



National
Resilience
Programme



STUDY ON
ROLES AND CHALLENGES
ON WOMEN MEMBERS OF
DISASTER MANAGEMENT
COMMITTEES IN RESPONSE
TO COVID-19 AND THE
RECENT DISASTERS

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DECEMBER 2020

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ABBREVIATIONS

BDRC	Bangladesh Red Cross
CPP	Cyclone Preparedness Programme
DWA	Department of Women Affairs
DMC	Disaster Management Committee
DDMC	District Disaster Management Committee
DRR	Disaster Risk Reduction
DRRO	District Disaster and Relief Officer
FSCD	Fire Service and Civil Defence
FGD	Focus Group Discussion
GRDR3	Gender Responsive Disaster Risk Reduction & Resilience
IDI	In-depth Interview
KAP	Knowledge Attitude and Practice
MMDC	Municipality Disaster Management Committee
MoDMR	Ministry of Disaster Management and Relief
NRP	National Resilience Programme
NGO	Non-Governmental Organisation
PIO	Project Implementation Officer
SOP	Standing Operating Procedure
SOD	Standing Order on Disaster
UDMC	Union Disaster Management Committee
UzDMC	Upazila Disaster Management Committee
WASH	Water Sanitation and Hygiene



EXECUTIVE SUMMARY

Photo credit: Fahad Kaizer/UN Women

Cyclone Amphan hit the south-western coastal areas of Bangladesh on 20 May 2020, causing severe destruction in Satkhira and Khulna. It was soon followed by monsoon floods, marooning over half a million people in the low-lying areas of Gaibandha, Lalmonirhat and Kurigram. Although Bangladesh is used to natural disasters, 2020 was unique since they coincided with an ongoing coronavirus pandemic that had triggered a countrywide lockdown. It was an unprecedented challenge for the disaster management committees (DMCs) to ensure effective disaster preparedness, response and recovery adhering to Covid protection measures.

This is a brief study to understand the experiences of women DMC members in this unique situation. The study was conducted in the cyclone-prone districts of Satkhira, Khulna and Cox's Bazar and the flood-prone district of Kurigram. The methodology included interviews with stakeholders, focus group discussions (FGD) with communities, literature review and a validation workshop of the findings and recommendations.

The two disasters hit different parts of Bangladesh when a country-wide lockdown severely restricted movement and government services. Communities were already affected due to job losses and reduced employment opportunities. The cyclone and flood worsened sufferings even further. It was in this context that the disaster management committees had to deal with preparedness, evacuation and post-disaster relief work trying to ensure Covid protocol, which was quite difficult if not impossible.

Often delegated to manage evacuation and supervise emergency shelters, the women DMC members remained at the front lines of disaster management. Some went so far as to stay the night at the shelters to make sure that needs of women, girls and lactating mothers were met. They also tried to ensure the Covid protocol was met at these crowded and congested places as much as possible, despite the constant fear of infection due to their exposure.

The study convincingly finds that women DMC members are often ignored. Despite government policies to prioritize women's participation and strengthen their roles, they are side-lined and their recommendations overlooked many a time. The male DMC members, DMC chairs and elected local government representatives on their part remained oblivious to the fact that in the process they are also ignoring genuine problems of women and girls during natural disasters. Most of the male respondents cited women's supposed lack of knowledge of bureaucracy and regulations, which appears to be merely a ploy to retain control of resources with which to curry favours among the electorate. Predictably, this compels women members to refer victims of natural disasters to their male colleagues when they are approached for assistance.

However, although women are not given significant roles or effectively included in the decision-making process, they are burdened with rather risky assignments during disasters which rebuts the premise that cultural and social taboos prevent women members from being more active. The local government officials, on their part, appear enthusiastic about stronger women's participation in the disaster preparedness because perhaps they recognise the crucial role that it could play in addressing problems and challenges faced by women and girls. But without binding requirements, DMC chairs and union or *upazila* chairs are unlikely to prioritize women's participation or their nomination to DMCs.

In light of the insights gathered from interviews and discussions, certain issues need to be incorporated into training modules for not just the women DMC members, but entire disaster management committees. These include concept and context of gender in society, disproportionate risk and vulnerability of women, gender responsive DRR, women's leadership in disaster risk reduction and the responsibilities of DMCs to promote gender responsive initiatives. At the same time, and this will depend on the trainer to a large extent, the material should not be so pedantic or theoretical as to turn off trainees. The modules must incorporate practical situations and examples increased effectiveness with women's participation elsewhere.

It is strongly recommended that DMCs have effective gender parity, selection of women as DMC members be prioritized and women's voice be reflected in decision making and committee proceedings. Further recommendations include review of cyclone shelter management guidelines for necessary amendments in the context of coronavirus pandemic and encouragement of NGOs to engage women DMC members in their projects to strengthen their public profile as well as their confidence.

1

INTRODUCTION



Photo credit: Fahad Kaizer/UN Women

1. INTRODUCTION

As the world struggled to deal with the Covid pandemic in 2020, Bangladesh was further challenged by two natural disasters. Cyclone Amphan that struck Bangladesh on 20 May 2020, killed 96 people and left tens of thousands homeless in the south-western coastal areas. Although the Sundarbans acted as a cushion and blunted the full force of the super cyclone, water surge led to severe destruction of livelihoods and infrastructure making life difficult for people. Government records show that over 2.4 million people were evacuated to cyclone shelters and other safe places. The situation deteriorated with monsoon floods during July-September, which further worsened sufferings of the poor. The floods affected the north-western districts with over 102 *upazilas* (sub-districts) and 654 unions inundated, marooning millions and making thousands homeless.

Bangladesh has a long history of coping with natural disasters like floods and cyclones. The Government of Bangladesh and a number of national and international non-governmental organizations (NGO) with support from donor agencies have been implementing projects to enhance the resilience of communities in vulnerable areas. But they appeared to be much more dangerous in 2020 as they struck amid a global public health crisis, the coronavirus pandemic. It is therefore logical to presume that in this unprecedented context, the Disaster Management Committees (DMCs) at the local level must have faced new challenges following the routine standard operation procedure (SOP) as specified in the standing order on disaster (SOD).

Bangladesh Disaster Preparedness Centre (BDPC) with support from UN Women under National Resilience Programme is working with DMC members, especially women members to enhance their capacity for inclusive disaster risk reduction, response and recovery. Given that Covid posed new challenges for DMC members to perform their duties as specified in the SOD, UN Women commissioned a brief qualitative study to capture challenges and experiences of women members of disaster management committees after receiving capacity building trainings, in executing their duties during the disasters.



Photo credit: Fahad Kaizer/UN Women

2

OBJECTIVE



Photo credit: BDPC

2. OBJECTIVE

The study tried to ascertain knowledge, operational capacity and leadership of the women DMC members to effectively respond to emergencies in the context of a pandemic. The findings of the study would identify the scope for further advocacy and interventions to strengthen leadership of women DMC members towards gender-responsive disaster risk reduction and resilience.

