

Human resource training program with sponsorship by Qatar  
Friendship Fund

Report of the human resource training program  
(Fukushima) regarding DRR & Gender Equality

Foundation for Fukushima prefecture youth development  
and gender equality promotion organization,  
Fukushima Gender Equality Centre

30 June 2015

## I An outline of the human resource training program (Fukushima) regarding DRR & Gender Equality

### 1 Purpose

Since 2012, the Fukushima Gender Equality Centre has operated to verify the human resource training business in regards to DRR & Gender Equality, and to consider new programs as well as implementing model projects in order to Gender Mainstreaming in disaster areas in Fukushima and to promote the participation of women in disaster risk reduction activities.

### 2 Operating organization

Foundation for Fukushima prefecture youth development and gender equality promotion organization      Fukushima Gender Equality Centre

### 3 Operation period

1 December 2014 ~ 30 June 2015

### 4 Program content

#### (1) Conferences held by the program review committee

6 committee members (organizations involved within the prefecture)

2 advisors (Training Center for Gender & Disaster Risk Reduction)

First session 29 January 2015

Second session 18 February 2015

Third session 26 May 2015

#### (2) Operation of the training program

Number of times Once

Date and time 24 April 2015 10:00~15:00

Targets local government officials, social welfare council staff, fire department officials, women's organizations, etc.

#### (3) Participation and exhibits to the Third UN World Conference on Disaster Risk Reduction

• Date 14~18 March 2015

• Content Thematic Pavilion: Gender and Disaster Risk Reduction  
WCDRR Public Forum

① Creation and exhibition of an introduction panel of the efforts of the our centre

② Participation in each symposium

#### (4) Creating a report

※Details regarding the reports for (1) and (2) are described below

II A report of the human resource training program (Fukushima) regarding DRR & Gender Equality

1 Purpose

This report is aimed to verify the tasks and outcomes of the previous human resource training program operations on DRR & Gender Equality of the Fukushima Gender Equality Centre in order to consider more effective training programs.

2 Dates

First session of the review committee Thursday, 29 January 2015 13:25~15:15

Second session of the review committee Wednesday, 18 February 2015 13:30~15:30

Third session of the review committee Tuesday, 26 May 2015 13:30~16:00

3 Committee member roster (order of the Japanese syllabary titles omitted)

	Name	Affiliation	Official posts
1	Emi Itou	Gender Equality Division, Fukushima Prefectural Government	Desk chief
2	Nao Saitou	Social Welfare Corporation Fukushima Prefecture Council on Social Welfare	Community Welfare and Services Division chief
3	Tsutomu Shiina	Disaster Prevention Division, Risk Management Department, Fukushima Prefectural Government	Desk chief
4	Sura Nakata (session chair)	Fukushima University Faculty of Human Development and Culture	Professor
5	Yoshihisa Hiruta (H26.12~H27.3) Hiromi Furuichi (H27.4~H27.6)	Iwaki City Gender Equality Center	Deputy director
6	Hatsue Munakata	Institute of Koriyama Medical Association Koriyama Medical Care Hospital	Nursing director

## 4 Consultation overview

### (1) First session of the review committee

#### <About the challenges>

- In order to resolve the difficulty of securing participants, conditions such as theme, target persons, and time should match those of potential participants.
- After completing the course, it is a challenge for participants to put the teachings to practice.
- It is difficult to see the relevance between gender equality and reconstruction and disaster prevention. It is important to carefully explain the need for a gender equality perspective within reconstruction and disaster prevention.

#### <About the Fukushima's original perspective>

- Fukushima's original perspective is its take on the nuclear disaster problem. Because the current support for nuclear disasters centers on mothers and children, we must not forget about the women who do not fit into these categories.
- It is in Fukushima's nature to raise awareness of gender issues resulting from the nuclear disaster and to call for such programs.
- In order for women (mothers) to continue their work as supporters in the event of a disaster, the understanding of their husbands and male coworkers is crucial, and therefore, I want more men to attend this program.
- Gender issues women face in times of disaster include domestic violence and other forms of sexual abuse, in addition to the problem of being constrained within gender roles. Nuclear disasters are not an exception. Under such severe circumstances, women's rights are not protected, and therefore, there is a necessity for a safety network.

### (2) Second session of the review committee

#### <About the targets of the training program>

- It is necessary for the person in charge of operating the shelter to have a gender equality perspective.
- Although they are not subjects to primary care and support, senior citizens should also be considered. Men require assistance as well.
- Personnel from Regional Comprehensive Support Centers (welfare related)

and others should be included.

