GenCap Experience Document #5:

**Initial Steps in Mainstreaming Gender into Natural Disaster Preparedness**

**Overview of GenCap**

Established in 2007, GenCap is a standby roster of gender experts managed by the Inter-Agency Standing Committee (IASC) Sub-Working Group on Gender in Humanitarian Action and the Norwegian Refugee Council. GenCap Advisors are deployed to humanitarian situations for six to twelve months to provide support to information collection and analysis, programme planning, capacity building, coordination and advocacy on gender equality programming, using the IASC Gender Handbook: Women, Girls, Boys and Men – Different Needs, Equal Opportunities and the IASC GBV Guidelines to guide and inform their work.

This document was written by

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July 2008 – January 2009
Legitimacy – Action on Gender Equality

It is clear that gender equality and risk reduction need to guide all aspects of disaster preparedness, mitigation, response and reconstruction. Building back better is a moral and a UN policy imperative. Integral to this is the capacity of individuals, as well as their communities, to rebuild in ways that address the root causes of local vulnerability, including gender and social inequalities. The fuel for success is a rights-based approach creating the environment for self empowerment of women, girls, boys and men.

The primary role of the UN is as catalyst: supporting both government and non-government implementing partners in building gender-responsive community resilience. In doing so, as well as in direct UN implementation, the UN is mandated to demonstrate and facilitate effective gender mainstreaming.


“Gender is a core factor in disaster risk and the reduction of risk. Gender is a central organizing principle in all societies. Differences in gender roles will lead to differing risk profiles for women and men in a disaster. In all settings – at home, at work or in the neighbourhoods – gender shapes the capacities and resources of individuals to minimise harm, to adapt to hazards and to respond to disasters. It is evident from past disasters that low-income women and those who are marginalised due to marital status, physical ability or age, social stigma or caste are especially disadvantaged.

“At the grassroots level, on the other hand, women are often well positioned to manage risk due to their roles as both users and managers of environmental resources, as economic providers, and as caregivers and community workers. For these reasons it is necessary to identify and use gender differentiation (sic) information, to ensure that risk reduction strategies are correctly targeted at the most vulnerable and are effectively implemented through the roles of both women and men.”

Purpose and Use of this Guide

This paper is an exploration of early UN Indonesia actions to support gender responsiveness in natural disasters. These are first constructive steps on the path of gender mainstreaming. Each contributes either directly to preparedness for natural disaster or to strengthening the UN’s ability to facilitate such with the GoI or other humanitarian partners. These are early days.

Hence, the purposes of this guide:

- to provide other GenCap Advisers with a situational insight that may help identify gender mainstreaming entry points in other countries
- to fuel constructive debate among UN actors on the potential scope and benefit of gender mainstreaming in natural disaster preparedness. Mainstreaming of gender equality and preparedness synergistically into humanitarian action is largely uncharted space. Ensuring this energy flows into sustainable development is an additional challenge. What are the strategic first steps in preparedness that will create positive change in the lives of women, girls, boys and men? They are the rightful owners and determinants of preparedness: how do the UN and its partners facilitate this?

The content flow:

- Definitions
- Objectives of Preparedness
Indonesia – Context for Natural Disaster Preparedness

The multi-ethnic archipelago of more than 17,000 islands is prone to recurrent seismic upheaval being located on an arc of volcanoes and fault lines encircling the Pacific basin called the Ring of Fire. There are at least 129 active volcanoes in the country, most located on the most-densely populated island of Java. During 2007, the Indonesian Meteorology and Geophysics Agency reported more than 75 earthquakes measuring magnitude 5.0 or higher on the Richter Scale. Underwater earthquakes pose an additional threat of tsunami. Torrential rains, combined with poor drainage, deforestation and poor land management lead to annual localized floods and mudslides. During the annual dry season, Sumatera and Kalimantan are prone to forest fire and the eastern archipelago to severe drought. Erratic tropical cyclones and the vagaries of climate change add to the risk of natural disaster. Chronic poverty in some parts of Indonesia deepens vulnerability and erodes coping skills.

