



APPLYING GENDER MAINSTREAMING IN DISASTER RISK REDUCTION POLICY DEVELOPMENT GUIDELINES FOR PRACTITIONERS



Applying Gender Mainstreaming in Disaster Risk Reduction Policy Development

GUIDELINES FOR PRACTITIONERS

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The manual aims to support the stakeholders involved in the disaster risk reduction (DRR) to integrate gender in DRR policy, institutional and legal field. The manual will serve as a practical tool to mainstream gender analysis into national programs, annual work plans, strategies, etc. The manual includes exercises and methodology on gender mainstreaming and analysis in DRR. It can be a useful tool for diverse audiences.

Guidelines for Gender-Sensitive DRR policy

Introduction

Gender mainstreaming of national strategies and policies is an effort targeting integration of a gender perspective and gender analysis into all stages of design, implementation, and evaluation , including programmes and projects. Gender mainstreaming approach aims to change the ways people and organizations think and work so that the complexities and differences in people's lives, their needs and priorities are automatically, systematically, comprehensively, and consistently considered and addressed at all levels, in all sectors, and at all stages of national policy and program development, implementation, monitoring and evaluation.

Gender mainstreaming principles are the following:

- ✓ Equal participation by men and women in the decision-making processes for setting priorities and allocating resources,*
- ✓ Equal access to and control over society's opportunities, resources and development outcomes by women and men*
- ✓ Equal recognition and status for men and women*
- ✓ Women and men enjoy equal human rights*
- ✓ Equal improvements in and standards of quality of life for women and men*
- ✓ Reduction in poverty for both men and women as assessed through a range of indicators, especially those associated with areas where significant gender gaps exist*
- ✓ Improved effectiveness and efficiency of economic growth and sustainable development.*

A large body of techniques and tools has been developed to assist policy and program analysts to mainstream a gender perspective into the policy cycle. Examples include:

- ✓ Gender awareness and gender-sensitivity training programs;
- ✓ Sex-disaggregated and Gender statistics that collects and presents individual data - divided for women and men, boys and girls, and provides specific data on emerging gender issues;
- ✓ Gender analysis which identifies the underlying causes of the differences between men and women in access to and control over resources, participation in decision making and benefits, and the direct and indirect impact of policies, programs and projects;
- ✓ Gender indicators and indexes such as the Gender and Development Index (GDI), Gender Empowerment Measure (GEM), which enable progress toward gender equality to be monitored and the impact of particular approaches and strategies to be measured
- ✓ Gender Budgeting and Gender Audits, which analyze resource allocation in terms of the shares directed toward meeting the needs of women and men, and report the extent to which government agencies match their commitment to gender mainstreaming with concrete financial allocations to address gender and women's issues.

These are essential tools for policy makers, planners and program designers, implementers, monitors and evaluators, to enable them to mainstream gender issues into their work. However, the value of the tools depends on:

- ✓ *The availability of staff who are skilled in their application,*
- ✓ *The extent to which their application is required and occurs on a routine basis through regulations and operating procedures,*
- ✓ *The extent to which their application is recognized and rewarded by appropriate incentives,*
- ✓ *The extent to which the findings of the tools are recognized and the results appropriately applied.*

Practical application of gender mainstreaming in DRR

Is gender mainstreaming of DRR really so complicated?

Not really!

*For the most part, practical gender mainstreaming is about running through a checklist of questions to ensure we have not overlooked anything. It is about asking the right questions so that we can **use resources** effectively in DRR policy implementation.*

Gender mainstreaming is a necessary process for achieving both gender equality and other national DRR policy goals in the most effective and efficient manner.

Gender mainstreaming is a concept that most find easy to agree with, but fewer consistently do well. The same can be said of disaster risk reduction. When these two issues are brought together in efforts to mainstream gender into disaster risk reduction,

governments and practitioners have found a gap in policy and practical guidance. They know why they should do it, but not always how. This is not because the task is inherently difficult; rather, there is not enough precedent guidance and practical understanding.

