



THE BASICS ON GENDER IN EMERGENCIES

WHAT IS GENDER?

The term 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” 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 women 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.

WHO IS RESPONSIBLE FOR ADDRESSING GENDER ISSUES?

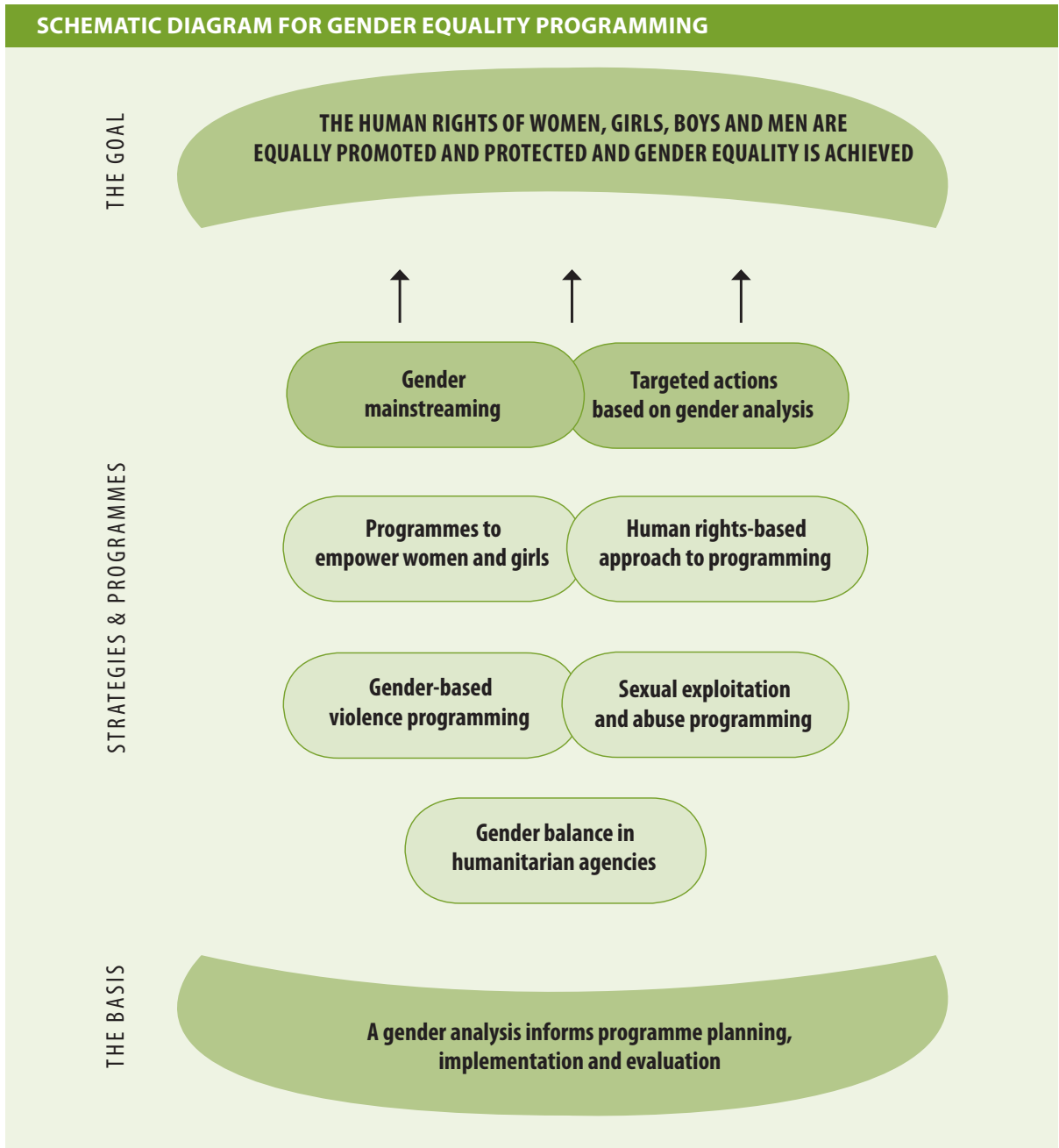
We all are. As field practitioners, team leaders and policy-makers our job is to make sure that the assistance and protection we provide meets the needs of all the population equally, that their rights are protected and that those most affected by a crisis receive the support they need. We are all accountable.