The specific objectives of the study are:

- To identify the key gender-based roles played by women members and challenges facing them in addressing cyclone and flood related emergencies during a pandemic.
- To find out the roles of the women members in relief and recovery interventions, planning, decision making and project implementation.



Photo credit: Fahad Kaizer/UN Women

3

STUDY AREAS

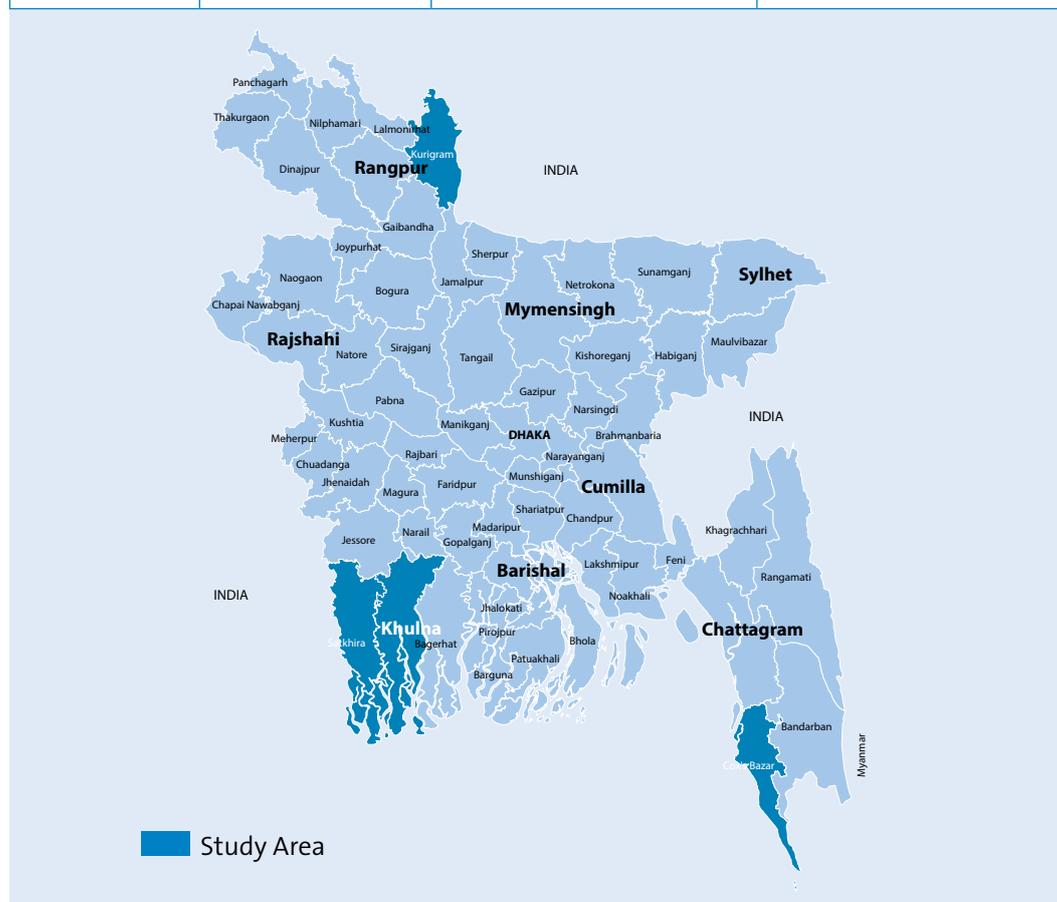


Photo credit: Fahad Kaizer/UN Women

3. STUDY AREAS

This short qualitative study covered the following locations with diverse ecological characteristics. Out of five NRP Project Districts, four were purposively selected for this study covering both cyclone and flood hazards in both rural and urban settings.

Hazard	District	Upazila (sub-district)	Unions	
Cyclone	Satkhira	Shyamnagar	Munshiganj	
			Buri Goalini	
			Padmapukur	
			Gabura	
	Khulna	Kaliganj	Krishnanagar	
			Paikgacha	Deluti
			Koyra	Koyra Sadar
	Cox's Bazar	Sadar, Cox's Bazar	Sadar Union	
			Municipality	
Kurigram	Sadar, Kurigram	Jatrapur		
		Panchgachi		



4

METHODOLOGY



Photo credit: BDPC

4. METHODOLOGY

In line with the study objectives, an appropriate methodology was adopted to collect data on the roles and challenges of women DMC members during disaster response amid the pandemic. Although the main respondents were women committee members, their male counterparts were also interviewed for validation. Since the goal was to understand and analyse the situation on the ground, the study included vulnerable communities that had faced recent disasters.

The study team adopted certain approaches to understand how the knowledge, attitude and practice (KAP) of the women members helped them deal with challenges on the ground. They are briefly explained in this section.

Qualitative information collection

Data was collected through a mixed method approach. This consisted both phone interviews and face-to-face interviews. The in-depth interviews of the women members and focus group discussions with the community were conducted in person, adhering to Covid restrictions. Consent was taken from all respondents and it was noted down in case of those requesting anonymity. Data was collected between September and October 2020.

Quality control measures

The team members were given an orientation to understand the background, rationale, goal, objective, data collection procedure etc. This included administering the questionnaire and following check-lists developed. The research associates rechecked and/or reviewed the information from the respondents. For validation and quality assurance they also compared that information with other sources as and when required.

Ethical compliance

The study team followed the ethical principles as outlined in Ellsberg M and Heise L handbook (2005). Before beginning the interviews, respondents were clearly informed about the purpose of the study and content of the interview. The respondents were assured of full confidentiality.

Following is a brief explanation of the methodology used in this report.

4.1 Development of questionnaire

Participatory process was followed in developing the questionnaire to gather qualitative information on knowledge, practice and attitude of women DMC members during disaster response amid a pandemic. The questionnaires were consulted with NRP Department of Women Affairs Part and UN Women. The table below illustrates the different areas of assessment that the different sets of questionnaires were used for. The final questionnaire is attached with the report (Annexure 1).

Major areas of assessment		Key questions
A. Knowledge		
01.	Knowledge of disaster management and role of disaster management committees	<ul style="list-style-type: none"> • Understanding natural and human-induced disasters in the context of the pandemic and impacts on women, children and adolescent girls • Knowledge of disaster management and standing order on disaster (SOD) • Roles and responsibilities of DMCs before, during and after disasters in line with SOD
02.	Understanding of gender and gender-responsive disaster risk reduction (DRR) and resilience	<ul style="list-style-type: none"> • Perception of gender and gender responsive DRR and resilience • Major risks and vulnerabilities of women, children, and adolescent girls in disaster prone areas, and the scope to address them before, during and after disasters in line with SOD
B. Practice		
03.	Operational capacity, gaps, and challenges	<ul style="list-style-type: none"> • Process and procedure to identify risks and vulnerabilities of women, children and adolescent girls before, during and after disasters and the major challenges in addressing these risks
04.	Leadership capacity and challenges	<ul style="list-style-type: none"> • Involvement in planning and ability in decision-making • Advocacy measures for relevant stakeholders to address the risks and vulnerabilities • Ability to mobilize the community in implementing gender responsive DRR and resilience • Challenges to women's leadership and their ability to overcome them

Major areas of assessment		Key questions
C. Attitude		
05.	Dedication and enthusiasm	<ul style="list-style-type: none"> • Motivation in participating in disaster management initiatives • Perception of hardships during disasters • Ownership in implementing DRR initiatives to address risks and vulnerabilities of women, children and adolescent girls
D. Recommendations		
06.	Incorporation of recent lessons into DMC training modules	<ul style="list-style-type: none"> • Local-level policy issues • National level policy issues

4.2 In-depth interviews with stakeholders

In-depth interviews were conducted with 82 respondents to document the respondent's views, actions and experiences. The involvement of respondents from across the spectrum allowed for systematic analysis and objective interpretation of the information.