To reach our overarching goal and to contribute to building the disaster resilience of both women and men, in order to achieve sustainable development we can use current publication having in mind the following targets:

- ✓ *Increase understanding of gender concerns and needs in disaster risk reduction;*
- ✓ *Develop government capacity to address gender issues in disaster risk reduction;*
- ✓ *Encourage governments to take action to integrate gender perspectives into disaster risk reduction legislation, policies and programmes, for sustainable development.*

This is a practical guideline and advice for translating theory of gender mainstreaming into practice and to show how to institutionalize gender-sensitive risk assessments, implement gender-sensitive early warning systems, and use gender-sensitive indicators to monitor gender mainstreaming progress. There are 10 different but interdependent stages in the project or policy process to reach this goal. Gender mainstreaming is not an isolated exercise, but an integral part of the policy or project design and management cycle, and should be undertaken within the process of strategy or project development: this allows to integrate women's and men's needs into the strategy right from the beginning, and check it later on through developed gender sensitive indicators.

THE TEN STEPS FOR GENDER MAINSTREAMING INCLUDE:

Step 1: A Mainstreaming Approach to Stakeholders: Who are the Decision-Makers?

While having general understanding on the roles and responsibilities of the key and non-key players in each particular process GM accommodates inclusion and clear identification of needs of women and needs of men (of different age, occupation, etc.) in each situation. GM also marks necessary indicators which have to show the differences between the needs and aid to be delivered to different stakeholders which has to be taken into consideration by the decision-makers in each particular case, for each particular strategy.

This section concerns the people involved in the DRR policy-making process. These individuals, along with their values and understanding of gender issues, will significantly affect the outcome of national DRR policy or project.

During this section we should seek answers to the following four key questions:

- ✓ *Who are the stakeholders? Do they include individuals or groups with a "gender perspective?"*

Gender mainstreaming means that "gender" stakeholders need to be identified and included throughout the DRR policy cycle. Multiple stakeholders bring greater accountability and a wider variety of options to the policy-making process. This also introduces a series of "checks and balances" against competing viewpoints. Negotiating

these multiple viewpoints will result in better policy-making.

Is there gender balance in all institutions and bodies involved?

If strong gender imbalance exists among stakeholders or the core policy-making group (for example, less than 30 % of one sex), you should take measures to involve more of the underrepresented gender – be it men or women. Introduce quotas for participation, if necessary. Good representation of both genders is a sign of democratic, inclusive policy-making, where all viewpoints can be heard.

Where is gender expertise available?

Stakeholders with gender expertise will help you identify entry points for gender mainstreaming and implement a mainstreaming approach throughout the entire policy-making cycle. These experts are important allies. Such expertise might be found with policy-making colleagues, academics, consultants, civil society organizations/community groups, or development partners. Bringing this expertise aboard is mainstreaming at its most basic level.

What specific knowledge and skills can different stakeholders contribute?

When bringing "gender stakeholders" on board we should consider what sort of contributions they can make to the policy-making or project development process. For example, DRR line ministers and other decision-makers, experts, civil society and academia can help build political will, statistics offices can provide valuable quantitative data. NGOs and other community-based organizations will be able to provide a direct link to men and women in the community and can help identify and articulate their needs and wishes in terms of organizational, legal and policy frameworks/capacities, risk identification, assessment, monitoring and early warning, knowledge management and education, reducing underlying risk factors and their preparedness for effective response and recovery.

Step 2: Mainstreaming a Gender Agenda: What is the Issue?

To get properly oriented where to start we should have an idea or the topic we are working with, in other words - what is the subject of project or policy-making initiative? For example, the subject of policy-making initiative is increasing capacities of local communities on Disaster Risk Reduction within regional urban and rural communities. As we move through the gender mainstreaming process, our goal will need to be examined from a gender perspective in order to distinguish where, why, and how specific gender mainstreaming initiatives need to be applied. In this section one should first identify the main goal of the policy or strategy we are working on. This can be accomplished by answering a basic question:

What is the subject of project or policy-making initiative?

For example, the subject of policy-making initiative is **increasing capacities of local communities on Disaster Risk Reduction within regional urban and rural communities**. As we move through the gender mainstreaming process, our goal will need to be examined from a gender perspective in order to distinguish where, why, and how specific gender mainstreaming initiatives need to be applied.

