Gender-Sensitive Post-disaster Assessments

This note on Gender-Sensitive Post-disaster Assessments is the eighth in a series of Guidance Notes on gender issues in disaster risk management (DRM) in the East Asia and the Pacific region. Targeting World Bank staff, clients and development partners, this note gives an overview of the main reasons for assessing gender impacts as part of a post-disaster needs assessment, identifies the key challenges, and recommends strategies and tools how to make post-disaster assessments more gender-sensitive. This note complements Guidance Note 5: Integrating Gender Issues in Recovery and Reconstruction Planning.

WHAT IS A POST-DISASTER ASSESSMENT?

In the aftermath of a disaster, the government of the affected country usually leads a cross-sectoral assessment to estimate post-disaster damage and losses and to identify the relief, recovery, reconstruction, and risk management needs. The assessment provides guidance to both the government and the international donor community on the country’s short-, medium-, and long-term recovery priorities. One of the approaches used by governments and multilateral and bilateral partners is the Post-Disaster Needs Assessment (PDNA). The PDNA uses two complementary methodologies: i) the Damage and Loss Assessment (DaLa), which provides an overview of the damage, loss and macroeconomic impacts of a disaster; and ii) the Human Recovery Needs Assessment (HRNA), which analyzes the macro effects of a disaster on human development. These methodologies rely on quantitative analysis of the pre-and post-disaster situation but have recently been complemented by a qualitative component called the Social Impact Analysis (SIA). The SIA assesses the social consequences of disasters and post-disaster aid efforts and highlights issues that may have otherwise remained hidden, for example, exclusion of particular sub-groups, social accountability, and local political economy dynamics.

This Note uses the term post-disaster assessment (PDA) in a broad sense, providing guidance to practitioners responsible for designing and managing such assessments that utilize the PDNA or other methodologies. More information on post-disaster assessment approaches can be found in the World Bank’s Managing Post-Disaster Needs Assessments and Analyzing the Social Impacts of Disasters, Volume I: Methodology and Volume II: Tools, with examples of PDNAs and tools available at: http://www.gfdrr.org/gfdrr/Track-III-TA-Tools.
GUIDANCE NOTES on GENDER and 
Disaster Risk Management

WHY ASSESS THE GENDER IMPACTS OF DISASTERS?

The vulnerability and exposure of women, men, boys and girls to risks and their experience of disaster impacts can vary due to gender norms and roles. It is often assumed that a population experiences the impact of disasters in the same way and faces similar types of risks. However, disasters tend to have a disproportionately higher adverse impact on women than men, although males can also be negatively impacted by socio-cultural expectations, for example by performing dangerous search and rescue roles. The differences in female and male vulnerability can be further compounded by marginalization on the basis of age, disability, ethnicity, socio-economic status (Neumayer, Plumper, 2007) or other factors, such as whether girls are taught to swim, or whether women have limited mobility and access to early warning information.

Case Study 1: Cyclone Nargis: Different Gender Impacts

Sex-disaggregated data collected during the joint impact assessment of Cyclone Nargis in Myanmar in 2008 revealed that 61 percent of the people killed were women; this figure was much higher in some villages and among the key productive and reproductive age group (18-60). The assessment team found that many women had fallen into the flood waters, unable to clutch on to trees for safety for as long as the men. Other women died while trying to save their children. The changed demographic in some areas was assessed as likely to have significant impacts on the roles of, and relationships between, different genders. A major concern was that the loss of those who traditionally managed domestic and childcare responsibilities could potentially lead to a spate of early marriages, as has occurred in other post-disaster situations. This, together with increased risks of exploitation, abuse and gender-based violence, led the assessment team to conclude that advocacy and protection services for women and children would be an important need in recovery programming.


There is considerable evidence that post disaster assessments often fail to understand or adequately capture local gender dynamics. Disaster-affected governments and PDA teams tend to focus on the most visible and more easily quantifiable physical impacts of disasters at the macro-level, e.g. the number of schools, health centers, houses and roads damaged or destroyed, crop losses, formal sector wages lost, etc. While it is important to estimate such damage and losses, such analyses do not capture a number of key issues and needs for recovery at the household and community level or gender differences in sectoral impacts. Especially in the productive sectors, PDAs can fail to adequately capture the dynamics of the survival and recovery needs of poor affected households, as much of their economic activity often takes place in the informal sector. A gender-sensitive analysis examines relationships between women and men in order to understand their respective access to resources, their activities, and the constraints they face as women and men. It identifies the varied roles played by women and men, girls and boys in the household, community, workplace, political processes, and economy, whether routinely or in crisis contexts (Enarson, 2009).

