



## **GENDER ANALYSIS**

# **GENDERMAINSTREAMING IN DRM**

## FOREWORD

The occurrence of disasters in Zimbabwe is a challenge which the Government of Zimbabwe is responding to in a coordinated and multi sectoral manner and it has invested in multiple efforts to respond to disasters. Types of disasters classified as Hydro meteorological disasters, Geo physical disasters, Epidemic/Biological disasters and Technological disasters do occur in Zimbabwe and are on the increase. It is a commitment by Government, civil society organisations and development partners to work together in responding to disasters effectively and foster community resilience and risk reduction.

The Constitution of Zimbabwe of (2013) under section 73 it makes provisions which state that every person has the right to an environment that is not harmful to their health and wellbeing. At the same time, the Government recognizes through the Constitutional provisions and through the National Gender Policy, the need for full participation of men and women in every development sector at all levels in order to ensure sustainable development and attainment of gender equality.

Disasters have always been a result of human interaction with nature, technology and other living entities. Research reveals that disasters reinforce, perpetuate and increase gender inequality, making bad situations worse for women and the other vulnerable persons. Gender dimensions of natural disasters have gained increasing recognition at the international level since the 1990s. Gender was recognised as a cross-cutting principle of the Hyogo Framework for Action 2000 -2015: on Building Resilience of Nations and Communities to Disaster. The Sendai Framework on Disaster Risk Reduction (2015-2030) states that gender should be integrated in all policies and actions on disasters. The Beijing Agenda for Global Action on Gender Sensitive Disaster Risk Reduction (2009) calls for gender-sensitive approaches to disaster prevention, mitigation and recovery strategies and natural disaster assistance. The adoption of the Convention on the Elimination of All Forms of Discrimination against Women established gender mainstreaming as a global strategy for the promotion of gender equality. It also recognized that "... many women are also particularly affected by environmental disasters, serious and infectious diseases and various forms of violence against women," and called on governments to implement various actions to guard against and address these issues.

The Analysis Report provides a study conducted that assessed the gender sensitivity of disaster response planning, implementation and management mechanisms in Zimbabwe in order to inform and improve early response planning, implementation and management at national and sub-national levels. The main objective of the study is to ensure that disaster risk response planning and implementation contribute to advancing gender equality, inclusivity and women's empowerment. The Gender Analysis Report in Disaster Risk Reduction resulted in recommendations which formed the basis for an action plan. The Action plan Sectoral DRM Gender Action Plan facilitates the integration of gender considerations into the DRM Sector being guided by the Revised National Gender Policy and its strategy, National Climate Change Policy and its strategy, the Sendai Framework for Disaster Risk Reduction and other related policies including recommendations from the gender analysis conducted. The Action Plan has

clear objectives, it outlines substantive activities that are accompanied by reachable indicators and responsible entities within the ambit of DRR. The action plan contains innovative strategies to enhance pre and post disaster management and resilience-building efforts for both women men, girls, boys, persons with disabilities and the elderly at all levels.

To effectively implement the plan a gender mainstreaming manual has been developed. The manual covers core items as related to disaster response planning and implementation which form step to step guide for mainstreaming gender at the institutional, policy, programme and project levels in disaster response planning and implementation at the national and sub-national level.

Sincere gratitude goes to the Africa Disaster Risk Financing (ADRFi) programme being implemented by the Ministry of Finance and Economic Development, support from various development partners (African Risk Capacity (ARC) and African Development Bank (AfDB) who provided financial and technical support to institutionalize gender mainstreaming in DRR and improve and strengthen early warning systems, processes, effective and efficient response systems of the country at national and sub-national levels during times of disasters. The Gender Analysis Report and the Action Plan will go a long way in strengthening the capacity of the Government of Zimbabwe and stakeholders to effectively mainstream gender in disaster planning, response and recovery.

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## ACKNOWLEDGEMENTS

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## EXECUTIVE SUMMARY

The relationships between men and women are powerful forces in every culture. The way these relationships are defined creates differences in the roles and responsibilities of men and women. It also leads to inequalities in their access and control over resources and decision-making powers that is, voice and representation in committees. The combined effect of these differences and inequalities means that women and girls, and men and boys face different types and levels of exposure and vulnerability to natural hazard risks and disaster impacts. Gender-based behaviours and stereotypes about what men and women can and cannot do, or should and should not do, can further contribute to gender differences in terms of how they respond and cope with disasters.

Women and girls generally tend to be the main victims of natural disasters. A few of the commonly recorded reasons include: cultural constraints on female mobility which hinder self-rescue such as: lack of skills such as swimming or tree climbing, which are traditionally taught to males, less physical strength than males, in part due to biological differences. At the same time, gender-based behaviours and stereotypes have also negative effects on men and boys who through societal concepts of masculinity are compelled to feel they had to take very high risks in order to protect families, community lives and property. In most cases they are the decision makers, most of rescuers and do most of the physically challenging reconstruction work.

This gender analysis elucidates the nexus of gender and disaster risk reduction, providing recommendations for gender-responsive actions to support the implementation of gender sensitive disaster risk reduction interventions. Using a mixed methodology that included desk review of literature, use of focused group discussions and questionnaires, the analysis examined the national, regional and international legal and institutional framework on gender nexus DRR. With the use of the DRR cycle, a systematic analysis of gender in the cycle elements provided a comprehensive picture of gender issues and gaps from a national level to the local level. Recommendations include:

- The development of a National and local DRR Plans and the inclusion of gender in the legislative framework particularly the Civil Protection Act and supporting/complementary pieces of legislation and policies.
- Inclusive and gender transformative institutions at local and national level. This will entail partnerships with CSO women's organisations, MWCSMED, Parliament and the Zimbabwe Gender Commission to help drive the agenda of women in decision making.
- Whilst the coordination and collaboration mechanism exist at all levels between government and development partners, there is still need to strengthen and make functional the intergovernmental mechanisms on DRR and gender so that their functionality is not only triggered by the onset of a disaster only.
- Performance monitoring and evaluation system: gender sensitive clear and systematic plans and programmes, with well thought out performance monitoring, evaluation and review system to ensure compliance and continual improvement on issues of inclusion. This includes setting of gender indicators and the collection and use of sex- disaggregated data and other gender related social indicators.
- Capacity Building on DRR and Gender to The Department of Civil Protection and all the different structures of DRR at provincial, district and local levels.

- Information and Communication: Issues of disasters needs to come into the public spotlight inclusively and timeously and gender sensitive information can be packaged in communication and media products such as videos, audios, pamphlets and many others.
- Learning, sharing and knowledge management: Creation of platforms at national and local level for learning and knowledge management through meetings and documents production. This stimulates the setting up of platforms to enhance research, knowledge generation (that is publications and articles on best practices and lessons learnt) and exchange information on gender and DRR.
- Integrated Traditional Knowledge systems and Modern Science: Knowing and documenting traditional knowledge systems on how men and women respond and recover from disasters.
- Gender sensitive disaster response and recovery taking into consideration the differential needs of men and women and variable roles each play in disaster events.

The conclusions and recommendations in the analysis report, form the basis for the gender Action Plan (GAP). The GAP is structured to include strategic objectives, purpose, actions, indicators, responsible institutions and timeline.

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## ACRONYMS

AIDs	Acquired Immuno Deficiency Syndrome
ARC	African Risk Capacity
CPU	Civil Protection Unit
CSO	Civil Society Organisation
DCP	District Civil Protection
DDC	District Development Coordinator
DRR/DRM	Disaster Risk Reduction/Disaster Risk Management
GA	Gender Analysis
HIV	Human Immuno Deficiency Syndrome
ISDR	International Strategy for Disaster Reduction
MWCSMED	Ministry of Women Affairs, Community and Small and Medium Enterprise Development
NCCRS	National Climate Change Response Strategy
PDC	Provincial Development Coordinator
SADC	Southern African Development Cooperation
SDGs	Sustainable Development Goals
SDGs	Sustainable Development Goals
SGBV	Sexual and Gender Based Violence
UN	United Nations
UNDP	United Nations Development programme
UNFCCC	United Nations Framework Convention on Climate Change



## DEFINITION OF KEY TERMS

### a) Disasters:

A disaster is any event that causes serious disruption of the functioning of a community or society, causing major human, material or environmental losses which exceed the ability of the affected society to cope using only its own resources. Community is extremely affected in terms of material, economic and environmental losses and damage that pose a great threat to human beings. The key elements are a serious disruption of the functioning of a society and the need for external support. These calamities happen with chances of predictability, thus, giving early warning signs as some may occur without.

Disasters can cause tremendous setback for economic growth, stability and development. Infrastructure damage to roads, telecommunication lines, water supply, and dams draws back the rapidly growing needs of the society, poses a lot to be desired in respect of resilient building and coping mechanism of the society. As a result, disasters often have devastating and far-reaching impacts on the provisioning of basic services (water, energy, transportation and food security), leading to enormous economic and financial costs associated with loss and damage as well as reconstruction (UNISDRR, 2017).

### b) Vulnerability:

It is the conditions determined by physical, social, economic and environmental factors or processes which increase the susceptibility of an individual, a community, assets or systems to the impact of hazards. Poor design of construction of buildings, inadequate protection of assets, lack of public information and awareness, high levels of poverty and lack of education, limited official recognition of risks and preparedness measures, disregard for wise environmental management or weak institutions, and governance (e.g. including corruption etc.) are factors which result in vulnerability (Kelman, Mercer and Gaill and 2016)

Vulnerability is also attached to the human-environmental interactions and ‘marginalization’ as a key driver of it. Therefore, women and men are exposed to particular shocks and stressors, simultaneously they possess a range of capacities to cope with the impacts of these shocks. This highlights the multi-dimensionality of vulnerability. Technically vulnerability is also based on a social sphere that refers in particular to susceptibility and resilience. This defines the capability of an individual to sufficiently cope with the impact of a disaster, whereas susceptibility represents the degree to which affected individuals suffer harm.<sup>1</sup> In general, vulnerability evolves through the interaction of the biophysical environment with social aspects thus, it is socially constructed (AKSHA et al. 2019).

### c) Natural Hazard:

A natural process or phenomenon – such as a hurricane, earthquake or drought - that can potentially result in a loss of life, property damage, livelihoods and services, social and economic disruption, or environmental damage (UNISDRR, 2016).

### d) Disaster risk:

It is the potential loss of life, injury, and damage to assets which could occur to a system, society or a community in a specific period of time and this is a function of hazard, exposure, vulnerability and capacity. When a settlement is constructed on the shores of a river,

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<sup>1</sup> Nicole-Karolina Rokicki (2020)

hydrologists can identify and characterise flood hazard by carrying out a hydraulic analysis (Wisner, Gaillard and Kelman, (eds) 2012).

**e) Disaster Risk Reduction:**

DRR is defined as both the concept and practice of reducing disaster risks, through systematic efforts to analyse and manage the causal factors of disasters. It is concerned with managing intensive, extensive, and emerging disaster risks both hydro meteorological as well as geophysical (UNISDRR, 2016).

**f) Gender**

Gender is a socially constructed definition of women and men. Gender is determined by the conception of tasks, functions and roles attributed to women and men in society and in public and private life (Gender in practice-Swiss Agency for Development and Cooperation).

**g) Gender Mainstreaming**

Gender Mainstreaming is a process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at levels so that women and men benefit equally. It is the current international approach for making women's and men's concerns and experiences an integral dimension for the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and social spheres so that women and men benefit equally and inequality is not perpetuated.<sup>2</sup> Mainstreaming gender into all sectors will eliminate all negative economic, social and cultural practices that impede equality and equity of the sexes, which is informed by a gender analysis process. (UN Economic and Social Council (1997: 28)

**h) Gender Analysis**

Gender Analysis is based on the recognition that inequalities operate at all levels and in all sectors of society and thus needs to be addressed in the mainstream taking into consideration onto gender roles, relationships and needs of all groups of people. Gender analysis considers the roles, responsibilities and relationships of men and women are taken on board in the development process thus making it easier for any inequalities be addressed.

A Gender analysis acknowledges the fact that the lives of women and men, girls and boys (in their various categories of vulnerabilities) are structured in fundamentally different ways, that they have different roles and responsibilities, utilise different resources and are affected by the constraints or opportunities differently. Gender analysis assesses the gender-differentiated impacts any economic, social or environmental developmental sector or related sectors and identifies where inequalities and gender gaps exist.

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<sup>2</sup>(ECOSOC, UN,1997)

## 1.0 INTRODUCTION

### 1.1 BACKGROUND

The Africa Disaster Risk Financing (ADRFi) programme being implemented by the Ministry of Finance and Economic Development, with support from various development partners (African Risk Capacity (ARC) and African Development Bank (AfDB)) intend to institutionalize, improve and strengthen early warning systems, processes, effective and efficient response systems of the country at national and sub-national levels during times of disasters, such as drought. The Primary users of this undertaking are the Civil Protection Department in the Ministry of Local Government and Public Works, the Ministry of Women Affairs, Community, Small and Medium Enterprises Development and the Ministry of Public Service, Labour and Social Welfare, NGOs, development and cooperating partners.

Disasters have always been a result of human interaction with nature, technology and other living entities. Research reveals that disasters reinforce, perpetuate and increase gender inequality, making bad situations worse for women<sup>3</sup>. Meanwhile, the potential contributions that women can offer to the disaster risk reduction imperative around the world are often overlooked and female leadership in building community resilience to disasters is frequently disregarded.

Gender dimensions of natural disasters have gained increasing recognition at the international level since the 1990s. Initial strategies for disaster risk reduction developed for the 1990-2000 International Decade for Natural Disaster Reduction failed to include specific gender components. However, much progress has since been made to mainstream gender in disaster risk reduction (DRR) policies and programs, particularly since 2001, due to the engagement of UNDP, UNISDR and other UN Agencies. Gender was latter recognised as a cross-cutting principle of the Hyogo Framework for Action 2005-2015: on Building Resilience of Nations and Communities to Disaster, which states that: “A gender perspective should be integrated into all disaster risk management policies, plans and decision-making processes, including those related to risk assessment, early warning, information management and education and training?” In addition, the Beijing Agenda for Global Action on Gender Sensitive Disaster Risk Reduction (2009), adopted following the twenty-third special session of the General Assembly, entitled “Women 2000: Gender equality, development and peace for the twenty-first century,” calls for gender-sensitive approaches to disaster prevention, mitigation and recovery strategies and natural disaster assistance. The adoption of the Convention on the Elimination of All Forms of Discrimination against Women established gender mainstreaming as a global strategy for the promotion of gender equality. It also recognized that “... many women are also particularly affected by environmental disasters, serious and infectious diseases and various forms of violence against women,” and called on governments to implement various actions to guard against and address these issues.

Zimbabwe is particularly vulnerable to climate induced hazards such as drought, dry spells, floods and cyclones that can trigger food insecurity. The country also experiences a combination of the natural and man-made risks, including HIV/AIDS pandemic, crop pest and

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diseases, animal disease outbreaks, diarrhoeal diseases, and landmine prevalence in North East Zimbabwe. Climate change has induced increasingly erratic rainfall which, combined with limited adaptive capacities, has resulted in peaks in food insecurity every four to five years. The decade was associated with poor rains, compounded by El Niño and had worst drought in the past 35 years. The exposure to natural hazards is compounded by endemic poverty and pandemics. Underlying risk drivers include rapid unplanned urbanization, construction on wetland areas, land degradation and deforestation. Southern Zimbabwe and some dotted areas in the northern parts are frequently hit by droughts and dry spells that severely reduce crop yields.

These disasters affect women, men, boys, and girls in different ways. Socio-economic conditions, traditional practices, and cultural beliefs often mean that women and their children are disproportionately affected. They also face increased risk of death, injury, loss of livelihoods. Gender considerations in disaster risk management must be a priority to state and non-state actors as gender aspects cut across all themes. Women, girls, men and boys are not a homogenous population hence gender mainstreaming in disaster risk management is crucial to enhance the dignity and rights of people affected by disasters. Disaster preparedness and response entails giving maximum attention to gender issues in disaster risk management and to build disaster resilience and creating safer and more inclusive environments.

The Government of Zimbabwe is a signatory to the Sendai Framework for Disaster Risk Reduction (2015-2030), a successor instrument to the Hyogo Framework for Action (2005-2015). The Sendai Framework work hand in hand with the other 2030 Agenda Agreements, including the Paris Agreement on Climate Change and the Sustainable Development Goals. This is a significant milestone and evidence of the country's commitment to supporting global efforts aimed at accelerating and intensifying the actions required for a sustainable Disaster Risk Reduction and management.

Nationally, the Zimbabwe Constitution of 2013 upholds gender equality as one of its principles. Gender mainstreaming has been embedded in Government policy as a critical strategy for the promotion of gender equality and women empowerment across all sectors. The Revised National Gender Policy of 2017 has Climate Change as one of its thematic areas to which gender sensitive programming and inclusivity has to be fostered in order to attain inclusive sustainable development. The National Development Strategy 1 (NDS1), mentions gender and inclusion as one of the cross-cutting themes and emphasises on the need to mainstream gender in all developmental initiatives.

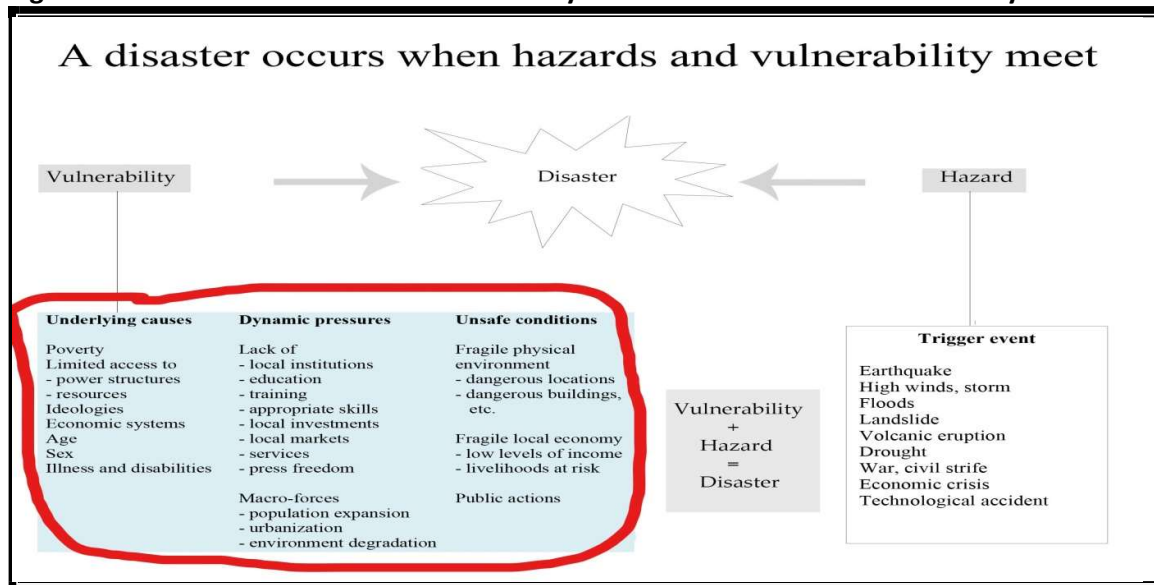
This gender analysis (GA) therefore, provides an overview of the gender situation in DRR. This analysis will inform the development of a Gender Action Plan (GAP) with a clear set of measurable gender indicators and actions. The GAP is premised on available data and studies from the Government of Zimbabwe, development partners, civil society organisations and field visits to selected communities/ district and selected national institutions and partners. A Gender Training Manual in DRR will also be crafted based on the findings of the Gender Analysis.

## 1.2 RATIONAL FOR GENDER MAINSTREAMING IN DRR

Disasters result from the combined factors of natural hazards and people’s vulnerabilities. These vulnerabilities take the form of physical exposure, socioeconomic vulnerability, and limited capacity to reduce vulnerability and disaster risk. Capacities to reduce vulnerabilities and risks arise out of a complex mix of factors, which include poverty, social class, age group, ethnicity and gender relations (Figure 1.1). In disasters, **“it is the people who matter most, and without the people we have no disaster.”** Therefore, intersectionality classification of the ‘people’ with gender being the main element is critical. Gender issues are thus considered in the dynamics of underlying causes, pressures and unsafe conditions of disasters which determine vulnerability, susceptibility and resilience.

