

Resilient recovery through gender and diversity perspective

What has gender to do with me?



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Gender and disasters : Understanding the links

- More women have died in disasters than men globally, the pattern varies with the nature of disaster and the prevailing gender norms.
- ✦ Women and men have different needs and interests in relief, rehabilitation and recovery stages.
 - ✦ Women have lesser access to relief, rehabilitation and recovery benefits than men.
 - ✦ Women and girls face greater violations than men and boys post disaster.
 - ✦ Women are represented less in disaster relief, rehabilitation and recovery committees, and have lesser opportunities to exercise leadership than men despite the gender division of labour.

Therefore:

Effective disaster response interventions must consider the different needs and capacities of women and men.



Impact of disasters on women and girls

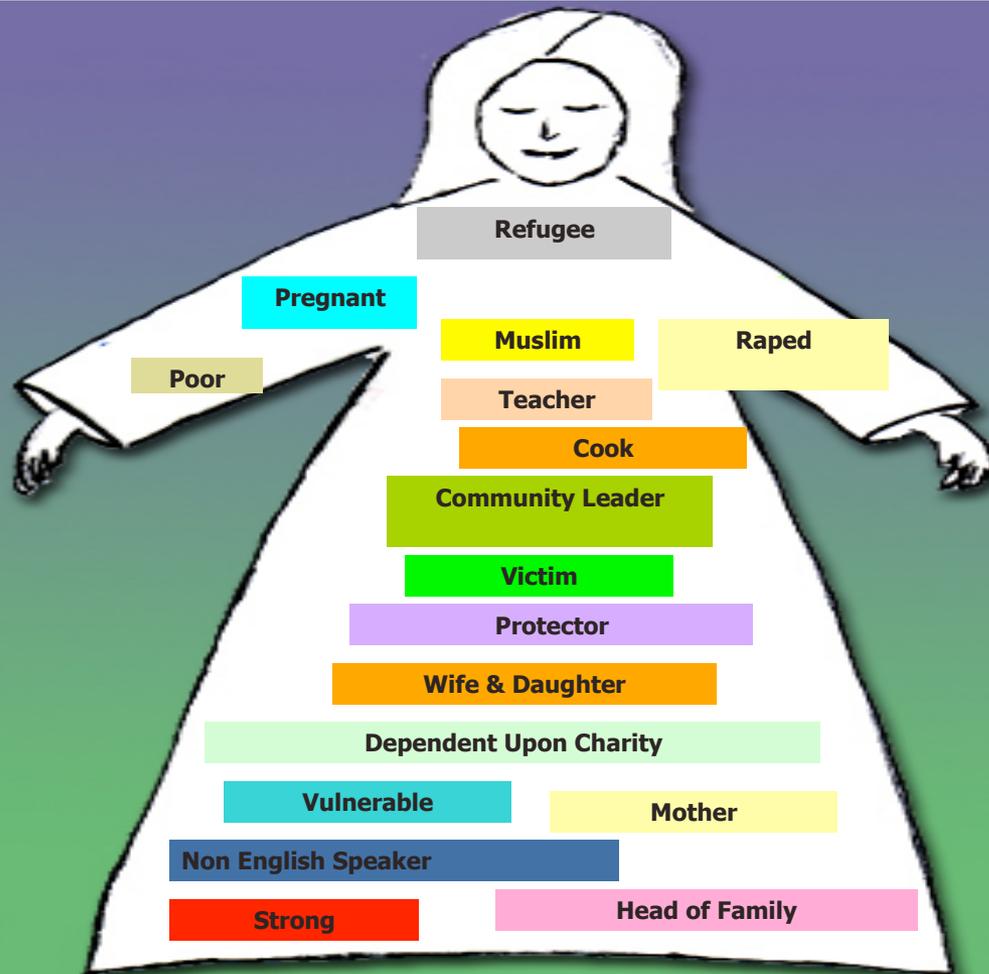
Biological and social vulnerability:

- Increased and unequal workload
- Reproductive health consequences
- Psychological consequences : higher rates of depression and suicide amongst women
- Sexual violence and abuse by men ; women and children more vulnerable.
- Responses lack cultural sensitivity causing resistance/ confusion and poor results.
- Pre-existing gender biases and emergency induced biases:
 - ▲ New forms of discriminatory practices against women and girls, men and boys emerge.
 - ▲ Gender biased practices that had died may resurface.



