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Tour of tsunami-devastated area, Sendai: Akiko Domoto, Hiroko Hara, Keiko Amano, Miho Ohara and others



An evacuation center in Sendai City



Damage due to the Great East Japan Earthquake and Tsunami



11 June 2011 Symposium in Tokyo



14 June 2014 Roundtable discussion in Sendai

June 2014 – 6th Asian Ministerial Conference on DRR (Bangkok)



Preparatory Committee, first session, 14-15 July 2014



Preparatory Committee, second session, 17-18 November 2014



Preamble

At the 6th Asian Ministerial Conference on Disaster Risk Reduction held in Bangkok in June 2014, I was reminded of the importance of training in the area of disaster risk reduction. At the women's caucus held there, a lively discussion took place regarding the issue of training between Dr. Cheryl Anderson of the University of Hawaii, Ms. Vishaka Hidellage, a leader in the south Asian NGO Duryog Nivaran, Ms. Suzette Mitchell, who joined the Conference from Vietnam, and others. Some of the comments made included:

“In every community, the men who held the decision-making authority would say something to the effect that, 'There's a limited number of female personnel, and we're not looking for more. Therefore, we can't promote women.’”

“Women need to be empowered and be able to discuss things on an equal footing with men. Therefore, women have to improve their capacities regarding disasters and their ability to speak out. At the same time, it's important to gain the understanding of males who are politicians, government officials with administrative responsibility, and officials in groups and communities, in regards to the importance of gender. To achieve this, it's necessary to carry out gender-sensitive disaster risk reduction (DRR) training at all levels, with both males and females. In other words, it means creating an environment in which women can fully demonstrate their knowledge, abilities and experience.”

“In Asia, training is already under way. In order to broaden this to various regions of the world, it's necessary to create basic, universal training programs.”

Listening to this spirited discussion, something became clear to me. Since the Great East Japan Earthquake of 2011, here we have continued working to get a gender perspective written into international Frameworks for Action and Japanese law; however, even if the new framework for action to be adopted at this 3rd UN World Conference on Disaster Risk Reduction inculcates the issue of gender, if the language is not implemented, it will be like a ‘castle in the air’ – in other words, essentially meaningless daydreaming. The importance of gender has been set forth in the Hyogo Framework for Action (HFA) since 2005, for a decade now. Nevertheless, in reality, both internationally and within Japan, there has been very little implementation. This is the biggest problem we face, and I feel confident that to solve this, training for women and girls to improve their capacities regarding disasters is the answer.

Going forward, the issue will be to not only have the importance of gender specified in the new framework for action, but also to integrate gender perspectives into DRR policy, and implement them. In order to realize this, it is essential to strengthen both female capacities regarding disasters and female leadership skills. The institutionalization of gender-responsive policy, in conjunction with training to strengthen the capacities of women and girls regarding disasters, can be likened to the relationship of the tires on a car – both sides are needed to make progress.

Women who have dealt with DRR training for some time have stated, “The area of training with a gender perspective is a new field in DRR. Until now, United Nations agencies such as UNDP and UN Women, as well as international NGOs like IUCN, Oxfam, and others, in addition to national governments in countries like Bangladesh, Pakistan, etc., have developed training guidelines and set them into practice. However, each was a separate effort, and there have not

yet been integrated systems or texts in use.” What is currently needed is a basic, comprehensive training system, and the guidelines for such a system, which anyone, in any community, can utilize.

A pioneer in this field is the NGO Duryog Nivaran, with women from nine south Asia nations, including Sri Lanka, India and Pakistan, participating. Since the 1990s, in coordination with international agencies, it has been a practitioner of training activities to strengthen female capacities regarding disasters. The training guidelines Duryog Nivaran published in 2003 are currently being used in all levels, including national and local governments, NGOs, etc.

The above-mentioned training-related discussion which took place in Bangkok was later carried over to Geneva, at the Preparatory Committee (PrepCom) meetings held in July & November. The Women's Major Group (WMG) made the following recommendations:

Women should participate in the political and socio-economic arenas in order to help create safe, resilient communities; and,

DRR training should be carried out in the five global regions (Asia, Africa, the Arab world, Europe and the Americas).

In Japan, whenever there was a major disaster – for instance, in the wake of the Great Hanshin-Awaji Earthquake in 1995, the Niigata Prefecture Chuetsu Earthquake of 2004, and the Great East Japan Earthquake in 2011 - women raised their voices to the government to demand participation in the decision-making process and the mainstreaming of gender perspectives in disaster policy. Results thus far have been mixed. Improvements were seen in the Basic Act on Disaster Control Measures and elsewhere, but the situation is still far from where we can say a gender perspective has been mainstreamed. Still, DRR-related training activities, based on experience from the disasters in the above-mentioned areas (Kobe, Niigata and the Tohoku region respectively), have taken place in various forms at women's centers, women's organizations, universities, etc. Training during normal (non-emergency) times is effective in reducing disaster risk, and women and girls play major roles in their communities and homes. Nevertheless, training and personnel development with the objective of strengthening disaster preparedness with a gender perspective has not been carried out as national policy, in a systematic way. An experience Japan had after the Great East Japan Earthquake was the operation of evacuation centers being carried out mainly by men, without the views of women being reflected. It was a situation where many women had to endure inconveniences and discomforts. This happened precisely because people had not been learning about or getting training in the importance of female participation on an everyday basis.

This is one reason why we at the Japan Women's Network for Disaster Risk Reduction felt it necessary to relate/transmit from Japan, both domestically and abroad, about the importance of training in strengthening female disaster-related capacity. We then began research and activism utilizing the lessons from the 2011 quake. First, in October, 2014, we held a small meeting of specialists in Hongo (Tokyo), followed up by an in-depth discussion concerning training. Based on those results, for this event Dr. Cheryl Anderson compiled “Gender and Disaster Risk Reduction Training Initiative: Strategy for Training 2015-2025” for practical use.

In this publication, besides Dr. Anderson, Ramona Miranda of Duryog Nivaran has reported on her organization's experiences in Asia, with "Training Needs on Gender in Disaster Risk Reduction in the Asia Pacific". Also, JICA has provided case studies from its activities outside Japan, entitled "JICA's Support for Disaster Risk Reduction with the Gender and Diversity Perspective". As for domestic case studies, a personnel development project in the medical field, based on the experiences of the three affected prefectures in the Tohoku region, is presented by Dr. Hiromi Komiya of Fukushima Medical University in her report, "Model for Support Activities for Public Health Nurses Providing Health Services to Residents Concerned about Radiation Contamination"; Ms. Megumi Ishimoto, from the NGO Women's Eye, compiled "Raising the Next Generation of Female Leaders: Towards Greater Participation in Decision-Making"; and Partnership Nagareyama, comprised of a group of mothers in Chiba Prefecture's Nagareyama City, reported on their work in "A Driving Force of Community Change: The Nagareyama Disaster Preparedness Workbook for Families with Infants and Small Children". Going forward, we truly hope that these case studies can be examined, adjusted and carried out in numerous communities globally, and help contribute to the development of leaders in disaster prevention in those locations. This can ultimately lead to the creation of safe, resilient communities worldwide.

Finally, I would like to sincerely thank the contributing writers and everyone involved in the production of this publication.

Akiko Domoto, President of JWNDRR

◆ Akiko Domoto



President of Japan Women's Network for DRR. She began her career as a television journalist and was elected to the upper house of the Japanese Parliament for 2 terms from 1989 to 2001 where she played an essential role in the formulation of key legislation on gender and domestic violence. She was elected Governor of Chiba Prefecture for 2 terms from 2001-2009.

Gender & Disaster Risk Reduction Training Initiative: Strategy for Training 2015-2025



Prepared by
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The project has been undertaken by the Japan Women's Network for Disaster Risk Reduction to determine the materials that are available for conducting training on gender and disaster risk reduction. On the 6-7 October 2014 at the Forest Hongo Hotel in Tokyo, Japan, several participants from the JWNDRR and international consultants met to discuss the opportunities for a training initiative. Input from these experts is reflected in this strategy.

We thank the Qatar Friendship Foundation, without which the funding for the meeting and coordination of a training initiative would not take place.

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We recognize the extensive amount of training materials and information that have been developed internationally by numerous organizations, including the Gender and Disaster Network, the Global Gender and Climate Alliance, the Women's Environment and Development Organization, UN Women, UNISDR, UNDP, and universities. We endeavor to reference and utilize these efforts for formal and informal education and training in gender and disaster risk reduction.

Cover Photos Courtesy: 1) State of Hawaii Hazard Mitigation Forum, Tsunami April 1, 1964; 2) Japan Women's Network for Disaster Risk Reduction, 2013; 3) Pacific International Training Desk (Gingerlei Porter), 2014; 4) State of Hawaii Hazard Mitigation Forum; and 5) Japan Women's Network for Disaster Risk Reduction, October 7, 2014.

Summary

The Japan Women's Network for Disaster Risk Reduction (JWNDRR) proposes the development of an international gender and disaster risk reduction training initiative. The training initiative will target implementation of trainings over a ten-year timeframe that coincides with the next post-2015 Hyogo Framework for Action in Disaster Risk Reduction agreement from 2015-2025 to ensure that gender equality is integrated in disaster risk reduction approaches and that women's leadership in the field of disaster risk reduction is recognized.

What problem will this Training Initiative address?

Although the Hyogo Framework for Action (HFA) identifies gender as a cross-cutting issue, the integration of gender in disaster risk reduction policies and programs has not occurred. Even though progress has been made in identifying that women are not just vulnerable to the impacts of disasters and that women have capacity that aids in risk reduction, DRR policies and programs have not effectively incorporated gender-responsive approaches. The need for training to understand entry points for gender in disaster risk reduction approaches has been identified as a solution to this problem, but there is still a need for the development of a comprehensive strategy and the implementation of training at multiple levels to coincide with disaster risk reduction priorities.

What is new about this Training Initiative?

The concept for this initiative offers a new lens on training in gender and disaster risk reduction by using a phased approach to target DRR policymakers and leaders, to recognize women's leadership roles, and to ensure widespread sharing of key lessons and resources.

Japan's recent experience with the Great East Japan Earthquake and Tsunami have exposed many lessons in the ways that gender should be incorporated into disaster risk reduction policies and practices throughout the disaster cycle – how the integration of women leaders of communities, fields of practice, and organizations would have minimized risk, how response would have improved evacuation and sheltering by integrating gender considerations, how to involve women leaders in the reconstruction and recovery phases of the disaster, and how to better prepare and reduce future risks by using gender-responsive approaches. The Training Initiative will incorporate these lessons into materials for engaging in shared learning.

What are the benefits of this Training Initiative?

The Training Initiative has several tiers for training to ensure that the policies at higher levels and practices at local levels are both able to integrate gender-responsive approaches. These will involve:

- 1) Leadership Training (2 hrs) - Ministerial or high-level leaders and policymakers to understand the reasons that gender equality is important in DRR and to ensure that policies and programs can integrate gender-responsive disaster risk reduction.
- 2) Training of Trainer Courses (5-15 days): Train international women leaders of agencies and organizations to enable these women in turn to conduct training nationally and locally, and to empower

them to train more leaders, policymakers, and practitioners to understand how to develop and implement gender-responsive DRR.

- 3) Practitioner Training (1-5 days): Training for officials in DRR-relevant organizations that shows how to integrate gender equality into practical applications through DRR planning and activities.
- 4) Distance Education and Training (2 hr increments for several days): Using web-based training programs, lead courses that can involve participants from different locations and time zones. The benefit is that many people can participate with relatively low-costs for participation.
- 5) Resource Sharing: Using the Gender and Disaster Network, which is an international network of people with knowledge and expertise in gender and disaster risk reduction, the different training resources can be vetted and shared. Furthermore, lessons learned from disaster risk reduction efforts globally can be shared and discussed for adaptation and application to other regions.

Over a period of ten years, these different types of training will be implemented to ensure that gender-responsive DRR will be well understood at all levels and that trainings effectively reach multiple audiences – those responsible for setting policy and those implementing these policies. Furthermore, the Training Initiative recognizes that women have capacity to reduce risk and women should be empowered as leaders in DRR.

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Concept

The Japan Women's Network for Disaster Risk Reduction (JWNDRR) proposes the development of an international gender and disaster risk reduction training initiative. The initiative will focus on building capacity for engaging in gender-responsive disaster risk reduction through training. The proposed training strategy builds on a wealth of gender and disaster risk reduction training materials and initiatives internationally, and integrates gender lessons learned from Japan's history with catastrophic disasters, specifically the 2011 Great East Japan Earthquake and Tsunami. Japan has identified and demonstrated the importance of women's leadership in response and recovery.

Vision

Women in disaster risk reduction (DRR) leadership roles and gender equality across all sectors to reduce risk and build disaster resilience.

Unique to this endeavor is the implementation of a ten-year staged approach that will target the training of international trainers, who will in turn conduct regional, national, and local trainings for government and civil society leaders. The initiative will ensure the distribution and vetting of training materials through the Gender & Disaster Network (GDN) online portal to provide users with the ability to adapt and prepare context-specific activities. The vision is that this initiative will result in an international network of leaders and practitioners with expertise in disaster risk reduction and gender equality to support disaster resilient communities for coming generations.

Statement of Need

Lessons learned from disasters globally are that women's leadership roles in disaster risk reduction are often poorly recognized and underutilized. The health and well-being of communities, governments, and economies will help to reduce the overall risk from the impact of disaster. Furthermore, gender equality can minimize socioeconomic risks through poverty reduction, education, and participation in governance. Although it is well acknowledged that "gender equality and women's empowerment" will improve development and reduce risks, and this has been reflected in the language of the Hyogo Framework of Action (HFA), there is still concern that government, organizations, and communities struggle with **how** to integrate a gender equality perspective and empower women in ways that strengthen communities. There remains a need for training in the integration of gender in disaster risk reduction at all governmental levels and in organizations to understand **why gender equality is important and then how to actually incorporate gender equality** into policies and programs effectively.

This initiative focuses on addressing the need for implementing training on gender equality and disaster risk reduction. There has been some funding for developing training materials on gender and disaster risk reduction, but the commitment to implementing these trainings falls short due to a lack of resources. There remains a need for leaders and decision-makers to understand why attention to gender will help to reduce risks in order to improve DRR policies. There is, additionally, a strong need for practitioners and disaster managers to learn how to use gender analysis to engage government and civil society in activities that will reduce risks. After more than a decade of attention on the importance of gender equality, the lack

of understanding about how and why it is important in DRR indicates that there is a need to implement training at multiple levels on this issue.

Rationale for the Training Initiative

The Hyogo Framework Action (HFA) identified gender as a cross-cutting issue in disaster risk reduction and underscored gender integration as a core factor in its implementation. HFA emphasized the importance of gender perspective for building resilience by calling for it to be “integrated into all disaster risk management policies, plans and decision-making processes, including those related to risk assessment, early warning, information management and **education and training.**”

Since the HFA is an agreement, not a legally-binding instrument, there were no requirements or support for the implementation. This resulted in women being categorized as a “vulnerable population” in response to the guidance, and disaster risk reduction efforts failed to capture the capacities and leadership that women bring to DRR. Gender has not been incorporated into the language for monitoring progress on risk reduction. This lack of attention to gender has resulted in the minimization of importance of gathering gendered data, disaggregated by age and sex. Even though case studies and lessons from disasters demonstrate the importance of understanding gender, it has not been substantively incorporated into DRR policies and practices.

Many of the member states have agreed to the Convention for the Elimination of All Forms of Discrimination Against Women (CEDAW). CEDAW is the most effective piece of international treaty-law promoting equality among men and women. CEDAW enables gender equality by having the Committee of CEDAW review country reports, assess difficulties and challenges faced by party-states in implementing actions to achieve the sought goals of gender equality, and recommend actions that target areas that hinder implementation. The articles of CEDAW, if applied in a disaster context, will aid in risk reduction. Furthermore, CEDAW specifically calls for equal access to training and education. There is still a disconnection of the application of CEDAW in DRR, and training on the linkages would benefit member states in reducing risks.