Without quality gender-differentiated information to guide planning, existing social and economic inequalities between men and women may be reinforced or even exacerbated. This can result in women missing out on assistance or being given inappropriate assistance (Tahkur, Arnold, and Johnson, 2009). For example, after the 2004 Asian tsunami, a lack of understanding of traditional matrilineal land and house ownership systems in parts of Sri Lanka led to the registration of male household members as the home owners in damage assessment databases, rather than the female owners. These databases were later linked to housing reconstruction cash support programs (Lyons et al in IFRC, 2010). For more information about addressing gender needs in DRM, see Guidance Note 1: Making Women’s Voices Count in Addressing Gender Issues in Disaster Risk Management in East Asia and the Pacific.
Case Study 2: Missing Out on Recovery Assistance in Thailand

The PDNA conducted for the 2011 Thailand floods found that consultations on gender-specific relief needs were not initially held by the government. Surveyed women in affected villages reported that the government’s cash-for-work scheme was very labor-intensive and focused on heavy work usually done by men, with the exception of cooking activities. As a result, these women felt they were not able to access temporary work opportunities or benefit much from them. The team further noted that the agricultural inputs provided, such as seeds and tools, did not appear to take into account women’s productive roles or needs. Annex 3 provides further information about the PDNA process in Thailand.


CHALLENGES FOR A GENDER-SENSITIVE POST-DISASTER ASSESSMENT

There are many challenges in ensuring that a PDA captures information about intra-household dynamics, the voices and perspectives of women and men are heard equally, and the needs of particularly vulnerable and marginalized groups of men and women are identified, including:

1. **Lack of awareness and support**: Government officials and PDA team members may have limited awareness about the gender-differentiated disaster impacts and the negative consequences for household and community recovery when these differences are not taken into account in recovery planning. There can be skepticism about the ‘value added’ and the cost of collecting sex-disaggregated data or undertaking a gender analysis of the disaster impacts in the context of a time- and resource-constrained PDA process.

2. **Team capacity**: The PDA team members may have limited experience with a gender analysis or gender-sensitive disaster recovery planning. Even if gender responsibilities are specified in the PDA team’s terms of reference (TOR), individuals involved in conducting the assessment may lack the skills or confidence to carry out this part of the assessment. This situation is often compounded by a lack of clear delineation of responsibility within the team for sex-disaggregated data collection and gender analysis.

3. **Team composition**: There may also be an imbalance of men and women on the team. In societies where male-female interaction or female mobility is restricted, this can lead to the exclusion of female-headed households and female family members from the PDA process. Such gaps in coverage have serious implications for the identification and targeting of vulnerable groups for support, especially if a woman has just lost her male relatives or if they have been severely or permanently injured.

4. **Gender stereotypes**: A combination of factors above can also lead to stereotyping of men’s and women’s roles in the PDA data collection and analysis process. For example, household-level data collection may focus on male heads of households, missing existing female-headed households, those whose male family members have out-migrated in search of income, or those newly created as the result of the death or permanent disability of male breadwinners.

5. **Information gaps**: Housing and productive sector assessments seldom account for the collapse of small home-based businesses run by men or women. Disasters can increase women’s unpaid domestic responsibilities and workloads, especially if family members are disabled or injured, and adversely impact women’s capacities to contribute to household income or food production. The economic implications of changed circumstances may also be missed in the case of men who have lost their female household members. This can also lead to social protection risks, such as the removal of children from school as a household coping strategy (World Bank, 2009). Additionally, the economic costs of an escalation in gender-based violence, which commonly occurs post-disaster, is not normally included in PDAs.

6. **Time constraints**: Social and gender analysts face time constraints to gathering empirically reliable qualitative primary source data from communities and households. PDA teams have to manage time restrictions and rely, to a large extent, on secondary government and other data sources to supplement limited and usually qualitative primary source data collection. Additional difficulties exist when sex-disaggregated socio-economic and demographic baseline data is missing at the national or sub-national level.
Case Study 3: Information and Coordination Issues in the 2010 Haiti PDNA

A magnitude 7.0 earthquake in early 2010 affected Haiti’s capital and nearby towns, killing up to 230,000 people. Damages and losses amounted to around US$8 billion or 120 percent of GDP. The post-disaster PDNA carried out by the Government of Haiti with multi-donor support included a cross-cutting themes section that briefly summarized some gender issues and recommended an allocation of US$28.1 million for targeted gender recovery initiatives out of the total recommended recovery and reconstruction allocation of US$ 11.5 billion over three years. The analysis was broad and limited, and the areas of gender focus included: recapitalization of women and their full participation in the reconstruction process; safety for women and girls; women’s participation in areas of decision-making and in political life; strengthening the capacity of state and citizens’ institutions which promote women’s rights; equal opportunities for girls and boys in education; and the promotion of health services, especially reproductive health. No specific actions in these areas were identified.

