name	Sex	Position / Department
1	U Myat Min Naing	M	Deputy Director, MRCS First Aid & Safety Services (FASS) Department.
2	Daw Moe Thida Win	F	Deputy Director, MRCS DM department
3	U Hlaing Cho Myint	M	Field manager, MRCS Health Department
4	U Hein Htet Kyaw	M	Field Manager, MRCS Health dept
5	U Tint Zaw	M	Assistant Project Manager, DM
6	Daw Toe Toe Aye	F	Programme Coordinator, FASS
7	Daw Khin Khin Oo	F	Programme Coordinator, FASS
8	Daw Wut Yee Kyaw	F	Programme Coordinator, DM
9	Daw Wai Wai Maw	F	Programme Coordinator, OD dept
10	Daw Win Lei Phyu	F	Restoring Family Links
11	U Phe Khui Aung	M	Field Coordinator, Health
12	Dr Su Lei Mon	F	WASH Coordinator, Health
13	Daw Myint Myint Kyu	F	Training Officer FASS
14	U Ohn Thwin	M	Training Officer FASS
15	U Thura	M	HR Training Officer
16	U Naing Lin Kyaw	M	HR Officer
17	Daw Moe Sandar	F	PMER officer, OD dept
18	Daw Seine Le' Le' Hset	F	Inclusion Officer, FASS
19	Daw Theia Su Thu Thu	F	Project Officer, Health
20	U Kyaw Thiha	M	Health Promotion Officer, Health
21	Daw Thit Thit Aye	F	Logistics Officer, UNHCR
22	Daw Htay Htay Naing	F	Field Officer, DM
23	Daw Thida Aye	F	Project Support Officer, Health
24	Daw Mi Mi Thein Aung	F	GBV Coordinator, UNFPA, observer in the training
25	Khin Khin Shein (Facilitator)	F	Director of First Aid and Safety Services Department & Gender and Diversity Focal Point, Myanmar Red Cross Society
26	Htoon Lwin Oo (Facilitator)	M	Programme Co-ordinator, First Aid and Safety Services Department, Myanmar Red Cross Society
27	Christina Haneef (Facilitator)	F	IFRC Gender and Diversity Senior Officer, Bangkok CCST (Southeast Asia)
28	Leda Tyrrel, (Facilitator)	F	Protection, Gender and Inclusion Practice Lead, Australia Red Cross, Melbourne, Australia

29	Hanna Persson (Facilitator)	F	Gender and Diversity Advisor, Swedish Red Cross, Stockholm, Sweden
30	Ritva Jantti (Facilitator)	F	Health Programme Manager, IFRC Country Office, Myanmar

ANNEX 3: Training package

The training package was adapted from the IFRC 7 moves to gender and diversity 2 day training programme. All the resources from the IFRC standard package, have been uploaded to the Southeast Asia Online Library. You can contact Christina Haneef, IFRC Gender and Diversity Senior Officer (Christina.haneef@ifrc.org) should you have further questions on the use and adaptation of resources.

URL: <http://www.rcrc-resilience-southeastasia.org/event/aug-2016-southeast-asia-refreshers-training-and-annual-network-meeting-kuala-lumpur-malaysia/>

For more information, resources and tools on gender, diversity and sexual and gender-based violence (SGBV), you can visit the IFRC Southeast Asia's online library gender, diversity (SGBV):

<http://www.rcrc-resilience-southeastasia.org/gender-and-diversity/>

<http://www.rcrc-resilience-southeastasia.org/gender-and-diversity/sexual-and-gender-based-violence/>