The following question will help you to provisionally establish the "gender issues":

Does Disasters affect men and women in different ways?

Experience has shown that in almost all cases, disasters affect men and women in different ways. This means that the specific ways in which men and women are differently affected need to be further investigated. **Gender analysis is a vital part of clarifying the precise gender dimension of DRR and its practical application.**

In this stage, we start this process by identifying likely or potential "gender issues." In terms of the example given above, at this point you might identify the fact that women have lower preparedness level in terms of resisting disasters: women are often responsible not only for their own protection and safety, but in most common cases – protection and safety of their children, elderly, other relatives living in the family. While at this stage we will not yet be identifying specific gender issues that require policy solutions, this section should introduce an appreciation of gender-related aspects of seemingly "gender-neutral" issues.

Step 3: Moving Towards Gender Equality: What is the Goal?

Once we have identified the "subject" of the drafted policy-making initiative, we should distinguish what is our goal. To identify DRR we ask – "What do we want to achieve?" We need to identify gender dimensions of the national DRR strategy. It is also equally important to make this gender dimension explicit in our policy goal. To do so, it's necessary to identify gender-related goals that are **corrective** (those goals that correct the gender-blindness of policies and projects) and **transformative** (those goals that integrate a broader commitment to enhancing gender equality through the policy or project).

Step 4: Mapping the Situation: What Information Do We Have?

In section "Mapping the Situation", we must start thinking about refining potential policy interventions. In order to do this, it is important to have an inventory of information that will affect proposed policy. This information specifically asks about the gender-related dimensions of the policy issue:

- ✓ What information do you have about how DRR affects men and women differently?
- ✓ What information you don't have?
- ✓ What projects or policy interventions related to Gender sensitization of DRR have already happened?

- ✓ What projects or policies are currently in place that relate to Gender sensitization of DRR?

What other interventions related to Gender sensitization of DRR are planned?

Answering the above questions will help our focus on "filling in the gaps" by commissioning or undertaking necessary research and planning complementary initiatives. It will also help to avoid duplication.

Three tools and exercises are suggested that will help answering the above questions:

- ✓ Mapping Exercise
- ✓ Policy Review from a Gender Perspective
- ✓ Legislative Review from a Gender Perspective.

Mapping in practice: Exercise 1

One useful tool involves undertaking a "mapping exercise" in relation to the sector or policy issue we are addressing, in order to systematically do an inventory of what information we do have or do not have, as well as prior on-going and planned interventions. We don't need any additional financial resources to perform this exercise.

Time required: The time required to fill in the chart (below) is minimal. However, because we might have to wait for inputs from counterparts and colleagues, we can expect the exercise to require one to several weeks.

Helpful Sources of Information:

- ✓ Database of government legislation on Gender and DRR
- ✓ Database of government documents on Gender and DRR
- ✓ Database of government-commissioned research
- ✓ Database of donor-funded technical assistance (projects, research, reports, initiatives, etc.)
- ✓ Database of CSO activities.

Methodology: Based on information we have and are able to access from colleagues and other stakeholders, we should fill in the table below, row by row:

First row (Sectoral or Policy Issues): Identify the main policy issues of concern (i.e., these may be sub-sectors or sub-issues). Use as many columns as you need.

Second row (Gender Questions): Ask questions about potential gender dimensions of the sub-issues (these questions can be identified during Gender Mainstreaming - Step 2 in answer to the question:

Does DRR affect men and women in the same way?)

Link: Gender Analysis, in the section "Asking Gender Questions".

Mapping in practice: Exercise 2. Policy Audit from a Gender Perspective

A more in-depth policy review from a gender perspective can assist us in evaluating the extent to which gender concerns are currently reflected in public policy and programmes

(we can engage a gender expert to assist).

