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### Original Citation

Yumarni, Tri, Amaratunga, Dilanthi and Haigh, Richard (2013) Gender Mainstreaming and Sustainable Post Disaster Reconstruction,. In: International Post Graduate Research Conference: IPGRC 2013, 8th-10th April 2013, Salford, UK.

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# Gender Mainstreaming and Sustainable Post Disaster Reconstruction

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## **Abstract**

Gender inequalities are barriers to achieve sustainable post disaster reconstruction. Mainstreaming gender equality within post disaster reconstruction process can enhance sustainability of reconstruction. Based on a detailed literature review on post disaster reconstruction, this paper identifies pre-requisite conditions for mainstreaming gender within sustainable post disaster reconstruction as ; awareness of gender needs and concerns, a strong gender policy framework, women participation and leadership as an agent of change, gendered institutional capability, flexible and decentralised structure of gendered policy planning.

## **Keywords:**

Gender mainstreaming, sustainability, post disaster reconstruction

## **Introduction**

Gender mainstreaming is widely believed as one means for enhancing sustainability of reconstruction and development (Khatun, 2003; Yonder et al., 2005; Chakrabarti, 2009). Yet the integration of gender mainstreaming within sustainable post disaster reconstruction is uncommon (Walker, 1994; Morrow and Enarson, 1996; Fothergill, 1996; Fordham and Ketteridge, 1998). The common practice has been to use men's experiences as a universal category. Women's experiences and needs have been invisible (Fordham, 1998). Within this context, this study elaborates the links between gender mainstreaming and sustainable post disaster reconstruction. Pre-requisite conditions for making gender mainstreaming works within sustainable post disaster reconstruction and development are identified from gender and post disaster reconstruction policies in five affected disaster countries. Study was based on a detailed literature analysis and synthesis.

## **Gender, disaster and reconstruction**

Disaster is not only naturally constructed but also socially constructed (Pelling, 2001; McLaughlin and Dietz, 2007; Enarson, 2012). The social construction of disasters results from power inequalities in society that leads to vulnerability of certain groups (McLaughlin & Dietz, 2007). Enarson (2012) explains that gender relations, as power relations between women and men, often place women in a subordinated position in disaster contexts. Hence, women are made more vulnerable to disasters through their socially constructed roles. As Enarson (2012) states "...gender shapes the social worlds within which natural events occur." The sexual division of labour, unequal access to resources and women's lesser participation in decision-making has significant repercussions on women's vulnerability within

disaster contexts. Supplementing such vulnerabilities, studies have also documented gender inequalities and its impacts within post disaster reconstruction (UNISDR, 2010; Enarson, 2012). Table 1 presents types of gender inequality and its impact on reconstructions.

Table 1: Type of gender inequalities within post disaster reconstruction

<b>Gender inequality</b>	<b>Example</b>	<b>Impact</b>
Shortage of women voices within planning process	Women concerns and preferences are often neglected during consultative process to design housing, water and sanitation, land titling, and local economic development activities.	Women less access and control on properties and economic resources.
Shortage of women leadership during reconstruction	Lack of women leadership within reconstruction causes women needs and concerns do not fully addressed.	Unsustainability of reconstruction may result in due to women needs and concerns are not fully accommodated.
Man bias in properties right	Women have no right on land and houses which may put them on the verge of losing livelihoods and assets after disaster.	Women lost their assets which mean they more vulnerable to be poor following reconstruction.
Man bias on access labour and credit policies	Lack of access of women on labour market and credit increases poverty following disaster.	Women poverty which indicates unsustainable development following reconstruction.
Bias of women health needs on accessing health services	Women have distinct health needs such as reproductive health and increased risk of violence. Protection risks to women are often neglected when health risks increase due to disaster.	Women poor health which indicates unsustainable reconstruction and development.
Lack of safe environment for women and girls after disaster	Public housing and sanitation fail to secure a 'female-friendly' environment with separate space for women to care for their children or sanitary facilities. As a result, women become subject to threat of harassment and sexual violence.	Lack of housing and safe space put women at high risk of violence. Unsafely community also indicate unsustainable reconstruction and development.