Multiple roles; triple burden

▲ Fulfilling multiple roles : reproductive, productive, caring for the household members and community roles.

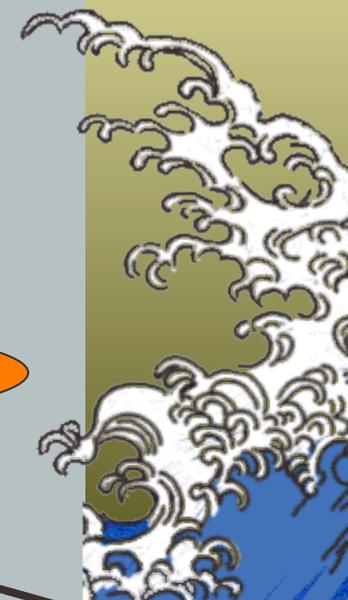
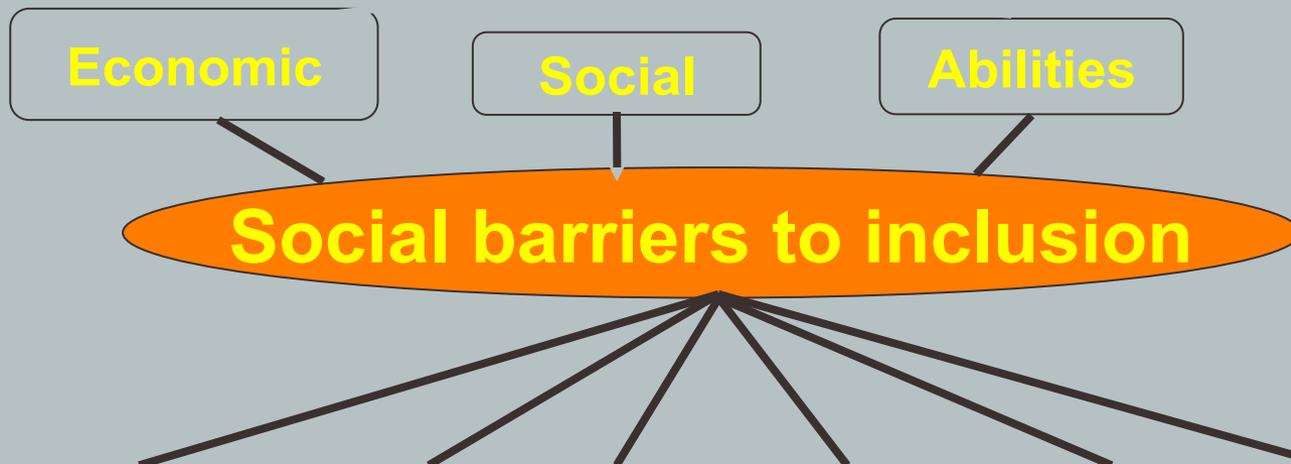


Women's mapping of their identity in relief camp in Sri Lanka post Tsunami.



Barriers to inclusion:

Who Gains who loses? Which Women?



<i>Social</i>	Sex	Age	Location	Language	Religion	Ethnicity
<i>Category</i> → <i>Status</i> ↓	♀ ♂	♀ ♂	♀ ♂	♀ ♂	♀ ♂	♀ ♂
Dominant	Men/ Boys	Adult	Urban	National	Majority	Dominant Citizen
Subordi- nate	Women/ Girls	Child, Adolescent	Rural/ Remote	Sub- national	Minority	Marginalized & Indigenous

Women

Gender

what is our approach?

