

DISASTER MANAGEMENT TRAINING

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ABSTRACT

Capacity building need assessment is a process of evaluating gap within disaster management stakeholders in terms of information, skill, strength, weaknesses, opportunity and other essentials components required for them to achieve the pre-specified goals. The district administration conducted customized capacity building programs at different levels by identifying local requirements through need assessment. This changed the perception of community towards disaster management and helped administration in creating a pool of trained human resource for disaster risk reduction. This paper focuses on the capacity building of disaster management stakeholders at regional level.

Keywords : Training, disaster management capacity building, disaster preparedness, response.

I] INTRODUCTION :

Capacity needs assessment is a process of evaluating actual existing gaps within targeted groups in terms of knowledge, skills, strengths, weaknesses, opportunities, threats, assets and other elements required for them to achieve the pre-specified objectives. Training is the systematic acquisition of knowledge and skills with the goal of developing competencies necessary for effective performance in work environments. Capacity building is an ongoing process that equips officials, stakeholders and the community to perform their functions in a better manner during a crisis/disaster. In the process of capacity building, we must include elements of human resource development, i.e., individual training, organizational development such as improving the functioning of groups and organizations and institutional development. Capacity development commonly refers to a process that is driven from the inside and starts from existing capacity assets.

Capacity building, however, refers to a process that supports only the initial stages of building or creating capacities, often by outsiders, and is based on an

assumption that there are no existing capacities from which to start. It is therefore less comprehensive than capacity development.

Three important factors affect training transfer which are learner's characteristics (eg. cognitive ability, self- efficacy regarding training task, motivational levels, personality, perceived value and job/career variable) , Intervention design (eg. Need analysis, Learning goals, Content relevance, Instructional strategies and methods, Self-management strategies and Technological support) and work environment influences (eg. Strategic link, Transfer climate, supervisor/peer support, opportunity to perform and accountability). To date there has been little formal, empirical research that has been conducted on capacity building for disaster risk management (DRM) and, as a result, international actors lack robust, evidence-based guidance on how capacity for DRM can be effectively generated at national and local levels.

Latur district is vulnerable to natural as well as man-made disasters.

Earthquake, lightning, flood, drought are the major natural hazards and fire, road accidents etc. are main

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man-made disasters of the district. In order to prepare the community to face such disasters and to mitigate their effects, capacity building of stakeholders is very essential. It enhances knowledge, skills and perception of stakeholders towards resilience. The DDMA Latur has planned need based capacity building across line departments, local self governance bodies, and community.

II] OBJECTIVES :

- To analyze the need of capacity building and training for stakeholders
- To explain training models developed and implemented in Latur district.
- To study effectiveness and outcomes of the training at local level.

III] METHODOLOGY :

Exploratory research design was used for this research. Case study method was adopted for conducting this study. It is based on both primary as well as secondary data. Secondary data was collected from Government reports, Collector office, newspapers, Municipal Corporation, and research documents. Primary data was collected from officers of District administration Latur, Urban Local Bodies and local representatives by Interview and discussion method.

IV] FINDINGS AND DISCUSSION :

1. Mandate of Disaster Management Training :

An umbrella act known as Disaster Management act, 2005 is having provision of organizing and coordinating specialized training programmes for different levels of officers, employees and voluntary rescue workers in the district. The NDMA assists the

States/UTs in training and capacity building areas and also conducts mock drills in different parts of the country for generating a culture of preparedness and quick response.

2. Training Need Analysis

McGhee and Thayer (1961) provided a three-tiered approach in a needs analysis as organizational analysis, operational analysis and individual analysis. Here, training need analysis was assessed by doing hazard vulnerability risk analysis, operational analysis and individual analysis.

i) Hazard Vulnerability Risk Analysis of Latur district

Risk is function of hazard, vulnerability and capacity. Risk is rooted in conditions of physical, social, economic and environmental vulnerability that need to be assessed and managed on a continuing basis. The primary objective is to minimize exposure to hazards through the development and reliance on individual and societal capabilities and institutional capacities that can withstand potential loss or damage. In Latur district, the risk is high for earthquake, lightning, drought and it is medium for flood, road accidents where as it is low for cyclone, epidemics, road accidents, fire and other hazards. Therefore, the primary objective of disaster management training was for community capacity building for high and medium risk hazards. Trainings are organized according to onset of disaster i.e. month of the year. The table below shows possible effects (intensity) of each of the disaster event on a scale of High (H) /Medium (M) /Low (L) on the basis of past history, probability of disaster occurrence and vulnerable population.