The Rio Conventions (1992) provide support for the importance of integrating gender into policy and management for sustainable development, in areas that increase resilience and reduce disaster risks. The Conventions are legally-binding instruments that recognize the importance of gender equality in reducing disaster risks. The Convention on Biological Diversity (CBD) has three main goals: conservation of biodiversity; sustainable use of biodiversity; fair and equitable sharing of the benefits arising from the use of genetic resources. Its overall objective is to encourage actions which will lead to a sustainable future. Paragraph 13 of the Preamble to the CBD states: “Recognizing also **the vital role that women play** in the conservation and sustainable use of biological diversity and affirming the need for the full participation of women at all levels of policy-making and implementation for biological diversity conservation...”; The United Nations Convention to Combat Desertification (UNCCD) links environment and development issues to the land agenda. The United Nations Framework Convention on Climate Change (UNFCCC) sets an overall framework for intergovernmental efforts to tackle the challenge posed by climate change. The Joint Liaison Group among the secretariats of the CBD, the UNCCD and the

UNFCCC was established in 2001 with the aim of enhancing coordination among the three conventions, including for information sharing and outreach.

Many of the materials have been developed by organizations of the United Nations; yet, the materials at regional and national levels have been developed separately by UNDP, UNISDR, and UN Women (and other organizations). The World Bank, Asian Development Bank, International Federation of Red Cross and Red Crescent Societies (IFRC) and aid organizations (USAID, EU, GIZ, AusAID, JICA, etc.) have further developed their own training materials on gender equality and DRR. Practitioners and trainers would benefit from coordination and instruction on ways to adapt materials for different contexts.

The Gender and Disaster Network (GDN) (gdnonline.org) has been engaged in gender and disaster risk reduction initiatives since 1997, and provides a virtual resource for gender and disaster risk reduction. Some training materials are posted on the website, but these could be updated and augmented with newer documents. As an established international network, GDN provides an opportunity for distribution and updating resources through the website. The network can be enlisted to review materials and offer insights into the usability and ease of adaptation for different contexts.

During international meetings and consultations in the lead up to the post-2015 Hyogo Framework of Action (HFA) agreements that will set the course for the next decade in disaster risk reduction (DRR), practitioners have realized that education and training are instrumental for ensuring gender-responsive and diverse measure will be implemented. Although numerous gender and DRR training materials have been developed, these efforts have largely been uncoordinated. With the March 2015 World Conference on Disaster Risk Reduction (WCDRR) in Sendai, Japan, there are opportunities to develop a strategy that coincides with the next agreement (HFA2) for training and education that will be a key component of reducing disaster risks and building resilient communities.

Numerous lessons learned about gender-differentiated impacts from global disasters in the last decade, such as Japan's Great East Earthquake and Tsunami in 2011, provide opportunities to recognize gaps in strategies to integrate gender in DRR, and thus, offer case studies and lessons for training programs. To date, the training activities lack sustained, coordinated support needed to integrate gender equality in DRR training and build on these important lessons. Many of the training materials have been developed for specific locales, and it is not clear which of the materials may be adapted for different regions or communities. Coordination and quality assurance of the materials could enhance the use.

At the Asian Ministerial Conference on Disaster Risk Reduction, 22-26 June 2014, Bangkok, Thailand, the Women's Consultation Group identified voluntary commitments for integrating women's issues and gender equality in the post-2015 HFA process. One of the commitments was to participate in the development of training for leaders and participants at the WCDRR meeting in Sendai. Further discussions among the Women's Major Group and concerned parties identify a continued and ongoing need for training in gender and disaster risk reduction to ensure that leaders at all levels will be able to engage in DRR measures that ensure equality and diversity from a human rights perspective.

With recent disaster experiences in Japan, there are opportunities to capture lessons, case studies, and approaches that can be shared with the global DRR community. The proposed training initiative will initiate a local pilot training effort, which can be translated and integrated into international efforts. The

concept is to expand practice and training to empower DRR practitioners at all levels to conduct further training at regional and local levels in contextually relevant and local languages.

Training Goals and Objectives

At the October 2014 meeting, the planning team defined the following goals and objectives for implementing a training initiative.

Goals and Objectives

1. Develop a 10 year international training initiative on gender equality and disaster risk reduction that fosters knowledge exchange that draws on global lessons and from Japanese experiences of the Great East Japan Earthquake and Tsunami.
 - Secure sustainable funding for the translation of disaster experiences from Japan and other countries for international sharing and learning
2. Strengthen existing international and regional networks, such as the Gender and Disaster Network, through sustained collaboration among government and non-governmental organizations.
 - Support an international network of trainers of diverse communities and male/female leaders
 - Ensure mentorship of trainers for the next generation of DRR leaders.
3. Demonstrate the practical value of mainstreaming an inclusive, gender-equal, and diverse approach in the core activities of DRR.
4. Create and maintain a virtual multilingual repository for Gender Equality and Disaster Risk Reduction (GEDRR) trainers by identifying, evaluating, organizing, and synthesizing high-quality training and educational resources, supplementing these with original materials as needed.
 - Use the Gender and Disaster Network (GDN) website to develop an online portal and repository
 - Create multiple training models to meet the needs of diverse target audiences and regional contexts.
5. Support the implementation, monitoring, and evaluation of the new international post-2015 Disaster Risk Reduction commitments.
 - Evaluate the process of training models and resource materials to ensure that it meets the needs of participants and adheres to guiding principles.

The team further discussed approaches that would adhere to specific values and ethics. Therefore, the team agreed on the following guiding principles:

- Ensure ethical guidelines and participatory approaches for diverse participants that support gender equality and women's empowerment
- Develop a sustained effort for training that incorporates intersectional approaches, inclusivity, diversity, and intergenerational approaches
- Engage in a holistic approach that recognizes multi-hazard risks, includes multi-sector impacts, and added risks from cascading events, and is context-specific, including recognition of rural/

urban differences, regional differentiation, local and indigenous knowledge, hazard variation, and climate change

- Ensure approaches include evaluation and accountability
- Utilize innovative, technologically-advanced, multi-method, creative, and media-savvy tools

Target Areas in the Training Initiative

There are several key areas that demand attention in the training initiative in order to understand how to better integrate gender in disaster risk reduction. These include:

- 1) Defining Gender and its Relevance to DRR** – It is important that the terminology for using gender is well understood. Gender is the socially-constructed roles responsibilities, rights, and access to resources for women and men, girls and boys, or expressions of femininity and masculinity at all ages. In DRR, the attention to gender enables the consideration of gender-differentiated risks in disasters --- how the roles, responsibilities, rights, and access to resources position one to be more vulnerable, or alternatively, have more capacity to deal with disasters. Gender equality needs to be understood, so that programs empower women in roles as leaders and use their capacity to build resilience.
- 2) Gender Indicators and Data Collection** – To demonstrate the success of gender-responsive DRR programs, it is important to gather gender-specific data. Training sessions should discuss important indicators that should be gathered. It is important to recognize the gender indicators are not just sex-disaggregated data, but data that reveals other demographic and sociocultural aspects of the population, such as age, ethnicity, and class.
- 3) Gender Analysis** – Gender analysis takes the gathered data and determines impact, results, and solutions. Analyzing gendered divisions of labor can provide information on segments of society that may be at greater risk from a particular disaster (e.g., drought will result in loss of particular crops, and if these are cash crops that men typically harvest, there will be resultant impacts on the household income, whereas other crops may be used for subsistence and household nutrition will be affected). Gender analysis can improve decision-making, resource allocation, and preparedness and prevention measures. It will also highlight the ways that men and women receive information and communicate to ensure effectiveness and use of early warning systems.
- 4) Gender Entry Points in DRR** – Training needs to address the questions of where in the disaster cycle should we consider gender and what levels that it should be considered. Gender analysis can be used at household, community, regional, national, or international levels. Areas of consideration may be: divisions of labor; roles in governance and decision-making; and, organizational affiliations and influence. This is important if we wish to target the leadership roles of organizations in disaster risk reduction, where many civil society organizations may have women in leadership roles, whereas the formal disaster management organizations are headed primarily by men. The entry points for DRR may also be through legal instruments for improving human rights and equality, ensuring access to resources (i.e. land, water, and food), or fostering sustainable development.

5) Best Practices in Gender-Responsive DRR – Case studies from lessons learned in disaster globally will be used to provide insight into the areas for improved policies, programs, and actions. Lessons learned from the recovery process of the Great East Japan Earthquake and Tsunami will provide important new tools for sharing with other communities and governments.

Modalities for the Training Initiative

The strategy for implementing training requires that different methods and modes are used to ensure that audiences at different levels benefit from training. In order for policymakers and leaders to negotiate in agreements, there must be a foundational understanding of the importance of linking gender and disaster risk reduction. To gain a breadth of knowledge among practitioners, disaster managers, and civil society organizations at different international and regional levels, it will be important to conduct different types of learning and to employ an array of techniques and methods. Within the 10-year strategy, it is envisioned that these types of training modalities will be beneficial:

Leadership Training (2 hrs): Ministerial or high-level leaders and policymakers to understand the reasons that gender equality is important in DRR and to ensure that policies and programs can integrate gender-responsive disaster risk reduction.

Opportunity: The training is conducted in association with international meetings and gatherings for disaster risk reduction, such as the World Conference on Disaster Risk Reduction held every ten years, the Global Platform on Disaster Risk Reduction held in Geneva every two years, or high level regional meetings in preparation for the GP-DRR. The event timing is such that it can be coordinated as a side event or a pre-conference meeting.

Content of Training: The training focuses on the reasons for developing gender-responsive DRR. It will discuss gaps in gender-responsive DRR and suggest policy options and programmatic opportunities for reducing risk by engaging in gender approaches. There will be an overview of the importance of the target areas discussed in the previous section. Case studies of best practices will be shared to demonstrate the importance of gendered approaches to DRR.

Training of Trainer Courses (5-15 days): Train international women leaders of agencies and organizations to enable these women in turn to conduct training nationally and locally, and to empower them to train more leaders, policymakers, and practitioners to understand how to develop and implement gender-responsive DRR.

Opportunity: This type of training can be coordinated by enlisting support from universities and institutions that conduct training sessions (such as summer programs) in order to ensure that facilities are available to house training participants from different areas. The training could be for trainers from different regions around the world. The participants would go through a course that would prepare them to offer trainings to others in their own country and throughout their region in order to build a network of trainers. The training participants would need to have a background in facilitation, training, or education, which would prepare them to train practitioners or to train local trainers to conduct similar training. The

added opportunity will be for the trainer completing the course to train as well as advise local DRR processes and programs.

Content of Training: The content of the training would expand the discussions and exercises of the materials covered in the leadership training. Not only will the target areas be reviewed, but there will be a series of exercises for each of these that would strengthen the ability of the trainer to in turn explain how to implement projects using the skills (i.e. how to gather gender-specific data; how to conduct a gender analysis; how to develop a case study). The training participants will be led through a series of modules that cover various aspects of DRR, and each module will involve group exercises that both enable topical learning as well as provide examples of training methods for conveying information in a variety of formats, including multimedia resources. The training participants will have the opportunity to prepare materials and conduct a leadership training session or a practitioner training session as part of the learning experience. Depending on the site for the training, field trips could be employed to gain insight from disaster events and best practices employed in recovery.

Practitioner Training (1-5 days): Training for officials in DRR-relevant organizations that shows how to integrate gender equality into practical applications through DRR planning and activities.

Opportunity: This type of training can be coordinated locally with local and regional disaster management organizations and civil society practitioners engaged in aspects of DRR. Depending on the availability of the participants, this training could be designed around “disaster” schedules anywhere from a one to five day course. The training participants would need to have a background in DRR. Since many DRR practitioners also engage in training and drills, this training offers opportunities to develop new curriculum or add elements of gender DRR to established drills and training courses in local areas.

Content of Training: The content of the training would build on the discussions and exercises of the materials covered in the leadership training, but not as in-depth as the training of trainers. For practitioners engaged in DRR, there would be added emphasis on why and how to incorporate a gender perspective to improve plans, programs, and projects. The target areas (listed above) will be reviewed, and exercises will be employed to strengthen the ability of the practitioner to use the skills (i.e. how to gather gender-specific data; how to conduct a gender analysis; how to develop a case study). The participants will be led through a series of shortened, targeted modules that cover various aspects of integrating gender in DRR. Use of multimedia tools and resources, as well as field trips will be used to demonstrate ways to integrate gender in DRR.

Distance Education and Training (2 hr increments for several days): Using web-based training programs, lead courses that can involve participants from different locations and time zones. The benefit is that many people can participate with relatively low-costs for participation.

Opportunity: This type of training can be developed and conducted from any location. The training can be embedded in formal education, such as university graduate programs in disaster risk reduction, or they can be offered training sessions through simultaneous participation linked through satellite education in internet programs (participants can have discussions from different global locations) or through recorded webinar sessions available for viewing at any time. This type of training provides broader opportunities,

especially for those with family obligations and local responsibilities where they cannot be away for long periods of time. In addition, the live broadcast seminars will allow discussion and expand the community of practitioners who employ a gender approach in DRR. The training can be conducted as a one-time session or as a series of meetings working through different modules and aspects of incorporating gender in DRR.

Content of Training: The content of the training would build on the discussions and exercises of the materials covered in the leadership and practitioners training. It could be expanded to provide 'training of trainers' exercises and materials, but would need to be modified depending on the location and numbers of practitioners. Training materials can be located on an internet educational program for easy distribution and for sharing via internet while presenters share presentations in one location. The training will be dynamic and can benefit from the use of multimedia sharing of case studies and best practices. Exercises can be shared on why and how to incorporate a gender perspective to improve plans, programs, and projects. The target areas (listed in the previous section) will be reviewed, and offline exercises will be employed to strengthen the ability of the practitioner to use the skills (i.e. how to gather gender-specific data; how to conduct a gender analysis; how to develop a case study). The participants will be led through a series of shortened, targeted modules that cover various aspects of integrating gender in DRR.

Resource Sharing: Using the Gender and Disaster Network, which is an international network of people with knowledge and expertise in gender and disaster risk reduction, the different training resources can be vetted and shared. Furthermore, lessons learned from disaster risk reduction efforts globally can be shared and discussed for adaptation and application to other regions.

Opportunity: The Gender and Disaster Network is already established and a network of gender and DRR practitioners exists. The website needs additional resources to strengthen the platform as a training portal. Many materials already reside in a "Sourcebook" repository. The website platform can offer regional hubs, or sub-networks, for training activities and a pool of vetted resources.

Content of Training: The website portal can host materials developed for locally specific gender and DRR training. Evaluations of the training tools will be available so that those using the materials will have knowledge of successes, ease of use, and methods for adaptation. With additional resources, it may be possible to translate materials. Case studies and best practices can be easily shared with identification of how to best use the tools. Distance education/webinars and multimedia resources will be located for easy search and download for use in a variety of situations.

Training Initiative Timeline

Step One: Convene collaborative working group, which has begun with support from JWNDRR

Potential Collaborators: Many international and regional organizations have developed training materials on gender and disaster risk reduction, and these will be likely partners in the initiative. These include: UNISDR, UN WOMEN, GDN, GGCA, WEDO, IUCN, JICA, USAID, JICA/Philippines, City of Sendai, UNISDR Model City campaign, IOM, University of Hawaii, University of Tokyo, Tohoku University, United Nations University

Step Two: Review and recommend materials and release via updated website portal

Online Portal: Help to identify resources for upgrading the online portal at GDNonline.org. Use the website to review, vet, and update training resources and materials.

Step Three: Implement leadership trainings sessions

Schedule Training Sessions: Identify high-level meetings and events where DRR decision-makers and leaders will attend. Schedule training sessions that coincide with opportunities.

Step Four: Plan for 'training of trainers' sessions

Schedule Training Sessions: Develop proposals to support training of trainer sessions. Schedule and implement trainings.