Indonesia has the largest number of human infections and deaths from avian influenza and is considered the avian influenza global epicentre. There is mounting concern that mutation of avian influenza will trigger an epidemic, or even a pandemic, of human-to-human transmission. Cholera outbreaks have occurred recently in Papua. There are also pockets of urban disquiet and simmering civil unrest.

In recent years, the Government of the Republic of Indonesia (GoI) has taken significant steps forward in its efforts to increase domestic capacity for emergency response. Among the most important of these was the passing of the new Law on Disaster Management and the establishment of a high-level National Disaster
Management Agency (BNPB) with clear authority to lead and coordinate all disaster preparedness and response activities. Most recently a platform for stakeholder collaboration has been formed. The GoI and global humanitarian actors have agreed to mobilize the cluster approach when natural disasters are of a magnitude justifying international support.

While these are important first steps, the disaster preparedness and response environment in Indonesia remains complex, due to a proliferation of actors, a history of weak government response and coordination, and extraordinary logistical challenges stemming from the sheer size and complexity of the nation and her people.

The UN, with OCHA in the lead, is building the capacity of BNPB to facilitate national, regional and district-level competence in disaster risk reduction and disaster management. It is also facilitating IASC cluster preparedness. GenCap Adviser support to the HC/RC and OCHA focused on gender mainstreaming these efforts. Differing gender roles and myriad socio-cultural realities restrict women’s participation and pose major challenges to effective disaster preparedness and response. Women, girls, boys and men have different vulnerabilities, capacities, constraints and coping strategies that must figure in empowering, inclusive humanitarian action.

Note: This brief paper designed for GenCap Advisers does not allow a full portrayal of the many years of preparedness and DRR achievements of the government and other humanitarian actors. Much pioneering work has been done in Indonesia. Two among the many examples are: the Indonesian Red Cross Society (Palang Merah Indonesia) which has one of the world’s largest volunteer movements active in community disaster preparedness and response and Oxfam’s multi-province community-based disaster management initiative. Since 1999, Oxfam and local NGO partners have worked with district governments in communities. Communities have made themselves safer in various ways, ranging from rehabilitating inadequate roads that hindered evacuation to reducing tree cutting and quarrying that increased vulnerability to lava flow. The Oxfam approach includes training women’s groups to address gender issues in preparedness and other facets of DRR.

**Gender Support to Natural Disaster Preparedness**

The Hyogo Framework for Action 2005-2010 manual entitled *Disaster Preparedness for Effective Response* puts preparedness success indicators in three categories:

- holistic approaches
- preparedness planning
- readiness for response.

This framework is used below to situate a number of the activities of the GenCap mission in Indonesia. This is no intention to depict these ‘starter’ activities as comprehensive or systematic gender mainstreaming. The activities below should be viewed as supportive of DRR and most specifically preparedness. They are first steps.

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**INDONESIA – First Steps**

**Holistic Approaches**

Holistic approaches are called for to support national institutional and legislative frameworks, institutional architecture and coordination.

The GoI has both its legislative framework and institutional architecture for DRR in place. The architecture includes: BNPB whose chief executive officer has equivalent rank to a cabinet minister, a platform for formal interaction with UN and non-government humanitarian actors, and protocols in place allowing as-needed timely mobilization of the international community using the IASC Cluster Model.

