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Welcome to the seminar!
We will begin at 11 AM CST.

Suggested Webinar Etiquette:

1. Make sure your screen name has your name and affiliation
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4. Use the chat to share thoughts, comments, questions at any time
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CURRICULUM OVERVIEW



Gender Lensed Curricula for Development

Purpose:

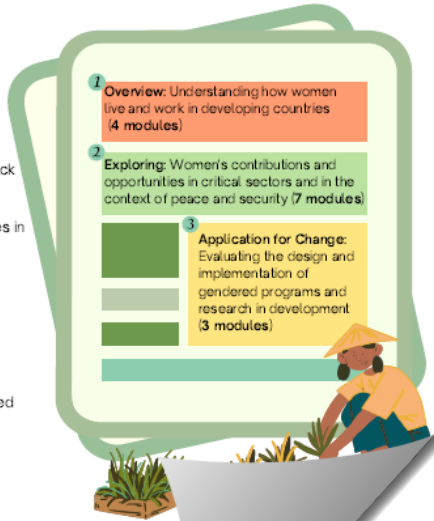
Our goal is to provide a broad overview of the challenges for women around the world focusing on lower-income countries, the barriers women overcome, and identifying programs that target to relieve these challenges. This introductory curriculum illustrates those challenges and examines successful programs as examples.

Framework:

Each of the 14 curriculum modules includes 45-60 minutes of content, activities, and supporting materials. You can use as many (creating an entire course based on this curriculum) or as few topics as you wish. Each topic is able to stand alone.

Module Topics:

1. Gendered Lens in International Development (Overview)
2. Natural Resources: Management and Scarcity through a Gendered Lens
3. Customs and Traditions
4. Violence Against Women and Girls (VAW)
5. Women's Role in Food, Agriculture, and Livestock Management
6. Food Security through a Gendered Lens
7. Women's Role in Family Nutrition and Challenges in Health
8. The Power of Education in Reaching Strategic Needs for Women
9. Women in Economic Development and Value Chains
10. Women and Conflict: Cases of Transnational Security
11. Women and Decision Making
12. Program Evaluation and Learning with a Gendered Lens
13. Adopting a Critical Lens in Gender Research in International Development
14. The Dynamics of Change for Women in Development



These new resources are being released as they are completed and as more modules are completed to allow instructors to plan for use! To learn more about the curricula, research, and seminars, visit our website at genderlensedcurricula.org

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Module 11: Women and Decision Making: The Cases of Post-Conflict Reconstruction, Disaster Response, and Economic Development



Dr. C. Silva Hamie



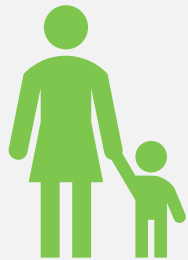
Lisa De Leon



Context for this module

Gender

- Refers to individuals born female (women and girls)



Setting

- Developing countries and rural communities



Application

- Consideration of women in post-conflict/disaster reconstruction
- Greater understanding of the power of and barriers to women's participation



Module 11: Women and Decision Making: The Cases of Post-Conflict Reconstruction, Disaster Response, and Economic Development

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- Investigate why women's participation in post-conflict/disaster activities improves
 - decision-making,
 - leadership, and
 - governance
- Delve into best practices for increasing women's participation.



Summary

This module will:

Learning Objectives



Articulate

Women's contributions to post war/disaster recovery and reconstruction.



Understand

The complex ways gender and rebuilding interact.



Identify

Actual situations that were positively impacted by the role of women in rebuilding efforts.



Prior Readings & Resources



Article: [Gender Equality and Women's Empowerment in Disaster Recovery](#) by The World Bank.



Article: [Post-Conflict Reconstruction Framework](#)



Video: [Why Gender matters in Security and Justice](#)



Icebreaker Activity

Imagine you are in the middle of a conflict or will soon experience an impending disaster. You only have **two minutes** to pack personal items to take with you.

- Which 5 items would you pack? Why?
- What do women pack? What do men pack? Why?