Respondent details are presented in Annexure 2.

4.3 Literature Review

The research team reviewed relevant published reports and documents and analysed them to make this study more effective and appropriate. This section provides brief description of a selection of documents reviewed.

a) **Rapid Gender Analysis, Cyclone Amphan, GIHA working group, Needs Assessment Working Group, June 2020, UN**

One of the major findings was the negative coping mechanisms in the aftermath of Cyclone Amphan such as reduced meals, selling productive assets and taking loans that affected women and girls more. The Covid pandemic has affected women's livelihoods much more since 90% of the female workforce is engaged in the informal sectors as domestic workers, day labourers, cleaners etc. that have felt the pandemic's impact more severely than others. This analysis reaffirms findings of this study relating to negative coping mechanisms. There were several households that refused to go to cyclone shelters fearing Covid infection.

b) The Rapid Gender Analysis of Monsoon Flood 2020, Gender in Humanitarian Group, Bangladesh

A key finding was that gender-based violence, following the Covid lockdown, was further triggered by the monsoon floods. Around 80% of the study population was displaced and living in either organized or makeshift shelters. These factors contributed to heightened anxiety and insecurity leading to violence against women and girls. Alarming, 60% of the people at the union level reported psychological depression and trauma. The 2020 monsoon flood gender analysis aligns with the coincides of this study — heightened anxiety due to the pandemic and the uncertainty over economic recovery.

c) Amphan: What is to be done now, Ainun Nishat, 21 May 2020

The newspaper article, which was published just before Amphan died down over land, reminded how cyclones Aila and Sidr had left the embankments fragile exposing coastal areas to tidal surges and subsequent flooding. This led to high salinity making the soil unsuitable for cultivation for four to five years. The author apprehended that Amphan would leave similar cracks in the embankments and repair would be difficult amid the pandemic. The current study has found that Amphan did destroy the embankments and caused further inundation. The people are collectively trying to repair them despite the obvious risks of Covid infection.

d) Report on complex road to recovery: COVID-19, Cyclone Amphan, monsoon flooding in Bangladesh and India

The report said that in Bangladesh, Covid pandemic, Amphan, and monsoon floods overlapped and increased the impact of the crises which was unprecedented. These most affected people were those employed in the informal sectors and those living in cities under lockdown. Migrant workers were the worst affected. They had to return home due to the pandemic, only to suffer from cyclone Amphan and the floods. Their inability to send money to the families worsened the exposure to these disasters. The findings agree with those of this study which found that delivery of basic services and necessities was encumbered by the pandemic in the face of natural disasters.

“ I feared I might be bringing the virus home from my work and could be responsible for infecting my family. ”

— Jahanara Begum, Member of Padmapukur UDMC, Satkhira



4.4 Findings Validation

A virtual workshop was organized on 27 December 2020 to validate the findings gathered from in-depth interviews and FGDs. The workshop had 13 participants representing both national and international organizations (list in annexure 3). The event began with a brief presentation outlining the report and focusing on its conclusions and recommendations. The participants agreed with the findings and flagged a few issues relating to the lack of activity of the Union Disaster Management Committees as mandated by SOD, low number of women on the committees and the limited scope to raise their voice at the committees. Their recommendations included the following:

- Orientation for male members of the families of women DMC members so that they understand and appreciate the importance of women's role in disaster management provide them support
- Training/orientation to the chair and male DMC members to change their mindset towards gender-responsive disaster preparedness and response
- Encouragement to NGOs to engage women DMC members as much as possible in planning and implementation of their projects to enhance their confidence and their relationship with communities



Photo credit: BDPC

5

STUDY FINDINGS



Photo credit: BDPC

5. STUDY FINDINGS

5.1 Response of women DMC members

The DMCs consist of elected representatives, government officials and include nominated members from teachers, social workers and women's groups. This section highlights the challenges that women DMC members faced.

a) At the frontline

While the male members of disaster management committees are assigned more supervisory roles, it is the women members who are at the frontlines. They are the ones charged with evacuation to safe shelters and arrangement of WASH facilities there. Some women members stayed at the shelters to look after security and privacy for women, lactating mothers and girls. They also made sure that electricity and WASH facilities were available at the shelters besides making arrangements for alternative shelters when the designated shelters fully beyond capacity. However, they had little protective equipment or assistance to facilitate their movement.

b) Ignored for Covid messages

There was no comprehensive mechanism to reach women office bearers whether members of union councils or on the disaster management committees. Some of them, especially the non-elected DMC members only began to realize the impact from first-hand information and experiences of their relatives or fellow villagers living in towns and cities. Many of them first learned about the pandemic from television reports. And then they heard about it at the council and municipality meetings. Besides saying that Covid was deadly and contagious, officials also shared some protection messages, like the importance of staying at home, maintaining social distance, wearing masks and frequent hand washing to reduce the spread of the infection.

c) Inadequate allocation

Many families were locked in their homes without any source of income in April–May 2020. The women had to shoulder a disproportionately higher burden during these hard times having to manage household chores and caring for their families with decreased income. Many such women approached the women DMC members for food and material assistance. This was difficult because most of the relief material is allocated to the male members of the union councils and DMCs for distribution. This seemed to be a serious challenge for women DMC members as well as women union council members. They did not have sufficient resources at their disposal to respond effectively.

For instance, each male member gets 30 cards for the vulnerable group feeding (VGF) or vulnerable group development (VGD) assistance from the government — a VGF or VGD card accords the bearer monthly food assistance. They distribute these cards among the

disadvantaged people of their respective constituencies. But the women council members get only nine or 10 cards although their constituency is three times that of the men. Although the male union council members and the chair show sympathy to women's concerns, their suggestions and proposals are largely ignored apparently for lack of merit.

d) Covid protocol an added burden

People in high-risk areas began moving to cyclone shelters from the evening of 19 May, 2020. While most shelters had a capacity to house 500-800 people, they were soon filled beyond capacity with some housing more than 1,500. As the numbers started increasing, the local disaster management committees (UDMC) tried to arrange additional shelters requesting owners of strong houses to accommodate some people as well. The shelters were cramped, which made distancing and other Covid measures difficult, if not impossible.

