



HM Government

UK National Action Plan on Women, Peace and Security 2018-2022:

Guidance Note - Implementing Strategic Outcome 4: Humanitarian Response



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About this Guidance Note

This is one of a series of guidance notes being produced on each of the Strategic Outcomes of the **UK National Action Plan on Women Peace and Security (2018-2022)** to support implementation of policy and programme interventions in each area:

1. Decision-making
2. Peacekeeping
3. Gender-based violence
4. Humanitarian response
5. Security and justice
6. Preventing and countering violent extremism
7. UK capabilities

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How to use this Guidance Note

This note is intended to support HMG staff and partners in meeting commitments under Strategic Outcome 4: Humanitarian Response. Section II provides an overview of the conceptual framework that underpins gender-responsive and gender-transformative humanitarian action. Section III looks at some of the key areas that HMG staff should consider when working in conflict and post-conflict settings: the enabling environment, gender mainstreaming, targeted and stand-alone programming, and prevention of sexual exploitation, abuse and harassment.

This Guidance Note should be read alongside other key resources:

Key DFID Guidance

DFID 'How To' Guidance Note on Gender Equality

DFID Humanitarian Guidance Note: Violence Against Women and Girls in Humanitarian Emergencies

National Action Plan Guidance Note: Strategic Outcome 3: Gender-based Violence

SRHR in Crises Humanitarian Guidance Note

Key External Guidance

IASC 2018 Gender Handbook for Humanitarian Action

IASC 2015 Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action

GBV AoR 2019 Handbook for Coordinating Gender-based Violence Interventions in Emergencies

IASC Minimum Operating Standards for Preventing Sexual Exploitation and Abuse and Core Humanitarian Standard

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Executive Summary

Why it matters

Violent conflict impacts women, girls, men and boys and sexual and gender minorities differently. Discriminatory attitudes and unequal power relations can make it more difficult for women and girls to access their humanitarian entitlements and expose them to further harm and risk. Humanitarian action can and should go beyond gender-based violence prevention and risk mitigation to actively promote gender equality. HMG can advance this by supporting gender-responsive humanitarian action, by preventing sexual exploitation, abuse and harassment, and by putting gender at the heart of the enabling environment, including coordination, access, and funding. Importantly, this includes promoting local women's leadership in humanitarian response, promoting and removing barriers to women's leadership in humanitarian response. By opening the space for women's leadership, humanitarian response can become more effective – increasing responders' understanding of community needs, protection risks and promoting gender transformative approaches.

Strategic Outcome 4 commits HMG to:

- Protect and empower girls and women in conflict, protracted crises and humanitarian emergencies to rebuild their lives and societies.
- Consider and address women's and girls' needs are in all phases and sectors of humanitarian response.
- Promote women's meaningful participation and leadership in humanitarian response.

The Building Blocks of Gender Responsive Humanitarian Action

Enabling Environment	The humanitarian system establishes coordination, funding & access conditions to ensure assistance & protection is gender-responsive, & to facilitate the contribution of national & local women-led & women- & girl-focused humanitarian actors.
Mainstreaming	Gender dimensions are fully integrated into all aspects of the programme/approach, so it is gender responsive, recognising the different needs, priorities, opportunities & constraints faced by women, men, girls & boys.
Targeted Programming	Specialist interventions that improve outcomes for a particular group or on a particular issue. This may include women's empowerment programming, women & girls' health, education, or may focus on vulnerable & marginalised groups.
Harm Prevention	Humanitarian actors fulfil their obligation to prevent sexual exploitation, abuse & harassment (SEAH), monitor for & respond to any complaints. Interventions ensure confidentiality.

UK-wide approach to gender in Syria

In Syria, the UK is taking a cross-government approach to conflict, focusing on gender to address a spectrum of issues from peace and stability to humanitarian to security. UK programming in Syria contributes to wider gender equality; empowers women and girls and ensures they are safe based on a set of Minimum Programming Standards on Gender.

The UK advocates for women's and girls' needs to be fully addressed across the humanitarian effort and promotes women's meaningful participation and leadership within the humanitarian effort.

Examples

Tackling inequality and violence in DRC

DRC ranks among the worst countries in terms of gender inequality and has among the highest rates of GBV in the world. Working with other governments and with UN and NGO partners DFID has helped improve the evidence base on what works to tackle violence against women and girls. A four-year programme for adolescent girls provided learning about what success looks like, while supporting 820 schools to respond to GBV incidents, 1,980 GBV survivors and 1,010 victims of conflict-related trauma through the Humanitarian Fund, establishing a legal clinic for survivors and increasing the incomes of 24,000 women and improving the employment status of 55,000 women across DRC.

Resources available to support gender-responsive UK humanitarian action:

- Tap into **strategic expertise** through the **VAWG Helpdesk** or the Gender and Crises Network
- Consult **DFID guidance**: *'How to' Note on Gender Equality, SRHR in Crises Technical Guidance Note, VAWG in Humanitarian Technical Guidance Note*,
- On-the-ground **technical expertise** through the Standby Partnership Programme, **Gender Capacity Standby Project (GENCAP)** or **Regional Gender Adviser (REGA)**
- Access **external guidance and best practice** through the **GBV AoR, IASC gender guidance, IRC's GBV Responders**, or **CARE's gender toolkits**

