

IASC GENDER HANDBOOK IN HUMANITARIAN ACTION: UPDATE

June 2016 Newsletter on
Part A of the Handbook

What does this newsletter contain?

1. The Revised Conceptual Framework for the Handbook
2. The New Structure for the Handbook (part A)
 - a. Rationale
 - b. Gender Equality Programming
 - c. Gender Analysis
 - d. Gender Related Definitions
 - e. Gender Normative Framework
3. The Sectoral Guidance (part B -September newsletter)
4. Timeline

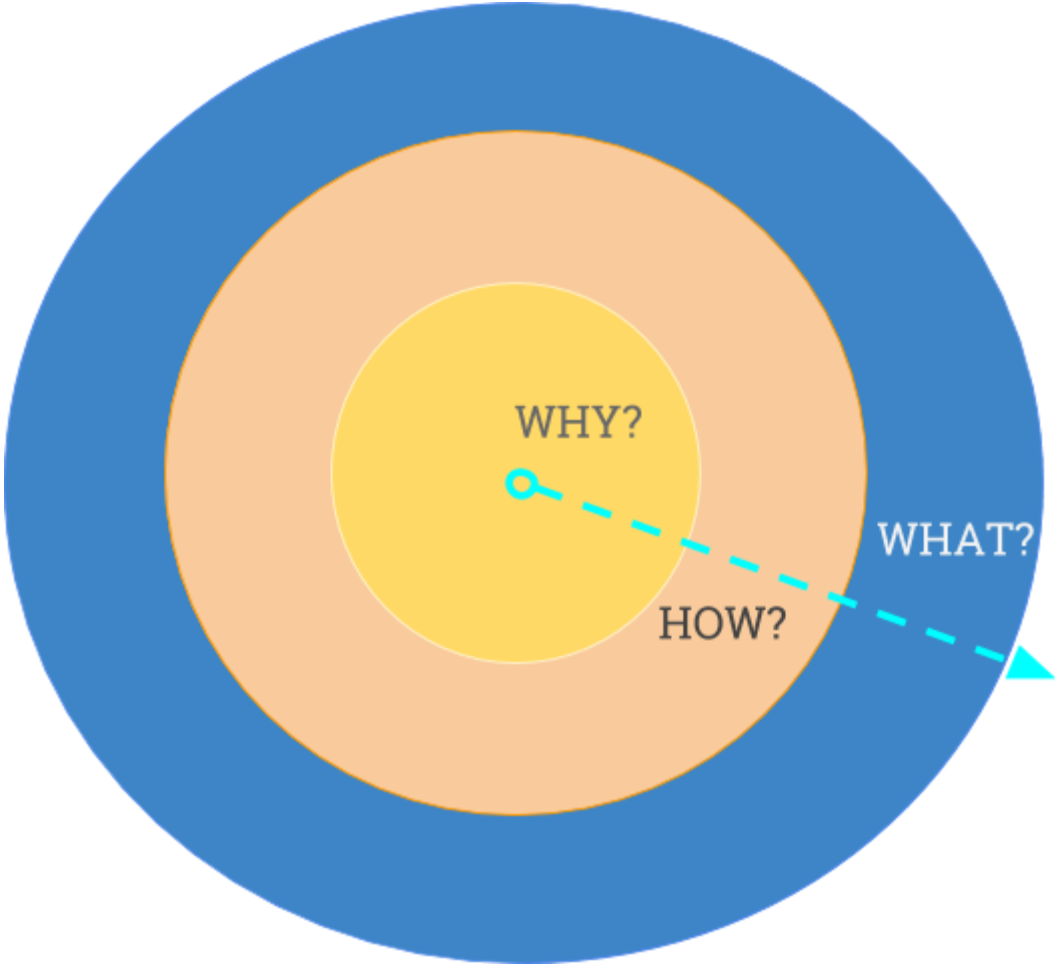
Conceptual Framework for the Handbook

- The conceptual framework reflects the **findings and recommendations** from the Expert Group Meeting in NY December 2015, the Handbook Steering Committee (HSC) and the consultations between January and April with a wide range of stakeholders;
- The conceptual framework is based on an understanding of **the needs of the intended audience** of field implementers, not gender specialists: consequently the HSC must respond to the advice and requests from the country consultations
- The Handbook is an IASC product and IASC represents a **plurality of players** with different mandates and approaches that need to be acknowledged in the language used in the Handbook;
- The process for updating the Handbook has committed to abiding by the findings from consultations so respect for this **legitimate process** and the decisions taken by the HSC (to date and in the future) is required;
- **Gender specialists** are critical in shaping the handbook collaboratively in order to address the requests from the field in ways that respect the plurality of approaches as well as looking to address future challenges.

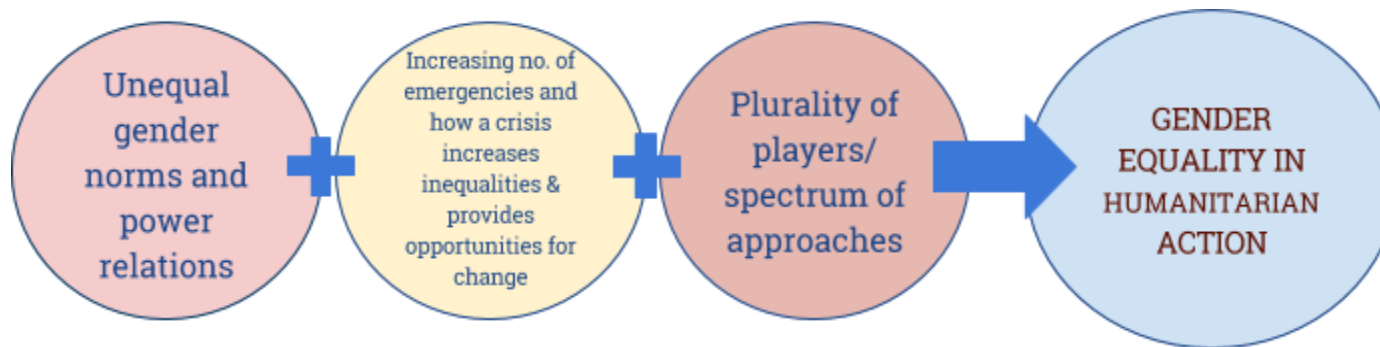
HSC members agreed with the following **conceptual framework**:

1. Acknowledgement that before, during and after emergencies gender inequalities play more strongly against **women and girls**. Given the weight of these inequalities and established social practices in most crisis contexts, the primary focus of the handbook will be to provide guidance material that addresses gender inequalities against women and girls and strategies on how to empower them.