This process consists of examining the following elements of policy:

Gender Equality as a Policy Priority

- ✓ *Is there a mandate and statement of political will for enhancing gender equality at the national (regional or local) level? A policy document (e.g., a National, Regional, or Local Plan for Gender Equality) that expressly states the government's commitment to gender equality as an issue is significant, as it provides a mandate for the development of sectoral policies from a gender perspective (i.e., mainstreaming).*

Example 1. Armenian Gender Policy Concept Paper, Introduction

Policy audit should therefore begin by finding out if such an overarching gender equality policy or policies exist. Secondly, we should review whether any such policy expressly outlines how and by whom gender mainstreaming is to be undertaken, as this should delineate lines of accountability and responsibility. Any credible policy should also outline concrete goals, objectives, and indicators of success.

Step 5: Refining the Issue: Research and Analysis

During this stage, we will need to conduct or commission research that will fill in these gaps. This is absolutely crucial in order to guarantee the credibility, efficiency, and effectiveness of any projects or policies you develop. This means you need to undertake gender analysis – i.e., either you will need to conduct general research in your policy area that integrates a gender perspective, or you will need to conduct specific research on one or various gender dimensions linked to your policy area.

This phase involves:

- ✓ *Specifying the research question(s)*
- ✓ *Designing and undertaking the research OR*
- ✓ *Calling for research proposals and outsourcing the research*
- ✓ *Evaluating and drawing conclusions from the research*

Gender analysis is a key part of gender mainstreaming. Learn more about the various levels of analysis, methodologies, and how to undertake such analysis in the Gender Analysis chapter that is part of this Gender Mainstreaming Toolkit.

Step 6: Deciding on a Course of Action: Designing Policy Interventions and Budgets

By this stage, we are likely already considering some general ideas for interventions. Now we will have to decide on the most appropriate course of action.

Crucial Considerations for Policy Options

Choosing the "correct" course for policy or project intervention is rarely straightforward. It involves balancing a number of crucial considerations, including:

efficiency – How can we balance desired outcomes with limited resources?

effectiveness – How much of the situation will be able to influence through policy intervention, and to what degree?

gender equality – How and to what extent can we address social and historical disparities between men and women?

other cross-cutting goals - How and to what extent can we integrate a human rights perspective, advance environmental protection priorities, and redress other social inequalities (relating to minorities, rural and urban groups, groups living in extreme poverty, etc.)?

"The Gender Policy Concept Paper (hereinafter the Concept Paper) defines the primary directions and general strategy of a state policy in relation to men and women and refers to the equal enjoyment of rights and opportunities by all citizens in all spheres of social life regardless of their sex.

The Concept Paper is based on the RA Constitution and laws, on international conventions ratified by Armenia, as well as on other international policy referral instruments.

The Concept Paper rests on the belief that gender equality, being the first and foremost democratic value, one of the fundamental human rights and a precondition for achieving social justice, is a prerequisite for the formation of a democratic, social and rule of law state. In the 2008-2012 Action Plan, the RA Government recognizes gender equality, which refers to the equal enjoyment of rights and opportunities by men and women in economic, social and political life, as the first-priority direction in the policy.

Achievement of gender equality implies:

- ✓ *Safeguarding equal conditions and equal opportunities for utilizing their own potential by*
- ✓ *men and women;*
- ✓ *Ensuring the equal participation of men and women in all aspects of social life in order to*
- ✓ *foster the socio-economic, political, cultural development of the country;*
- ✓ *Eliminating discrimination on the basis of sex and achieving equality for men and women;*
- ✓ *Equal treatment and equal attitude toward both sexes.*

Gender equality promotes sustainable development, improvement of democratic processes and organization of vital social activities on the bases of true equality, solidarity, cooperation and tolerance for all social groups, as well as the efficient use of human potential and raising the quality of life."

All types of impact of each option need to be assessed. After weighing these considerations carefully we should formulate our intervention.