Confusion about gender: For many people the term “gender” evokes specific issues. Some think of gender as being about women only. Others consider it to be related to reproductive health matters or gender-based violence. Confusion about the terminology and some individual and institutional resistance have resulted in *ad hoc* analysis and action. Some argue that addressing gender inequality

in programming is akin to “social engineering” and goes against cultural norms in different societies. People conducting gender analysis point out that what is taken as the “cultural norm,” however, may disguise a strong desire to retain male privilege, and that women themselves may have a different perspective than men on their own needs and rights.

Gender equality or equality between women and men refers to the equal enjoyment by females and males of all ages and regardless of sexual orientation of rights, socially valued goods, 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. Protecting human rights and promoting gender equality must be seen as central to the humanitarian community’s responsibility to protect and provide assistance to those affected by emergencies.

Two main strategies are needed to reach the goal of gender equality, namely gender mainstreaming and targeted actions in response to a gender analysis, as well as a number of programmes which together make up a **gender equality programme**. (Refer to the schematic diagram on page 2 for gender equality programming).



Gender mainstreaming

In 1997, the UN system adopted the strategy of gender mainstreaming as a means of attaining gender equality. It is shorthand for saying that the impact of all policies and programmes on women and men should be considered at every stage of the programme cycle — from planning to implementation and evaluation. In crisis situations, mainstreaming a gender focus from the outset:

- allows for a more accurate understanding of the situation;
- enables us to meet the needs and priorities of the population in a more targeted manner, based on how women, girls, boys and men have been affected by the crisis;
- ensures that all people affected by a crisis are acknowledged and that all their needs and vulnerabilities are taken into account; and
- facilitates the design of more appropriate and effective responses.

Targeted actions based on gender analysis

A gender analysis should inform the deliverers of humanitarian protection and assistance of the specific needs of the individuals or groups within the affected population requiring targeted action. In many cases these actions will be targeted to women and girls — but there are a number of situations where boys or men will be targeted for action, for example when boys are the target of recruitment for armed conflict or when boys are unable to feed themselves due to lack of cooking skills. Addressing the specific needs of women and girls may best be done in some circumstances by taking targeted action. In effect, women and girls may need different treatment in order to produce equality in outcomes — in other words, to level the playing field so that women can benefit from equal opportunities. This is the principle behind measures to provide special stipends to encour-

age families to send girls to school, for example, or to give special protection to women and girls from gender-based violence. Targeted actions should not stigmatize or isolate women and girls; they should compensate for the consequences of gender-based inequality such as the long-term deprivation of rights to education or health care. This is important as in many situations women and girls are more disadvantaged than men and boys, have been excluded from participating in public decision-making and have had limited access to services and support. Targeted actions should empower women and build their capacity to be equal partners with men in working towards resolving conflict, solving problems caused by displacement, helping with reconstruction and return, and building durable peace and security. Each sector should identify specific actions that could promote gender equality and support the capacity of women to enjoy their human rights.

Programmes to empower women and girls

Whatever strategy is employed to reach the goal of the equal enjoyment of human rights by women, girls, boys and men, the approach should eventually result in women's and girls' empowerment. "Empowerment" is an over-used word, the meaning of which remains unclear to many. In essence, "empowerment" implies a shift in the power relations that cause a particular social group to suffer low social status or systematic injustice. It also implies that the subordinated party has the resources and agency to claim rights and change oppressive circumstances. "Empowerment" is not something that can be given or delivered like emergency

food supplies or shelter. It implies a social change strategy that involves the group in question. For example, in the case of women who have been disempowered through the uneven distribution of resources and rights between the sexes, the empowerment might involve efforts directed towards self-reliance and control over resources. For humanitarian actors who are often involved in urgent short-term interventions, it is challenging to conceive of how to contribute to the long-term process of empowerment. However, there are many short-term interventions that can promote empowerment in the long term, and it is helpful to distinguish between the practical and strategic needs of women and girls to see how this is so.

