

FRAMEWORK FOR GENDER EQUALITY PROGRAMMING

The framework for gender equality programming is a tool to use with project staff working at the sector level to review their projects or programmes with a gender equality lens. The order of the steps in the framework may vary from one situation to another. The point is that all nine steps of the framework should be taken into account by deliverers of humanitarian protection and assistance to validate that the services they provide and support they give in emergencies meet the needs and concerns of women, girls, boys and men in an equal manner.

Below you will find a description of the elements of the framework as well as some sample activities and indicators that could be measured to assess the degree to which gender issues have been mainstreamed into the particular sector. Actors working in specific humanitarian situations should develop an action plan based on the elements of the framework with specific and measurable indicators. Refer to the checklists at the end of each chapter to create site-specific gender indicators that should be routinely monitored and reported on.

FRAMEWORK FOR GENDER EQUALITY PROGRAMMING FOR USE BY SECTOR ACTORS

Analyse gender differences.

Design services to meet needs of all.

Access for women, girls, boys and men.

Participate equally.

Train women and men equally.

and

Address GBV in sector programmes.

Collect, analyse and report sex- and age-disaggregated data.

Target actions based on a gender analysis.

Coordinate actions with all partners.

ADAPT AND **ACT** **C**OLLECTIVELY TO ENSURE GENDER EQUALITY

Analyse: Analyse the impact of the humanitarian crisis on women, girls, boys and men. Be certain, for example, that all needs assessments include gender issues in the information gathering and analysis phases, and that women, girls, boys and men are consulted in assessment, monitoring and evaluation processes.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
A gender analysis report is prepared to inform programming.	Gender analysis report for Ituri district prepared by February 2007.
Consultations are conducted with equal numbers of women and men to learn about both groups' needs and capabilities.	50% of the people consulted for the establishment of a health clinic in Bunia are women.

Design Services: Design services to meet the needs of women and men equally. Each sector should review the way they work and make sure women and men can benefit equally from the services, for example there are separate latrines for women and men; hours for trainings, food or non-food items distribution are set so that everyone can attend, etc.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
50 kg rice bags are repackaged into 25 kg bags to make them easier to transport home.	100% of rice bags distributed in Badghis province in January 2007 are repackaged into 25 kg units.
Health centre opening hours are changed to ensure access for men working long hours.	100% of health centres in Ampara district extend opening hours by 2 hours by August 2007.

Ensure access: Make sure that women and men can access services equally. Sectors should continuously monitor who is using the services and consult with the community to ensure all are accessing the service.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
Spot checks are carried out to assess women's, girls', boys' and men's access to services.	6 spot checks are carried out at the Butterfly Garden Pre-school in Gulu in 2006.
Discussion groups are conducted to assess women's, girls', boys' and men's access to services.	3 discussion groups are convened with boys aged 12-18 from Kitgum in the first quarter of 2008.

Ensure participation: Ensure women, girls, boys and men participate equally in the design, implementation, monitoring and evaluation of humanitarian response, and that women are in decision-making positions. If it is problematic to have women in committees, put in place mechanisms to ensure their voices are brought to the committees.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
The local shelter committee consists of an equal number of women and men.	50% of members on the local shelter committee in Akkaraipattu IDP camp B are women.
Meetings are held in the IDP camp to allow women to attend without leaving their children.	Percentage of shelter committee meetings conducted in Akkaraipattu IDP camp B in 2007.

Train: Ensure that women and men benefit equally from training or other capacity building initiatives offered by the sector actors. Make certain that women and men have equal opportunities for capacity building and training, including opportunities for work or employment.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
First aid training is conducted for an equal number of women and men.	50% of invitees to the October 2008 first aid training are women.
Equal numbers of women and men are employed in the food distribution programme.	50% of people employed in the food distribution programme in Thauoa in 2005 are women.

Address gender-based violence: Make sure that all sectors take specific actions to prevent and/or respond to gender-based violence. The IASC *Guidelines for Gender-based Violence Interventions in Humanitarian Settings* should be used by all as a tool for planning and coordination.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
NFI distribution is conducted early in the day to allow people to reach home safely during daylight.	100% of NFI distributions in Kilinochchi district in January 2006 finished before 14:00.
Lighting is set up around sanitation facilities to provide safe passage.	100% of sanitation facilities in Kalma camp have outdoor lighting by January 2007.