Step Five: Implement distance learning – webinar, online training sessions, social media, YouTube

Develop Distance Learning Materials and Schedule Training Sessions: identify resources and schedule online training sessions; hold sessions in an online portal for access from different regions and locations.

| TIMELINE | ACTIVITY |
|--------------------------|---|
| Year One (2015) | Identify and implement advisory group for training; Implement leadership training; Plan for longer term training sessions; Seek resources for implementation |
| Year Two (2016) | Implement leadership training; Implement first training of trainers; Upgrade website for hosting training materials |
| Year Three (2017) | Ensure materials are available via web portal; implement first distance learning series. Implement practitioners training at several sites. Evaluate effectiveness of training. |
| Year Four (2018) | Implement leadership training; Implement training of trainers; Continue distance learning. Implement practitioners training at several sites. Review lessons learned and incorporate into initiative. Continue to improve web portal information. Implement measures to improve training. |

| | |
|--------------------------|---|
| Year Five (2019) | Implement leadership training; Implement training of trainers; Continue distance learning. Implement practitioners training at several sites. Continue to improve web portal information. |
| Year Six (2020) | Implement leadership training; Implement training of trainers; Implement practitioners training at several sites. Continue to improve web portal information. Evaluate effectiveness of training. |
| Year Seven (2021) | Continue to improve web portal information. Implement measures to improve training. Implement practitioners training at several sites. |
| Year Eight (2022) | Implement leadership training; Implement training of trainers; Continue to improve web portal information. Implement practitioners training at several sites. |
| Year Nine (2023) | Continue to improve web portal information. Evaluate effectiveness of training. |
| Year Ten (2024) | Preparation for next WCDDR; Implement measures to improve training and evaluate gaps . |

Training Outline

Course Outline (short course – adaptable for 2 hrs or full day):

1. Introduction to Gender and Disaster Risk Reduction
 - a. History of DRR: UNISDR and the Hyogo Framework of Action
 - b. Links with disasters and development
 - c. HFA2: DRR after March 2015 for the next decade

2. Understanding Disasters – Risk, Vulnerability, Adaptive Capacity, Resilience
 - a. Understanding Disaster – Disasters are “a serious disruption of the functioning of a community or a society involving widespread human, material, economic or environmental losses and impacts, which exceeds the ability of the affected community or society to cope using its own resources” (UNISDR).
 - b. How does climate change alter the disaster landscape?

3. Understanding Gender and Disasters
 - a. Differential Risk and Vulnerability
 - i. Gender is a core factor in disaster risk and in the implementation of disaster risk reduction. Gender is a central organizing principle in all societies, and therefore women and men are differently at risk from disasters. In all settings - at home, at work or in the neighborhood - gender shapes the capacities and resources of individuals to minimize harm, adapt to hazards and respond to disasters.
 - b. Roles, Responsibilities, Rights, and Resources – differential access to cope and recover from disasters

4. Gender Analysis in Disaster Risk Reduction
 - a. Methods to Integrate Gender and Diversity perspectives in Disaster Risk Reduction
 - b. Exercises: Gender-sensitive

5. Case Studies on Best Practices in Gender and DRR from the last decade
 - a. Japan Women's Network for DRR – experiences from the Great Earthquake and Tsunami on response and recovery
 - b. Christchurch, New Zealand – experiences from the Canterbury Earthquakes on integrating women, indigenous people, and disabled in response and recovery
 - c. South Asia Tsunami

6. Policy Implications and Opportunities
 - a. Gender specific and sex/age disaggregated data – why and how to use it
 - b. Leadership roles in formal risk management and science organizations
 - c. Sendai Call to Action

Course Outline (training of trainers– adaptable for 5 days or longer):

The short course outline may still be used, but will be expanded to provide a deeper understanding of tools and resources, and ways to use these. The training of trainers will include:

- Small Group Exercises and Simulations
- Gender Analysis - Expand training on gender analysis and use of gender-specific, sex/age-disaggregated, and diversity data. Use training programs with sector modules to gain better understanding of the in-depth details of the gender-related impacts of disasters.
- Multi-media exposure – Review videos and other social media tools for engaging in Gender DRR.
- Field trips – Visit sites and interact with communities that have implemented gender-responsive DRR measures.
- Practicum – Provide an opportunity for trainers to run sessions for local leaders on the significance of gender-responsive DRR. Enable trainers to design the course and sessions for the course.

Support, Resources, and Budget Considerations

In order to sustain a ten-year training initiative, the effort must be supported with resources, personnel, and finances. As a global effort, the funding and resources may come from a variety of organizations, governments, and institutions. The effectiveness of the training initiative will rely on collaborations and contributions through global partnerships and networks.

Due to varying budget cycles and funding opportunities, it is critical that the training initiative remains flexible in order to take advantage of different types of support. The following table identifies elements of the training initiative that require support.

| Resource | Justification | Potential Source of Support |
|--|---|---|
| Team of Trainers | The initial training of trainers will require a lead training team who may become advisors as initiatives are developed. Funding should be allocated for consultant time and knowledge products. | UN, bilateral aid and donor organizations, and international/ regional organizations, universities. |
| Advisors | Former trainers who mentor trainees through the first series of trainings to aid in adaptation of materials | UN, bilateral aid and donor organizations, and international/ regional organizations, universities. |
| Training Course of Vetted, Tested Materials | The initial training will require tested, vetted materials. There are numerous materials available (see Attachment C), and there needs to be a resource to advise which materials are useful in what context. | GDN, UN, bilateral aid and donor organizations, and international/ regional organizations, universities. |
| Training Venue & Logistics | Facilities need to enable simulations, exercises, multi-media use, and transportation and logistics for field activities and practicums. Funding for translators and special needs. | Universities, conference centers, training facilities (ex. Japan National Women's Education Center or Hawaii's East-West Center designed with training rooms, technical facilities, dormitories, audio-visual support, translator facilities, etc.) |
| Training Participants | Identification of people who will participate enthusiastically, be supported by their home organizations/governments, be in positions to coordinate trainings, be effective in integrating lessons with DRR activities. | GDN, UN, CSOs, NGOs, governments, regional and local organizations |
| Travel Support for Participants and/or Trainers | Transportation/per diem/lodging costs for participants, especially for longer training activities. | Aid and Donor organizations, foundations |

| | | |
|---|---|--|
| <p>Website Enhancement for Training Repository</p> | <p>Integrating content management system software into the GDN website will enable 'regional hubs' to update and maintain data, including training resources. Web hosting services will need to be maintained (annual hosting fee or dedicated server). Technical support will be required to ensure site function and maintenance.</p> | <p>UN, Aid and Donor organizations, foundations</p> |
| <p>Media/Equipment</p> | <p>Materials and equipment will be required to increase innovation. Participants will need to have access to computers or tablets, video capture equipment, digital photos, and social media networks (Facebook, Twitter, YouTube, Vimeo, etc.)</p> | <p>UN, bilateral aid and donor organizations, and international/regional organizations, universities</p> |
| <p>Training Evaluation Team</p> | <p>With numerous materials developed for gender and climate/disaster training, it is important to have some evaluation of the tools, shared experiences using these tools, and refinement and revision of materials. Furthermore, explanations of ways that tools have been adapted for different contexts will be useful. These experience can be maintained as part of the website, but require some dedicated people to provide reviews.</p> | <p>GDN, universities, CSOs</p> |
| <p>Initiative Evaluation Team</p> | <p>The participants of trainings need to be evaluated to see where they have integrated gender-responsive DRR measures in regional, national, and local policies, plans, and practices.</p> | <p>GDN, universities, CSOs</p> |

References

CBDRM Training and Learning Circle-Philippines Center for Disaster Preparedness, All India Disaster Mitigation Institute, Asian Disaster Preparedness Center, ProVention Consortium, Special Unit for South-South Cooperation in UNDP, **Integrating Gender in Community-Based Disaster Risk Management** <http://asia-pacific.undp.org/> Research & Publications http://asia-pacific.undp.org/content/dam/rbap/docs/Research%20&%20Publications/womens_empowerment/RBAP-Gender-SS-2009-Integrating-Gender-DRM.pdf

Enarson, Elaine. 2005. **Gendering Emergency Relief: Training Strategies and Resources for World Vision International.**

Enarson, Elaine. 2012. **Gender Mainstreaming in Emergency Management: A Training Module for Emergency Planners.** Written and published by Women and Health Care Reform with support from Prairie Women's Health Centre of Excellence.

Gender and Disaster Network. **Gender and Disaster Sourcebook.** <http://gdnonline.org/sourcebook>.

Pacific Gender & Climate Change Toolkit

Module 2.4 – Disaster Risk Reduction, Climate Change, and Gender: <http://www.pacificclimatechange.net/index.php/eresources/documents?task=view&id=919&catid=137>

GGCA: IUCN and UNDP. 2009. **Training Manual on Gender and Climate Change.**

GGCA and UNDP: Habtezion et al. 2013. **Climate Change and Capacity Building Training Module: Disaster Risk Reduction.**

Interagency Standing Committee (IASC). 2006. **Women, Girls, Boys, and Men: Different Needs – Equal Opportunities.** Gender Handbook in Humanitarian Action.

International Federation of the Red Cross and Red Crescent Societies (IFRC). 2010. **A Practical Guide to Gender-Sensitive Approaches for Disaster Management.** Geneva: IFRC.

Joseph-Brown, Lynette and Dawn Tuiloma-Sua. 2012. **Integrating Gender in Disaster Management in Small Island Developing States: A Guide.** Barbados and Fiji: Caribbean Risk Management Initiative – UNDP Cuba, UNDP Barbados and OECS, and UNDP Pacific Centre. <http://www.undp.org/content/undp/en/home/librarypage/crisis-prevention-and-recovery/integrating-gender-in-disaster-management-in-small-island-develo/>

SOPAC (2009). **Guide to developing national action Plans: a tool for mainstreaming disaster risk management, based on experiences from selected Pacific island countries.** http://www.preventionweb.net/files/11809_Sopac.pdf

UNISDR. **ISDR: Terminology – Basic Terms for disaster risk reduction.** <http://www.unisdr.org/eng/library/lib-terminology-eng%20home.htm>

UNISDR; UNDP; and IUCN. (2009). **Making Disaster Risk Reduction Gender-Sensitive: Policy and Practical Guidelines.** http://www.preventionweb.net/files/9922_MakingDisasterRiskReductionGenderSe.pdf

UNISDR (2007). **Gender Perspective: Working together for disaster risk reduction: Good Practices and lessons learned.** http://www.unisdr.org/eng/about_isdr/isdr-publications/09-gender-good-practices/gender-good-practices.pdf

World Bank. **Making Women's Voices Count: Addressing Gender Issues in Disaster Risk Management in East Asia and the Pacific.** Guidance Note.

APPENDIX A: Meeting Participants, 6-7 October 2014

Japanese and International Working Group Members for the Training Initiative

| Japan Women's Network for Disaster Risk Reduction | Contributing Gender Experts |
|---|---|
| <ul style="list-style-type: none"> ❖ President, Akiko Domoto, Japan's Network for Women and Health ❖ Vice President, Hiroko Hara, Japan's Network for Women and Health ❖ Secretary-General: Teruko Ono ❖ International Coordinator: Masako Tanaka, Japan Women's Watch ❖ Promotions Coordinator: Kuniko Funabashi, Japan Accountability Caucus for the Beijing Conference ❖ Accounting: Fumiyo Yamaguchi, Nagareyama Partnership ❖ Secretary: Reiko Aoki, National Council of Women's Centres ❖ Secretary: Kei Matsuo ❖ Secretary: Naoko Matsubara ❖ Member: Keiko Amano, New Approach to Health and Welfare ❖ Member: Ryoko Yanagibori ❖ Member: Yasuko Muramatsu, Japan Association for Women's Education | <ul style="list-style-type: none"> ❖ Cheryl Anderson, College of Social Science, Social Science Research Institute, University of Hawaii ❖ Elaine Enarson, Independent Researcher / Jacksonville State University / Royal Roads University ❖ Jackie F. Steele, Institute of Social Science, University of Tokyo / Japan-Canada Interdisciplinary Research Network on Gender, Diversity and Tohoku Reconstruction ❖ Keiko Ikeda, Faculty of Education, Shizuoka University/ Women's Network for East Japan Disaster ❖ Yumiko Tanaka, Gender and Development, Japan International Cooperation Agency ❖ Maureen Fordham, Geography Department, Northumbria University / Gender and Disaster Network ❖ Eleanor Blomstrom, Program Director, Women Environment and Development Organization |

Staff : Caitlin Stronell, Center of Political Studies, Jawaharlal Nehru University

APPENDIX B: Overview of Gender and DRR Training Materials

After a review of the manuals, guides, and training materials listed in the table and the additional documents provided in the Reference section, there seem to be several elements that are common to all trainings. The variation depends on the level of interaction and timing for training, the levels of experience and expertise of the participants, and the types of outcomes expected from the trainings. In this section we briefly review the commonalities and the types of variation of training materials to look at opportunities for adapting materials for different events.

Common Elements:

- 1) **Definitions and Terms** – basic explanations of sex, gender, gender equality to start training activities to make sure participants are in agreement for the training to move forward.
- 2) **Presentations to understand how Gender and Disaster Risk Reduction relate to each other** – Lectures and background materials that inform participants to develop an understanding of the interactions of gender and disaster, and the reasons for attention to gender and disaster.
- 3) **Facilitated Discussions** – Discussions to make sure that training participants understand materials and information.
- 4) **Case Studies** – Examples and best case practices used as a method to better understand the reasons and benefits of integrating gender in DRR.
- 5) **Exercises** – Several types of interactions are employed for different types of learning, including skits, introductions to familiarize participants and ease discussions, scenarios based on case studies, small group work.
- 6) **Worksheets/Checklists** – The inclusion of worksheets and checklists are used in guidance documents to enable practitioners to have a resource or tool for use after the training.

Variations of Training:

1) Structure and Time Allocation

- Three-five days, one-day, a half-day, or 2 hours
- Panel presentations/case studies and group breakout sessions
- Facilitated training sessions

2) Target Audiences & Participants

- Training of Trainers(for any of the sessions below)
- Training for Government Leaders
- Training for high-level leaders of government, NGOs, and other organizations involved in policy-making and disaster risk reduction practice
- Training for Local Governments and Community Leaders
- Training for Community Groups

3) Purpose / Objectives

- Train people who will be able to conduct trainings for integrating gender in disaster risk reduction at other levels to ensure broad education and awareness of issues
- Ensure that leaders, decision-makers, policymakers, and negotiators understand the implications of integrating gender in disaster risk reduction

- Ensure that practitioners in government agencies, non-governmental organizations, and the private sector understand methods of integrating gender in disaster risk reduction
- Empower community leaders and organizations to integrate gender in disaster risk reduction.
- Ensure gender equality and diversity in planning and practice of disaster risk reduction at all levels.

Appendix C: Overview of Training Materials

| Reference | Methods, Scope, and Resources |
|---|---|
| GDNonline. The Gender and Disaster Sourcebook: Planning and Practice Tools. http://gdnonline.org/sourcebook/chapt/ind.php?id=2 | Compilation of tools and resources available on gender and disasters. Resources are offered globally. Many of these use focus group meetings, facilitated discussions, and group exercises to understand the integration of gender and disaster. |
| CBDRM, UNDP, ADPC Integrating Gender in Community-Based Disaster Risk Management http://asia-pacific.undp.org/ Research & Publications http://asia-pacific.undp.org/content/dam/rbap/docs/Research%20&%20Publications/womens_empowerment/RBAP-Gender-SS-2009-Integrating-Gender-DRM.pdf | Time: 4.5 days for 5 modules <i>Methods:</i> Interactive lecture, case sharing, group discussion and exercises, individual reflection, workshop Resource Requirements: Facilitators, venue with breakout areas |
| GGCA: IUCN and UNDP with WEDO, UN Women, UNEP Training Manual on Gender and Climate Change (2009) | Time: 3 days, with ability to scale materials for audience/ available time and provide half day or 2 hr training sessions. Designed as Training of Trainers materials for use with governments or organizations focused on climate risk reduction and adaptation. |
| Astrid Von Kotze and Ailsa Holloway, 1996. 301pp Reducing risk: participatory learning activities for disaster mitigation in Southern Africa http://www.amazon.co.uk/Reducing-Risk-Participatory-Activities-Mitigation/dp/0855983477 | Manual of materials produced by IFRC. |