PRACTICAL AND STRATEGIC NEEDS

Women, girls, boys and men have immediate, "practical" survival needs particularly in humanitarian crises. They also have longer-term "strategic" needs linked to changing the circumstances of their lives and realizing their human rights. **Practical needs** of women may include needs associated with their roles as caretakers, needs for food, shelter, water and safety. **Strategic needs**, however, are needs for more control over their lives, needs for property rights, for political participation to help shape public decisions and for a safe space for women outside the household, for example women's shelters offering protection from domestic violence. Practical needs focus on the immediate **condition** of women and men. Strategic needs concern their relative **position** in relation to each other; in effect strategic needs are about resolving gender-based inequalities. A girl's practical need for an education can be addressed in a strategic way if that education includes a rights-based curriculum that expands her horizons and enables her to consider a life different from one that is pre-determined by her gender. A woman's practical need for health care can be addressed in a strategic way if it includes access to services giving her greater control over her reproductive decisions. In the context of radical changes in people's lives, loss of livelihoods and changed social roles (when, for instance, women take sole charge of families), humanitarian interventions can either address people's needs in ways that can confirm traditional gender roles or can contribute to greater gender equality by, wherever possible, addressing strategic needs for changes in gender relations.

Human rights-based approach to programming

A rights-based approach guides and underpins all phases (assessment, analysis, planning, implementation, monitoring, evaluation and reporting) and sectors (education, food, health, livelihoods, etc.) of humanitarian programming. A rights-based approach uses international human rights law to analyse inequalities and injustices, and to develop policies, programmes and

activities in all areas of work to redress obstacles to the enjoyment of human rights. It identifies **rights-holders** and their entitlements and corresponding **duty-bearers** and their obligations, and seeks to strengthen the capacities of rights-holders to make their claims and of duty-bearers to satisfy these claims. A rights-based approach also emphasizes principles of participation and empowerment of women and accountability for violations of their human rights.

Gender-based violence programming

Gender-based violence is a serious and life-threatening human rights, protection and gender issue that poses unique challenges in the humanitarian context. Gender-based violence against women, girls, boys and men increases in conflict situations. These violations undermine and place barriers to the enjoyment of rights and the attainment of gender equality. **The IASC Guidelines for Gender-based Violence Interventions in Humanitarian**

Settings: Focusing on Prevention and Response to Sexual Violence in Emergencies provide guidance to field actors to plan, establish and coordinate a set of minimum multisectoral interventions to prevent and respond to sexual violence during the early phase of an emergency. This Gender Handbook does not repeat these instructions but rather reinforces that all gender equality programmes include efforts to address gender-based violence. Refer to Annex 2 on Related Guidelines on Gender Equality.

Sexual exploitation and abuse programming

Sexual exploitation and abuse (SEA) are forms of gender-based violence that have been widely reported in humanitarian situations. While SEA can be perpetrated by anyone, the term SEA has been used in reference to sexual exploitation and abuse perpetrated by personnel of our organizations, including both civilian staff and uniformed peacekeeping personnel. The

IASC adopted the six core principles relating to sexual exploitation and abuse in 2002, which are included in the UN Secretary-General's Bulletin *Special measures for protection from sexual exploitation and sexual abuse* (ST/SGB/2003/13). These principles are binding on our personnel. Actions to address SEA are underway in UN and non-UN organizations and are therefore not the subject of this IASC Gender Handbook.

Gender balance in humanitarian agencies

Gender balance is a term widely used yet often misunderstood. Gender balance is a human resource issue — referring to the number of women versus men employed by agencies (international and national staff) and in programmes that such agencies initiate or support, such as food distribution programmes.