The formal PDNA process missed an opportunity to coordinate with women’s groups to incorporate local knowledge into the assessment. A coalition of 100 international and local women’s organizations and networks, the Haiti Gender Equality Collective, set up a parallel event to the March 2010 donors conference to highlight their view that the PDNA had only ‘peripherally addressed’ gender considerations in most of the key thematic areas of recovery. They launched a shadow PDNA report with several recommendations to improve gender integration in Haiti’s recovery analysis and planning. For instance, it emphasized that over half of all Haitian households were headed by women, but that just over ten percent of women in rural areas worked on their own farms. The report sought the ‘recalibration’ of planning in, and support for, agriculture, livestock and fisheries development to account for the gender division of labor, particularly to reach women in the informal sector. This report made specific recommendations to improve the gender-sensitivity of post-disaster needs assessment and recovery planning, such as:

- **Administer a gender needs and capacity assessment in all sectors**, ensuring gender expertise on all assessment and field missions and visits and country-specific meetings, both formal and informal.
- **Include gender experts in donor and non-governmental assessment missions** and ensure they are paired with national partners to encourage mentorship and exchange.
- **Convene civil society dialogues on gender issues** and help bridge the networking, programming and capacity gaps between indigenous women’s organizations and international counterparts.
- **Require gender analysis and gender responsive budgeting for all priority plans and budgets**, specifying stakeholders, indicators and benchmarks for achieving gender equality aims.

To assess the gender-differentiated disaster impacts, sex-disaggregated data collection, analysis methods and tools need to be included in the PDA planning framework and implementation methodology (Enarson, 2009). This includes both quantitative and qualitative research instruments designed to capture economic, social and institutional information. For instance, a 2006 World Bank evaluation of the Bank’s role in DRM found that the restoration of social cohesion is a vital element of community recovery (World Bank, 2006). The recent introduction of Social Impact Analysis (SIA) into some World Bank-supported PDNAs has highlighted important socio-economic and gender considerations for recovery planning and budgeting, particularly related to understanding and responding to the needs of those most affected by the disaster’s impacts and least able to cope. For example, the PDNAs for Pakistan’s 2010 floods and Thailand’s 2011 floods included some analysis of intra-household economic losses and social impacts on men’s and women’s roles (Government of Pakistan/ADB/World Bank, 2010; Ministry of Finance, Royal Thai Government/World Bank, 2011; see Annex 3 for details).

There are key areas where gender-related information and analysis should be covered by the PDA team, both in terms of sectors and social areas aspects. Annex 1 summarizes the key research questions for baseline (pre-disaster) and post-disaster analysis. Respective PDNA sub-teams should incorporate these questions into their survey methodologies, key informant interviews and stakeholder discussions. Further information on gender-disaggregated information, and gender-informed recovery planning can be found in Guidance Note 3: Gender Informed Monitoring and Evaluation in Disaster Risk Management and Guidance Note 5: Integrating Gender Issues in Recovery and Reconstruction Planning respectively.

HOW TO MAKE A POST-DISASTER ASSESSMENT GENDER-SENSITIVE

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HOW TO CONDUCT A GENDER-SENSITIVE POST-DISASTER ASSESSMENT

Figure 1: Key Steps for a Gender-Sensitive PDA

<table>
<thead>
<tr>
<th>Step 1</th>
<th>Step 2-4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
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<tbody>
<tr>
<td>Raise gender awareness among government officials and partners.</td>
<td>Provide training for the PDA team on gender analysis.</td>
<td>Assemble gender-balanced field data collection team.</td>
<td>Analyze the different disaster impacts on men, women, boys and girls with support of gender expert.</td>
<td>Identify strategic and realistic recommendations and measures for gender-sensitive recovery with support of gender expert.</td>
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<td>Incorporate gender requirements into mission terms of reference.</td>
<td>Incorporate sex-disaggregated data/gender analysis requirements into data collection guides &amp; instruments.</td>
<td>Collect and collate data on sex- and gender-differentiated impacts of disaster.</td>
<td>Incorporate the findings into broader recovery/reconstruction assessment.</td>
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<tr>
<td>Recruit gender expert or include gender aspects into requirements for other (social development) specialists.</td>
<td>Form partnerships with UN/other organizations experienced in gender.</td>
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Field data collection

Damage and loss assessment

Impact analyses

Needs estimation

Preparation

Training (DaLA / HRNA / SIA methodology)
Step 1: Plan the assessment

Framework: The planning process for conducting a PDA starts after the government determines that an assessment is needed. As the management structure and team is identified and the scope, terms of reference (TOR), and assessment methods are chosen, the mechanisms for including information about gender-differentiated impacts should be discussed. The requirements for sex-disaggregated data collection and gender-sensitive analysis should be incorporated into the PDA’s guiding principles, scope, TOR and budget.