Post-Conflict Reconstruction Framework

Purpose: To “identify shortfalls and gaps in the reconstruction process and capabilities” (CSIS, 2002, p. 2).

- Lists tasks that most will encounter when trying to rebuild a country that has experienced violent conflict, though not all tasks will be necessary.
- Can be modified to use the framework post-natural disasters.

Security	Justice & Reconciliation	Social & Economic Well-Being	Governance & Participation
Cessation of Hostilities	Reconciliation	Refugees & IDPs	Transitional Governance & Elections
Camp Security & Key Infrastructure	International Courts & Tribunals	Food Security	Democracy Promotion



Western lens

- This socio-political approach is often used as it promotes democracy.

Non-Western lens

- There is not one socio-political approach that works for every situation.



Coping and Recovering from Natural Disasters

A few things to consider:

Immediate response and Long-term Needs

- Short-term interventions should encourage long-term sustainability and sufficiency
- Post-flood Pakistan 1992: Hiring women to rebuild helps ensure that women's needs will be considered.

Human aspects of recovery

- Rebuilding is not just a physical process, but emotional.
 - Emotional trauma, PTSD
 - Work through traumatic experiences and build resilience
- Prompt medical care
 - Haiti earthquake 2010

Increase opportunities for decision making

- Joining together in solidarity brings strength
 - Post-Katrina 2005



Why women excel post-conflict and disaster

- Natural inclination to plan ahead
 - Resilience in adversity



Women have always been involved in rebuilding

Rwanda after civil war and genocide of 1994

- Increase in governmental leadership: 30 percent of parliament seats must be women
- Rwanda has become more developed over the years due to the increase in women's involvement

Beirut

- Lebanese Civil War
- Beirut explosions 2020
- Women are both leaders and workers

Ukraine

- Women have challenged traditional roles:
 - Participation in armed combat
 - "Revolutionaries and volunteers" (Martsenyuk et al., 2016, p. 172)



Reflect



Think about one post-conflict situation or natural disaster where women were involved in the rebuilding or peacebuilding process. What was the outcome?

Was it successful? Why?

- If not, what prevented their success?

What could be improved?

- What can we learn?



What happens when women are allowed to lead?

15

Women's leadership style is often more transformational

(Bass, 1999)

Why?

- “Interactive Leadership”: Men view leadership as a series of transactions; women view it in a more transformative sense, motivating followers using their interpersonal skills Rosener (1997).

- Women in leadership encourage more democratic, collaborative leadership behavior encouraging followers to participate (Eagly & Carli, 2003)
- Female leader traits: negotiation, team building, nurturing, and inspiring (Eagly & Carly, 2004)

Result:

Empathy and relationships:

- “Relational skills can help build and restore trust and, thereby, enhance the effectiveness of crisis responses” (Post et al., 2019)

Why are there so few women in leadership roles?



Lack of equal opportunity

Proactive opportunities must be given



Lack of support

Support needed from the bottom up



Culture and laws

Change legislated from the top-down



Activity reflection

What are some ways that a disaster or conflict might change the roles that women take on within their households and communities?

- Increased involvement in law enforcement and military
- Employment in human rights specialist roles
- More women in government positions
- Increased educational opportunities
- Greater opportunities at the community level





Cultural change

As women are more involved in reconstruction and rebuilding, culture gradually changes.





Changing women's roles

Hurricane Mitch, Nicaragua & Honduras, 1998

- Increased governmental and community involvement
- Women participated in roles generally considered “male only”
 - Building temporary shelters
 - Hauling cement
 - Building restrooms



How to continue increasing women's involvement and maintain positive changes²⁰

Actions to consider taking:



Re-establishing rule of law post-conflict

To decrease violence against women



Ensure availability of public service programs

Address emotional and physical trauma to promote resilience



Include women in economic rebuilding

Support of banks and financial entities to help women rebuild and grow their businesses

Conclusion

Women have always held significant roles in post conflict and disaster reconstruction; however, there is still more work to be done.



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Thank you!



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