

# **Special Meeting of the DER Group on Gender**

## **23 July 2003**

### **Summary of the Discussion**

A special meeting of the DER Group on Gender as it relates to disaster risk preparedness was held in the Meeting room #1 on the third floor of the IDB Bhaban, Agargaon, Dhaka. 37 participants (list attached) from 24 organizations (3 Govt., 3 UN, 5 Donors, and 13 NGOs) attended the meeting.

The objectives of the meeting was to:

- a) Share ideas and experiences on Gender Issues between DER partners.
- b) To find out what different Organizations are doing related to Disaster and Gender.
- c) To understand the challenges we face and formulate action plans.

Rehana Banoo of WFP, welcoming the participants invited Mr Tim Anderson of USAID for opening remarks. Mr Anderson expressed his satisfaction for a very good attendance. He credited the meeting facilitators for their careful thoughts in the organization of the meeting over a period of about two months. Mr Anderson emphasized the importance of the subject and specially the value that has been attached to by the USAID mission. After the opening remarks, the participants introduced themselves. Ms. Jeannie Harvey (USAID) explained the agenda (copy attached) and the format of the meeting. This was followed by a presentation 'Overview on Gender and Disaster risks in Bangladesh' by Mrs. Dilruba Haider (DFID). A copy of the presentation is attached for reference.

After a few questions and clarification on the presentation, an open discussion led by Ms Harvey and co-facilitated by Ms Shahnaz Zakaria of USAID, Ms Haider and Ms Banoo was held. The open discussion was aimed to identify the (a) Challenges, (b) Issues/concerns, and (c) Best practices by DER member agencies on gender in emergency. The points identified during the course of discussion were listed as follows.

#### **CHALLENGES**

- a) How to involve the GoB, Bangladesh Public Administrators Training Centre (BPATC) in this issue.
- b) Involvement of the community leaders.
- c) Women's inclusion and participation in committee's at all levels.
- d) Women's voice not adequately expressed, or heard or heeded.
- e) Make women (trainers/committee) member's skilled (key information) to perform their duties.
- f) The rise in the ratio of early marriages during disaster periods
- g) Lack of capacity for trauma counseling in the country.
- h) How to ensure adequate food supply for women and girls in times of emergencies.
- i) Male sensitization on gender issues.

#### **ISSUES/CONCERNS**

- a) Difficult to find female volunteers in most rural areas.
- b) How to address specific vulnerability and needs of specific women groups (minority, urban, etc).
- c) Women staff/ volunteer's needs/ problems addressed.
- d) Participation of women in decision making (National/local)
- e) Capacity of the women to actively work in the committee's.
- f) Provide opportunity for raising women's voices.

- g) Update the terms of reference (TOR) to make way for women to actively participate in different committee's at both national and local levels.
- h) How to involve other ministries of the GoB in promoting contraceptives?
- i) Can we standardize the targeting of women in emergency?
- j) Counseling for women in dealing with disaster related trauma.
- k) Understanding of gender issues at both institutional and programmatic areas.
- l) The GoB "Standing Orders on Disaster" has general provisions of including "Gender" issues in training programs, which are not always followed,.
- m) Inclusion of Gender Issues in religious curriculum.

### **BEST PRACTICES**

- a) Increased participation of women in Disaster Management i) trainings (UNICEF) and ii) committees (CARE-BD)
- b) Use of women trainers. (UNICEF)
- c) Skill development of women. (CARE-BD/UNICEF)
- d) Implementation at local level through branches/units. (UNICEF)
- e) Network of the trainers/squads/community volunteers from Upazila level to the National (RDRS)
- f) Dissemination of information through female volunteers. (CARE-BD/RDRS)
- g) Pre-service training facility. (RDRS)
- h) Defining gender within gender. (RDRS)
- i) Gender Balance in Ward Teams. (WV-USAID)
- j) Trained 20,000 students of which 60% are women. (Action Aid)
- k) Defined 21 long term development areas and approach for women. (Action Aid)
- l) Focus on female leadership on Intensive Community Preparedness Group. (Action Aid)
- m) Get women to draw their own action plan. (Action Aid)
- n) Increased participation of women in Union Disaster Management Committee
- o) Skill development of Union level female Volunteers
- p) Dissemination of information to the community through Union level female Volunteers
- q) Inclusion of specific relief items for women during disaster responses
- r) Intervention on health and nutrition for mother (lactating and pregnant) and children under 05 years
- s) Inclusion of topic on " Gender and Disaster" during Disaster management training for Union Disaster Management Committee
- t) Focuses on women related risk/vulnerability during simulation so that the Disaster Management Committee can identify and act on women related risk/vulnerability during disasters
- u) Gender balance in staffing of Disaster Management Project of CARE, Partners and in Union Volunteer teams

The open discussion session was followed by a small group activity. Ms Harvey introduced the goals and objectives of the group activity. The members present were divided into four groups by type of agencies. The groups were asked to select a challenge of their choice and to develop action steps on flip charts for overcoming the challenge they had chosen, identifying the proposed timeframe and resources needed to achieve these, recognizing the existing resources. The action steps developed by type of the group are given below.