Team: While this might be challenging due to time and resources constraints, experience from the 2011 Thailand floods PDNA has demonstrated that the inclusion of gender expertise on the core assessment team can significantly improve the quality of the gender analysis in PDAs. The gender expert can participate in the initial PDA planning and orientation work, and assist the sectoral/thematic/SIA team members and team leader with the gender analysis. S/he can be sourced locally or internationally, subject to the availability of appropriately qualified personnel (see Annex 2: Sample TOR for a gender expert).

Partners: Depending on the context, engage a local institutional partner to carry out some aspects of the PDA (such as a university, think tank, NGO, consultancy firm). For example, the Ateneo University was contracted to carry out an SIA following Typhoon Ondoy and Pepeng in the Philippines in 2009; the university worked closely with a local NGO network. In such cases, it is important to ensure sex-disaggregated data collection and gender analysis requirements are incorporated into the TOR and contract with the local partner.

Step 2: Raise gender awareness and train team members

Advocacy: If necessary, sensitize the government and PDA partners to the importance of the inclusion of a gender focus in the assessment through formal or informal sessions which put the PDA in context of existing gender-related legislation and policies and present evidence of the gender-differentiated impacts from past disasters. The participation of government agencies responsible for gender/women’s affairs in planning and implementing the assessment process should be actively encouraged.

Training: Gender-related training can be incorporated into the broader preparatory methodological training for the PDNA, as was done for the after the 2011 Thailand floods. The data collection and data entry teams need to be trained in gender analysis. Ideally, governments, partners and World Bank staff in disaster-prone countries should receive gender analysis training as part of regularly-conducted needs assessment training courses, including the DaLA and HDNA methodologies.

Step 3: Review and agree upon data requirements

Data requirements: To ensure the collection of appropriate sex-disaggregated information and data, the PDA research design and field manual need to include key gender-related questions for each sectoral and thematic area to be covered, as well as for the SIA (see Annex 1). Collection forms, whether for surveys or interviews, should require surveyors to note the sex and age of the respondent. At the outset, teams identify what datasets are available for the PDA and any gaps in sex-disaggregated data. For critical areas of information, collection of this data may be built into the design and/or possibly be available through alternative sources such as UN agencies or evaluations/research conducted by local academic institutions or NGOs, such as baseline information on the status of women and pre-existing gender differences, evaluation reports from past disasters. In some cases, it may only be possible to generate qualitative information, due to time or data constraints.

Step 4: Establish partnerships

Partners: The PDA team should coordinate with other stakeholders involved in the disaster response to ensure that post-disaster needs and priorities are adequately identified, the linkages between sectors understood, and duplication avoided (World Bank, 2006). Bilateral donors and UN organizations, including UN Women, UNICEF, UNFPA, may be able to contribute specialist expertise in important post-disaster areas like reproductive health and gender-based violence. Local and international NGOs or community-based organizations (CBOs) with experience in working with women or marginalized/vulnerable groups can also provide valuable knowledge and experience. The UN agencies and NGOs may also be able to provide gender-aware and trained male and female personnel to participate in the fieldwork. This has been successfully done in a number of PDAs, such as those conducted in Myanmar (Cyclone Nargis, 2009) and Cambodia (Cyclone Ketsana, 2009).
Step 5: Conduct the assessment

**Quantitative data collection.** Teams should gather and collate available sex-disaggregated secondary data, including relevant data produced during the primary data collection done by the sectoral/thematic clusters and other organizations (such as the WHO-led health surveys, WFP-led food security and nutrition surveys, IFRC/UN-Habitat-led shelter surveys and clearly specify existing gaps. If conditions allow, a field survey should be undertaken, such as during the multi-sector Village Tract Assessments undertaken in Myanmar following Cyclone Nargis (Kinkade, Wegerdt and Garfield, 2008), targeting both male and female household heads and members.

**Qualitative data collection.** Qualitative research methods, such as focus-group discussions and key informant interviews, should be conducted with a balanced cross-section by gender and age. Opportunities for women to participate have to be carefully designed, with particular attention to the time and access constraints of female-headed households, women in minority groups, or women whose cultures restrict male-female interaction. Women may need to interview women; for example, the Iranian Red Crescent has specifically trained female teams to conduct assessments and follow-up with female disaster survivors (IFRC, 2010). Local leaders may also need to be sensitized regarding the intent and importance of the consultations. This type of primary data collection is more likely to be carried out through the SIA process.