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1 GenCap Mission July 06, 2008 – January 06, 2009 (Linda Pennells)
GenCap activity focused on strengthening the quality of gender support the UN contributes to its institution-building partnership with BNPB. Activities in support of Holistic Approaches:

i. **Gender Strategy for Inter-Agency Collaboration**

The GenCap Adviser facilitated the Indonesia UN gender network (gender advisers and focal points) in identifying the core content of a Gender Strategy for Inter-Agency Collaboration. This strategy complements agency-specific gender strategies/work plans by providing an over-arching strategy for the growing number of One UN inter-agency collaborations unfolding in Indonesia. UN agency gender input into inter-agency activities had been uneven and ad hoc. The responsibility had often fallen inequitably on individual agencies. Inter-agency work is not explicitly identified in the TOR or performance reviews of many of the UN gender focal points or gender specialists. Hence, it is viewed as ‘off the plate’. Flowing from this, questions are being raised about the legitimacy of contributing to inter-agency gender mainstreaming on both the humanitarian and development fronts. Disaster preparedness, the IASC clusters, and prevention of sexual exploitation and abuse (SEA) are among the inter-agency activities for which GFPs struggle to ensure time, resources and legitimacy.

The Gender Strategy for Inter-Agency Collaboration is a product of the experience and insight of the UN gender team. When implemented, the UN will have mechanisms and resources that position IASC clusters, DRR and SEA in the mainstream of UNCT operations with strategic gender equality resources in place. (The HC/RC has scheduled the Gender Strategy for Inter-Agency Collaboration for UNCT endorsement in February 2008)

An output of the strategy, a Concept Paper, has been developed at the initiation of the HC/RC to secure three-year donor funding of a gender specialist for the HC/RC’s Office. This will allow the UNCT to sustain and build onto the work of the GenCap Advisers\(^2\) which supported integrating gender-responsive preparedness and other facets of DRR into sustainable development. An example of critical entry points identified is to ensure gender competency supports all stages of the next UNDAF process: this will include gender-responsiveness in preparedness and other facets of the UN-Goi partnership in DRR.

ii. **Gender Equality in Coordination - Role Modelling**

**Gender Checklist for Humanitarian Action.** In order to lead by example, OCHA Indonesia created a Gender Checklist to enhance the gender-responsiveness of its humanitarian action. Although excellent IASC and other checklists exist for clusters/sectors, there was no gender checklist appropriate to OCHA Indonesia operations. OCHA, supported by other HC/RC staff, created in participatory manner a checklist that identifies what gender considerations/actions need to be taken at four critical junctures: before natural disaster strikes; when a Rapid Needs Assessment is launched; in setting up an Emergency Coordination Centre; and in routine institutional strengthening activities with BNPB. The Checklist, in Bahasa Indonesia and in English, was designed for use by the UN Technical Working Group for DRR and OCHA. It is a tool for orienting OCHA staff and in BNPB institution building. In addition, the checklist was reviewed and customized by AusAid’s Disaster Management Team for use in their Jakarta-based operations supporting the ASEAN.

iii. **DRR Coordination at the Regional and International level**

**Gender Lens for Regional DRR Facility.** Australia and Indonesia are in advanced planning and design of a joint DRR facility that will be based in Indonesia and serve the ASEAN region. At AusAid’s request, GenCap held a half-day gender workshop with its Jakarta-based Disaster Management Team. One output was a Gender Lens to guide the creation, operation, monitoring and evaluation of the Australia-Indonesia facility.

iv. **Pandemic Preparedness**

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\(^2\) A second six-month GenCap Adviser was approved by IASC as transition support to sustainable gender expertise being available to the HC/RC and the UN Country Team.
Gender Analysis in Avian Influenza (AI). The risk of a pandemic sourced in Indonesia is significant enough that this is one of the three scenarios used in Indonesia’s IASC cluster contingency planning. Indonesia is widely regarded as the global epicentre of avian influenza. As such, Indonesia is under scrutiny in its response and reporting of AI: what Indonesia does could well be considered a template. From this perspective, it is doubly important that gender dynamics in all aspects of AI are explored, inform action and enrich reporting.