Key Considerations in gender-responsive humanitarian action
Needs assessment and analysis:
<ul style="list-style-type: none"> • Allocate resources to support the deployment of Gender specialists to lead assessments. • Mandate inclusion of gender and GBV risk/vulnerability assessments as part of funding proposal criteria. • Advocate for the integration of gender and GBV into Pooled Funds' strategies, selection criteria and funding decisions.
Strategic Planning
<ul style="list-style-type: none"> • As a rule, and where feasible, require that population data be disaggregated by sex, age and other pertinent variables in indicators, targets, and benchmarks. • Require that all proposals for funding address how the action proposed will contribute to GBV risk mitigation, in line with the GBV Guidelines.
Resource Mobilisation
<ul style="list-style-type: none"> • Earmark, increase and make flexible arrangements for gender specific financial and human resources at the onset of a crisis. • Maintain or increase dedicated gender and GBV funding as emergency response evolves, responding to changing needs and humanitarian presence and capacity. • In donor decision-making and resource mobilization fora, advocate with UN Member States and other donors for the prioritization of funding of gender and GBV. • Integrate gender and GBV into Pooled Fund emergency funding decisions. • Maintain or increase gender and GBV funding as required by SRP, responding to changing needs of capacity, and consider multi-year strategic funding for gender and GBV as appropriate.
Implementation and Monitoring
<ul style="list-style-type: none"> • As general rule and where feasible, require that population data be disaggregated by sex and age and other pertinent variables in indicators, targets, and benchmarks. • Require implementing partners to demonstrate use of the IASC GBV Guidelines and IASC Gender Handbook. • Support the integration of GBV risk mitigation strategies into national and local development policies and plans and allocate funding for sustainability of these measures. • Fund the establishment of women's empowerment programmes and GBV services. • Advocate with national and local authorities for the revision and adoption of laws and policies (including customary laws and policies) that promote and protect the rights of women and girls.
Coordination
<ul style="list-style-type: none"> • Ensure the DFID humanitarian strategy includes an assessment of gender in humanitarian coordination from the beginning, and that this is re-assessed each time it is revisited. • Consider whether additional technical support is required. FCDO can support this through the DFID Standby Partnership Programme, REGA or GENCAP. Consider whether there is a need to push for a more effective system-wide approach to gender equality and GBV.
Humanitarian access
<ul style="list-style-type: none"> • When providing funding, encourage organisations to consider costs associated with access, including budget lines for security and interpretation. Ask international agencies working in partnership what they are doing to support their partners' specific security issues. • Ensure political dialogue and negotiations with and between parties to the conflict explicitly call for protection of women humanitarian providers and people working on sensitive issues around GBV and gender equality.

1. Introduction



Strategic Outcome 4: Humanitarian Response

Women's and girls' needs are more effectively met by humanitarian actors and interventions through needs-based responses that promote meaningful participation and leadership.

The UK National Action Plan on Women, Peace and Security (WPS) is the five-year strategy for how the UK Government will integrate a gender perspective into its work to build security and stability overseas, protect the human rights of women and girls, and promote their meaningful participation in conflict prevention and resolution.

The purpose of humanitarian action is to save lives, alleviate suffering and maintain human dignity. This can only be delivered through an approach that recognizes the centrality of gender and gender equality. The UK has been a leader in gender-responsive humanitarian action, putting women and girls at the center of its responses; promoting gender equality, addressing gender-specific needs and ensuring their protection.

Strategic outcome 4 of the NAP commits the Government to:

- Protect and empower girls and women in conflict, protracted crises and humanitarian emergencies to rebuild their lives and societies.
- Consider and address women's and girls' needs in all phases and sectors of humanitarian response.
- Promote women's meaningful participation and leadership in humanitarian response.

"The UK National Action Plan on Women, Peace and Security (NAP) is founded on an understanding that people experience violent conflict differently according to their gender, with women and girls being particularly affected."

Box 1: International Frameworks on gender-responsive humanitarian action & relevant HMG Commitments

The UK is bound by international and UK policy commitments and laws on gender equality and humanitarian response, including:

- **The Global Goals for Sustainable Development**, with a specific goal on achieving gender equality and empowering women and girls.
- The **UK-chaired UN Security Council International Expert Group on Women, Peace and Security**.
- The World Humanitarian Summit 2016 commitments on the protection and empowerment of women and girls, includes a commitment to ensure use of the **IASC Guidelines for Integrating Gender-Based Violence (GBV) Interventions in Humanitarian Action by all partners**.
- The UK's **Humanitarian Reform Policy**, commits HMG to respect and promote respect for IHL, IHRL and Refugee Law, to condemn serious violations and abuses, and to ensure that UK-funded organisations place protection, gender equality and the participation and empowerment of women and girls at the centre of their work.
- **The Call to Action on Protection from Gender Based Violence (GBV) in Emergencies** launched by the UK and Sweden in 2013, with an internationally agreed Roadmap in 2020 committing signatories to time-bound actions, including specialised prevention and response services and the integration of VAWG prevention and gender equality in all humanitarian response efforts.

UK legislative commitments include: the UK's **International Development (Gender Equality) Act 2014**, which makes consideration of gender equality a legal requirement before providing UK development and humanitarian spend;

UK policy commitments include: **DFID's Strategic Vision for Gender Equality** (2018), which sets a bold ambition to tackle gender inequality, address unequal power relations and putting women and girls at the centre of all FCDO's work; **the UK National Action Plan on Women, Peace and Security** (2018); and the FCDO-led **Preventing Sexual Violence Initiative**, which supports global efforts to address sexual violence in conflict. FCDO has also committed itself to work on gender equality through its thematic visions and strategies, including in the **DFID Economic Development Strategy, Education Policy, Digital Strategy, and Disability Inclusion Strategy**.

The UK is committed to upholding the humanitarian principles including impartiality, which requires that assistance be provided on the basis of need alone. This cannot be accomplished without considering the specific needs of women and girls, as well as other identities and attributes, such as age, disability, ethnicity and socio-economic status.

Implementing Strategic Outcome 4: Humanitarian Response

Women’s and girls’ needs are more effectively met by humanitarian actors and interventions through needs-based responses that promote meaningful participation and leadership.

Building blocks to deliver on the UK’s commitment under the National Action Plan on WPS

Enabling Environment	Mainstreaming and integrating gender	Targeted & stand-alone programmes & activities	Harm Prevention & Reduction
<p>The humanitarian system establishes coordination, funding and access conditions to ensure assistance and protection is gender-responsive, and to facilitate the contribution of national and local women-led and women- and girl-focused humanitarian actors.</p>	<p>Gender dimensions are fully integrated into all aspects of the programme/approach so it is gender responsive, recognising the different needs, priorities, opportunities and constraints faced by women, men, girls and boys. Every humanitarian effort, from the earliest stage of a crisis, includes the policies, systems and mechanisms to mitigate GBV risks, especially violence against women and girls.</p>	<p>Specialist interventions that improve outcomes for a particular group or on a particular issue. This may include women’s empowerment programming, women and girls’ health, education, or may focus on vulnerable and marginalised groups such as adolescent girls, people with disabilities, or people from sexual and gender minorities.</p>	<p>Humanitarian actors fulfil their obligation to prevent sexual exploitation, abuse and harassment (SEAH), monitor for and respond to any complaints. Interventions ensure confidentiality through safe and ethical data management.</p>

How this relates to the NAP pillars:

Relief & Recovery	Effective humanitarian response saves lives, alleviates suffering and maintains human dignity in a way that is gender-responsive, meeting the specific needs of women and girls. It is accountable to women and girls, and ensures they are consulted and engaged at every phase of response.
Prevention	A gender-transformative approach to humanitarian action helps prevent exploitation and abuse by addressing its root causes. By promoting gender equality, it helps improve the quality of peace and increase its sustainability.
Protection	Mainstreaming gender equality and GBV risk mitigation into all sectors of humanitarian response makes programmes safer and more accessible to women and girls and helps them protect themselves more effectively.
Participation	Women’s involvement in design, delivery and coordination of humanitarian response helps give them a voice in wider political decision-making processes.