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**Case Study 4: Gender-Sensitive PDA in Myanmar**

Following Cyclone Nargis in 2008 in Myanmar, a comprehensive multi-sectoral damage, loss, vulnerability and needs (village tracts) assessment was carried out by the Government of the Union of Myanmar, the UN and the Association of Southeast Asian Nations (ASEAN) - the Post Nargis Joint Assessment (PoNJA). The assessment focused on collecting quantitative data through a survey with the affected households, key informants and focus groups. A consultative process was used, with representatives from each IASC cluster participating in the design of the assessment tools. The World Bank also provided technical support to ASEAN during the PoNJA.

During the data entry and analysis phase, it became apparent that there were large gaps in data disaggregated by sex or age. This was due to: shortcomings in the design of the survey instruments; the approach of interviewing only the head of the household or his/her representative; and the unsuitability of quantitative survey methods to gathering information on sensitive topics such as access to land and resources, reproductive health, gender-based violence, etc.

To address this deficiency, the Women’s Protection Sub-Cluster (consisting of representatives from UN agencies and a large number of NGOs) and Myanmar’s Department of Social Welfare, Relief and Resettlement commissioned two follow-on qualitative assessments on women’s and girls’ post-cyclone experiences, needs and challenges; during the original design consultations, the composition of the Sub-Cluster had been more oriented to child protection than gender. The assessments covered health; reproductive health; population movement; social and cultural practices; psychosocial needs; food and nutrition; education, protection; safety and security; and access to resources and services. Although these studies also had methodological shortcomings, they highlighted a range of gender equality and social protection issues that needed to be addressed by the government and aid donors in the recovery response.

The Tripartite Core Group of the Myanmar government, ASEAN and the UN has since conducted three annual social impacts monitoring (SIM) missions to update and assess recovery progress. Three years after the disaster, the 2010 SIM mission found that, due to the incorporation of a gender focus in many of the aid projects, women had become more independent economically in several villages; this had also increased their self-confidence. Women’s involvement in village affairs had also increased, particularly as a result of the requirement of many aid providers to include women in aid-related committees and for women to take part in aid-related decision-making. Men appeared to accept, and be satisfied with, women’s local committee membership.

How to collect information on sensitive topics

Discussing sensitive topics with men, women and male/female children, such as gender-based violence, substance abuse, or their reproductive or psycho-social health needs, can be difficult. A sufficient amount of time, confidentiality, trust and understanding of the socio-cultural context is required, along with specialized interview skills. The PDA teams may not be able to meet these requirements, especially where survivors are living in cramped temporary conditions and the team members cannot speak the local language/dialect. Despite the constraints, it is important to identify such protection risks. Some measures that can be taken to manage such issues include:

- **Utilize information** collected through the IASC protection cluster.
- **Form partnerships** with UN or international organizations with experience in these areas (e.g. UNFPA; WHO; UNICEF; Save the Children; International Red Cross and Red Crescent Movement; UNHCR if disaster occurs in a refugee context).
- **Contract data collection to local organizations** with experience in these areas.
- **Investigate which times and places are convenient and safe** for holding consultations with women, men and girls/boys - including adolescents as a specific sub-group.
- **Administer one-on-one, rather than household, survey questionnaires** and adapting focus group discussion guides to focus on anecdotal and non-identifying information.
- **Have members of the same sex and, where feasible, the same ethnic, language and age group** conduct the interviews.
- **Train the PDA team members in interview techniques for sensitive topics** and in how to recognize and respond to trauma. This was done, for example, by the Pakistan Poverty Alleviation Fund and Indonesia’s Kecamatan Development Program staff who were involved with needs assessments and response after the 2005 South Asian earthquake and 2004 Indian Ocean earthquake/ tsunami respectively.


**Team composition:** Data collection teams should be gender-balanced and reflect the age, ethnic, religious and linguistic make-up of the affected communities, to the extent possible. However, finding adequate numbers of female survey personnel can be challenging. Some of the methods used in past PDAs to overcome this obstacle include:

- **Utilize trained male and female community facilitators** from ongoing programs. For example, in Indonesia, male and female community facilitators from a World Bank-supported community-driven development operation assisted with PDAs in Aceh following the 2004 Asian tsunami (World Bank, 2009).
- **Recruit male and female students from local universities** as an exercise to build fieldwork experience.
- **Create appropriate work conditions** that are socio-culturally acceptable, such as allowing women to work in pairs or groups, to conduct their fieldwork during daylight hours and providing childcare arrangements.
- **Identify local women’s groups or CBOs**, such as women’s religious or community associations, that can do fieldwork in locations closer to their homes.
Step 6: Compile and analyze the information

**Gender-sensitive analysis:** The PDA team compiles and analyzes its findings under the direction of a coordination team and the team leader(s). The coordination team plays a key quality assurance role as it monitors the data collection process and provides feedback to the sector/thematic sub-teams at regular intervals on any remaining needs or gaps. This role should incorporate the provision of oversight and direction on the gender-based aspects of the PDA. The gender expert can provide key technical support to this process, as a member of or adviser to the coordination team.