GenCap support of OCHA’s AI Specialist included advocating the need for: more gender analysis of livelihoods (e.g. gender disparities in micro credit, compensation, flock renewal), change management options (e.g. gender dynamics in shift from smallholder kampong flocks to factory production) and reporting (Indonesia Consolidated Report 2008 originally neglected including the available sex and age disaggregated data on deaths/infections and gender roles in poultry production).

v. Getting R&R Structures Right – A Preparedness Challenge

Gender Analysis Supporting R&R Structures. Central to preparedness is ensuring that advance planning and resourcing is in place for effective response. Gender equality must feature in both planning and resourcing to ensure that response, reconstruction and recovery mechanisms are right. GenCap field analysis of the gender outcomes of the Aceh/Nias tsunami response provided learnings that can enrich future preparedness for R&R mechanisms.

R&R mechanisms should be designed to have full-time senior gender technical staff, be guided by explicit gender equality indicators, sex-disaggregated databases and pro-active gender mainstreaming.

Supporting evidence from Aceh/Nias:
- The Multi Donor Fund had no gender baseline, no dedicated staff to advance gender equality and relied on the vigilance of donors to ensure gender was mainstreamed. These factors compromised gender results.
- BRR, the GoI’s Reconstruction and Rehabilitation Agency, had only 4 out of 191 KPIs that provided sex disaggregated data and focused most gender technical assistance on women’s empowerment projects, with too little gender mainstreaming of housing and other infrastructure projects.

On the positive side, a senior gender specialist was appointed Deputy of the UNORC, the UN R&R coordination body. This provided the Aceh government and recovery actors with strategic gender support, helped keep gender on the agenda in recovery fora and provided strategic entry points for UN-government-IO-NGO gender specialists to have input. Results include a BRR gender exit strategy and an Aceh Recovery Framework that reflect considerable attention to gender issues.

- The tsunami recovery was supported by two UN-managed databases, the Tsunami Recovery Indicators Package (TRIP) and Aceh Info. TRIP’s methodology, endorsed by the Global Consortium of Tsunami Affected Countries, made use of available government census and survey data rather than undertaking entirely new and time-consuming assessments. From a gender perspective, TRIP provided uneven sex disaggregation. Earlier attention to lack of essential sex and age disaggregated health and livelihoods data could have better informed recovery, the transition to development and DRR. The Aceh Info system is an example of an otherwise strong database with low sex disaggregation³. Aceh Info has 280 core indicators. Only 15 are sex disaggregated.

Based on the weak sex disaggregation in the databases of Aceh and other natural disasters, a recommendation has been made to the IASC to undertake an econometrics study of sex disaggregation of specific data relevant to the MDGs and key humanitarian action indicators. Until the benefits to the

³ UNFPA is working at the district level to enhance accurate and relevant data which is sex-disaggregated. This will soon feed into Aceh Info.
beneficiaries of having distinct data on affected women, girls, boys and men are fully explored and weighed against the data costs, it is unlikely that appropriate investment will be made in sex disaggregation.

**Preparedness Planning & Capacity Building**

i. **IASC Contingency Plans**

Contingency planning is a critical entry point for gender equality. Indonesia’s experience provides supporting evidence: Indonesia mobilized the cluster model in response to the Yogyakarta/Central Java earthquake. There was confusion over how the cluster system should and could operate. Gender mainstreaming got choked out in the scramble to sort roles and relationships. The lesson learned is that in natural disaster prone countries, pre-disaster socialization of the IASC Cluster Model and cluster-specific contingency planning is valuable. During this process, humanitarian partners can agree on the agencies responsible for providing gender specialists, allocate appropriate resources for gender analysis and gender technical assistance, and ensure gender is mainstreamed into contingency plans to inform preparedness and response.