Strategic Outcome 4 is closely linked with outcomes on decision-making, peacekeeping, gender-based violence and security and justice.

2. The Fundamentals: what is gender-responsive humanitarian action?

2.1. What is gender and why does it matter?

*Gender¹ refers to the **socially constructed** roles and relationships between men and women. Gender is not determined by biology but is instead learned; women and men are taught that certain roles and behaviours are appropriate according to their sex.²*

Gender norms³ determine what is expected, allowed and valued for people of each gender in a culture or society at a point in time. Valued attributes and expected behaviours in one society may not be viewed as acceptable in other. Although context specific, globally gender norms often dictate that roles expected of women are in the private sphere, such as in caring roles, and men's in the public sphere, in paid employment, leadership and decision-making.

Gender norms are a powerful influencing factor that shape an **individual's experience during and after humanitarian crises**. Women, men and Sexual and Gender Minorities (SGM) may face different risks, have access to different levels of support, and different opportunities to participate in humanitarian action because of their gender.

Sexual and Gender Minorities (SGM) is an umbrella term⁴ which refers to people whose sexual orientation, gender identity or sexual practices fall outside traditional norms. SGMs are often absent from discussions concerning gender, conflict and humanitarian response which means that the vulnerabilities they face, and their contributions are ignored.

Women and girls are often the worst affected by conflict. Insecurity and displacement can increase women and girls' vulnerability to early and forced marriage, sexual exploitation and abuse or sexual violence.

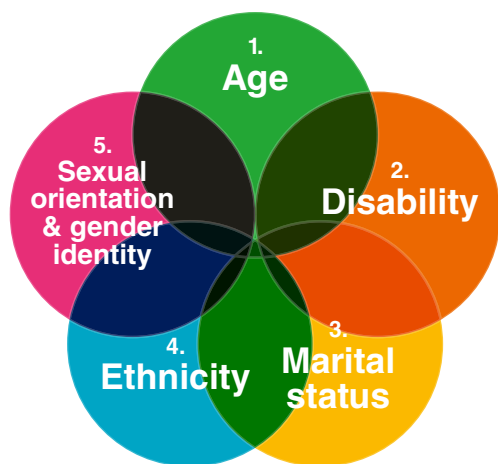
<p>Education</p> <p>Girls in conflict settings are almost 2.5 times more likely to be out of school than boys, and by secondary school, 90% are no longer attending school at all.⁵</p>	<p>Livelihoods</p> <p>Displaced women in urban settings struggle to find work, and can be subject to abuse, harassment and violence. Data from Ukraine showed that in 2016, around 68% of unemployed IDPs were women.⁶</p>
<p>Conflict Related Sexual Violence (CRSV)</p> <p>As of 2018, over 50 parties to conflict on the Security Council's agenda are suspected of having committed or instigated sexual violence, and a 2014 study estimated 1 in 5 women refugees in complex humanitarian settings had experienced sexual violence.⁷</p>	<p>Child marriage</p> <ul style="list-style-type: none"> ● Research has found substantial increases in rates of early and forced marriage in conflict and humanitarian settings.⁸ ● Nine out of ten countries with the highest rates of child marriage are in fragile contexts.⁹

International and national legal frameworks safeguard women's rights, but often are not – or not fully – enforced. They may also be challenged by parallel legal systems based on custom, religion, or ethnic affiliation, which may have a profound impact on women's rights and freedoms, including movement, employment, marriage and parental rights, and property ownership.

2.2. Intersecting forms of discrimination

Gender, together with age group, sexual orientation and gender identity, determines roles, responsibilities, power and access to resources. This is also affected by other diversity factors such as disability, social class, race, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation and urban/ rural setting.¹⁰

It is important to move beyond thinking of 'men' and 'women' as groups and instead consider how gender interacts with factors such as age, socio-economic status, race, (dis)ability and sexuality to shape an individual's different needs and experiences. This is commonly referred to as **intersectionality**. Examples include:



1) Age: Older people may be cut off from social support networks and have limited access to pre-existing services which they depend on and/or humanitarian aid.¹¹ Rates of early marriage may increase as a means for parents to protect their daughters in times of conflict and displacement.

2) Disability: During crises people with disabilities (both men and women) are less likely to hear gun shots, shouting or early warnings and rely upon others to help them escape. Women and girls with disabilities are at particular risk of GBV, but less likely to speak up, be believed and access services.¹²

3) Marital Status: Customary land rights often mean that land and property is taken away from women following the death of their husband, and they may be physically forced out of their homes.

4) Ethnicity: Ethnic minorities may face additional barriers in accessing humanitarian aid in contexts where they are already

discriminated against. Dalit women, traditionally marginalised in Nepal, were discriminated in the distribution of relief materials in Nepal, receiving less aid than the dominant castes.¹³

5) Sexual Orientation & Gender Identity: Many SGM individuals have difficulties in accessing relief efforts as the family is often used as the unit of identification and distribution. In Fiji following Cyclone Winston, transwomen described how they felt unable to go to emergency shelters for fear of violence and abuse.¹⁴

2.3 Gender-based violence

Gender-based violence (GBV) is an umbrella term for any harmful act perpetrated against a person's will and is based on socially ascribed (i.e. gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or private.

GBV emphasises the link between **gender discrimination** and violence against women and girls, including violence against lesbian, bisexual and trans women, as well as other groups of women facing multiple oppressions in addition to gender discrimination. GBV may also include forms of violence against men and boys.

IASC Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action

During humanitarian emergencies gender-based violence can increase in both frequency and severity. GBV results from a complex interaction of factors including: existing gender inequalities; breakdown of rule of law and normal protective systems; changing power dynamics and new vulnerabilities, e.g. arising from loss of homes and/or incomes; etc.