How to break mistrust and gain gender-friendly attitudes

Arguments! To be able to have gender-sensitive strategies we should be quipped with potential arguments and tools for addressing resistance. Tips for dealing with resistance include the following options:

- ✓ When seeking programme or policy approval, approach decision makers with concrete proposals, preferably in writing. In cases where we have a programme and budget proposal, it may be useful to present the programme first, and once general approval is attained, a budget can be presented. Use concrete data and research (preferably from our country or region) to back up our arguments. It is particularly difficult to respond to questions such as, "Why should gender equality be a priority in a time of economic hardship?" The focus of argumentation here should remind decision makers that gender mainstreaming and gender equality enhance efficiency, saves money and targets resources as per real needs of women and men in disasters and emergency situations
- ✓ Stress that gender mainstreaming is not only about women; it is about men and society in general. This is also a way of allowing men to feel more comfortable as part of the gender mainstreaming process, and of reminding them that they too have a responsibility and a role to play in and much to gain from ensuring gender equality.
- ✓ Remind decision makers of how our proposal will benefit them directly, in terms of improving their image and credibility (i.e., enhancing their political capital). Similarly, it is important to be positive rather than confrontational, understanding and taking into account restrictions and obstacles that decision makers face. We should try always to offer "win-win" situations.
- ✓ Try to offer a number of options, allowing decision makers to choose for themselves the most appropriate one. Being flexible and open to compromise will work. "Pilot programmes" are good, cost-effective ways of demonstrating added value that can be replicated in the future.

Step 7: Advocacy Strategies: Gender Matters!

One crucial aspect of gender mainstreaming involves developing advocacy strategies that will help us gain support for your gender mainstreaming initiatives. Because experience has shown that decision-makers are sometimes reluctant to devote scarce resources to gender equality activities, decision-makers (especially those who control budgets) need to be convinced that their investment in gender equality will pay off.

Decision-makers need to be presented with information that highlights, concretely and precisely, why gender matters. In other words, we must illustrate what development problems gender equality contributes to solving, and what specific benefits a gender-aware perspective will bring to the government, individuals (men and women), and the nation as a whole. Well-defined justifications and arguments will increase our chances of

receiving financial and political support for any planned interventions.

Step 8: Monitoring: Keeping a (Gender-Sensitive) Eye on Things

Monitoring is an indivisible aspect of gender mainstreaming. The 3 aspects of monitoring are:

1. Levels of Monitoring
2. Gender-Sensitive Monitoring Plans
3. Gender-Sensitive Targets and Indicators

Levels of Monitoring

Monitoring should take place at two different levels:

- ✓ **Monitoring progress towards fulfilling substantive goals and objectives**
- ✓ **Monitoring the implementation process**

Both require setting targets (goals) and developing indicators to measure progress towards meeting those targets.

When monitoring progress towards substantive goals and objectives, indicators must be developed that track the delivery of specified outputs (activities) and outcomes (impact).

When monitoring the implementation process, targets and indicators must be developed that track the extent to which the process itself is gender-sensitive. Monitoring the process will:

- ✓ Allow you to identify hindrances and gaps in the process that can be immediately redressed.
- ✓ Allow you to improve the design of future initiatives.
- ✓ Document obstacles to mainstreaming that can be later addressed in a wider institutional context.

Questions to consider in monitoring the process might include:

- ✓ Are men and women equally participating in project decision-making?
- ✓ Are men and women treated with equal respect as decision makers, implementers, and participants?
- ✓ Are those involved in project implementation continually motivated to maintain a gender perspective (e.g., through opportunities to update their gender knowledge and skills, and discuss gender issues in a non-judgemental environment)?

Gender-Sensitive Monitoring Plans

Plans for monitoring both substantive progress and the implementation process should be developed and included in the official document outlining your intervention. These plans should specify:

- ✓ who is responsible for monitoring tasks
- ✓ how other stakeholders (e.g., gender experts) will participate in the monitoring process
- ✓ what tools will be used to record observations

- ✓ *what mechanisms exist to review progress (periodic appraisal or review sessions) when monitoring will take place*

Gender-Sensitive Targets and Indicators

Targets

We set targets so that we can keep our goals in sight. Targets make our goals concrete, and therefore increase the possibility that they will be attained. Concrete targets also increase the possibility that concrete resources (human, financial) will be diverted in order to achieve those targets.

Effective targets are:

- ✓ **progressive but realistic**
- ✓ **time-bound**
- ✓ **measurable**

NOTE: *Integrating a gender perspective means that effective targets are also gender-sensitive: They consider the situation and needs of both men and women.*

Indicators

Progress towards achieving targets should be mapped with the help of specific indicators.