The GoI and the humanitarian community are now making considerable investment in planning for natural disasters. Although the first six-month GenCap Adviser mission did not have input directly into the BNPB’s planning, the adviser did meet with each cluster lead to discuss gender mainstreaming, assisted in inserting gender equality content into the IASC Indonesia Cluster Contingency Plan and into a number of cluster-specific plans. Contingency planning is still ongoing and further work on integrating gender equality is needed.

ii. **Rapid Needs Assessment**

Input on sex-disaggregated data and on gender and protection issues was integrated into the Rapid Needs Assessment (RNA) Questionnaire that was collectively agreed by the humanitarian community. This RNA process demonstrated significant stakeholder engagement. The UN facilitated the collaboration. Civil society did pivotal foundation work. Key humanitarian actors in government, the donor community, IOs, NGOs and UN agencies contributed.

iii. **Capacity Building – Community Engagement**

Effective preparedness and all elements of DRR require community participation. The goal is for individual, women, girls, boys and men as well as their communities to recognise and reduce local risks. Building this capacity will require active gender-responsive community engagement. A GenCap mission was undertaken to Papua, a remote province where socio-cultural barriers exist to women’s public participation. An example: a mid-2008 highlands meeting where a male guard used a stick to beat and push women away from a community livelihoods discussion.

Papua currently has more community facilitators per capita than any other Indonesian province in response to the Governor’s grassroots democracy initiative. This created an entry point for addressing women’s participation. A *Checklist on Tactics to Encourage the Meaningful Participation of Women and Men* was created as well as facilitation notes for use in training the 2000+ WB/UNDP/UNV community facilitators. This checklist was created on the GenCap mission with input from several grassroots interveners in partnership with the talented Papuan gender specialist for the World Bank. (Available on request)

iv. **Capacity Building – UN and Humanitarian Partners**

During the first GenCap mission, capacity building on natural disaster preparedness took many forms from one-on-one discussions, to collaborations on field research with partners, presentations to the UN/NGO/Red Cross/Donor Forum that included preparedness issues and workshops. As noted above, the GenCap Adviser facilitated a participatory workshop of the HC/RC-OCHA staff and AusAid Indonesia’s Disaster Management Team where gender tools for humanitarian action were created. In addition, the GenCap Adviser and UNICEF’s
A protection specialist co-facilitated a two-day workshop with the shelter and WASH clusters which created gender preparedness tools – customized versions of two IASC gender checklists.

v. Capacity Building - Simulation Exercises

BNPB was in the driver’s seat in planning the first training of its government on-call roster for emergency coordination and assessment. The training was based on UNDAC methods. OCHA gave technical and coaching support. As the five-day training was in Bahasa Indonesia, the GenCap Adviser gave suggestions for input but did not attend.

In the debriefing, it became obvious that future trainings warrant an Indonesian gender specialist being involved throughout the planning and execution of the simulation. For simulations to truly reflect the gender dimensions of disasters, a number of gender and gender-based violence scenarios should be included (e.g. rape, inappropriate touching, gender sensitive communication challenges). Examples should also be integrated that reflect the double challenge of local gender constraints as they interface with, for example, the situation of unaccompanied children, the aged, people with physical or mental disability, or victims of minority segmentation by ethnicity, religion, economic and social status. Certainly all these dimensions cannot be covered: locally-relevant selection is needed. In addition, space needs to be reserved for group discussion and analysis after the simulation.

The Indonesia simulation also made another gender challenge very visible: the absence of female government officials being trained for the roster. A gender analysis is warranted of what actions are needed to make emergency roster positions viable for more female government officers (e.g. childcare mechanisms, awareness-raising with spouses)

Readiness for Response

i. Prevention of Sexual Exploitation and Abuse (SEA)

The GenCap Adviser supported the HC/RC in launching a UN network of focal points to prevent sexual exploitation and abuse, facilitated an orientation session on SEA, and scheduled SEA training for UNCT senior managers and their SEA focal points. SEA was also identified as a key inter-agency responsibility and integrated into the Gender Strategy for Inter-Agency Collaboration.

