



International Federation
of Red Cross and Red Crescent Societies

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Dignity, Access, Participation and Safety

Operationalizing Gender and Diversity in Disaster Management

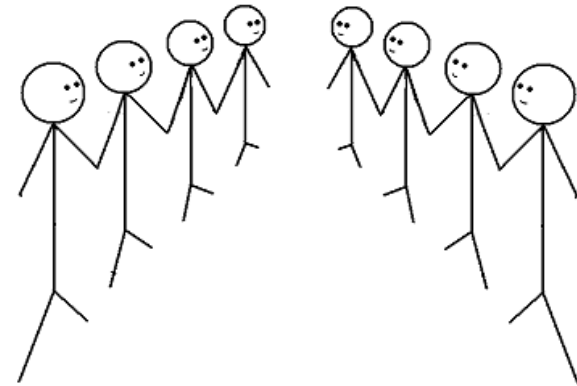
AHA Centre Executive (ACE) Programme

August 2018

Objectives

- **To understand importance** of mainstreaming gender and diversity in different sectors within disaster management
- Introduction to **IFRC's approach** and guiding frameworks
- **To feel confident to articulate** the reasons that we should implement gender- and diversity-sensitive programming and some practical ways to achieve it
- Confident in the **practical use of tools** - IFRC Minimum Standard Commitments to Gender and Diversity

Speed debating



Group exercise

**In disaster response we are so busy.
Addressing gender and diversity must
wait.**

Group exercise

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

Group exercise

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



Group exercise

Adolescent/teenage girls; woman or child?

In our emergency programmes, it makes no difference as long as they are included in the overall number.

What do we hear about gender and diversity?



COMMON CHALLENGES

- Too busy
- No resources
- Not a priority
- I do not know how to do it
- It is for someone else to do

Core Concepts

Sex	Gender
Biological differences	Social differences
Male, female	Masculine, feminine
Born male or female; difficult to change	We become masculine or feminine. Changes across the life-cycle, within and between cultures, traditions and beliefs
Binary opposites	Degrees of masculinity and femininity – society sets the bar on attitudes, behaviours etc.

Sex or Gender?

- Females can get pregnant
- Males have testicles, females have ovaries
- In some countries, women have to cover their heads when they go outside the house
- Women are the main care-givers (for children, aging parents, sick and disabled)
- Males have deeper voices after puberty
- Women tend to do more of the housework than men
- Females breastfeed

Defining 'gender'

- Gender - a confusing and a contested term (not only women)
- Gender as a *concept* refers to the **social differences** between men and women
- Provides us a lens through which we can view and understand the attitudes, behaviors, roles and expectations put on men and women as a result of being male or female
- Gender as an *analytical tool*
- Gender (equality) as a *strategy or an approach*

Diversity



**...The respect
and
acceptance of
the
differences
between
people**

Sexual and Gender-based Violence (S/GBV)