Table number 1 Environment Analysis Hazard Vulnerability Risk Analysis

Damage	Earthquake	Flood	Lightning	Drought	Cyclone	Epidemic	Industrial & Chemical Accident	Fire	Road Accident
Loss of Lives	H	M	H	L	L	M	M	L	H
Injuries	H	M	H	L	L	L	H	H	H

Destruction of Property	H	H	L	L	M	L	M	M	L
Damage to livestock	M	H	H	M	L	H	L	M	L
Damage to subsistence and crops	L	H	L	H	M	L	L	H	L
Disruption of life style	M	M	L	H	L	M	L	L	L
Disruption of community life	H	H	L	M	L	M	L	L	L
Loss of Livelihood	H	M	H	L	L	M	M	L	H
Disruption of services	H	H	L	M	H	L	L	L	L
Damage to infrastructure	H	H	L	L	L	L	L	M	L
Impact on National Economy	H	L	L	H	L	L	L	L	L
Social and Psychological after-effects	H	H	M	M	L	M	M	M	L
Vulnerability	Ausa , Nilanga, Latur, Deoni Taluka	Manjara & Terana River basin	Villages of Latur district	Entire Latur district	Part of Nilanga taluka	Entire Latur district	Latur , Udgir, Ahmadpur & Ausa MIDC	Entire district	
Risk	H	M	H	H	L	L	L	L	M
Time (Month)	Anytime	July- Oct	April- Nov	Feb- June	June- Sep	April- Dec	Anytime		

ii) Operational Analysis

The trainings were designed by considering operational requirements such as disaster preparedness (awareness, preparedness plan, warning system) and response (rescue, first aid, fire fighting, life saving skills etc) measures.

Trainings were given by considering role of every stakeholder in disaster management. Interviews and discussions were conducted for getting opinions from representatives of all stakeholders for finding operational requirements.

Role of stakeholders in Disaster Management :

The following key stakeholders have been identified in Latur and their role in disaster risk

Management is as follows-

- Latur District Administration: The District Collector (DC) is the chairperson of District Disaster Management Authority (DDMA) and also becomes the incident commander during a crisis situation when the incident response system is activated.
- District Disaster Management Office: Disaster Management Officer (DDMO) is the focal point

for supporting the district administration in day-to-day coordination for smooth implementation of disaster management activities in the district.

- Zilha Parishad(ZP)- Latur Zilha Parishad is a local government body at the district level. It looks after the administration of the rural areas. Local officials of ZPs are responsible for disasters preparedness.
- Village Panchayat Department: It coordinates with all other key departments for the development activities at Panchayat Samiti and Gram Panchayat level in coordination with Block Development Officers and Gram Sewaks.
- Women and Child Welfare: The women and child welfare officer implements schemes/programs and focuses on health, nutrition, immunization, referral services and education of 0-5 year's children which is one of the vulnerable group during disasters.
- Education Department (Primary): Apart from academic they are responsible for Safety of school from different hazards.
- Water and Sanitation: This department is responsible for water supply to every household through tap water system; they are also responsible for implementing different structural measures during drought period.
- Groundwater Surveys and Development Agency (GSDA): Senior Geologist is responsible for groundwater surveys, exploration, assessment, monitoring, and development, regulation of groundwater resources for irrigation, drinking and industrial needs.
GSDA is the nodal agency for implementation of GW Act, 2009 during drought.
- Irrigation (Water Conservation): This department implements water conservation schemes. They are also responsible to flood monitoring and control and maintenance of surface water reservoirs.
- Social Forestry: Director Social Forestry works on water conservation, plantation programmes on the common lands, promotion of agro forestry and nurseries.

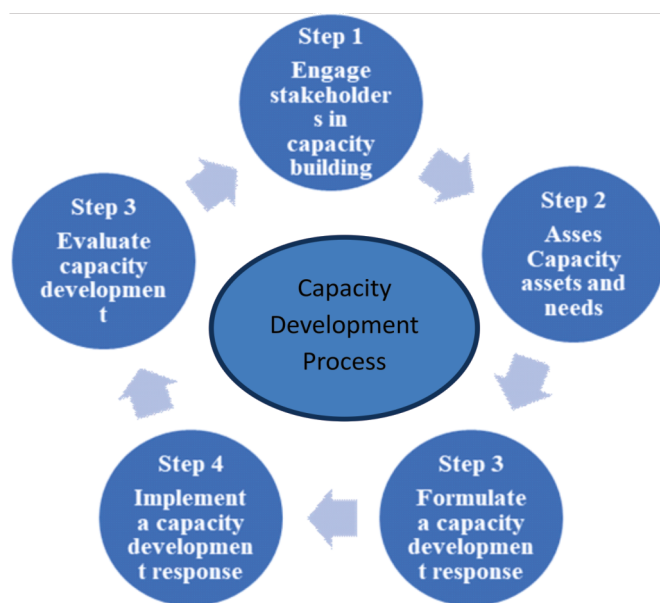
- Health Department: In disaster management, the civil surgeon has specific role in terms of the treatment to the injured, maintaining medicine stock, mobilize medical teams and work with the local PHCs. Key agency during epidemic and other medical emergencies during any disasters .
- Agriculture (District office): District agriculture officer (DAO) implements schemes especially for distribution of seeds, tools through panchayat samiti level officers in each block to the farmers. They should assess the losses and damages to crops and farm during disaster period along with local revenue officials.
- Animal Husbandry Department: It implements livestock development programs and ensures that there will be no diseases spread over the cattle's and makes arrangement for disposal of dead animals.
- Food & Civil Supplies Department: District Supplies Officer (DSO) mainly deals with the demand and supply of various essential commodities in the open market as well as Public Distribution System. They reserve food and commodities for disaster period.
- Search & Rescue Teams: The search and rescue team consists of officials of different department such as Revenue, police, fire brigade, irrigation, public work department, public health department, information & communication, home guard civil defense etc. They provide quick response during disaster situations .