Source: UNISDR (2010); Enarson (2012)

### **Gender equality and sustainable post disaster reconstruction**

Sustainability of post disaster reconstruction is vital for ensuring that the development opportunities within reconstruction can benefit present and future

community development (Mileti, 1999). Without considering sustainability, post disaster reconstruction efforts will not contribute to long term development and may result in unsustainable development outcomes. Accordingly, Broadbent and Broadbent (2007) define sustainable post disaster reconstruction as an approach to redevelop an affected region that considers not only the present needs of communities but also contributes to future needs of community development of affected regions. Sustainable reconstruction implies that reconstruction efforts should aim to re-build, enhance, and then maintain the quality of life of members of the disaster-stricken community in the short and long term (Mileti, 1999). Post disaster reconstruction thus could be a move for achieving a sustainable development agenda as it opens various social, economic and environmental development opportunities for rebuilding better communities.

Gender inequality is often considered a root cause of vulnerability and unsustainable development (UNISDR, 2004; World Bank, 2012). Women often lack of access to social and economic sources due to their subordinated status in society. This lack of access causes women in vulnerable and poor condition. While poverty means not having enough to eat, a high rate of infant mortality, a low life expectancy, low educational opportunities, poor drinking water, inadequate health care, unfit housing and a lack of active participation in decision-making processes. The effects of all these are the consequences that poverty and gender inequality impose on the environment which must not be sustained. The *Beijing Platform for Action* notes the linkages among poverty, natural disasters, unsustainable development and gender inequalities (World Bank, 2012). This *platform* sets out three strategic objectives: (1) involve women actively in environmental decision-making at all levels, (2) integrate gender concerns and perspectives in policies and programmes for sustainable development, and (3) strengthen or establish mechanisms at the national, regional or international levels to assess the impact of development and environmental policies on women. These strategic objectives examine the issue of women and the environment and emphasize the essential of gender equality to reduce poverty and to achieve sustainable development.

World Bank (2012) defines gender equality as the extent to which men's and women's opportunities and outcomes are constrained or enhanced solely on the basis of their gender. Gender equality concerns women and men, and it involves working with men and boys, women and girls to bring about changes in attitudes, behaviors, roles and responsibilities in the community. Genuine equality means more than parity in numbers or laws on the books; it means expanding freedoms and improving overall quality of life so that equality is achieved without sacrificing gains for females and males (USAID, 2012). Gender equality can be conceptualised in two ways: in terms of equality of opportunities and equality of outcomes. Equality of opportunities measures inequalities that arise from circumstances beyond the control of individuals. Equality of outcomes measures equality of results (World Bank, 2012). Both concepts can be useful, depending on the domain. In some domains, such as in health and education, where gender equality in outcomes may be inherently valued, it is reasonable to focus on equality of outcomes. In contrast, equality of opportunities may be the more relevant conception of gender equality in the economic sphere, where people's preferences may lead to different outcomes, even if their opportunities are equal.

The relevance of gender equality for sustainable development has long been established in intergovernmental commitments, such as the Rio Declaration on Environment and Development and Agenda 21 and the Beijing Declaration and Platform for Action (World Bank, 2012). These intergovernmental commitments state that gender equality is a core development objectives and key to effective and sustainable development outcomes. No society can develop sustainably without increasing and transforming the distribution of opportunities, resources, and choices for males and females so that they have equal power to shape their own lives and contribute to their communities. A growing body of research demonstrates that societies with greater gender equality experience faster economic growth, and benefit from greater agricultural productivity and improved food security. Participation, decision-making and management roles of women are critical to sustainable development processes, where they can be effective agents of change. Women, owing to lifestyle and consumption patterns, seem to be more concerned about the environment and have a greater sense of responsibility towards achieving sustainable development. Women also tend to hold themselves more accountable as consumers, are more likely to recycle, and use public transportation more often than men (Enarson, 2012). However, women’s lack of or limited access to resources, such as land, clean water and affordable energy, hinders their full participation in a green economy, and puts them at greater risk in times of natural disasters.