### ***GoB Group***

Ms Afia Khatun, DRR  
 Mr Golam Kabir, USAID.  
 Ms Selina Ahmed, BDRCS.

Mr Fazlur Rahman, MDMR.  
 Ms Rokeya Khatun, WFP.  
 Ms Shuvra Sheully Saha, UNFPA.

**Challenge-** How to involve GoB (BPATC) in this issue.

**Action Steps**

- a) Amendment of the Rules of Business by the GoB/Cabinet Division) and make provisions to address disaster related gender issues specifically.
- b) Review existing curricula and design a standard curricula on Gender and disaster management for different levels of the GoB leading to larger participation of Targeted GoB institutions.
- c) Gender- Disaster concerns and related issues should be given priority in making Govt. Budget provisions.

**Time Frame:** 3 years.

**Resources Needed**

Skilled Professionals  
Financial budget – TDB

**Existing Resource**

- 1) Educational Institutions
- 2) Trained professional on Disaster and Gender
- 3) Studies/resources/works.

**Donor Group**

Ms Emily Gurvey, USAID Guest.  
Mr Tim Anderson, USAID

Mr Masood Ahmed, UNICEF  
Syed Sadrul Ameen, USAID

**Challenge:** Women's voice neither adequately expressed, nor heard or heeded.

**The group recommended the use of the following tools to overcome the challenge:**

Expressions  
Behavioral Changes  
Capacity Building  
Empowerment  
Structural Approach to facilitate full participation.  
Utilization of successful women mentors.

**In order for the women to be Heard, the group suggested-**

Behavioral Changes.  
Representation and participation in local and national level committee's.  
At local level identify the barriers to women's participation.

**In order for the women's voice to be (Heeded) implemented the group suggested**

Minimal follow-up.

**DONORS role in over coming the challenge**

Create best practices  
Ensure funding for Gender Incorporation.  
Improvement in Gender imbalance.

Participant training Progress.  
Proactive review of results post-disaster.  
Mainstream Gender and Integrated approach.  
Coordinated approach (GoB, Donors, NGO's)

### **NGO Group1**

Mr Anthony D' Cruze, RDRS  
Ms Barnali Chowdhury, SCF US  
Ms Murshida Akhter, CARE  
Mr Parvez Zabed, PROSHIKA

Mr Ashutosh Dey, Concern  
Mr Chitta Ranjan Biswas, CARE  
Mr Nurul Amin Bagmer, Islamic Relief  
Ms Umme Salma, Concern.

**Challenge:** “Women’s inclusion and participation in committees of all levels”.

### **What do we mean-**

To ensure inclusion and participation of women in all stages of project cycle management for gender equality.

### **Strategies-**

Advocacy at different levels  
Establish Gender policy and operational guidelines  
Capacity building of the female.  
Gender Analysis at different levels.  
Effective implementation and monitoring tool.

### **Resources Needed-**

Skilled and committed staff and organization.  
Adequate budget

### **Existing resource-**

Skilled staff in GoB, NGO and other agencies.  
Training modules.  
Assessment and study reports.

### **Who does what**

Positive Attitude of the GoB, Donors, NGO's and community.

### **NGO Group 2**

Ms Faria Ahmed, Disaster Forum  
Mr Khurshid Alam, Action Aid  
Mr M. B. Akhter, Programme, OXFAM  
Ms Rachel Brumbaugh, World Vision

Ms Jahanara Begum, DIP  
Mr K. M. Sanwar Ali, OXFAM  
Mr Mosaddeque Hossain, ADAB  
Mr Taherul Islam Khan, World Vision

**Challenge :** Male sensitization on Gender issues.

### **Findings-**

- a) Women are discriminated against.
- b) Women play vital role in society in numerous ways.
- c) Downward accountability.

**Action steps suggested at the NGO-Level**

- a) Gender Analysis of vulnerability
- b) Formulate policy based on vulnerability analysis.
- c) Human Resource/ OD (???) tools to ensure compliance.
- d) Include men in all gender related trainings and workshops.
- e) Network and lobby with SOU (???)

The same participants formed a working group to carry forward the issue. At this stage it was stated that Disaster Forum will take the lead and will work with other NGO's to address this issue.

**Local SOU/UDMC/TDMC**

- a) Gender training
- b) Review Standing Orders on Disaster, and
- c) Lobby for changes to ensure best practices.