The gender relations between men and women in disaster risk reduction have everything to do with the roles and responsibilities at home and in society. These roles result in different identities, social responsibilities, attitudes, and expectations. Such differences are largely unfavourable to women and lead to gender inequality cutting across all socioeconomic development, including differences in vulnerabilities to disasters, and different capacities to reduce risk and respond to disasters. While women’s vulnerability to disasters is often highlighted, their role in fostering a culture of resilience and their active contribution to building resilience has often been overlooked, this has not been adequately recognized. In actual fact women are largely marginalized in the development of DRM policy and decision-making processes at both national and local levels.

**Figure 1.1: Gender and other intersectionality issues that determine vulnerability**



Source: Pressure release model,

Whilst The Hyogo Framework recognised that DRR is a cross-cutting development issue, not a purely humanitarian one, it further emphasizes that DRM must be addressed in the context of socioeconomic development. This means it be mainstreamed into development planning and actions through five processes or priority areas for action policies of plans and decision-making processes, including those related to risk assessment, early warning,

information management, and education and training. The integration of gender perspectives is needed in all these processes in order to ultimately ensure that DRM policies and programmes are gender-sensitive.

### **1.3 OBJECTIVES OF THE ASSIGNMENT**

The overall objective of the assignment is:

To ensure that disaster risk response planning and implementation contribute to advancing gender equality inclusivity and women's empowerment. Fundamentally this calls for a deeper understanding of the root causes of the inequalities and/or gaps through a gender analysis.

The gender analysis will specifically detail focus on gender sensitivity and inclusivity of current disaster response and implementation mechanisms in Zimbabwe, and will include the following:

- a) A situational analysis of national context with the perspective of disaster risk response planning and implementation.
- b) A gender analysis of the relevant sector policies or strategies, formulation and design of national gender equality policies and their effective level of implementation as well as how gender mainstreaming has been incorporated in the context of disaster response planning, implementation and management
- c) An analysis of gender Integration into sectoral policies, planning instruments, projects and programmes being implemented that are related to disaster response planning and implementation.

This report will therefore highlight the findings of the in-depth gender analysis that will include the outcomes of the multi-stakeholder consultative process, potential actions for further capacity building at the policy, legal, institutional and programmatic levels for gender integration, and recommendations to address the existing barriers in disaster response planning, implementation and management. All the recommendations will be considered in the gender action plan to guide implementation as well as the Gender Training Manual that will be used to build capacity of systematically mainstreaming gender in DRM.

## 2.0 METHODOLOGY

*This assignment was conducted during the time that the country had relaxed some of the Covid-19 lockdown restrictions, including the lifting of inter-provincial travel bans and allowing public gatherings of not more than 50 people. Notwithstanding the relaxation of covid-19 lockdown measures at the national level, field data collection (including FGDs and KIs) followed a strict covid-19 prevention protocol, which included masking and maintaining of proper social distance. A mixed methods approach, comprising the following data collection and data analysis techniques was employed:*

### **1. Secondary Data – Review of International, Regional and Local Policies and Strategies**

An extensive desk review of relevant international, regional, national as well as sectoral frameworks and policies was undertaken to demonstrate how gender and DRR are linked at the macro and micro levels. The Policies reviewed were categorised as:

- c. International and regional policies and strategies on gender equality;
- d. International and regional policies and strategies on Disasters;
- e. National disaster related policies;
- f. National gender equality policies; and
- g. Local government DRR and gender policies.

A review of these policy documents and strategies did not only provide analytical pillars for this gender analysis but also provided vital background information which shaped the report and the structure of stakeholder consultations. The recommendations therein also drew upon lessons and best practice from existing past and ongoing projects.

### **2. Primary data**

Primary data was collected through two main techniques, in-depth key informant (KI) interviews and focus group discussions (FGDs), from a purposive sample of participants. Deliberate efforts were made to ensure that participants were drawn from a wide spectrum of relevant institutions at national, provincial, district and local levels. These include local authorities and government agencies directly involved in DRM, CSO, development partners and traditional leaders, as well as women, men and youths in selected communities.

#### ***i) KI interviews***

KI interviews allowed for the collection of data from stakeholders involved in DRR programming, and those that have responsibility as duty bearers. Through the aid of semi-structured questionnaires, one-on-one interviews were held with stakeholders in Harare, Mutare, Chimanimani, Bikita, Centenary, Muzarabani and Mt Darwin. Matabeleland North and Midland- Gokwe were scheduled for one-on one as well. However, the team could not travel to those areas due to an announcement of a lockdown was with restrictions on intercity travel. In order to solicit views of those in Bulawayo and Gokwe, virtual KI structured interviews were held. Questionnaire administration was also used extensively.

## ii). Focus Group Discussions

### ***Figure 2.1: Focus Group Discussions consulted by District***

Focus group discussions were conducted in Harare, Mutare, Chimanimani, Bikita, Centenary, Muzarabani and Mt Darwin. Participants included representatives of community leadership structures (including traditional leaders, representatives of DRM committees), government officials working within the communities, CSOs/NGOs, men, women, youths and those with disabilities. Some of the FDGs separated men and women to allow for an indepth discussion of issues affecting the different gender groups. The number of attendees to the FDGs was kept at minimal in view of the COVID 19 pandemic.

### **Data Analysis**

Data that was collected was immediately analysed, resulting in an interactive process whereby as more data was collected and analysed, new and additional participants and/or data sources were identified and investigated to fill gaps, clarify uncertainty and confirm interpretation as the research progressed. Employing this approach facilitated a robust analysis of the data and subsequently informed conclusions and recommendations of the research.

Specifically, gender analytic tools such as the Moser Conceptual Framework; Harvard Analytic Framework; Gender Analysis Matrix (GAM) Framework were used to unpack the impact of disaster response and prevention.

**Field reports** were used to document outputs from the engagements/consultations with participants/data sources; they helped in the process of categorising the data, summarising findings, including key conclusions and recommendations from participants. **Validation and triangulation** of data was enhanced in the research design. Recommendations and conclusions were reached using various and diverse data sources. This approach was undertaken to facilitate ownership of both the process and final research product by the participants.



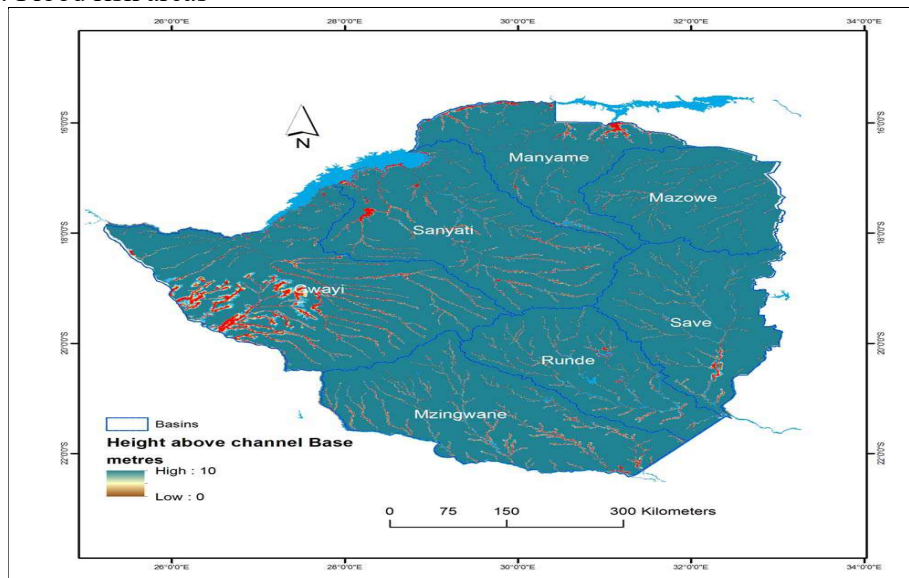
### 3.0 DISASTERS SITUATION AND HISTORY IN ZIMBABWE-THE CONTEXT

#### 3.1 HYDRO METEOROLOGICAL HAZARDS

The main hazards common to Zimbabwe include, but are not limited to, flooding, drought, diseases such as HIV/AIDS and cholera include drought, flooding, human and livestock epidemics, tropical cyclones, lightning, wind storms, veld fires, pest infestations, environmental degradation, road/rail/air/water accidents, landmines, drowning incidents, industrial accidents, earthquakes, spillages and explosion of industrial chemicals. Due to extreme weather conditions associated with climate change and variability, the country also experiences flash floods, hailstorms and very high temperatures averaging between 36°C and 43°C in some parts of the country. Climate Change has increased the frequency of extreme weather conditions of hydro-meteorological disasters.

Flooding and droughts are increasing in intensity and frequency and have become a big problem in Zimbabwe where they threaten the well-being and food security of the general public, especially in rural areas and is spreading to urban. Flooding has been linked to heavy precipitation during the rainy season (November to April) or by tropical cyclones that originate from the Indian Ocean however, flooding in Zimbabwe has recently become extreme. Nonetheless, flooding has caused and still leads to losses of life, destroys livestock, crops, and properties, and engenders outbreaks of diseases such as cholera and malaria this is evidenced by the recent Cyclone Eline, Dineo and Idai.

Figure 4: Flood risk areas



The low-lying areas particularly the Gwayi catchment, Middle Sabi and Zambezi valley continue to be threatened by floods. Gwayi has the largest share of extreme flood hazard followed by Sanyati, Mzingwane and Manyame respectively. Runde, Save and Mazowe and there are also areas with extreme flood hazard.

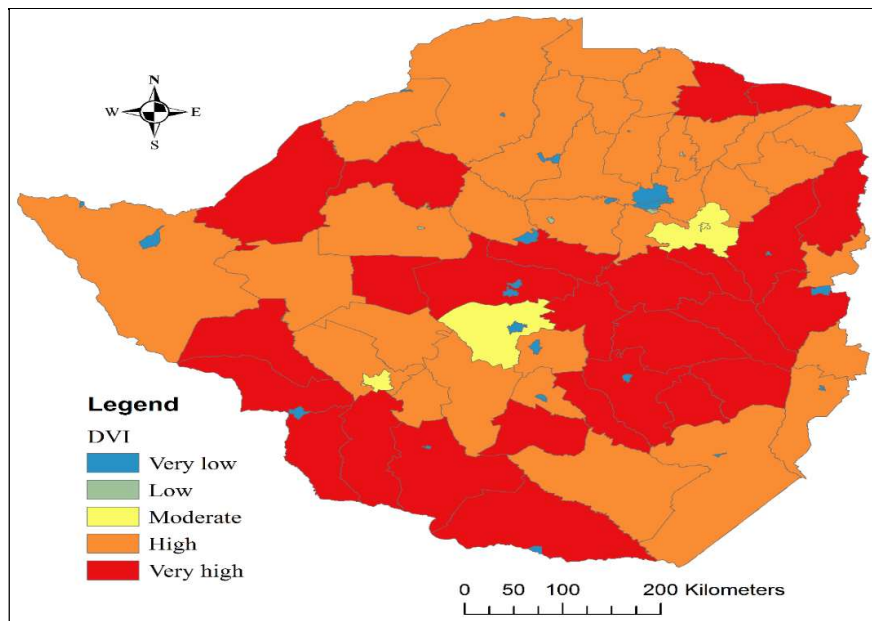
### Flash flooding

Urban areas are also prone to flash flooding in short time-spans due to the impermeable paved and tarred surfaces in the urban areas which do not allow water to infiltrate the ground, and the water runs off to the low spots very quickly. Most of these urban areas are dura-walled and water cannot move freely to the nearby streams.

### Drought

The drought impacts vary from one area to another, and include decimation of crops and livestock, water shortages, environmental degradation and economic damage. In particular, drought has severely affected the agricultural sector, which accounts for about 12% of the country's Gross Domestic Product (GDP). Approximately 70% of the population directly depends on agriculture, and more than 60% survive on rainfed subsistence farming systems. Thus, the livelihoods of both the rural and urban populations are affected by drought (Mavhura, Manyangadze and Manatsa 2021)

### Spatial Variation of Vulnerability to Drought in Zimbabwe



Bindura University of Science Education

Due to the fact Zimbabwe is largely agriculture based; droughts have also had devastating impacts on the country's food security. The drought occurrences of 1946-47, 1960, 1972-73, 1982-83, 1991/92, 2015/16 2017/18 droughts led to unplanned cost such as the sale of cattle which, consequently, reduced production of maize – a staple food in the rural and commercial farmers and manure to nourish the soil affecting a lot of women who could not access fertilisers (in rural communities, cattle provide draft power to cultivate maize).

These droughts in Zimbabwe are caused by El Nino-Southern Oscillation. Strategies to mitigate droughts include water conservation techniques such as dams and reservoirs and agro-forestry strategies (tree planting). and the Government of Zimbabwe has achieved major strides. Drought is the most common natural disaster with the 1991-92 drought which affected 5 million people

having been one of the worst experiences. Between 1983 to 2017, Zimbabwe experienced about 5 severe droughts and there is a marked increase in incidents of severe weather conditions caused by climate change and climate variability,

Some of the social protection strategies that address food insecurity in Zimbabwe include alleviation and drought preparedness programs. The government has implemented programs such as Food for Asset and continues to address that.

### **Lightning Hazard**

Every rainy season, lightning strikes kill and injure people, at times damaging their property and livestock.

In Zimbabwe lightning kills 100 to 150 human beings, mostly children and maims countless livestock every year in Zimbabwe.

## **3.2 GEO- PHYSICAL HAZARDS**

**Geographical occur** from geological processes such as earthquakes, volcanic activity and emissions, and related geophysical processes such as mass movements, landslides, rockslides, surface collapses, and debris or mud flows. Earthquake was felt as felt in the city of Mutare

### **Earthquakes**

#### **Landslides**

Landslide events in the country were recorded during the February 2000 Cyclone Eline, and 2019 Cyclone Idai which affected the districts of Mutare, Chimanimani and Chipinge in Manicaland Province but you cannot differentiate which damage was due to floods and which damage can be attributed to the landslides. Cyclone Idai had major landslides that were documented but due to the nature of the event though the landslides are clearly mentioned they are also bundled together with cyclone data. Landslides occurred in Domboshava in 2014 and Bikita in 2017 and finally in Kariba in 2021.

## **3.3 Pandemics and epidemics**

Most common epidemic and pandemic conditions can evolve swiftly to disasters whether response measures are in place or not. Epidemics and pandemics have impacted so hard on the national budget and have brought in multiple diseases. The following pandemics and epidemics have caused havoc in Zimbabwe; **HIV and AIDS, COVID19, cholera, malaria and Tuberculosis** among others.

## **3.4 TECHNOLOGICAL HAZARDS**

**Road Traffic Accidents** originating from human induced processes e.g. road traffic accidents, dam failures, fires, chemical spills, landmines, mining incidents. Road accidents are serious problem throughout the country at 71%.

### **Land mines**

The border minefields still contain several thousands of mines and continue to kill or maim livestock, people going about their daily duties, however, Zimbabwe National Army worked tirelessly on the borders demining the affected areas though the work requires more manpower and sophisticated equipment.

**Mine accidents**

Zimbabwe has been plagued with mine disasters and these increased severely during the past five years, often resulting in death of scores of miners.

## 4.0 GENDER ANALYSIS OF THE LEGAL, POLICY AND INSTITUTIONAL FRAMEWORK ON DRM

### 4.1 GENDER INCLUSION IN KEY INTERNATIONAL AND REGIONAL AGREEMENTS ON DRM

The global community is making concerted efforts to mainstream gender issues in DRM due to the devastating effects of disasters on the economies and livelihoods of men, women, girls and boys. In turn Zimbabwe has also increased its efforts in mainstreaming gender in its national and sectoral plans. Below in table 4.1 is a citation of the key international instruments on DRM.

**Table 4.1: Gender Inclusion in Key International and Regional Agreements on DRM**

Instrument	specific gender considerations
The Sendai Framework on Disaster Risk Reduction (2015-2030)	<ul style="list-style-type: none"> <li>• States that a ‘gender, age, disability and cultural perspective should be <b>integrated in all policies and practices</b>, and women and youth leadership should be promoted’</li> <li>• Promotes empowering women ... to publicly lead and promote gender equitable and universally accessible response, recovery, rehabilitation and reconstruction.</li> <li>• Emphasises that post-2015 implementation and DRM plans are inclusive and accessible, and allow non-discriminatory participation by all sections of society.</li> <li>• Advocates for the collection and sharing of disaggregated data with systematic participation of women and other at-risk groups, to inform disaster recovery and resilience.<sup>4</sup></li> </ul>
The Paris agreement under the Framework Convention on Climate Change (UNFCCC)	<ul style="list-style-type: none"> <li>• Preamble: “When taking action to address climate change, Parties should promote and consider their respective obligations on ...gender equality, empowerment of women...</li> <li>• Article 7 - Adaptation: “Adaptation should follow a gender-responsive approach”. BECAUSE...Without gender responsive adaptation strategies, adaptation will not be effective and gender inequality will be reinforced.</li> <li>• Article 11 - “Capacity building should be gender responsive”.</li> <li>• In 2014, the Conference of the Parties (COP) to the UNFCCC adopted the Lima Work Programme on Gender, which established a plan for ‘promoting gender balance and achieving gender-responsive climate policy, developed for the purpose of guiding the effective participation of women in the bodies established under the Convention’</li> <li>• In 2017, the Parties agreed on the Bonn Gender Plan of Action (GAP) to advance gender mainstreaming into all elements of climate action.</li> </ul>
Sustainable Development Goals (SDGs)(UNDESA, 2020)	<ul style="list-style-type: none"> <li>- Gender equality is an essential aspect of “leaving no one behind”, one of the guiding principles of the 2030 Agenda.</li> <li>• Gender in the SDGs is more than SDG5. 10 of the 17 SDGs have targets related to risk reduction. The SDGs show the virtuous circle between gender equity and DRM (disaster risk reduction in Goal 11 and in Goal 13)</li> <li>• Women and girls suffer higher rates of mortality, morbidity and damage to their livelihoods in disasters than men and boys, due to gender inequalities associated with socio-economic and cultural traditions, and their limited access to information.</li> <li>• BUT...Women’s and girls’ active participation and leadership in DRR initiatives have proven effective in developing their own and others’ capacities, sharing knowledge and traditions that mitigate risk, and incorporating risk reduction measures into recovery.</li> <li>• SO.... SDG 5 focuses on transforming gender inequality into gender equality, and empowering women and girls. Achieving this goal will have enormous impact on</li> </ul>

4

Instrument	specific gender considerations
	disaster risk management, not just for women but for their communities and society. <sup>5</sup>
Africa Agenda 2063	<ul style="list-style-type: none"> <li>• Aspiration #1: A prosperous Africa based on inclusive growth and sustainable development. To achieve it, Africa needs climate resilience and disaster preparedness</li> <li>• Aspiration # 6: An Africa where Development is People-driven, relying particularly on the potential of Women and Youth. To achieve it, Africa needs to empower women and girls.</li> <li>• Responsibilities for implementation, monitoring and evaluation of the Africa Agenda lie with national governments, the RECs, and the AUC.</li> </ul>
Draft African Union strategy on climate change (2014)	The 20-year strategy (2015 to 2035) provides framework for individual member states and collaborative efforts for climate change mitigation and adaptation in Africa.

