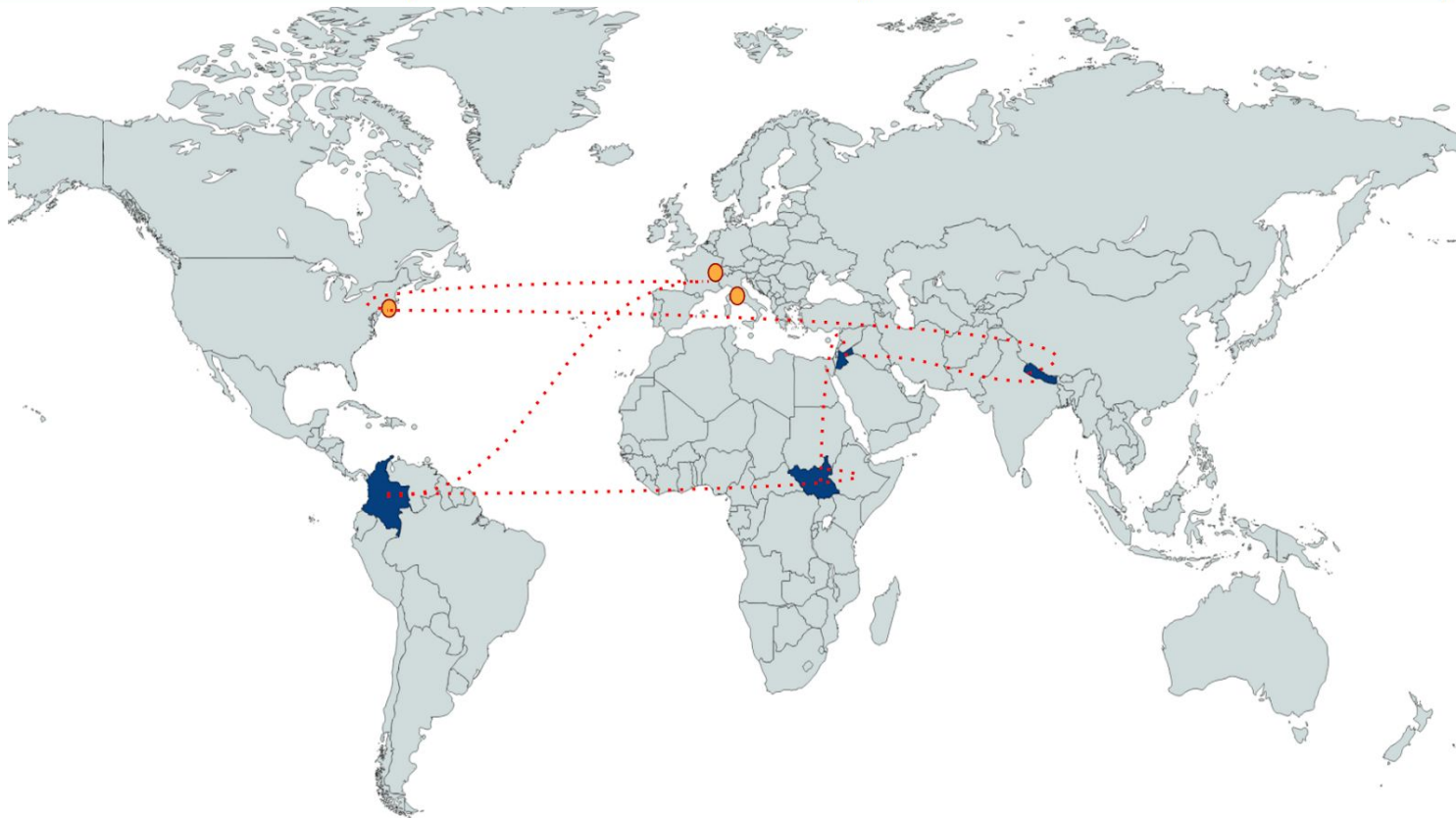# IASC GENDER HANDBOOK IN HUMANITARIAN ACTION: UPDATE

