INTER-AGENCY STANDING COMMITTEE
WORKING GROUP

IASC Subsidiary Bodies

Sub-Working Group on Gender and Humanitarian Action Work Plan for 2012

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I   Narrative Summary

The IASC Sub-Working Group on Gender and Humanitarian Action (Gender SWG) supports the IASC and its members in the realization of the IASC Gender Policy (2008), which outlines its commitment to achieving gender equality, ensuring that the human rights of women, girls, boys and men are equally promoted and protected in humanitarian action, and ensuring that they have equitable and safe access to services provided in emergency settings.

The 2012 Work plan of the Gender SWG builds upon the achievements carried out in 2011, namely: (i) strengthening the evidence base for gender equality programming through the finalization and wide dissemination of a study on sex and age disaggregated data, and the initiation of a study on the extent to which gender equality programming contributes to improved humanitarian outcomes; (ii) strengthening the standardization and consistent application of gender-responsive humanitarian action, including the provision of GenCap[1] deployments for technical support to cluster coordinators/lead agencies, partners, and CAP teams at field and global levels; (iii) improving inter-agency rapid response capacity to address gender in the early stages of rapid onset humanitarian crises, including issuing "Gender ABC" Tip Sheets on new 2011 emergencies, and through the creation of a roaming GenCap post to facilitate rapid deployment, and; (iv) strengthening accountability for gender among humanitarian stakeholders, including through consistent application of the IASC Gender Marker.

The 2012 Workplan takes into account the IASC Principals reform process and is structured around linkages to the five key priority areas: Leadership, Coordination, Accountability, Preparedness and Advocacy, and Communication while continuing to build on achievements from onging Gender SWG initiatives. In addition to ongoing activities, the 2012 Workplan proposes a select set of new activities that aim to strategically engage with the other IASC Subsidiary bodies to ensure that gender considerations are integrated into new or revised IASC tools, guidelines, resources and mechanisms. These include in particular proposed linkage to the Needs Assessment Task Force and the Sub-Working Groups on Leadership and Humanitarian Coordination, Cluster Approach, CAP, and Preparedness.

The overall goal of the Gender SWG 2012 Workplan is to strengthen humanitarian outcomes by increasing gender responsive programming in the framework of humanitarian preparedness and

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[1] The Gender Standby Capacity Project (GenCap), established under the auspices of the SWG Gender in 2007, deploys senior gender experts to support humanitarian actors at field, regional and global level, and serves as the operational arm of Gender SWG.

response, including early recovery. The objectives and outputs of the Gender SWG 2012 Work Plan below align to the five priority areas of the IASC as presented below.

1. Leadership: Ensure that humanitarian leadership has a greater understanding of gender gaps in humanitarian response and how to carry out their responsibilities for gender equality programming.

2. Coordination: Promote more effective humanitarian action by ensuring that the distinct needs and capacities of boys, girls, women and men are addressed.

3. Accountability: Ensure that gender dimensions are mainstreamed into the emerging IASC accountability frameworks for performance.

4. Preparedness: Outline the key gender considerations that should be addressed in preparedness work with a view to inform the emerging IASC work on preparedness.

5. Advocacy and Communications: Produce and share a stronger evidence base with humanitarian stakeholders, including donors, about how gender equality programming can directly contribute to improved humanitarian outcomes.

Summary of the Outputs and Activities to Realise Objectives:

1. Leadership: mainstreaming gender into key HC tools, ensuring that gender technical expertise is available for rapid deployment in rapid onset emergencies, and issuing gender tips sheets to guide field based responders in rapid onset emergencies.

2. Coordination: building the capacity of clusters and partners, including national partners and civil society organizations on gender equality programming, primarily through deployments from GenCap, the operational arm of the Gender SWG.

3. Accountability: working with the Needs Assessment Task Force to roll out and refine the guidance, and ongoing efforts to refine the application of the IASC Gender Marker and build the skills of relevant actors to use it.

4. Preparedness: working with the SWG on Preparedness ensure that gender is considered in IASC preparedness planning, documents and resources, and share learning and best practices from GenCap Advisers' work on preparedness in Southern Africa, East Africa and the Pacific.

5. Advocacy and Communications: Advance distribution and awareness raising on findings of the 2011 report on Sex and Age Disaggregated Data and take necessary steps to build capacity among IASC members to address gaps and increase interagency impact; complete and share findings of the Gender Impact Study with key stakeholders; promote the use of the IASC Gender Marker with INGOs and Donors.

A more detailed breakdown of objectives, outputs and activities can be found in the 2012 Workplan matrix below.