iii) **Need based Capacity building and trainings :**

Capacity development is not a one-off intervention, but an iterative process of design-application-learning adjustment. UNDP captures this in a five-step process cycle.

These steps broadly coincide with the steps of a programming cycle. Consequently, building Disaster Risk Management capacity can be defined as “efforts to strengthen the competencies and skills of a target organisation, group or community so that the target could drive Disaster Risk Reduction efforts, or in a broader sense development, in a sustainable way in the future”.

Figure 1: Capacity building steps



(Source: UNDP, 2007)

A. Objectives of trainings :

1. To build the capacity of staff and volunteers to improve their preparedness and response at all levels. (Block / Circle level training)
2. To ensure active participation of PRIs (Panchayat Raj Institutions) and ULBs(Urban Local Bodies) in all phases of disaster management.
3. To train first respondents on first aid and other emergency medical treatments
4. To aware volunteers and villagers about flood risk and train them as first respondent.
5. To educate peoples on earthquake resistant construction techniques.
6. To strengthen Emergency Operation Center (Control Rooms) for coordination, reporting and monitoring.

B. Targeted audience :

1. Local officials, PRI members, Volunteers, Teachers etc.
2. ULB officials/representatives, PRI(Panchayat Raj Institutions) officials/representatives, local health officials, Anganwadi servants etc.
3. PHC (Public Health Centers) servants, AASHA workers, health supervisors etc.
4. Riverside villagers, Local administration, Volunteers, NGOs etc.

5. Earthquake affected villagers, Engineers, Masons, civil work contractors etc.
6. Duty officials of Control rooms of different departments.

C. Methodology of Training :

Both On job and Off job training methods were used for capacity building. On job training was given to government employees for water supply measures during drought. Off job training methods like Class room lectures, field trips, case studies, role plays, drills and mock exercises were used. Brainstorming sessions were conducted for drawing hazard maps, flood maps, making standard operating procedures and preparing preparedness plan. Trainings were given at district/ block and village levels on disaster preparedness, response and emergency medical treatment by experts.

D. Contents of training :

1. Preparation of village level disaster management plans, early warning and emergency communication, preparedness and mitigation measures, response strategy, post disaster recovery, drinking water & sanitation, shelter management, post disaster recovery etc.
2. Health related topics such as Emergency medical treatment, assessing the patient's condition, performing CPR, dealing with blood loss, administering bandages, managing respiratory problems, first response treatment for common injuries and emergency childbirth.
3. Trainings on Swimming, firefighting, rain water harvesting, live stock management
4. Earthquake resistant construction techniques, evacuation methods, self protective measures, Does and Don'ts for Earthquake, flood, lightning, drought etc.
5. Emergency communication, early warning, database management, reporting and monitoring etc.

E. Outcomes of trainings :

1. Trainings helped in changing perception of people towards disaster management.
2. Relevant information about local environment helped people to participate in pre and post disaster

activities resulting in effective team work and decision making at local level.

3. Village level experts were developed in the field of emergency medical treatment and disaster response; afterwards these people trained other villagers at their level.
4. Trainees did hazard vulnerability risk analysis of their area and developed disaster management plans by assuming local constraints and resources.
5. Disaster management network of trained people was developed in the entire district.
6. Representatives of all stakeholders were trained for earthquake, flood, drought, lightning, and other manmade disasters.
7. In the year 2019, 45 PHC level, 64 circle level, 10 taluka level, 5 district level, 10 ULB level, 10 PRI level, 104 riverside village level trainings were conducted.
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VI CONCLUSION:

The systematic training need analysis approach helped in understanding requirements of disaster management department, different stakeholders and individuals. The customized trainings were given at village and block level by considering local hazards, constraints and resources available. It helped in developing a holistic approach towards disaster risk reduction.

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