These are the first steps toward: 1) ensuring all internationally and locally-recruited UN staff, consultants, contractors and funded partners are informed and obliged to comply with the UN’s zero tolerance to SEA and 2) having confidential referral, victim assistance and perpetrator address mechanisms in place. The Indonesia UN family is now starting to mobilize to fulfill these requirements, which are an integral element of natural disaster preparedness. SEA exists and incidence increases when disaster strikes. As elsewhere, having solid SEA internal mechanisms in place will give the UN more legitimacy and influence in supporting BNPB in addressing this critical issue.

ii. Timely Gender Analysis

“Previously reconstruction was often conceptualized and designed to return a disaster-affected community to pre-existing disaster conditions. This often led to rebuilding the conditions of risk that existed before the disaster.”

Indonesian policymakers and practitioners recognize the need to integrate both early recovery activities and life-saving interventions into disaster response. Building back better for sustainability and to reduce the risk of future natural disaster cannot be achieved if actions are gender blind.

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GenCap missions documented gender outcomes as well as both positive and negative lessons learned in the 2004 Aceh/Nias tsunami and 2006 Yogyakarta/Central Java earthquake response. Learnings document the vital need for timely gender analysis. (Mission Reports available on request)

Examples:

- The Aceh/Nias response could have been better targeted if there had been timely sex and age disaggregated data on the number of deaths and of survivors. Examples: This could have prevented:
  - overbuilding of orphanages and the push to fill them: “This led to a widespread practice of ‘recruiting children from barracks and from communities where children were being looked after, whether or not they were without parental care.”
  - clearer indications of the risk of early marriage/ pregnancy and subsequent maternal and infant health repercussions due to the disproportionate numbers of women who drown in the tsunami.

- Although some key sex-disaggregated data was captured in rapid assessments, there was a too-long gap between rapid assessments and solid gender analysis that could well inform social services rebuilding and livelihoods projects. Even some of the best actors were playing catch-up in the field. Many interveners jumped too quickly into programming without doing essential gender analysis; this mistake compromised results. Here are three such examples by interveners with good enough monitoring to have identified, and later corrected, the situation.
  - An Oxfam Nias project initially undervalued the extensive role women play in rubber production, in addition to their domestic and reproductive roles, as they fill in for men fishing or earning off-farm income.
  - IOM focus groups discovered that in some areas men make the decisions on whether their children will be vaccinated and were against it: they feared evil spirits would be injected into their children. Socialization was then expanded to include men. After men were involved, more children were brought for immunization.
  - FAO, after several months in the field, discovered that the decision to stock and farm shrimp in tambaks (fish ponds) is often made by women. Further exploration by IFC gender specialists showed that risk evaluation was done at the family level, that women controlled local aquaculture expenditures and that they would not invest in something new without a cost/benefit analysis. FAO and others had been training men in new shrimp management practices but the enthusiastic men did not adopt the new methods until their wives were included in the training.

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5 International Development Law Organization (2007) Pilot Needs Assessment Report Protecting and Promoting the Legal Rights of Tsunami Children without Primary Caregivers and/or Living with Extended Family Members in NAD.
Lessons Learned – Pennells’ Reflections

- It was surprising how often ‘preparedness’ issues and opportunities arose during ongoing GenCap activities when I actively kept this within my mindset. A small example: in Papua, I conducted some impromptu focus groups on culturally appropriate non-food items (NFIs) in the central highlands. In these communities stone axes are the key shelter-building tool and moss is used for menses: insightful information to prevent inappropriate NFI pre-positioning and to reinforce the need for context-specific single-sex focus groups on NFIs. This useful information was gained in a few hours. The lesson learned - to integrate ‘preparedness’ into our gender lens and create practical opportunities.

- In countries where the development agenda is the anchor for UN resources and energy:
  1) give priority support to synergistic mainstreaming of gender and preparedness that benefits, and has linkages to, both development and humanitarian action. For example, as cited earlier, identifying Papua tactics for effective community engagement of women and of men
  2) support the UN gender network to ensure there is a mechanism in place to effectively mobilize the UN gender team to support preparedness and other elements of DRR. DRR bridges the emergency-development and the inter-agency divide. In Indonesia the tool selected was a Gender Strategy for Inter-Agency Collaboration. The strategy has the potential to trigger strategic and coherent allocation of gender technical resources supporting a One UN umbrella. The desired outcome is holistic, efficient and effective support to gender mainstreaming that spans humanitarian, DRR, SEA and development activity.