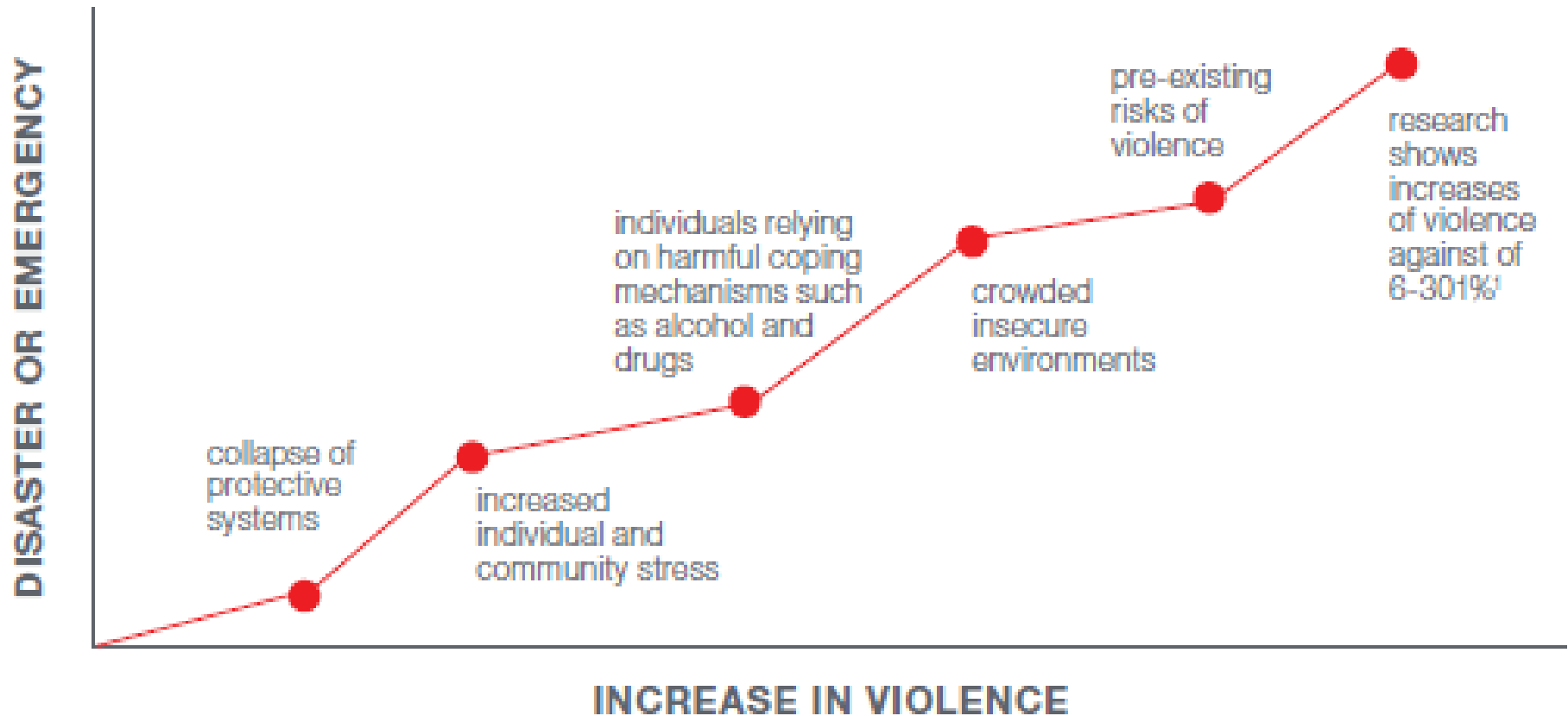
An **umbrella term** for any harmful act that results in, or is likely to result in, physical, sexual or psychological harm or suffering to a person on the basis of their gender.

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.**



VIOLENCE INCREASES IN DISASTERS



IFRC's approach

- The IFRC's gender and diversity work is not a separate or new component
- It is rooted in its humanitarian mandate & fundamental principles, 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

Organisational Policies and Tools

#ourprinciples
inaction

-  **Humanity**
Humanitarian Humanitas إنساني
-  **Impartiality**
Impartialité إنصاف
-  **Neutrality**
Neutrality حياد
-  **Independence**
Independence إستقلال
-  **Voluntary**
Voluntariedade Volunteerat تطوع
-  **Unity**
United Unitedness
-  **Universality**
Universalité Universalitas

Our shared commitment to serve the world now and in the future.

www.fundamentalprinciples.org

**IFRC STRATEGY ON VIOLENCE PREVENTION
MITIGATION AND RESPONSE
2011-2020**

Strategic directions to address interpersonal and self-directed violence

 International Federation of Red Cross and Red Crescent Societies
الاتحاد الدولي لجمعيات الصليب الأحمر والهلال الأحمر

Gender policy

Introduction

The rationale for integrating a gender perspective in the Federation of Red Cross and Red Crescent Societies (IFRC) humanitarian mandate – to prevent and alleviate suffering caused by disaster, is to ensure that the needs of all are met. Gender equality ensures that there is no discrimination of resources in benefits, or in access to services.