Achieving balance in the numbers of women and men does not mean that people (women or men) are necessarily aware of the gender implications of their programmes and policies. In other words, simply having more women present in the room does not necessarily lead to more gender-sensitive programming nor does it imply that all men are insensitive to gender issues.

However, there is no doubt that a balance of women and men at all levels in the workplace creates more possibilities for discussing and addressing the different impacts of policies and programming on women and men.

In the field, having both internationally and locally recruited women and men on the team is essential. They may add increased value through their different beliefs, values and ways of thinking and other socially and culturally defined attributes to their jobs. They may also have access to and dialogue with women and men in different ways, whether they are displaced populations, local leaders or national authorities. For example, in some situations a well-prepared man may be better placed to speak with a warlord while a trained woman may be better suited to speak with a female survivor of sexual violence.

Moreover, a balanced team is often more effective at reaching out to a wider cross-section of the beneficiary population. For example, in Afghanistan where foreign males or non-blood relatives could not interact with local women, women working with humanitarian agencies

were able to interact with both Afghan women and male leaders. Gender balance is not only a step towards attaining equality; it is a critical strategy to build effective and efficient programming.

PRACTICAL WAYS TO HAVE A BALANCED TEAM OF WOMEN AND MEN

- Widely distribute vacancy announcements to attract a diverse pool of applicants.
- Check that experience and education requirements are not too narrowly defined.
- Where women or men are underrepresented, the vacancy announcement could say “Qualified women/men are encouraged to apply.”
- Include both women and men on interview panels.
- Evaluate all candidates against the same criteria.
- Do not assume that some jobs are too difficult or dangerous for women.
- Consider alternative working arrangements to overcome cultural limitations to women’s employment, such as the employment of brother/sister teams.
- Provide training on gender and cultural diversity to all staff.
- Offer separate facilities (toilets, sleeping quarters) for women and men; provide child care to staff, where possible.
- Keep all staffing data disaggregated by sex for easy monitoring.

WHY DOES GENDER MATTER IN CRISIS SITUATIONS?

Wars, natural disasters and related crisis situations have profoundly different impacts on women, girls, boys and men. They face different risks and are thus victimized in different ways. For example, in the 2005 Tsunami, in parts of Indonesia and Sri Lanka up to 80% of those who died were women. In contrast, in situations of armed combat, young men are more often the primary victims.

Here are some other ways of understanding why gender issues matter in crisis situations:

1. Women and men respond differently: In efforts to resist violence, survive and support their dependents, women and men act differently. This may be stating the obvious, but experience to date shows that these gender aspects of crises are often overlooked and invisible when interventions are planned.

CHANGING GENDER ROLES

Women heading households are often unable to access services because there is no help with child care or support to collect water or firewood. Single male-headed households often have specific needs as they may not have the skills to cook, to care for young children or to do household chores.

2. Gender roles change across age and over time: Often assumptions are made based on stereotypical perceptions of women’s and men’s roles. Men are often seen as perpetrators of violence and women as passive victims. Yet many young men are victimized as they face involuntary recruitment into armed forces. And in some contexts women may be among the principal instigators of conflict and may themselves engage as combatants. In crisis situations men often have great difficulty in dealing with their changed identities, the loss of their breadwinner role. As a result they may act out in terms of increased gender-based violence. Women, on the other hand, are often deliberately victimized and physically and sexually attacked, but they struggle to regain their sense of dignity by sustaining their roles as caregivers or taking on new responsibilities. These changes in “gender roles” can create significant tensions between women and men when the crisis subsides or settles into a camp routine.

3. Power dynamics change: Effective humanitarian interventions must not only consider the different needs and capacities of women and men. Equally important are the power relations that affect their respective abilities to access support. Often women take on new roles or step into the vacuum left by men. Men may not be able to play their traditional role as wage-earner or provider. They may be humiliated by not being able to protect their family from harm. Humanitarian actors must take these

issues into account to tailor interventions so that they do not harm women or men or exacerbate the situation. It is essential to adopt a community participatory approach involving women and men to equally address these difficulties and formulate and implement interventions to address in a culturally acceptable way the change required in power dynamics. While cultural norms and religious beliefs must be treated with respect, we should also keep in mind that some norms and beliefs could be harmful and that cultural sensitivity does not outweigh the mandate and legal obligation that humanitarian workers have to all members of an affected population.