Although there were hand washing facilities, hand sanitizers and face masks, people seemed reluctant to use them. It was also difficult for the UDMC members to provide separate lactating rooms in the shelters, which were full for over three days, during which time the women UDMC members had to look after food supplies, WASH facilities and safe drinking water. Even months after Amphan, affected people in Satkhira and Khulna were still living in makeshift shelters near embankments, as their houses were completely ruined or very badly damaged. People were also suffering from a lack of safe drinking water as they mostly depend on ponds. Fearing risk of Covid infection, owners barred many from using their ponds. Consequently, people were suffering from various water-borne diseases.

“ We need 40 cyclone shelters to accommodate the people in our constituencies, but we only have 15. Therefore, during Amphan it was not possible to follow the Covid protocols. Over 2,000 people were evacuated to the cyclone shelter near my house, which has a capacity of 1,000. So, how would distancing be possible? I stayed at the shelter during the cyclone and managed to get a private space for pregnant and lactating mothers. ”

— Rokshana Khatun, Member of Gabura UDMC, Shyamnagar, Satkhira.



Since the pandemic started, the women DMC members were fully engaged in Covid related mass awareness programmes and in addressing peoples' complaints of food scarcity, livelihood challenges etc. And then due to Amphan, their responsibilities increased further.

Usually, during cyclone and flood, the main responsibility of the UDMC members is to evacuate people to safer places, mobilise dry food, arrange adequate security at shelters and ensure WASH facilities. These are difficult under normal circumstances to begin with and became even more difficult, compounded by the pandemic. At times, the UDMC members do not get enough support from their family but during the pandemic, family members were in constant fear of Covid infection. But still, the women members discharged their duties to the best of their abilities from a feeling of responsibility and accountability.

“ During cyclone Bulbul, I had helped a few poor families from my own funds. But my family discouraged me from doing this again during Amphan. I could not help myself as the plight of the women was heart-breaking. I had to explain to my family that as their elected representative, I was obliged to help them and could not wait for the government assistance to arrive. ”

— Laxmi Rani, Member of Burigoalini UDMC, Shyamnagar, Satkhira.



The women members of DMCs were charged with ensuring that migrant workers who had come home during the lockdown remained in quarantine for 14 days. However, they faced much difficulty in ensuring this protocol as the male migrant workers were very reluctant to comply.

e) Limited voice in decision-making

Ahead of Cyclone Amphan's landfall it was not possible for women DMC members to be physically present at meetings given the movement restrictions on account of the pandemic lockdown. Without any support or assistance, it was also quite difficult, and sometimes impossible to collect relief materials from union council offices. As a result, women were limited to receiving instructions over phone and had no chance to influence policies or taking part in the decision-making process.

Although the women members were active at post-cyclone meetings, they felt dominated by men when important decisions were made and key instructions given. They could not voice their concerns properly and even when they did, these were not duly heeded.

During cyclone preparedness phase, the men were given important roles of managing the cyclone and flood shelters, while the women were primarily responsible for evacuating

people. Men conducted distribution of food and other relief items but women members could not help the poor people who came to them for assistance. Sometimes, although some union council chair listened to women, it was difficult to ignore the louder voices of the men.

f) Networking key to being heard

At the beginning of the pandemic, the women DMC members had little opportunity to meet the council either at the union or sub-district level, due to Covid restrictions. However, they kept in touch over phone and shared important information among themselves. In post-cyclone and post-flood period, they had several meetings to discuss the challenges commonly faced by women members and ways to overcome them. They feel that a healthy association between the women members and other council members at different tiers will help build a strong network and give them a platform to voice their concerns and exercise their rights. The women union council members also want similar share of responsibilities and an equal say in disaster preparedness, response and rehabilitation planning.

This discussion also brings up a sense of obligation on the part of the women members whenever they were approached by the male members with some request like shelter management, evacuation or Covid awareness campaign. Women members had to be cautious in how they declined always apprehensive that their refusal may be taken as a rebuff. Hence, they had to be very diplomatic, which might have been different if there were a healthier and closer association with them otherwise.

“As women, we are always expected to follow men’s orders, be it at the UDMC or at home. Hardly half the elected females are able to do their duty without interference.”

— Shahida Akhter Poly, Ward Councillor, Cox’s Bazar Municipality.



g) Always ‘less’ than men

Although local government guidelines stipulate that women members should bring up problems related to women and girls at the union council meetings, these were not heeded at the DMC meetings in the wake of the natural disasters. Interviews with stakeholders indicate that suggestions or opinions of women members were brushed aside. According to the men, however, women do not understand the context and the complex government regulations. As a result, not only do they ignore the concerns of the women members, but also feel that it is justified to interfere with their work.

“ At the union council meeting, the chair sometimes listens to us but most of the times decisions are dominated by the opinion and influence of the men on the council. As female members, we are mostly responsible for evacuation and male members take charge of food and relief distribution. ”

— Selina Begum, Union Council Member, Munshiganj, Shyamnagar, Satkhira.



h) Movement restrictions limit activity

Due to Covid restrictions, commuting was a challenge. This was worsened by the cyclone and subsequent flood which left many roads inaccessible. As a result, DMC members and relief volunteers had to walk for hours. During the flood, they even had to use boats for commuting which was quite expensive. The UDMC or the union council could have taken measures to alleviate these problems that especially affected the women members. They could have invested that time in serving people if their commute could be made easier and shorter.

i) Perform, or be ridiculed

The women DMC members were always under pressure to succeed to avoid being ridiculed by their male counterparts. They agree they may not be able to perform all the tasks to perfection, but they do their best despite the lack of support at work and home. The women DMC members said they had proven their worth and now that they worked amid a pandemic, they should be given more respect and trusted with equal opportunities and responsibilities and should also be included in making decisions.

“ Women union council members visited our village during the lockdown and told us how to protect ourselves from Covid infection. They also provided us with food assistance. ”

— Chapola Monda, Housewife, Munshiganj Union, Shyamnagar, Satkhira.



“ During Amphan, my constituency had water logging and it was very difficult to move from one place to another without a boat, which was very expensive. Before the cyclone, we were struggling with the fear of Covid infection and then due to water logging our movements were very limited. ”

— Lalita Barman, DMC Member, 5 Koyra Sadar Union, Khulna.



j) Prolonged floods

The floods of 2020 in the north-western districts started in June and continued through September, whereas floodwaters generally subside within 3-4 weeks. People living in the shoals (river island) and low-lying areas of Kurigram and Jamalpur had to be relocated. Schools and some structures protected by embankments were converted into shelters. It was difficult for the UDMC members to ensure Covid guidelines in these places. According to the Repaid Gender Analysis, 24% of the unions had more than 40% people displaced and staying in cramped shelters, thereby increasing the risk of Covid infection.

The stagnant waters inundated much of the northern districts for several months brought miseries. The perpetually wet conditions led to fever and cough, symptoms of Covid infection as well as common cold but it was not possible ascertain which. Nor was it possible to isolate them in such circumstances, said a woman union council member. There was no nearby health support and it was difficult for to travel to the sub-district or district hospitals under such conditions. As a result, they often asked UDMC members for assistance and support but the members could not do much as these were related to health for which they were not adequately trained.