The purpose of this policy is to define the main approaches to address gender issues in Red Cross and Red Crescent programming.

Scope

The Federation's focus is on gender, rather than specific to the roles, responsibilities, needs, interests and capacities. These are influenced by social and cultural factors. These include the term 'sex' which refers exclusively to biological differences play different roles in society and accordingly they have a gender perspective is required to ensure that men's and women's vulnerabilities and capacities (set in the broader context of religion) are recognised and addressed.

This policy establishes the best for the Federation and ensures that the gender differences are taken into account in relation to the programmes as defined in Strategy 2011, such as disaster relief, disaster preparedness, health and promotion of humanitarian values.

Statement

With regard to gender issues, the goal of the Federation is to ensure that all Red Cross and Red Crescent programmes benefit men and women equally, according to their different needs and with the input and equal participation of men and women at all levels within the National Societies and the Federation's Secretariat.

Each National Society and the Federation's Secretariat is committed to taking the necessary steps towards achieving this goal, in particular recognising that:

- natural disasters, conflicts, social and political instability may affect men and women differently and that Red Cross and Red Crescent emergency response and long-term humanitarian assistance may also have a different impact on men and women;
- the integration of a gender perspective into Red Cross and Red Crescent action is an important strategy towards the fulfilment of the Federation's humanitarian mandate to improve the lives of the most vulnerable;

 International Federation of Red Cross and Red Crescent Societies

**IFRC STRATEGIC FRAMEWORK ON GENDER AND DIVERSITY ISSUES
2013-2020**

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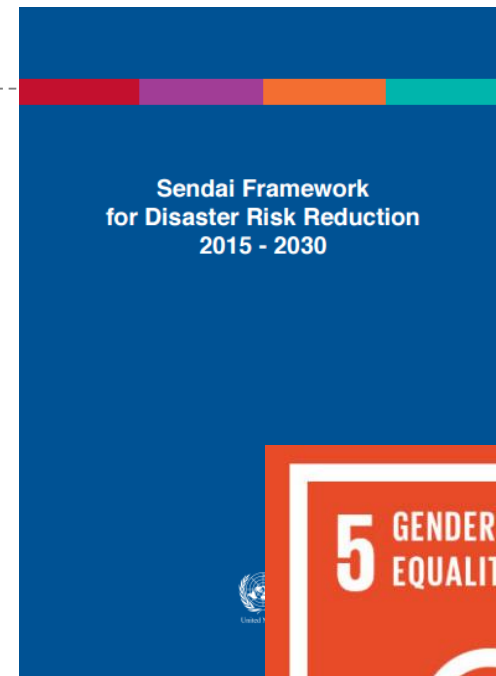


Minimum standard commitments
to gender and diversity in
emergency programming
Pilot Version

Organisational Policies and Tools



- **Sexual and gender-based violence: joint action on prevention and response (IFRC-ICRC)**
- **Strategic framework on disability inclusion**





Dignity

Safety

**How can we apply
this?**

Access

Participation





The Gender, Diversity and Gender-based Violence 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	

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%

Pregnancy

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

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

20%

Disability

Around ____% of the total world's population live with a disability	
____% of the world's poorest people with some kind of disability	

15%, 20%, 2%

Disability

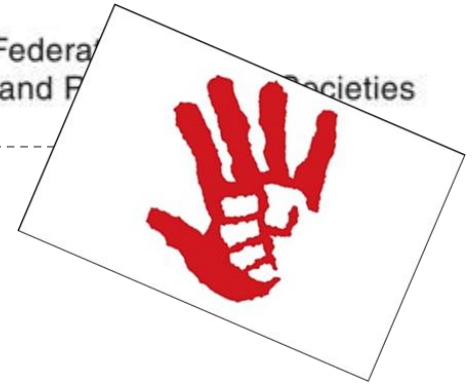
Around ____% of the total world's population live with a disability	15%
____% of the world's poorest people with some kind of disability	20%

LGBTI

- Being lesbian, gay, bisexual, transgender or intersex is illegal in how many countries?