#### 4.2 DRR INCLUSION IN GENDER REGIONAL AND INTERNATIONAL AGREEMENTS ON GENDER

In order to address the issue of Gender inequality, a number of International, Regional and National policy and legal frameworks have been put in place and signed to encourage global and Country level gender action in many sectors including the DRM sector. The following are some of the normative frameworks that Zimbabwe is party to and whose provisions have been incorporated into the National Constitution and Gender Policy. Zimbabwe also send reports on the status of women and girls as required especially under the CEDAW. Table 4.2 below cites the inclusion of DRM in selected gender provisions at international and regional levels:

**Table 4.1: International and Regional Policies and Strategies on Gender Equality**

Instrument	DRR provisions
The Convention on the Elimination of Discrimination Against Women (CEDAW)	<p><b>General principles of the Convention applicable to disaster risk reduction and climate change:</b></p> <p>-States parties should ensure that all policies, legislation, plans, programmes, budgets and other activities related to disaster risk reduction and climate change are gender responsive and grounded in human-rights based principles including;</p> <p>(a) Equality and non-discrimination, with priority being accorded to the most marginalized groups of women and girls, such as those from indigenous, racial, ethnic and sexual minority groups, women and girls with disabilities, adolescents, older women, single women, female-headed households, widows, women and girls living in poverty in both rural and urban settings, women in prostitution, and internally displaced, stateless, refugee, asylum seeking and migrant women</p> <p>(b) Participation and empowerment, through the adoption of effective processes and the allocation of necessary resources to ensure that diverse groups of women have opportunities to participate in every stage of policy development, implementation and monitoring at each level of government from the local to the national, regional and international levels;</p> <p>(c) Accountability and access to justice, which require the provision of appropriate and accurate information and mechanisms to ensure that all women and girls whose rights have been directly and indirectly affected by disasters and climate change are provided with adequate and timely remedies</p>

<sup>5</sup>ARC Training

Instrument	DRR provisions
	- General Recommendation No. 37 on the gender related dimensions of disasters risk reduction in the context of climate change (CEDAW/C/GC/37)
The Beijing Platform for Action	The 1995 Beijing platform for Action flagged 12 key areas where urgent action was needed to ensure greater equality and opportunities for women, men, boys and girls. <b>Women and the Environment</b> is one of the 12 critical areas. It states that women are the most affected by climate change and disasters which occur due to climate change effects. It seeks to ensure women's voices are heard and included in environmental planning and management, access to productive resources and involvement in environmental decision making at all level.
SADC Protocol on Gender and Development	The SADC Protocol speaks on the need to mainstream gender across all sectors including in Environment, Climate Change adaptation and mitigation.
SADC Gender Responsive Disaster Risk Reduction Strategic Plan and Action Plan (2020 - 2030)	Mainstreaming of Gender in DRR is the overarching aspect. The SADC region experiences disasters emanating from natural hazards and climate extremes which cause significant loss of life and property, setting back economic and social development. It provides a comprehensive gender responsive approach to the systematic implementation of risks measures into disaster preparedness, response and recovery actions; and, establish effective partnerships for DRR investments that reduce risks for women, men, girls and boys.
ARC Gender Strategy	A specialised agency of the African Union (AU), African Risk Capacity (ARC) is tasked with the role of assisting AU Member States improve their capacities to plan, prepare for and respond to extreme weather events and natural disasters, as well as to develop an outbreak and epidemic (O&E) insurance product and systems that enable African governments to protect the lives and livelihoods of populations at risk from such catastrophes. ARC is upholding the gender equality principle in all its activities within the Agency as well as with its Member States and builds a gender perspective into its operations and policies. In this perspective the goal of ARC's gender strategy is to transform Disaster Risk Management (DRM) approaches to ensure gender equality for vulnerable women and men in ARC Member States.

#### 4.3 GENDER NEXUS DRM IN NATIONAL LEGAL AND POLICY FRAMEWORK

A number of socio-economic development policies have been developed in Zimbabwe in recent years, with various impacts on the economy. The current ones include Vision 2030 and the National Development Strategy 1 (NDS1).

**Table 4.2: National DRR related legal and Policy Framework**

Instrument	Specific Gender provisions/gaps
Constitution of Zimbabwe (2013) <a href="https://www.parl.zim.gov.zw/component/k2/download/1290_da9279a8155">https://www.parl.zim.gov.zw/component/k2/download/1290_da9279a8155</a>	Section 17 Promotion of full gender balance <ul style="list-style-type: none"> <li>- Promote the full participation of women in all spheres of Zimbabwean society on the basis of equality with men</li> <li>- All government institutions and agencies of government must take practical measures to ensure that women have access to resources including land, on the basis of equality with men <ul style="list-style-type: none"> <li>• Take positive measures to rectify gender discrimination and imbalances resulting from past practices and policies</li> </ul> </li> </ul> Section 73 makes provisions for environmental rights states that every person has the right to: <ul style="list-style-type: none"> <li>- An environment that is not harmful to their health and wellbeing; and</li> </ul>

Instrument	Specific Gender provisions/gaps
	<p>- To have the environment protected for the benefit of present and future generations, through reasonable legislative and other measures that</p> <ul style="list-style-type: none"> <li>(i) prevent pollution and ecological degradation;</li> <li>(ii) promote conservation; and</li> <li>(iii) secure ecologically sustainable development and use of natural resources while promoting social and economic development.</li> </ul>
<p>Civil Protection Act (1989) and National Policy for Civil Protection (2003)</p>	<p>-It provides for and ensure optimal emergency preparedness and disaster prevention at individual, community, sectoral, local authority and national level through regulatory mechanisms and coordinated strategic planning for emergencies</p> <p>-“Every citizen of Zimbabwe should assist where possible to avert or limit the effects of a disaster”</p>
<p>Environmental Management Act (Chapter 20:27, 2003)<a href="https://www.ema.co.zw/agency/downloads/file/EMA%20ACT.pdf">https://www.ema.co.zw/agency/downloads/file/EMA%20ACT.pdf</a></p>	<p>This Act is not explicit on gender mainstreaming. Section 4(1) of the Act specifies the right to live in a clean environment. These rights put communities and their rights at the center of the conservation of biodiversity. Although not explicitly mentioned, community rights in this case will inextricably include the rights of the minority including, women, children, indigenous people, children among other disadvantaged groups.</p>
<p>The Civil Protection Act</p>	<p>-Establishes an institutional structure for disaster preparedness and response Does not directly point to gender or mandate policy content on priorities in disaster management, and is silent on questions of gender and Gender Based Violence protection in disasters</p>
<p>National Environmental Policy and Strategies (2009)</p>	<ul style="list-style-type: none"> <li>- 5.3 mainstream gender within the environmental policy, planning management initiatives by mobilising men and women in programmes aimed at achieving equitable and sustainable use of resources.</li> <li>- Education and training packages for climate change also need to be sensitive to gender, youth, children and other vulnerable members of society. The policy recognises the gender disaggregated impacts of climate change. It promotes gender responsive mechanisms that continually enhance climate change mitigation and adaptation measures at community level through research, multi-stakeholder participation, political commitment and accessible information. It also aims to mainstream gender segregated approaches in adaptation and mitigation climate change interventions. The policy mainstreams youth participation, vulnerability and involvement in all its guiding principles and strategies.</li> </ul>
<p>National Climate Policy, 2017)<a href="https://climate-laws.org/geographies/zimbabwe/policies/national-climate-po">https://climate-laws.org/geographies/zimbabwe/policies/national-climate-po</a></p>	<p>Section 8 of the policy specifically notes the following:</p> <ul style="list-style-type: none"> <li>- 8.7. Promote gender responsive climate programming and implementation of climate change policies, strategies and actions.</li> <li>- 8.9. Promote gender responsive mechanisms that continually enhance climate change mitigation and adaptation measures at community level through research, multi-stakeholder participation, political commitment and accessible information.</li> <li>- 8.10. Provide new and innovative energy financing mechanisms that are user friendly, accessible and affordable to women, especially rural women and vulnerable or disadvantaged groups.</li> <li>- 8.11. Promote research, documentation and dissemination of the emerging gender dimensions due to climate change.</li> <li>- 8.12. Mainstreaming gender segregated approaches in adaptation and mitigation climate change interventions.</li> <li>- While the policy dedicated section 8 to gender, as a cross-cutting issue, the respective sectoral policy commitments, except for energy, do not cover gender mainstreaming. It is recommended that gender should be</li> </ul>



Instrument	Specific Gender provisions/gaps
	mainstreamed in the respective sectors in both mitigation and adaptation goals and Implementation strategies.
Rural District Act (Chapter 29:13) 1988 (as amended in 2002)	<ul style="list-style-type: none"> <li>- Section (61) of the Act provides for the establishment of Environmental Committees and Sub-committees that have an oversight role on the conservation of natural resources in Communal Lands. This Act is therefore critical in allowing self-governance by the communities in the management of natural resources in their areas. Regulations and monitoring is therefore perceived to be strategic and easier under local management and monitoring.</li> <li>- The Act is not specific on gender mainstreaming. It gives mandates to Environmental Committees and Sub-Committees on natural resources conservation to which the selection criteria of committee members is also not defined and can be void of gender mainstreaming.</li> </ul>
Vision 2030 <a href="http://www.zim.gov.zw/index.php/en/news-room/vision-2030">http://www.zim.gov.zw/index.php/en/news-room/vision-2030</a>	<p>Gender Equality and Women Empowerment;</p> <ul style="list-style-type: none"> <li>- 253. Vision 2030 will be characterised by mainstreaming gender equality in all sectors of the economy in order to eliminate all negative economic, social and cultural practices that impede equality of sexes.</li> <li>- 254. prioritise women’s participation in politics and decision making in all development processes, a fundamental prerequisite for the attainment of gender equality and women empowerment</li> </ul>
The National Development Strategy (NDS1) 2021-2025 <a href="http://www.zimtreasury.gov.zw/index.php?option=com_phocadownload&amp;vie">http://www.zimtreasury.gov.zw/index.php?option=com_phocadownload&amp;vie</a>	Chapter 12 on Cross-cutting issues among them is Gender and Inclusion and Environmental protection, Climate Resilience and Natural Resources Management.
The National Disability Policy (NDP) non-Persons with Disabilities in Disaster Situations	<ul style="list-style-type: none"> <li>- Article 3. 8 alludes to mainstreaming disability to both women, children, men and the elderly in disaster management and provides access to reliable relief to internally displaced persons with disabilities. It strongly enables adequate response to the needs of beneficiaries with disabilities during and after disasters.</li> <li>- It is also clearly articulated that the state shall replace assistive devices such as crutches, wheelchairs and canes, along with necessary medications, that may have been lost left behind during the occurrence of natural disasters regardless of sex and age <ul style="list-style-type: none"> <li>o The physical layout and infrastructure of temporary camps for displaced persons shall be set up in such a way that they are able to accommodate PWD. PWD should not be grouped together with everyone else under the umbrella of “the most vulnerable” because PWD may have unique needs that are related to the nature of their impairments. Sexual and reproductive health services including distribution of sanitary pads and contraceptives in temporary shelters/tents following a disaster, should not overlook PWD.</li> </ul> </li> </ul>
Health and Child Care Act	<ul style="list-style-type: none"> <li>- Health is a disaster risk management issue and gender has been mainstreamed in the health sector</li> <li>- Gender has been mainstreamed in the Public Health Sector. The Ministry of Health and Child Care, made the commitment towards the Global Strategy for Women’s, Children’s and Adolescents’ Health (2016 – 30), which is particularly pertinent to this Maternal and Neonatal Health Strategy. Gender-Health approaches are conducted through WHO and UNICEF.</li> </ul>
The Revised National Gender Policy (2017) and	Under the Thematic area Gender, Environment and Climate Change. <b>The policy strategy related to DRM focus on</b> “Ensure national level strategies for climate induced disaster management and risk reduction and coping mechanisms are gender responsive”

National Gender Policy Implementation Strategy and action Plan (2019)	
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**Implementation of the Polices and Legislation**

To determine DRM approach in the country, establishing the legislation links is fundamental. That DRR legislation recognizes other existing laws and acts. The Civil Protection Act is closely related to the Regional, Town and Country Planning Act (29:13), Rural District Councils Act (29:12), Urban Councils Act (29:14), The Water Act, The Environmental Management Act (20:27), Defence Act (11:02), Police Act (11:10) and the Public Health Act (15:09) to mention a few. At the same time, the Government recognizes through the Constitutional provisions and through the National Gender Policy, the need for full participation of men and women in every development sector at all levels in order to ensure sustainable development and attainment of gender equality. It is national policy that every citizen of this country should assist where possible to avert or limit the effects of disaster. Central government initiates hazard reduction measures through relevant sector ministries with the local administration taking the responsibility for implementing and maintaining its effectiveness. However, all initiatives are not directed to individuals but every citizen without consideration of categories of woman, men, children and the elderly. Most of the DRM related legislation need to be aligned to the Constitution especially the gender provisions. The challenge is also not the existence of policy direction but implementation gaps that include availability of resources through the budget system.

Government is the process of completing the development of the National Adaptation Plan under the Ministry of Environment, Climate Change, Tourism and hospitality Industry. The linkage of DRM is critical as most of disasters in this country are climate related.

**INSTITUTIONAL FRAMEWORK AND COORDINATION MECHANISMS FOR DRM**

The government through its decentralized structures has the overall responsibility to coordinate DRM and development programmes in the country. The Humanitarian and development partners that include United Nations Organizations, NGOs, the Zimbabwe Red Cross Society, the private sector, faith-based organisations and others complement government effort in DRM and development initiatives. At sub-national level, coordination arrangements mirror the national level with Provincial and district level De elopement Coordinators taking responsibility at that level. The detailed Management and coordination architecture for DRM is as in figure 4,1 below.

In government, the Minister of Local Government and Public Works is charged with the coordinative role as empowered by the Civil Protection Act No. 5 of 1989. Implementation of disaster risk management in Zimbabwe is the mandate of the Department of Civil Protection, in the Ministry of Local Government and Public Works. The Department was established to carry out the overall coordination of all relevant disaster management stakeholders. The EPDM bill that the government is currently working on aims to put in place a more coherent structure that places the CPU at the centre of the governance and coordination matrix, strengthen early warning systems and put in place a Disaster Risk Financing (DRF) legal architecture. Efforts to institute a DRF framework through the ADRiFi programme will offer

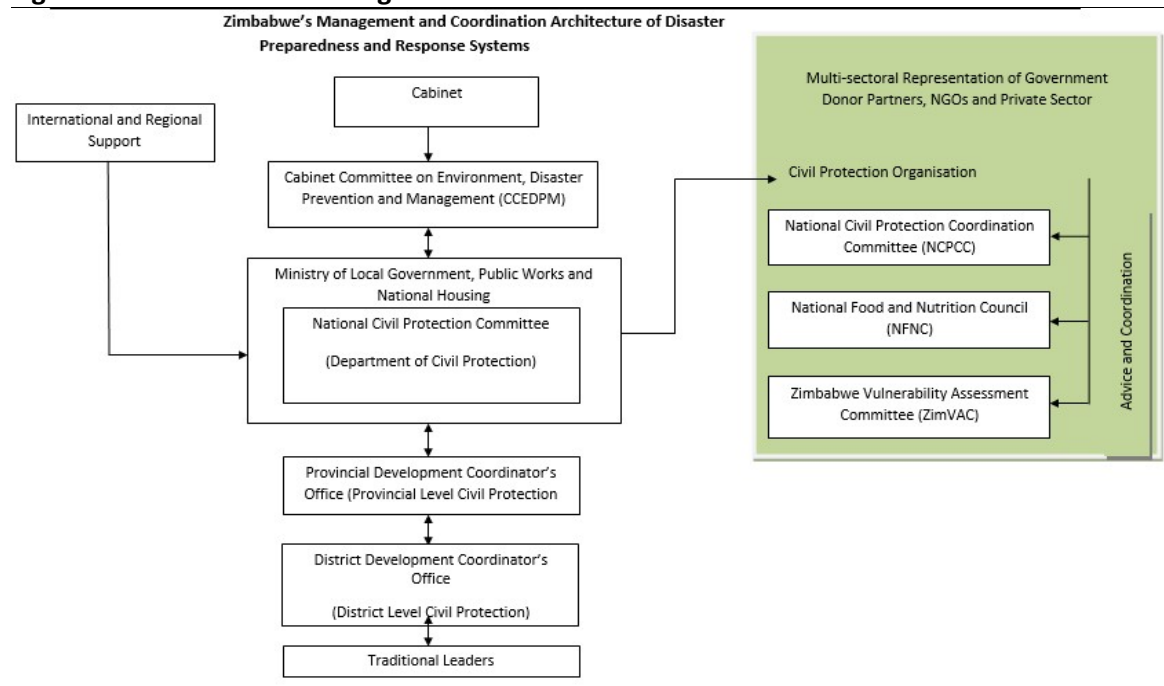
ARC and other development partners an opportunity to influence the DRM systems especially gender mainstreaming in all systems and structures.

### Institutional Framework – National Civil Protection Committee

The Civil Protection Department chairs the National Civil Protection Committee at National, Provincial and District level. The following line Ministries participate in this committee:

1. Ministry of Local Government and Public works - Civil Protection Unit and Local Authorities.
2. Ministry of Primary and Secondary Education/ Ministry of Higher and Tertiary Education.
3. Ministry of Health and Child Care.
4. Ministry of Public Service, Labor and Social Welfare.
5. Ministry of Women Affairs, Community and Small Medium Enterprise Development
6. Ministry of Environment, Climate, Tourism and Hospitality Industries.
7. Ministry of Lands, Agriculture, Water, Fisheries and Rural Resettlement.
8. Ministry of Home Affairs and Cultural Heritage.
9. Ministry of National Housing and Social Amenities.
10. Ministry of Defence, Security and War Veterans.
11. Ministry of Higher and Tertiary Education, Innovation, Science and Technology Development

**Figure 4.1: Zimbabwe’s Management and Coordination Architecture for DRM**

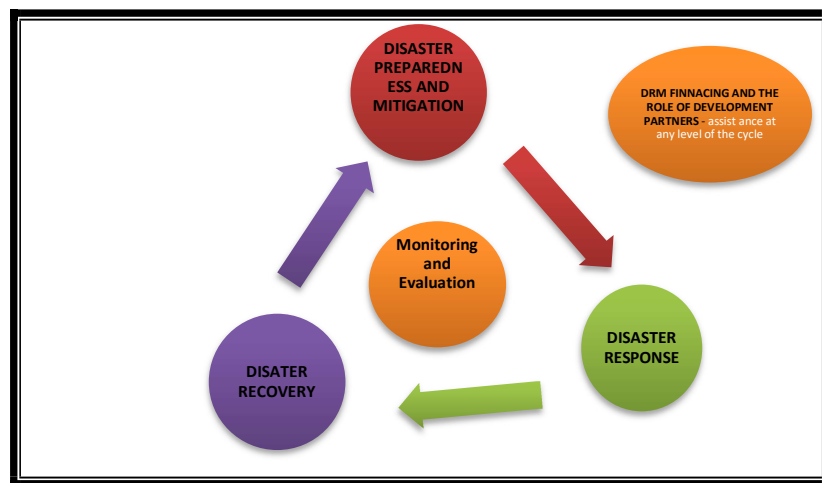


## 5.0 INTEGRATING GENDER INTO DISASTER MANAGEMENT CYCLE-FINDINGS

### INTRODUCTION

Disaster management inherently requires an integrated approach to be successful, one that must combine a variety of functions and sectors including emergency and public health, water and sanitation, shelter, livelihoods, and food security across overlapping phases of action. This section of the report presents findings from the consultation of stakeholders process used to identify, understand, and describe gender differences and the relevance of gender in the context of disasters. The analysis typically involved examining the differential impact of development policies and programs on women and men and the collection of sex-disaggregated or gender sensitive data where appropriate. The analysis also examined the different roles, rights, and opportunities of men and women as well as relations between them. It also identifies disparities, examines why such disparities exist, determines whether they are a concern, and looks at how they can be addressed. The findings will therefore be discussed systematically along the key elements of DRR cycle, that is, **Mitigation, Response and Recovery** (see figure 5.1 below).

