

Mainstreaming Gender in Disaster Risk Management

What is GENDER ANALYSIS?

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General Objectives

Enable Disaster Managers to understand basic concepts & tools to support gender mainstreaming in Disaster Management Policies and Programmes



Overview

1. Concepts: Sex and Gender
2. Gender socialisation & identity acquisition
3. Gender as social organization
4. Gender Analysis Tools and Strategies
5. Gender Mainstreaming



What is Sex?

- The term ‘sex’ refers to **biological differences** between males and females. These are fixed and mostly unchangeable and vary little across cultures and over time.



What is gender?

- ‘Gender’ – a concept that refers to socially learned differences between males and females
- Explains differences in the social, economic and political relations between women and men.

Sex and Gender



SEX	GENDER
Fixed and Unchangeable	Dynamic and fluid
Determined at birth	Constructed over lifetime
Universal <small>(with variations determined by genes)</small>	Can be culture specific
Biologically defined	Socially constructed
Usually two distinct categories (male and female)	Multiple manifestations

Why is gender important?



1. Helps to understand how the experiences of males and females are influenced by differences such as age, class, religion, culture, location
2. Highlights hierarchical relations, unequal roles and relations between and among males and females
3. Highlights the unequal value given to women's work.
4. Highlights women's unequal access to power and decision-making, resources etc, (males "superior" and female "subordinate").

What are socially ascribed roles & behaviors?



- Roles and behaviors considered **masculine** and others considered **feminine** and appropriate for women
- Result in a sexual division of labour in the household and society

What are Male Gender Roles?



- Reproductive: make many children
- Provider- earn money to provide for partner, family, dependents
- Assumption:- able to earn enough to provide for family needs;
- Protector- assumptions –strong, aggressive, macho, fearless, risk-taker.

What are Female Gender Roles?



- **Reproductive Roles**
 - Care for family (children, sick, elderly, disabled)
 - Provide food for family (planting, cooking)
 - Provide water for washing, cooking, cleaning, sanitation
 - Provide fuel for cooking,
- **Productive roles:** Earn supplementary income to (male) income.

How do we learn gender roles?



Through agents of socialisation:

- Family
- School
- Church
- Peers (friends, age cohorts)
- Media (TV, cable, magazines, billboards, ads, cartoons).
- Laws and customs

What are Gender Differentials



Gender differentials are **gaps** and differences in how men and women experience everyday life.

They reflect differences in access to and control over resources and decision-making power.

They must be considered in disaster management policies and interventions.

Gender Gaps/differentials



- Many women are **single heads of households** and must fulfill both productive and reproductive roles.
- Female headed households are poorer, larger in size, and inter-generational;
- Male headed households are smaller and more 'wealthy'



Gender differentials

- Female-dominated occupations attract less pay, are less protected by unions, often have worse working conditions etc.
- Women's work outside the home- perceived as extension of work done at home; valued less (e.g nursing, teaching, domestic service)
- Women's reproductive role (bearing children) often takes them out of the workforce (e.g. to have and care for young children).

Gender differentials contd.



- In disasters women and men will have different capacities to prepare for, cope with and recover from the experience



Social Construction of Gender

How males and females experience gender in a disaster may be influenced by:

1. Race and Ethnicity (e.g. Guyana, Suriname),
2. Age (Babies, children, adolescents, youth, adults elderly)
3. Socio-economic status (low, middle, upper income)
4. Religion
5. Location (urban, rural, semi-rural, semi-rural)



What is Gender Analysis?

Gender Analysis is a **process** that helps to assess the differential impact of development policies and programmes on groups of males and females.

Gender analysis of sex disaggregated data can guide interventions that promote gender equality and equity (fairness).

What are Gender Indicators?



- Tools used to **measure the results and impact** of development policies and programmes and strategies to promote gender equality and gender equity.
- Indicators can be **quantitative** (numbers) or **qualitative** (change of attitudes, values)



Gender Indicators

- Good gender indicators are SMART:
 1. **S**pecific
 2. **M**easurable
 3. **A**chievable
 4. **R**ealistic
 5. **T**ime-bound.

http://www.apcwomen.org/gem/gem_tool/phase1/step4.htm#indicators



Gender Indicators

Gender indicators may be:

1. **Sex disaggregated.**
 - E.g. % of male/females in poverty; or % m/F loss of housing after hurricane or #male and female deaths
2. **Gender specific**
 - E.g. number of pregnant and lactating women in emergency shelters
3. **Implicitly gendered**
 - E.g. poor single female heads less likely to have money for repairs.



Gender Mainstreaming

The aim of gender mainstreaming is to promote gender equality and equity

Gender Mainstreaming:

1. **Strategy to and process using gender analysis** to produce **gender indicators and statistics** to guide the development of policies and programmes.
2. Recognizes that the different social, economic and political experiences of males and females must be integrated into the design, implementation, monitoring and evaluation of development policies, to achieve **fair outcomes** for males and females

Gender Mainstreaming



Gender Mainstreaming is based on the premise that:

1. Every policy and activity has a gender perspective or implication
2. Gender analysis improves the effectiveness of policies and programmes
3. The needs and rights of all stakeholders are addressed

Gender Mainstreaming Checklist



Gender Mainstreaming is guided by the following questions:

1. Who are the stakeholders to benefit from a policy or programme?
2. What kind of consultations need to take place and with what groups?
3. What are the expected impacts (positive and negative) of the policy / programme on each group of stakeholders?

Gender in Policy & Programming



1. Identify the issue or problem
2. Define desired/anticipated outcomes
3. Conduct research, collect sex disaggregated data
4. Conduct gender analysis of the findings
5. Develop and analyse options
6. Make recommendations
7. Communicate the policy
8. Evaluate the impact

THANK YOU !