Is it 25, 47 or 76?

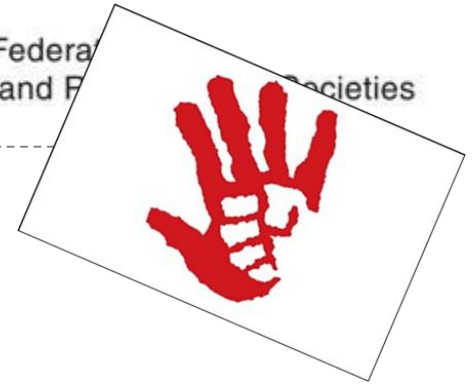
76 countries (or 78 depending ‘countries’)



Violence

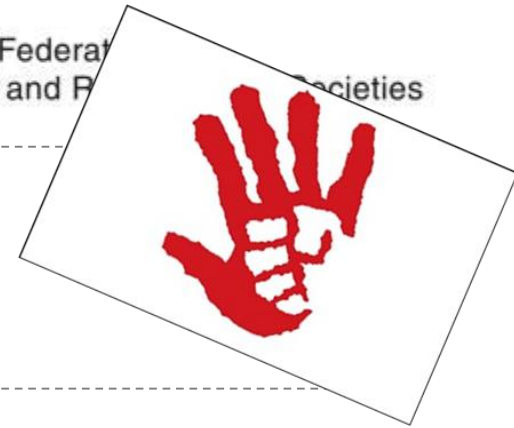
- What % of women have reported experiencing physical violence by either an intimate and/or non-intimate partner in their lifetime?
- In Cambodia?
- In Vietnam?

Is it 5%, 13%, 22%, 35% or 50%



Violence

- What % of women have reported experiencing physical violence by either an intimate and/or non intimate partner in their lifetime?
- In Cambodia? **22%**
- In Vietnam? **35%**

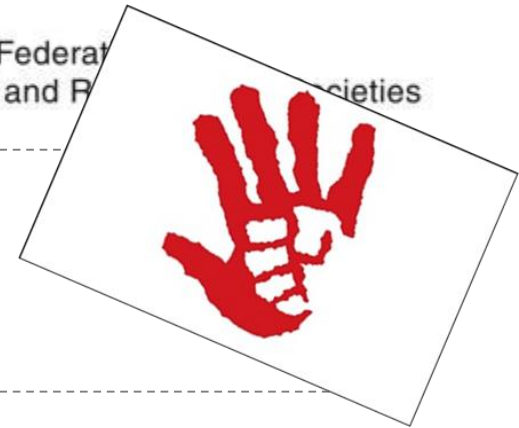


Violence

- What % of the 4.5 million people forced into sexual exploitation are women and girls?

Is it 75, 88 or 98%

98%

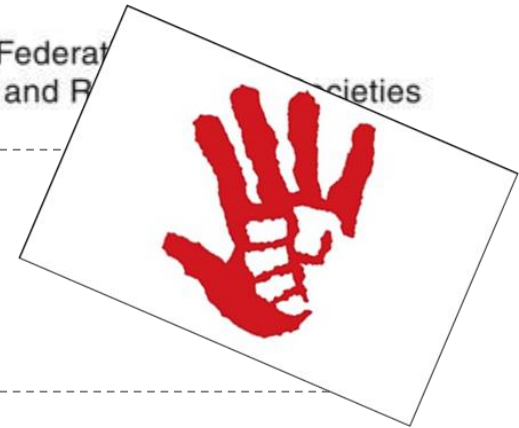


Violence

- How often does an adolescent girl die as a result of violence in the world?

Is it every 30, 20 or 10 minutes?

Every 10 minutes



Violence




- How many countries only recognise female victims of rape? **42, 62 or 82**

62



Why does it matter in our approach to disasters?