II Work Plan for 2012

The Gender SWG Work Plan for 2012 is informed by two strategic approaches: the first is to ensure that gender considerations are mainstreamed into new or developing IASC materials, tools, guidelines, mechanisms and training packages, in line with IASC priorities and commitments to gender mainstreaming; the second is to provide targeted technical support on gender in the form of an evidence base of good practices, the refinement and dissemination of tools and guidance, and the provision of concrete capacity strengthening support to the field

(regional and global levels). This is to be accomplished with interagency leadership and coordination within the Gender SWG in coordination with the IASC WG and technically through the Gender SWG member agencies (in particular on advocacy and capacity building), as well as with the support of GenCap (the operational arm of the Gender SWG) which deploys senior advisers to provide support on gender to HCTs, regions and global clusters.

Please see details of 2012 Workplan in the matrix below.

III   Key Expected Outcomes 2012

The key expected outcomes for the work plan are outlined below. Given the long term investment required to realise concrete outcomes in the area of gender equality programming, it is proposed that a three-year time frame be considered to realistically achieve these outcomes (from 2012-2014).

1. Humanitarian leadership are aware of and understand how to carry out their responsibilities for mainstreaming gender and have access to relevant tools to ensure that humanitarian response, including in rapid onset emergencies, is evidence-based and takes the distinct needs and capacities of girls, boys, women and men into account.

2. Humanitarian Clusters systematically ensure that coordinated humanitarian response includes the most effective strategies to addresses the distinct needs and capacities of emergency-affected girls, boys, women and men in order to achieve results.

3. Humanitarian accountability is strengthened by ensuring that emergency programmes are informed by an evidence base and analysis – both qualitative and quantitative - of the distinct needs and capacities of emergency-affected girls, boys, women and men, throughout the cycle of a response, including through the systemic collection and analysis of sex and age disaggregated data.

4. The IASC has a better understanding of the gender dimensions of preparedness and incorporates considerations of the distinct needs and capacities of girls, boys, women and men into preparedness planning and action.

5. Key stakeholders, including IASC Members, HCs, HCTs, Cluster Coordinators, Cluster members, National Governments, civil society organizations and Donors/Member States are aware of and understand how humanitarian outcomes can be strengthened through the application of gender equality programming, and apply this knowledge to inform their humanitarian action.

II Work Plan for 2012

Goal: To strengthen humanitarian outcomes by applying gender responsive programming in the framework of humanitarian preparedness and response, including early recovery in line with IASC Principals reform process and key Priority areas.

Objectives	Outputs and Activities	Indicators (with targets)	Assigned Focal Point	Timeframe
1. Ensure that humanitarian leadership has a greater understanding of gender gaps in humanitarian response and how to carry out their responsibilities for gender equality programming.	**1.1 Gender reinforced in HC TOR, and mainstreamed into HC Handbook and training materials** 1.1.1 Review HC TOR, Handbook and training material and develop/strengthen gender component 1.1.2 Ensure gender material and/or expertise available for HC trainings **1.2 Gender expertise is reflected in rapid response teams** 1.2.1 Increase number of roaming GenCaps from one to two to facilitate deployment to rapid onset emergencies 1.2.2. Develop training module for Level 3 Rapid Response Mechanism on gender skills/tools for inclusion in RRM training package under development **1.3 ABC Gender Tip Sheets drafted and disseminated to HCTs and Clusters in new emergencies** 1.3.1 Draft and disseminate ABC Gender Tip Sheets	1.1 50%/# of HC tools vetted by the Gender SWG 1.2.1 Two Roaming GenCap deployments in 2012. One GenCap participates in at least one Rapid Response Mechanism deployment 1.2.2 Gender training module for Level 3 Rapid Response Mechanism developed by Dec 2012 . 1.3 100%/# of new emergencies where ABC tip sheets developed and disseminated in timely manner (first 2 weeks)	Working in close collaboration with HC Group: 1.1 Global GenCap 1.2 Roaming GenCap 1.3 UNHCR to draft with support on dissemination by all SWG members on HC panel	Jan-Dec 2012 (ongoing)