April 2016 Consultation Report

Whom have we talked to?
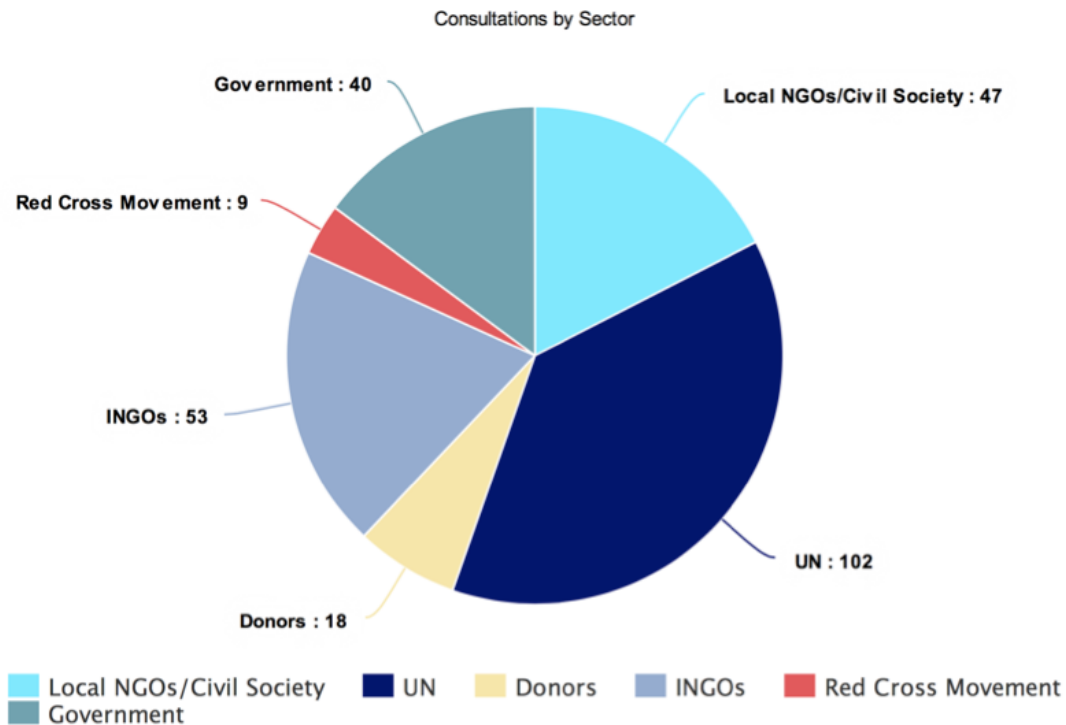
Consultation phase overview:

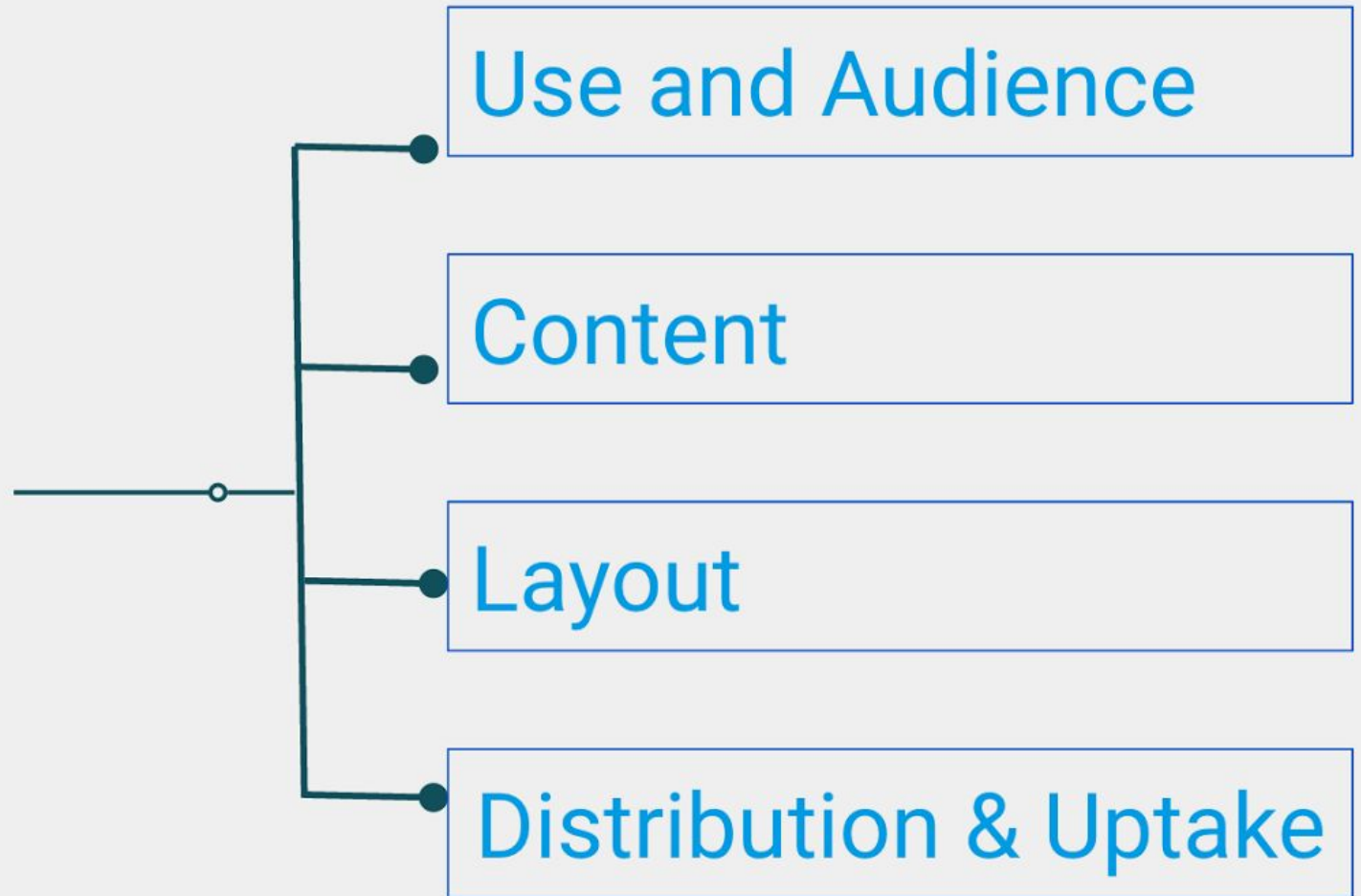| Global clusters in GVA/Rome	Donors	Country missions
Early Recovery, Protection, Child Protection, Shelter, Nutrition, Education, CCCM, WASH, Health, Food Security	DG ECHO Brazil, Canada, Colombia, Italy, Ireland, Kenya, Netherlands, Norway, South Africa, Sweden, Turkey, UAE, UK, US	Governments, Civil Societies, National and International NGOs and United Nations of: COLOMBIA SOUTH SUDAN JORDAN NEPAL