Women, girls and boys are 14 times more likely to die during a disaster than are men

- Indian Ocean Tsunami, 2004  **+80% fatalities women**
- Japan earthquake  **65% of casualties 60+**
- Cyclone Nargis, 2008  **61% deaths women**

Accountability

Cost effective

Do no harm

Quality

Address vulnerability

Fundamental Principles

Impartiality, non-discrimination



**The scene of a (mega) disaster
Inside disaster Haiti - trailer**

**“Everything needs to be done at
once but we just can’t”**

Jean-Pierre Taschereau, IFRC Team Leader

What challenges do you see in integrating
gender and diversity in disaster response?

Prioritisation

- Due to funding limitations, not always possible to reach everyone.
- Need to target and prioritise most vulnerable.
- Assess, and develop beneficiary selection and prioritisation criteria
- Need to consult with affected community
- Ensure transparency and communication – safety and security of staff

Beneficiary Registration

- Opportunity to understand population's assistance and protection needs (Quan/Qual)
- Is the basis for planning programmes and immediate response
- *Individual registration* – especially for protection needs
- Where individual registration not feasible, ensure individual registration of persons with specific needs (secondary data).

If you're not counted, then your needs don't count

Needs Assessments – Gender & Diversity Analysis

Who is affected? Why and how are they affected? What are their distinct needs, protection concerns and priorities?

Sex- and age-disaggregated data (SADD) – data broken out by sex and age (or age group)

**Dependent on programme focus or how data will be used

0-5		6-12		13-17		18-40		41-50		51-60		61+	
F	M	F	M	F	M	F	M	F	M	F	M	F	M
2	4	6	5	2	3	25	44	2	4	1	2	3	3
5	6	14	15	17	19	0	0	0	0	1	2	5	3

Needs Assessments – Gender & Diversity Analysis

Gender analysis examines relationships between females and males; their roles, responsibilities, access to and control of resources and constraints they face relative to each other.

Diversity analysis – examines the distinct reality of being a particular age/age group, disabled and other contextual factors (e.g. minority group, ethnicity, etc.)

This should be used across all assessments and in advance of assessments/registrations to understand local context

Gender and diversity analysis

Who does what? How? Where? When? Why? (Labour, formal/informal)

Who uses/ cannot use what? How? Where? When? Why? (Access)

Who controls what? How? Where? When? Why?

(Decision making and control = Power) e.g. money, land, assets

Who knows what? How? Where? When? Why? (Information = Power)

Who benefits from what? How? Where? When? Why?

Needs Assessments – Gender & Diversity Analysis

Challenges in collecting and analysing SADD

- No harmonised way to collect SADD & GD analysis
- Different people in chain of collection, analysis and design
- If collected, who does the analysis? (Who has capacity?)
- If collected and analysed, who feeds/how is this fed into project design?

Needs Assessments – Gender & Diversity Analysis

Price of not including a gender and diversity analysis

- We limit the effectiveness of humanitarian operations
- Humanitarian operations do not reach the most vulnerable
- Potential to deepen pre-crisis inequalities
- We do not meet donor requirements



Equal Access: Considering our teams

- Team composition doing assessments is important, we risk not allowing people to truly tell us about their needs
- We also need to consider practical ways in emergencies to transform our teams to meet needs – simple measures e.g wrist bands, volunteerism and local knowledge, and leveraging all capacities in the community

Thank you!

Any questions?



Inside the disaster – survivors



Exercise

Minimum Standard Commitments to Gender and Diversity in Emergency Programming

- **Seven sectors** – health, food, WASH, shelter (and settlements), livelihoods, NFIs
- **Four Commitments** (with corresponding standards)
- **D** – dignity
- **A** – access
- **P** – participation
- **S** - safety



Minimum standard commitments
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Exercise

- Each person's distinct needs – health, food, WASH, shelter (and settlements), livelihoods, NFIs
- Each person's protection risks and capacities
- Consider issues such as referrals and partnerships
- 10 minutes with 'your' person; rotate for three minutes with each person in the gallery; stop when back where you started.
- Does each point noted address the survivor's **dignity (D)**, **access to assistance (A)**, **participation (P)** and/or **safety (S)**