- ▲ Focus on women
- ▲ Stress on practical needs
- ▲ Rationale is effectiveness
- ▲ Enabling
- ▲ Changes the condition of women
- ▲ Aimed to enhance women's participation
- ▲ Women as beneficiaries
- ▲ Focus on gender relations
- ▲ Stress on strategic interests
- ▲ Goal is equity
- ▲ Empowering
- ▲ Changes the position of women
- ▲ Aims to integrate gender into mainstream
- ▲ Women primarily as agents



Women are source of strength and resilience in their own right!

- Women's role in fostering a culture of resilience and their active contribution to building disaster resilience not adequately recognized, while their vulnerability is highlighted.
- Women are largely marginalized, least engaged in the development of DRR policy, programming and decision-making processes. Their knowledge, experience, skills and views go unheard.
- **In making a strategic shift from response to long-term, proactive disaster risk and vulnerability reduction, gender integration and DRR are necessary to achieving sustainable development**



Exclusion of women is a lost opportunity

Women are Vital resources for effective DRR and resilience building

Women develop skills and capacities in dealing with seasonal floods, dry spells and other varied hazards; in managing household resources, family food and water security;
as caregivers and community workers women are leaders In building community resilience, it is often women who hold the social fabric together

**Labeling women as
“vulnerable”
excludes them from
many
planning and
decision-making
processes**



The consequences of the assumption that disaster risk is 'gender neutral'

- **Inaccurate risk identification** and risk assessment
- **Inappropriate policy**, prioritization and financing of risk at national and community levels
- **Design of inappropriate interventions** to minimize risk and vulnerability and increase coping capacity



Are women recruited at all levels equally?

Do construction companies have:

Policies and skills to do cost estimates of equal wages and facilities for Men and women labour?



Do they invest in building equitable policies & skills :

- ▶ Women in senior positions?
- ▶ Sexual harassment at the workplace?
- ▶ Inclusion of women with special needs?
- ▶ Child care and women friendly work space?
- ▶ Does performance evaluation include gender responsive actions?

Questions for reconstruction Planners?

Equitable Access and control over assets ?

- Do builders check land ownership? Do they know it makes a difference when owned by women/
- Do women obtain land titles?
- Are women headed households given control over the resources?



Questions for reconstruction Planners?

Creating safe spaces: *Role of planners and architects*

1. Design that increases the presence of people of the street:
2. Buildings designed to provide natural surveillance of the street
3. Parks and open public spaces in areas which are visible from houses, schools, and other community-oriented facilities
4. Artificial lighting in public spaces and routes
5. Parking lots and pathways that are well lit at night
6. Mixed use of land to ensure that there is social surveillance at different times of day
7. Spatial designs that promote natural surveillance
8. Public transportation depots located in places with natural surveillance



Questions for reconstruction Planners?

Do you know about the Sendai Framework?

Gender inclusion and Strengthening women's leadership in DRR require:

RESOURCES:

▲ Technical and financial including gender budgeting in disaster risk reduction in policy and practice

REPRESENTATION & INCLUSION OF WOMEN AND GIRLS:

▲ At all levels, in all sectors and in all risk analysis, planning and implementation

RIGHTS

▲ Ensuring that women's rights as specified in the global agreements are respected

CONSISTENT POLITICAL AND INSTITUTIONAL COMMITMENT

▲ To reach concrete outcomes, to plan, implement, monitor, be accountable



Do you practice Gender and social inclusion with every step. ♀♂?

Construction activities

Procurements of work

Pre-construction activities

Engineering design

Project implementation plan

Project appraisal and budget approval

Social assessment

Environmental assessment

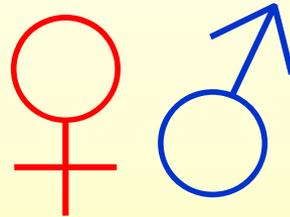
Feasibility stage

Pre-feasibility stage

Questions for reconstruction Planners?