| Target Audience | Objective |
|--|---|
| Some are designed for gender mainstreaming with government organizations, and others materials target community leaders in local projects. | The Gender & Disaster Sourcebook is a tool that has been designed to provide resources for communities, practitioners, and governments to integrate gender considerations in disaster risk reduction and building resilience. |
| Local and community levels of government and disaster management | By the end of the training workshop, participants are expected to have: <ol style="list-style-type: none"> 1. Enhanced awareness on gender issues and concerns in local and community based disaster risk management 2. Increased skills and capabilities in integrating gender perspective in community based disaster risk management 3. Ability to select and use gender analysis and participatory tools, methods and processes in community based risk assessment and risk management planning. |
| Government and Organizational leaders/ negotiators and practitioners. Materials for Training of Trainers. | Currently being updated. Designed to mainstream gender in climate change at all levels. Includes consideration of disaster risk reduction in legal instrument and climate change adaptation. Materials have been adapted and modules developed for country-specific trainings on DRR: Viet Nam and China (by WEDO and C.L.Anderson). <p>Module 1: Gender and gender mainstreaming</p> <p>Module 2: International law instruments as a framework for mainstreaming gender in climate change</p> <p>Module 3: Overview of gender issues and climate change</p> <p>Module 4: Gender mainstreaming in adaptation efforts</p> <p>Module 5: Gender-sensitive strategies for mitigation actions</p> <p>Module 6: Gender-sensitive strategies on technology development and transfer to support actions on mitigation and adaptation</p> <p>Module 7: Gender mainstreaming in climate change financing mechanisms</p> <p>Appendix: Annotated bibliography</p> |
| Materials for use as participatory training with grassroots groups. | Assessing women's livelihood in disaster contexts is a core component of the training. Workshop participants are provided information about how gender relates to disaster risk, and also helped to recognize gender dynamics within the small work groups as they are being trained in risk management. The grassroots training model offers substantive discussion of the links between gender equality and disaster risk reduction. It includes a number of exercises in which women and men jointly analyze village life to identify local hazards, vulnerabilities, and coping strategies. Specific patterns in the local gender divisions of labor are determined. By identify and supporting economic resources controlled by women, the potential contribution of women's work in disasters can be anticipated and their efforts supported. For example, women who grow indigenous food crops with nutritional, medical, and fodder value increase the economic resilience of their households. |

| | |
|--|---|
| <p>Pacific Gender & Climate Change Toolkit - Module 2.4 – Disaster Risk Reduction, Climate Change, and Gender http://www.pacificclimatechange.net/index.php/eresources/documents?task=view&id=919&catid=137 (2014)</p> | <p>Time: 1.5 hrs for one module Methods: lecture, small group exercises and discussions Resource Requirements: Trainer/Facilitator, venue</p> |
| <p>UNDP and UN Women Gender & DRR Training Materials developed by a team coordinated by Dr. Maureen Fordham, GDN (2013)</p> | |
| <p>UNISDR Training Materials: Integrating Gender & DRR (2014)</p> | <p>Not available for public review.</p> |
| <p>UNDP (Habtezion et al.) and GGCA. Climate Change Capacity Development Training Module: Disaster Risk Reduction (2013)</p> | <p>Time: 3.5 hours Methods: provide resources such as readings and presentation materials; links to other training materials; case studies; activities and exercises for breakout groups</p> |
| <p>UNDP Pacific Centre Integrating Gender in Disaster Risk Management in Small Island Developing States: A Guide (2012) http://asia-pacific.undp.org/content/rbap/en/home/library/crisis_prevention_and_recovery/ChecklistsGenderDRM/</p> | <p>Methods: Facilitated discussions, group exercises, worksheets and checklists for local guidance (outside of training)</p> |
| <p>UNISDR, UNDP, and IUCN Making Disaster Risk Reduction Gender-Sensitive. http://www.preventionweb.net/files/9922_MakingDisasterRiskReductionGenderSe.pdf</p> | <p>Methods: Guidance for national governments to use in policy and planning. Focus on Policies, Risk Assessment, Early Warning Systems, and Indicators.</p> |

| | |
|--|--|
| Disaster managers, practitioners, and community leaders | One of the sector modules focuses on disaster risk reduction recognising that interventions should be factored into all climate change adaptation programmes and projects. Module 3 is the 'how-to' section and will take you through the different phases of a typical climate change programme/project cycle, identifying potential entry-points for integrating gender in each phase and also includes a generic gender checklist that may be applied to programmes and projects. |
| | Training materials compiled globally to improve the integration of gender in disaster risk reduction. Materials can be made available through the GDN website. |
| Not available for public review. | Training materials developed by UNISDR to ensure integration of gender in all DRR activities by the UN and other organizations. Materials have been tested by UN. |
| Targeting practitioners and policymakers in the Asia-Pacific region. | Understand the nexus between gender, disasters, and climate change in the Asia-Pacific region. Identify gender-based differentiated vulnerabilities to disasters as well as women's positive contributions to disaster risk reduction and management. Outline women's needs and positive contributions to disaster adaption and solutions for gender-conscious disaster risk reduction and management |
| Local managers and practitioners in all aspects of DRR. | This guide outlines the vulnerability of Small Island Developing States (SIDS) in the Pacific and the Caribbean and explains how gender roles and responsibilities result in differential exposure and impact of disasters. It is intended to be a practical tool for disaster managers and their teams working to build resilience at the community level in small islands and ensure greater equality in the field of risk management. |
| National governments and policymakers | Focuses on providing guidelines to mainstream gender in disaster risk reduction at national government levels, where governments have agreed to the implementation of the Hyogo Framework for Action (HFA). |

APPENDIX D: Training Curricula

Leadership Training

Materials are drawn from: the **Training Manual on Gender and Climate Change** (2009), with focus on DRR-specific resources; presentations and research conducted by C.L. Anderson (2014). For the leadership training, these are leaders in DRR policy, who would attend WCDRR. Less time and attention focus on explaining disaster risks, with more attention on why gender is important and where there are policy and programmatic gaps in reducing risk.

Target: DRR Leaders who need better understanding of the rationale and ways to integrate gender in policies. Designed for 2-hour session.

Introduction to Gender and Disaster Risk Reduction

- History of DRR: UNISDR and the Hyogo Framework of Action and gender inclusion
- Links with development and human rights agenda (including CEDAW)
- Implications of a Post-2015 DRR agreement

Presentation and Handouts of Language for Review

- Gender was recognized as a cross-cutting issue in HFA.
- Gender is included in international legal instruments: Rio Conventions, Sustainable Development Agenda, Convention on the Elimination of all Forms of Discrimination (CEDAW), and this provides a rationale and basis for including gender in DRR.
- Lessons learned in the ten-years since 2005: 1) Portrayal of disasters still shows men as rescuers and heroes, and women as victims; 2) Disaster mortality among women who lived in developing countries was significantly higher than men; 3) There are differentiated risks between men and women, and of people at all ages and socioeconomic backgrounds that positions them to be more vulnerable to disasters; likewise there are capacities at all these levels that can help reduce risks



Understanding Gender and Disasters

- *Differential Risk and Vulnerability*
Gender is a core factor in disaster risk and in the implementation of disaster risk reduction. Gender is a central organizing principle in all societies, and therefore women and men are differently at risk from disasters. In all settings - at home, at work or in the neighborhood - gender shapes the capacities and resources of individuals to minimize harm, adapt to hazards and respond to disasters.
- *Roles, Responsibilities, Rights, and Resources* – differential access to cope and recover from disasters

Group Exercises

- Identify communities at risk from different disasters by sector (agriculture (by crop), fisheries, forestry, construction, transportation, education, health, emergency services, tourism, small business, retail, etc.), then identify the different risks to men and women at different ages; choose a location for consideration based on the background and knowledge of participants.

Gender Analysis in Disaster Risk Reduction

Methods to Integrate Gender and Diversity perspectives in Disaster Risk Reduction

Interactive Presentation and Discussion

Lessons in Gender and Disaster Risk Reduction

DISASTER PREPAREDNESS
災害準備

DISASTER RESPONSE
災害レスポンス

DISASTER RECOVERY
ディザスタ・リカバリ

DISASTER MITIGATION
災害緩和

DEVELOPMENT
開発

ADAPTATION TO ENVIRONMENTAL CHANGE
気象の変動適応

RISK REDUCTION
リスク削減

GENDER & DISASTER RISK

Case Studies on Best Practices in Gender and DRR from the last decade

- Japan Women's Network for DRR – experiences from the Great Earthquake and tsunami on response and recovery, JWNDRR – Disaster Risk Reduction: a Japan women's perspective on 3/11 http://www.preventionweb.net/english/professional/publications/v.php?id=32983&utm_source=pw_search&utm_medium=search&utm_campaign=search
<http://www.preventionweb.net/english/professional/publications/tags/index.php/pw:jpnearthquake2011/Great%20East%20Japan%20Earthquake%202011/>
- Christchurch, New Zealand – experiences from the Canterbury Earthquakes on integrating women, indigenous people, and disabled in response and recovery – Movers and Shakers: Women's Stories from the Christchurch Earthquake, <https://quakestudies.canterbury.ac.nz/store/part/194937>
- South Asia Tsunami – Gender Matters: Lessons for Disaster Risk Reduction in Southeast Asia, http://www.preventionweb.net/files/2406_GenderandDisasters.pdf

GENDER & DISASTER RISK

Areas for Improvement in Gender and Disaster Risk Reduction

USAID
FROM THE AMERICAN PEOPLE

GENDER EQUALITY AND FEMALE EMPOWERMENT POLICY

USAID POLICY

MARCH 2013

This America's agenda led by an ambassador is important. The actions of foreign aid organizations, however, are not. We have support on 2014-15 from JWC and WDC.

Policy Implications and Opportunities

- Gender specific and sex/age disaggregated data – why and how to use it
- Leadership roles in formal risk management and science organizations with mentoring and advocacy from men as well as women leaders
- Sendai Call to Action

GENDER & DISASTER RISK

Approaches

Sendai Call to Action –**HFA Priority Area 1: Governance/Institutions****Recommendation 1: Diversify Policy and Decision-making**

Action 1: ensure the participation of a minimum of 30% women and 30% men from diverse sectors, training and expertise, and of diverse ages and family formations, in all national, prefectural, and municipal policy-making and decision-making bodies dealing with Disaster Risk Reduction.

Action 2: encourage male leadership to actively reduce and remove barriers to women by providing mentorship and access to resources that strengthen women's leadership in all aspects of disaster risk reduction.

HFA Priority Area 2: Risk Assessments and Monitoring**Recommendation 2: Apply Evidence-based Risk Assessments**

Action 1: carry out participatory community-based disaster risk assessments and follow-up research to formulate diversity and gender-equal policies.

Action 2: conduct monitoring and evaluation of policies integrating gender and diversity and subsequently hold annual participatory practices of national law reform and national policy-making to apply lessons learned in gender-responsive Disaster Risk Reduction and emergency preparedness.

Action 3: ensure opportunities for diverse members of the population to actively contribute their expertise, experiences and knowledge to the creation of a risk-wise culture that embraces multiple perspectives and knowledge bases.

Recommendation 3: Track Demographics and Integrate Diversity

Action 1: collect reliable and comparable demographic data that tracks gender, age, economic status, disability, mother tongue, among other relevant factors, based on individualized (not household) survey participation.

Action 2: ensure accessibility of information and services through all phases of disaster prevention, response, recovery and reconstruction to all members of society.

Action 3: strengthen support systems to prevent violence in society, specifically against women and marginalized populations.

Action 4: attend to gender-specific health services in medical care and public welfare services ensuring Sexual Reproductive Health Rights (SRHR).

Action 5: train and partner with local medical personnel including midwives, doctors and support staffs to secure SRHR to provide effective mental health services for disaster victims, including psychological care.

Action 6: provide evacuation and shelter services supporting specific barriers such as violence against women and sexual minorities, language barriers (Braille, sign language, minority languages) and mobility/accessibility barriers (persons with disabilities).

HFA Priority Area 3: Foster Resilience through Risk Education and Culture**Recommendation 4: Move Beyond Gender and Socio-cultural Stereotypes**

Action 1: recognize the resilience and strengths of women and girls, and support them as key "actors" and "leaders" in all phases of disaster risk reduction to ensure that their knowledge, expertise and capacities can contribute to fostering family and community resilience.

Action 2: recognize the vulnerability of men and boys, and acknowledge that gender equality requires commitments to services and programs that address the diverse realities and experiences of women and men in pre and post-disaster contexts.

Recommendation 5: Communicate Risk at all Levels

Action 1: Member states should ensure effective training and drills that accommodate special needs and marginalized communities, such that neighbors and communities will aid each other during disasters;

Action 2: Member states should make annual public investments in media outreach, public education, and civic literacy on the importance of pursuing a democratic and inclusive culture of safety that is gender equal, and that

publicly acknowledges the vulnerabilities and strengths found within the diverse communities contributing to the social, political and economic vibrancy of the country.

HFA Priority Area 4: Reduce Underlying Risk Factors

Recommendation 6: Promote Sustainable Development

Action 1: Member states should integrate best practices for environment, climate change and gender-sensitive perspectives in disaster risk reduction policies to protect lives, economic livelihoods, and also foster long-term sustainable development for communities.

Action 2: Member states should pursue renewable energy to reduce dependence upon nuclear power and fossil fuels and consciously reduce the potential for human-induced disasters, such as nuclear accidents and oil spills.

Recommendation 7: Support Women's Economic Empowerment

Action 1: Member states should conduct time-use surveys and research on unpaid care work, often assumed by women, to ensure that care workers receive recognition and economic benefits for their services.

Action 2: Member states should ensure equality in opportunities for financial access to economic and livelihood support, and ensure environmental viability and equal access to land and resources.

Action 3: Member states should investigate and identify measures to support the economic needs of marginalized and vulnerable members of society, including isolated and remote communities, people with disabilities, those with mobility barriers or severe illness, and those without effective fluency in the dominant language.

HFA Priority Area 5: Strengthen Disaster Preparedness for Effective Response at All Levels

Recommendation 8: Learn Lessons from HFA Implementation

Action 1: Through HFA2, member states should commit to achieving key objectives and targets on the integration of gender equality and inclusive disaster risk reduction strategies and policies throughout all of the Priorities for Action.

Training of Trainer Course

Materials are drawn from: the IUCN **Training Manual on Gender and Climate Change** (2009), <https://portals.iucn.org/library/efiles/documents/2009-012.pdf>, with focus on DRR-specific resources and modifications to materials. The modules and exercises are shared freely online: For the training of trainers, these are practitioners who understand gender issues and who need to understand how to integrate gender in DRR policies and programs.

Target: Policymakers and Practitioners, who have a background in facilitation and education, and who will serve as local advisors and trainers. This is geared toward people who have a working knowledge of DRR

Time: At least 5 days for participation in the training. The modular design will allow trainers to modify future training based on the availability of resources and participants. Participants with more background in DRR and less knowledge of gender will spend more time on understanding gender issues, whereas, those with more understanding of gender will emphasize greater learning about DRR.

| TRAINING MODULES | |
|-------------------------|---|
| Module 1: | Gender and gender mainstreaming |
| | <ul style="list-style-type: none"> ● What are the gender principles included ● Gaps and differences ● Why we did not include strategic interest vs. basic needs ● Why we are trying to keep it simple ● Presentation of the case studies why these were selected |
| Module 2: | International law instruments as a framework for mainstreaming gender in disaster risk reduction |
| | <ul style="list-style-type: none"> ● Introduce the most important legal instruments that could serve as a reference or mandate for mainstreaming gender consideration in disaster risk reduction ● Human rights - Universal Declaration of Human Rights (1948); United Nations Declaration on the Rights of Indigenous Peoples (DECRIPS) (2007). ● Gender equality - CEDAW ● Gender and sustainable development/environment ● The Rio Conventions (as reference of what can be done-harmonization) |
| Module 3: | Overview of gender issues and disasters |
| | <ul style="list-style-type: none"> ● History of DRR: UNISDR and the Hyogo Framework of Action and gender inclusion ● Links with development and human rights agenda (including CEDAW) ● Implications of a Post-2015 DRR agreement ● Disaster impacts will be differently distributed among different regions, generations, age, classes, income groups, occupations and genders ● The poor, primarily but by no means exclusively in developing countries, will be disproportionately affected. Their reliance on local ecological resources, coupled with existing stresses on health and well-being, and limited financial, institutional and human resources leave the poor most vulnerable and least able to cope with disasters |

Presentation and Handouts

- Gender was recognized as a cross-cutting issue in HFA.
- Gender is included in international legal instruments: Rio Conventions, Sustainable Development Agenda, Convention on the Elimination of all Forms of Discrimination (CEDAW), and this provides a rationale and basis for including gender in DRR.
- Lessons learned in the ten-years since 2005: 1) Portrayal of disasters still shows men as rescuers and heroes, and women as victims; 2) Disaster mortality among women who lived in developing countries was significantly higher than men; 3) There are differentiated risks between men and women, and of people at all ages and socioeconomic backgrounds that positions them to be more vulnerable to disasters; likewise there are capacities at all these levels that can help reduce risks.