**Figure 5.1- Disaster Management Cycle**



Source: Adapted from: A practical guide to Gender-sensitive Approaches for Disaster management<sup>6</sup>

Whilst this analysis will discuss each cycle stage issues separately, it is critical to stress the importance of the interrelated nature of aspects of disaster management. Therefore, it is important to ensure that activities undertaken before, during and after a disaster are interlinked/mutually inclusive. As such, actions in one area, will refer to and reflect upon the other areas. The integrated and holistic approach represented in the disaster management cycle is the foundation on which all projects and interventions in disaster management are built on. This foundation then contributes to the creation and development of safe, resilient and sustainable communities.

<sup>6</sup>International Federation of Red Cross and Red Crescent Societies (strategy 2020), A practical guide to Gender-sensitive Approaches for Disaster management

## 5.1 DISASTER PREPAREDNESS AND MITIGATION

Most natural and climate related disasters are known prior to their occurrence through effective Early Warning Systems (EWS). Therefore, the issues of preparedness become a fundamental element. Preparedness is the initial stage where the needs of women and men are independently analysed, documented, planned for and resources mobilised accordingly. Priority activities during the preparedness phase of the emergency shelter:

### a. Coordination and Cohesion:

Coordination for all development in the provinces lies with the Provincial Development Coordinator (PDC) and the District Development Coordination Coordinator (DDC) at the district level. This further cascade to Ward Development committees (WADCO) and Village Development Committees (VIDCO). In this structure, the Members of Parliament and Councilors all play a role in coordination and driving development. On the other hand, the traditional systems that consists of the Village Heads and Chiefs also have a role to play at village or WARD level. Civil Society Organisations (CSOs) are usually included in these committees at all levels. There also exist at district and/or local level, multi-stakeholder committees coordinating various community issues, such as the Civil Protection Committees, the Water Committee and the Campfire/Natural Resources Committee. Every member of the CPC assumes roles as provided in the Civil Protection Act 10.06. For example, the District Development Fund (DDF) provide bulky water after a disaster with the support from partners and security is provided by the Uniformed Forces and Government Security.

Both at provincial and district levels, the coordination function of the PDC's and DDC's offices is fully functional and its mandate through the Civil Protection Committees (CPC) to plan and respond to disasters is well understood. The CPC comprise various government departments, NGOs (both local and international), and private sector. The committees are organized as per the Civil Protection Act. In Manicaland, the Cyclone Idai disaster complexities strengthened the coordination mechanisms at both Provincial and District levels. Instead of the subcommittees ascribed in the Act, fifteen specific sector committees were established and coordinated at the Provincial level in order to address priority needs in each sector in a more holistic and integrated way. These included, Education, WASH, Monumental, Search and Rescue, Gender, Food and Nutrition, Human Resources and Transport. Whilst meetings for the CPC at Provincial and District levels are held once in a while even without a disaster situation, those at WADCO level are held as and when necessary and, in most cases, when "something happened". At village level, the meetings are hardly held. This affects the momentum towards preparedness by all. It also affects the level of participation of men, women, girls and boys at local level.

It was noted that a disaster situation is everyone's business in order to save lives, led by the Civil Protection Unit. However, as the situation on the ground changes and there is need for long term planning for response and recovery, the transition becomes unclear as most institutions leave without proper handover or hang on to responsibilities beyond their mandate. The confusion on roles and responsibilities, were visible especially in the case of Budiriro in Harare. This disaster situation was initially everyone's responsibility and slowly progressed to be noone's business. The communities consulted have been to "many different offices" seeking long term solutions, with no one taking responsibility to

resolve their issues urgently. This affects urgency and exacerbate suffering of men, women, girls and boys. In such situations of confusion of responsibilities, even development partners tend to be aloof and they get skeptical about resources accountability.

From the stakeholders interviewed, even though they appreciate the need to mainstream gender in DRM, the tendency for government is to partition responsibilities into sectors to reflect various institutional mandates, yet the issue of DRM is cross cutting and needs an integrated system. Therefore, there is a challenge of finding combined skills of DRM and gender in the key institutions responsible for DRM and gender. Designing and accelerating the implementation of gender-sensitive DRM policies require strengthened capacities of institutions, stakeholders and coordination mechanisms that can link policies to budgets and implementation. For example, officials tasked with implementing DRM related policies and plans need a good understanding of gender to be able to link critical issues of gender mainstreaming into sector policies and plans. Conversely, the gender Ministry needs to be equipped to integrate DRR aspects into their work.

All the institutions consulted in the field demonstrated some degree of awareness on gender and gender mainstreaming. Whilst the majority appreciated the need to involve women and empower them but had limited knowledge on tools and techniques. It therefore would be strategic that all actors in the DRR sector become champions of gender mainstreaming and vis-versa, in order to put in place, the necessary mechanisms that ensure that DRR actions are implemented in a manner that systematically respond to the public needs and interest. The Ministry of Women Affairs, Community, Small and Medium Enterprises Development is responsible for mainstreaming gender in government sectors. The Ministry has gender mainstreaming guidelines and a Gender Policy Implementation Plan, which should help among other sectors, the DRM sector in integrating gender issues into plans and programmes and policies and for the DRM institutional structure to successfully mainstream gender in its processes, possession of adequate skills and equipping officials with relevant information.

However, it was also agreed in consultation meetings that gender mainstreaming is beyond an enabling policy and institutional framework. Whilst some degree of knowledge on gender was demonstrated, the majority had not made an effort to implement or drive the gender agenda in their work leaving the responsibility to the MWCSMED. It was noted that gender mainstreaming also requires transformation of individual attitudes and behaviours. Those consulted expressed the need for additional skills and training to boost confidence and close the skills gap. Therefore, continual training (that includes handholding) in DRM and gender is required, in order to provide officers in key government departments, development partners, civil society organisations and the private sector with analytical skills, enhanced knowledge and skills and deepening gender awareness that crystallizes positive changes in attitudes/mind-sets towards gender equality issues.

#### **Representation by gender at national and subnational structures**

Representation at national, provincial and district level Disaster Risk Committees (DRC) is by office not necessarily gender. What has been important in the functioning of all these

committees is that the specific government sector/ministry is represented and their roles/mandate is fulfilled. Not much attention has been paid to the gender representation. Coincidentally, most of the sectors' senior provincial and district officials are males. Among the reasons given for such a situation is the issue of less women especially in technical areas like agriculture and engineering and that some women lack confidence and therefore do not apply for those post when they arise. At the district level, this situation is determined by the proportion of technical officers occupying government positions. Part of it is a result of women refusing to take up positions (even with a grade promotion) in remote locations due to family and hardship considerations

The Ward Councillor presides over the Ward DRM planning at ward level. Ward Councillor is a representative of Local Authorities at the ward level. However, these are political position and over the years very few women made it through to occupy these positions. In 2018 elections only 13%<sup>7</sup> of councillors are female countrywide. In Muzarabani, out of the 28 councilors only one is a woman. The pattern is similar in all rural and urban authorities. The situation gets even more serious in WARD or Village Committees. These village committees are headed mainly by males, who dominate by virtue of them being Headman (a traditional position that is predominantly male and passed on to other male members of families). For example, the consultative meeting held in Dotito had one female in attendance. She is the only female Headman in the district. The issue of political representation is a bigger government agenda requiring, affirmative action. Action towards has already been initiated through parliament.

The Civil Protection Committees are also predominantly male. The explanation is that "women are afraid and not willing to enter difficult situations". In Chimanimani, some community-based disaster risk management programs were dominated by men and they also got the most influential committee posts like "chairman" leaving out women with "only secretaries" posts. Men occupied the chairperson's position by default as councillors or Headman. The perception in many communities is that males are the "leaders and decision makers" therefore naturally become chairpersons, and women are more orderly and organised and are trusted with record keeping, therefore are secretaries. Also in Chimanimani communities, religion (the white garment apostolic sects) is dominant in the province prohibits the advancement and participation of women at local level as leaders or coordinators including in DRM committees.

The Facilitator's Manual page vii, the local/ward level committees' participants and selection Criteria are clearly stipulated to include:

**For each ward**

- Ward representatives
- Field workers- At the ward level Government workers are represented by Field workers/Extension workers. Usually, the representatives vary by office and include MWCSMED, Ministry of Youths, Sport, Arts and Recreation, Health Workers and AGRITEX Extension Officers. There are usually a fair representation of females and males at these levels.

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<sup>7</sup> Zimbabwe Gender Commission 2020

### **For each village**

- Vidco chair
- Vidco secretary
- Field workers
- Other village reps include: youth, women and those with disabilities (with 1 representative each)

Most of the vidco level committees are not active except on the onset of a disaster. Therefore, those in the CPC have to travel long distances to attend the Ward level meetings DRM meetings. The participation of women in these committees is therefore negatively affected by the need to travel long distances. There is need to make the village level meetings functions and in cases where meetings are at the ward level, support is required especially in terms of transport.

### **Summary of findings/gap and Recommendations**

	<b>Findings/gaps</b>	<b>Recommendations</b>
1	Women are under-represented in all district and local level committees including the DRR committee DCC <ul style="list-style-type: none"><li>- technical positions are male dominated</li><li>- some positions are elected positions (councillors)</li><li>- some positions are traditional positions (Sabhukus)</li></ul>	<ul style="list-style-type: none"><li>- Work with the Zimbabwe Gender Commission and other women's organisations on mentorship and promotion of women in politics and decision making.</li><li>- Advocate for policy change and effect the 50/50 provision in the constitution</li></ul>
2.	Reasons for women not participating in decision making <ul style="list-style-type: none"><li>- Lack of confidence</li><li>- Limited support from electorate</li><li>- Religion</li><li>- Family and hardship considerations</li><li>- Distances to meeting spaces</li></ul>	<ul style="list-style-type: none"><li>- Awareness raising on gender and women's participation in decision making and DRR</li><li>- Activate village level DRM meetings/ facilitate transport means and /or cost</li></ul>
3.	The DRR committees are functions but only triggered when "something happens". This affect level of preparedness as there may not be enough time to plan	DRR activities to be budgeted for so that activities of committees are well funded for effectiveness
4.	The adequacy of the committees as set in the Policy. Manicaland had to increase the number of committees for close monitoring of the situation	There may be need to review the effectiveness of these committees in the Policy
5.	The role of the MWCSMED and gender mainstreaming at sectoral level	Training and capacity building on Gender Mainstreaming to line ministries personnel
6.	Limited gender mainstreaming skills in line ministries	
7.	The rapid assessment tool requires review	Tool to be review for adequacy of information collected and for gender considerations.

### **b. Legislation and Policies**

All stakeholders from the various Ministries are aware of the Civil Protection Policy and the National Gender Policy. However, they are not aware of its provisions and the impact it has on their work. Work at the ground is parceled out sectorally as per government structure.

Whilst government has over the years been pushing for sectoral laws and policies to be aligned with the National Constitution provisions including gender equality. The alignment process is still not complete yet for example, the Environmental Management Act.



Currently the government is drafting the DRM bill. This presents an opportunity to include gender equality issues in DRM. A validation process scheduled before end of year will also give key stakeholders (women and men and the inclusion of youths, those with disabilities and the elderly) to input into the policy. Recommendations from this analysis will also be considered in this process. An opportunity to mainstream gender in DRM also exist as Zimbabwe considers the development of the DRM National Plan.

### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Sectoral policies still to be aligned to the constitution	-Policies or laws due for review, to be aligned to the constitution including the gender provisions of various regional and international normative framework
2.	DRM Bill currently being drafted	-Gender inclusion in the bill -That all players from an intersectionality perspective need to be involved in the revision of the DRR policy and in the development of policy guidelines on gender and DRR.
3.	There is no DRR plan	Put in Place a DRR plan at National level. Local level DRR committees may localize this plan to reflect their specific mapped disasters

#### c. Local level Planning:

Communities and individuals in rural areas, got allocated spaces to settle by the Chiefs and/or Headmen. It was ascertained that, the leadership's discretion to settle families or individuals was not determined by disasters risk factors such as slopes that are prone to mudslides or wetlands/floodplains prone to effects of flash floods. It emerged in consultation meetings that some of the decisions to allocate stands/land were determined by capacity to pay... "*the sabhuku vharazipi scenario*" (That is providing sexual favours in exchange for land/stands) In those cases female headed households who often do not have the protection of a male figure and with limited resources are often vulnerable. A common example given during discussions was how women loose part of their field after being widowed.

In urban areas where local authorities play a pivotal role in allocating stands for housing, it also emerged that there has not been due care paid to characteristics of stand location especially with regards to wetlands. It was alleged that some of the officers responsible are marred with corruption and therefore do not exercise due diligence. Also, in some of the cases home seekers have fallen prey to land barons or belonged to cooperatives that have not paid enough attention to land they allocated to some their members. All the home seekers from Budiro interviewed, confirmed that they paid money in good faith to housing cooperatives before being allocated a stand. On allocation they ended up with no choice other than accepting and building on allocated space despite noticing that they are settled in the flood plains/in the river bed. Women were more vulnerable to this kind of situation than men and they always fail to argue and stand up to men who normally are the cooperative leaders. Sometimes the land allocators propose sex in exchange of a well sited stand. To add on, the majority of women cannot afford to pay large sums for low or medium density suburbs and as a result end up accepting under and undeveloped areas.

Whilst both communities and technocrats were aware of identified spaces of safety (rest havens/evacuation centres), improvements made to those buildings included doors that opened from outside, installed ramps to accommodate those with disabilities and improved toilet facilities. There was no other equipment for use by those seeking safety from a disaster such as, tents, cooking utensils, blankets, buckets and other basic essentials for human survival. In Bikita and in Muzarabani, the identified sites were 3km away from the district offices. The distance presented a challenge to those with disabilities, pregnant women, the elderly and children. Most of the women consulted indicated that they will not initially flee to the identified sites because of the distances involved and the fact that the sites are not well equipped. In Chimanimani, almost every school and clinic is being renovated to be a space of safety temporarily or for a period as required. In Bikita, one of the Headman indicated that they have as a community, a safety space, a cave in the mountains which can hold a up to 100 people without gender considerations. However, with an earthquake situation or a violent cyclone like Idai, the place presents serious dangers to those seeking safety in it. Essentially, this highlighted the need to embrace and include the men, women, girls and boys in the identification of evacuation spaces.

The need for having specific evacuation centres that are well resourced to meet the needs of all was emphasized. The use of schools, clinic, churches or halls can only be considered when stand alone evacuation centres are overwhelmed. This will allow for appropriate infrastructure and utensils. Consideration for those with disabilities was expressed as a key element for disaster planning. Whilst assistance of those with disabilities can be provided, appropriateness of equipment and infrastructure was emphasised with consideration of the nature of disability. The issue was about making public and private spaces accessible to those with disabilities.

Determination of the demography of the persons to be served is another critical issue in Planning and preparing for a disaster. For all the districts consulted, the importance to conduct a community scan before the onset of the disaster was apparent. This process should include, a disaggregation of the different groups into categories such as female headed households, child headed households, the elderly, those with disabilities, the women, men, girls and boys. This will determine quantities and specific requirements at evacuation centres such as, food and blankets. Most districts are always unprepared and rush at the last moment to source for materials to assist those affected. The limited risk assessment (that is gender sensitive) in all communities always mean that women, men, girls and boys are vulnerable to inadequate services at rescue centers.

### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	The decisions by Local authorities in allocating settlement areas not based on disaster assessment	Local authorities to map out disaster risk area and be guided accordingly on allocating land
2.	Women are more vulnerable to abuse by authorities responsible for allocating land	Provide a platform for complaints handling that discourage abuse and encourage transparency
3	-No gender and disability considerations in the identification of evacuation centres	-Evacuation centres to be well equipped even in time of no disaster

	-Evacuation centres not equipped to provide differential gender needs	-Facility to be within reach and to accommodate those with disabilities
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**d. Disaster Mapping**

All the District Civil Protection Committees articulated and ranked the hazards in the areas based on their severity, frequency and even location of occurrence (detailed inventory of disasters is in Chapter 3 above). For example, Droughts were common and severe in areas that fell in agro-ecological regions 3, 4 and 5. In Muzarabani they affect 14 wards of the district and affects food security and livelihoods. Floods were also classified as severe in Muzarabani, where they are most threatening and damaging to homes and critical infrastructure affecting the district economically repeatedly. This presents a critical situation that needs serious preparedness and mitigation. Related to disaster mapping is the vulnerability mapping or identification.

**Summary of findings/gap and Recommendations**

	Findings/Gaps	Recommendations
1.	A disaster inventory in all districts exist. However, this is not accompanied by a detailed disaster mapping	All districts to produce disaster maps

**e. Vulnerability Mapping**

Generally, disasters entail a set of vulnerabilities which influence the ability of an individual, a community or a society to deal with impacts of a calamity. Vulnerability is determined by several factors of social, environmental, economic, physical nature. The assessment of the underlying causes of vulnerability though not done timeously was identified as a critical exercise and can be interpreted from different perspectives. For example, from a physical perspective, vulnerability describes the degree to which an individual is exposed to risk such as floods that impact the built environment, e.g. housing and infrastructure. Vulnerability mapping is critical to all disaster-prone areas. For male headed households, it is the role of men to ensure their families settle in safe spaces and that the built structures are strong and able it to withstand environmental hazards such as winds, lightening and heavy rains. This Because of many reasons, with culture among them, vulnerable families are affected each year by the same disaster. In some of the cases cited, it is the same households each year who resist relocation and who also take risk to protect personal properties especially. It is usually men who take such risks.

The intersectional (the complex interaction of multiple identities with gender) was discussed to help recognize the diversified nature of vulnerability and the understanding of dynamics and power relations that influence individuals and groups to experience power and oppression at the same time. The dimensions of power in terms of who has it and how they use it with regards to DRM was interesting with issues of cultures, religion and social interactions at the centre. “Bikita (like most communal areas in the country), is a patriarchal community. Women manage pieces of land on behalf of their husbands. Therefore, major decisions such as changing the farming system by women is not possible as they need to get permission from men first yet, these spouses work away from their families such as the neighbouring countries and abroad.” (From one of the participants in a meeting). The PDC for Manicaland raised the fact that 39 percent of the Apostolic Sects

are based in Manicaland and they are resistant to new interventions. Most of the Apostolic Sects do not allow women to make decisions over their children's welfare including malnutrition resulting from food insecurity from droughts and also access to reproductive services. Vulnerability was also measured in terms of occurrence of child abuse and early marriages and gender-based violence.

Gendered power structures in general disregard capacities of women, limit the access and control over resources which places women in vulnerable conditions. It was observed that, the triple role of women (productive, reproductive and community managing skills) forces women to develop an ability to handle complex systems that are interacting on different levels such as household or community scale. It is led by the responsibility to provide and manage necessities of daily life and can generate conflicts through the separation of domains and knowledge. Women were primarily seen in their role as mothers, which described their reproductive function, and wife who will indirectly benefit from the husband's improved economic situation. Such gendered views led to a progressive exclusion of women in decision-making processes. A headman in Muzarabani expressed that "my wife is already busy with work at home and taking care of grandchildren, and so she must stay at home. I, in turn go and be part of the DRM Committee and participate in decision making responsibilities for the community". Women's rights are oftentimes embedded within rights that are controlled by men or allocated by men's institutions in most of the areas.

Time schedules of work (or time use studies) and responsibilities, that is, how work is distributed at household level is a critical element in vulnerability mapping. It was noted in all districts that women and men are not equally exposed to hazards. The intersection with a variety of factors and contexts creates unique vulnerability for each individual. Women have responsibility to feed the family and provide water. In general women tend to spend more time indoors and near the house than their male counterparts, therefore are more likely to experience dangers related to unsafe building when exposed to strong winds and storms.

Poverty is known to be a key factor in the vulnerability of both men and women during hazard events. It was agreed that poor men and women already have little belongings and capacity to improve their space. They also generally are vulnerable to hunger. Any small disturbance to their space plunges them into extreme poverty. The government officials at local level together with the CPC are aware of such members of the communities. Poverty was not only measured in terms of belongings but also the capacity to withstand disasters and build back better. With regards to economic opportunities, a substantial number of men in places like Bikita, usually form the majority of migrant labourers. Their wives and children, as well as older people remaining at the family home, may be more exposed to the impacts of local disasters. Also, generally men are the owners of big livestock and therefore bear the brunt of ensuring livestock health and safety. In Dotito some travel very long distances in search of pastures and water for their livestock. It entails spending few months away from their families exposing themselves and their spouses to risks related to marriage breakdowns and diseases. It was agreed in all consultation meetings that committees and technocrats identify the different patterns of behavior as a result of division of labour and responsibilities between men and women

including the different behavioral patterns during different time periods, e.g. night/day, wet/dry season, harvest season, summer and winter?

### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	A gender sensitive vulnerability mapping/identification not adequately done for all districts	A gender sensitive vulnerability map that overlaps the disaster map to be produced in all districts. This will include an intersectionality element
2.	Issues identified as causing vulnerability include: -Religion and how it promotes gender inequality and child marriages -limited access to means of production such as land - poverty and the gendered nature of poverty	Need to address the root causes of vulnerability with the help to key stakeholders to reduce an extension/exacerbation of vulnerability in times of disasters
3.	Limited consideration and understanding of time-use for men and women (based on productive and reproductive roles of men and women)	A quick analysis of time-use and practical and strategic needs of women and men in districts prone to disasters.

#### f. **Early Warning & Information Management**

**Equal Access to Information:** Both women and men need better and more equal access to early warning information on upcoming natural hazards such as floods, earthquakes, winds, fires and cyclones. The major sources of information mentioned by the FDG participants are: Community meetings, community members, Media (TV, Radios and maybe newspapers (online)), Local Leaders, NGOS and Government Extension Workers and of late, the schools. The majority relied on community meetings, extension workers and schools the most. As a strategy and as part of the early warning systems, all the districts are making use of the school systems. Children are taught on how to protect themselves, safety spaces and generally about disasters in their areas.

The respondents revealed that there are several community meetings that are held, called and facilitated by various stakeholders and attended by men and women. However, in these meetings, information is usually packaged uniformly with very little considerations of special interest groups such the disabled, elderly, and children and of course gender dynamics. It was highlighted that men are most likely to receive early warnings earlier than women, due to their movement in public spaces and their access to formal and informal channels of communication such as radio, TV, informal community networks and interaction with officials.

Other channels of information dissemination are through the use cell phones. Through the use of social media and also basic phones through messages critical information filters down to local level and vis-versa. It was noted that almost all households own one or more phones and messages get passed on effectively within households, neighbours and communities. Those consulted appreciated the bulk messages received from CPU, that include warnings on floods and crossing flooded river etc. However, these messages are bulk and general. They do not provide specific localised hazards. Therefore, men and women do not personalise the warnings and therefore do not act swiftly as may be required.

In some of the districts, some of those consulted pointed to the reality of men monopolising the use of communication gadgets at household level, affecting the urgency and effectiveness of early warning and communication systems. It is important then that the installed communication system is tailored to the preferences and different behavioural patterns of men and women. In the spirit of inclusion, the challenge was to design an early warning system that is appropriate and accommodative to the blind or deaf person.

There was emphasise on the involvement of both women and men equally in the definition of protective goals and in making sure that women's knowledge, their skills, experiences and capacities are harnessed alongside those of men when weighting "natural" risks vis-à-vis other risks, such as health or economic risks. Besides attending meetings in their numbers, it was noted that women do not effectively participate equally in risk dialogue in those meetings. Whilst there has been a decentralisation of radio services to community level as in community radios. It was noted that some of these community radios are not fully functional and that not all communities were aware of their existence, with only a few listening to community radios. The majority still listen more to Radio Zimbabwe, that seem to have a large coverage.

Upon receipt of information, the majority of both men and women adopt a wait and see attitude and they believe that "someone is bound to come and assist them". To some of the elderly and the very religious members, they rely on traditional forecasting or religious confirmations, whilst the young are more likely to trust more scientific evidence and explanations. It was noted that the traditional forecasting to climate information for example still remains important. Therefore, an increased harmonisation of traditional and modern/scientific methods of climate prediction and dealing with disasters is necessary so that the different users/audiences complement.

Early warning and risk reduction activities, though done during preparedness can also be done during recovery process, as men, women, girls and boys currently affected by a disaster are usually highly motivated to learn new ways of protecting themselves.

### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	There is increased use of community meetings as a means to communicate disaster information	-Information packaged such that it is inclusive of all community groups
2.	Civil protection messages transmitted through cellphone bulk messaging and is effective	Continue to use this means of communication and make the community radios more functional and effective in communication disaster information. Early warning systems to cater for the deaf and blind
3.	Traditional and contemporary information on disasters and adaptation mechanisms	The integration of traditional knowledge systems and modern systems in information generation and in the management of disasters

4.	Decentralise the use of the ARC Africa RiskView to provincial and district level for early warning purposes.	Stakeholders at subnational level are identified for training on the customisation and use of the Africa RiskView.
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**g. Risk reduction**

There has been a self-selection of Civil Protection Committee members with men dominating as discussed above. It was learnt that, men are more likely to have learnt lifesaving skills such as swimming. In case of emergency, they also are more likely to have means of mobility such as motorcycles, bicycles and in some cases cars. However, it is important that capacities and available resources of women and men for managing and reducing vulnerability are identified at household and community level.

There is considerable evidence that a lack of physical skills, such as the ability to climb trees or to swim, has been a major contributing factor to disaster fatalities among women in flood prone areas of Muzarabani and cyclone Idai in Chimanimani. While not all of this disparity is due to differences in physical skills, in cases where women had the ability to swim, they tend to attend to their minor children’s safety first. (paraphrased from Assistant DDC, Chimanimani)

**Summary of findings/gap and Recommendations**

	Findings/Gaps	Recommendations
1.	Men are more exposed to life saving skills than women. Women tend to prioritise children’s safety first	Lifesaving skill straining to be extended to women and children especially the girl child
2.	Limited risk reduction behaviour and way of life	Risk reduction mechanisms needs to be explored such as strength of buildings

**h. Education, Awareness and Capacity Building**

The leadership had a fair knowledge of gender and disaster terminology. There was emphasis on addressing gender issues holistically in health issues, pandemics, climate change. However, a gap existed in the practical applicability of both concept and capacity building is required

A glaring gap existed in terms of gender knowledge and awareness in Disaster Risks Committees at community level. Inclusive empowerment of both men and women at provincial, district and community level on gender and DRM through knowledge and capacity building is required. The challenge is the availability of resources required to cascade gender sensitive DRM planning to community level. Chief Saurombe in Chimanimani, encouraged DRM friendly environment at primary, secondary and tertiary education. He acknowledged that girls were more vulnerable than boys and required special attention and that empowerment through awareness raising and capacity building is one way to address this vulnerability.

Traditional Leadership in Dotito agreed that reducing hazard occurrences among men and women included improving education on good sanitary practices, use of new technologies to disseminate information, technical assistance received from government and non-governmental organizations, improving medical facilities and health education among other things. Manicaland Provincial Public Service Commission Inspector highlighted that, without successfully addressing issues of information dissemination through education

and awareness raising, it is difficult to achieve sustainable development in any society. Likewise, it is impossible to build the resilience of nations and communities to disasters without the equal and active participation of well-informed men and women in DRM. Referring to the need and challenges of educating local communities, he quoted “nothing is impossible, even water can be toasted in a sieve provided it is allowed to freeze first”. This statement was a strong message of encouragement to learn new skills on disasters and on gender mainstreaming at all levels.

### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Limited application of gender concepts	Hand holding and skills transfer on gender mainstreaming
2.	Knowledge gap on disaster nexus gender issues in community disaster committees	Training/capacity building of committees on DRR and gender. Gender awareness raising on gender and DRR to be conducted in community meetings

## 5.2 RESPONSE

All committees consulted indicated that, the need to act fast when providing disaster response can sometimes obscure the importance of gender sensitivity and the need for careful and appropriate planning on the basis of sound understanding of the local context. The objective initially is solely about “saving lives” with no consideration of whose life it is. As already observed, women and minority groups frequently have less social, economic and political power and are not represented in formal leadership structures. Yet, these structures are often the first and main point of contact for response personnel.

The need therefore of conducting gender sensitive (basic) needs assessment before and during rescue was emphasised by all consulted. Assuming that all women or all men share the same needs and perspectives was a common occurrence during rescue missions in all disasters so far. It was agreed that nobody paid attention to, for example, identifying the location where women/men are likely to spend most of their time during day time as well as during night time and the implications this had for rapid evacuation efforts. Fundamental questions such as, who is more likely to care for the most vulnerable such as the sick or those with disabilities, the very young and very old and the impact this has on evacuation effort, and weather that responsibility for others will slow a person down and impact on their capacity to cope with a disaster.

### a. Rescue Teams

Emergency response teams in emergency situations are dominated by males. The reason given for it was that women are emotional and lack life skills like swimming and are easily scared. It was agreed however, that the physical saving of lives process is a sensitive process which has potential to cause conflict in the community after. It was also noted that each person, men or women requires their dignity respected irrespective of the situation they are in. Therefore, it is imperative that assessment and response teams include a combination of male and female (gender and diversity balanced) members in order to facilitate accessing women and men separately during needs assessments and in



addressing the respective needs of women and men throughout the operation. This will cater for the diversities that exist in terms of culture and religion in which women can only talk to women especially on personal needs such as sexual and reproductive health. As such it was agreed in all DDC consultation meetings that all staff and volunteer members of response teams, including partners, need to become familiar with potential gender-related issues and considerations in advance of undertaking any assessments or planning the delivery of relief assistance. They may also need training in participatory approaches and working with marginalized and vulnerable groups.

### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	emergency response teams are male dominated - Women lack lifesaving skills	Inclusion of women in the rescue teams. Train women on life saving skills such as first aid and counselling
2.	Limited gender considerations in planning and delivery of rescue and relief assistance	Training on gender mainstreaming and considerations to rescue teams

#### b. Relief Registration and Service

Beneficiary registration and relief distribution systems is usually household based. As such, the head of the family's (which in most cases is male) is the one that gets registered for relief distribution which in some cases include cash transfer. The Department of Social Welfare however, indicated that the majority (55%) of those that qualified for relief in terms of cash transfers in areas that they worked in were mainly female headed households and children headed household. However, it is a well-documented international evidence, which was confirmed in most the consultations that, in some cases relief (especially cash transfers) provided solely to male heads of households does not always reach other family members (partly or wholly). Food aid is far more likely to reach children or the family if it is distributed directly through women. Setting quotas for participation in relief management committees (with community's and other local leaders' participation) can also be beneficial, to avoid misunderstandings and backlashes that include gender/domestic violence against the targeted groups. It was noted that there is need to pay particular attention for procedures for relief registration so that distribution does not accidentally exclude women or vulnerable and marginalized groups or individuals, for example households headed by women and those with disabilities.

There has been several instances of women and other marginalized groups missing out on relief assistance, particularly when governments and relief agencies have registered based on the status of being registered and/or formal especially with regards to businesses or home ownership. This excluded renters or squatters and small businesses such as vending that are normally female dominated. For instance, in Budiriro, those waiting to receive relief did not include those that were renting and all those allocated stands illegally through cooperatives had difficulty getting their situation recognised by authorities. The situation was the same in Chimanmani at Ngangu and Copper settlements. Specific targeting of marginalized groups can be useful when there are obvious barriers to their accessing relief assistance.

Appropriateness of relief items: disasters are calamities and in most cases force evacuation on short notice with little time to gather daily essentials such as sanitary wear,

birth control pills and undergarments. As much as possible gender and culture-specific needs are taken into consideration when designing relief packages. Women and men should be consulted on the contents of relief supplies to ensure they are suitable. Men that were consulted, felt like there is an underlying assumption that they do not have daily practical needs. The inclusion of shaving equipment, condoms and undergarments in hygiene kits provided to men can bring a little more comfort. Women and older girls always experience challenges as sanitary needs are in most cases considered without the accompanying undergarment. As women tend to be reluctant to approach men regarding their personal hygiene requirements, and can be easily embarrassed or humiliated during the distribution of sanitary and undergarment supplies, it is generally preferable that males are not involved in their distribution. Similarly, the needs for pregnant and lactating women were raised, so that relief pays particular attention to ensuring proper nutrition for adequate milk production for babies and for other vitamin supplements that can be incorporated into family or mother and baby assistance packages.

Beyond material items, there is a gap on information that meets both men’s and women’s reproductive health needs, including protection against HIV/AIDS and other sexually transmitted diseases. Consultation and feedback from both men and women to ensure the contents of relief packages actually meet their respective needs and are socially and culturally appropriate should be done as part of disaster preparedness planning. Challenges to adopt gender sensitive or even gender-responsive approaches occur limited gender awareness of staff, limited availability of gender experts or insufficient tracking and monitoring of progress and results from a gender perspective.

People with Disabilities are rarely taken on board and they need to have their priorities addressed. They are hardly included in any management committee and at risk of being left behind.

### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Relief registration and cash transfers registered in the name of the head of household.	-Gender sensitive relief registration and cash transfers that ensures food sustenance of households -Inclusion of vulnerable groups to elderly and those with disabilities and child headed households
2.	Relief packages use mainstream parameters to identify beneficiaries such as house owners and registered businesses leaving the already vulnerable groups in the unregistered status without status.	Inclusion of non-mainstream vulnerable groups such as those with informal business (venders) and lodgers
3.	Whilst gender considerations are made on determining relief packages by all partners, men feel they are hardly considered or even consulted on their needs.	-Consultation of men and women on their needs as part of disaster preparedness and response is vital -Response to be inclusive and respond to differential needs of men and women

#### c. Gender sensitive shelter

Designing emergency and transitional shelters and support services (toilets, water supply, lighting) that are responsive to the socio-cultural and economic needs and preferences identified by both affected men and women, privacy and safety considerations is a

fundamental aspect of preparedness and response. The shelter visited in Budiriro, provided a decent and safe space for men and women and children. The shelter separated males and females, with younger children sharing space with their mothers. The Nyahodi shelter in Chimanimani also separated males from females. From consultations done, both men and women complained about the set up that separated them from their spouses as this was now causing tension between couples. Women also complained that they have to share their space with young children and this compromised on their dignity and privacy. The realities of sexual orientations with kind of a setup also eventually surfaced.

The Zimbabwe Gender Commission<sup>8</sup> noted that in the tents provided as shelter in Ngangu in Chimanimani, whilst it provided space for Households to be together (parents and children), it did not provide enough privacy for parents and made mixed sex children uncomfortable as boys and girls ended up sharing same space.

Those in the camps in Chimanimani and in Budiriro, felt that the emergency coordination failed to define the timeframe for temporary shelters, that is “how temporary is temporary?” How people relate begin to change as these shelters become semi-permanent. The conflicts among women in the Budiriro shelter was a manifestation of frustration of overstaying in temporary space. The majority of the men were no longer staying at the shelter, they felt it better to go back to their homes even their inhabitable state.

The location of evacuation centres and identified resettlement areas was an issue of concern. The rural-urban divide was an issue of concern as the socially ascribed roles and responsibilities in rural areas is different from urban areas. Peri-urban areas such as growth points and mining settlements are even more complex. There were strong sentiments from the technocrats on the need for a geo-location analysis before the identification of temporary shelters or relocations sites. An example given was on the slow onset of disasters due to developmental projects such as TugwiMukhosi dam. This led to internal displacement of households located in the floodplains. Families were moved to new farmlands in resettlement areas. This brought different social dynamics between host community and incoming community with a lot of challenges adjusting to new environments.

#### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Temporal shelters lasting longer than planned creating stress to men, women, girls and boys and functionality of relationships.	Response to disaster affected men, women, girls and boys to be treated with urgency
2.	Shelters even though in some cases provide family/household spaces do not necessarily provide privacy and dignity especially when shared with parents and children	Gender sensitive shelters Identified location for shelters and for resettlements should be socially sensitive

#### d. GBV and Counselling

<sup>8</sup>ZGC and Oxfam- Gender Analysis of Cyclone Idai

Inclusion of psychosocial support through counselling on domestic violence, abuse prevention and coping with loss has been an essential service that was provided by various government entities and CSOs. This included essential support such as helping some men, women and children cope with changes including a change in gender roles that may include caring for young children after loss of a mother, or loss of family members and even domestic violence and alcohol abuse induced by frustrations resulting from losses experienced. These services have been possible and easily given to those effected by natural disasters (especially when housed in a place of safety) than those affected by epidemics such as cholera and COVID-19. Epidemics presented a wide geographical spread and serious health risks to service providers, therefore difficult to support those who lost family members. Even common community support systems that normally happens when there is a death is not possible.

It was also alleged with concern that women made vulnerable through disasters are further exposed to harm through sexual exploitation and abuse by emergency service providers. The service providers would ask for sexual favours in return for food or other essential items and services. Women would also offer themselves for exploitation in order to save on time spent at the food distribution point. The DDC in Chimanimani called for the need emergency service providers to aim for a gender balance in their teams in order to address this.

In some of the camps where food was communally provided, this situation presented a challenge to most women who have preferred ways of cooking and service to their family members. Interpersonal relationships emanating from this especially among women created tensions and the need for counselling. Budiriro was one good example of this.

COVID-19 in particular has resulted in the need for lockdown, where perpetrators of violence and victims are locked down in one space. Reports from the Victim friendly Units of the Police and from Musasa Projects pointed to the increase in domestic violence with women as the main victims. At the end of the first lockdown in 2020, a number of girls did not return to school due to early pregnancies and early marriages.

#### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Disasters like in the case of COVID results in increased GBV. Those affected by disasters suffer psychological trauma	Provision of counselling services alongside relief services. This require multistakeholder intervention including and effective GBV referral system

### 5.3 RECOVERY AND ADAPTATION

Recovery does not just mean the return to normal, which would often include a return to women's and girl's unequal access to resources, opportunities and power on the basis of culture, economic status and religion among the many issues that lead to inequality. In many cases, disaster leads to rapid social changes within the affected community or society at large. Gender inequalities are exacerbated as in the case of increased child marriages and increased domestic violence due to lockdown in order to reduce COVID infection rates. It was evident from the field discussions that women and men have varying short and long-term needs in all

disasters which should be addressed. If both traditional and district leadership exclude women and men in discussions of mapping a way forward, it will be excluding their needs and potentials to adapt to the disasters and emergencies and capacitate themselves to future disasters. Thus, it is important that DRM measures during the recovery phase actively promote women's empowerment and aim towards gender equality. The dimensions of recovery assessed in this analysis include, recovery assessment, reconstruction, restoration and revitalisation of the economy and restoration of institutional and social structures

**a. Recovery assessment**

In order to ensure that recovery operations address both men’s and women’s needs and priorities and can design appropriate interventions in response, an in-depth assessment of community needs, vulnerabilities, and coping strategies is usually undertaken by the response and recovery operation team. These assessments are not necessarily participatory in nature and therefore the needs of men and women are usually assumed and imposed on communities. Assessments or determination of those furthest behind is usually done at community level and communicated to the district teams through the Counsellor or the Headman with assistance of the Village or Ward disaster risk committee. At the Local level, it emerged that some of the women and men who are “furthest behind” may not have their needs attended to as favouritism and relationships may become one of the criteria for selection of beneficiaries. Also, those with disabilities and the elderly especially men tend to be left behind and their needs not specifically addressed. However, CSOs indicated that they do carry out Vulnerability and Capacity Assessment (VCAs), Participatory Rapid Appraisals, and other forms of social analysis to determine those that are the poorest and most vulnerable within disaster-affected communities in which they work or plan to work.

**Summary of findings/gap and Recommendations**

	<b>Findings/Gaps</b>	<b>Recommendations</b>
1.	Criteria for the identification of those furthest behind not always fair	Set institutional systems to select the most vulnerable
2.	Tools for assessment of the most vulnerable not comprehensive enough to include all groups.	Revision of tools to include all intersectionality issues and be inclusive

**b. The re-construction**

The reconstruction of severely damaged physical infrastructure, including the natural environment should address needs and interests of both women and men. Recovery is not a neutral process, there are always different interest groups and agendas that must be balanced when deciding where and how to allocate resources. Women are more concerned with the reproductive roles such as feeding the family and meeting water needs, whilst men are more concerned with shelter issues. All agreed that reconstruction should focus on making families secure and comfortable so the issues of housing, human settlements, and water and sanitation are critical in construction. Whilst authorities take time to relocate victims of disasters, effort by government needs to be acknowledged. This is based on the “building back better” principle at Runyararo housing scheme to accommodate the cyclone Idai victim. This is providing safe homesteads and livelihood options.

### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Recovery is not a neutral process. There is need to balance priorities of different groups.	Prioritising recovery works should be a gender sensitive consultative process that provides basic needs and dignity
2.	Most victims of natural disasters live with anxiety from uncertainty created as a result slow response or solutions to their problems	There is need for government to set timelines and adhere to those timelines in order not to traumatize victims twice.

#### c. **Restoration**

The restoration and re-vitalization of the economy and livelihoods is not merely a return to the previous status quo, but should actively be shaped in a way that allows for more and equal opportunities of women and men, girls and boys to participate and benefit equally from economic development. If gender issues are addressed with sensitivity to local contexts, it can contribute to boosting the economy, reducing the disaster-related psychological and domestic burdens of men, and promoting the safety, prosperity and decision-making power of women. As such, communities are encouraged to build back better after a disaster such as climate proof their household structures and ensure enough food supply for the family. In places like Muzarabani and Mt Darwin where winds are a common occurrence, the DRM committee together with relevant government departments, encouraged communities to build structures with specific standards in order to be protected from the same disaster in future. There are a range of drought-related government and development partners aided programmes such as food for work, cash handouts, drought relief food distribution, free agricultural input distributions, agricultural-related loan schemes and child supplementary feeding to name a few. However, all those consulted expressed the need for well budgeted safety nets that provide timely, adequate, guaranteed support and protect lives and livelihoods. And this was government responsibility through Ministry of Finance and the Department of Social Welfare.

Restoration efforts by the MWCSMED through the “Women’s Fund” that is targeted at women’s projects though not specific to disaster affected areas was greatly appreciated. However, there was a call for additional funds to be available for women in disaster prone areas in order to build resilience. It was suggested that the fund can be managed in the same manner as the Women’s Fund. The basis for this fund on targeting women was the fact that, smallholder farmers in a place like Mt Darwin are mostly women. Noting that the district is faced with the effects of droughts almost every year, the focus on drought resistant crops through mixed or diversified farming, (of beans, groundnuts, sorghum, millet etc.) grown timeously with enough extension and input support will ensure food security. Women’s means of earning a living for the family may also include cultivating vegetable gardens and running small businesses such as selling snacks and sewing. Nevertheless, decision makers in their consideration of livelihoods strategies need to consider the assets necessary for both women and men to resume their economic activities. Public works schemes such as food for work, are critical in providing men and women with the much-needed income to restore or improve their assets and livelihoods. The receipt of cash for work was welcome by communities where it happened. However, government can still consider cash grants, providing cash through microfinance institutions, and vouchers for goods to better meet women and men’s needs. Despite the

social and gender dimensions within households on decisions about how cash is spent and who makes the decisions, beneficiaries used the cash for a variety of purposes such as the purchase of food, household utensils and clothes, school fees and health care, the purchase of livestock and agricultural inputs, and the purchase of tools and materials for rebuilding homes and businesses. Government and its partners have reinforced the monitoring of how cash handed out to households is used.

Women expressed the desire to volunteer in the reconstruction exercise but felt that in most cases, they are denied the opportunity. They felt that volunteerism is based on masculinity as most of the work is classified heavy and requires the use of power such as construction work. It was also assumed that women lack the skills to participate in certain fields such as construction. However, according to records, women attended reconstruction exercises in high numbers compared to men in “food for work” exercises. For example, in a group working on road rehabilitation, 20 women and three men maybe in attendance. However, women would be involved in light chores of filling in holes with small stones whilst men will be digging trenches and doing all the physically difficult work. The level of involvement of women in the reconstruction exercise needs to be revisited, especially the issue of stereotyping that tends to burden men with most of the work. Whilst local participation in physical reconstruction is encouraged, the inclusion and hiring of women and providing them with training in construction-related skills needs to be addressed.

After a disaster and its stressful impacts to households, many girls are forced to drop out of school to help with chores in the house, or to save money which might not be available as livelihoods would have been disrupted. A number of women and men in urban areas who worked in the informal sectors as traders for clothes, fruit and vegetables had their livelihoods affected by the lockdown and their incomes seriously eroded, leaving them with few or no coping mechanisms. For example, the informal community support systems on which impoverished men and women relied on was not available as most friends, families and neighbours were also affected by the disruption caused by the disaster. In the process of restoration, the MWCSMED with development partners are building better through setting up of safe markets in some urban areas, where trading may happen in a clean environment, that also cater for COVID safety requirements. Both men and women would need help restoring their economic opportunities or develop new livelihood opportunities to replace those that were lost. In the process of restoration of SME business consideration of unregistered women enterprises need to be considered too in order to diversify household income sources and strengthen resilience to future hazards.

When schools closed due to COVID-19, a good number of girls and boys, the majority being in rural areas could not access online learning. The adjustment in the school terms and the introduction of lessons through the most popular radio stations presented an effort by the government to adjust and trying to bring in normalcy with regards to access to education by the majority of girls and boys. However, learning during the lockdown period still remain inaccessible to the majority of children in both rural and urban areas. In some of the communities with mining opportunities, had a number of boys and girls

who assisted their parents with mining activities refused to go back to school when they opened as they found mining lucrative.

#### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Restoration and re-vitalization of the economy and livelihoods is not merely a return to the previous status quo of poverty and inequality but a building better livelihood	-Promotion of livelihood options for affected communities with specific consideration of those most vulnerable or volatile livelihoods. -Awareness raising on gender equality in order to manage gender stereotypes
2.	Access to finance and means of production can be a challenge to most women especially after a disaster like COVID and Clyclone Idai that has disrupted livelihoods.	-Access to finance and means of production can be part of the recovery package for men and women in both rural and urban areas. - establish a gender transformative funding mechanism at community level
3.	Limited government resources to respond timeously to rebuilding of livelihood and s resilience of men and women at local level.	- Government to establish partnerships to leverage of funds to timely respond to men and women's needs in communities and - Set up a Women in disaster transformative fund to specifically address and support women projects after disasters in order to build resilience.

#### d. Restoration of institutional and social structures:

From an analysis of all institutions at various levels, it is imperative that the restoration of institutional and social structures be designed in a way that will improve the status of women and girls and their ability to exercise their human rights. 'Empowering women ... to publicly lead and promote gender equitable response, recovery, rehabilitation and reconstruction approaches is key'. Attitudinal change through training is a vital step in institutional transformation, where women and men are not stereotyped, and need to be valued as active contributors to disaster management, who provide valuable experiences, resources and perspectives. These can be easily integrated into policies and reinforced in national, districts and local level committees. The MWCSMED can be the lead and provide technical backstopping to all departments and partners.

Other institutions such as schools should be involved in DRM programs and school heads and their staff should participate. As discussed under the section of Education, Awareness and capacity building, schools in all districts have been identified as key in terms of information dissemination and providing shelters. As a result, most schools are working on improving their facilities in order to play that role to all effectively.

#### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Sectoral policies still to be aligned to the constitution	-Policies or laws due for review, to be aligned to the constitution including the gender provisions of various regional and international normative framework
2.	DRM Bill currently being drafted	-Gender inclusion in the bill -That all players from an intersectionality perspective need to be involved in the revision of



	the DRR policy and in the development of policy guidelines on gender and DRR.
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## 5.4 MONITORING AND EVALUATION

Monitoring and evaluation is (M & E) at the centre of the DRM cycle, as it is both a stage in the cycle and a process that is applied at every stage of the cycle. Fundamental to M & E is sex and gender disaggregated data. Collection and publication of official data is the purview of ZIMSTAT. Over the years, ZIMSTAT has not only collected sex disaggregated data but has produced “Understanding Gender Equality in Zimbabwe Women and Men in Zimbabwe Report” with the latest report being 2019. This publication focuses on generic issues that gives an overall picture over a period of 5 to 10 years and is not target specific. However, various ministries (such as the DCP and the Department of social welfare) and development partners also collect information using their specific tools and packages it for their purpose. Therefore, sex disaggregated information available under DRM is not centrally deposited, presenting a challenge for integration and cohesion in planning, response and reconstruction.

The A review and discussion with the Department for Social Welfare presented an interesting scenario of gender sensitive information currently being collected. The template used parameters that are disaggregated as in the below figure 5.4.1.

**Figure 5.4.1- Parameters used to collect information by the Department of Social welfare**

District_Name	Total_No_of_Beneficiary_HHs	No_of_HHs_Headed_by_Elderly	No_of_HHs_Headed_by_Women	No_of_HHs_Headed_by_Children	No_of_HHs_Headed_by_boys	No_of_HHs_Headed_by_Children_Girls	No_of_HHs_with_Children	No_of_HH_Members	No_of_Elderly_HH_Members	
Children_below_18	Children_below_18_Boys	Children_below_18_Girls	Adults_19_59	Males_19_59	Females_19_59	Males_60+	Females_60+	No_of_Orphans	No_of_Orphans_Boys	No_of_Orphans_Girls
All_Disabled_or_chronically_ill	Disabled_or_chronically_ill_adults	Disabled_or_chronically_ill_Children	Adults_Fit_for_Work_19to59	Males_Fit_for_Work_19to59	Females_Fit_for_Work_19to59					

The information collected helps in the provision of appropriate aid/assistance to specific groups. The Department of Social Welfare gave an example of situation where the classification of children is defined as an age range of 0-12. Without specifying how many are lactating, large quantities of milk were delivered yet only 20% of the “children” required it. A situation like that usually leads to wastage and inappropriate aid. The parameters are captured through a web-based system that generates reports in the form of tables. Work is in progress to link the system to the Registrar’s Office and possibly to the budget system.

The Guide to rapid needs assessments is used by the DCP for a rapid needs assessment. Whilst information collected is disaggregated by sex, it is appropriate for community level basic needs not adequate to determine specific needs of men, women, girls and boys as individuals. However, the Government has put significant effort in ensuring collection of sex disaggregated data especially on COVID.

Several other Ministries and organisation such as the Ministry of Primary and Secondary Education and Industry and Commerce of collect information specific to their needs. All consulted expressed the need for a gender sensitive integrated information management system accessible to key stakeholders to facilitate cohesion and coordination in disasters. There is a need for a gender sensitive operational manual with common factors/indicators for DRM.

Whilst all stakeholders (government departments and development partners) have officers responsible for monitoring and evaluation function, most of the day to day M & E functions are carried out by community cadres, who are in most cases volunteers and the majority are women. They monitor the vulnerability situation and even the use of money by those who received cash transfers among many other issues. Their effectiveness in this function is determined by availability of “means/ tools of trade”. Support in terms of mode/means of transport and communication to these community cadres is necessary. The work that these Cadres do is classified as care work. But care work should be considered in the context of decent work.

#### Summary of findings/gap and Recommendations

	Findings/Gaps	Recommendations
1.	Limited access to sex disaggregated data and information	-support the collection of sex disaggregated data and information through revision of tools and training of communities and officials
2	No central deposit of data and information collected	-A gender sensitive information management system accessible to all key stakeholders in DRM -A gender sensitive operational manual to be developed.
3	Community volunteers collect information and data but are inadequately resourced to enable them to effectively play this role	Provide adequate resources for community volunteers who collect and monitor the situation on the ground

## 5.5 DRR FINANCING AND THE ROLE OF DEVELOPMENT PARTNERS

Whilst on a general level, the gender issues/gaps identified above resonate in most areas that experience disasters in the country. It is however critical to note that there has been a significant change with regards to gender equality and mainstreaming in DRM as a result of the work done with support of development partners (non-state actors principally UN agencies, INGOs and traditional donors). This section focuses on highlighting some of the gender mainstreaming lessons that can be learnt from a few DRM initiatives and can be replicated in the country.

### 1. African Risk Capacity (ARC)

The ARC has been implementing The Africa Disaster Risk Financing (ADRFi) Capacity Building Project. This aims to strengthen Zimbabwe’s disaster risk management capacity, enhance the resilience and response to climate shocks, through the management the risks of climate-related disasters. The project enhanced Zimbabwe’s capacity to manage the risks of extreme climate events, including droughts, floods and tropical cyclones, as well as promote the adoption of disaster risk financing tools such as sovereign risk insurance, as a viable solution for addressing climate risks. The specific objectives of the project are: (i) to strengthen the

capacity of the country to understand climate related risks, estimate their related costs for the country, and elaborate subsequent adaptation measures to extreme events at both national and sub-national levels; and (ii) to promote instruments for financing climate related to disasters, including insurance. The AfDB collaborate with the African Risk Capacity (ARC) in implementing the project. The direct beneficiaries of the project include Government Ministries involved in disaster risk management, Departments and Agencies that are involved in contingency planning and disaster risk financing in Zimbabwe. The project will cover populations at risk of exposure to extreme drought events, particularly smallholder farmers and vulnerable rural communities receiving assistance through Government with funds from insurance payouts in the event of drought.

Cognisant of the need to closing the gender gap in order to achieve the Sustainable Development Goals (SDGs) and aware of the importance of women’s role in agriculture and in disaster response to food security and economic growth, ARC is upholds the gender equality principle in all its activities within the Agency as well as with its Member States including Zimbabwe. In this perspective ARC’s developed a gender strategy to transform Disaster Risk Management (DRM) approaches to ensure gender equality for vulnerable women and men. Using the GTF mechanism, ARC can support preparation and response, and contingency Planning that integrate gender analysis findings.

## 2. Enhancing Community Resilience and Sustainability (ECRAS)

Plan International, Care International and ICRISAT operate a DRR project for community

### Key highlights...

- Enhance knowledge about current and future risks
- Communities organized into networks and committees. -
- Promote the establishment of women’s representation and leadership in community committees responsible for DRR through capacity building and mentoring, support and promote them to be leaders in their communities and champions of DRR/DM
- 50% of project beneficiaries are female and female headed households
- Engage women and men in gender dialogues on women’s roles during and after disasters e.g. change and sharing of gender roles. This includes dialogue on different perspectives and knowledge about their social and physical environments that can help prepare for natural hazards and improve effectiveness of disaster response.

### Highlights....

- A complaints mechanism set together with community for GBV during and after disasters relief operations – strengthening the referral pathway at community level
- Ensure the systematic collection and use of sex- and age-disaggregated data in all DRM activities y the communities and through the M and E functions of the projects. Both quantitative and qualitative data is collected to inform understanding of gender and diversity impacts, differential vulnerabilities.

resilience and sustainability in two districts of Masvingo Province. The project, is aware of the existing socioeconomic and gender-based inequalities, discriminatory gendered norms, power abuse and the resulting pervasive violence against women

and girls which increase the potential for worsening conditions in the aftermath of disasters and leaving those traditionally marginalized even more vulnerable to subsequent risks. The project is guided by its gender strategy, to shift community level power dynamics by increasingly integrating women and youth into decision making structures, building their economic security and honoring their leadership abilities. Table 5.5 shows some of the DRR intervention activities. Participation in intervention is based on gender roles and interest. Training handwashing and good hygiene has slightly more women than men as generally more women tend to be responsible for hygiene in the home than men, DRR Plans meetings is attended by more males than females. This is a reflection of the decision-making structure

that is male dominated. The same with fodder preservation, males will be more interested as the big ruminants are more male owned.

**Table 5.5- DRR intervention activities by sex**

DRR Intervention	District					
	Chiredzi			Mwenezi		
	Male	Female	Total	Male	Female	Total
Covid-19 Training on Risk Communications, Handwashing and Good Hygiene	2499	3058	5557	3798	4375	8173
DRR Plans Meetings	845	606	1451			
Locust Biology, Identification and Management Training	5424	6349	11773	3924	4390	8314
Fodder Preservation	421	317	738	536	413	949
Survival Feed Intervention	197	169	366	147	94	241
PSP Community Trainings	937	1722	2659	3871	4661	8532

### 3. World Bank-UNOPS project

Ahead of project implementation the organisation carries out a gender analysis to help us appreciate gender issues in the project. UNOPS employs participatory methodologies to mainstream gender in DRR. This includes ensuring that meetings/activities allow for work/life balance thus, women’s participation. Activities have dedicated sex disaggregated sessions to allow women and men to have free voice in sharing their thoughts. Where labour is needed to carry out disaster risk reduction activities their policy speaks 50% of labourers have to be female. The communities receive training to help them gain sustainable skills and the policy extends from community to contractor levels. There is provision of safe workspaces which include workers signing a code of conduct that has zero tolerance for gender discrimination. The management ensures that women and men are equally represented in leadership positions and they are fully represented at community levels and they are also consulted.

- Lessons...
- A gender analysis of project area prior to project implementation
  - Enhance participation with consideration of time use consideration
  - 50% female labourers in all activities
  - Skills training to both males and females
  - Equal representation of women and men in leadership positions

### 4. World Food Programme

The World Food Programme (WFP), included disaster risk reduction mechanisms to build resilience, end hunger and boost nutrition. Whilst maintaining strong emergency capacity, the organisation focuses on building the resilience of vulnerable, food-insecure Zimbabweans, and reinforcing national social protection efforts.

In WFP, gender equality is a cross-cutting commitment that informs all stages of planning and gender equality is both a standalone goal and a means of achieving a world of zero hunger. Its essentials include systematic collection, analyse and sex and age disaggregated data, gender analyses whilst addressing interests and needs of both men and women. The reports that the organization produces shows specific results related to gender equality and ensure that the strategies and action plans address gender. The plan addresses food security and nutrition

- Lessons...
- Systematic collection, analysis and use of sex disaggregated data
  - Gender as a crosscutting issue
  - Gender as a standalone goal

need of women, men, girls and boys and the inequalities that contribute to, or cause, the food and nutrition insecurities that women, men, girls and boys experience.

**OXFAM**

Oxfam believes that all of its work should strive to strengthen gender equality and women’s rights by transforming the balance of power between women and men. This is particularly important in preparing for, and responding to, disasters and the impacts of climate change, as these tend to magnify existing inequalities between women and men.

- Lessons...
- Addressing immediate practical needs and long-term strategic needs
  - Protect women and girls from GBV

Oxfam is committed to ensuring that DRR interventions, some of which are described above, address the gender-differentiated concerns and interests of women and men and take measures to transform the balance of power between women and men. This means taking action to address both women’s immediate practical needs and their longer-term strategic interests. It also means taking measures to ensure that women are protected from violence, particularly since this threat is known to increase during and after disasters, both within and outside the home. Oxfam has participated during the 2008 Cholera, 2013 TugwiMukhosi, Cyclone Dineo and Cyclone Idai major disasters supporting the WASH sectors. Works closely with urban health sectors.

**International Organisation Migration (IOM)**

the rising humanitarian needs are forcing families to move and at times adopt negative coping mechanisms, increasing protection risks faced by women and children in particular. While moving from one place to the other, women and children are especially vulnerable, facing risks of exploitation and harassment, which can include sexual assault and other forms of gender-based violence (GBV), in particular trafficking in persons (TiP), and lead to acute and longer-term consequences on the health and well-being of individuals and their communities. Mental health and psychosocial problems are additional challenges faced by IDPs as potential consequences of family separation and challenges, and at times denial, of access to services during a crisis.