5.2 Response from Municipality disaster management committee members

Women DMC members at Cox's Bazar echoed similar experience already recounted in the previous section. Although most women at the municipality were better educated and more empowered than their rural counterparts, the challenges remained the same by and large. These included lack of formal Covid messaging, dearth of relief materials, low allocation for women DMC members and difficulty of enforcing Covid safety measures among the people. Given the prevalence of Covid infection, Cox's Bazar had been declared a red zone during the early stages of the pandemic in 2020.

Cyclone Amphan presented unique and unprecedented challenges with thousands of families desperate for work, limited government services and severely limited movement due to lockdown restrictions. However, municipality women disaster management committee members worked closely with the communities despite the risks. The members were in touch with doctors, collecting and distributing medicine among the poor and vulnerable households with proper precautions. They were also providing support to affected people over phone.

Thus, it was fortunate that the coastal town, which is also Bangladesh's largest tourist destination and the hub of all refugee related activities since the Rohingya exodus of 2017, was not directly affected by Amphan. The local residents did not have to be evacuated *en masse* to the shelters, which had been prepared and it was possible to ensure that people abided by Covid protection measures since these facilities were not so crowded. The study found that although women DMC members were empathetic to particular problems faced by women and girls, little is done to address them since the suggestions also typically come from women.

5.3 Reflections from Upazila disaster management committee members

This section includes highlights from in-depth interviews with Upazila Disaster Management Committee (UzDMC) members, which included mostly government officials and elected representatives.

During Cyclone Amphan, DMC members supervised and monitored evacuation and gave necessary instructions to ensure people at the cyclone shelters followed Covid protocols. But people were more concerned with the imminent danger than protecting themselves against a possible infection. As a result, hardly any of the guidelines were followed.

The sub-district committee of Kurigram organised an emergency meeting in early July 2020, which was attended by most members. A few could not make the commute because of inundation in some areas. One of the women members (female vice chair), from Kurigram Sadar sub-district, said she was not invited. She felt she was ignored because she was an independent candidate and disliked by some members for asking too many questions that made them uncomfortable. The study team was told that the UzDMC was not very successful in acting promptly to reduce sufferings of women in the wake of the flood. Also, the UzDMC women members did not receive adequate support or resources to help women and adolescent girls.

Some of the UzDMC members said the government had developed policies and strategies to address challenges women and girls face at the shelters. They said although the government had mandated proper sanitation, drinking water facilities and separate toilets for women, unless the women UzDMC members united to act together these policies would not be effectively implemented.

The UzDMC members said things were even more difficult for the non-elected members. The meetings are dominated by the male elected representatives, while the female members only spoke when the meeting chair asked them questions. At these meetings, the women

members are usually limited to sharing the list of targeted households and hardly any of their proposals get approved. On the other hand, the male members dominate the committee's activities and control allocation of relief material. Thus, despite all the policies to support women in vulnerable communities, they remain ineffective because the prime movers, that is the women members, are not given any importance.

However, union chairs described most of the women members as incompetent. They said the women union council members were not well educated and lacked required skills and knowledge to perform their duties efficiently. They acknowledged that the women members are keen to take on more responsibilities, but they are assigned duties in keeping with the social and cultural customs. Despite all their limitations, the women members get all the support from the government, they said. The chairs said they always ensured participation of women members at meetings and considered their proposals and advice with due importance.

5.4 Reflections from District disaster management committee members

Key actors of District Disaster Management Committee (DDMC) include the deputy commissioner (DC) and the district relief and rehabilitation officer (DRRO) who act as committee chair and secretary respectively. This section includes highlights from their responses.

The floods in Kurigram had serious implications for people's lives and health in the affected areas. The DC said it was difficult and challenging for the flood response and relief teams to discharge their responsibilities amid pandemic restrictions, but they did their best. Around 136 flood shelters were opened, but due to fear of infection, people seemed reluctant to come. Many were reported to be suffering from breathing problems and cold during the flood.

The district administration took measures to encourage people to follow Covid protocol. They installed hand washing facilities, conducted mass awareness programmes and supplied free masks and hand-sanitizers.

Kurigram DRRO said she believed that there are gaps in the system when it comes to implementing policies. Often, the flood shelters fail to provide basic amenities for women, girls and lactating mothers. Although the DDMC members work hard to ensure gender-responsive humanitarian effort during disasters, it becomes rather difficult without support at the union level. The relief and rehabilitation officer believes that society needs to change and learn to accept women's leadership in disaster management. Only then can the country see an improvement in gender-sensitive response, he said. But despite all the discrimination and inequality, the self-determined women members at the unions and sub-districts played significant roles in flood response.

As a member of the district disaster management committee, the district women's affairs officer visited flood-affected areas of Kurigram to see if procedures were being followed and if survivors were being provided with relief support. The women union council members were actively trying to help flood survivors, she said. However, the officer mentioned that it was difficult for the authorities to persuade the poor rural people to follow Covid protocol as

they believed it only affected the urban and rich people. She also said that women and girls face a range of challenges which deteriorate further in such situations. She mentioned, for instance, their reluctance to discuss menstruation.

5.5 Reflections from the community

The community people, especially women and girls, faced significant difficulties during the disasters. All schools and colleges were closed, thereby forcing some girls into early marriage. At flood and cyclone shelters, girls found it difficult to maintain personal hygiene, while pregnant and lactating mothers did not get sufficient privacy and attention. Even returning home after the cyclone was extremely difficult for the old, disabled, pregnant and young mothers as road networks had been badly disrupted.

The UDMC usually organizes post-disaster humanitarian support for the poor but the allocation is too meagre to cover all those in need. Whatever assistance comes, helps provide emergency relief support but seldom anything is provided to help women and girls with post-disaster trauma. The problem worsened in 2020 due to loss of income due to pandemic induced lockdowns. This led to more domestic violence on women who hardly got any legal support or assistance from the community.

The community people complained that although UDMC had undertaken several response initiatives, they were not considerate towards the special needs of the women, adolescent girls and people with disabilities. The UDMC instructed evacuation only when the great danger signal was hoisted, but they did not realize that it would not be possible for the elderly and people with disabilities to evacuate quickly in such rough weather. The UDMC never organized any flood or cyclone awareness programmes in the high-risk areas. They felt that had there been someone from areas in risk of river erosion on the DMC, then the committee might have been more mindful of their particular needs.

The community does understand the limitation of the women UDMC members. They know although the women members have the knowledge and capacity to operate disaster management plans, they are not given enough support and responsibilities at either the union or at the sub-district committees. They said, without the support of men at work and in the family, women UDMC members cannot do much. The community women understand this as they themselves feel deprived of recognition from the men in their family, although they manage household chores and shoulder the responsibility of a significant portion of agricultural work.