Module 4: Gender-differentiated Risk

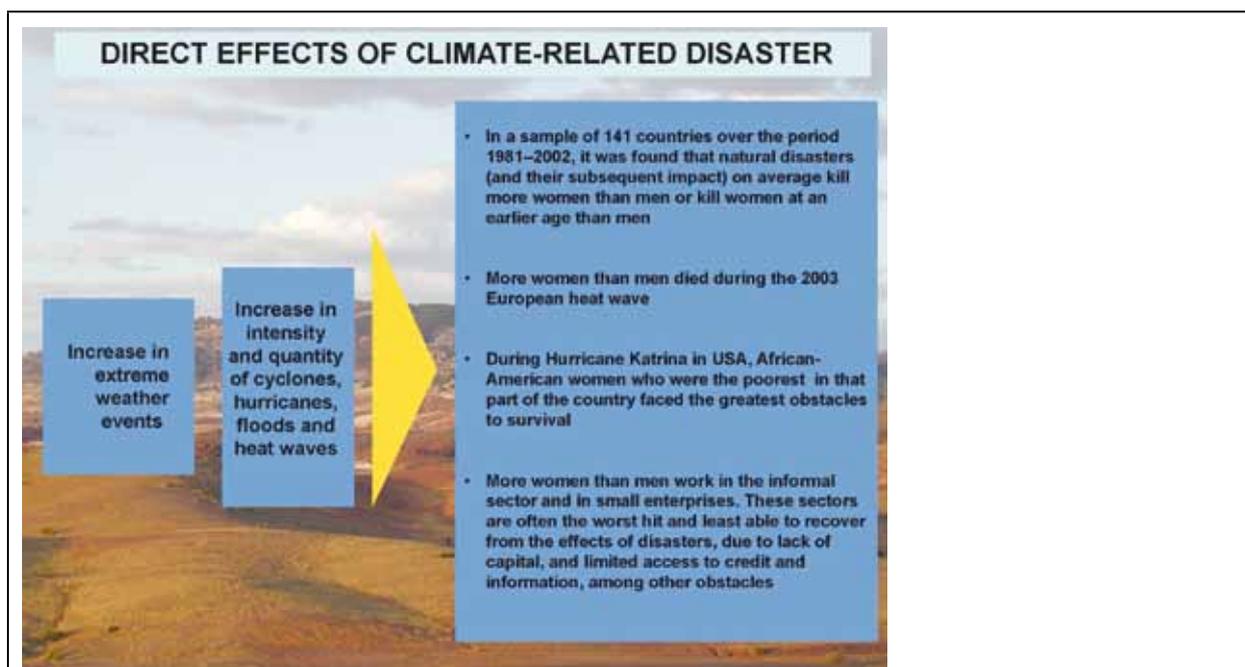
- Avoid being simplistic and just seeing women (due to their sex) as the VICTIMS
- Women are not vulnerable because they are "naturally weaker": women and men face different vulnerabilities due to their gender condition. Many women live in conditions of social exclusion
- Vulnerability depends in large part on the assets (physical, financial, human, social, and natural) available: the more assets, the less vulnerable one person is
- Worldwide, compared to men, women tend to have more limited access to resources that would enhance their capacity to adapt to climate change-including land, credit, agricultural inputs, decision-making bodies, technology and training services
- Women's assets largely determine how they will be affected by and respond to the impacts of climate change
- Therefore, actions should be taken to build up the asset base of women as a fundamental principle in adaptation strategies
- By exacerbating inequality overall, climate change slows progress toward gender equality and thus impedes efforts to achieve wider goals like poverty reduction and sustainable development
- Gender inequality can worsen the impacts of climate change; meanwhile, taking steps to narrow the gender gap and empower women can help reduce these impacts

Understanding Gender and Disasters

- Differential Risk and Vulnerability
 Gender is a core factor in disaster risk and in the implementation of disaster risk reduction. Gender is a central organizing principle in all societies, and therefore women and men are differently at risk from disasters. In all settings - at home, at work or in the neighborhood - gender shapes the capacities and resources of individuals to minimize harm, adapt to hazards and respond to disasters.
- Roles, Responsibilities, Rights, and Resources – differential access to cope and recover from disasters

Group Exercises

- Identify communities at risk from different disasters by sector (agriculture (by crop), fisheries, forestry, construction, transportation, education, health, emergency services, tourism, small business, retail, etc.), then identify the different risks to men and women at different ages; choose a location for consideration based on the background and knowledge of participants.



Module 5: Gender-responsive strategies for DRR

- DRR and climate adaptation applies to social and economic systems, in addition to ecological systems
- Overlap of adaptation and disasters
- Emphasize women as agents of change over victimization
- Key Elements of Gender-responsive DRR are: Access, control and distribution of benefits; Viability of communal and natural resources; Levels of vulnerability, resilience and autonomy of men and women when confronted with different threats; Importance of local knowledge for social and economic development; Present subsistence gender strategies; Disaster risk reduction management to take action on causes and lessen impacts.
- Factors influencing risks for women in disasters: Physical location; Social aspects; Economic factors; Education and information; Political will
- Roles of Women in DRR - Women are powerful agents for development and, therefore, should be key players in DRR actions and associated decision-making. If resources are not allocated to reduce gender gaps, measures implemented to reduce risks will reproduce social inequalities without helping to eliminate them and run the risk of being less effective.

Case Studies on Best Practices in Gender and DRR from the last decade

- Japan Women's Network for DRR – experiences from the Great Earthquake and tsunami on response and recovery, JWNDRR – Disaster Risk Reduction: a Japan women's perspective on 3/11
http://www.preventionweb.net/english/professional/publications/v.php?id=32983&utm_source=pw_search&utm_medium=search&utm_campaign=search
<http://www.preventionweb.net/english/professional/publications/tags/index.php/pw:jpnearthquake2011/Great%20East%20Japan%20Earthquake%202011/>
- Christchurch, New Zealand – experiences from the Canterbury Earthquakes on integrating women, indigenous people, and disabled in response and recovery – Movers and Shakers: Women's Stories from the Christchurch Earthquake,
<https://quakestudies.canterbury.ac.nz/store/part/194937>
- South Asia Tsunami – Gender Matters: Lessons for Disaster Risk Reduction in Southeast Asia,
http://www.preventionweb.net/files/2406_GenderandDisasters.pdf

Gender Analysis in Disaster Risk Reduction

- Methods to Integrate Gender and Diversity perspectives in Disaster Risk Reduction

Interactive Presentation and Discussion

Lessons in Gender and Disaster Risk Reduction

Module 6: Gender-sensitive strategies on technology development and transfer to support actions climate change and disaster risk reduction

- Explain technology and how it is never gender neutral
- The UNFCCC positioned clean technologies at the centre of global responses to climate change
- Women have been highly invisible in DRR and climate change technology decision-making
- Technology-based strategies for mitigation of, and adaptation to, climate change and disaster risk reduction sometimes have different implications for women and men
- Technologies have often been designed without attention to the specific needs of women and their limited access to resources, including capital, labour, time or even the right to make decisions

Module 7: Gender mainstreaming in DRR financing mechanisms

DRR finance must be situated within the broader context of development financing and development goals: gender equality, poverty eradication and sustainable development.

- Ensure all financial mechanisms and instruments include the mainstreaming of a gender perspective and women's empowerment in all essential stages including design, implementation, monitoring and evaluation
- Integrate human security for women into climate change and DRR funding mechanisms, to ensure that poor women get a fair share of funds
- Develop principles and procedures to protect and encourage women's access to national adaptation programs and projects

References and Materials:

Review of resources – gdnonline.org

View multimedia and video tools that show gender-differentiated impacts.

TRAINING PRACTICUM

Conduct a Leadership Training with DRR leaders and policymakers – 2 hrs.

FIELD TRIP

Use location of training to conduct site visits and to learn: 1) how to assess gender-differentiated risks; 2) projects that use gender-responsive DRR; 3) methods for gender-responsive planning for response, preparedness, and recovery.



Training Needs on Gender in Disaster Risk Reduction in the Asia Pacific

Ramona Miranda



Duryog Nivaran



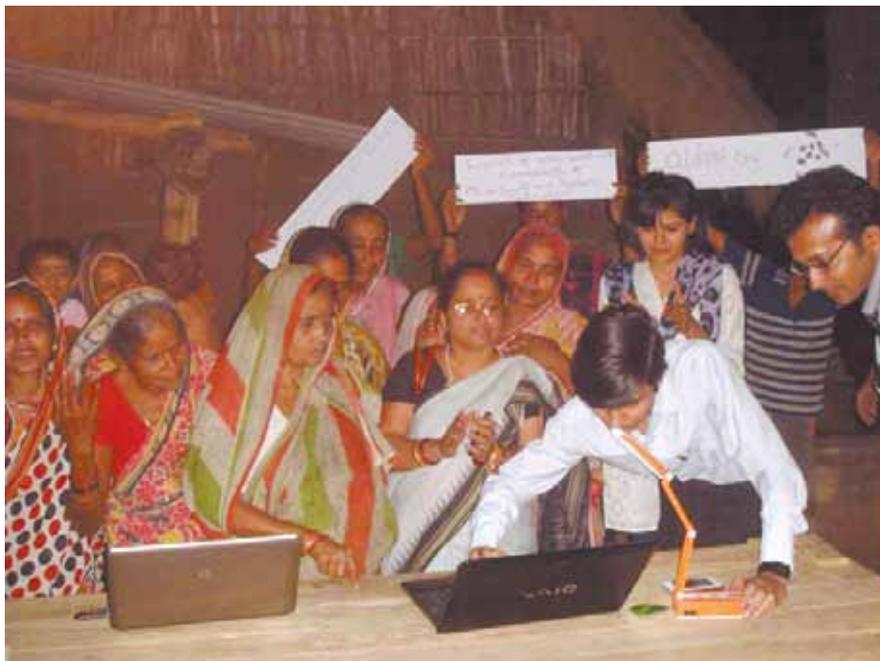
Training Needs on Gender in Disaster Risk Reduction in the Asia Pacific

Gender mainstreaming although a cross cutting issue in HFA 2005-2015, has always been a challenging area for DRR practitioners. Desired changes are yet to happen even though there is greater understanding on how and why women are disproportionately impacted by disasters in the present social and economic context, where women's social economic and political status, and the related social and institutional attitudes make them more vulnerable in comparison to men in the same socio economic standing. A UNISDR study (UNISDR, 2012) shows how vulnerability particularly remains aggravated in subsets of those living in poverty such as women, the elderly, widows, and minorities' etc.

Current DRR institutions, policies and strategies continue to be gender insensitive, the core gender based issues therefore remain unattended. Women's skills, knowledge and experience in DRR, their contribution to resilience is largely invisible, unaccounted. Women's representation in national parliaments and on national platforms for disaster reduction continue to be abysmally low, while women's involvement in disaster preparedness planning and in post-disaster recovery and reconstruction programmes is not widely supported or reported (UNISDR 2012; UNDP 2011). The Statement of individuals and organizations concerned with Gender Issues for the 5th Asian Ministerial Conference on Disaster Risk Reduction acknowledges less than satisfactory status of gender sensitivity in DRR and inclusive planning and operation in Asia. Analysis of HFA reporting in 2013 too supports this, as the region shows continued inadequate attention to gender and women's issues (UNISDR, April 2013).

In summary, women are an active and creative part of regular risk reduction and community resilience. This is not recognized (due to their social placement and attitudes), while their specific vulnerabilities, which are created by social, economic, institutional, political factors, are highlighted.

Consultations for the post-2015 framework for disaster risk reduction (HFA2) in the Asia-Pacific saw the idea of women as helpless victims in disasters being challenged and the need to better recognize the skills, capacities and leadership of women in enhancing the safety of their own families and communities. Taking this into account, phase two of the consultations built on the recognition of the important role women play in DRR and looked for good practices and recommendations to better facilitate understanding the role of women in DRR decision making can be enhanced with institutional commitments and accountability.



The Asia-Pacific Input Document for the Post-2015 Framework for Disaster Risk Reduction (HFA2): Key Area 4 - Women as a Force in Resilience Building, Gender Equality in Disaster Risk Reduction, (Developed by Duryog Nivaran with the support of the Gender Stakeholder Group for UNISDR) consolidated the consultations on women as a force in resilience building in the Asia Pacific region and highlights the key measures required to facilitate an enhanced role for different groups of women in DRM and resilience building. The consultation looked at existing good practice in the DRR and wider development sector and made recommendations under seven key theme areas. A strong emphasis on the need for training emerged.

Past Training Workshops on Gender and DRR

Duryog Nivaran was a pioneer in developing practical guidelines for gender sensitive DRR. After the first publication in mid-90's based on research in South Asia on the subject 'South Asian Women- facing disasters, securing life' a more practice based publication was produced in 2003 – 'Gender Dimensions in Disaster Management, a Guide for South Asia', which was translated in to 4 languages, and re- published by UNDP India and Pakistan as reference and guidance in Asia Tsunami and Kashmir earthquake recovery and re- construction (copies of the publication are still in demand due to its practical value). Since then, DN has provided key resource persons for trainings on the subject in the Asia region; carried

out gender trainings, audits and research in the region, and since 2013 have been the coordinator of the Gender Stakeholder Group in Asia and the Pacific.

More specifically, since 2004, Duryog Nivaran, which has an extended resource team on the subject, has carried out training and longer term capacity building on the subject, ranging from modules within larger training programmes to stand alone ones, targeting practitioners in DRR and development in most South Asia countries as well as community organizations, Community Disaster Management Committees, children and youth groups, local NGOs/Civil Society Groups, national/local government officials and media.

Some examples of training carried out are:

For Project staff of DRR and development programmes:

- Post tsunami rebuilding – Regional: for project staff of the 5 country Green Coast Project (Both ENDS, World Wide Fund for Nature and Natural Resources, Wetlands International and IUCN Netherlands) held in Bangkok - 2007; in Sri Lanka for local post tsunami recovery projects
- UNDP DRR team in Sri Lanka – 2011 and sensitization workshop for UNDP staff in Sri Lanka - 2014

For National and Local Government programmes:

- Together with the Ministry of Women's Affairs in Sri Lanka - 2 day training programmes on protection of needs of women and girls during emergency situations for Centre Managers of the Women in Need network; and for community leaders from the Women's Development Centre, Kandy - Sri Lanka - 2012
- In Pakistan – A module in the capacity building programmes for District Disaster Management Authorities, social welfare departments, child protection departments, police, Rescue 1122 (in Punjab province), civil defence department, over the past 5 years

For teachers:

- Education Department personnel (especially teachers) in Pakistan
- For teachers and students training on Search & Rescue, first aid, rights protection, accountability and disaster risk reduction and electricity and fire safety audits in Assam, India

For university students:

- In India - students of the Department of Social Work at the Cauvery College; Thirichirappalli, India; on gender concerns in post tsunami rebuilding - 2006

For media:

- For District Press Clubs in Pakistan, with the Press Institute in Sri Lanka

Areas where training is needed:

The aspects where training on gender sensitivity is needed have been extracted from the recommendations from the Asia Pacific HFA2 input paper (declared at the 6AMCDRR), and the main resource paper for the it, the 'Key Area 4 - Women as a Force in Resilience Building, Gender Equality in Disaster Risk Reduction' report.

From the Asia Pacific HFA2 input paper (declared at the 6AMCDRR) :

Building gender awareness of the relevant national and local government officials focussing on planning and implementation)

- Use sex, age, disability and geographically disaggregated data and gender analysis as an important planning tool for developing local and national development and disaster risk reduction plans.
- Strengthen awareness, skills, availability of tools and finances for inclusion of women and gender integration in the regular development planning, implementation and monitoring systems.
- Build gender awareness and strengthen capacities of government officials and other actors including the media to address gender and women inclusion.
- Strengthen the capacity and skills of media to highlight the positive role of women in disaster risk reduction.
- Develop targets and indicators to measure progress on inclusion of women and gender equality in disaster risk reduction and to measure women's resilience with the progress measure systems of the Sustainable Development Goals and climate change.

From the Key Area 4 - Women as a Force in Resilience Building, Gender Equality in Disaster Risk Reduction' report. Detailed recommendations with targets are set out and relevant sections are:

1. Accountability - According to the midterm review on crosscutting issues 'Inclusion of a gender perspective and effective community participation are the areas where the least progress seems to have been made' - 62 out of 70 reporting countries do not compile gender disaggregated data on vulnerability and capacity (based on the initial data from the 2009-2011 HFA Monitor).

Recommendation 1.1 - Governments and Local Governments should collect and use relevant sex/ age disaggregated and specific (to women) data that are in line with recommended enhanced monitoring system of HFA2

- Training need – for local staff on gender responsive local data collection, developing baselines and setting up national databases. A concept note to work on this has been developed with the SAARC Disaster Management Centre.