It's a long term process needing constant investment

Gender and Social relations are dynamic and change constantly and shape outcomes



Technical and social audits

Appointment of staff/ consultants

Reporting, monitoring and evaluation procedures

Post-construction activities:



Women friendly urban planning

Under-representation - of women at all stages of the urban design and planning processes has historically created cities ill-equipped for dealing with their needs.

Social drivers necessitating **more women-friendly cities**: .

In Vienna in the early 1990s, led by a women urban planner Eva Kail and her team called on planners and architects to adhere to a list of protocols which aimed not only to promote female inclusion, but also to take into account the perspectives of local female residents.

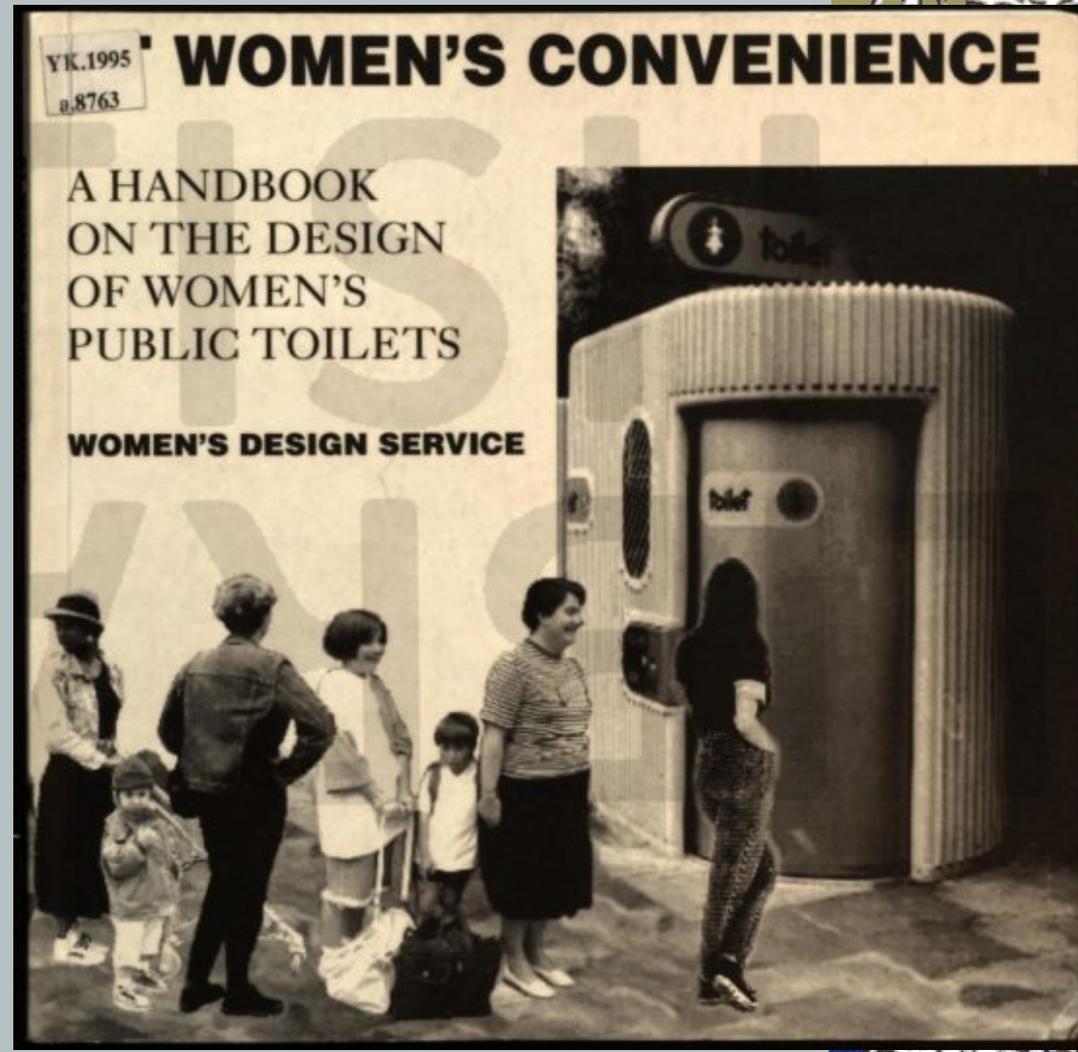
26th May 2016 Nathalie Olah



“Go back to first principles, to question why things were built and how and for whom. Usually for anybody but women”

WDS challenged the idea that crime and discrimination could be 'designed out' of cities from an architect's studio.

Instead, they favoured direct engagement with the community: inviting women's groups to work with designers in formulating solutions to the problems they faced on a daily basis.



Gender Representation and Participation

1. Establishing **participatory decision making** and oversight mechanisms
2. Promoting and creating opportunities for **collaboration and partnerships**
3. Recognizing and **strengthening women's organizations** and networks
4. **Supporting community resilience** efforts of grassroots women's organizations
5. **Engage men and boys** as essential partners
6. **Ensuring women's legal entitlements** and practical access



Good Example:

1. Tsunami in Sri Lanka: *The Coalition of War-Affected Women in Sri Lanka* mobilized to create **the Coalition of Tsunami Affected Women**, echoing the concerns of the post-tsunami women's coalition that emerged in Indonesia: Actions:

- (1) policy statements,
- (2) organizing women displaced into “temporary” shelters not meeting women's needs
- (3) action research to document the overlooked economic impacts on women and other concerns.

2. Cross-cultural coalition :Women Will Rebuild Miami

✦ **40 women's organizations** : to help direct external disaster recovery funds toward child care and youth recreation, anti-violence services, renters as well as home owners, and the health care needs of women.