- In order to prevent secondary damage of DV victims, I want town chairmen and others to attend this program.
- Municipality staffs who issue evacuation orders and operate shelters are targets as well.
- Since there is a possibility that schools and community centers will become shelters, its staffs are also subjects of this program.
- Because evacuation was prolonged in Fukushima, sexual violence in the shelters became a problem. When considering the targets for this program, it is necessary to consider how to solve this problem.

**<About Fukushima's original perspective and content of the training program>**

- Fukushima is characterized by the size, distance, and duration of evacuation of nuclear disaster and the evacuations to areas where communities are not yet formed. From these features, it is necessary to extract problems regarding gender.
- There seems to be an increase in DV due to the lengthened life in refuge.
- There were children left as orphans in the shelters. The longer their life in refuge, the more severe their life will become. There is a need for a program to educate them of basic knowledge about nuclear power plants and radioactivity.
- Because the nuclear disaster exposed gender discrimination and other gender problems, there needs to be a deeper understanding of gender issues among those involved in disaster prevention.
- In order to raise awareness about “the need for gender equality and gender perspective in the event of a disaster including nuclear disasters”, perhaps it would be effective to introduce the example of the recent nuclear disaster.
- Cooperation is a key characteristic necessary in a leader when overcoming nuclear disasters.

(3) Third session of the review committee

**<About the evaluation of the training program>**

- Important characteristics of this training program include the possibility of new, diverse networks forming after participants return to their regions with gender equality perspectives and the realization of the need to expand networks.

- New networks can be created through the invitation of a variety of organizations and the sharing of each person's disaster experience.
- There was an increase in participation due to the addition of the crisis management department manager to the gender equality department manager on the guidance document and the clarity of the targets and purpose of the program.
- On the assumption that the participants will voluntarily continue to study after the course, it is important to provide them with the necessary information (such as workbooks and other materials).
- It is difficult for attendants to put the teachings to practice after only one session.

#### **<About future development>**

- The Gender Equality Centre will visit regions to exchange information with the participants.
- Because disaster prevention is a human rights issue, it is important to create programs that cater towards senior citizens, sexual minorities, and foreigners.
- We must be able to provide the next generation with a disaster prevention system that mutually protects human rights. This program helped to do so by emphasizing the importance of understanding diverse viewpoints.
- Although it is crucial for municipality personnel to be conscious of defending human rights in the gender perspective, it is difficult for it to take root because when responsibilities change, they must relearn gender equality.
- It is the role of the Centre to pass on the gathered knowledge and information to the municipalities.
- It is important to appeal to the disaster prevention sector the necessity to cooperate with related organizations, systemize the program, and tackle the DRR & Gender Equality issue as a social issue.
- The Centre for the prefecture should implement programs that confirm the necessity of a female leader and train instructors.
- There should be a system for the participants to become lecturers.
- I wonder whether it is right to end the program without addressing the problem of disaster prevention for nuclear power plants.
- We have regarded the nuclear disaster problem as "large-scaled, divided, and prolonged". There is no immediate solution to this problem nor does

humanity have an answer. The trial and error process of this program in searching for an answer can be praised.

- What influence has the nuclear disaster had on the people? It is obvious that each gender was influenced differently, but no data exists that shows such differences. As the Gender Equality Centre, we can provide detailed individual support through the training programs.

### III Implementation reports on the training programs

#### 1 Outline of the program

##### (1) Purpose

From the lessons we have learned from the Great East Japan Earthquake and nuclear accident, we strive to reduce risks, prepare for any upcoming disasters, and help build reconstruction strength in regions, organizations, and people by training female leaders to actively engage in disaster prevention and reconstruction activities.



(2) Date and time Friday, 24 April 2015 10:00~15:30

(3) Venue Fukushima Gender Equality Centre Training Room 2

(4) Lecturers Training Center for Gender & Disaster Risk Reduction joint representatives Ms. Sachiko Asano, Ms. Keiko Ikeda

##### (5) Content

Human resource development training program regarding disaster and gender

**Tomorrow, I can take the first step**

Participants' Lunch will be served

**Introductory course on disaster prevention for women**

Specialists on disaster prevention and gender equality!