DIFFERENCES WITHIN GROUPS

Not all women and men are the same. There are differences by age and socio-economic status. Marriage, caste, race and education level can influence needs and opportunities and should be taken into account in programming.

4. Women and men bring different issues to the table:

When analysing a situation, who you consult with has implications not only for what you hear and understand but also for what your response options are likely to be. Women and men often highlight different concerns and bring different perspectives, experiences and solutions to the issues. They also have differing perceptions and concerns regarding culturally acceptable practices. A clear and accurate picture of a situation cannot be attained if 50% or more of the population has not been consulted. It can mean that 50% of the information needed is missing.

WOMEN ESSENTIAL TEAM MEMBERS

In Afghanistan, NGOs implementing a national landmine survey were unable to recruit mixed-sex survey teams as cultural restrictions prevented women from travelling with men. As a result all-male teams were employed and thus access to women, who had information about different tracts of land, was severely limited. Follow-up surveys are now attempting to gain greater access to women.

Does consideration of gender equality matter in humanitarian response?

In life and death situations isn't the question of gender equality a luxury? That's what many people think. But in reality, equality is neither a luxury nor a matter of giving privileges to women over men, or vice versa. Gender equality is about ensuring that the protection and assistance provided in emergencies is planned and implemented in a way that benefits women and men equally, taking into account an analysis of their needs as well as their capacities.

In many instances, attempting to integrate principles of equality into programmes requires the active involvement and support of men. Otherwise the risks can have negative consequences. For example:

- Women may be faced with the added burden of responsibility and perhaps risk of backlash from men.
- Critical issues relating to survival and health are marginalized and relegated to "women's issues" (for example HIV/AIDS awareness and condom use should be promoted among men as well as women).
- Men may not take women's participation seriously and this can place women in a more difficult situation.
- Threats or risks facing men may not be adequately understood or addressed.

Men may lose some of their status and authority as emergencies destroy traditional family and clan structures. Men who have been the traditional leaders and wielders of power may resent the interference of women in the male domains of providing security to the family, bringing food to the household or engaging in economic activity. Understanding the nuances of masculinity in the contexts of each situation and gaining the support of men for involvement by women and youth in traditionally male activities will be crucial to the success and sustainability of the humanitarian response.

Finally, gender equality is a critical step towards achieving sustainable development. Crisis situations radically affect social and cultural structures, changing women's and men's status. They often provide a window of opportunity for addressing gender-based discrimination and rights violations. If humanitarian interventions are not planned with gender equality in mind, not only do the chances of doing greater harm increase, but the opportunity to support and promote equality in livelihoods between women and men can be lost.

WHAT IS GENDER ANALYSIS?

Gender analysis examines the relationships between females and males. It examines their roles, their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated in the humanitarian needs assessment and in all sector assessments or situational analyses.

THE MAIN MESSAGE

Gender analysis allows you to understand who in the population is affected by the crisis; what they need; and what they can do for themselves. Thinking about the gender dimensions of your work improves what you do, how you do it and what effect you have.

It is simply about good programming

Ask the questions: When conducting your assessment always ask questions with a view to understanding the possible differences in experience for women, girls, boys and men.

Put women, girls, boys and men at the centre of your assessment: Gender analysis starts with the smallest units — the households — to understand how each family member participates, what role they play and what they need in order to improve their well-being, security and dignity. For example, what factors affect access to services? Is there a difference between female/male consumption of food within families? Who obtains resources? Who decides on the use of resources? Insight into these dynamics can help ensure that assistance is channelled through the most effective means.