2. Reference to gender inequalities also playing against **men and boys** and recognition that it is also important to provide effective ways of working with men and boys because: 1) Working on issues for women in isolation from those of men (who are often decision makers and will exert their power) can have adverse effects ; 2) Conversely, working on specific needs for women and men, girls and boys in an holistic manner is more likely to constructively influence dynamics ; and 3) Men and boys have their own specific needs in specific contexts
3. Notwithstanding different rates of agency, it is noted that gender norms create needs for women, girls, boys and men in different **age** groups and other **diversity and/or inclusion** factors (including disability, nationality, class, caste, LGTB, etc. linked to the **context**) some of which have consequences that are life-changing or life-threatening.
4. The central Importance of evidence/based **gender analysis** to identify the distinct needs of women, men, girls and boys and tailored actions

New Structure for the Handbook



Rationale



1. Gender remains one of the most fundamental sources of inequality and exclusion in the world.
2. Complex emergencies are increasing: addressing gender concerns is even more crucial.
3. Increased cooperation and coordination among the plurality of players (states, international and national NGOs and components of the Red Cross and Red Crescent Movement, CSOs, local authorities and the private sector, etc.) is necessary to capitalise on a combined strength and reach.
4. Building on existing mandates, the IASC is committed to 'achieving gender equality, ensuring the human rights of women, girls, boys and men are equally promoted and protected in humanitarian action, and ensuring that women, girls, boys and men have equitable and safe access to services provided' (IASC Gender Policy 2008)

Gender Equality Programming

Needs Analysis: What do we know?