Figure 1: Gender equality and three dimensions of sustainable post disaster reconstruction

Source: adapted from Jones (2006); Lizarralde et al. (2009); Enarson (2012)

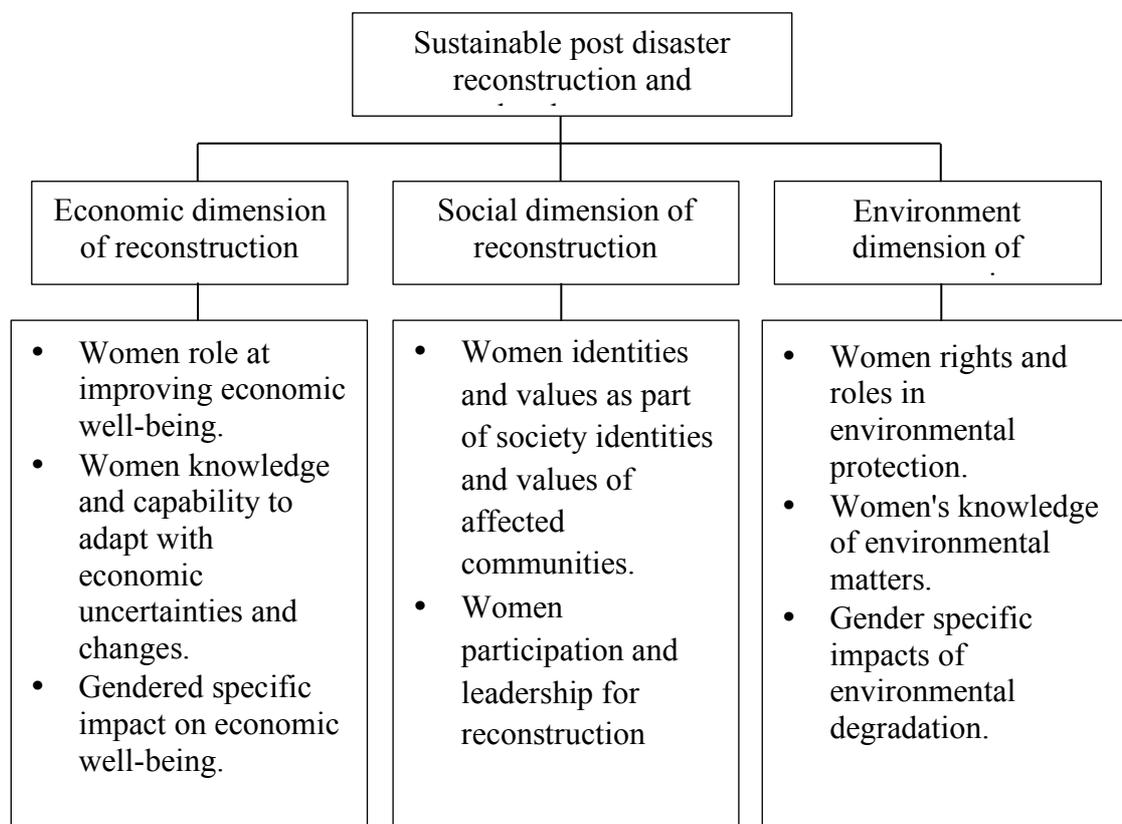


Figure 1 shows the links between gender equality and three dimensions of sustainable post disaster reconstruction and development. None of the three