Step 7: Prepare the report and recovery plan recommendations

**Gender-differentiated recommendations:** It is important to ensure that key gender-related issues are integrated into the main needs assessment report, including the executive summary. More detailed information should be provided in specific sector reports and in the SIA; this should include, where feasible, a framework for ongoing monitoring of any medium- and long-term gender-related recovery programming supported. The framework should be compatible with, and integrated into, the broader recovery monitoring framework developed by the PDA. The recommendations should focus on a limited number of strategic and realistic actions that will have the widest potential impact on the disaster recovery of affected men, women, boys and girls. These choices should be made based on available resources, partner government capacity to implement, and the socio-cultural context. The recommendations should be in alignment with the broader proposed recovery/reconstruction plan. **Annex 3** outlines the gender-sensitive methodology and some of the key gender-specific findings and recommendations from the Royal Thai Government– and World Bank-led PDNA conducted for the major floods that occurred across Thailand in 2011.

### ADDITIONAL RESOURCES

- **Guidance Note 1:** Making Women’s Voices Count in Addressing Gender Issues in Disaster Risk Management in East Asia and the Pacific.  
- **Guidance Note 3:** Gender Informed Monitoring and Evaluation in Disaster Risk Management  
- **Guidance Note 5:** Integrating Gender Issues in Recovery and Reconstruction Planning