2. Policy and Planning: Resourcing, Financing and Budgeting

Recommendation 2.1: Mandatory use of gender responsive budgeting for assessments (risk, vulnerability, hazards assessments, needs assessments, damage and loss assessments), planning, implementation, M & E of development and DRM programs

- Training need – at national and local level on gender responsive budgeting

3. Policy and Planning: Better Informed Decision Making Process

Different capabilities, needs and sensitivities of women and men will be reflected through disaggregated understanding in planning and implementation. Yet other variables such as class, ethnicity, religion, sexuality etc. that marginalise women (and men) will not be captured only through gender disaggregation.

Recommendation 3.1: Policies facilitating DRM &RB must insist on and guide context specific gender analysis in planning

- Training need – Capacity at national and local government level to be gender aware and sensitive in planning and implementation implement context specific gender analysis

4. Have Common Gender Accountability in Global Commitments

Recommendation 4.2: Develop a set of common targets and indicators to achieve women's empowerment and facilitate women to become a force in resilience building, through the implementation of the HFA2, CC frameworks and post 2015 development agenda.

- Training need – Capacity at national government level to formulate indicators, monitor actions related to the HFA2 linking with relevant international conventions on gender equality.



5. Capacity Building of Planners and Officials; Changing Perceptions on Gender Roles in DRM and Resilience Building

Good policy on inclusivity is unsatisfactory in practice, partly due to governments lacking capacity, skills and the tools to carry out gender responsive planning. Thus, before mandating the gender responsive decision making based on disaggregated data, building capacity was strongly suggested.

Recommendation 5.1: Governments and UN agencies must prioritize training and awareness, capacity building of professionals in SDG/CC/DRR on gender inclusive approaches to planning and implementation

- Training need – Building gender awareness of relevant national and local government officials focussing on planning and implementation Government and organizations which implement work on DRM & RB train their officials, especially female officials to use participatory approaches that include women/girls.

Recommendation 5.2: National and LGs must include gender responsive policy practice as a specific core competency and prioritize awareness building and training of their officials on gender inclusive approaches to development and DRR

- Training need – Training of officials responsible for production of national progress reports and government negotiators for post 2015 processes.

Recommendation 5.3 National and LGs must facilitate public awareness building and training on gender inclusive approaches to development and DRR

- Training need – Regularly review the training programs of civil/administrative officials public awareness development mechanisms and changes to curricular of media /journalists

6. Reduce women's social vulnerabilities

Recommendation: 6.3. National governments must prioritize creating positive public image of women and their contribution to DRM & RB

- Training need – training for gender sensitive public messaging and reporting

7. Strengthen Capacities of Women

The evidence clearly shows that when space is created, women participate and act as a force of resilience at household and neighbourhood level. Their active engagement in such work however is restricted by the local context where women face ideological and cultural/social constraints. Officials in government, local government and CSOs therefore must include women as a specific stakeholder group.

Recommendation 7.1: Strengthen existing local knowledge and capacities of women in emergency management DRM and resilience building and reward/compensate fairly

- Training need – locally adaptable curricular development, holding local level training programs and development projects for women and programs that include women's capacity building and participation Including teachers and students training on Search & Rescue, first aid, rights protection, accountability and disaster risk reduction

Recommendation 7.2: Use local knowledge recognizing women's knowledge and roles they play, to protect, rebuild and sustain ecosystems

- Training need – develop guidelines and incentives for collating and storing women's knowledge

Based on the above reports and mix of suggestions, a quick reference matrix is given to highlight the training needs of a range of target groups:

| |
|---|
| Training Needs |
| At national and local level |
| <ul style="list-style-type: none"> • on gender responsive local data collection, developing baselines and setting up national databases • on gender responsive budgeting • on context specific gender analysis • gender awareness focussing on planning and implementation • on utilizing the main tools of HFA implementation in gender inclusive manner; tools such as Local Government Self assessment Tool, Resilient Cities, Disaster Loss databases etc. |
| At national government level |
| <ul style="list-style-type: none"> • to monitor actions related to the HFA2 linking with relevant international conventions on gender equality. • train officials responsible for production of national progress reports and government negotiators for post 2015 processes. • on gender sensitive public messaging and reporting • on gender sensitivity for civil/administrative officials |
| DRM & Resilience Building programmes of government and non-governmental organizations |
| <ul style="list-style-type: none"> • to use participatory approaches that include women/girls • gender awareness focussing on planning and implementation |
| Media |
| <ul style="list-style-type: none"> • public awareness development mechanisms • gender sensitive curricular of media /journalists |
| For Communities |
| <ul style="list-style-type: none"> • local level training programs and development projects for women • programs that include women's capacity building and participation • on collating and storing women's knowledge |
| Education & Training institutions |
| <ul style="list-style-type: none"> • On locally adaptable gender sensitivity in curricula development • Including teachers and students training on Search & Rescue, first aid, rights protection, accountability and disaster risk reduction • On developing guidelines and incentives for collating and storing women's knowledge |
| |

JICA's Support for Disaster Risk Reduction with the Gender and Diversity Perspective

Office for Gender Equality and Poverty Reduction
Infrastructure and Peacebuilding Department
Japan International Cooperation Agency (JICA)



JICA's Support for Disaster Risk Reduction with the Gender and Diversity Perspective

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Disaster Risk Reduction (DRR) with the Gender and Diversity Perspective

Progress has been made in restoration and reconstruction following the Great East Japan Earthquake of 11 March 2011; and new issues and lessons have also come to light in connection with recovery efforts with the gender and diversity perspective. The nature and degree of damage from disasters varies with age, gender and whether a person has a disability or not, and there is a close connection between the damage caused by disasters and gender and diversity. For example, in most disasters the number of the death of women is higher than that of men. Furthermore, the subsequent effect of disasters differs between women and men such as a difference in the unemployment rate in post-disaster. In addition, there may be an increase in violence against women after a disaster.

The pre-existing gender norms and stereotyped gender roles bring out different damages from disasters by gender. Women and “vulnerable people to disasters”, such as children, elderly persons, foreign residence, mothers with infants, and persons with disabilities, require support that meets their specific needs. At the same time, women play important roles to develop networks among community people and can utilize such networks for recovery and reconstruction of communities. In order to build a resilient community to disasters, it is important to position women and a diverse group of people as same as other persons and incorporate their needs and opinions into the plans and programs on DRR at the community level and recovery and reconstruction.

JICA's Cooperation on DRR with the Gender and Diversity Perspective

JICA will promote women's participation and leadership in disaster prevention and mitigation, disaster preparedness, emergency response to disaster, recovery and reconstruction from disaster, and promote efforts with the gender and diversity perspective. As well as responding to the specific needs of women and a diverse group of people and strengthening efforts to protect their safety and rights, we will actively provide support for creating a society that builds their hopes and dignities.

Direction of future cooperation

- Participation of women and a diverse group of people: We will support for creating a framework that reflects the opinions and needs of women and a diverse group of people in formulating and implementing plans for DRR and management, emergency response and recovery and reconstruction.
- Early warning and evacuation mechanisms: We will develop early warning and evacuation mechanisms that all men and women can understand, enabling them to take appropriate action and allowing a diverse group of people to take the initiative in implementing warnings and carrying out evacuation measures.
- Promoting women's economic empowerment: In order to create a disaster-resilient community, we will make the most of the knowledge and networks of women, who in addition to undertaking productive activities, performing household duties and providing care services to children and family members. In particular, there is a profound inter-relationship between poverty and disasters; therefore, we will promote women's economic empowerment, including economic empowerment of single parent and the poorer members of the community.
- Responding to specific needs: We will respond to the needs of people who find it difficult to raise their voices immediately after a disaster. We will provide support in accordance with the stages—whether during an emergency or during recovery and reconstruction. We will provide mental health care for victims and will respond

quickly to violence and sexual abuse of women, children and persons with disabilities.

- Training and education on DRR: We will enable women and “vulnerable people to disasters” to receive training and education on DRR. We will also provide train programs for women on leaderships in DRR. In addition, we will provide training on emergency response to the supporters, such as rescue teams and experts, with the gender and diversity perspective.
- Research into disasters and gender: We will conduct research into “DRR and gender” and reflect the results in guidelines for future DRR and management, international disaster relief and recovery and reconstruction programs and projects. Furthermore, we will strengthen coordination and collaborative relationships among DRR-concerned groups, women’s groups and researchers.

Examples of JICA's Cooperation on DRR with the Gender and Diversity Perspective

Example 1: The Strengthening Community Disaster Risk Management Project in the Pacific Region.

JICA provided support to strengthen the capacity of central governments on DRR in Fiji and the Solomon Islands for 2010-2013. As a pilot project, we created an effective system for evacuation by local citizens during flooding. The lessons learned from the pilot project, such as utilizing the network of existing groups and considering the role of women during disasters, were shared with government organizations. They were particularly useful for improving the activities on DRR at the community levels.

Example 2: Efforts after Typhoon Haiyan (Yolanda) in the Philippines

More than six thousand people passed away as a result of Typhoon Haiyan (Yolanda), which struck the Philippines in November 2013. In reconstruction of the affected areas, as well as the rebuilding of housing and public facilities, it was important to assist the reconstruction of people’s livelihoods. To this end, JICA, in its emergency recovery and reconstruction support projects, implemented quick impact projects (QIPs) to bring about immediate effects. These projects involved providing support for women to engage in agricultural and marine products processing and sales. They also built day care centers, making it easier for women to engage in economic activities. In providing these support, community women’s groups, which had been active since before the disaster, and the female employees of local governments, which had



Building for the Marine Products Processing by Women's Group



The effective coordination between the local Disabled People's Organizations and local government enabled the smooth distribution of emergency relief supplies

been providing support to the residents of the affected areas since before the disaster, as well as other women’s networks played an important role in grasping the needs of communities and providing support. In addition, in Iloilo City, it became possible to provide support that matched the needs of persons with disabilities due to JICA’s grass-roots technical cooperation on Community Disaster Prevention Promotion Project in Iloilo City and the activities by the Japan Overseas Cooperation Volunteers in strengthening the capacities of organizations of persons with disabilities before the disaster.

Example 3: International disaster relief efforts

Japan Disaster Relief Medical Team receives gender training beforehand to enhance their understanding on gender issues in providing medical care. They should understand that there are some societies where the direct contact between men and women can be sensitive. Such gender-sensitivity needs to be reflected in the provision of medical care during their dispatch period. In addition, we try to include as many female doctors and nurses as possible in the Medical Teams dispatched. We dispatch midwives to perform prenatal checkups as necessary. The Medical Teams travel around disaster-affected areas in order to provide care for women and persons with disabilities who may find it difficult to make an access to medical services. In particular, in regions where female illiteracy rate is high, they take measures to ensure that illiterate people can also understand explanations. They also establish examination and waiting rooms exclusive for women. They gain the cooperation of local women volunteers and take other measures to enable women and persons with disabilities to easily receive medical services.

Example 4: Training and Dialogue Programs related to Gender and Diversity Issues in Disasters

JICA implements Training and Dialogue Programs, which aims to share information and experiences in connection with the diverse development issued based on Japan's knowledge and experiences. In connection with DRR, we implement training such as Community Based Disaster Risk Management, and Strategy for Resilient Societies to Natural Disasters, considering human rights of vulnerable people to disasters, gender and evacuation. Furthermore, as part of our training to promote DRR with the gender and diversity perspective as well as to strengthen women's leadership in DRR and management, we plan to undertake a training program on DRR with the Gender and Diversity Perspective, introducing the Japan's experiences and lessons learnt in Hanshin and Kobe, Niigata and Tohoku.



Participants in "Community DRR" participate in local disaster drills

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1.Regarding Disaster Risk Reduction Training in Japan

Japan Women's Network for Disaster Risk Reduction (JWNDRR)
Akiko Domoto, President

In the wake of the Great Hanshin-Awaji Earthquake (1995), the Niigata Prefecture Chuetsu Earthquake (2004), and the Great East Japan Earthquake (2011), women and girls faced many difficulties. In order that they not have to endure such harsh situations again, women have demanded systemic changes from national and local governments, so as to realize significant female participation in decision-making venues. However, in order for them to be able to state their opinions precisely in such venues, women must possess the following: knowledge about disaster preparedness; an awareness of the roles they can carry out and their responsibilities; and experience, through proactive action. In this event, we have especially focused on disaster risk reduction (DRR) training because we felt that women must strengthen their comprehensive capacity in regards to disasters. In this publication, we introduce six training case study reports, and from these reports, we hope to validate broadly-applicable Japanese DRR training methods.

1. The importance of training for not only women and girls, but also for men and boys

Since the Great East Japan Earthquake, gender equality centers in Iwate, Miyagi and Fukushima prefectures have been active in separately developing training and courses to aid in the cultivation of female leaders. In such instances, the understanding of men and boys is especially important, but apparently getting male participation has been extremely difficult. Since that earthquake, the importance of gender equality has been recognized, but in fact it is not well understood, resulting in the difficulty in getting male cooperation.

In this environment, Morioka City and the Morioka Women's Center drafted the booklet "Evacuation Center Operations Guidelines" in collaboration with the city's neighborhood association federation. Going forward, in cooperation with male neighborhood association leaders and others, plans are to carry out training and courses utilizing this booklet as a text. This is a revolutionary approach. A future issue for women's centers will be gaining the understanding and cooperation of male governmental officials, as well as those in municipalities, fire fighter associations, etc. This will facilitate collaboration with men, and aid in the carrying out of DRR training with a gender perspective. Via this process, we can expect the creation of communities with better disaster resilience.

2. Cultivating leaders who can speak out - spreading from the grass roots level

Ms. Megumi Ishimoto, the executive director of the NPO 'Women's Eye', carried out female support activities over three years in Minami-Sanriku Town, Miyagi Prefecture. However, she notes that the biggest problem she faced during those activities was the total inability of women/girls to express their opinions while in evacuation areas and shelters.

When decisions were made, women were not allowed to participate; also, women's opinions were ignored and females were not allowed to lead. Such historical, traditional customs are not limited to the Tohoku region – actually, one can say that they are like water gone underground (to later emerge as a spring). Such a mental climate is a constant undercurrent in Japanese social structure, but it comes to the surface every time there is a disaster.

Women's Eye, based on its recognition that because it is young females who will bear responsibilities for the next generation, it is young women who can change this social structure, is striving to cultivate women who are in their 20s to 40s as leaders. This is development of personnel who can understand the standpoints of down-to-earth, ordinary citizens, including mothers, childcare workers, as well as female teachers, architects, lawyers, the self-employed, and others. Also, these young trainees can state opinions from the perspectives of diverse community residents, and take action. Social change brought about by young female leaders is crucial.

3. Cultivating leaders in the areas of multiple disasters (earthquakes/tsunami/nuclear accidents) & health

When an area is hit by more than one disaster, like in the case of Fukushima Prefecture suffering an earthquake, tsunami, and nuclear accidents, there are serious health issues specific to women who are pregnant, giving birth, raising children, etc. Women had concerns about the nuclear disaster and health - especially mental health - and requests were made for consultations and other advice.

Therefore, doctors from the Gender-Specific Medicine Center at Fukushima Medical University served as lecturers in workshops for municipal public health nurses, who assist residents with their health management. The main objectives were to: increase the knowledge of the nurses in regards to the health effects of radiation; help them learn about both the current situation in the prefecture and how to respond to the concerns and suspicions of residents; and exchange views. The low-profile health support efforts by public health nurses have helped change the consciousness of female residents, and provide strength for recovery.

2. Model for Support Activities for Public Health Nurses Providing Health Services to Residents Concerned about Radiation Contamination

Researcher Representative: Dr. Hiromi Komiya (Gender-Specific Medicine Center, Fukushima Medical University)
Contributing Researcher: Dr. Aya Goto (Department of Public Health, School of Medicine, Fukushima Medical University)

Background

In order to improve women's overall health, the Gender-Specific Medicine Center of Fukushima Medical University has regularly held educational seminars and courses which are open to the public and targeted at prefectural residents. Also, in addition to the usual needs of patients, the university's Career Support Center for Women Physicians has worked to respond to the needs of citizens (especially families with small children) concerned about radiation contamination after the Fukushima nuclear accidents. The center's efforts have included holding regular training sessions for women physicians. With the physicians who participated in the above training then acting as instructors, the center has been a bridge between citizens and healthcare facilities. The center has carried out projects in the form of workshops on demand for municipal public health nurses, who act as gatekeepers in terms of residents' health. The projects had the following main objectives:

1. Increasing the knowledge of public health nurses regarding the health effects of radiation;
2. Promoting information-exchange systems between public health nurses themselves, as well as between public health nurses and doctors;
3. Reducing the stress and worries of public health nurses.

