



# Mainstreaming Disaster Risk Management in Government Institutions

# Session 2: Gender and Social Inclusion: integration into strategies, programmes, plans and actions

*Module 5: Development of National and Local Climate  
Change and DRR Strategies, Programmes, Plans and Action*





# Objectives

At the end of this session, participants should be able to:

- Discuss why gender equality and social inclusion are integral to disaster risk management (DRM)
- Describe the necessary components for integrating gender and social inclusion in programmes, plans and actions

# What is Gender?

# Definition of Gender

**“Roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for men and women. [...] It also refers to the relations between women and those between men”.**

UN Women

# Whereas... Sex

**refers to “the physical and biological characteristics that distinguish males and females”.**

UN Women

# Other important terms

Term	Definition
Gender Equality	The <b>absence of discrimination</b> based on gender in the allocation of resources, benefits and access to services (ADPC)
Sexual Orientation	Each person’s capacity for profound emotional, affectional and sexual attraction to, and intimate and sexual relations with, individuals of a different sex/gender or the same sex/ gender or more than one sex/gender (UN Women)
Gender Identity	A person’s innate, deeply felt internal and individual experience of gender, which may or may not correspond to the person’s physiology or designated sex at birth (UN Women)



# What is Social inclusion?



# Definition of Social Inclusion

Process aimed to give all women, girls, boys and men “**an equal chance to participate in society.**”

ADPC & UN Terms

# Self Reflection (10min)

## Key Questions:

- What is **expected** in a woman? Which woman?
- What is **expected** in a man? Which man?
- What is **valued** in a woman? Which woman?
- What is **valued** in a man? Which man?

- How are men with a **different sexual orientation or gender identity** perceived?
- How are women with a **different sexual orientation or gender identity** perceived?



Reflect on how the answers might affect your work: **what assumptions are you making** when you are targeting women, men, boys and girls?

## HA NOI RECOMMENDATIONS FOR ACTION ON GENDER AND DISASTER RISK REDUCTION

# Gender Equality and Social Inclusion in DRM

- Gender Equality and Social Inclusion (**GESI**) are recognized as pillars in development and disaster and climate resilience.
- They are mentioned in the SDGs, Paris Agreement and SFDRR.
- Hanoi Recommendations: Identifies actions to ensure gender-responsive and inclusive implementation of SFDRR



# WHY?

In any society, some people are more vulnerable and marginalized than others

- After a disaster, the environment they live in can become **more insecure**, safety and protection mechanisms may be **disrupted**, pre-existing inequalities and risks may be **increased**



- Gender-based discrimination and violence are often **reinforced, perpetuated and exacerbated** by disasters, leading to **lower** survival, resilience, recovery for the most marginalized and vulnerable
- People who were socially marginalized before a disaster will often be at **greater risk** during and after a disaster as they have **fewer resources**, are **isolated** from support networks and have **fewer** safe coping mechanisms to draw upon





- The most marginalized and vulnerable groups are **particularly impacted** and in need of **targeted support** to ensure equitable access to and benefit from relief, services, information and programs.
- Has to do with **differences in coping capacity** and **insufficient access** to information and early warnings
- Women tend to be poorer, receive less education and are excluded from political, community and household decision-making processes **that affect their lives**