A	Gender Analysis Different People are Understood	There is an analysis of the gender roles, needs, relationships and barriers experienced by women, girls, boys and men in different age groups that can inform how the project is implemented.
B	Collect Information and Analyze by Sex & Age Different People are Counted	The rates of access to resources (services, goods or jobs) by women, girls, boys and men in different age groups are collected, analyzed and reported.
C	Good Targeting Right People get Resources	Assistance is provided to the women, girls, boys and men in different age groups at rates you intended to in planning and according to the gender analysis.

Adapted Assistance: What do we do about it?

D	Tailored Actions People Get Right Resources	The activities and/or goods are tailored according to the distinct needs, roles and preferences of women, girls, boys and men in different age groups.
E	Protection from GBV People are Safer from GBV Risks	The project either works 1) to reduce the risk of gender-based violence or 2) to address gender-based violence for women, girls, boys and/or men in different age groups. GBV action is either mainstreamed into the project or the sole aim of the project.
F	Coordination with Actors Agency Coordinates with Other Actors	The agency works with the sector/cluster towards gender equality through collective equitable distribution of resources and actions targeted to reduce barriers.

Adequate Participation: How do we work together?

G	Participation in Project Management People Influence Decisions About Projects	Women, girls, boys and men in different age groups all participate in the design AND delivery AND review of activities.
H	Constructive Feedback People Can Complain and Be Heard	There is a safe and responsive process to handle feedback (including complaints) for women, girls, boys and men in all age groups.
I	Transparency People Get the Information They Need	The project tells women, girls, boys and men of different ages about activities and staff with respect for the ways gender and age affects access and use of information.

Review: What do we do well, and what do we change?

J	Satisfaction Different People are Satisfied	Women and girls, boys and men in different age groups are equitably satisfied with the services and/or items.
K	Benefits Different People Get Different Benefits	There are specific and distinct benefits for women/girls or boys/men in different age groups at rates the gender analysis and tailored actions predict (either mainstreamed activities or targeted actions).
L	Harmful Effects and Barriers Problems are Known and Plans to Improve	The project is analysed for any barriers to access or negative effects on women, girls, boys and men in different age groups, and these are reduced.

Gender Analysis

Gender analysis in emergencies deconstructs who is the affected population and how the crisis has affected people's lives by sex and by age looking at both vulnerabilities and capacities. It offers practical recommendations that help humanitarian practitioners to meet people's different needs.

Gender analysis in emergencies looks at specific areas of inquiry as the building blocks for its assessment and analysis:

- Gender and age **roles and responsibilities** within the home and community;
- Control of and access to **resources and coping strategies** by gender and age;
- **Participation in decision-making** at household and community level;
- **Protection and gender-based violence risks** by gender and age;
- **Access** to aid and services by gender and age.

→ The IASC Gender Analysis Tool provide a step-by-step guide on how to do a gender analysis in an emergency for humanitarian practitioners

Gender Related Definitions

- Gender
- Gender Equality
- Gender Equity
- Gender Mainstreaming
- Gender Parity (or gender balance)
- Empowerment
- Agency
- Practical Needs
- Strategic Interests
- Equality of Opportunity
- Equality of Outcome
- Sexual and Reproductive Health and Rights (SRHR)
- Gender-Based Violence (GBV)
- Sexual Exploitation and Abuse (SEA)
- Protection

Gender Normative Framework

1. International human rights and humanitarian law treaties and conventions
2. Optional protocols
3. UN Resolutions
4. Other Policies
5. Regional treaties

* & Selected reference materials

Part B: Sectoral Guidance

September Newsletter

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!