Disaggregate data by age and sex: Collect and analyse all data concerning the humanitarian response by age and sex breakdown, with differences analysed and used to develop a profile of at-risk populations and how their needs are being met by the assistance sector.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
Sex- and age-disaggregated data on programme coverage are collected on a regular basis.	100% of livelihood programme quarterly reports in 2004 are based on sex- and age-disaggregated data.

Targeted Actions: Based on the gender analysis, make sure that women, girls, boys and men are targeted with specific actions when appropriate. Where one group is more at-risk than others, special measures should be taken to protect that group. Examples would be safe spaces for women and measures to protect boys from forced recruitment.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
Positive measures are adopted to redress discrimination in allocation of food resources.	100% of lactating mothers in Hartisheik A camp receive supplementary feeding in August 2006.
Provide appropriate clothing and sanitary supplies to girls so they can attend school and fully participate in class.	Sanitary supplies distributed to 100% of girls aged 6-18 in Adré in March 2007.

Coordinate: Set up gender support networks to ensure coordination and gender mainstreaming in all areas of humanitarian work. Sector actors should be active in coordination mechanisms.

SAMPLE ACTIVITIES	SAMPLE INDICATORS
Sector/cluster actors are participating regularly in meetings of the inter-agency gender network.	100% of livelihoods cluster actors in Liberia are participating in the inter-agency gender network meetings in 2007.
The sector/cluster routinely measures project-specific indicators based on the checklist provided in the IASC Gender Handbook.	100% of livelihoods cluster actors in Liberia reporting on progress on gender indicators in their annual reports.

KEY DEFINITIONS

Protection encompasses all activities aimed at securing full respect for the rights of individuals — women, girls, boys and men — in accordance with the letter and the spirit of the relevant bodies of human rights, humanitarian and refugee law. Protection activities aim to create an environment in which human dignity is respected, specific patterns of abuse are prevented or their immediate effects alleviated, and dignified conditions of life are restored through reparation, restitution and rehabilitation.

Gender refers to the social differences between females and males throughout the life cycle that are learned, and though deeply rooted in every culture, are changeable over time, and have wide variations both within and between cultures. “Gender,” along with class and race, determines the roles, power and resources for females and males in any culture. Historically, attention to gender relations has been driven by the need to address women’s needs and circumstances as they are typically more disadvantaged than men. Increasingly, however, the humanitarian community is recognizing the need to know more about what men and boys face in crisis situations.

Gender equality, or equality between women and men, refers to the equal enjoyment by women, girls, boys and men of rights, opportunities, resources and rewards. Equality does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male.

Gender mainstreaming is a globally recognized strategy for achieving gender equality. The Economic and Social Council of the United Nations defined gender mainstreaming as the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.

Gender analysis examines the relationships between females and males and their access to and control of resources, their roles and the constraints they face relative to each other. A gender analysis should be integrated into the humanitarian needs assessment and in all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by humanitarian interventions and that where possible greater equality and justice in gender relations are promoted.

Gender balance is a human resource issue. It is about the equal participation of women and men in all areas of work (international and national staff at all levels, including at senior positions) and in programmes that agencies initiate or support (e.g. food distribution programmes). Achieving a balance in staffing patterns and creating a working environment that is conducive to a diverse workforce improves the overall effectiveness of our policies and programmes, and will enhance agencies’ capacity to better serve the entire population.

Gender-based violence is an umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (gender) differences between females and males. The nature and extent of specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, including sexual exploitation/abuse and forced prostitution; domestic violence; trafficking; forced/early marriage; harmful traditional practices such as female genital mutilation; honour killings; and widow inheritance.

CHECKLIST TO ASSESS GENDER EQUALITY PROGRAMMING

The checklist below provides a useful tool to remind sector actors of key issues to ensure gender equality programming. In addition, project staff should develop context-specific indicators to measure progress in gender equality programming.

GENDER ANALYSIS
1. All needs assessments have included gender issues in the information gathering and analysis phases.
2. Women, girls, boys and men are consulted (together and separately) about their concerns, protection risks, opinions and solutions to key issues.
3. Mechanisms for routine exchange of information with the population affected by the crisis are established and are functioning.
GENDER BALANCE
4. Sex breakdown of local and international staff working in the humanitarian situation by sector are routinely collected and analysed.
5. Sex breakdown of people in decision-making/senior positions is monitored.
6. Needs assessment teams have equal numbers of women and men.
DISAGGREGATED DATA BY SEX AND AGE
7. Data are being consistently collected and analysed by age and sex.
8. Sex-disaggregated data are included routinely in reports and the implications for programming are addressed.