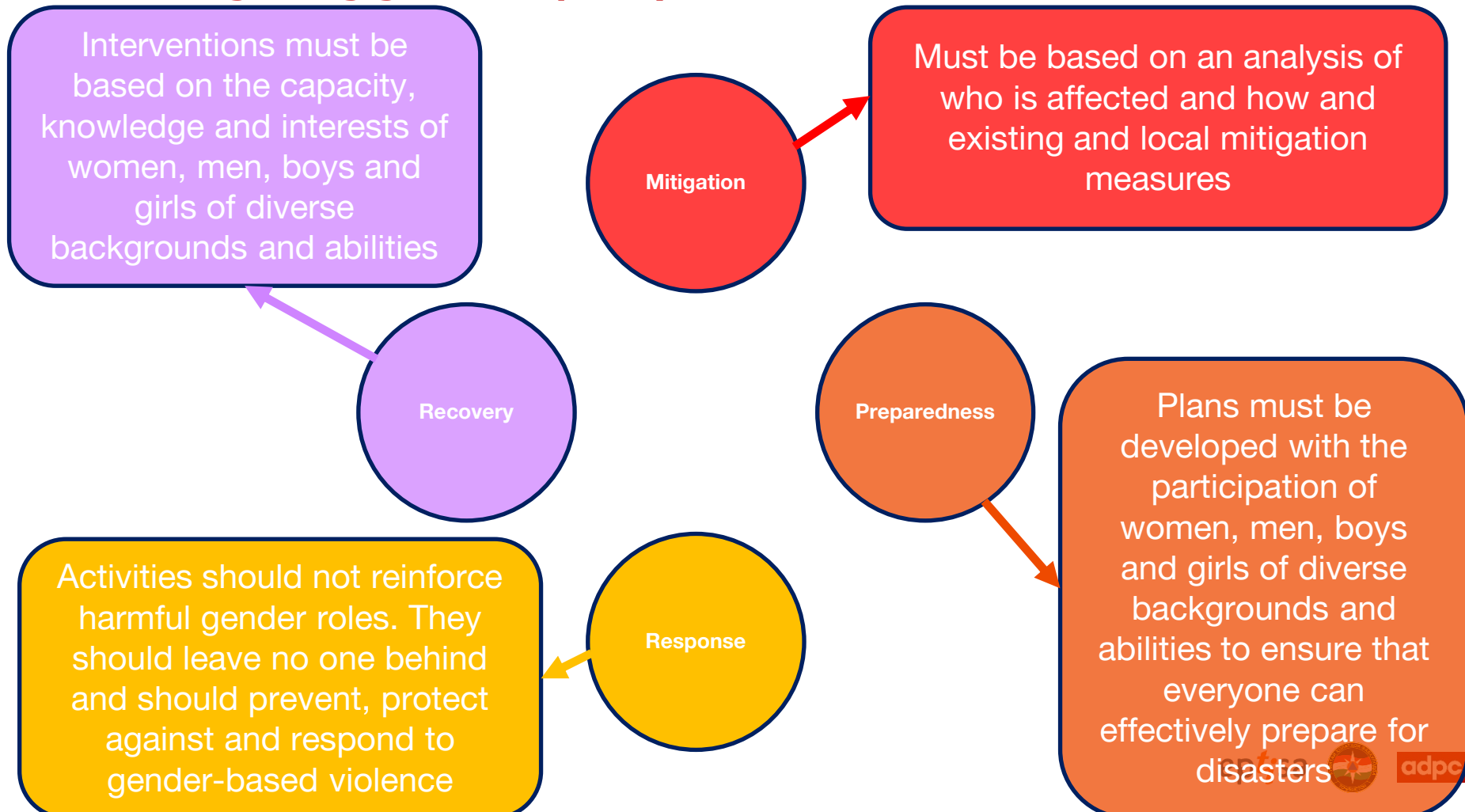


- Cultural norms on gender roles can affect women's **ability to make decisions** in disaster situations, e.g. the clothes they wear may restrict their range of movement to escape disasters (especially water-related hazards)
- Vulnerable populations **across diversities** must not be left behind. They must be **prioritized and engaged in decision-making processes** for humanitarian response, recovery, preparedness and risk reduction.



**Then how can we integrate gender equality and social inclusion in DRM strategies, programmes, plans and actions?**

# Integrating gender equality and social inclusion into DRM



# Gender equality and social inclusion in DRM, implies:

- Looking at women, men, girls and boys of **diverse backgrounds and abilities** as actors and beneficiaries of development
- Ensuring that women, men, girls and boys have **equal access to and control over decision-making and resources** at every stage of the development process, projects, programs and policy.
- Improving human development that is development, which **enhances gender equality and removes gender-related obstacles**





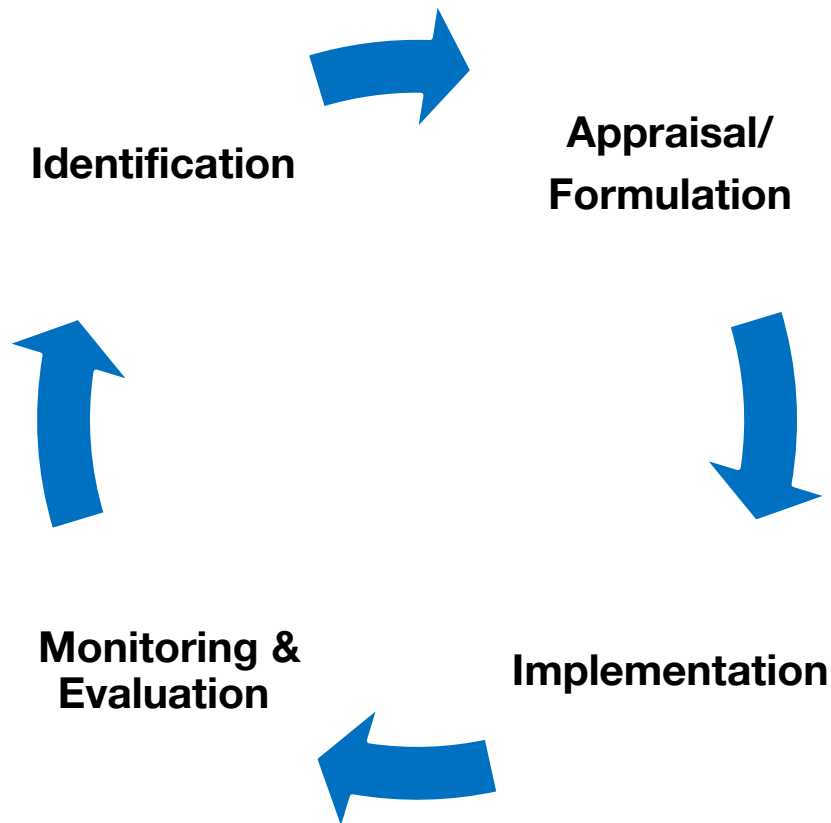
# Gender equality and social inclusion in DRM, implies:

- Bringing gender equality and social inclusion into **all decision-making processes of the organization**, including core policy decisions as well as small everyday decisions of program implementation
- It seeks to ensure holistic approaches to the **empowerment and well-being of people**
- It is a strategy for bringing about **gender equality** within countries as well as within organizations
- Has policy, program, human resource, financial and administration dimensions



# Components for integrating gender equality and social inclusion in into DRM programmes

Gender equality and social inclusion must be integrated in all phases of the programme cycle.



\*the following components can also be applied when developing **strategies, actions and plans**

# Identification

## *Disaggregated data*

- Data disaggregated by sex, age, disability and other contextually relevant factors is **CRITICAL**
- Reflects reality on the ground and ensures that **specific capacities, needs and risks** of women, men, girls and boys are captured and reflected
- Data should feed into and inform **every aspect** of the programme, strategies and plans







- ☐ Available data from relevant actors is reviewed
- ☐ Quantitative and qualitative data is disaggregated
- ☐ Data collection tools are developed in consultation with local actors and communities
- ☐ Specialized staff is consulted for the collection and analysis of sensitive data (e.g. on GBV and LGBTQ+)
- ☐ Data collection is undertaken in a gender-responsive and inclusive manner



# Identification

## *Scoping study*

- Determines if interventions should planned or not
- ☐ Baseline data is disaggregated by sex, age, disability and other contextual factors
  - ☐ Women, girls, boys and men from diverse backgrounds have been consulted
  - ☐ Gender and social inclusion have been integrated in all steps, incl. objectives, analysis and recommendations
  - ☐ GESI elements are included in the context analysis

# Identification

## *Stakeholder Analysis*

- Process of determining which actors have a vested interest in a programme and examine their commitments, interests, capacities, efforts and influence

- ☐ Stakeholders are listed at all levels and include women, men, boys and girls of diverse backgrounds
- ☐ GESI specialists have been identified
- ☐ Stakeholders' actions/views/knowledge of/attitude towards gender equality and social inclusion included
- ☐ **DO NO HARM:** can stakeholders share their views freely?
- ☐ Key female informants identified

# Identification

## *Gender Analysis*



- To understand and describe **roles, needs, dynamics** of women, girls, boys and men
- Looks at: Who **does** what? Who **has** what? Who can **participate in decision-making processes**? What are **different vulnerabilities, risks and capacities** of women, men, boys and girls?
- Numerous methodologies, including the Moser Framework, IASC rapid gender analysis

# Gender Analysis steps (WFP)

1

- Identify the situation, issue, needs or problem to be addressed.
- Specify the women, men, boys and girls (WMBG) concerned.

2

- Identify various data and information sources

3

- Collect and organize the data with active participation of women and men, esp. in data collection

4

- Examine the data from a gender perspective: what are WMGB's practical needs, strategic interests, capacities?

5

- Consider intersecting factors, including age, wealth, ethnicity, sexual orientation, religion, dis/ability

6

- Document the analysis in a report or matrix

7

- Validate analysis by sharing with and receiving feedback from various stakeholders

8

- Apply the analysis in planning, targeting, advocacy, M&E

# Appraisal/ Formulation

## *Risk Assessment*

- ❑ Engage women, men, boys and girls when conducting hazard, vulnerability, capacity and risk assessments at **ALL** stages
- ❑ Community organizations should be mapped
- ❑ Risks faced by women, men, boys and girls should be **determined and demonstrated separately**
- ❑ Identification of inequalities, vulnerabilities and capacities should be based on a gender analysis
- ❑ Actions to **enhance the capacities** of women, men, boys and girls should be identified