Common forms of GBV that should be addressed in conflict and humanitarian emergencies:¹⁵

- **Intimate partner violence:** Studies show that intimate partner violence (IPV) is more prevalent than non-partner sexual violence even during times of humanitarian crisis, both for adult women and adolescent girls.¹⁶ This can result from increased tension in the home or be due to changing power dynamics, as men can lose economic opportunities in crisis as women find new ones. Some research also suggests that reinforcement of violent masculinities in conflict can lead to increased IPV.¹⁷
- **Harmful traditional practices:** Girls may be forced into marriage at an early age as a protective mechanism, or because families feel they are unable to provide for them. Practices like widow inheritance and bride price have also been linked with violence.¹⁸ There is also some evidence that female genital mutilation may increase in conflict, again as a protective measure for girls.¹⁹
- **Abduction, kidnapping and trafficking:** Girls may be abducted as brides or servants by armed groups or due to practices such as bride price. They may be targeted by traffickers for labour or sex work.
- **Sexual exploitation and abuse:** Displacement and dispossession creates increased opportunities for exploitation of vulnerable women and girls, particularly by armed actors who control access routes or humanitarian personnel who control access to goods and services.
- **Conflict related sexual violence:** Includes forced and temporary marriages to fighters, sexual violence used to humiliate enemy forces, and rape as a weapon of war.²⁰ Other types of non-partner sexual violence also flourish in the breakdown of law and order that occurs in conflict and displacement.²¹

In developing a response to GBV in emergencies, we should keep in mind the following principles:

- ✓ **Assume GBV is taking place and act accordingly.** Evidence indicates that gender-based violence happens everywhere and is under-reported due to fears of stigma and retaliation. GBV prevention and responses are needed from the earliest stages of an intervention. It is not necessary to generate population-based data on the magnitude of the problem before taking action.
- ✓ **Recognise and address the many forms of GBV that exist in emergency settings.** Sexual violence in conflict has received a great deal of attention as a priority issue for humanitarian response. However, **many forms of GBV increase** in conflict situations, including intimate partner violence. In Lebanon there is a near doubling of rates of child/early marriage among some Syrian refugee populations, from 13% prior to the war to 24% of girls married between ages of 15 and 17.²²
- ✓ **Recognise that some specific groups might be at increased risk.** Adolescent girls, married girls, women and girls living with disabilities, older women, women and girls from ethnic minorities, and lesbian, bisexual, and trans women face different and potentially heightened risks and may require targeted programming to reduce their risks and meet their protection needs.²³ Interventions need to adopt an intersectional, life-cycle approach, recognising the different and changing different groups.
- ✓ **Use the UK's influence.** Work with host governments, donors, the UN system, NGOs and networks to ensure GBV interventions are fully addressed in preparedness plans, needs assessments, monitoring, and evaluations.
- ✓ **Champion women and girls' participation and leadership.** Advocate and fund opportunities for women and girls to lead decision-making in humanitarian responses, including through support to local women's organisations. Support women's leadership in humanitarian action, including calling for humanitarian actors to achieve gender parity across all organisational levels and sectors.²⁴
- ✓ **Promote human rights and survivor-centred approaches.** Survivor-centred approaches aim to empower individuals by prioritising their rights, needs and wishes.

2.4 How gender norms affect humanitarian assistance and protection

Unequal gender norms negatively impact women and girls as recipients of humanitarian assistance and protection. It may be considered inappropriate or dangerous for women to go out unaccompanied, for example, making it difficult for them to collect items from distributions, seek medical assistance or even receive information about risks, opportunities or entitlements. Conversely, women and girls often continue to be responsible for tasks that expose them to greater risks and reduce opportunities for education and income-generation, such as firewood or water collection.²⁵ When food and other resources are limited, women's and girls' needs are often deprioritised in favour of men and boys, leading to negative outcomes in areas like health and nutrition.

There are also opportunities for women and girls to challenge gender norms in humanitarian crises. Societal disruption can be negative, but it can also lead to shifts in discriminatory harmful gender norms that restrict women's and girls' lives, creating opportunities, including educational and economic activity.²⁶

Women can also take important leadership in the humanitarian response itself. Individually and as leaders and staff of national organisations, women are key actors from first response and throughout the life of a crisis. Women's organisations are typically fewer in number and less able to fully engage with an international humanitarian system that undervalues their contribution and excludes them from funding and coordination mechanisms.²⁷

2.5 Moving toward a gender-transformative approach to humanitarian programming

Historically, humanitarian responses were largely gender-blind,²⁸ with specific interventions for women and girls focusing primarily on reproductive health. Although gender mainstreaming has been a best practice for decades, it has been inconsistent and largely focused on risk reduction.

It is only relatively recently that there has been an emphasis on gender equality as a basis for and target of humanitarian programming. This has led to an increasing number of donors and implementing agencies explicitly describing their approach as gender-transformative or feminist.

- UK-funded humanitarian action should aim to be gender-responsive. Gender-responsive programming considers gender norms, roles and relations, raises awareness of gender needs and inequalities, and takes measures to actively address the identified issues.

Gender Responsive Humanitarian Action Example: In response to the September 2018 earthquake and tsunami in Sulawesi, Indonesia, DFID funded UNICEF to support gender-based violence work. Programming included training on GBV safe identification and referral, and prevention of sexual exploitation and abuse (PSEA); integration of child friendly spaces within women and girl friendly spaces. DFID also supported the secondment of a SRHR specialist to assist UNFPA in the field during the emergency phase on coordination of Reproductive Health tents and volunteer midwives. 90 temporary midwives were recruited to provide SRH services and information across 15 tents in camps and this secondment played an important coordination role.

- Wherever possible, the UK should also fund programming that is gender transformative. Gender-transformative programmes address the causes of gender-based inequities, including harmful gender norms, roles and relations. Its objective is to promote gender equality and includes strategies to foster progressive changes in power relationships between women and men.²⁹

Gender Transformative Example: In South Sudan, DFID supported IMC to work with men and boys to reduce harmful behaviours and improve gender equality within the home. The evidence based and field-tested approach engages men in transformative individual behaviour change, guided by the voices of women. It is a great example of effectively tackling the complex underlying drivers of violence in a crisis setting.

All programming should consult and involve women and girls at every stage of a response, from design to monitoring and evaluation.