✦ *Elaine Enarson and Betty Hearn Morrow, 1998, Women will rebuild Miami: a case study of feminist response to disaster, The Gendered Terrain of Disaster: Through Women's Eyes.*



Good Example:

3. *Swayam Shikshsan Prayog [SSP]*

Helped rural women respond to 1993 earthquake in India.

- ▶ Despite efforts to exclude them from **repairing, planning, and designing their homes and communities, 500 women's groups united** through community women's groups for training and information about reconstruction.
- ▶ The state eventually negotiated a formal agreement with SSP to recognize the work of these women's groups **as community educators and monitors of housing reconstruction programmes.**



Good example: 4. UN Safe Cities Programme:

Ensure *engagement of women, youth and children in budget decision-making process*-for infrastructure and services in their neighborhoods;

- **Building capacity** of local women leaders to contribute to urban policies and infrastructure;
- **Jointly conduct safety audits** with local authorities, security officials, women, young people and children to identify factors that create risk and insecurity;
- **Promote data collection**, build baselines and develop indicators through women- youth- and child- sensitive and inclusive approaches, and innovative efforts
- **Establish Female Councilor-led Committees** to oversee responses to sexual violence, abuse and crime. :advocate for increased involvement of female parliament members, architects, urban planners etc.
- **Scale up proven, innovative and participatory solutions** to violence in vulnerable communities (e.g. improved lighting and training and mobilization of community-based police units).



In conclusion...

- ▶ Mainstreaming gender in Reconstruction is about realizing fundamental rights and the core of a rights based approach.
- ▶ **Each of us** is accountable for:
 - ▶ **Including gender and social equity** in our daily work
 - ▶ **Advocating and practicing equity** despite social constraints because we know it will make a difference
 - ▶ **Demonstrating our belief** in different needs and capacities of women and men, boys and girls by ensuring that the voices and experiences shape our responses
 - ▶ **Invest in those who work with us** so that each of them understands how to address gender issues through a culturally sensitive rights based approach.



*“Where there is
ruin, there is hope
for a treasure.”*

Rumi