Training Center for Gender and Disaster Risk Reduction

Joint representatives

**Lecturers**  
Ms. Sachiko Asano  
Ms. Keiko Ikeda

Venue: Fukushima Gender Equality Centre Training Room 2 (186-1 Kakumai 1-chome, Niimi-machi City)

Date/Time: Friday, 24 April 2015 10:00-15:30

Targets: The administration (the social welfare support, fire prevention, mental education, and welfare facility benefit staff from NGOs and women's organizations, women engaged in disaster prevention, reconstruction, and disaster support activities) women are given priority. (may be also selected)

Maximum capacity: About 20 people (Application form comes first and last)

After 1.1.1, the participation of women in disaster prevention and reconstruction educational training has been low, and there have not been enough female participants in disaster response. Therefore, the third session of the United Nations World Conference on Disaster Risk Reduction held in Sendai City in March recognized the importance of promoting female leadership and building capacity in women, and increase expectations for more female action in disaster prevention fields. This program focuses on preparing for recovering disasters, reduce risks, and learn the basics in order to obtain the gender and wisdom to recover from damages caused by disasters.

~Lecture content~

- ① Organization of the training points (basics for disaster prevention and situation differences depending on differences in positions)
- ② Reflection of each person's disaster experience
- ③ Understanding the latest international trends and challenges based on the results of The United Nations World Conference on Disaster Reduction
- ④ Mingling while seeing emergency provisions & preparing for the next action
- ⑤ Confirmation of regional resources and methods for organizing and solving the challenge of business based on the earthquake and nuclear accident
- ⑥ Learning specific techniques and materials to help your work and activities

Please note that the content is subject to change.

Host: Fukushima Gender Equality Centre (Designated manager Foundation for Fukushima prefecture youth development and gender equality promotion organization)

(Inquiries and Applications) Fukushima Gender Equality Centre Business Division  
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186-1 Kakumai 1-chome, Niimi-machi City, Fukushima 964-0904 URL: http://www.fgek.or.jp

disaster risk reduction for women”

○Program ※The planning of this project was done through cooperation with the lecturers.

① 10:00 – Opening of meeting

② 10:10 – Organizing and sharing of the training points (basics for disaster prevention and disaster situation differences depending on position differences) (40 minutes)

③ 10:50 – Reflecting back on and sharing of each person's disaster experience (20 minutes)

④ 11:10 – Understanding the international trends and challenges based on the results of The UN World Conference on Disaster Risk Reduction (40 minutes)

- ⑤11:50 – Mingling while eating emergency provisions (45 minutes)
- ⑥12:35 – Learning specific techniques and materials to help your work and activities (125 minutes)
- ⑦14:40 – Confirmation of regional resources and methods for organizing and solving the challenges Fukushima faced due to the earthquake and nuclear accident (40 minutes)
- ⑧15:20 – Reflections, closing of meeting (10 minutes)

## 2 Overview of the participants

- (1) Number of participants 27 (of which 4 were men)
- (2) Age group 20s ~ 70s
- (3) Occupation and affiliation
  - 14 local government officials (from departments related to gender equality in municipalities, crisis management, and social education), 5 social welfare council staff, 7 members from women’s associations, 1 fire department personnel
- (4) Regions Ken-poku, Ken-chu, Ken-nan, Aizu, Iwaki, Sousou

## 3 Evaluation by participants (27 attendants, 25 returns, 93% return rate)

- (1) Degree of achievement of objectives and targets
  - 24% “successfully achieved”, 64% “nearly achieved”, 8% “not quite achieved”, 4% “could not be achieved”
- (2) Thoughts and impressions
  - I want to actually do busy by utilizing the workbook.
  - In governmental conferences, I would like to use these documents to support the active roles women can play in disaster prevention organizations.
  - There was no existing cooperation with the gender equality department, volunteer center, or the crisis management department, but I would like to work together with them in the future.
  - The exchange of opinions from a variety of regions and positions was valuable.
  - It is necessary to widely inform others at disaster prevention gatherings of what I have learned today. I want to also learn about the correspondence with sexual minorities.
  - I thought it was necessary for training programs and training opportunities

for female leaders.

- Municipalities and disaster prevention fields are still male-dominated, and the participation of women is low. It is difficult for women to enter into a male-centric society. I felt the need for a reform in gender awareness for both men and women.

(3) Evaluation for each training contents

a: very helpful, b: helpful, c: not quite helpful, d: no answer

① Organizing and sharing of the training points (basics for disaster prevention and disaster situation differences depending on position differences)

a. 15 people	b. 10 people
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② Reflecting and sharing of each person's disaster experience

a. 12 people	b. 13 people
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③ Understanding the international trends and challenges based on the results of The UN World Conference on Disaster Risk

a. 11 people	b. 11 people	c. 1 person	d. 2 people
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④ Mingling while eating emergency provisions & preparation for the next section

a. 11 people	b. 14 people
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⑤ Learning specific techniques and materials to help your work and activities

a. 12 people	b. 13 people
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⑥ Confirmation of regional resources and methods for organizing and solving the challenges Fukushima faced due to the earthquake and nuclear accident

a. 5 people	b. 17 people	c. 2 person	d. 1 people
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## IV Achievements and challenges

Immediately following the earthquake, the Centre has worked to create awareness for gender equality in disaster prevention fields, and from 2012 to this day, we have been working on projects related to disaster and gender. This program organized the challenges that it had faced, established a review committee to consider new training programs, and implemented a training program that reflected the content of the meetings. The resulting achievements and challenges are as follows.