Useful resources

DFID 'How To' Guidance Note on Gender Equality

DFID Humanitarian Guidance Note: Violence Against Women and Girls in Humanitarian Emergencies

National Action Plan Guidance Note: Strategic Outcome 3: Gender-based Violence

IASC, [Guidelines for Integrating Gender-based Violence Interventions in Humanitarian Action](#)

IASC, [Gender Equality and the Empowerment of Women and Girls in Humanitarian Action](#)

3. Building blocks of gender-responsive humanitarian action

This section outlines the key components of a gender-responsive humanitarian response. These include:

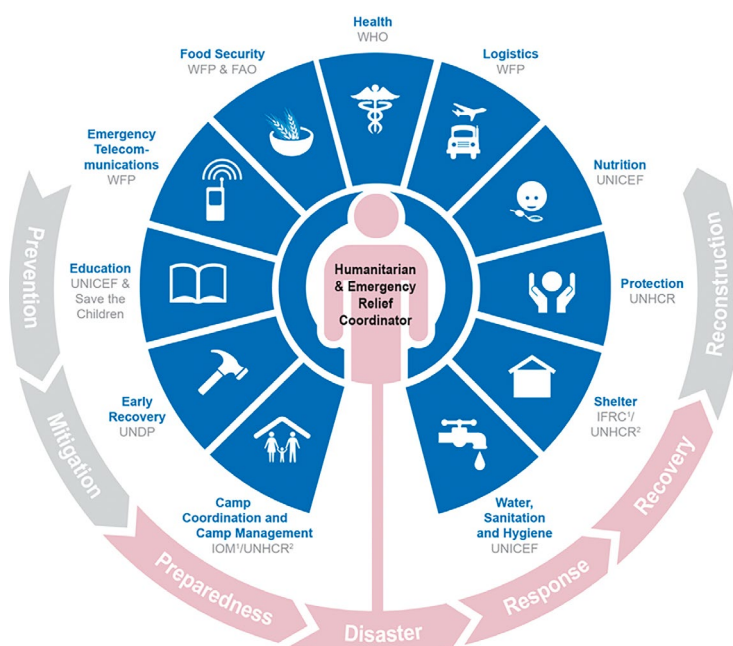
- 1) The enabling environment:** The humanitarian system establishes coordination, funding and access conditions to ensure assistance and protection is gender-responsive, and to facilitate the contribution of national and local women-led and women- and girl-focused humanitarian actors.
- 2) Mainstreaming:** Gender dimensions are fully integrated into all aspects of the humanitarian response, so it is gender responsive, recognising the different needs, priorities, opportunities and constraints faced by women, men, girls and boys. Every humanitarian effort, from the earliest stage of a crisis, includes the policies, systems and mechanisms to mitigate GBV risks, especially violence against women and girls.
- 3) Targeted or stand-alone interventions** improve outcomes for a specific group or on an identified issue. This may include women’s empowerment programming, women and girls’ health, or may focus on vulnerable and marginalised groups such as adolescent girls, women and girls with disabilities, or sexual and gender minorities.
- 4) Harm prevention and reduction:** Humanitarian actors fulfil their obligation to prevent sexual exploitation, abuse and harassment (SEAH), monitor for and respond to any complaints. Interventions ensure confidentiality through safe and ethical data management.

UN-led Humanitarian Coordination for Non-humanitarians

Humanitarian coordination is voluntary and is crucial to avoid gaps and duplication and to improve quality and speed of response. Coordination mechanisms and tools are developed at the global level through the Inter-Agency Standing Committee (IASC).

The IASC consists of UN humanitarian agencies, with a standing Invitation to ICRC, IFRC, NGO consortiums, OHCHR, the Special Rapporteur on the Human Rights of IDPs and the World Bank. It is chaired by the Emergency Relief Coordinator (ERC), who is also Under- Secretary-General for Humanitarian Affairs and Head of OCHA.

UN-led humanitarian coordination at the national and sub-national levels - what would be the operational and tactical levels for military actors - Involves all UN programmes, funds and agencies, other international organisations, and national and International NGOs. Humanitarian coordination is voluntary and consensus-based; there are no command and control structures.



Coordination aims to avoid gaps and ensure a coherent approach, and is generally managed by sector or ‘cluster’ under the UN Cluster System. It is led by technical agencies or line ministries of government - health and education, for example - and involves government and non-governmental actors, including UN and International and national NGOs.

There are also sub-clusters, working groups or areas of responsibility, for issues like child protection and GBV, which should be mainstreamed through all clusters and sectors but also require special attention.

For more Information see [OCHA \(2017\). UN Humanitarian Civil Military Coordination Guide](#) for the Military 2.0 and OCHA Humanitarian Response, [What Is the Cluster Approach](#).

3.1 The Enabling Environment

The enabling environment consists of all the elements that facilitate the humanitarian system in meeting the needs of affected populations, including coordination, funding and the security and policy environment to facilitate access of affected people to assistance and vice versa. The UK can have a profound influence on how effectively these systems function, and how well gender and protection are integrated and supported.

Humanitarian Coordination

In many humanitarian emergencies, assistance and protection is coordinated through the **cluster system**, as part of the UN-led humanitarian architecture. Each cluster has responsibility for ensuring gender and GBV mitigation and response are mainstreamed and integrated into members’ activities, and each cluster lead should be able to provide information on what they are doing to mainstream gender equality. Where the cluster system is not activated, there are typically similar coordination mechanisms under the auspices of either the UN or government agencies, and entry points for engagement on issues of gender will be similar. In all circumstances, the Office for Coordination of Humanitarian Affairs (OCHA) has committed to having a gender focal point in every office who can provide information about progress on its own priorities on gender equality as well as the system overall.

The IASC commits to the goals of gender equality and the empowerment of women and girls in humanitarian action. This entails making provision to meet the specific needs of women, girls, men and boys in all their diversity, promote and protect their human rights, and redress gender inequalities.

IASC Policy: Gender Equality and the empowerment of women and girls in Humanitarian action, November 2017

In many responses an intersectoral or inter-agency gender working group of gender focal points meets regularly to exchange information, facilitate dialogue and encourage more effective integration of gender into all programmes and sectors. **GBV is often addressed through its own sub-cluster or Area of Responsibility (AOR), led globally by UNFPA.**

As part of their assessment of the effectiveness of the coordination system, Advisers should consider whether gender, age and diversity are being appropriately integrated into clusters, and whether there is sufficient stand-alone and targeted programming to meet specific needs and vulnerabilities. If gender or GBV coordination mechanisms are not active, it is worth asking why and assessing whether this leaves a gap that needs to be addressed.