**UN Regional Office for Southern Africa**

**UNESCO**  
Through the regional, project Biosphere Reserves as Observatory for Climate Change Adaptation (Be-Resilient) in Southern Africa, UNESCO has carried out capacity building workshops in which they have targeted women and girls. More than 40% of the attendees were women

**UNESCO**  
- developed a Flood and drought Monitoring System and trained Zimbabweans experts and academia on operating the web-based monitor.  
A course on Resilient Schools and Disaster Risk

- UNDP/ZRBF**
1. A greater number of women are involved in local disaster risk management committees
  2. More women are equipped with skills to provide first response e.g first aid
  3. Women are involved in disaster risk reduction measures. E g nutrition gardens to fight the risk of malnutrition and child mortality
  4. Women groups such as savings clubs are used for disseminating early warning information and Covid related information. More women are now risk informed
  5. Women have been trained in DRM and are now DRR champions e.g they now lead risk assessments and mitigation measures such as catching locusts in Mwenezi

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## 6.0 CONCLUSIONS AND RECOMMENDATIONS

### CONCLUSIONS

Whilst the Constitution of Zimbabwe and the National Gender Policy have provisions that speak to gender and gender mainstreaming. A number of the DRR related policies are still to be aligned to the constitution. The DRM policy is currently under review and this provides an opportunity to mainstream gender in the policy. Procedures and tools under DRR like the rapid assessment tool need to be reviewed to include gender.

A capacity and skills gap exist with regards to gender mainstreaming. This has led to gender mainstreaming as a MWCSMED's responsibility. The need for capacity building, awareness raising (through regular and consistent training) is imperative. Training will be streamlined to DRR committees at different levels, noting that training needs and information needs differ from National, provincial, district and local levels. This will involve all DRR committees

Capacity building and awareness raising on gender and DRR is not only an issue for committees, but an issue for communities especially those most vulnerable to disasters. It is critical as it is important to involve women and encourage women to take up decision making position. Therefore, partnership with the organisations such as the Zimbabwe Gender Commission and other Women's organisations is critical in the drive to encourage women to take up leadership positions and promote women's full involvement in community disaster management committees, disaster response drills and monitoring.

It is also imperative that education and awareness on gender be a priority and adequate resources availed for mainstreaming all cross-cutting issues in disaster risk reduction at all levels. Emphasis was also made on training courses or awareness raising campaigns to respond to the needs of the community pre and post disaster in order to sensitize the communities.

Whilst most districts have identified evacuation centres and emergency housing in their areas, it was noted that some of these identified centres are not easily accessible to some members of the population. It was also noted that some of the centres are not well equipped to provide differential needs of men and women and have adequate privacy and security in the event of a disaster. At community level it is important that women's as well as men's knowledge is promoted to build a culture of safety. The rescue process and evacuation centres also call for the deployment of expertise including prevention of gender-based violence and abuse and a gendered focus on health and well-being, including sexual and reproductive health and rights, and social protection systems.

It was noted that there is need for considering long term impact of response on women and men in disaster as it generally provides a window of opportunity for enduring change and already the response can have a long-term impact on the socio-economic fabric of the affected population. It does not only provides opportunities to increase the capacity of women and men to cope better. This requires raise awareness to challenge the perspective of women as victims was predominantly validated, and create a common understanding that disasters are not gender neutral. The recognition of women as active agents of change is

crucial towards successful adaptation and mitigation programmes at local level and a communication strategy that addresses different categories of people (women, men, youth, indigenous, etc.) equally.

Disaster situations often exacerbate the gender equality gaps and issues such as the right to productive resources such as land, natural and financial resources, services, and income, gender-based violence and child marriages. Multistakeholder involvement in the addressing these issues is critical in order to reduce chances of multiple challenges/suffering to communities and in particular to women and girls. It was noted that assistance tended to focus on women mainly due to their reproductive needs than men. Therefore, recovery assistance needs to include items (condoms and midwifery kits), and information that meets men's and women's reproductive health needs, including protection against HIV/AIDS and other sexually transmitted diseases.

Rebuilding of livelihoods and resilience is a fundamental part of DRR. To enable this, timely and effective support of women and men's projects and initiative is critical. Development partners can as always leverage government effort in many forms including direct support o communities, strengthening of institutions of effectively respond to disasters. To enable these efforts to be realised, government together with development partners can set up disaster gender transformative funds.

The level of participation and involvement of men and women in the reconstruction process was noted as divided along skills and level of physical strength line. This has resulted in men doing most of the hardest tasks and those tasks requiring skills. There is need to encourage local participation in physical reconstruction, including the hiring of women and providing them with training in construction-related skills.

Monitoring and Evaluation is a fundamental in effective DRR planning and implementation. However, the lack of disaggregated data disturbs the effectiveness response. There is need to development of gender-specific indicators, mapping the effects of disasters upon women, men, girls and boys; poor, rural and remote communities, community-based vulnerability and capacity assessments and conduct gender assessment needs pre and post disaster.

## **RECOMMENDATIONS**

This section is a summary of the key recommendations for consideration in the action Plan.

- **Mainstreaming of gender in DRR Legislation and Policy**

The government has ultimate responsibility for managing disasters as a duty bearer. It also has responsibility for enactment of a conducive policy and legal framework that aligns with the constitution and other regional and international normative framework on gender equality. Therefore, the legislative framework particularly the Civil Protection Act and supporting/complementary pieces of legislation and policies need to be reviewed to encompass gender in DRR. This will include provisions that address inclusion of women on basis of equality with men in the various committees up to grassroot level. In the process awareness raising on DRR and Gender could be done through sensitisation meetings/workshops and the distribution of advocacy materials.



It was noted that Zimbabwe doesn't have an overarching DRR Plan. Therefore, there is need to develop a National DRR Plan (with disaster Maps). This can be replicated at local level by DRR committee or Local authorities, to reflected local specifically mapped disasters.

- **Inclusive and gender transformative institutions**

It was noted that women and other vulnerable groups are visibly absent in most of the decision-making committees yet their voice is equally important in disaster risk reduction. It is critical that policy, community, leadership progressively create space and give voice to women through decision making/leadership positions at all stages and levels of DRR. Noting that some of the decision-making positions are selection through popular vote, the agenda then becomes bigger than the Ministry of DRR alone. Partnerships that include CSO women's organisations, MWCSMED, Parliament and the Zimbabwe Gender Commission will be critical to drive this agenda. This activity will leverage on other initiatives that include affirmative action to consider increased number of women in Local government and other leadership mentoring initiatives.

- **Coordination and Collaboration on DRR and Gender**

Whilst the coordination and collaboration mechanism exist at all levels between government and development partners, there is still need to strengthen and make functional the intergovernmental mechanisms on GRR and gender so that their functionality is not only triggered by the onset of a disaster. This process will include he mapping of all willing to invest or be involved in DRR and gender.

- **Performance monitoring and evaluation system**

Although putting the requisite legal frameworks and policies and gender sensitive institutional arrangement is plausible, there is still need for gender sensitive clear and systematic plans and programmes, with well thought out performance monitoring, evaluation and review system to ensure compliance and continual improvement on issues of inclusion<sup>9</sup>. A gender sensitive evaluation criteria tool can be put in place for an easy and uniform collection of information. The evaluation process can also be participatory and men and women at risk can contribute into the development of gender sensitive indicators, targets and review the systems and related processes. Reports need to be discussed at all levels including those at risk in order to promote accountability, inclusion an ownership.

Setting out of gender indicators include, the collection and use of sex- disaggregated data and other gender related social indicators. From the findings of this analysis, sex disaggregated data is a challenge. The involvement of ZIMSAT, the gender statistics committee chaired by the MWCSMED and development partners is paramount. A review of all tools used n the collection and reporting on DRR is required to ensure data collected is sex disaggregated and is also reported as such.

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<sup>9</sup> UN/ISDR, 2005b; DFID, 2006

- **Capacity Building on DRR and Gender**

The Civil Protection Unit and all the different structures of DRR at provincial, district and local levels ought to have requisite expertise of knowledge in gender to effectively lead its mainstreaming the DRR functions. Therefore, they need to continue to receive both formal and informal education and training in gender, to allow them to perform to expected professional standards whilst also generating new research and information and keeping abreast with the new DRR and gender approaches. Capacity can also be enhanced through the elaboration and dissemination of gender sensitive tools and guidelines, checklist etc and gender sensitive recruitment of staff. It may also be imperative to set up a Training of Trainers network at national level.

- **Information and Communication**

As noted in the analysis, media plays a crucial role in informing and influencing. Issues of disasters needs to come into the public spotlight inclusively and timeously. This is critical at all stages of DRR. Good gender sensitive practices can be packaged in communication and media products such as videos, audios, pamphlets and many others. The geographical and intervention targeting need to be accurate to ensure targeting of right people and right messages and assistance. Therefore, there is need effective use of community radios to pass localised information.

- **Learning, sharing and knowledge management**

The issue of stereotypes is a challenge in DRR as it is in all sectors of society. Through awareness raising, information sharing and dialogue at local level, the narrative can progressively change to portray women and youth as agents of change and just victims of circumstances. Creation of these platforms at local level, creates opportunities for clarifying of needs, perceptions and priorities in the wake of hazards and disasters. This can be done through local level review meetings and workshops. This can also be done through exchange visits between communities and to other countries with best practices.

Generation of gender sensitive information and documentation on hazards, capacities and vulnerability needs to be promoted at all levels to enhance learning. This stimulates the setting up of platform to enhance research, knowledge generation (that is publications and articles on best practices and lessons learnt) and exchange information on gender and DRR.

Reliance on oral history is not enough for knowledge transfer and institutional memory for DRR and inclusion. Copies both online and in conventional hard copies on databases, maps and atlases of hazards, vulnerability and risk, players and their coverage need to be readily available for the benefit of women and men in communities. This may bring about efficiency, cost effectiveness, realistic strategic framework and minimise duplication.

- **Integrated Traditional Knowledge systems and Modern Science**

There is no doubt that traditional knowledge systems play a pivotal role in how men and women accept information, respond and recover from disasters. Knowing and documentation of this is important to the discourse of DRR and gender as all interventions must be sensitive to culture, social and economic considerations of men and women in communities.

- **Gender Sensitive Disaster Response**

Disaster response includes rescue operations and relief. Institutions for rescue and relief are male dominated. Gender sensitive relief registration and cash transfers that ensures and secures food sustenance of households and inclusive of vulnerable groups like the elderly and those with disabilities and child headed households is recommended. Distribution of relief packages use mainstream parameters to identify beneficiaries such as, house owners and registered businesses leaving the already vulnerable groups like lodgers and informal micro informal business with the unregistered status. It is recommended relief packages include appropriately the non-mainstream vulnerable groups such as those with informal business (venders) and lodgers. Also, consultations on relief packages should include both women and their differential needs considered.

It was temporal shelters were lasting longer than planned creating stress to men, women, girls and boys. It is recommended that response to disaster be treated with urgency and shelters provided are gender sensitive. Disasters like in the case of COVID results in increased GBV in addition to the trauma resulting from the disaster. Provision of counselling services alongside relief services and a multistakeholder intervention including and effective GBV referral system should be in place.

- **Gender Sensitive Disaster Recovery**

Recovery often includes a return to women's and girl's unequal access to resources, opportunities and power on the basis of culture, economic status and religion among the many issues that lead to inequality. Disaster leads to rapid social changes within the affected community or society at large. Gender inequalities are exacerbated as in the case of increased child marriages and increased domestic violence. Recovery should be led by the principles of "leave no one behind" and "Build back better". It is therefore recommended that recovery assessment be participatory and inclusive of all vulnerable groups and that the distribution of resources be equitable.

Access to finance and means of production can be a challenge to most women especially after a disaster like COVID and Cyclone Idai that has disrupted livelihoods. It is therefore recommended that Access to finance and means of production be part of the recovery package for men and women in both rural and urban areas through the establishment of a gender transformative funding mechanism at community level that can be managed by the MWCSMED and development partners. This will help establish a timely response and help build resilience.

- **Support the development of a national and sub-national disaster risk financing frameworks**

The absence or lack of a gender sensitive DRF framework in Zimbabwe leaves the DRM system open to a haphazard and un-coordinated approach to finance planning and response to disasters. At present disaster management and planning, response coordination and implementation, and resource mobilisation are scattered across different ministries, agencies and departments. Although the new EPDM bill seek to regularise this approach into a centralised system, there is need to have a detailed financing toolbox that pre-classifies disasters, their impact levels on men and women and allocates financing tools and financing sources to such disasters in advance.

## **Annex 1: GENDER ACTION PLAN**

### **OBJECTIVES OF THE GAP**

Objectives of the Gender Action Plan are:

- To create coherence and stimulate cooperation and coordination between different government departments and stakeholders dealing with gender and DRR;
- To strategically harness linkages between different policies dealing with issues of DRR and leverage on consented actions for gender mainstreaming across policies;
- To facilitate the integration of gender considerations, such as addressing women's and men's specific vulnerabilities and strengths DRR cycle.
- To support the efforts by DRR actors in the formulation and implementation of gender responsive policies and interventions that are pro-poor and sensitive to the needs and priorities of women in particular and other marginalized groups including people with disabilities, the youth and the elderly.
- To facilitate and strengthen women's influence and participation in climate change decisions at the national and local level.
- To provide entry points for gender integration and gender-responsive actions into all climate change actions in Zimbabwe guaranteeing women and men 's equal access to and benefit from climate change initiatives;
- To improve tracking, monitoring and evaluation of gender-related decisions and activities through use of gender indicators in the monitoring and evaluation (M&E) of DRR actions.
- To increase public awareness of DRR and gender equality issues.

### **TARGET and WHO TAKES THE LEAD**

Whilst the Ministry of Local Government through CPU takes the lead in managing disasters in the country. It works through multistakeholder committees at national, sub-national and local levels that include government, local authorities, development partners and the private sector. Mainstreaming of gender in government systems is the role of the MWCSMED. The implementation of this action plan then is the responsibility of each stakeholder with guidance and leadership of both the MWCSMED and Local Government.

### **STRUCTURE OF THE GAP**

Contextualized to the national circumstances the Zimbabwe DRR Gender Action Plan (GAP) structure and format is guided by the Gender Analysis (GA) that was done for the DRR sector. This begins by giving a contextual legal and policy framework including the international and regional normative framework. It then focuses on justification for gender. This leads to the GAP matrix, that is structured to address elements of the DRR cycle (disaster preparedness and mitigation, disaster response and disaster recovery) beginning with the key gender national policy and institutional framework issues which are cross cutting to all cycle elements. The GAP identifies the strategic objectives, purpose, actions and targets/indicators for monitoring progress and responsible institution. As the responsible sector institutions use this GAP, they also include timelines and budgets in line with their overall annual forecast.

## ACTIONPLAN MATRIX

### 1. POLICY AND INSTITUTIONAL FRAMEWORK

STRATEGIC OBJECTIVE	PURPOSE	ACTIONS	TARGET/INDICATORS	RESPONSIBILITY	TIMEFRAME					
					1	2	3	4	5	
<b>1.1a. Mainstreaming of gender in DRR Legislation and Policy</b>	a. Gender sensitive policy and legal framework aligned to the constitution and other regional and international normative frameworks	a. Review of the Civil Protection Act and other related legislation and to include gender b. Finalise the drafting of the Civil Protection to include gender	a. Gender Sensitive and DRR legislation b. Gender sensitive civil protection policy	<ul style="list-style-type: none"> <li>• CPU</li> <li>• DRM Committees</li> <li>• Local authorities</li> <li>• MWCSMED</li> <li>• All line ministries</li> <li>• Development Partners (ADRiFi programme)</li> <li>• Private sector</li> </ul>	x	x				
<b>1.1b. Support gender inclusion and/or integration in the strategies and annual result-based plans for government and &amp; programmes of stakeholders.</b>	b. Gender sensitive strategic plans, annual plan and programmes for the relevant government ministries. c. Gender Responsive Budgeting to DRR activities to address the issue of gender blindness in budget allocation as a systemic barrier to gender responsive DRR	a. Develop National and District DRR Plan that is gender sensitive b. Develop guidelines and tools to guide the mainstreaming gender in planning and budgeting processes c. Organizing awareness building training sessions for leaders & staff to build institutional capacity to mainstream gender in DRR planning/project design, budgeting and monitoring	a. 1-National and at least 5-District DRR Plans and programmes with gender indicators and results initially b. Financial resources allocated for GAP implementation c. Resources allocated to sub-programmes and/or components related to gender in strategic and annual plans	<ul style="list-style-type: none"> <li>• CPU</li> <li>• DRM Committees</li> <li>• Local authorities</li> <li>• MWCSMED</li> <li>• All line ministries</li> <li>• CSOs</li> <li>• Private sector</li> </ul>	x	x	x	x	x	

			d. Guidelines to mainstream gender in DRR developed e. Number of Trainings conducted							
<b>1.2a. Institutional framework and National DRF Framework that are sensitive to gender and intersectionality issues</b>	<p>a. Create inclusive and gender transformative institutions that has consideration of members of the society that are “furthest behind”.</p> <p>b. Build resilience of all stakeholders at all levels to prepare for and recover from all hazards across all phases of a disaster event (preparedness and mitigation, response and recovery)</p> <p>c. Strengthen the coordination and collaboration mechanism of the committees (so they are not only triggered by onset of disaster)</p> <p>d. Coordinated approach to finance planning and response to disasters that is gender sensitive</p>	<p>Engender the DRR Management System by:</p> <p>a. Appointing more women in the Provincial, District and Ward level DRCC</p> <p>b. Finalise the recruitment of the Gender Director to the Ministry of Local Government and assist make their office functional and responsive to DRR and gender issues.</p> <p>c. Inclusion of women and youth’s organisations in the DRR committees at all levels</p> <p>d. Carry out gender sensitisation sessions to build knowledge and skills in gender mainstreaming on DRR (2 workshops for management of ½ days each and 3workshops for staff of 2 days each)</p> <p>e. Develop partnerships with relevant institution(s) to designate a centre of excellence in DRM, gender and training</p> <p>f. Local levels DRR meetings facilitation</p>	<p>a. Gender Directorate in the Ministry established, supported and functional to support DRR work</p> <p>b. Number of women and youth organisations in DRR committees at all levels</p> <p>c. Number of gender sensitisation workshops</p> <p>d. Number of DRR committee meetings at local level</p> <p>e. A centre of excellence in Gender and DRR in place</p> <p>f. Gender sensitive financing toolbox</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• MWCSMED</li> <li>• Zimbabwe Gender Commission</li> <li>• All line ministries</li> <li>• Development Partners (ADRFi programme)</li> <li>• Private sector</li> <li>• Traditional leaders</li> <li>• Communities</li> </ul>	x	x	x			

		g. Production of a detailed gender sensitive financing toolbox that pre-classifies disasters, their impact levels and allocates resources to such disasters in advance. h.							
<b>1.2.b. Involvement of women in decision making/governance in governance structures in DRR</b>	<p>a. Recognising and addressing the current reality of gender inequality and exclusion of women from decision-making structures at all levels.</p> <p>b. Increase women's voice to through inclusion decision-making and planning in leadership positions at all stages of disaster risk reduction, from gender balanced needs assessment,</p>	<p>a. Setting targets for women's participation in committees (affirmative action initiatives for women's representation in Local Government)</p> <p>b. Partnerships with women's groups in DRR and showcase their abilities.</p> <p>c. Build capacity for women leaders and potential leaders (technical DRR issues and leadership skills)</p>	<p>a. Number of women in the disaster DRM committees at all levels</p> <p>b. Number of training conducted (4 per province to capacitate women in leadership and mentoring in partnership with other institutions)</p>	<ul style="list-style-type: none"> <li>MWCSMED</li> <li>ZGC</li> <li>Parliament of Zimbabwe</li> <li>DRM committees</li> <li>Women NGOS and other CSOs</li> <li>Traditional leaders</li> </ul>		x	x	x	x
<b>1.3 Increased technical capacity of CPU and various DRR structures in gender equality.</b>	<p>a. Build capacity to increase Gender sensitivity in DRR processes programming and reports at all levels.</p>	<p>a. Training of trainers on Gender in DRR</p> <p>b. Gender training targeted at Senior management and organisational staff (government and stakeholders)</p> <p>c. Develop guidelines on gender-DRR (include sectors such as health, infrastructure, tourism, agriculture, services, and water)</p>	<p>a. ToT at a Trainers network established at a national level on gender in DRM</p> <p>b. Number of training conducted to CPU and SRR structures at all levels.</p> <p>c. Media articles/programmes on gender and DRR (through media monitoring)</p>	<ul style="list-style-type: none"> <li>CPU</li> <li>MWCSMED</li> <li>All line ministries</li> <li>CSOs</li> <li>Private sector</li> </ul>		x			

		d. Support knowledge management and sharing of good practices- including indigenous knowledge-on inclusive disaster management	d. Gender and DRR and guidelines. e. Online knowledge platform created and operational							
<b>1.4 Gender Sensitive DRR information and communication system established and functional</b>	a. Gender sensitive accurate and timely reporting and information about gender in disasters b.	a. Media training to improve communication around gender issues and effective gender sensitive reporting of risks and impacts of disasters b. Packaged gender sensitive information on disasters through media products such as videos, audios, pamphlets c. Provide Gender in DRR programmes for airing through community radios d. Create social media platforms to communicated	a. Number of training for media b. Media products (videos, pamphlets etc) c. Number of programmes communicated through community radios d. Number of social media platforms established and used	<ul style="list-style-type: none"> <li>• CPU</li> <li>• DRM committees</li> <li>• MWCSMED</li> <li>• All line ministries</li> <li>• CSOs</li> <li>• Private sector</li> <li>• Media</li> <li>• Communities</li> </ul>	x		x			x
<b>1.5a. A platform for learning, sharing and knowledge management created</b>	a. Create a platform for information sharing and dialogue in gender in DRR. b. Enhance research, knowledge generation, knowledge transfer and learning on gender in DRR c. Institutional memory on gender in disasters preserved	a. Establish and make functional a platform for information sharing b. Produce a variety of knowledge products for various stakeholder groups c. Facilitate learning visits between communities to enhance learning d. Collection and safe deposit of information on disasters in districts,	a. Knowledge sharing platforms established b. Number of information and knowledge products produced c. Number of learning visits done d. Collection for safekeeping and reference of databases, maps of	<ul style="list-style-type: none"> <li>• CPU</li> <li>• DRM Committees</li> <li>• MWCSMED</li> <li>• All line ministries</li> <li>• CSOs</li> <li>• Private sector</li> <li>• Academic Institutions</li> <li>• Communities</li> </ul>		x	x	x	x	x



