

GENDER EQUALITY & SOCIAL INCLUSION (GESI) mainstreaming in Sabal

Community Resilience Learning Centre (CRLC)

WHAT is a CRLC?

A center aimed at empowering poor, vulnerable and socially excluded (PVSE) groups including women living in areas affected by or vulnerable to disaster and effects of climate change. The center

- ▶ Informs about relevant government policy and programs
- ▶ Enables development of disaster mitigation plans
- ▶ Generates awareness about social malpractices
- ▶ Builds self-esteem
- ▶ Empowers to seek solution and take collective action

THREE Main Objectives

1. **INFORM** the impact groups about their rights and duties
2. **STRENGTHEN** the impact groups to conduct context analysis, identify the cause of social prejudice and initiate dialogue to address it
3. **TRANSFORM** the impact groups such that they are able to participate, plan and take action.

HOW is CRLC established?

1. Target community identification and rapport building
2. Conduct vulnerability capacity assessment to identify areas prone to disaster and climate change
3. Select community recommended by assessment
4. Intensive discussion with impact groups about working modalities of the center and its objective
5. Selection of 25 members of the center from amongst the impact group
6. Monitoring and management committee formation
7. Capacity building of committee member.
8. Centre establishment



ReFLECT (Regenerated Freirean Literacy through Empowering Community)

ReFLECT session facilitation process

1. Issue identification and information
2. Reasoning for issue prioritization (at least 5)
3. Advantages & disadvantages of addressing it
4. Evidences to support the issue
5. Presenting the law governing the issue
6. Identifying roles to address the issue.
7. Identification of stakeholders
8. Financial resource identification
9. Outlining the rights
10. Developing a slogan
11. Discussing the power relation/dynamics
12. Campaign timeline/milestone
13. Review and discuss learnings
14. Documentation

CRLC uses **REFLECT** approach to meet the three main objectives of the center. The approach is all about building a platform where impact group can comfortably meet, discuss, identify and prioritize major problems from their own perspective, analyze and seek solution through meaningful participation on issues relevant to them and their lives. The approach

- **Commences** with acknowledgement for people's existing knowledge and experience
- **Strengthens** capacity of impact group to communicate
- **Creates** an egalitarian platform
- **Seeks** continuous, intensive and extensive involvement, rarely a one off process
- **Involves** everyone in the process
- **Builds** awareness on power relationships
- **Encourages** self-organization and independence

Key elements of ReFLECT

- Session timing and venue selection by community.
- Formation of rules and regulations by members.
- Monthly review and reflection among Local Resource Persons (LRPs), NGOs and Sabal staff in districts.
- Common platform for identifying common sharing and learning experiences.
- Absence of language barriers as LRPs are locally hired.
- Catering to indigenous knowledge, and application with modern approaches
- Collective issue prioritization process and progress.

Impacts of ReFLECT

- Increased awareness about women's workload, gender roles and responsibilities, socio-cultural norms and mal-practices.
- Increase in ability of the impact groups to raise voice through collective discussion.
- Enhanced knowledge of social security and state services.
- Engagement in income generation and skill enhancement initiatives.
- Meaningful participation of impact groups in preparation of different actions plans, post ReFLECT action plan, DRR/CCA mitigation plan.
- Increased Women's membership in different task forces and committees, e.g. Early Warning system, First Aid task force, Search and Rescue task force.
- Expanded linkages with rural municipality/municipality and other institutions.
- Increased capacity to demand services and promote accountability.

TIME DIARY-A ReFLECT Activity, is a tool to measure the way women and men use their time. It demonstrates variations in time spent on paid and unpaid work. While unrecognized women's workload is a major challenge to their meaningful participation in activities involving personality and societal development, women are increasingly working additional hours in social and development related activities. Time Diary provides **recognition, reduction and redistribution** of their workload such that they can attain their full potential

3 IMPORTANT PURPOSES

1. **RECOGNITION** of unpaid work performed by women.
2. **REDUCE** the work burden of women.
3. **REDISTRIBUTION** of unpaid care work.