dimensions of sustainable development can be achieved without long term investments in economic, social and environmental capital. Reconstruction of housing, water and sanitation should not only create healthy environments of affected communities but also should protect land and its ecosystem from disasters in the future. Environmental protection requires a solid understanding of women's relationship to environmental resources, as well as their rights and roles in resource planning and management. Acknowledgement and incorporation of women's knowledge of environment as well as an understanding of the gender specific impacts of environmental degradation matter for enhancing sustainable environment. However, the economic dimension means that reconstruction should be achieved by adaptation of economic systems to various uncertainties and changes in the environmental conditions (Jones, 2006; Lizarralde et al. 2009). Economic well-being requires gender-sensitive strategies. Women role at improving well-being is vital given the increasing of women poverty following disaster. Gendered specific impact on economic well-being will enhance economic sustainability. Finally, social dimension emphasises that reconstruction activities should recognise the extent to which social values and identities, relationships and social institutions of affected regions can be maintained and adapt to future disasters (Jones, 2006; Lizarralde et al. 2009). Integrating women identities and values is fundamental for maintaining society identities and values of affected communities. The participation and leadership of women is needed to identify needs and concerns of local communities during the reconstruction process. All of these need gender mainstreaming.

### **Gender mainstreaming and sustainability of post disaster reconstruction**

Gender equality can be achieved through gender mainstreaming. CEDAW (1995) defines gender mainstreaming as a strategy for making women's as well as men's concerns and experiences as an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes. Gender mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. It involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy or dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes and projects. Gender mainstreaming is not about adding a "woman's component" or even a "gender equality component" into an existing activity. It goes beyond increasing women's participation; it means bringing the experience, knowledge, and interests of women and men to bear on the development agenda.

The term "mainstreaming" came from the objective to bring attention to gender equality into the mainstream or core of development activities. A number of important elements in the mainstreaming strategy can be identified. These include the necessity to ensure: attention to gender equality from the initial stages of processes so that there is potential to influence goals, strategies and resource allocations and bring about changes in policies, programmes and other activities; gender analysis of the roles, responsibilities, contributions as well as potential impact of planned actions on women respective men, as the first essential step, before any decisions are taken; a focus on both women and men and the relations between them, especially in relation to access to and control over resources and participation in decision-making processes; explicit attention to gender perspectives,

making them visible and showing the links between gender equality and achievement of the overall goals of all sectors - if gender perspectives are not visible, it is not gender mainstreaming; moving beyond focusing on increasing the numbers of women participating to bringing gender perspectives to the centre of attention in analyses, policies, planning processes and resource allocations; and identification of the need for changes in goals, policies, strategies and actions, as well as institutional changes - changes in structures, procedures and cultures.

The link between gender mainstreaming and sustainable post disaster reconstruction has been highlighted by several studies. Yonder et al. (2005) explain that sustainability of reconstruction will not be achieved if policies and measures do not take into account equally the experience, knowledge, and interest of both women and men within society. Table 3 shows gender mainstreaming and its impacts on sustainability of post disaster reconstruction. The integration of gender mainstreaming within planning, reconstruction and evaluation brings many benefits. Promoting women and men voices within reconstruction planning improve awareness of them which is important as stepping stone for building sustainable reconstruction. Within reconstruction process, establishing gendered institutional capacity within reconstruction process to ensure equal access, participation and control between women and men within reconstruction process. Moreover, identifying and recognising structure, procedure and culture which may hinder women and men access to reconstruction process will enhance equality within affected communities. Evaluation is an important stage within reconstruction which useful to identify whether the reconstruction outcomes bring benefits to communities. The result of reconstruction policy evaluation is also important for policy feedback. Bringing gender mainstreaming within this process not only ensures equal economic, social and environmental benefits of reconstruction for women and men, but also provide comprehensive information about negative effects of economic, social and environmental reconstruction both for women and men within affected communities.