Who's who in your country response?	Who?	What?	How do you engage with them?
	Gender Based Violence (GBV) sub-cluster and Sexual and Reproductive Health (SRH) sub-working group	“UNFPA chairs the GBV sub-cluster and SRH sub-working group to ensure coordination and mainstreaming.”	“Engage with them to better understand the context, coordination within the response and which humanitarian actors are involved. There is no cluster that focuses specifically on gender equality. It is important to ensure that sub-clusters/groups are joining up on gender equality.”
	Regional Gender Advisers (REGAs)	“The REGAs are an inter-agency regional resource on gender.”	“REGAs are available for country support missions and to provide ongoing tailored technical support.”
	Gender Standby Capacity Project (GENCAP)	A roster of gender experts that can be deployed to sudden onset/large-scale crises.	If additional gender capacity is needed, advocate for a GENCAP adviser or deployment to a UN agency through the DFID-funded Standby Partnership Programme.
	Women’s rights organisations (WROs)	“Women-focused, local civil society organisations.”	“Ensure that partners are engaging and working closely with WROs in humanitarian settings to ensure more effective and safer responses.”

Coordination checklist:

- ✓ Ensure the DFID humanitarian strategy includes an assessment of gender in humanitarian coordination from the beginning, and that this is re-assessed each time it is revisited.
- ✓ Consider whether additional technical support is required. FCDO can support this through the DFID Standby Partnership Programme, REGA or GENCAP. Some sources of data to help with the assessment include:
 - Talk to OCHA and Cluster Coordinators. What is working? Where are the barriers? Do they need additional support to do this better?
 - Review key documents and tools*: Are they based on a robust gender analysis? Do they integrate gender equality considerations, including relevant resourcing?
 - Look at coordination structures. Is there an effective interagency working group and/or network of gender focal points ensuring gender is mainstreamed across the response? Are there adequate financial resources in place to support gender-responsive action?
- ✓ Consider whether there is a need to push for a more effective system-wide approach to gender equality and GBV. Ask partners and government representatives:
 - Are the barriers at the level of implementation, coordination or policy? Do UN and other partners need donor back-up to help move things forward?
 - What kind of technical support can FCDO offer either through partners or directly?
 - Are the barriers political? Does it require a cross-HMG approach?

Humanitarian Access

People affected by humanitarian crises have a right to access assistance and protection. If states or parties to the conflict are unable or unwilling to provide it, they must allow neutral and impartial humanitarian actors to do so.³⁰ Gender has an important impact on humanitarian access:

- ✎ Barriers to women in the affected population accessing assistance: Gender norms mean women and girls often have less access to unmediated information and less freedom to seek the information they need. This is exacerbated when women and girls have less education than men and boys and cannot easily access written information.³¹
- ✎ Security constraints for women providing humanitarian assistance: Security risk is gendered, and research shows that risk is elevated for female aid workers, for organisations providing services to women that are culturally sensitive – GBV or gender equality work, for example – and for women-headed organisations.³²
- ✎ Negotiations with armed groups: Gender norms can make it difficult for women and women-led humanitarian organisations to be taken seriously by parties to the conflict when negotiating access.³³ Conversely, gender norms and role can also facilitate women's role in negotiating with armed groups – i.e. preconceptions that women are 'peaceful' or certain customs which show respect for women.
- ✎ Political or bureaucratic barriers: Organisations may face barriers if they are providing targeted interventions with marginalised groups such as sex workers, sexual and gender minorities, or people living with HIV, for example. Similar barriers may face those that provide or facilitate access to controversial or sensitive services such as contraception or safe abortion.

Humanitarian Access checklist:

- ✓ When providing funding, encourage organisations to consider costs associated with access, including budget lines for security and interpretation. Ask international agencies working in partnership what they are doing to support their partners' specific security issues.
- ✓ Ensure political dialogue and negotiations with and between parties to the conflict explicitly call for protection of women humanitarian providers and people working on sensitive issues around GBV and gender equality.

Funding

Mainstreaming of gender into humanitarian response is now a requirement for access to many sources of humanitarian funding. Disaggregation of data by sex and age and use of the IASC Gender and Age Marker or equivalent is now required by the CERF and many other donors before an application is accepted. The CERF also includes an assessment process to identify risks and vulnerabilities of GBV for the purpose of prevention and mitigation.³⁴

Despite these measures, although OCHA reported that 95% of 2018 Humanitarian Needs Overviews (HNOs) included some gender analysis or mentioned GBV, only 28% articulated the differential impact faced by women, men, girls and boys, or the underlying factors affecting vulnerability.³⁵

Another report found that GBV programming is consistently underfunded, accounting for just 0.12% of all humanitarian funding, and only one-third of what implementing agencies had requested. “Despite a high-level global commitment among humanitarian actors to increase funding for local and national implementing agencies, progress toward localization of humanitarian action, including GBV response, has been slow.”³⁶

Funding checklist:

- ✓ Prioritise funding for gender equality and GBV prevention and mitigation.
- ✓ Channel funding through mechanisms that are available to local humanitarian organisations, such as country-based pooled funds. Ensure these are accessible to women-led organisations.
- ✓ Ensure UK-funded humanitarian programming for women and girls is tracked and coded to improve measurement and accountability.
- ✓ Ensure UK contributions are transmitted accurately and in a timely fashion to the Financial Tracking Service (FTS).

Useful tools and resources:

- ❖ Review the **GBV Accountability Framework** for key questions for all partners about what they are doing and where they need help.
- ❖ OCHA guidance on **gender equality programming** and **UN Women online training**.
- ❖ Contact **Gender Capacity Standby Project (GENCAP)** or **Regional Gender Adviser (REGA)** at field or central level for guidance and support.
- ❖ Visit the coordination pages of the **GBV Area of Responsibility** and refer to the **Handbook for Coordinating Gender-Based Violence in Emergencies**.

* Key tools and documents include *Multi-cluster Initial Rapid Assessment (MIRA)*, *Joint Needs Assessment (JNA)*, *Humanitarian Needs Overview (HNO)*, *Strategic Response Plan (SRP)*, *Humanitarian Response Plan (HRP)* and *appeals*.