### 1 Achievements

#### (1) Review committee members' and training program participants' awareness of gender perspective

Because the training program was conducted with the review committee, each participant was made aware of or reconfirmed the importance of gender perspective in the field of disaster prevention. As a result, it can be expected that each participant will bring back this awareness to his or her respective organizations.

#### (2) Organization of Fukushima's regional characteristic

The review committee has discussed the major point about how to define Fukushima's regional characteristic that has been shaped by the nuclear disaster in addition to the earthquake and tsunami. In conclusion, the committee has decided to define it as "problems and challenges regarding gender that have surfaced due to the divisions between citizens and the lengthy, large-scale evacuation due to the nuclear disaster". Although we are still searching for a way to incorporate this into the training program, we were able to obtain a clue to reflecting this in future operations.

#### (3) The creation of networks and understandings among participants

Because the participants came from a variety of different residencies, affiliations, age groups, occupations, and situations at the time of the disaster, they were able to deepen their understanding of different positions and create a network amongst themselves. Factors that contributed to this are: ① the clarity of the intent and purpose of this program when recruiting participants from organizations that will need to cooperate in the event of a disaster, ② the content of the program that allowed the participants to mingle and work together, ③ the

consideration to diversify the groups to create a feeling of diversity among the participants.

(4) The participants' independent studies and promotion of activities in their respective regions and organizations

As a result of putting emphasis on “methods and teaching materials useful for the workplace” (which ranked highest in demand), the participants expressed that they want to implement projects that utilize the teaching materials, want to put into practice what they have learned in their region and organization, and that they require more training. Because the program was able to deliver specific techniques and materials useful for independent study, the participants' satisfaction and motivation increased.

(5) Possibility of a new network and collaboration

Because the training program invited fire department staff and received inquiries from fire department staff from other regions about the details of the program and plans for the future, the Gender Equality Centre was able to establish a possibility of new networks and collaboration with the previously disassociated fire department staff.

(6) Opportunity to receive external evaluation

Because the review committee received external evaluation about the program's achievements and challenges, the Centre was also given a chance to think about its role and significance.

## 2 Challenges

(1) Follow-up for the participants

In order to continue to Gender Mainstreaming and develop female human resources in disaster prevention fields, a key person needs to be established in each region. For this reason, the participants of this program need to become the key person by putting their knowledge into practice, providing a place to establish networks between participants, and continuing to create a support system. In addition, the disaster prevention field has a deep-rooted male-centric perspective, which makes participation of women very difficult, and therefore, the support of the participants of this program is crucial.

(2) Training of local instructors

As the Centre established by the prefecture, we must bring public

awareness and establish training programs throughout the prefecture by training local instructors. Local instructors will play an important role in implementing and developing the program based on Fukushima's originality of "the necessity for gender perspectives in times of disasters including nuclear disasters".

(3) Network strengthening with the disaster control and crisis management department

In order to establish a gender equality perspective in disaster prevention fields, cooperation is necessary between the Gender Equality Centre and the disaster control and crisis management departments and between the department managers as well. It is necessary to further strengthen the networks established through the planning and implementation of this program.

(4) System maintenance

In order to implement the training program more effectively and steadily and to promote gender equality in Fukushima's disaster prevention fields, the Centre is currently organizing and reviewing individual projects which have been conducted for the purpose of bringing public awareness and developing human resources. Additionally, it is necessary to organize the experience, knowledge, and challenges each organization faced in times of disaster, and to reflect them in the projects by enhancing research and information projects. Thus, it is necessary to overcome challenges such as budget acquisition and skill development of staff.

## V Future development

In the future, in terms of developing the business, the clarification of the Centre's role and establishment of a system for implementing projects will become an important key. (Figure 1) One of the major roles as the Centre established by the prefecture is to support local municipalities and to train and network human resources at the prefectural level. By reflecting the achievements and challenges obtained through the review committee and training program, the Centre will organize projects that ① support local municipalities (bring public awareness and provide information for staff), ② support and train human resources, ③ create and support networks between parties. (Figure 2) By having the local municipalities, related organizations, and the Centre collaborate on these efforts, disaster prevention fields of the Fukushima prefecture can further Gender Mainstreaming and prepare