**Community**

- a) Long term approach to mainstream gender issues in emergency.

**GoB and Donors**

- a) Sensitization
- b) Ensure availability of resources.

Each group was given 5 minutes to present their challenges and the action steps. To wrap up the meeting Ms Banoo thanked the participants for a fruitful discussion. She said that this special meeting of the DER Group focused on Gender has been useful to share the ideas of DER member agencies and identify the possibilities and actions together. The member agencies interest in further discussions is encouraged and Ms Harvey of USAID would be happy to assist. The results of this special meeting of the DER Group would be shared with the LCG Sub-group on Women and Gender for its collaborative support to the DER Group.

## AGENDA FOR SPECIAL MEETING OF THE DER GROUP

Topic: Gender and Disaster

Date: July 23, 2003

Time: 10 am – 1 pm

Venue: UN Conference Room, floor 17

Duration: 3 hours

### Objectives:

- To share ideas and experiences, including lessons learned
- To find out what different organizations are doing related to gender and disasters
- To understand challenges and formulate action steps related to gender and disasters

### Agenda:

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|------------------|--|
| § 10:00-10:15 am | Introduction and overview of meeting (DER Chair)   |
| § 10:15-10:40 am | Presentation on gender issues in disaster preparedness<br>Questions (Dilruba)  |
| § 10:40-11:25 am | Open discussion of best practices, challenges and issues related to gender and disasters (Co-facilitated, Jeannie, Dilruba, Rehana, Shahnaz) |
| § 11:25-11:45 am | Break  |
| § 11:45-12:30 pm | Small group activity to develop action steps addressing one or two of the challenges identified (Co facilitated)                             |
| § 12:30-12:50 pm | Presentation of action steps (Rehana)  |
| § 12:50-1:00 pm  | Wrap up (Rehana)   |

**Special Meeting of the DER Group  
23 July 2003 at IDB Bhaban**

**List of Participants**

Category	Agency	Participant
GoB	MDMR	1. Mr Fazlur Rahman, Deputy Secretary
	DRR	2. Ms Afia Khatun, Director , Vulnerable Group Development Prog.
	BMD	3. Md Akram Hossain, Director
UN	UNFPA	4. Ms Shuvra Sheully Saha,
	UNICEF	5. Mr Masood Ahmed, Project Off.icer (Emergency)
	WFP	6. Ms Rehana Banoo, Manager, DEP Section
		7. Mr Shayan Rasheed, Programme Assistant, DEP Section
Donors	AusAid	9. Ms Fahmida Muhit, Senior Programme Manager
	CHC/CIDA	10.Ms Sophia Robineautt, First Secretary (Development)
	DFID	11.Ms Dilruba Haider, Disaster Programme Manager
	SDC	12.Ms Laetitia Weibel, Programme Officer
	USAID	13.Mr Tim Anderson, Food for Peace Officer
		14.Syed Sadrul Ameen, Senior Programme Manager
		15.Mr Golam Kabir, Senior Food Aid Manager
		16.Ms Shahnaz Zakaria, Project Management Specialist
		17.Ms Jeannie Harvey, IWID Fellow
18.Ms Emily Gurvey (Guest)		
NGOs	Action Aid	19.Khurshid Alam, CSP. Review Tech. Team
	ADAB	20.Mr Mosaddeque Hossain, Senior Prog. Officer, Disaster Prog. Mgt.
	BDRCS	21.Ms Selina Ahmed, Deputy Director
	CARE	22.Chitta Ranjan Biswas, Technical Coordinator
		23.Ms Murshida Akhter, Regional Disaster Manager
	Concern	24.Mr Ashutosh Dey, Coordinator, Disaster & Environment Mgt. Unit
		25.Ms Umme Salma, Gender Coordinator
	Disaster Forum	26.Faria Ahmed, Coordinator, Disaster Forum
	Development Initiative Prog.	27.Jahanara Begum
	Islamic Relief	28.Mr Nurul Amin Bagmer, Emergency & Disaster Mgt. Officer
	OXFAM	29.Mr Farid Hasan Ahmed, Country Programme Manager
		30.Mr K. M. Sanwar Ali, Humanitarian Programme Co-ordinator
		31.Mr M. B. Akhter, Programme Coordinator, Gender Equity
	Proshika	32.Mr Parvez Zabed, Monitor, Disaster Mgt. Preparedness Project
	RDRS	33.Mr Anthony D' Cruze, Senior Programme Manager, Project Dev.
	SCF US	34.Ms Barnali Chowdhury, Programme Officer
	World Vision	35.Md Maksudur Rahman, Disaster Management Specialist
36.Mr Taherul Islam Khan, Disaster Programme Coordinator		
37.Ms Rachel Brumbaugh, Deputy Coordinator, FSEI		