Table 2: Gender mainstreaming and its impact on suitability of post disaster reconstruction

Sources: Khatun (2003); Yonder et al. (2005); Enarson and Chakrabarti (2009)

<b>Reconstruction process</b>	<b>gender mainstreaming</b>	<b>impacts on sustainable post disaster reconstruction</b>
Planning	<ul style="list-style-type: none"> <li>• Ensuring gender perspective to assess reconstruction policy options.</li> <li>• Ensuring equal participation and voices between women and men within reconstruction planning.</li> <li>• Awareness of women and men needs and concerns within reconstruction planning.</li> </ul>	<ul style="list-style-type: none"> <li>• Women and men are aware with reconstruction planning. This is important as stepping stone for sustainability of reconstruction.</li> </ul>

Reconstruction	<ul style="list-style-type: none"> <li>• Establishing gendered institutional capacity within reconstruction process.</li> <li>• Ensuring equal access, participation and control between women and men within reconstruction process.</li> <li>• Identifying and reducing structure, procedure and culture which may hinders women and men access to reconstruction process.</li> </ul>	<ul style="list-style-type: none"> <li>• Reconstruction projects that address women and men rights, aimed at improving their well-being.</li> <li>• Women and men are more care with reconstruction projects.</li> </ul>
Evaluation	<ul style="list-style-type: none"> <li>• Ensuring equal economic, social and environmental benefits of reconstruction for women and men.</li> <li>• Identifying and reducing negative effects of economic, social and environmental reconstruction both for women and men.</li> </ul>	<ul style="list-style-type: none"> <li>• Improving women and men well-being.</li> <li>• Establishing reconstruction sustainability and community resilience.</li> </ul>

There is also evidence that demand-driven, participatory, inclusive approaches to reconstruction that empower women lead to more efficient and sustainable programmes (Enarson and Chakrabarti, 2009). Gender mainstreaming enhance productivity and income for families, and, more equitable access to reliable infrastructure services contributes to poverty reduction, growth, has positive impacts on health and empowerment within affected regions. These integrated approaches also increase access to markets, access to education, skills training and economic opportunities, business and other information and reduces the time required for domestic tasks (World Bank, 2007). They can reduce women and child mortality by providing timely access to health services, potable water and improved sanitation. Accordingly, the next section presents experience of mainstreaming gender within sustainable post disaster reconstruction from some disaster affected countries.

### **Mainstreaming gender within sustainable post disaster reconstruction: examples from developing countries**

Studies provide evidence the benefits of mainstreaming gender for enhancing sustainability of post disaster reconstruction. Yonder et al. (2005) found how gender mainstreaming enhances social, economic and environmental sustainability of reconstruction at Marmara Turkey and Maharashtra India. In Marmara Turkey, they found that creating formal spaces where women's groups can organise to participate in reconstruction and formally allocating resources and roles to groups to involve reconstruction process is important to achieve sustainability of reconstruction. Poor women whose homes had been destroyed circulated, searching for ways to ensure the safety and survival of their families. They were looking for food, collecting usable items, talking to the press, and caring for their families and the injured. In *Tent* cities, women attended community meetings and interacted frequently with

settlement administrators and local government representatives to obtain information and access to aid. They tried to raise money for their families, by selling handicrafts or by preparing and selling food from their tents. Women groups also formed savings and credit groups and initiated partnerships with local agencies to ensure the financial sustainability of their centers. Tenants organised around housing cooperatives to find a solution to their housing needs. Moreover, small groups of women leaders participated in regional and international peer exchanges. These meetings gave them confidence to act as grassroots experts on microcredit schemes, housing processes, information gathering, and on the establishment and operation of centers for women and children.

In Maharashtra India, Yonder et al. (2005) show that women groups could inform, motivate, and supervise local homeowners. These groups provided hands-on leadership training with more than 1,000 village women appointed by the *Mahila Mandals*. Women were taught the basic construction techniques used for adapting and strengthening traditional village houses and learned how this type of construction would protect residents from future tremors. The information assistants and women groups took their responsibilities to homeowners and community groups seriously and worked to ensure that people knew how to access and use their entitlements and understood and were able to supervise the use of earthquake-safe features in construction and make use of appropriate technology and local resources. They worked, as well, to involve women in planning and designing their houses and interacted with government agencies on behalf of their communities. Since the women took the initiative to engage themselves, the government started understanding the problems better.