- Find out what is ‘hot’ or current on the humanitarian agenda and ensure gender input is integrated. It is essential that the GenCap Adviser either be in regular direct communication with the HC/RC, Head of OCHA (as was my fortunate experience) or other senior HC/RC staff in order to have timely entry into critical preparedness activities. GenCap Advisers need up-to-date information on UNCT priorities in order to prepare solid evidence-based gender interventions.

- Cluster or sector specific field examples and insights are essential in engaging humanitarian actors on all aspects of gender mainstreaming. This includes preparedness.

- Next important steps in Indonesia include devoting more gender capacity building and mentoring support to BNPB and the UN-funded Indonesian team supporting BNPB’s DRR institution strengthening. These are the gender change agents who will nurture and sustain gender mainstreaming in the constantly unfolding natural disasters in Indonesia. Natural disaster preparedness and response are, with rare exception, led by the Government assisted by local NGOs. IASC clusters will only be mobilized in massive or unique disasters that overstretch government capacity. So, although gender responsiveness in the IASC clusters and by UN actors has gravitas, the paramount need is for gender-responsiveness within BNPB.

Checklist of Gender Equality Entry Points for Natural Disaster Preparedness

A combination of field experience and document review suggests there are a number of very strategic entry points for advancing gender equality in natural disaster preparedness. Although a six-month GenCap Mission did not allow activity in each area, the checklist is included to foster discussion. Consider this a first-cut thinking on a Checklist of Gender Equality Entry Points for Natural Disaster Preparedness. Checklists will, by nature, vary to be relevant to each specific environment.

- Advocate for appropriate senior gender input into national strategic planning processes with government: these are to include DRR⁶. These processes should strategically involve the UN gender network, the gender machinery of government and be supplemented, as needed, by external gender resources.

⁶ UNDP and the World Bank have committed to integrating disaster risk reduction into their national strategic planning processes with governments.
Support the UN in nurturing meaningful participation of women and of men in the design and management of the government’s institutional architecture for DRR. Support the gender specialists within government and the broader humanitarian community to create a gender-responsive organizational culture in the DRR architecture, including the sharing of roles and responsibilities among humanitarian actors.

Encourage pro-active measures which result in female as well as male government officials having leadership, decision-making input and training opportunities in preparedness and other facets of DRR.

Ensure the distinct needs, realities, coping strengths and problem-solving skills of women, girls, boys and men are reflected in:
- Analysis into the root causes of natural disasters
- Vulnerability and Capacity Analysis
- Capacity Development
- Contingency planning
- Funding Mechanisms – e.g. CERF

Place priority on the full and active participation of community women and men (boys and girls as age-appropriate) in designing and implementing preparedness activities. Culturally sensitive pro-active facilitation may be needed to overcome barriers to women’s meaningful participation: invest in creating a comfort zone and acceptance of women’s participation by both men and women. The needs, ideas and creativity of both men and women are needed to achieve safer communities that are less prone to natural disaster; to reduce deaths, injury and material damage; and to ‘build back better’ when natural disaster strikes.

Support the identification and resourcing of measurable gender outcomes, outputs and activities in preparedness. These should be grounded in a sex-disaggregated baseline and information management system.

Promote gender equality indicators being featured in all elements of preparedness. Put special emphasis on the oft-neglected public-private partnerships and multi-stakeholder response mechanisms. Encourage explicit allocation of resources so gender needs and issues can be appropriately addressed.

Create opportunities to advocate and advance synergistic mainstreaming of gender and preparedness into all facets of humanitarian and development activity. Preparedness is not a specific stage/phase but an ongoing tool for sustainable and relevant action.

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