5.6 Summary of findings

Based on interactions with stakeholders during the study, there is an evident gender bias in assigning roles and responsibilities within the DMCs. While men control decision-making processes, relief allocation and distribution, women are mostly trusted with listing vulnerable people and assisting evacuation. The women members feel their concerns and recommendations are not considered seriously at the DMC meetings. Although they are willing to take on more responsibilities and leadership roles in disaster preparedness, emergency management and recovery, they are often ignored. 2020 has been tougher for

women members with disasters coinciding with the pandemic, which put the women under increased pressure with their household commitments as well as other responsibilities in the field. This was further compounded by the movement restrictions. This section looks to summarize the study findings.

a) New experience for DMC members

The DMC members have substantial experience in dealing with natural disasters. Over the years they have conducted public awareness programme, mass evacuation, post-disaster response etc. But they have never had to deal with a natural disaster amid a pandemic under strict movement restrictions with most government services operating in a limited capacity. Further, trying to enforce Covid protocol during evacuation and at the shelters was also a novel experience. This experience will help DMCs adopt better plans and strategies in similar situations in future.

b) Women DMC members not invited to meetings

Unlike normal times when all DMC meetings are held in person, instructions during the pandemic were given over mobile phones. Some members, however, complained they were not aware of emergency preparedness meetings, suggesting a gap in communication or a clear trend of ignoring them. Even when they were invited, it was difficult for them to attend due to restricted transport movement and lack of support from home.

c) Domination of male members at DMC

Almost all the women members shared similar challenges. One of the primary concerns was that they were not given equal importance at DMC meetings. They felt the male members dominated these meetings and took all the important decisions. Women's recommendations were ignored without proper explanation. Some of the male members even considered the women intellectually incapable of more responsibilities. Some of them felt that the women did not have a proper understanding or knowledge of how things worked, hence they were often ignored in important decisions and processes. The male members controlled the allocations and relief distribution leaving women DMC members with inadequate supplies for their constituencies. Although the women members were willing to take more responsibilities and play more prominent roles, they were discouraged citing social and cultural barriers, for instance, they would be told that a man could travel anywhere any time of day, but a woman could not.

The women members were understandably better able to identify the challenges and sufferings of women and girls during disasters. They understood the need for privacy of lactating mothers and security of young girls at the shelters. They could relate to post-disaster trauma or sufferings from domestic violence or the mental stress of running a household with limited resources. But the discrimination and interference that women members face mean that they are not always able to ensure gender-sensitive response during or after disasters. Another reason behind the lack of gender sensitivity is the small number of women DMC members. The respondents feel that if all the women DMC members work together and address gender issues collectively during emergencies, then their response would see real improvement.

d) Women do well despite obstacles

The women DMC members at the sub-districts and the municipalities were involved in disseminating early warning messages, ensuring Covid protocol, evacuating people from high-risk areas, organizing food and essentials at the shelters, and providing post-disaster recovery and rehabilitation services. They coordinated with the local union council members, chairs, government officials, doctors and other relevant people to provide services. It was not easy to carry out all these responsibilities because of interference and other obstacles. Covid was at its peak when Amphan struck but the women members managed to commute to ensure timely evacuation and smooth operation of cyclone shelters. Often, they did not get adequate support from their families and were apprehensive of bringing home the virus. However, they braved these circumstances and went ahead.

Women DMC members at unions and sub-districts were more active and visible, especially in the south-western parts of the country. The onset of Covid, followed by Cyclone Amphan and the flood, was an opportunity for them to prove their ability under trying conditions. The women members, who are usually dominated by their male counterparts, were determined to prove that they too can serve people despite the social and cultural barriers.

e) Higher acceptance of women

While the women DMC members may not receive due recognition from the men, the community has lauded their involvement during disasters. According to the women in the community, the women DMC members were available, approachable, and helpful.



Photo credit: Fahad Kaizer/UN Women

6

RECOMMENDATIONS



Photo credit: Fahad Kaizer/UN Women

6. RECOMMENDATIONS

This section provides a few recommendations based on the findings of the study that could be further reviewed for incorporation into the operating procedures or training modules for the disaster management committees.

6.1 Changing mindset and attitude

As stipulated by the SOD, DMC chairs have the authority to nominate committee members from stakeholder groups. For example, the union DMC chair is authorized to nominate seven members (out of 34) from teachers, social workers etc. Efforts should be made to change their attitude and specific instructions could be incorporated into the SOD stipulating that nominated members include more women than men.

6.2 Orientation for families

Given the lack of cooperation for women DMC members, the male members of their family could benefit from an orientation about the roles and responsibilities of the women members so that they understand and appreciate the importance of women DMC members and support them in their responsibilities.

6.3 Encouragement for engagement of women

NGOs should be encouraged to engage women DMC members as much as possible in their projects, which will enhance the women's confidence and empower them to serve their constituencies better. This would also increase the visibility of the women and increase their acceptance in the community and the disaster management committees.

6.4 Ensuring regular DMC meetings

Regular DMC meetings would help effective engagement of women DMC members as many stakeholders indicated and regular meetings are also stipulated by the SOD. As such, the authorities should ensure they are held in due time and act as a platform to discuss needs and requirements of the community, particularly women and girls. The meetings will act as an opportunity for members to share their thoughts and concerns and collectively plan disaster risk reduction. Special attention should be given to the opinions of women members since they are comparatively fewer in number. Since the Directorate of Disaster Management (DDM) under the Ministry of Disaster Management and Relief is mandated to monitor the performance of DMCs, UN Women should lobby them and advocate the necessity of regular DMC meetings.

6.5 Promoting leadership and capacity development

Although Bangladesh has put in place commendable policies and guidelines, patriarchal social traditions and perceptions, and cultural practices continue to perpetuate significant discrimination against women. UN Women should thus, continue its interventions for orientation, training, monitoring, follow up etc. to sensitize DMC members particularly the chairs about the importance of women's leadership. The UN Women would do well to work towards capacity development of women DMC members so that they become not just more confident but capable to shoulder more active roles in the DMCs.

6.6 DMC capacity building

Integrating the lessons and findings of this study into training courses can be useful for further capacity and confidence building of the women members to tackle similar disasters in similar context in future. The training sessions should also include the entire DMC membership and not just women, although different group could very well have certain tailored sessions. Overall, however, the trainings should include but not be limited to such topics as concept and context of gender in society, disproportionate risk and vulnerability of women, compared to those of men, government policy and guidelines for empowering women, responsibilities of DMCs for highlighting gender-related disaster risk corresponding with SOD, women's leadership in disaster risk reduction and preparation of gender-responsive work plan and disaster risk reduction.

6.7 Review SOD and cyclone shelter management guideline

Indeed Bangladesh's cyclone evacuation system has been exemplary for the entire world. Having to face repeated cyclonic storms there was simply alternative but to devise a cheap and efficient system that would save lives. The same can be said about floods. There was simply no alternative but to learn to live with floods. These natural phenomena keep visiting untold miseries upon the people of Bangladesh and hence the people of this country had learned how to deal with such disasters. It is almost an organic process involving thousands of volunteers in cities and villages coming together to help those in need. But 2020 was completely unprecedented when such huge numbers could not be mobilized owing to Covid regulations. Government services were operating with limited capacity whereas such disasters require far more engagement to effectively deal with the disasters. The coronavirus pandemic has taught valuable lessons and disaster management officials and professionals gained unique insights about how better to deal with a disaster amid a pandemic and more importantly what not to do during the pandemic. Furthermore, it is almost a certainty that Covid will not go away on its own accord. As such, it is important that the lessons of this study be used to update the SOD and cyclone shelter management guidelines so that the DMCs can be better prepared.