Krisnaraj (1997) shows how women are more active for supervising, monitoring and even undertaking construction following *Latur* Earthquake in India. Women go from house to house to encourage others to take up repair; monitor the subsidy provided by the government in instalments; see that the engineers who have to estimate the damage and certify construction do so; check corruption among these officers, and so on. Women participate in the construction of community buildings and model houses, in education campaigns on earthquake-resistant technology and checking erring officials. They have organised the collective purchase of materials. This has been an inspiring saga of the strength and energy of women's groups. Wherever they have worked, the rate of completion of houses has been very successful. Women also talk knowledgeably about beams, lintel, plinth, brackets, retrofitting and related technical terms. They can say whether a house has been constructed properly. They have designed their own houses with modifications-like where to put shelves, and what spaces they need. In some cases women have created their own drainage system, attaching a small pipe to a cement tank built inside the bathroom, which serves as an outlet and feeds the kitchen garden.

Study of International Federation of Red Cross and Red Crescent Societies (2007) shows the advantages of mainstreaming women into reconstruction process in Pakistan and Bangladesh. In Pakistan, enrolling women groups within reconstruction contributes to better performance and acceptance of the programme because they are more knowledgeable about local norms and beliefs. It is very important for the programme staff to have knowledge of the prevailing cultural values, traditions and the interests of the target community before designing activities to realize maximum benefits. Advocacy and strong leadership in gender-sensitive programme activities are key elements for ensuring sustainability and

lasting results, since it is very common for organisations to focus on saving lives during times of emergencies and to not give gender needs and issues adequate consideration. Youth and volunteer projects endeavour to expand the female volunteer base. The youth policy addresses the inclusion of gender equity in the volunteer base. Recognising and reducing security risks incurred by women make them more willing to participate in programme activities.

In Bangladesh, setting targets and quotas and using related promotional strategies has been important to the recruitment of greater numbers of female volunteers in the reconstruction policies. This is especially significant in the context of the targeted areas because there are fewer men than women in these communities, as many have migrated elsewhere to find employment and women ultimately must play a leading role in community-level disaster preparedness and response. The approach of holding combined monthly and bi-monthly meetings with male and female volunteers and the programme officer has made it easier to concentrate on finding solutions to the problems they face in the community. The involvement of local political, community, and religious leaders has a profound impact on effective programme implementation in the community, including the acceptance of women participation. Having a significant number of women participate in disaster risk reduction efforts strengthens the overall positive outcomes for communities' reconstruction.

Tanesia (2007) studies women role within post disaster reconstruction at *Meulaboh* Aceh Indonesia. Women have succeeded in organising themselves to fulfil their domestic needs. For example, after the tsunami, these widows' capability to organise proved very helpful in the process of reconstruction and rehabilitation. All members of women group organisation instantly set up shelters and public kitchens, and organised aid distribution. When these groups became the door and conduit for aid, the women exercised more control in managing aid coming into villages and were able to pay attention to all of women needs. World Bank (2008) documented Women participation within reconstruction process at *Bantul* Indonesia. The women organised themselves and made a savings and credit organisation which provides women with business capital in order to restart their daily economy. Business groups were established and proved helpful in obtaining additional income for families. This study also shows that having a strong gender policy framework is important for achieving gender integration objectives. Promoting the participation of women in reconstruction programme, and providing quotas for community volunteers are effective ways of challenging the existing power dynamics while at the same time promoting the participation of women in decision making, thereby giving them shared access to, and control over, project resources.

From those examples, it shows that mainstreaming gender within post disaster reconstruction enhances development effectiveness and sustainability. Hence, sustainable reconstruction and development can only be achieved if the interests and needs of women and men in society are taken into account and the potential of all groups is released. Both women and men have important roles within reconstruction, but women are often marginalized. Hence, responsiveness to women' needs and concerns are the core of sustainability. However, to achieve these awareness need some pre-requisite conditions.