Effective indicators are:

- ✓ **Time** – *comparable indicators that are measured only once cannot show signs of progress or decline comparable with other countries, regions, or target audiences*
- ✓ **measurable** – *we need to be able to quantify or categorize results*
- ✓ **precise** – *choose indicators whereby effects of external and environmental factors, other than those we hope to measure, are minimized*
- ✓ **selective and representative** – *too many indicators are difficult to track*

NOTE: *In programmes and policies that have been "gender mainstreamed", all indicators should be disaggregated by sex wherever possible. This helps identify the gender differentiated impact of our interventions.*

Types of Indicators: There are many different ways to classify indicators. This table can help choosing which indicators will be most useful in providing an answer to the "monitoring questions" we have formulated.

Table 1. Checklist and Statistical Indicators

| Type | Description | Benefits | Drawbacks | Examples |
|------------------|------------------------|-------------------------|-----------------|--|
| Checklist | indicators | Ask whether something | is or is not in | Place, activity has been/ hasn't been performed, The measure undertaken/not? |
| Statistics-based | indicators | "Traditional indicators | that measure | changes using available statistical data |
| | Information is readily | available. | Rarely provide | a qualitative perspective. |

Qualitative and Quantitative Indicators: *Being aware of the different uses and sources of qualitative and quantitative indicators can help designing indicators and collecting data.*

Table 2. Qualitative and Quantitative Indicators

| Qualitative Indicators | Quantitative Indicators |
|---|--|
| Qualitative indicators can be defined as people's judgments and perceptions about a subject. They are useful for understanding processes, but frequently do not show how typical or widespread are the views expressed. | Quantitative indicators can be defined as measures of quantity (total numbers, percentages, etc.). They are useful for showing what the average outcome is, or the degree to which a goal or objective has been attained. |
| Common Sources | Common Sources |
| <ul style="list-style-type: none"> ✓ public hearings ✓ focus groups ✓ attitude surveys and interviews ✓ participatory appraisals ✓ participant observation ✓ sociological and anthropological fieldwork | <ul style="list-style-type: none"> ✓ censuses ✓ labour-force surveys ✓ administrative records ✓ target population-based sociological surveys |

Step 9: Evaluation: How Did We Do?

The culmination of the monitoring process occurs in this section. This section is vital for establishing good practices and lessons learned from your initiative, for the ultimate purpose of improving initiatives in the future. Evaluation is also a question of accountability for resources used.

Three levels of evaluation include

- 1. Evaluation of outputs** *(Have objectives been met?)*
- 2. Evaluation of outcomes** *(To what extent has the development goal been achieved?)*

3. Evaluation of process (How were outputs and outcomes delivered?)

In order to mainstream a gender perspective, key questions to consider at all levels of evaluation include:

Evaluation criteria

- ✓ *Who determines the evaluation criteria?*
- ✓ *What level of importance or priority is afforded to gender equality considerations?*

Evaluation Actors

- ✓ *Do evaluators' Terms of Reference specify the need for gender expertise?*
- ✓ *Are all stakeholders involved in the evaluation process?*
- ✓ *Who will provide inputs for evaluation data?*
- ✓ *Will the opinions of both men and women be considered?*
- ✓ *Who will be responsible for consolidating inputs and determining the validity and priority of differing opinions or observations?*

Evaluation Process

- ✓ *Will participatory methods be used?*
- ✓ *How and to whom will results of the evaluation be disseminated?*
- ✓ *Will both men and women stakeholders be given the opportunity to formally comment on or state their reservations about the evaluation results?*

Feeding Back into a "Gendered Agenda"

Too often, once important gender-sensitive initiatives are completed, the gender issues disappear from the policy agenda. As long as these considerations remain marginalized from mainstream policy agenda-setting, a transformation of gender roles and relations – leading to greater gender equality and positive outcomes for the nation as a whole – will always remain beyond our grasp.