Photo credit: Fahad Kaizer/UN Women

7

CONCLUSION



Photo credit: Fahad Kaizer/UN Women

7. CONCLUSION

This study, despite its limitations, provides unique insights simply because of the singular nature of stakeholders' experience. The insights are two-fold. There is the dimension of conducting emergency preparedness and disaster response amid a pandemic that requires social distancing. There is also the dimension of how women may be engaged more effectively both for disaster response, as well as for enforcing pandemic safety measures. While this study does not presume to be the definitive word on women's role in disaster management or their challenges during Covid, it does, however, provide clear indications that there is a need to modify disaster preparedness and response in light of the new realities. Although Bangladesh's model happens to be efficient and effective particularly against cyclones, this study shows that it could be improved further. If anything, the study shows the need for more serious examination of the SOP and SOD in place. The lessons and insight of this study, should in the meantime, be integrated into training courses (pending further change to accommodate the Covid dimension) for disaster management towards making women more effective, confident, capable and empowered.



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ANNEXURE



Photo credit: Fahad Kaizer/UN Women

Annex 1: Questionnaires

Questionnaire to collect information from field respondents (Female DMC members) under the study titled **The Roles and the Challenges of Women Members of DMCs in Response to COVID 19 and the Recent Disasters**

Name of Respondent:

Age (assume):

Address:

Village:

Union:

Upazila:

District:

Date of Interview:

Name of Interviewer:

A. To identify the key gender roles of women DMC members in order to assess their current knowledge and experience while responding to the cyclone and flood.		
Sl. No	Questions	Note (use pencil)
	From where or whom did you come to know about this coronavirus and when did you know in details?	
	Do you know the adverse impact of COVID 19 pandemic, and how it is impacting women's lives directly or indirectly? (UDMC member and community)	
	Have you received any message or phone call from the chair of your DMC, during COVID 19 or during the cyclone or flood?	
	Are you following protocols like social distancing and masking up when while going out? And were you able to maintain it during the disasters?	
	What role did you play in evacuating people to cyclone or flood shelter? Did you play any specific role or something more generic?	
	As female DMC member did you have any contact with other female members during this lockdown or post lock down context?	
	As a female member of the DMC, what role are you supposed to play and in reality, how much of it were able to do within your community?	
	As female DMC member, what role have you played during Cyclone Amphan or the flood?	
	Due to COVID 19, movements were restricted. Thus, did you face challenges with moving around during Amphan or the flood? How did you resolve that problem? Was there any special arrangement from the DMC for female members?	
	Are you confident and supportive/capable enough to play your role during flood or cyclone related emergency response especially amid a pandemic?	

B. To identify important issues from this study for incorporation into the modules developed for conducting the special training courses for Women DMC members, and if appropriate, in the modules of other training courses to be conducted under GRDR3 Project.

Sl. No	Questions	Note
	Did the DMC chair call for any special meeting at union/sub-district council during cyclone or flood?	
	Have you had any DMC meetings at the beginning of Covid 19 outbreak or for early warning dissemination ahead of Amphan? If yes, did you participate?	
	Did you personally communicate with the local union chair or other members of the UDMC to know what was happening during the emergency?	
	During the pandemic, your working area was affected by the cyclone or the flood. As female DMC member what sort of challenges did you face personally at village and community level or even at the DMC meetings?	
	What specific role you have played as member of the UDMC within your own community during the lock down, cyclone or flood?	
	Did households or women personally contact you for support during lockdown, flood or cyclone?	
	If yes, how did you extend your support?	
	If meeting was held but you could not participate – what are specific reasons not being able to take part or attend?	
	The government is providing disaster relief at union and sub-district level besides Covid-related assistance. Were you part of that discussion or decision-making process, especially on beneficiary selection or distribution?	
	You are not an elected union council member, but as civil society representative you have become a UDMC member. How did you coordinate with other members during the lockdown or cyclone or flood emergency? (non-elected DMC members)	
	What are the interventions your union planned and implemented as Covid response and Amphan response? Did your DMC undertake any special interventions considering that these emergencies have different impacts on men and women? Were you asked by the DMC to lead or do certain tasks related to disaster response? What was your role?	
	Did you face any challenges in your assigned duties? If yes, what? What kind of support do you need to perform the duties you were assigned for Covid and Amphan response?	
	Did you visit any household to make them aware about Covid or did you do that over phone within your own community?	

C. To identify important issues for incorporation into the modules developed for conducting the special training courses for women DMC members and, if appropriate, in the modules of other training courses under GRDR3.		
Sl. No	Questions	Note
	Do you think COVID 19 is an unprecedented disaster and difficult to manage with the current knowledge and skill?	
	What is your suggestion for dealing with this type of unprecedented disaster?	
	In your experience, did this disaster impact men and women differently?	
	What needs to be done to make people more aware to prevent the spread of infection?	
	Do you think women are safer compared to men or are women also facing challenges?	
	If yes, what are those challenges? And what are your suggestions to overcome them?	

D. To identify the scope for further advocacy and interventions to improve gender responsive disaster risk reduction and resilience (GRDR3). (FGD with government officials, national level practitioners and policy people)		
Sl. No	Questions	Note
	Are you aware of any directives given by the government regarding emergency response during cyclone and flood amid the pandemic? If yes, what are those?	
	Do you think all the directives fully comply with gender responsiveness and completely consider the local context?	
	Do you think people and local DMC members were comfortable following the directives?	
	Did the DMCs take any special measures to make sure that these directives benefit women and men equally?	
	What were the challenges you or DMC members faced dealing with the natural disasters amid a pandemic?	
	Why were women DMC members not properly contacted for managing disaster response the lockdown?	
	Are you aware about SOD and what are the directives to ensure gender sensitivity? What are the gender related gaps, as per the SOD, in disaster response amid a pandemic?	

The interviewer is expected to choose the appropriate questionnaire and ask relevant set of questions depending on the location (union/sub-district, district, etc), interviewee (non-elected DMC member, union member, chair, etc), type of interview (in-depth, key informant, focus group discussion, etc.).

