

Gender Guidance for the Humanitarian Program Cycle 2018 - 2020

Delivering humanitarian response that meets the needs of women, girls, boys and men remains a priority for all UN Agencies and their partners. This guidance provides a checklist of essential actions for ensuring equitable participation and fair distribution of humanitarian action at each stage of the Humanitarian Program Cycle (HPC).

Attention to gender in humanitarian action is vital because crises have different impacts on different groups. Women, girls, boys and men all have different experiences, needs, abilities and priorities in a crisis. Good programming will identify and respond to for example:

- Women's reproductive role renders women more affected by the restricted access to basic services such as WASH, health and shelter especially given their care responsibilities to other household members including children, elderly, and the sick and injured.
- Preexisting discriminatory norms expressed in biases in women's legal rights around housing and land rights, family law, also translated in social practices such as early forced marriage and restricted mobility.
- Significant gender gaps between Palestinian men and women in labor force participation and unemployment rates.
- Young Palestinian males are most vulnerable to military or settler violence, while females are more vulnerable to domestic and social violence especially in heightened crises.

Assessment and analysis

An HNO has "mainstreamed gender" when the circumstances and needs of different groups are described in the assessment, and their implications for programming and prioritization are subsequently discussed in the analysis. An HNO that lumps all people together without identifying and addressing the different situations of males and females is considered "gender-blind". Minimum requirements for gathering representative and inclusive needs information include:

- Collect information from both women and men, of different ages and social groups: their opinions and priorities will differ.
- Interview women separately from men; responses are significantly more accurate and meaningful in single sex groups.
- Aim for gender-balance on assessment teams: member perceptions and access to beneficiaries will differ. Women should interview women.
- Take into account the more limited time and mobility of certain groups when asking for their participation. Workloads, domestic roles, physical ability, and childcare must be factored in when planning for inclusion.
- Who has access to what (income, assets, livelihoods resources, information)?
- Who owns what? Who has lost what?
- Who needs protection and how?
- Who faces barriers in accessing services? What are those barriers?
- What skills/capacities does each group have (roles, activities, training, paid and unpaid roles)?
- Do women and men participate equally in decision-making?

Humanitarian Response Planning

Factoring in the multi-year strategy for 2018-2020, key questions that should be answered in a good strategic response plan:

- Do the context and situation analysis reflect different issues and priorities facing men and women?
- Does the narrative make clear whether it is women, girls, boys or men who are being discussed? Avoid terms that hide different roles and needs within a group, e.g. 'affected people', 'Bedouins', 'vulnerable groups', 'children'.
- Are the activities and indicators disaggregated by sex to show target proportions of men and women who will benefit, and how they will benefit?
- Are output measures specific enough to tell us which group actually benefits?
- Are the proposed activities logically derived from the identified needs and analysis?
- Does the strategy commit all partners to applying the IASC Gender Marker at the project design stage to ensure activities meet needs equitably and promote gender equality?
- Does the strategy require collection of sex- and age-disaggregated data, and its analysis for comparison of male-female differences?
- Were women and men actively involved in designing the project and in decision-making? What were their respective roles?
- Will activities regularly be reviewed to see if they are meeting the needs of all target groups?
- Are all groups satisfied that security and protection issues are adequately addressed?

The purpose of collecting and analyzing sex-disaggregated data is to allow male-female differences to be quantified and compared as ratios, percentages, % share of a total, or gender gaps. Program activities can then be designed to close gaps and improve gender equality.

Resource Mobilization

- Donors will likely continue to prioritize humanitarian programs with visible commitments to gender equality.
- Projects with high Gender Marker codes will continue to be most likely to attract funding. The Gender Marker remains a mandatory tool for checking project design and the Clusters have formally committed to achieving the two indicators:
 - 75% of funded projects are gender focused (2a + 2b).
 - 2 % of humanitarian funding under the HRP is allocated to 2B projects

Monitoring

Whenever a response is directed to a particular target group such as 'households', or 'Bedouins' it will have different impacts on men and women. These must be separately addressed and examined. Key monitoring questions include:

- Were women and men actively involved in designing the project and in decision-making? What were their respective roles?
- Are planned activities and targets sex-disaggregated (proportions of participating women, girls, boys, men) so that the different impacts of the project can be tracked? Are appropriate indicators being used to track and compare progress?

- Are output measures specific enough to tell us which group actually benefits?
- Are all groups satisfied that security and protection issues are adequately addressed?
- To what extent was the project designed and analyzed for specific benefits to men, women, girls and boys of different ages?
- How has the response affected men's and women's situations? Consider employment, income, food security, asset ownership, workload, health, safety and protection, access to resources and services, education, participation, leadership, mobility, social status.
- Was a commitment to gender mainstreaming or to advancing gender equality specifically anchored in the program strategy? Should this be strengthened?
- Were any unintentional impacts on a particular group observed? What steps were taken to compensate for these?
- Do the original Gender Marker codes appear to be justified? Are the activities and benefits for men, women, girls, boys clearly meeting their originally identified needs?
- To what extent was the humanitarian intervention linked to longer-term initiatives designed to increase the resilience of specific groups?
- What is the ratio of direct benefits to men compared to benefits received by women? What steps were taken to correct if necessary?

ADDITIONAL RESOURCES ON GENDER & HUMANITARIAN ACTION

The OCHA Gender Toolkit for gender equality programming

https://www.humanitarianresponse.info/system/files/documents/files/GenderToolkit1_1_ADAPTandACTCFramework.pdf

Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing risk, promoting resilience and aiding recovery.

<https://reliefweb.int/report/world/guidelines-integrating-gender-based-violence-interventions-humanitarian-action-reducing>

Tip sheets for all sectors are available on the Gender Marker webpage (in English, French and Arabic). <http://www.humanitarianresponse.info/themes/gender/the-iasc-gender-marker>

The GenCap webpage helps you see where GenCap advisers are currently deployed and provides you with their contact details.

<https://www.humanitarianresponse.info/en/coordination/gencap/gencap-where-we-are>

The E-learning course on gender & humanitarian action provides the basic steps a humanitarian worker must take to ensure gender equality in programming. The course includes information on the core issues of gender and how it relates to other aspects of humanitarian response. The course is available in English and in French.

<http://www.humanitarianresponse.info/themes/gender/training>