To ensure the sustainability of mainstreaming efforts, consider the following:

- ✓ *How does your initiative fit into the "big picture," i.e., more comprehensive government programmes and policy frameworks? What entry points for follow-up and complementary activities does this framework offer?*

Does your evaluation include concrete recommendations for follow-up initiatives? What other entry points can be accessed to ensure this follow-up?

- ✓ *Does your evaluation point to implications for other ministries or stakeholders more broadly?*

How will you communicate these implications? Can you propose any concrete entry points?

- ✓ *Are you documenting the process and results of your initiatives in a way that will guarantee institutional memory?*
- ✓ *In general, how and to whom are you communicating the results of your initiatives?*

Step 10: En-Gendering Communication.

Communication considerations themselves need to be "mainstreamed" or integrated at all phases of the project or policy cycle. Communication with other stakeholders is necessary at all stages and all levels. In every case, the way in which we communicate (both pro-actively and reactively) will influence the success of our project or policy.

Communication also includes such strategic goals as awareness-raising, advocacy, promoting transparency, and sharing good practices. Good communication strategies and practices that take into account the different needs and situations of men and women (as providers, audiences, and subjects of communication) is a crucial aspect of gender mainstreaming. One of the barriers to effective gender mainstreaming is a lack of information on various levels, including:

- ✓ *about the situation, from a gender perspective*
- ✓ *about government or organizational mandates for gender equality*
- ✓ *about policies and programmes targeting gender equality*
- ✓ *about stakeholders and efforts of other actors in promoting gender equality*

Part of our role must be to design and implement effective communication strategies to help bridge this information gap for a diverse set of publics. These publics include:

- ✓ *Top-level policy makers and decision-makers*
- ✓ *Other policy makers*
- ✓ *Different groups within civil society (men, women, activists, academics, etc.)*
- ✓ *Donors and development partners.*

Considering a "Gendered Public"

Using a gender perspective when designing communication strategies should highlight the different ways in which men and women respond to different messages. Key questions to ask during a gender analysis of communication strategies include

- ✓ *Do men and women read different publications?*
- ✓ *Do men and women watch or listen to different electronic media?*
- ✓ *Are media consumption patterns (frequency, time) different for men and women?*
- ✓ *Do men and women have different credibility criteria (regarding "authorities, arguments used, etc.)?*
- ✓ *Do men and women have different values that cause them to respond to certain messages in different ways?*

Possible Interventions for Communicating Progress in Gender Mainstreaming:

- ✓ **Preparation of an Annual Report on Gender:** *The preparation of such a report by the government can be an important source of statistical information and a tool for tracking progress and disseminating information to a wide audience. Such a report can either be prepared "in-house" by the national gender machinery, or can be sub-contracted to a research organization or NGO.*
- ✓ **Use of Electronic Media:** *The use of the internet and e-mail (e-mail discussion networks, web page resources, and "virtual discussion") can be an efficient and effective way of bridging the communication gap.*

- ✓ **Establishment of a Gender Policy Resource Centre:** *Creating a central "clearing house" for reports, bulletins, books, and other information on gender policy can make gender mainstreaming more efficient and can contribute to strengthening the profile of gender issues within governance at the national level.*

Gender Mainstreaming Checklist for Project or Policy Documents

We should consider the following issues to be part of our work on analyzing program and policy documents on DRR when we try to make them gender-sensitive:

- ✓ **Background and Justification:** Is gender dimension highlighted in background information of the document? Is all data in the situation analysis disaggregated by sex? Does the justification include convincing arguments for gender mainstreaming and gender equality?
- ✓ **Goals:** Does the goal of the proposed intervention (policy document, strategy, project proposal, etc.) reflect the needs of both men and women?
- ✓ Does the goal seek to correct gender imbalances through addressing practical needs of men and women? Does the goal seek to transform the institutions (social and other) that perpetuate gender inequality?