Understand the cultural context: Gender analysis also provides insight into cultural understandings of roles. For example, notions of “head of household” can vary. Often being a widow or a single mother has serious implications in terms of access to goods and services. In some instances male family members may want to assert control. The analysis of relations and roles can help identify vulnerabilities, potentials for backlash and also solutions to critical issues.

Coordinate and cooperate: Effective gender analysis in the context of a crisis requires field workers in every sector or area of activity to ask whether and how the situation affects women and men differently. Additionally, field workers must ascertain how their programmes will address the immediate practical and longer-term strategic needs of women and men. It is also essential that different humanitarian actors communicate and share information with each other about gender differences, to ensure that programmes are well coordinated.

GENDER ANALYSIS: MAIN POINTS

1. Always ask about the differences between women’s and men’s experiences.
2. Undertake participatory assessment with women, girls, boys and men together and separately.
3. Use the information to guide your programmes.

Don’t make assumptions: Gender analysis helps explain the different ways women, girls, boys and men are affected by or participate in the political, economic, social and cultural decisions made in a society. Being aware of who is making the decisions helps to ensure a more accurate understanding of the situation and the varying needs of different groups affected by the crisis.

Don’t reinvent the wheel: There are plenty of resources inside and outside the humanitarian community to help you understand the gender dimensions of any situation. Read up! Make sure you have the right documents. Contact the experts. Make sure that you do not plan your programme on an incorrect or incomplete gender analysis.

Consult with the entire affected population: Systematic dialogue with women, girls, boys and men — both separately and in mixed groups — is fundamental to good humanitarian programming. In some cultures men will not speak about certain issues in front of women and vice versa. Women may defer to men in terms of defining priorities. In women-only groups, women may be more willing to address how best to approach men so that there is no backlash against women’s increased activism. Adolescent girls and boys may have different ideas as well as needs that will not be captured if you only consult adults.

WHO ARE REPRESENTATIVE LEADERS?

In Darfur, the humanitarian community consulted local leaders as partners in the distribution of food and goods. The assumption was that as leaders they had a constituency. Yet the lack of gender analysis resulted in a disregard for existing leadership among women. Over time the distribution system was abused by some male leaders and contributed to silencing women’s voices even more.

Analysis to action: Use the information you gather to inform your programmes. This may at times mean significant changes or reallocation of resources — that’s OK, so long as it makes your programme more targeted to the needs of the women, girls, boys and men affected by the crisis. Too often we resolve the difficulties by adding a single, “feel good” project. Typically, though, you will need to integrate gender into your major programmes and have specific initiatives targeting particular populations, for example widows or young men.

Assess and adjust: The situation on the ground changes constantly, as do people’s protection risks and needs. Through regular consultations using participatory approaches with the people affected by the crisis, you will find out if your programming is working. Adjust your programming to meet the needs of the people.

WHY ARE SEX-DISAGGREGATED DATA IMPORTANT IN CRISIS SITUATIONS?

Unless we know who is affected — women or men, girls or boys — and who among them is the most at risk, the services we provide may be off target. Data on the population affected by the crisis should always be broken down by age and sex and other relevant factors such as ethnicity or religion.

THE MAIN MESSAGE

Sex- and age-disaggregated data should be collected and analysed routinely to understand the impact of the humanitarian response on the total population.

Data showing the distribution of the affected population by age and sex, including single-headed households by age and sex, should be routinely collected. In addition,

sex-disaggregated data on at-risk populations such as the disabled, orphans and victims of violence should be collected to ensure that their gender-specific needs are being addressed.

Data on who benefits from assistance during an emergency should also be reported by sex and age. For example, if reporting on who participates in training or food-for-work activities, always report the sex and age of the participants. Without this breakdown it is impossible to ascertain who benefits or if assistance is reaching the population proportionately. For example, if 100% of participants in food-for-work activities are women, you would ask why men are not represented. Good data and good analysis are key to identifying which groups are being marginalized and for what reasons. Such data are not only essential for a review of the humanitarian needs, they also send a powerful signal: being counted shows that each individual is recognized and included and can exercise her or his rights.

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.

RESOURCES

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