# Appraisal/Formulation

## *Program design*

- ❑ Objectives should reflect GESI **EXPLICITLY** and results of the gender analysis
- ❑ Programme should benefit women, men, girls and boys **equitably**
- ❑ Programme should reflect how it intends to **transform gender roles and empower** women, men, boys and girls
- ❑ **Intersecting factors** are reflected
- ❑ Programme **should not** pose risks to anyone, nor perpetuate gender inequality and harmful practices

# Appraisal/Formulation

## *Partnership*

- ❑ Partnerships need to be support and promote gender equality **EXPLICITLY**
- ❑ Partnerships aim to **empower** WMBG and **transform** gender roles
- ❑ Agreements include gender equality and social inclusion for all aspects of programming
- ❑ Competency (and commitment) in gender equality and social inclusion must be a key consideration
- ❑ Know the gender equality and social inclusion capacity, skills and knowledge of all partners
- ❑ Partner with local organizations
- ❑ Identify and contribute to existing coordination mechanisms and gender networks



# Appraisal/Formulation

## *Budgeting*

- ❑ Assess the extent to which previous budgets met the needs of WMBG
- ❑ Budget is clearly and **EXPLICITLY** linked to the gender analysis
- ❑ Stakeholders must be consulted throughout the budgeting process
- ❑ Funds are **EXPLICITLY** allocated to:
  - ✓ Gender equality and social inclusion activities
  - ✓ Gender specialists
  - ✓ Capacity building on gender equality and social inclusion
  - ✓ Activities aimed at preventing sexual exploitation and

# Implementation

## *Participation*

- ☐ Staff are **sufficiently trained** on gender equality and social inclusion
- ☐ Women and men are consulted separately
- ☐ **Safety, rights, well-being and dignity** of WMBG is respected and assured
- ☐ When, how and where consultations take place are carefully considered to enable equitable participation
- ☐ Use different methods of participation (e.g. Focus Group Discussions, community meetings, immersion)
- ☐ Be clear on how information will be used and what feedback participants can expect

# Implementation

## *Feedback and Complaints*

- ❑ **Confidential** complaint and feedback mechanisms are established and consider gender equality and social inclusion
- ❑ **All stakeholders** are consulted in the establishment of complaint and feedback mechanisms
- ❑ Complaints and data should be handled in a **confidential, non-discriminatory** manner
- ❑ Allegations of serious misconduct **must be responded to**
- ❑ **Zero tolerance policy** on sexual exploitation and abuse

# Implementation

## *Transparency*

- ❑ All information should be available in an accessible and gender-sensitive way to **ALL** stakeholders
- ❑ WMGB should be **able to attend and observe** meetings and processes where issues that affect them are discussed
- ❑ Transparency **must be promoted** amongst partners and other stakeholders

# Monitoring and Evaluation

## *Indicators*

- ❑ Indicators have been developed with participation of **ALL** stakeholders
- ❑ Gender equality and social inclusion perspective applied to **every** indicator
- ❑ **Specific gender equality and social inclusion indicators** in place
- ❑ Indicators have been reviewed by **gender specialist**
- ❑ Measuring of indicators is **EXPLICITLY** participatory, gender-sensitive and non-discriminatory

# Monitoring and Evaluation

## *Monitoring*

- ❑ Data and information in the monitoring plan is **disaggregated by sex, age and disability**
- ❑ Monitoring plan is developed with participation of **ALL** stakeholders and states how information will be shared to stakeholders and WMBG
- ❑ **Gender specialist** provides input to monitoring plan
- ❑ GESI aspects **clearly visible** in M&E matrix
- ❑ **GESI competence** in the monitoring team
- ❑ Data collection is **participatory, gender-sensitive** and from WMBG
- ❑ Analysis of collected data pays attention to **gender equality outcomes**
- ❑ GESI gaps are addressed
- ❑ Findings are shared with **ALL** stakeholders and WMBG
- ❑ Lessons learned are documented and communicated

# Monitoring and Evaluation

## *Evaluation*

- ❑ Integrate gender in **all aspects** of the evaluation
- ❑ Include WMBG in evaluation team who understand gender issues **relevant to the evaluation**
- ❑ Ensure **gender equality and social inclusion expertise** among evaluation team
- ❑ Collect and analyze **Sex Age Disability Disaggregated Data (SDDD)**
- ❑ Consult with WMBG
- ❑ Evaluate program results for women and men **separately**
- ❑ Assess contribution to gender equality
- ❑ Document lessons learned with gender equality and social inclusion perspective
- ❑ Develop a plan, recommendations and lessons learned to improve future programming





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**THANK YOU**  
FOR YOUR ATTENTION

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