		<p>provinces and national level</p> <p>e. Participatory research on gender in DRR</p> <p>f. Support women's participation in forums/conferences for exposure and learning</p>	<p>hazards, vulnerabilities and risks</p> <p>e. Research products produced</p> <p>f. Number of women exposed to national and international forums</p>						
<b>1.5b. Integrated Traditional Knowledge systems and Modern Science</b>	<p>a. To strengthen, protect and preserve indigenous knowledge practices of various communities with regards DRR</p>	<p>a. Research and document on indigenous knowledge systems and technologies on DRR and resilience building</p>	<p>a. Knowledge products in IKS</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• MWCSMED</li> <li>• All line ministries</li> <li>• CSOs</li> <li>• Communities</li> </ul>		x	x		
<b>1.6 Sex-disaggregated data and evidence generated</b>	<p>a. Appropriate sharing of data to ensure fit for purpose in informing policy and programming</p> <p>b. Data is "silo-ed" at the country level- it is collected and managed according to different standards and purpose of use. Need to consolidate and or coordinate data so it is used to inform evidence-based decision-making</p>	<p>a. Training and awareness on gender disaggregated data to all.</p> <p>b. Establish protocols for collection of data especially at local level with clear guidelines including development/ review of rapid assessment forms to collect disaggregated data for gender, age and disability.</p> <p>c. Promote the functioning of the gender statistics committee under the ZIMSTAT and train the committee to appreciate gender in disasters</p>	<p>a. Gender disaggregated data</p> <p>b. Number of training to all committees especially at local level on data collection and reporting</p> <p>b. Reviewed/ developed gender sensitive rapid assessment forms</p> <p>c. Gender statistics committee training</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• MWCSMED</li> <li>• All line ministries</li> <li>• CSOs</li> <li>• Private sector</li> <li>• ZIMSTAT and the Gender Statistical committee</li> </ul>		x	x	x	x
<b>1.7 Accountability mechanism for gender in DRR created.</b>	<p>a. A clear framework matrix for accountability</p>	<p>a. A gender sensitive evaluation criteria tool for</p>	<p>a. Evaluation tool</p>	<ul style="list-style-type: none"> <li>• CPU</li> </ul>	x	x			

	<ul style="list-style-type: none"> <li>b. Strengthen gender sensitive M &amp; E systems for early warning systems and early response at the CPU</li> <li>c. Establish a system for monitoring and reporting mechanism for GAP</li> <li>d. To create mechanisms for gender accountability in DRR progress against set targets</li> </ul>	<ul style="list-style-type: none"> <li>easy and uniform collection of information</li> <li>b. Develop and test a gender sensitive M&amp; E framework at CPU</li> <li>c. Gender sensitive reports included in Annual reports produced by government and its stakeholders.</li> <li>d. Gender based budgets (analysis and monitoring on allocations and spending towards gender and DRR)</li> <li>e. Capacitate the local level Cadres who assist with information and data collection</li> </ul>	<ul style="list-style-type: none"> <li>b. Centralised monitoring and evaluation framework for early response to disasters is deployed at sub-national level.</li> <li>c. Gender sensitive reports</li> <li>d. Budget analysis and monitoring reports</li> </ul>	<ul style="list-style-type: none"> <li>• DRM Committees</li> <li>• MWCSMED</li> <li>• MoFED</li> <li>• ZIMSTAT and Gender statistics committee</li> <li>• All line ministries</li> <li>• Development partners (ADRFi programme)</li> <li>• Private sector</li> <li>• Local communities</li> </ul>					
<b>1.8 A gender sensitive national and sub-national disaster risk financing framework developed</b>	<ul style="list-style-type: none"> <li>a. Secure financing for the development of a gender sensitive National and sub-national DRF framework</li> <li>b. Mobilization of premium financing from various sources and mechanisms by government</li> </ul>	<ul style="list-style-type: none"> <li>a. Secure financing for the development of a gender sensitive National and sub-national DRF framework</li> <li>b. Mobilization of premium financing from various sources and mechanisms by government</li> </ul>	<ul style="list-style-type: none"> <li>a. Resources for the development of a gender sensitive DRF secured</li> <li>b. insurance premiums are catered for in national budget</li> </ul>	<ul style="list-style-type: none"> <li>• MoFED</li> <li>• ARC and Development Partners</li> </ul>		x	x		

1 DISASTER PREPAREDNESS AND MITIGATION									
STRATEGIC OBJECTIVE	PURPOSE	ACTIONS	TARGET/INDICATORS	RESPONSIBILITY	TIMEFRAME				
					1	2	3	4	5
<b>2.1 Coherence and integration between gender, disaster risk reduction and, other</b>	<ul style="list-style-type: none"> <li>a. Promote and support community-level integration of gender within DRM and</li> </ul>	<ul style="list-style-type: none"> <li>a. Strengthen and make functional the inter-governmental mechanism</li> </ul>	<ul style="list-style-type: none"> <li>a. District and local level committees fully functional.</li> </ul>	<ul style="list-style-type: none"> <li>• PDC's office</li> <li>• DDC's Office</li> </ul>		X	X		

<p><b>development obligations strengthened.</b></p>	<p>initiatives and encourage collaboration between the local and national</p> <p>b. Strengthen institutional networking and coordination mechanisms between Gender, Disaster Risk Reduction at all levels.</p> <p>c. Contribute to the implementation and achievement of the goals and aspirations of relevant frameworks and the National Development Framework 1</p>	<p>for collaboration and partnership for Disaster Risk Management and Gender mainstreaming at all levels</p> <p>b. Undertake a mapping exercise of actors involved in DRR and gender in each district and maintain a comprehensive register of those willing to invest in most vulnerable communities identified through the gendered risk profile</p> <p>c. Develop innovative communications material (e.g. Newsletter) and procedures to continuously engage policy makers on gender issues relating to DRR (other than annual workshops) at all levels.</p>	<p>b. Identified portfolio of partners (new and old) at all levels</p> <p>c. DRR and Gender Bulletin/ communication material</p>	<ul style="list-style-type: none"> <li>• Local Authorities</li> <li>• DRR committees at all level</li> <li>• CSOs</li> </ul>					
<p><b>2.2 hydro-meteorological hazards identified and mapped according to the different perspectives of women and men</b></p>	<p>a. Decentralise the use of the <i>Africa RiskView</i> to provincial and district level for early warning purposes</p> <p>b. Response strategies that take into account differential needs of women, men, girls and boys.</p> <p>c. Inform the development of gender responsive mitigation strategies.</p>	<p>a. Stakeholders at sub-national level are trained on the customisation and use <i>Africa RiskView</i> as an early warning tool.</p> <p>b. Revise the hazard maps at national level</p> <p>c. Draw community maps (that include perceptions) in at least 5 hotspots in the country initially.</p>	<p>a. <i>Africa RiskView</i> as an early warning tool.</p> <p>b. Gender-sensitive mitigation and response strategies</p> <p>c. Revised/new hazard maps</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• Met Office</li> <li>• Ministry of Environment</li> <li>• MWCSMED</li> <li>• Ministry of Agriculture</li> <li>• Ministry of Public Service and Social Welfare</li> </ul>		x	x	x	

				<ul style="list-style-type: none"> <li>• ARC- ADRiFi programme</li> <li>• Private sector</li> </ul>					
<b>2.3 A gender sensitive hazard and vulnerability assessment and gender risk profile prepared</b>	<p>a. Gender-sensitive approach to disaster risk identification and assessment and information gathering on the differentiated impacts of disasters</p> <p>b. Equitable reduction of the effects of disasters for women and men, girls and boys, by strengthening gendered risk identification and effective and inclusive disaster risk management actions and information management capacities on recurrent and new hazards</p>	<p>a. Review assessment guidelines and protocols for gender sensitivity</p> <p>b. Develop procedures and checklist that are gender sensitive for use by committees up to community level</p> <p>c. Develop gender sensitive risk profile for use at all stages</p> <p>d. Women and men actively involved in the process to identify, review and update risk profiles to include information on new or emerging vulnerabilities and hazards</p>	<p>a. Reviewed guidelines and Gender sensitive checklist</p> <p>b. Gender sensitive operating procedures</p> <p>c. Number of women and men participation in consultation process</p> <p>d. Gendered risk profile updated</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• Met Office</li> <li>• Ministry of Environment</li> <li>• MWCSMED</li> <li>• Ministry of Agriculture</li> <li>• Ministry of Public Service and Social Welfare</li> <li>• Ministry of Health and Child Care</li> <li>• NGOS</li> <li>• Private sector</li> </ul>			x		
<b>2.4 The importance of women as key agents promoted and women fully involved in community disaster management committees, disaster response drills, etc.</b>	<p>a. Involvement of women in decision-making or governance at all levels</p> <p>b. Meaningful participation of women and men in programme design/planning, implementation and monitoring at all levels</p> <p>c. Identify key gaps in survival training for women and men (for example swimming lessons in case of floods, basic training on food</p>	<p>a. Promote inclusion of women in programmes and initiatives at community level (including disaster management, environmental management and early warning committees)</p> <p>b. Build women’s leadership capacity at all levels so they can be change agents and empowered in the</p>	<p>a. Number of women in all committees at community level</p> <p>b. Women’s voices and active participation in DRR at community level</p> <p>c. Number of capacity building initiatives to women on</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• MWCSMED</li> <li>• ZGC</li> <li>• Ministry of Sports, art and Culture</li> <li>• NGOs</li> <li>• DRR Committees at all levels</li> </ul>	x		x		

	security and house gardening in case of droughts, as appropriate to context)	process of gender-responsive DRR c. Inclusive community meetings to address the gender gap (for example, separate men and women meetings in order to harness voices of all in planning).	leadership and empowerment d. Training on some survival skills to men and women in communities						
<b>2.5 sex disaggregated data of those affected and likely to be affected in the event of a disaster collected and used.</b>	<p>a. For interventions that will equitably benefit girls and women, boys and men and to monitor progress.</p> <p>b. To respond to human rights and reduce corruption and nepotism.</p>	<p>a. Training on the collection and use of sex disaggregated data throughout the DRM cycle (10 regional training meetings for district committees) 10 regional training meetings for community committees)</p>	<p>a. Number of training on collection of data</p> <p>b. Tools on sex disaggregated data collection, analysis and use</p> <p>c. Data is available, accessible and recent</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• MWCSMED</li> <li>• NGOS</li> <li>• Committees at all levels</li> <li>• ZIMSTAT and Gender Statistics Committee</li> </ul>			x		
<b>2.6 Gender sensitive early warning systems in place</b>	<p>a. Improving the availability of timely information that reflects the different information needs and communication preferences of women and men as essential to ensure equal benefits from Early Warning Systems.</p> <p>b. There is a need to address the gap in the uneven ability for women and men to access and leverage information related to early warnings, seasonal forecasts, and climate change information</p>	<p>a. strengthening coordination for the provision of gender responsive information on early warning and response to different data users</p> <p>b. accounting for the specific information needs of women and girls and social and cultural context.</p> <p>c. Disability friendly early warning system</p>	<p>a. coordinated information access by all</p> <p>b. Proportion of women and men involved in communication (%)</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• Police</li> <li>• Army</li> <li>• Media house</li> <li>• All Government department</li> <li>• NGOS</li> </ul>		x			

	c. Early warning information that reflects women's and men's gender roles (in terms of information required and how they need to access it)								
<b>2.7 Education, awareness, capacity building and information management</b>	<p>a. Focusing on women, men and youths as agents of change</p> <p>b. Address gender stereotypes and social barriers (early behaviours that affect power imbalances)</p> <p>c. Sharing information, promoting good practice and recognition of progress</p> <p>d. Sensitization and awareness raising among youth, women, men, traditional elders and religious leaders at the community level through continuous engagement.</p>	<p>a. Schools curriculum to include gender and DRR</p> <p>b. Partner with relevant academic institutions in research and production of knowledge products</p> <p>c. Media (mainstream and social media) programmes on gender and DRR</p> <p>d. Production of products on DRR and Gender</p> <p>e. Exchange/learning visits between committees</p> <p>f. Develop a communication strategy on Gender and DRR</p>	<p>a. Number of school programmes and activities on gender and DRR</p> <p>b. Number of campaigns/ Awareness-raising events targeting men and women.</p> <p>c. Number of media engagement meetings</p> <p>d. Number of media features on DRR and gender</p> <p>e. Number of exchange and learning visits (at least 2 initially for hotspots areas)</p> <p>f. Communication strategy</p> <p>g. Knowledge products produced and disseminated</p> <p>h. Online platform on Gender and DRR created</p>	<ul style="list-style-type: none"> <li>• CPU</li> <li>• Ministry of Primary and Secondary Education</li> <li>• Ministry of Higher and Tertiary Institutions</li> <li>• DRR Committees</li> </ul>	x	x			

## 2 DISASTER RESPONSE

STRATEGIC OBJECTIVE	PURPOSE	ACTIONS	TARGET/INDICATORS	RESPONSIBILITY	TIMEFRAME					
					1	2	3	4	5	
<b>3.1 gender sensitive relief registration and service provision</b>	<p>a. Institutionalise the integration of gender into response systems and processes</p> <p>b. Promote measures for economic recovery that leave no one behind</p>	<p>a. Secure equal access of women and men to disaster relief assistance</p> <p>b. Promotion of economic recovery measures</p>	<p>a. Proportion of women and men with access to disaster relief assistance (%)</p> <p>b. Gender sensitive economic measures identified and implemented</p>	<ul style="list-style-type: none"> <li>• DRM committees</li> <li>• Local leadership (Sabhukus and political leaders)</li> <li>• communities</li> </ul>	x					
<b>3.2 Parity in response teams established</b>	<p>a. Identify and help removing barriers to women's full and effective participation in the response</p> <p>b. promote the support of gender equality for humanitarian actors and other first responders involved in relief and response</p>	<p>a. Conduct a skills gap analysis to evaluate needs in skills development to contribute to gender equitable resilience</p> <p>b. Identify first aid training needs for women, men, girls and boys</p>	<p>a. Proportion of women participating in the response (%)</p> <p>b. Women and men trained in life skills</p>	<ul style="list-style-type: none"> <li>• DRM committees</li> <li>• Local leadership (Sabhukus and political leaders)</li> <li>• Communities</li> <li>• Various Government Department</li> </ul>		x				
<b>3.3 Gender sensitive shelters established</b>	<p>a. Shelters that upholding human rights and dignity of men, women, girls and boys</p>	<p>a. Well planned and resourced shelters</p> <p>b. Shelters meet the needs of women, men, girls and boys differentially</p> <p>c. Set-up a task team for relocations in the shortest period as possible</p>	<p>a. Safe, decent shelters that meet basic conditions of living</p> <p>b. Disability friendly shelters</p> <p>c. Relocation taskforce set up and functional</p>	<ul style="list-style-type: none"> <li>• DRM Committees</li> <li>• CPU</li> <li>• Local leadership (Sabhukus and political leaders)</li> <li>• Communities</li> </ul>	x					

				<ul style="list-style-type: none"> <li>Various Government Department</li> </ul>					
<b>3.4 GBV and Counselling services provided</b>	<p>a. Make use of the Referral Pathways and Standard Operating Procedures for handling disaster risk related GBV</p> <p>b. Strengthen the community/traditional conflict resolution mechanisms/systems</p>	<p>a. Support and make functional the legal and the traditions response mechanisms on GBV and conflict resolution</p> <p>b. Raise awareness on GBV to men, women, girls and boys</p> <p>c. Raise awareness on child marriages</p>	<p>a. Knowledge on the existing systems and for GBV relief disseminated</p> <p>b. No of awareness sessions on GBV and early marriages</p>	<ul style="list-style-type: none"> <li>MWCSMED</li> <li>ZGC</li> <li>Police</li> <li>Courts</li> <li>Traditional leaders</li> <li>NGO (include those that focus on Children's rights)</li> </ul>		x			

<b>3 DISASTER RECOVERY</b>									
STRATEGIC OBJECTIVE	PURPOSE	ACTIONS AND/OR DELIVERABLES	TARGET/INDICATORS	RESPONSIBILITY	TIMEFRAME				
					1	2	3	4	5
<b>4.1 gender sensitive recovery assessments</b>	<p>a. Inclusive stakeholders' participation</p> <p>b. Promote measures for economic recovery that leave no one behind</p> <p>c. "Build back better" approach</p>	<p>a. Inclusion of women in decisions and planning meetings around relief, recovery and rehabilitation</p>	<p>a. Gender inclusive assessment report</p> <p>b. Proportion of women included in the decisions on recovery (%)</p>	<ul style="list-style-type: none"> <li>PDC/DDC DRM committees</li> <li>Local level DRR committees</li> <li>Private sector</li> <li>NGOS</li> <li>MWCSMED</li> </ul>		x			
<b>4.2 Equitable Recovery Assistance through GoZ effort on parametric weather-based insurance towards hedging investments in</b>	<p>a. Promote gender-responsive early recovery, rehabilitation and reconstruction built around gender-equitable</p>	<p>a. Ensure equal access to women and men for recovery assistance</p> <p>b. allocation of resources (human, capital, physical) to local renowned</p>	<p>a. Proportion of women and men with access to recovery assistance (%)</p> <p>b. Number of women's organisations/cooperatives empowered</p>	<ul style="list-style-type: none"> <li>PDC/DDC DRM committees</li> <li>Local level DRR committees</li> </ul>	x	x	x		



<p><b>food security and in supporting social safety nets across relevant stakeholders.</b></p>	<p>inclusion in decision-making</p> <p>b. Establish relations with key agricultural finance houses, insurers and resilience programme managers</p>	<p>women’s organizations/businesses involved in recovery activities</p> <p>c. Key stakeholders are sensitized on role of insurance in safeguarding national investments in food security and social safety nets</p>	<p>c. Knowledge products on role of insurance in safeguarding national investments in food security and social safety nets are produced and used to raise awareness</p>	<ul style="list-style-type: none"> <li>• Private sector</li> <li>• NGOS</li> <li>• Development partners (ADRFi programme)</li> <li>• MWCSMED</li> </ul>					
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