## ANNEX 1: Key Areas for Collecting Information for a Gender-Sensitive Post-disaster Analysis

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<thead>
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<th>Pre-disaster: baseline</th>
<th>Post-disaster: what has changed?</th>
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<tbody>
<tr>
<td><strong>Demographics</strong>&lt;br&gt;• What is the age, ethnic and religious distribution among the total male/female population?&lt;br&gt;• What are the fertility and birth rates?</td>
<td>• What is the number of men and women by age group (and diversity) killed, injured or permanently disabled by the disaster?&lt;br&gt;• What are the gender, age and diversity (e.g. ethnicity, caste, religion, minority/ migrant status) characteristics of those affected by the disaster?&lt;br&gt;• What proportion of affected households is headed by women, single male/female parents, and the elderly?&lt;br&gt;• What is the distribution of these households by economic status and size?</td>
<td>&lt;br&gt;<strong>Governance</strong>&lt;br&gt;• What are the country’s main gender-related policies and laws?</td>
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<td><strong>Productive Sectors</strong>&lt;br&gt;• Agriculture&lt;br&gt;• Industry&lt;br&gt;• Tourism&lt;br&gt;• Finance and Insurance</td>
<td>• What is the differential distribution of men and women employed in these sectors, including both formal and informal employment? What are the average employment rates of men and women and are there any disparities?&lt;br&gt;• What proportion of men/women in the affected area has migrated elsewhere for economic or other reasons?&lt;br&gt;• What proportion of women work outside the home in the formal and informal sectors?</td>
<td>• What resources – land, skills, money, savings, etc – have men and women in the affected population lost? What resources are available to support their recovery and how are these being used?&lt;br&gt;• Is food available, accessible and utilizable to both men and women?&lt;br&gt;• How have male/female migration and remittance patterns been affected by the disaster?&lt;br&gt;• What sources of formal and informal insurance or credit are available to men and women of different socio-economic levels and who is using them?</td>
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<tr>
<td><strong>Social Sectors</strong>&lt;br&gt;• Housing and Land&lt;br&gt;• Health&lt;br&gt;• Education&lt;br&gt;• Social Services</td>
<td><strong>Housing and land</strong>&lt;br&gt;• What are the legal and traditional land and property ownership and inheritance rights of men and women in the affected area?&lt;br&gt;• What proportion of women are landowners and what access do women have to land and credit through lending agencies (e.g. banks, credit unions, cooperatives, etc)?&lt;br&gt;• How many males/females were physically and/or mentally disabled before the disaster?</td>
<td><strong>Housing and land</strong>&lt;br&gt;• What is the proportion of women, men and children made homeless by the disaster?&lt;br&gt;• What are the housing repair and reconstruction needs and priorities of men/women, including female-headed households?&lt;br&gt;• What proportion of affected households are tenants, informal settlers and homeowners? What proportion of these are female-headed households?&lt;br&gt;• How many men/women have damage/losses to home-based businesses?</td>
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<td><strong>Health</strong></td>
</tr>
<tr>
<td>• Housing and Land</td>
<td>• What is the educational status of women and men, boys and girls in the affected population?</td>
<td>• What are the different roles/needs of men/women in reproductive health care?</td>
</tr>
<tr>
<td>• Health</td>
<td>• What is the functional literacy status of women and men in the affected population?</td>
<td>• What resources exist for reproductive health care, pre- and post-natal care, and infant care? Who has access to these resources?</td>
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<tr>
<td>• Education</td>
<td></td>
<td>• How many males/females were physically and/or mentally disabled after the disaster? How has the disaster affected those already disabled? What resources are available to support them? Who has access to these resources?</td>
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<tr>
<td>• Social Services</td>
<td>• What existing services are available to male and female disaster survivors?</td>
<td>• What are the different needs of men/women for psychosocial support?</td>
</tr>
<tr>
<td><strong>Disaster Risk Manage-</strong></td>
<td><strong>Environment</strong></td>
<td><strong>Social services</strong></td>
</tr>
<tr>
<td>ment</td>
<td>• What roles do women play in DRM decision-making/service delivery structures at community, regional &amp; national levels including early warning systems?</td>
<td>• What existing services are available to male and female disaster survivors?</td>
</tr>
<tr>
<td></td>
<td>• How did women/men use and manage natural resources prior to the disaster?</td>
<td>• What roles are women currently playing in community, regional and national disaster response? Are there gaps in their participation?</td>
</tr>
<tr>
<td><strong>Social/ Gender Impact</strong></td>
<td><strong>Education</strong></td>
<td><strong>Education</strong></td>
</tr>
<tr>
<td>Analysis</td>
<td>• What vulnerabilities/capabilities do various groups of men/women in the affected communities have? What differences exist in power, access and control of resources?</td>
<td>• What proportion of girls and boys are currently attending school among the affected population?</td>
</tr>
<tr>
<td></td>
<td>• What social structures exist, including positions of authority/influence, and how do they influence the roles and expectations of women and men?</td>
<td><strong>Social services</strong></td>
</tr>
<tr>
<td></td>
<td>• What formal and informal leadership and decision-making roles do women play in communities within the affected areas (including those from marginalized/minority groups)?</td>
<td>• What vulnerable groups have specific social service needs, by age and sex, including those with new needs as a result of the disaster?</td>
</tr>
<tr>
<td></td>
<td>• What has changed in the use and management of resources by men/women as a result of the disaster?</td>
<td><strong>Social services</strong></td>
</tr>
<tr>
<td></td>
<td></td>
<td>• How has the gender division of labor changed as a result of the disaster? How have the roles of men and women in caring for households, families and dependents changed?</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• What resources are available to care for children, the elderly, and the disabled and who uses them?</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• How has the disaster affected male/female indebtedness to formal/informal creditors?</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• What access have men/women had to relief/recovery assistance made available to date? What are the perceptions of men and women regarding the equity of assistance provided to date?</td>
</tr>
</tbody>
</table>
# ANNEX 1: Key Areas for Collecting Information for a Gender-Sensitive Post-disaster Analysis

<table>
<thead>
<tr>
<th>Thematic/ Sectoral Areas</th>
<th>Pre-disaster: baseline</th>
<th>Post-disaster: what has changed?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Social/ Gender Impact Analysis</strong></td>
<td>• What formal/informal groups serve community needs in the affected areas? What is the representation of women? What proportion serves women’s needs? • What are the main/most widely used means of communication for men/women? What access do women have to information?</td>
<td></td>
</tr>
<tr>
<td><strong>Recovery Needs Analysis</strong></td>
<td>• Which and how many men/women require assistance to survive and/or recover (e.g. chronically poor/newly impoverished, single parent/elderly headed households, large families, unaccompanied children, disabled, tenants, informal settlers, etc)? • What are the priority needs of men/women, including FHH? • What institutional/organizational, cultural, practical and security-related obstacles do women/men face in accessing assistance and what measures can be taken to circumvent these obstacles?</td>
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</tr>
</tbody>
</table>
ANNEX 2: 
TERMS OF REFERENCE 
POST-DISASTER NEEDS ASSESSMENT AND SUSTAINABLE RECOVERY 
GENDER SPECIALIST 

INTRODUCTION AND BACKGROUND 
[Insert background information about the country and the disaster] 

SCOPE OF WORK 
The main responsibilities of the consultant will be to: 

a) Provide technical assistance to the affected country’s government and PDNA partners to mainstream gender into the design, implementation and reporting of the PDNA; 
b) Deliver gender analysis orientation/training as a component of PDNA training; 
c) Provide technical assistance to the sectoral/thematic/social impact assessment teams in conducting sex-disaggregated data collection and gender analysis, including advice on mainstreaming gender throughout the written analysis and recommendations; 
d) Review the overall draft PDNA report and provide technical advice on mainstreaming gender throughout the analysis and recommendations; and 
e) Provide feedback on how the process could be improved upon for future PDNA processes. 