When the above projects were carried out as a three-part series during the 2012 fiscal year, evaluations by participants were favorable, and many wished for them to continue. Therefore, since the 2013 fiscal year, workshops on demand for public health nurses have been continued and expanded. In addition, a goal was set of establishing a system which could objectively evaluate the achievements and results of said workshops.

Methodology

Workshops for public health nurses in Fukushima City and surrounding communities were carried out in fiscal year 2013 in a 4-session series composed of two sections – lectures and discussions. Instructors were doctors at Fukushima Medical University, with content allowing participants to learn knowledge necessary for health services aimed at residents concerned about radiation contamination. Main themes were: nuclear disasters & mental health; health literacy; and the most recent information concerning radiation. Discussions were carried out in small groups, with public health nurses/doctors affiliated with the university and the prefecture serving as facilitators, utilizing post-it notes.



Anonymous surveys filled out by participating public health nurses concerned their satisfaction with the workshops, self-evaluations of what was learned, and their own mental health. Data was tabulated regarding the level of satisfaction and self-evaluations, and the main content of the entries made on the post-it notes during the discussions was summarized. Furthermore, analysis was carried out regarding the relationship between the mental health of the public health nurses and the overall participation in the workshops.

Results

Regarding satisfaction with the workshops, after the first session there were requests to include more time for discussions, so from the second session onwards, care was taken to do so. As for the 2nd - 4th sessions, the material distributed, the time allocation, and the progression throughout were deemed appropriate. In addition, over 80% of participants responded that what they had learned from the lectures and discussions would be useful in healthcare activities.

The discussions' content, besides the technical matters learned in the workshops, dealt with the issues of conversing/ liaising more closely with residents. Technical matters discussed in the 1st session included concern about genetic effects, the concerns of the elderly, and methods of dealing by oneself with such concerns. The 2nd & 3rd sessions included: rewriting things in easily-understood words & sentences; methods of using diagrams and illustrations; and the necessity of carefully examining both the content and amount of information transmitted. Then the 4th session dealt with the issues of thyroid cancer and interpretation of carcinogenic (cancer-causing) risks.

Also discussed were future issues such as: approaches for supporting residents; methods of explaining in more easily-understood ways; and looking into methods of creating information in collaboration with residents. In the 4th session, 43 participants filled out questionnaires regarding mental health.

As to feelings of self-efficacy (sensing that one can 'do it'), 30% of respondents were evaluated as being at a low tendency (7 points or less); according to the WHO-5 (psychological well-being index), 23% were tending towards depression (12 points or less). Especially, in response to the "slept well, and woke up refreshed" point, 51% answered, "half the time or less", "rarely", or "never". The WHO-5 figures for those participating in more than one workshop during this (2013) fiscal year, when compared to people participating 0-1 times, tended to be significantly higher (better).

Observations

This workshops had the characteristic of following up the lectures, containing practical content useful for healthcare activities, with discussions which provided opportunities to review what was learned. They received high marks from participants. Important takeaways were not just the technical knowledge, but also being able to look into different ways of relating with residents. Also, for those participating in more than one workshop, the mental health of those at the last (4th) session was better than that of people participating 0-1 times. This result suggests the possibility of maintaining improved mental states by multiple-session participation. When the results of these workshops were submitted to the prefecture as a model for support activities for public health nurses, from the 2014 fiscal year, the Fukushima Medical University Education Center for Disaster Medicine also has begun participating in the workshops. They have been integrated into a prefectural health and welfare offices' training scheme for municipal public health nurses for further expansion.

* The workshops were carried out via the 2012-2013 fiscal years' support structure for surveys & research regarding industrial health/occupational safety and health, under the auspices of the Fukushima Labor Health Center.

* The 2014 fiscal year report concerning the workshops on demand is available at the Gender-Specific Medicine Center's website:

<http://www.fmu.ac.jp/byoin/06seisa/06demaekouza/index.html>

3. Raising the Next Generation of Female Leaders: Towards Greater Participation in Decision-Making

Megumi Ishimoto (Executive Director, NPO Women's Eye)

Background

The NPO Women's Eye was established in May of 2011 to provide support to women in the evacuation centers of Minamisanriku Town in Tome City, Miyagi Prefecture. Since then, it has continued to work alongside grassroots female leaders in addressing the problems faced by women in the disaster areas, particularly concerning community recovery.

In the beginning, Women's Eye focused on creating safe spaces for women in the disaster areas to interact. Examples included knitting and cooking workshops and exercise classes in temporary meeting halls along the Sanriku Coast, 384 of which were carried out over the 3 years and 3 months leading up to Dec 2014. At present, the group is developing an ongoing project on "thematic communities" based around regular lessons and workshops, the objective of which is to encourage the creation of social safety nets in residents' everyday lives. Through focusing on activities people enjoy, these promote small, diverse and multigenerational communities of interest. Examples include a self-help and discussion group for single mothers, embroidery classes taught by a local teacher, a group discussing community building from a female perspective, and a support network for female entrepreneurs.



The evacuation center in Tome City, 2011

The Next Generation of Female Leaders

From May 2011, I spent 6 months living and sleeping in the Tome City gymnasium whilst helping provide support for women in the evacuation centers and temporary housing, and since then have officially moved to the city in order to continue these activities. At first, along with groups of local women, I helped provide supplies, massages, and beauty treatments to women in the evacuation centers, talking to a great many people in the process. One of the largest problems facing these women was not feeling able to express themselves: if they didn't speak up, then nobody would give them any consideration. The fact that only men were involved in decision-making gave rise to a lot of inconveniences for women, bringing up to the surface problems often smoothed over in everyday life.

A society in which women, who bear most of the responsibility for the weak and vulnerable, participate fully in decision-making. In order to promote this vision, it is necessary to develop the consciousness and strength of those young women who must bear the next generation. If, when called upon by society, they can become active agents of change, this spirit will, in turn, carry on to the next generation. Over the last three years working in the disaster areas, the epiphanies of the evacuation centers have become firm convictions.

Promoting Participation in Decision-Making

Since evacuees first entered temporary housing, Women's Eye has been focused on running small workshops. In particular, we have poured our energy into creating spaces for women to interact and make new friends through common interests, irrespective of housing status or degree of exposure to the disasters. Taking over responsibility for the sustainability and future running of these workshops has seen a shift in the consciousness of participants.

In achieving this, it has been crucial to create safe spaces for women to express their opinions, something achieved not through the efforts of those at the top, but by the women who mediate between, encourage, and coordinate

those around them. This highlights the need for flexible notions of leadership: actions that may not fit the standard definitions of leadership may, in fact, prove effective tools for promoting greater female leadership in the disaster areas.

Method

Women's Eye is organizing the International Grassroots Women's Academy as a pre-event for the Third UN World Conference on Disaster Risk Reduction (March 14 ~ 18, Sendai). The Academy will be held in Minamisanriku Town on the 10th and 12th of March. In order to help participants from the three prefectures affected by the Great East Japan Earthquake and tsunami share experiences and lessons with female leaders from around the world and, in doing so, help build a network of next-generation female leaders, we held a pre-event training session for Japanese participants.



Participants: Women active in regional recovery and disaster prevention in the 3 prefectures affected by the earthquake and tsunami (Miyagi, Iwate, and Fukushima). Participants were selected from a variety of sectors. Dates: February 16-17, 2015

Program Activities: 1) Lectures and Q&A: from a disaster specialist "The UN World Conference on Disaster Risk and the Role of Citizens"; from a Canadian professor and mother who was in Sendai at the time of the disasters, "Culture and Diversity"; from Ms. Akiko Domoto, who works tirelessly to improve women's position in society, "Leadership and Challenges", 2) Group Discussions and Pair Work: "What I learned from the disasters", 3) Writing about one's own challenges. The event was planned and facilitated by Ms. Sachiko Taura.

Results

36 women from Miyagi, Iwate, and Fukushima Prefectures attended, ranging in age from their 20s to 40s. On the form submitted in advance, participants were asked to indicate what they were looking for in the event. The results were: 1) networking (16 responses), 2) to learn about other's activities (13 responses), 3) to broaden their perspective (5 responses), and 4) to share problems (2 responses).

A survey was also handed out at the end of the event in which participants were asked to indicate what they had gained. The results were as follows: 1) was inspired (11 responses), 2) was able to network (8 responses), 3) was able to learn about others' activities (6 responses), 4) was able to share problems (3 responses), 5) broadened their perspective (2 responses), 6) formed an empathetic connection (2 responses), and 7) improved their communication skills (2 responses). 34 participants filled in the survey for a response rate of 94.4%.

Conclusion

The majority of respondents were affected both by the event's two female speakers and by the other participants, with a large number replying that they were inspired by the event. Through focusing on group work rather than one-directional lectures, the event also promoted effective networking among participants.

Through both the Academy in March and beyond, Women's Eye will continue to promote the long-term development of female leaders in the disaster areas.

The training session was funded by Miyagi Prefecture Disaster Relief Fund and the Fish Family Foundation.



4. Training Project for Female Leaders-Benefitting from the Perspectives of a Diverse Population

Morioka Women's Center

Undertakings before/after the Great East Japan Earthquake

For three years from the fiscal year 2007 prior to the Great East Japan Earthquake, we held a course with “Women and Disaster Risk Reduction” as its subject, in which we learned how important the perspective of gender equality is in times of disaster. The coastal region was hit hardest in Iwate Prefecture. Morioka is located at a distance of 100 – 120 km from the coast, so we investigated “what we can do; what we can't do; what can be done with the help of whom; and what we should not do.” As we had known for some time that violence may occur at times of disaster, we provided information to prevent victimization of female students who went to the coast to volunteer, and set up a permanent telephone counseling service on violence against women. Besides this, we started a “shopping assistance and safety confirmation” project for disaster victims, such as elderly and disabled persons who lived in temporary housing scattered over hilly terrain in the affected areas, and we continue to provide these services even now.

Lessons from the Response to the Quake

The issues and lessons which were exposed through providing a variety of assistance from right after the disaster include: prevention of violence against women and/or children and relevant counseling systems; attention to diversity and multiple discrimination; necessity of establishing systems having the perspective of gender equality; and importance of undertaking efforts in normal times. We regarded training of female leaders to deliver women's voices to decision-making venues and the use of such human resources as key to solving these issues and, in FY2014, offered the following two courses for training female leaders. These courses were jointly offered and backed by the Morioka City federation of neighborhood associations and concerned authorities/organizations, upon receiving our requests. Partnering with relevant divisions in the Morioka City government and the Morioka City Assembly was a major step for us.



Training Course for Female Leaders- Benefitting From the Perspectives of a Diverse Population (Aug. – Oct. 2014: a course of 5 lectures)

With the objective of teaching basic DRR knowledge, we offered a course of lectures and workshops to 20 women including officers/members of neighborhood associations, women's groups and those who had an interest in local disaster reduction. The course had three sessions with the theme “Implementing Local Disaster Reduction with the Perspectives of a Diverse Population”, and two sessions with the theme “The Importance of Delivering Women's Voices to Disaster Reduction and Recovery”.

Those who took the course provided many comments such as “I could renew my awareness of the necessity to participate while improving myself, not leaving it to other people, if I want to achieve or fulfill something”; “I learned a lot about the importance of gender perspective, the places one can freely talk, and networking”; and “It is significant to train female leaders in a community and to make use of their skills subsequently.” The training course led to empowerment through the “awareness” of violence against women and/or children at times of disaster, and gender perspectives such as gender roles and division of labor, “sharing” of various issues, being there for diverse populations, accepting the differences of others, the importance of women's networks, and the accumulation of learning.

"Course to Create Operational Manuals (Shelter Operation Guidelines) for Evacuation Shelters Taking Advantage of the Perspective of Gender Equality" (Sept. – Dec. 2014, a course of 7 lectures)

We understood that, based on the experience of the Great East Japan Earthquake, it was indispensable to have "local disaster risk reduction potential" to promptly respond to disasters and take necessary measures through coordination among local neighborhood associations, concerned authorities, local residents and women's groups.

For this reason, figuring that manuals should be created by local residents, we compiled an "evacuation shelter operation manual". A variety of persons including those who finished the Training Course for Female Disaster Reduction Leaders, officers/members of civic and women's groups, and staffs of concerned authorities participated in the preparation of the manual. To ensure that it would function well, we held a series of verification sessions, where we listened to the experiences of disaster victims and others. The outcome is the manual "Evacuation Shelter Operation Guidelines to Protect Life and Livelihood" for citizens by citizens. It is intended that the manual is used for town management with local disaster preparedness and reduction from normal(non-disaster) times. The manual states that we need to:

- Undertake tasks in concert, regardless of gender;
- Prevent violence and earthquake-related deaths;
- Put a counseling framework in place;
- Keep safe shelters comfortable for everyone; and
- Give extra consideration to those who need care

in order to operate an evacuation shelter in a reassuring and safe manner for diverse populations living in a community.



Planned Undertakings in the Days to Come

We are going to continue to carry out the training program for local disaster preparedness and reduction implemented thus far, using the "Training Course for Female Disaster Reduction Leaders." Female leaders will be trained in local disaster preparedness measures to empower women to play important roles at every stage from disaster prevention to recovery. In addition we will set out to sensitize officials that head disaster preparedness/reduction and town management to gender and diversity perspectives. We will also give seminars to male and female community leaders including those at neighborhood associations, utilizing "Shelter Operation Guidelines" with the participation of those who completed the Training Course for Female DRR Leaders. We want to develop a manual that reflects the actual situation and needs of the local community.

We would also like to continue to work closely with the people in the region, to think about disaster risk reduction and recovery, share our thoughts, create opportunities towards the future, work together with families with small children and with local colleges and universities on disaster preparedness and reduction, and try to collaborate with the younger generation.

5. Training Project for Female Leaders Utilizing the Sendai-version Disaster Preparedness Workshop

Sendai City Gender Equality Promotion Center

Devastation by the Earthquake and Support for Women after the Quake

Two buildings accommodating the Center were damaged by the Great East Japan Earthquake on March 11, 2011. One of the buildings had water damage from sprinklers and the other was damaged by 20,000 books which fell from partially collapsed book shelves. Resumption of all the Center functions was in October of that year. Right after the Quake, we opened an “emergency dial-in service for women in distress due to the disaster” (March – July, 324 consultations), carried out a “laundry service” run by women to which women disaster survivors could entrust their clothes (April – August), and coordinated the “Let’s deliver bras and sanitary goods” project to gather goods including underwear of various sizes from around the country and to deliver these to disaster victims (May – June).

Lessons from the Response to the Quake and the Formation of “Sendai Disaster Preparedness Project Team”



Through the assistance of women after the Quake, we became keenly aware of the indispensable participation of women in decision-making and the necessity of making it known widely, in order to reduce as much as possible the wide-ranging difficulties women had faced.

That’s why we created the “Sendai-version Disaster Preparedness Workshop” to reflect the perspective of women in local disaster preparedness. To begin with, in order to train facilitators who would actually carry out workshops in communities, we held a two-day “Local Disaster

Preparedness Workshop from the Perspectives of Women” in June 2013 (a total of 37 people participated). It was comprised of lectures for learning basic knowledge on disaster, gender equality and consideration for diversity, and a practical workshop with simulated experience of evacuation shelter operation.

Then we formed the “Sendai Disaster Preparedness Project Team” with those members who completed the workshop and the Foundation staff. As well as reviewing the content and implementation methods of the “Sendai-version Disaster Preparedness Workshop,” we have created a textbook “Sendai-version Disaster Preparedness Workshop – Establishing Evacuation Shelters for Everyone” with materials including illustrations which can be used “as-is” in a workshop to help those who are not familiar with workshops deal with such workshops. The members improved their own leadership by participating in this process. We also set an objective to contribute to train female leaders in communities through practical activities in the region.

Sendai-version Disaster Preparedness Workshop “Establishing Evacuation Shelters for Everyone”

The workshop was a program to “talk together” about the difficulties actually experienced in shelters after the Quake and their solutions, using the above textbook. It was shaped in a way that “attention to diversity” and “initiative by participants” could be encouraged. As problems which may occur in an evacuation shelter do not necessarily have a single correct answer, we configured the workshop to help realize that the participation of diverse populations in decision-making could facilitate flexible responses to unexpected troubles that manuals were not prepared for. And such operation of evacuation shelters is an extension of “community development with consideration for diversity” for everyone, and portrays the very idea that community development in normal(non-disaster) times



should lead to disaster preparedness. The workshops were held 20 times from October 2013 to date with a total of 529 participants.