Empowering national and local women-led humanitarian organisations

Women and girls are key actors in humanitarian response. They are active in communities as volunteers, care-givers and first responders and, more formally, as leaders, activists and responders with organisations providing services to women and girls or advocating for their rights.

Women responders have important advantages in working with affected communities.

- They are aware of risks faced by women and girls and can identify resources and services available, accessible and acceptable to women and girls and ensure referral networks are effective and safe.
- They are better able to engage women in the community directly, supporting improved overall accountability to affected populations as well as a more targeted approach to groups or individuals that may be more vulnerable to sexual exploitation, abuse and harassment.

When women and girls lead humanitarian response, interventions are more likely to advance gender equality and make sustainable, transformative change.

In Syria, with UK support, women humanitarians are contributing to the White Helmets’ life-saving work through the provision of medical and psychological support through White Helmets Women’s Points. These women-run centres provide medical care to women and girls. Women play an increasingly important role within the White Helmets; today more than 220 women provide women’s maternal healthcare in areas that are underserved, as well as community education and trauma counselling to help families prepare for attacks and recover afterwards.

In line with its Gender Accountability Framework, the IASC has committed to:

- Tangibly promote the meaningful and safe participation, transformative leadership, and collective action of women and girls of all backgrounds at all stages of humanitarian action, also reinforcing similar efforts in conflict prevention, peace building and state building.
- Work with men and boys in achieving the goal of gender equality and the empowerment of women and girls in humanitarian action, and in promoting positive masculinities.
- Collaborate with local, national and regional women's rights organisations (including those working to advance WPS), LGBTI and other gender-progressive groups. Invest in their capacities to prevent, prepare for and respond to disasters of all types, resource them financially, and protect the spaces in which they can operate, in support of localisation. Foster common platforms across these actors for the coordination of [gender equality and empowerment for women and girls] programming. In working with private sector actors, promote IASC gender standards and policies.
- Engage with national gender machineries and encourage gender progressive national policies, including gender responsive budgeting, as these will create enabling environments for GEEWG programming in humanitarian action.

Despite these advantages, women-led and women-focused organisations struggle for space in coordination and funding structures. Studies show there are few opportunities for women-focused organisations to “help shape investment agendas, priorities, or influence decision-making forums”, and that more effort is needed to ensure they are able to engage with clusters/sub-clusters.

Funding is particularly problematic for local organisations led by and focusing on women and girls. In 2018, just 3.1% of global humanitarian funding went directly to local and national organisations, of which a very small percentage are women-led. Pooled funding and trust fund mechanisms are important avenues for directing funds to local organisations but can be difficult for women-led organisations to access.³⁷

Organisations led by and focused on women face greater levels of security risk, but training and financial resources in partnerships tend to be focused on fiduciary risk, rather than security. National and local organisations may be reticent to raise concerns or unaware that support can be made available.

Through the NAP, the UK has committed to promoting women's and girls' meaningful participation and leadership in the humanitarian system. This is aligned with a UK commitment at the World Humanitarian Summit to advance locally-led humanitarian action and HMG's broader humanitarian reform agenda.

Supporting women's leadership in humanitarian response:

FCDO Advisers at field and headquarters levels can support women-led organisations in a variety of ways.

- ✓ Encourage pooled fund managers to reach out to women-led organisations, remove barriers to their engagement, and support them to apply for funds.
- ✓ Ensure gender is mainstreamed into pooled fund and trust fund processes, including application, monitoring and reporting.
- ✓ Encourage international organisations to work in genuine partnership with local and national organisations, prioritising the inclusion of women-led organisations and provision of core-funding and capacity strengthening. International and national organisations should consider human resources, logistics and security systems may need to be adapted to facilitate women's participation and leadership.
- ✓ Engage with clusters about what measures they are taking to remove barriers to participation and leadership of women-led and women-focused organisations.
- ✓ Ensure partners are consulting women and girls from the affected population at all stages in the response, not merely as recipients of assistance, but as community leaders and agents of change.
- ✓ Ensure humanitarian response teams are gender balanced and address obstacles to recruitment and retention of women staff on the ground.

Useful tools and resources:

Women Deliver, including **Advancing Gender-Transformative Localization** (2019)

CARE International including **Women Responders** (2018) and **She is a Humanitarian** (2017)

Considerations for Operational Civil-Military Interaction

This section is adapted from: **United Nations Humanitarian Civil-Military Cooperation-Guide for the Military**

The nature of interaction between humanitarian and military actors will be different in each operational context. It depends on the type of the emergency and the mission of deployed military forces. The humanitarian mission is to save lives and alleviate human suffering of all those affected by a crisis, regardless of their background and affiliation. Interaction with the military and the pursuing of common goals may help to do so, but must not compromise the neutrality, impartiality and operational independence of humanitarian actors – and the perception that humanitarians are neutral and impartial.

In a natural disaster in peacetime, foreign military forces may be deployed to assist relief operations with a similar mission to the humanitarian, in which humanitarian and military actors **cooperate** to save lives and assist the affected people. The main humanitarian requests for military support are related to the **protection of civilians** and their own security in complex emergencies, and to **logistics support in natural disasters**.

Within this framework of support the military can meet commitments under the UK National Action Plan on Women, Peace and Security by ensuring that their activities recognise the different needs and vulnerabilities of women and men, and adhere to international standards and guidance, as outlined in this note.

Protection of Civilians

Protection is fundamental to humanitarian action. Whether a humanitarian crisis stems from armed conflict, a natural disaster or civil unrest, peoples' vulnerability to violence, coercion and deprivation directly impacts on their survival and well-being. Gender roles and norms influence the protection risks that individuals face in both armed conflict and disasters.

Military and humanitarian concepts of protection of civilians share the same basis in law, in particular IHL, but humanitarian actors use a much broader definition:

Protection encompasses all activities aimed at obtaining full respect for the rights of the individual in accordance with the relevant bodies of IHL, Human Rights and Refugee Law (IASC).

Humanitarian activities in support of protection fall into three phases:

- **Responsive** activities to prevent, stop or alleviate the effects of a threat to peoples' rights or safety, e.g. sexual or gender-based violence (SGBV), by advocating with parties to a conflict to refrain from such abuse or by providing basic medical care.
- **Remedial** responses to restore peoples' dignity and ensure adequate living conditions after an abuse, for example legal assistance if a victim of SGBV decides to take legal action.
- **Environment-building** aims to build a social, cultural, institutional and legal environment conducive to respect for individual rights. This could include strengthening legislation against SGBV or training police on how to handle SGBV cases appropriately.