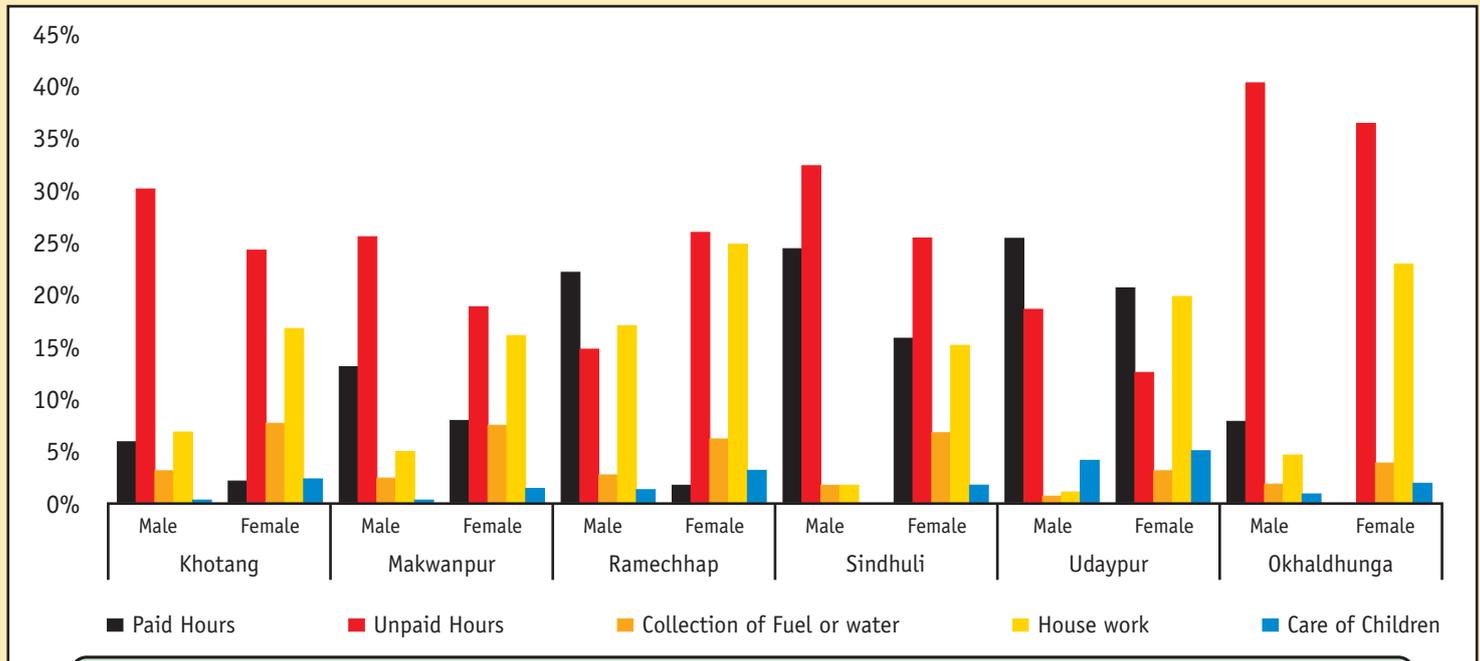


Figure: The average time use of male and female counterparts from 10 representative CLRCs across six districts of Sabal Project in childcare, house work, fuel or water collection, unpaid and paid work.

Lesson learned from ReFLECT

- Visible social transformation demands more than sixteen week ReFLECT sessions - post ReFLECT session essential.
- Building linkages with government authorities and community based organization during the ReFLECT sessions create opportunities to expand networking, access resources, and sustainability of initiatives.
- Mobilization of LRP on monthly basis, instead of daily basis, vital for effective CLRC operation - LRPs only facilitated ReFLECT sessions, more emphasis required on action plan implementation.

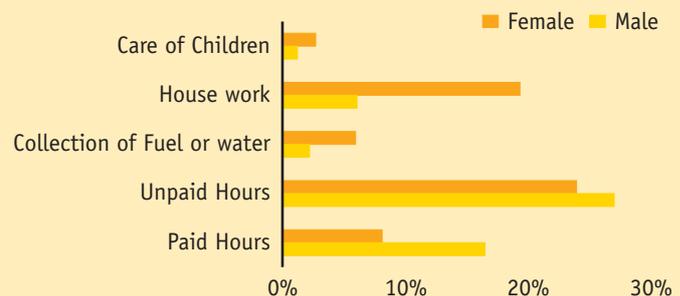


Figure: The total average time use of male and female counterparts from 10 representative CLRCs in six districts of Sabal Project in childcare, house work, fuel or water collection, unpaid and paid work.

Challenges in ReFLECT Sessions:

- Challenging geographical locations and limited time availability of local communities due to other priorities
- Managing timing of vulnerable groups to attend sessions
- Inadequate staffing for geographical settings
- Low self-esteem of women and vulnerable groups
- Upon completion of 16-week session participants appeared inactive due to lack of post ReFLECT strategy.
- Fulfillment of community people's different demands rather than software activities