Total number of stakeholders consulted:

SECTOR	Geneva/ Rome	New York	Colombia	Nepal	South Sudan	Jordan	TOTALS
UN	19	5	18	19	25	16	102
INGOs	1	8	10	11	9	14	53
Red Cross Movement	1	-	4	2	2	-	9
Government	-	-	11	4	5	20	40
Local NGO & Civil Society	1	-	7	26	6	7	47
Donors	-	17	-	-	-	1	18

Consultations by Sector

What have we asked about?

- Use and Audience
- Content
- Layout
- Distribution & Uptake

USE & AUDIENCE

- Focus on short, simple and practical guide on the **HOW** and who of minimum standards.
- Provide **simple language and tools with a focus on non-gender field implementers.**
- Link key points of the Handbook to an online platform with further materials.
- Clarify how the Handbook **relates to other tools/resources** (particularly Gender and Age markers, Sphere, the CHS, IFRC minimum standards etc.) and to concepts like Protection, Gender Based Violence (GBV), Psychosocial Support (PS).
- Include simple references and photos of a **variety of contexts** in Handbooks and add case studies and tips on how to customize to a given context in the online version.
- Provide **key actions across the Humanitarian Program Cycle (HPC)** and link to the Gender Equality Measures (GEMs) framework developed by GENCAP.

CONTENT

ON THE CONCEPTUAL AND LEGAL FRAMEWORK:

● Build a **Theory of Change** for Gender in Humanitarian Action (GiHA) and provide clarity on how different gender concepts complement rather than exclude each other, including dealing with women and girls practical and strategic needs as well as engaging men and boys and including links to age, diversity and accountability to affected populations (AAP).

● Review the **fundamental principles** to shorten and update them. While these should be able to tie in to the national frameworks of the Handbook, further details on the global processes are to be made on the online platform.

● Provide evidence for gender mainstreaming leading to **quality programming and effectiveness**, as well as framing it in the **human rights framework** and using **life-saving/do no harm** language.

● Review the **definition of gender** to move away from binary categories of male and female to include LGBT.

● Use the online version to bring **new thinking** and advance the dialogue on gender beyond 2016.

● Update the **legal framework** providing links to the online platform.

● Provide a protocol on **gender and cultural briefing** requiring that humanitarians commit to understanding how gender, age and diversity factor into local cultural norms and practices.

ON COORDINATION:

- Ensure the Handbook outlines defined roles and responsibilities with regards to integrating gender equality and women's empowerment into officially coordinated humanitarian action so that it is used as an instrument to reinforce **strengthened accountability** to gender equality.
- Provide guidance on potential models of **gender architecture** to adapt to context.

ON PARTICIPATION:

- Provide guidance on effective and **meaningful participation** of different populations.
- Use a **problem-solving approach to access, advocacy and negotiation for women's space and agency/leadership**.
- Beef up the manual/toolkit so that there is a robust component on what a **gender-aware organization** looks like.