Annex 2: List of the respondents

Sl#	Name of the portfolio	Area	No.
	Women members of UDMC	Flood/Cyclone prone areas	09
	Women members of MDMC	Cox's Bazar Municipality	02
	Community people	Kurigram and Satkhira (4 FGDs)	47
	Non-elected members of DMCs	CPP, FPP and other reps.	09
	Union Council chair (Chair of UDMC)	Munshiganj, Krishnanagar, Jatrapur, Panchgachi	04
	PIO of UzDMC (Secretary)	Kurigram, Satkhira, Kaliganj	03
	Woman vice chair of Upazila Parishad	Satkhira, Khulna, Kurigram	03
	UNO of UzDMC (Chair)	Shaymanagar, Satkhira	01
	District Women's Affairs Officer	Kurigram	01
	DRRO of DDMC(Member Secretary)	Satkhira and Kurigram	02
	Deputy Commissioner (Chairman of DDMC)	Kurigram	01
Total respondents			82

Sl#	Name	Designation	Contact Address	District
	Mr. Md. Rezaul Karim	Deputy Commissioner	Kurigram 01709 974 500	Kurigram
	Ms. Shahana Akter	Deputy Director, DWA	Kurigram 01716 274 971	Kurigram
	Mr. ANM Abuzar Gifary	Upazila Nirbahi Officer (UNO)	Shyamnagar 01785 759 095	Satkhira
	Mr. Md. Abdul Bached	District Relief and Rehabilitation Officer (DRRO)	Satkhira 01716 077 575	Satkhira
	Mr. Md. Abdul Haye Sarker		Kurigram 01700 716 733	Kurigram
	Mr. Shahinul Islam	Project Implementation Officer (PIO)	Shyamnagar 01719 650 530	Satkhira
	Mr. Khandker Md. Fizanur Rahman		Kurigram Sadar 01719 755 833	Kurigram
	Mr. Miraj Hossen Khan		Kaliganj 01719 124 153	Satkhira

Sl#	Name	Designation	Contact Address	District
	Ms. Afroza Begum	Woman Vice Chairman	Sadar, Kurigram 01824 353 354	Kurigram
	Ms. Khaleda Ayub		Shyamnagar, Sathkhira 01714 522 313	Sathkhira
	Ms. Khadiza Akhter		Dacope, Khulna 01738 223 552	Khulna
	Alhaz Md. Abul Kashem Mondol	UP Chairman	Munsiganj, Shaymnagar 01711 295 142	Sathkhira
	Most. Aklima Khatun		Krisnanagar, Kaliganj 01711 615 970	Sathkhira
	Mr. Ayub Ali Sarker		Jatrapur, Sadar 01712 206 694	Kurigram
	Mr. Md. Delwar Hossain		Panchgachi, Sadar 01781 090 924	Kurigram
	Ms. Jahanara Begum	Woman UP and UDMC Member	Padmapukur, Shyamnagar 01913 330 696	Sathkhira
	Ms. Rokshana Begum		Gabura, Shyamnagar 01778 633 484	Sathkhira
	Ms. Sajida Khanam		Gabura, Shyamnagar 01920 722 867	Sathkhira
	Ms. Khadija Bibi		Buri Goalini, Shyamnagar 01938 607 237	Sathkhira
	Ms. Laxmi Rani		Buri Goalini, Shyamnagar 01964 131 806	Sathkhira
	Ms. Lalita Barman		5 Koyra Sadar, Koyra 01995 614 692	Khulna
	Ms. Chanchala Rani		Deluti, Paikgacha 01722 835 603	Khulna
	Ms. Mariam Khatun		Bedkashi, Koyra 01991 667 293	Khulna
	Ms. Anjuman Ara		Koyra Sadar 01718873858	Khulna
	Mr. Ram Prashad		NGO Worker, UDMC Member	Shyamnagar 01852 274 714
	Ms. Mamata Rani	Teacher and UDMC Member	9 Buri Goalini, Shyamnagar 01952 472 019	Sathkhira
	Ms. Selina Begum		Munsiganj, Shyamnagar 01752 572 421	Sathkhira

Sl#	Name	Designation	Contact Address	District
	Ms. Dipti Chakrabortty	Social Worker and UDMC Member	Deluti, Paikgacha 01719 503 600	Khulna
	Mr. G M Fazlul Hoque	Male UP Member (4 No. Ward)	Munsiganj, Shyamnagar 01711 390 252	Satkhira
	Ms. Shahida Akhter Poly	Woman Counselor, Municipality	Cox's Bazar Municipality 01845 216 220	Cox's Bazar
	Ms. Nasima Akhter		Cox's Bazar Municipality 01726 000 326	Cox's Bazar
	Ms. Salma Begum	Female CPP Member	Choto Vatkhali, Munsiganj, Shyamnagar 01924 296 883	Satkhira
	Mr. Jagodis Sarkar	Team Leader, CPP Male Member	Munsiganj, Shyamnagar 01933 312 136	Satkhira
	Ms. Masura Parvin	Female CPP Member	Purbo Katakhal, 14 No, Unit, Padmapukur, Shyamnagar 01935 269 915	Satkhira
	Mr. Abdul Aziz Raju	Ward Team Leader, CPP Male Member	Pakhimara, Padmapukur, Shyamnagar 01713 913 136	Satkhira
	FGD No. of Participants - 11	Community Male and Female	Mathurapur Jelepara, Munsiganj, Shyamnagar	Satkhira
	FGD No. of Participants - 13	Community Male and Female	Shangkarpara, Krisnanagar, Kaliganj	Satkhira
	FGD No. of Participants - 12	Community Women Jatapur UP	Sadar, Kurigram	Kurigram
	FGD No. of Participants - 11	Community Women Panchgachi UP	Sadar, Kurigram	Kurigram

Annex 3: List of validation workshop participants

	Name	Designation	Organization	Email	Telephone
1	Ms Shampa Goswami	Executive Director	Prerona Nari Unnayan Sangothon, Saikhira	preronahrd@gmail.com	01720360767
2	Ms. Sayda Yesmin	Executive Director	AFAD, Kurigram	yesminafad@gmail.com	01719691409
3	Ms. Jannatul Ferdous	Protection & Gender Inclusion (PGI) Officer	IFRC	Jannatul.ferdous@ifrc.org	01795405013
4	Mr. Kausik Das	Programme Analyst	Disaster Risk Reduction, Climate Change & Humanitarian Programme, UN Women	kausik.das@unwomen.org	01711981667
5	Ms. Wahida Bashar Ahmed	Gender & DRR Analyst	National Resilience Programme -NRP (DWA Part), UN Women	wahida.ahmed@unwomen.org	01713 012 574
6	Mr. Md. Rafiqul Alam	Executive Director	Dwip Unnayan Sangstha (DUS)	dusdhaka@gmail.com	01715 475 222
7	Mr. Md. Habibullah Bahar	Director	Manab Mukti Sangstha (MMS)	hbaharmms@gmail.com	01713-002 850
8	Mr. Muhammad Saidur Rahman	Director	BDPC	saidur1943@gmail.com	01711 524 722
9	Mr. Moley Chaki	Disaster Management Expert	Freelance Consultant	moloychaki@gmail.com	01711 488 343
10	Mr. M.B. Akhter	Gender Expert	Freelance Consultant	MBakhter@outlook.com	01711 592 862
11	Mr. Narayan Kumar Bhowmick (Pintu)	Training Expert	Freelance Consultant	pintubhowmick1964@gmail.com	01711 329 956
12	Ms. Laila Kabir	Manager-A&F	BDPC	lailabdpc@gmail.com	01715 798 696
13	Ms. Kazi Taposhe Rabeya	Monitoring and Documentation Officer	BDPC	kazianannya068@gmail.com	01829 040 130