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2. **Support the coordinated response to humanitarian action by ensuring that the distinct needs and capacities of boys, girls, women and men are addressed.**	**2.1 Field-level Clusters provided with ongoing technical support and capacity building (training, mentoring, action learning) on gender equality programming** 2.1.1 Provide day-to-day technical support to HCTs and Clusters at field, regional and global level through GenCap deployments 2.1.2 Conduct ongoing trainings of cluster members and other relevant actors on IASC Gender Marker 2.1.3 Work with cluster coordinators/cluster lead agencies to develop and disseminate minimum standards on gender per cluster	2.1a Minimum 15 GenCap deployments (tbc); 2.1b Gender Marker ratings from 2011 to 2012 disaggregated by cluster and country (target: 0% 0 codes, 20% 1, 70% 2a, 10% 2b).	Work in Close Collaboration with Cluster Task Team and with Needs Assessment Task Force (on SADD report follow up) 2.1 GenCap	Jan-Dec 2012 (ongoing)
	2.2 Global level Clusters are provided with targeted support in line with their priority needs 2.2.1 Global GenCap and relevant Cluster lead agencies working with Global-level Clusters to develop relevant training material and other support tools in line with their priority needs (specific support needs tbc by Jan 2012) 2.2.2 Global GenCap deployed to provide support to Food Security, Logistics and Telecom Clusters	2.2 100% of Global Clusters demonstrate increased score in Gender Assessment ratings for Global Clusters by Dec 2012	2.2 Cluster lead agencies and Global GenCap	
	2.3 IASC Gender tools are rolled out to field based humanitarian actors 2.3.1 Update and implement dissemination strategy for Gender Handbook and E-Learning (which will include more defined Agency support at field level more especially in regard to in-house capacity measures for application of IASC gender tools)	2.3 100%/# of newly affected emergency affected countries requesting and using IASC Gender Handbooks; number of E-learning courses completed	2.3 OCHA, GBV AOR	

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3. Ensure that gender dimensions are mainstreamed into the emerging IASC accountability frameworks for performance.	3.1 **Gender mainstreamed into Needs Assessment Tools and training materials** 3.1.1 Participate in ongoing operational roll-out and orientation of Needs Assessment Guidance with a view to providing feedback and ensuring gender dimensions are adequately addressed.	3.1 Gender mainstreamed into all Needs Assessment tools and training materials by Dec 2012	Working in collaboration with Needs Assessment Task Force and the accountability group under SWG Cluster Approach 3.1 Global GenCap
	3.2.**Real Time Evaluations reflect gender considerations** 3.2.1 Review and revise Real Time Evaluation tools, TORs and mechanisms to ensure gender consideration are mainstreamed	3.2 100% of RTE tools, TORs and mechanisms vetted by Gender SWG	3.2 GBV AOR
	3.3 **IASC Gender Marker Tools and Guidelines are refined and disseminated** 3.3.1 Refine IASC Gender Marker Guidelines based on 2011 evaluation 3.3.2 Carry out IASC Gender Marker Trainings at global and country levels	3.3 Gender Marker tools refined by April 2012 (with a view to training 100% of relevant country level staff trained on using the gender marker by 2013)	3.3 GenCap and CAP SWG
	3.4 **Develop advocacy strategy on use of IASC Gender Marker with Donors and INGOs (in collaboration with IASC WG)** 3.4.1 Share draft advocacy strategy on Gender Marker with Donors and INGOs with IASC WG and agree on follow up actions.	3.4 Advocacy strategy on GM agreed with IASC WG by March 2012	Working in collaboration with CAP SWG on IASC Gender Marker 3.4 Co-Chairs IASC SWG	Jan-Dec 2012 - ongoing
4. Outline the key gender considerations that should be addressed in preparedness work with a view informing the emerging IASC work on preparedness.	4.1 **Publication of good practices on gender and preparedness** 4.1.1 Prepare and disseminate good practice paper based on experience of 3 Regional GenCaps working on preparedness in Southern Africa, the Pacific and Kenya. 4.1.2 Increase participation of GenCap personnel in UNDAC trainings	4.1.1 Publication of Gender good practice in preparedness by June 2012 4.1.2 A second GenCap Adviser trained by UNDAC. At least one GenCap Adviser deployed as part of an UNDAC team	Working in collaboration with SWG Preparedness 4.1 GenCap

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5. Raise greater awareness among humanitarian stakeholders, including donors, about how gender equality programming - including systemic collection and analysis of SADD and applying the Gender Marker - can directly contribute to improved humanitarian outcomes	**5.1 IASC Agreed Follow Up Strategy to SADD Report** 5.1.1 Present SADD findings and recommendations to IASC WG and agree on follow up actions **5.2 Study on the impact of Gender Equality Programing on Humanitarian Outcomes finalized** 5.2.1 Raise funds for and finalise Phase II of Study –using findings and recommendations to inform future action on gender equality programming within framework of IASC Priorities. **5.3 Evidence of gender good practice shared with stakeholders** 5.3.1 Document good practices from GenCap and others work and share with key stakeholders.	5.1 SADD follow-up strategy agreed by March 2012. 5.2 Study on Gender and Humanitarian Outcomes completed by October 2012 5.3 10 Good practices documented and shared by December 2012	Working in close collaboration with IASC WG 5.1. OCHA/CARE 5.2. UNICEF 5.3. GenCap