ON SADD COLLECTION & ANALYSIS:

- Introduce **Sex and Age Disaggregated Data in the HPC** and ensure that the roles and responsibilities commit those responsible commit those responsible for effectively collecting, analysing, and using SADD.
- Provide practical tips, examples and case studies on how to collect essential SADD, gender and contextual information in **high-risk environments, urban contexts etc.**
- Within the gender and preparedness guidance emphasize capacity building of **existing women's networks and other relevant organisations**. Also conduct resource mapping of women's, civil society resources, and other care facilities that exist and can be used in response.
- Strengthen HOW to do a gendered **situational analysis** at country level to complement, inform and guide humanitarian action including HPC.
- Further guidance is needed on a **targeted approach**, based on the results of gender and age analysis, and inclusion of do no harm.

ON ESTABLISHING GENDER MINIMUM STANDARDS:

● Build on the work done by the Global Early Recovery Cluster to include **gender minimum standards for preparedness** in the Handbook.

● Adapt **gender minimum standards to follow the HPC model** and link to the global indicator registry.

● Ensure that there is a dedicated **space for analysis and discussion** on gender, age, protection and inclusion issues that is fully optimized before cluster response plans and projects are drafted. Ensure accountability for gender in the mid-year review.

● In the adaptation of minimum standards take into account **government leadership** and accountability. Provide guidance to national civil society and government on entry points for getting their inputs into the Humanitarian Needs Overview (HNO), Strategic Response Plan (SRP), appeal etc.

● The development of minimum standards needs to transcend the 'kits' and have a **modular or phased approach**, prompting humanitarian actors to see the windows of opportunity to promote change, where possible.

● Include guidance on **Women, Peace and Security** beyond advocacy efforts, particularly how this would look like at the programming level.

STRUCTURE & LAYOUT

PRINTED BOOKLET

Short and concise
1 page per sector or standalone series/packs
In resistant material
Available in different formats (USB, CD, posters, downloadable app)
Accessible to people with print disability (in Braille and audio)
Translated into key languages (translatable into others)
Clear language, highlighted boxes, easy 'how to use' notes, pop-boxes, checklists, do and don'ts,

images, infographics, and links to the multimedia

MULTIMEDIA PACKAGE

Information should be easy to find according to the respective audience and sector. Case studies, tools, and resources should be grouped by cluster and themes.
Include a Youtube channel with short videos allowing interaction among social networks for those connected.
Develop an app that can be downloaded for mobile devices at HQ, can be easily updated and is easy to use in the field.
Have a discussion forum on which users can share ideas and experiences for applying the principles of the Handbook in a more effective and localized manner.
Organize a series of webinars and record them as part of a learning package.
Issue a weekly or monthly gender e-update.

DISTRIBUTION & UPTAKE

- Time the **launch** for well before or after the HNO/SRP process.
- Have a **communications long-term plan** and organise multiple presentations.
- Distribute **copies with instructions**.
- Provide **translation guidance** and ensure versions in different languages are used at the local level. Do a mapping of civil society working on humanitarian action for the distribution.
- Promote the Handbook differently according to the **type of emergency**.
- **Championing** by the Humanitarian Coordinator (HC), Head of OCHA, Emergency Directors, Donors, the Humanitarian Liaison Working Group (HLWG), and Government leaders.
- For clusters: build awareness and capacity by integrating minimum gender actions in preparedness in to **contingency Plans and cluster guidance**/websites at all levels.
- For governments: promote the Handbook as both a preparedness and response resource designed to complement the country's contingency plan, and as a direct support to achieving the national gender policy and commitments within the national disaster management plan.
- Partner the Handbook with **one or several animated interactive e-courses** with a certificate of completion.
- Establish cadre of trainers at regional and country level to support the on-going capacity building needs.
- Consider two types of **cascade trainings** (and determine who is better placed in each context to lead the training/ToT):
  - TOT of cluster gender focal points who later train IPs within their clusters.
  - Training of relevant government entities.

Timeline

Consultancy Step/Process	Date
PHASE 2: REVISION & PUBLICATION OF HANDBOOK	
Section A (guiding principles) & B (sector guidance) validated /finalised	Aug/Oct 2016
Endorsement from IASC	December 2016
Publication edit and design	January 2017
Dissemination, Roll-out Strategy and Implementation Plan	January 2017
PHASE 3: DISSEMINATION, ROLLOUT & IMPLEMENTATION	
High level launch event	February 2017
Training modules on application of the Handbook	March 2017
Interactive e-Version	April 2017

THANK YOU ALL
for your contribution to
the review of the IASC
Gender Handbook