## How can gender mainstreaming be incorporated within sustainable post disaster reconstruction?

Lessons learn from gender and post disaster reconstruction in Marmara Turkey, Maharastra India, Pakistan, Bangladesh and Indonesia, it is identified that making gender mainstreaming works into sustainable post disaster reconstruction needs some pre-requisite conditions. Table 4 shows pre-requisite condition for mainstreaming gender into sustainable post disaster reconstruction and development. First, planning for reconstruction must be based both on women and men concerns and interests. By identifying the different women and men concerns and interests have it is possible then to translate them into planning needs by which their concerns may be satisfied. From this the requirements for gender policy and planning can be formulated, and the tools and techniques for implementing them clarified.

Table 4: Pre-requisite condition for mainstreaming gender into sustainable post disaster reconstruction and development

<b>Pre-requisite conditions</b>	<b>Details</b>
Awareness of gender needs and concerns within reconstruction and development planning	By identifying the different interests women and men have it is possible then to translate them into planning needs.
A strong gender policy framework	A systematic and pro-active approach to gender integration applied throughout all stages of reconstruction can have many positive results and create a better balance in meeting the needs and priorities of male and female beneficiaries.
Engaging women participation	Identify the barriers to women's participation in reconstruction and community leadership positions, and form a systematic strategy for overcoming these barriers.
Involving women leadership as an agent of change	Leadership for reconstruction and development often requires principally feminine attributes such as cooperation, holistic thinking and intuitive decision-making.
Gendered institutional capability	Mainstreaming gender within sustainable post disaster reconstruction need to provide adequate funding and human resources capability to discuss gender approaches in an environment.
Flexible and decentralised structure of gendered policy planning	The design of reconstruction needs to be flexible enough to adapt to lessons learned during implementation of reconstruction

Sources: Khrisnaraj (1997); Yonder (2005); UNISDR (2006); Enarson and Chakrabarti (2009)

Second, having a strong gender policy framework is important for achieving gender integration objectives into sustainable post disaster reconstruction. A systematic and pro-active approach to gender integration applied throughout all stages of reconstruction can have many positive results and create a better balance in meeting the needs and priorities of both male and female beneficiaries. The way in which a reconstruction programme is designed and implemented influences the degree to which women and men can actively participate and contribute. Women and men need to be fully consulted at every stage of design and implementation to ensure that the activities are responding to their needs and circumstances.

Third, there is a need to engaging women and men participation. Identify the barriers to women's participation in reconstruction and community leadership positions, and form a systematic strategy for overcoming these barriers. Create a gender-friendly environment for volunteers. This could include providing more opportunities for female staff and volunteers to participate in disaster management work in the field. The careful use of targets or quotas for participation by women and other socially excluded groups in decision-making bodies and training opportunities can be an effective way of ensuring that they do not get left out. It also needs to be recognised that this action alone will not necessarily lead to an increase in women's participation in decision-making. Supporters - including respected community leaders and members - may need to be identified to encourage a change in the way things are done. Gender sensitivity education may need to be provided to peers, and support may need to be given to women for them to develop the skills to successfully play what may be new and challenging roles for them. Achieve equal staff numbers of men and women require systematic and pro-active approaches to identify the socio-cultural barriers to women's participation in the formal labour force and to develop specific strategies to overcome these barriers. Gender objectives, targets and performance indicators need to be incorporated into the reconstruction log frame or other key progress and performance measurement tools and systems. The collection and analysis of gender-disaggregated data in monitoring and reporting needs to be reinforced by women leaderships, and necessary follow-up on any issues identified.

Fourth, the design of reconstruction needs to be flexible enough to adapt to lessons learned during implementation of reconstruction, such as the Bangladesh case experience of needing to change the way in which latrine construction and maintenance training was delivered to ensure that it better responded to the different roles of women and men. A gender analysis showed that local taboos and customs meant that men were predominately participating in trainings involving latrine construction and maintenance even though women were the ones primarily responsible for their cleaning and upkeep. Therefore, in its second year, the reconstruction phase plans to conduct separate training courses in latrine construction and maintenance for men and women. Once people have an increased understanding of the importance of addressing sanitation issues, combined male and female training will be more acceptable.