Effects of the Projects

1. The members of the "Sendai Disaster Preparedness Project Team" made the following remarks:

- At first, I was interested in issues such as stockpiles, but, through creating and implementing "the Sendai-version Disaster Preparedness Workshop," I realized that participants were transformed from "bystanders" to "actors." I also began to realize that attention to diversity was indispensable for disaster preparedness.
- I guess even I can be a leader if my role is to sort out everybody's views and get various opinions into shape.

2. The participants in the Sendai-version Disaster Reduction Workshop "Establishing Evacuation Shelters for Everyone" shared their feelings such as "I could encounter opinions I never dreamed of"; "I became aware that even I can be a helping hand"; and "I thought I should communicate something, instead of being passive." It suggests that the workshop was a good opportunity to let people become aware of the importance of various actors' participation in decision-making.

Planned Undertakings in the Days to Come

As both men who are aware of the importance of listening to women's voices and women who realize they have responsibility to raise their voices, accumulate successful experience, this will lead to establishing gender equality within communities. To keep the momentum, we will continue to hold the Sendai-version Disaster Preparedness Workshop, keep revising details of the program, and look into cultivating new facilitators.

Additionally, we have been notifying neighborhood association chairpersons and others of our activities, but this has not led to implementation by those neighborhood associations so far. In future, we would like to devise some methods of gaining access to communities, for example, by moving ahead with the activities through enhanced collaboration with citizen centers.

6. Project for the Development & Support of Female Leadership in the Disaster Risk Reduction (DRR) Field

Fukushima Gender Equality Centre

Immediately After the Great East Japan Earthquake

Fukushima Prefecture has faced both the Great East Japan Earthquake and the Fukushima Daiichi nuclear complex disasters. The Fukushima Gender Equality Centre, located in Nihonmatsu City, did not sustain direct damage; however, it had to close for one month, due to its taking in evacuees, providing space for radiation level screenings, and serving as a health-related (radiation cleanup) facility. However, even during this interval, it restarted consultation activities as an organization dedicated to protecting the rights of women, and carried out operational support for the “females-only area” located in the Big Palette Fukushima evacuation center approximately 25 km away, in Koriyama City.



Besides this, the Centre, as a disaster/recovery-related project, in order to support those forced to evacuate because of the nuclear disaster, held health seminars regarding concerns about radiation, as well as courses to learn about earthquake disasters from a gender perspective, and more. It also transmitted information related to earthquake disasters, and placed an emphasis on interactive projects to connect organizations supporting disaster victims, training projects for female personnel development, etc. In these ways, it is developing projects in Fukushima Prefecture to help respond to the regional issues of disaster recovery.

Post-Disaster Issues and Projects for Personnel Development

Since the Centre's establishment in 2001, it has continuously carried out projects for female personnel development. In the wake of the March 2011 quake, tsunami & nuclear disaster, through support activities for women and girls in evacuation centers, plus other means, a number of things became clear. One thing was the lack of female leaders; another was the lack of a gender equality perspective in the areas of disaster preparedness, victim support and reconstruction. Therefore, it recognized that personnel development needed to inculcate the issues of DRR & reconstruction, as well as gender equality, as themes. For this reason, from the 2012 fiscal year to the present, it has carried out its work generally divided into two projects. One of these is its project to mainstream & increase awareness of the necessity of gender and male-female equality in the disaster preparedness, disaster response & reconstruction fields (Case Study 1). The other is practical projects having the objective of female personnel development, since women have responsibilities in the disaster preparedness, disaster response & reconstruction areas (Case Study 2).

Below we will introduce aspects of each of the projects. (Further details on these and other projects are available on the Centre's home page: <http://www.f-miraikan.or.jp>).

Case Study 1 - “FY2014 Project for Reconstruction, DRR & Gender Equality”

[Objective]

Basic knowledge and learning about reconstruction, DRR & gender equality

[Targets]

In a format of coordinating with other organizations and giving lectures in a group-hosted workshop, carried out as follows:

Life support counselors (hosted by the Fukushima Prefecture Council on Social Welfare - “Chief Counselor Research, Fukushima Prefecture Life Support Counselor”);

Firefighters (hosted by the Fukushima Prefecture Firefighters' Association - “Training for Fukushima Prefecture Female Firefighters and Others”);

Female fire prevention club; women's groups; etc. (hosted by the Iwaki City Gender Equality Center- 6th Talk Café about 3/11)

[Program Content]

Invited a lecturer from the Training Center for Gender & Disaster Risk Reduction, and heard talks (90-120 minutes long) about the situation regarding support for victims of domestic violence (DV), and basic knowledge concerning reconstruction, DRR & gender equality

- 1) Appropriate support for the problems caused by disaster-inflicted damage as worries about the current living situation in temporary housing/private rental houses deemed to be temporary housing units; the stress women feel being responsible for caring for others; victims of DV
- 2) Basic knowledge about reconstruction, DRR & gender equality, through actual case studies

[Impressions] “I hadn’t known that DV & sexual violence were taking place, so it’s good I heard this”, etc.

Case Study 2 - “FY2013 – ‘Class for the Future’ – “Seminar for Strengthening Female Resilience Against Disasters”**[Objective]**

Development and support of female leaders carrying out promising work in the disaster preparedness, disaster response & reconstruction fields

[Participants] 26 women, ranging in age from those in their 20s – 80s, plus 2 men

[Program Content]

Carried out an extended course, over five days (1,220 minutes), centered on lectures and workshops. Through the programs listed below, practical training took place which linked to female empowerment. The following topics were covered: lectures on disaster and gender equality, diversity, and sexual minorities; disaster and information; a simulation of an evacuation center operating in a gender-sensitive manner; self-assertiveness training; etc. The programs’ content and lecturers were:

“Fukushima Prefecture Gender Equality, Disaster Preparedness & Reconstruction” (by the section head of the Fukushima Prefecture Youth & Gender Equality Section);

“The Need for Risk Management and Voluntary Community DRR Organizations” (by a DRR specialist with the Fukushima Prefecture Disaster Countermeasures Section);

“Considering DRR, Disaster Preparedness and Reconstruction from Various Perspectives” (by the executive director of the Policy Research Center NPO);

“When a ‘Sexual Minority’ is a Disaster Victim” (by the Iwate Rainbow Network);

“Self-Respect & Self-Assertiveness: Especially in an Emergency, Let’s Not Be Women Who Just Take It” (by a feminist counselor);

“Information & Records in Times of Disaster” (by a journalist); and,

“Simulation: If the Miraikan Was Turned Into an Evacuation Center?” (by the social welfare council named ODAGAISAMA Center, of Tomioka Town)



[Impressions] “Women’s participation at the table where decision-making occurs is essential. Women need to strengthen themselves to deal with such issues.”, plus other comments

Future Project Plans

Establish a “Committee for the Examination of Projects for Personnel Development in Areas of Disaster & Gender” composed of committee members from communities, universities and medical/welfare-related institutions. This Committee would organize both the successes and problems from projects carried out thus far, and in order to develop even more effective training programs, would examine the targets, contacts, hosting communities, etc.

In addition, the Centre will coordinate with municipalities and related institutions in the prefecture, and by then carrying out projects on a trial basis, would aim to re-verify the programs’ successes, issues for improvement, etc.

Finally, we want to look into the program contents considering the fact that the situation in Fukushima is unprecedented. An identifying aspect of the area concerns gender problems arising from the nuclear disaster which took place, which will affect how to carry out personnel development projects related to disaster and gender going forward. Future surveys and research will also require information on this.

7.A Driving Force of Community Change: The Nagareyama Disaster Preparedness Workbook for Families with Infants and Small Children

Fumiyo Yamaguchi, NPO Partnership Nagareyama
Yaeko Aoki, Nagareyama Kosodate Project

BACKGROUND CONTEXT

The Great East Japan Earthquake occurred on March 11th, 2011, followed by the tragic events of the tsunami and nuclear accident. Our members experienced the dramatic stresses of spending the night alone with their children in homes without lifelines, while their husbands tried to commute home from the city. The mothers in our group were also gravely concerned about the radiation hotspots that had been discovered in Nagareyama, just 200km from Fukushima. Since 1977 Nagareyama City has had a sister city tie to Soma City (Fukushima), one of the affected regions, and our exchanges have primarily centered around activities for children.

Following 3.11, through efforts led by the City, Nagareyama was able to quickly send provisions and staff to support Soma City. We welcomed families to Nagareyama and met the mothers and children who had evacuated from Minami-Soma. Through this, we learned of the concrete realities and emotional stresses they had experienced. We bitterly felt the limits of planning for disasters after they have occurred when it is simply too late. Since we cannot predict when a disaster will occur, with this in mind our group was formed to prepare seriously to meet the challenges of future disasters. Specifically, we wished to ensure that women's perspectives and the daily realities of childrearing families were adequately reflected in disaster preparedness measures in Nagareyama. We decided to create a Disaster Preparedness Workbook for Families with Infants and Small Children that was accessible, easy to use, and could support communication between parents and children about what to do when a disaster occurs.



Popular Features of the Workbook

- Checklist of dangerous items in the home at risk of falling (TV, dressers)
- List of useful Disaster Provisions and Food Supplies to stockpile
- Examples of how to protect yourself and your loved ones during an earthquake

ABOUT US

As past participants of the Nagareyama City Gender-Equal Society Seminars supporting women's empowerment, for the past six years our members have worked in collaboration with gender equality pioneers of the NPO Partnership Nagareyama. Kosodate Project members are mothers aged 20-40 years old who have infants/small children in their care. While balancing the demands of childrearing, they have attended city-run Seminars and have collaborated with NPO Partnership Nagareyama on various projects, such as the production of a "Family-friendly Area Map" identifying child-friendly locations (grocery stores, restaurants, parks, cafés), as well as on an "Ikumen Handbook" to support active fathering and the voices of male role models. Building upon these experiences, to support families in the area, we then put together the Disaster Preparedness Workbook for Families with Infants and Small Children.

PRODUCTION OF THE DISASTER WORKBOOK AND COMMUNITY OUTREACH

Working from the perspectives of our members, we began with the rich insights they had acquired as mothers facing concrete childrearing challenges and realities. For one year, we gathered information about the current state of disaster preparedness in Nagareyama, sought the opinions of a broad range of people, and then reflected upon the informational gaps and remaining challenges that persisted. We compiled practical information that could be of use to all families in preparing for disasters and received positive feedback from the families with whom we collaborated to make the Workbook. To disseminate the Workbook to as many families as possible,



we strengthened our ties to other organizations, used a “Disaster Caravan” to promote grassroots educational workshops at festivals and other city events, and we offered awareness-raising lectures and workshops for families, neighbourhood associations, and other organizations. In 2013 the Disaster Caravan was offered 10 times and reached roughly 500 people.

RESULTS

Workshop participants and the executive members of neighbourhood associations who were exposed to our outreach efforts with the Disaster Workbook and Disaster Caravan have changed their minds about disaster preparedness. Most held the popular belief that “disaster preparedness is the purview of men.” They have since learned about the realities of childrearing mothers, are aware of the impact of gender, and now realize that “women’s perspectives are important to disaster preparedness.”

Additionally, we have had success in getting 7 of our members appointed to sit on the Nagareyama City’s Gender Equality Advisory Council. We have strengthened the confidence of our members to speak their opinions, become leaders, and feel empowered to work to ensure that our priorities are reflected in city planning, priorities and annual budgets. As a result of these leadership training and outreach efforts, we believe that we have expanded the local field of disaster preparedness to allow for the inclusion of gender issues and the leadership of women in these spaces as well.

As an unintended result and opportunity for inter-generational understanding, we received positive feedback about our Workbook from the executive members of Neighbourhood Associations; their own families included aging parents with similar needs (securing access to diapers and soft foods, the inability to evacuate elderly members by themselves etc) that required attentiveness to many of the same challenges faced by families with infants and small children. Using our Workbook as a driving force of community change, we are committed to fostering awareness about the age and gendered realities of disaster preparedness and disaster risk reduction to the 170,000 population of Nagareyama City.



NEXT STEPS

Nagareyama City residents are diverse and disaster preparedness should reflect the perspectives of the realities of children, the elderly, people with disabilities, and foreign residents. We began this project with the strong desire to protect our children from disasters. From here forward, we aim to expand our efforts and outreach to as many residents as possible, using our Disaster Workbook. To make the Workbook easy to read, easy to use, and easy to understand, we are using visual images to animate the text. We will also make an English version to do outreach to foreign residents who can read English.

To reduce disaster risk effectively, the perspectives of women and men, and of gender equality concerns are indispensable.

To strengthen the local capacity of disaster preparedness, we will continue our outreach activities to the community



and we will empower women to influence disaster policies, decision-making and disaster preparations through active participation in local planning.

Building upon the recent understanding and awareness of elder male leaders in Nagareyama, we will use our network to strengthen community solidarity through ongoing collaboration with neighbourhood associations, residents, and government partners. By supporting the security and wellbeing of all families and all residents, we aim to create a truly family-friendly Nagareyama City wherein women’s empowerment is understood to be a cornerstone of disaster resilience.





Writer Profiles

◆ Cheryl Anderson



Director of the Hazards, Climate and Environment Program, University of Hawaii Social Science Research Institute. Dr. Anderson convened the Hawaii Conference on Gender Equality and Disaster Risk Reduction in 2005, and worked with Gender and Disaster Network colleagues to advocate for the inclusion of gender in the 2nd WCDRR in Kobe.

Over 22 years, she has coordinated and planned applied research projects on climate and disaster risk management from a gender perspective in the Southeast Asia and Pacific regions. She has practical experience with working with communities, indigenous peoples, and small island states on preventing drought, as well as the economic aspects of reducing disaster risks and building resilience.

◆ Ramona Miranda



Ms. Miranda is a Development Communications Specialist, with a keen interest and involvement in DRR. She is currently a member of the Board of Directors/Steering Committee of Duryog Nivaran (DN).

DN was set up in 1995 as a research, training and advocacy network committed to promoting disaster risk reduction in South Asia at policy and community levels, working in the world's most disaster-prone region. The network has to its credit a number of initiatives that have contributed significantly to the regional understanding of disasters. The analysis on training needs presented herein is drawn from DN's work in recent years. <http://www.duryognivarn.org/>

◆ **Hiromi Komiya**



Director of the Gender-Specific Medicine Center, Director of the Department of Kampo (Chinese herbal) Medicine, Deputy Director of the Gender Equality Support Center at Fukushima Medical University. Dr. Komiya's areas of specialization are gynecology and obstetrics, gender-specific medicine, reproductive endocrinology and kampo medicine. Since 2008, she has worked on gender-specific medicine (female outpatients), providing medical treatment which takes into account gender and life-stages, and increasing awareness regarding women's health. She is also developing gender equality projects in the university.

◆ **Megumi Ishimoto**



Originally from Wakayama Prefecture, Ms. Ishimoto holds a Masters Degree in Human Security from Tokyo University. Her own experience of combining work with correspondence education, night school, and graduate school has led to a strong interest in providing educational opportunities for women.

Ishimoto worked in international finance for 10 years as an executive assistant to a director. After the Great East Japan Earthquake, she left her job and moved to Miyagi Prefecture as a volunteer, becoming involved in support activities for women along the Sanriku Coast. In June 2011, she set up the RQ Women's Support Center, which in June 2013 was transformed into the NPO 'Women's Eye'. Since then, she has continued to work alongside local women in addressing the problems faced by women in the disaster areas.

◆ **Yaeko Aoki**



Chairperson of "Nagareyama Kosodate (Child-Raising) Project" (NKP) and Vice Chairperson of the NPO "Nagareyama Child-Raising Community". Ms. Aoki also serves as a member of the Gender Equality Advisory Panel and the Disaster Prevention Committee, both in Nagareyama City. After graduating from the Department of Zen, Faculty of Buddhism, at Komazawa University, she worked at an IT solutions company and elsewhere, then quit her job when expecting her baby. Now she is a mother of one. She established NKP with people who had completed a gender equality course held by Nagareyama City, and produced as its projects "Map for Outings with Kids" and "Men's Child-Raising in Nagareyama". In reaction to the Great East Japan Earthquake, she produced "Disaster Prevention/Reduction Notebook in Nagareyama: What I Can Do" and, with that Notebook in hand, is carrying out disaster prevention activities through the group "Disaster Prevention Temple School SOLE!" within and outside the city.