Example: The following checklist questions can be used by the Ministry while working on national strategies or programming DRR interventions while trying to include and take into consideration both women's and men's needs:

- ✓ Are gender aspects enshrined in the national policies and strategies on DRR implemented within the responsibilities of the Ministry? (of nature protection, territorial administration, urban planning, emergency situations, etc.)
- ✓ Are there disaster specific policies and programs implemented and planned within the responsibilities of the Ministry, and do they have gender focus?
- ✓ Do general gender mainstreaming policies exist within the scope of responsibilities and functions of the Ministry?
- ✓ How many women work for the and what are their administrative level/ functions? Are they included in decision-making processes, and, more specifically, in DRR decision-making?
- ✓ Is gender aspect and vulnerability assessment for women and men taken into consideration during the emergency mitigation, preparedness, and response/ recovery?
- ✓ Are programs for risk assessment and emergency preparedness being developed using gender-sensitive approaches and gender-disaggregated data collection methodologies?
- ✓ **Target Beneficiaries:** Except where interventions specifically target men or women as a corrective measure to enhance gender equality, is there gender balance within the target beneficiary group?
- ✓ **Objectives:** Do the intervention objectives address needs of both men and women?
- ✓ **Activities:** Do planned activities involve both men and women? Are any additional activities needed to ensure that a gender perspective is made explicit (e.g., training

in gender issues, additional research, etc.)?

- ✓ **Indicators:**
 - ✓ Have indicators been developed to measure progress towards the fulfillment of each objective?
 - ✓ Do these indicators measure the gender aspects of each objective? Are indicators gender disaggregated?
 - ✓ Are targets set to guarantee a sufficient level of gender balance in activities (e.g., quotas for male and female participation)?
- ✓ **Implementation:** Who will implement the planned intervention? Have these partners received gender mainstreaming training, so that a gender perspective can be sustained throughout implementation? Will men and women participate equally in the implementation?
- ✓ **Monitoring and Evaluation:** Does the monitoring and evaluation strategy include a gender perspective? Will it examine both substantive (content) and administrative (process) aspects of the intervention?
- ✓ **Risks:** Has the greater context of gender roles and relations within society been considered as a potential risk (i.e., stereotypes or structural barriers that may prevent full participation of one or the other gender)? Has the potential negative impact of the intervention been considered (e.g., potential increased burden on women or social isolation of men)?
- ✓ **Budget:** Have financial inputs been assessed to ensure that both men and women will benefit from the planned intervention? Has the need to provide gender sensitivity training or to engage short-term gender experts been factored in to the budget?
- ✓ **Annexes:** Are any relevant research papers (or excerpts) included as annexes (particularly those that provide sound justification for your attention to gender)?
- ✓ **Communication Strategy:** Has a communication strategy been developed for informing various publics about the existence, progress, and results of the project from a gender perspective?

Drafting Gender-aware legislation

The following checklist is an example for provision of "blueprints" for guaranteeing gender equality through the law. However, it is impossible to offer one formula that would be appropriate for everyone. Each country must navigate its own path towards gender equality through the DRR laws, policies, national frameworks bearing in mind international standards and the national context.

The checklists can be designed for analysis of legislation on disaster risk reduction or management of emergency situations, and should address the following issues:

- (a) reveal gender-based discrimination inherent in current legislation
- (b) uncover gaps in or lack of specific legislation for the promotion and protection of gender equality
- (c) suggest ways that such gaps and discrimination might be addressed.

Sources

- ✓ Making Disaster Risk Reduction Gender-Sensitive, Policy and Practical Guidelines, UNISDR, UNDP and IUCN. Geneva, Switzerland, June 2009.
- ✓ Gender Mainstreaming in Practice: A Toolkit, UNDP RBEC, 2007
- ✓ Gender Mainstreaming Guidelines in National Policy Formulation and Implementation, Hanoi, 2004
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- ✓ Gender Policy Concept Paper of the Republic of Armenia (adopted 2010), <http://www.genderbasedviolence.am/en/content/show/55/national-documents-on-gender-and-gbv.html>
- ✓ Chew L; Ramdas.K(2005) Caught in the storm: The impact of natural disasters on women. San Francisco: The Global Fund for women ,
- ✓ Enarson, E, Promoting Social Justice in Disaster Reconstruction: Guidelines for Gender Sensitive and Community Based planning (Report from Gujarat, India) 2001