## **Conclusion**

This paper aims to elaborate the link between gender mainstreaming and sustainable post disaster reconstruction and development. It shows that sustainability of post disaster reconstruction and development will not be achieved if policies and measures do not take into account equally the experience, knowledge, and interest

of both women and men within society. By integrating a gender mainstreaming into reconstruction, policy makers have valuable information to understand the possible effects of policies and measures developed for reconstruction on gender roles, which are needed for better and more sustainable reconstruction. However, pre-requisite conditions are needed to integrate gender mainstreaming works into sustainable post disaster reconstruction. Lessons learn from the case of gender and post disaster reconstruction, this study finds pre-requisite conditions for integrating gender mainstreaming within sustainable post disaster reconstruction as: awareness of gender needs and concerns, a strong gender policy framework, women participation and leadership as an agent of change, gendered institutional capability, flexible and decentralised structure of gendered policy planning.

### **The way forward**

This paper focused to elaborate the link between gender mainstreaming and sustainable post disaster reconstruction. This is a part of my on-going work at the beginning my 2<sup>nd</sup> year of the PhD. The next step of this work is that to elaborate each pre-requisite condition for mainstreaming gender within sustainable post disaster reconstruction. Based on these, strategies for mainstreaming gender within sustainable post disaster reconstruction will be identified.

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Appendix 1: Summary of gender policies experiences in five countries

Locations	gender policies	outcomes	key factors
<i>Marmara, Turkey</i>	Promoting women groups and leaderships within housing and economic reconstruction.	Better allocation housing reconstruction and enhance economic well-being of communities which enhance financial sustainability of affected communities.	<ul style="list-style-type: none"> <li>• Strong key leaderships.</li> <li>• Cooperation between women groups, local governments and donors.</li> <li>• Active involvement of women groups within reconstruction process</li> <li>• Training and women leadership training for enhancing gendered institutional capability.</li> </ul>
<i>Maharashtra, India</i>	Promoting women groups and leaderships within housing and settlement reconstruction.	More appropriate technology and local resources as well as better house design which accommodate women and men needs at affected regions.	<ul style="list-style-type: none"> <li>• Flexible design of reconstruction policy and planning.</li> <li>• Leadership training for enhancing institutional capability.</li> <li>• Cooperation of women groups, government and donors.</li> </ul>
<i>Latur, India</i>	Promoting women groups and leaderships within housing and irrigation reconstruction.	More appropriate house design and establish more transparent reconstruction governance.	<ul style="list-style-type: none"> <li>• Support and cooperation between women groups, government, and donors.</li> <li>• Active involvement of women groups within reconstruction process.</li> </ul>
<i>Pakistan</i>	The inclusion of gender policies within housing reconstruction and secure community.	Better performance and more acceptances of reconstruction programmes.	<ul style="list-style-type: none"> <li>• Women groups' and institutional capability.</li> <li>• Strong key leaderships.</li> <li>• Existing active women groups within affected communities.</li> </ul>
<i>Bangladesh</i>	Setting targets and quotas for women participation within reconstruction process.	Effective reconstruction programme including the acceptance of women and men within community reconstruction.	<ul style="list-style-type: none"> <li>• Support from local political, community and religious leaders.</li> <li>• Participation of women groups within affected communities.</li> </ul>
<i>Meulaboh, Indonesia</i>	Promoting women participation for budgeting allocation and transparency of reconstruction.	Enhancing economic well-being and better allocation of aid distribution.	<ul style="list-style-type: none"> <li>• Flexible design of reconstruction policy and planning.</li> <li>• Availability of resources and funding.</li> <li>• Participation of women groups within affected communities.</li> </ul>
<i>Bantul, Indonesia</i>	Promoting women participation within economic reconstruction.	Enhancing economic well-being and sustainability of reconstruction outcomes.	<ul style="list-style-type: none"> <li>• Existing gender policy framework.</li> <li>• Cooperation between women groups, local government and donors.</li> <li>• Existing women groups and leadership which support reconstruction process.</li> </ul>

Sources: Yonder et al. (2005); Krisnaraj (1997); Tanesia (2007); IFRCs (2007)