TIMEFRAME 
The consultant will be contracted for XX days to work with the PDNA team (The consultant will work closely with the PDNA coordination team to be able to review sectoral reports and overview section of the PDNA documents). 

REPORTING 
The consultant will discuss roles and responsibilities with the PDNA Coordinating and Social Sectors/Social Impact Assessment Teams, as well as the agency responsible for gender or women’s issues in the affected country’s government. The Consultant will report to [XXX], the contracting agency. 

OUTPUTS 
a) Orientation/training module and supporting learning/information material. 
b) List of key gender-related recommendations. 
c) Reviewed PDNA report. 
d) Feedback report. 

QUALIFICATIONS 
• At least ten years experience in gender analysis and gender-sensitive programming, preferably in a post-disaster context. 
• Demonstrated high level inter-personal, teamwork and advocacy/influencing skills. 
• Demonstrated high-level spoken and written communication skills.
ANNEX 3: Case Study of Gender Sensitivity in 2011 Thailand Floods Rapid Assessment for Resilient Recovery and Reconstruction Planning

**Methodology:** The Thailand disaster Rapid Assessment combined the DALA methodology with a targeted Social Impacts Analysis (SIA). The analysis provided a range of information to assist the Royal Thai Government and aid donors to better tailor recovery and reconstruction programming to the social realities of community-level men and women.

**Sex-disaggregated data collection and gender analysis** was predominantly carried out through the SIA which was designed to provide: i) a better understanding of the impacts of disasters on affected communities including social accountability and negative coping strategies; (ii) the perspectives of affected communities and their key priorities; and (iii) community dynamics and how these affect recovery.

**The Social Impacts Analysis** was implemented in the three flood-affected provinces between 7-25 November 2011 by a World Bank team working in close collaboration with the Ministry of Social Development and Human Security, the Department of Disaster Prevention and Mitigation and CSOs. The selection of sites and development of field tools was done through video conferencing between the Bank’s Washington DC and Bangkok offices; this saved considerably on start-up time. The field instruments were tested in Thailand. The SIA was conducted concurrently with the DALA over a period of three weeks at a cost of less than US$40,000. A team of four national consultants (3 women, 1 man) were engaged by the World Bank. The SIA team visited 12 sites (one urban and three rural sites for each province). A total of 30 Focus Group Discussions (FGD) and 70 Key Informant Interviews (KII) were held with informal workers (daily laborers), small business owners, low income civil servants, farmers and other occupations. The team ensured that KIIIs were systematically conducted with women in all sites visited and that the composition of the FGDs was gender-balanced.

**Team Composition:** The World Bank placed a gender expert on the Rapid Assessment team for the first time, a senior regional staff member based in Laos. The gender expert played a number of key roles including: conducting an orientation/training session on social and gender analysis for the Rapid Assessment team as a part of its overall preparatory process; successfully advocating for the participation of Thailand’s Office of Women’s Affairs in the Rapid Assessment process; providing gender-related inputs into the development of the DALA and SIA question guides and other research instruments; and assisting the DALA and SIA teams to analyze the data collected and formulate realistic strategic recommendations for gender-sensitive programming.

**Findings:** The Rapid Assessment had a number of key gender-related findings such as: limited post-disaster collection of sex-disaggregated data, a lack of consultation on gender-specific needs and limited female participation in post-disaster decision-making bodies. This had led to a lack of opportunity to access schemes to replace lost farm assets and obtain temporary employment, as well as a lack of gender-sensitive approaches to the design of relief and early recovery programming, e.g. training on disaster risk mitigation. Women constituted a higher proportion of the poor with similar credit access issues to men. On the positive side, male and female household members were sharing the management of increased female post-disaster workloads and decision-making.

**Recommendations:** The Rapid Assessment recommended the implementation of labor intensive public works programs for the vulnerable and marginalized affected population following a gender-sensitive design to ensure women had access to the work opportunities generated, including setting specific gender targets to ensure that 50 percent of beneficiaries were women. It also recommended the provision of gender-sensitive training and technical assistance through extension workers to support affected households’ to transition to more diversified and more disaster- and climate- resilient livelihoods.

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