Humanitarian actors may engage with the military to promote adherence to IHL or to reduce risks faced by affected people, through information sharing, advocacy and training. This includes awareness-raising and measures to reduce the civilian impact of combat, as well as the promotion of the 'do no harm' concept and related methods.

In situations that are characterized as having high risks for civilians, and in particular where military actors have a protection mandate, humanitarian and military actors may share information on threats against civilians. Humanitarian actors will advocate with the military to enhance security for civilians in those areas and respond to requests for information on population movements and humanitarian needs.

In order for both military and humanitarian actors to ensure protection of civilians it is necessary to apply a gender perspective. This recognises that women, men, girls and boys, face different vulnerabilities and may have different security needs in both armed conflict and disasters. See *Whose Security?* Practical examples of gender perspectives in military operations for examples.

Logistical support in natural disasters

Militaries can contribute valuably to humanitarian action by responding to requests for specific capabilities and capacities to meet specific needs, for a limited period of time. Tasks that military forces may be requested to perform in support of an overall humanitarian response operation are categorised as follows:

Infrastructure Support: General services that facilitate humanitarian activities but are not necessarily visible to, or exclusively intended for the benefit of, the affected people, such as re-establishing infrastructure, providing communications networks, operating airfields, or providing weather information.

Indirect Assistance: Military personnel are at least one step removed from the relief activity. Only civilian personnel have direct interface with affected people, while military units or personnel assist the activity by e.g. transporting relief items, building camps and shelters, or clearing mines or ordnance.

Direct Assistance: Face-to-face distribution of goods and services, such as handing out relief items, providing medical assistance, transporting people, interviewing refugees, or locating families.

To maintain **distinction between military and humanitarian actors**, direct assistance should only be delivered by military personnel in peacetime and then only if there is no civilian alternative available ('last resort'). Military troops or assets engaged in combat will, as a general rule, not be used at all, except for infrastructure support where absolutely necessary.

When military personnel are involved in indirect assistance (and direct assistance as a last resort) the guidance contained within this note applies. For more detailed and sector specific guidance (e.g. on shelter), see the following:

- [IASC 2018 Gender Handbook for Humanitarian Action](#)
- [IASC 2015 Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action](#)

For more information see:

- [Joint Services Publication 1325 Human Security in Military Operations](#)
- [Joint Doctrine Population 3-52 Disaster Relief Operations Overseas: the military contribution](#)
- [Global Protection Cluster – Civil-Military Coordination for Protection Outcomes](#)

3.2 Mainstreaming and integration of gender

Mainstreaming of gender is central to principled and impartial humanitarian action. It is a sectoral minimum standard and a UK legal requirement under the [International Development \(Gender Equality\) Act 2014](#).

Unequal social norms and societal expectations can mean women's and girls' voices are not heard, or that their needs are deprioritised. To ensure the needs of all members of the affected population are met, humanitarian actors must:

- ✓ Consider how the crisis, policies and programmes may impact women, girls, men and boys differently.
- ✓ Design and implement programmes that target the specific needs and priorities of different groups at different phases of the response.
- ✓ Consult, inform and be accountable to the affected population on an ongoing basis, bearing in mind that the most vulnerable groups may also be the least visible and struggle most to be heard.

Gender mainstreaming should take place through the life cycle of any given programme. The following are some key tools.

Gender Analysis

A **Rapid Gender Analysis** (RGA) can be conducted quickly in an emergency and updated as the context evolves. RGA tools are straightforward and can be used throughout the humanitarian programme cycle and incorporated into existing assessment and monitoring tools. Recommended by the IASC, it is a valuable tool for donors as well as implementing agencies and, if one has been conducted, FCDO Advisers should make use of RGAs conducted by humanitarian agencies in developing and maintaining the UK's humanitarian strategy.

In mainstreaming, as in all programming, information should be disaggregated by sex and age, and should take into consideration characteristics or identities that may mean that people have particular needs or vulnerabilities. These can include disability, stigmatised illness (e.g. HIV, mental ill health or obstetric fistula, among others), socio-economic status, ethnicity, or belonging to a sexual and gender minority, for example.

Sex and Age disaggregated data (SADD)

Disaggregated data are a vital tool for understanding vulnerabilities, needs, and barriers to access in humanitarian response. All humanitarian actors agree that sex and age disaggregated data (SADD) are a minimum standard with many agencies and donors, such as FCDO, including disability and geography as well.³⁸

Although collection and use of SADD is improving, there is still a long way to go. For example, the 2018 IASC Gender Accountability Framework Report found that of 20 Humanitarian Needs Overviews reviewed, only 55% used SADD in at least half of all sectors. The 2018 global reports of UNHCR and IDMC reported levels of disaggregation of roughly 50% and 20% levels respectively, though the levels including both age *and* sex were lower.³⁹

Improving collection and use of disaggregated data to inform decisions and continuing to build evidence of what works in different contexts is essential to enable us to empower and include those at risk of being left behind.

DFID Data Disaggregation Action Plan

Limited data, time pressures and access issues are all cited as challenges in collecting and disaggregating data, as well as inconsistencies in how data is collected, managed and analysed, and a lack of understanding about how to use it to inform programming.⁴⁰

Collection, analysis and use of SADD to inform programming is an integral part of the humanitarian principle of impartiality and of DFID’s commitment under the Global Goals to Leave No One Behind.

Gender and Age Markers

There are a variety of gender markers used by different actors. The **IASC Gender with Age Marker (GAM)** is a core tool, and is a requirement for access to many sources of funding, including Country Based Pooled Funds.

The GAM provides 12 markers to assess programmes during the design and monitoring phases. It helps ensure that basic programme actions are in place and being implemented consistently. FCDO advisers can use it to assess the extent to which partners have integrated gender into their programmes.

GBV prevention and response should also be mainstreamed and integrated into all interventions. This means ensuring routine identification of risk and incorporation of mitigation measures in every sector. However, it is important that partners do not limit themselves to GBV risk mitigation and prevention but also look at broader women’s empowerment and gender- transformative interventions. In fact, it is even recommended that humanitarian actors apply gender mainstreaming principles to GBV programming to ensure it is adapted to contextual gender dynamics.

WHAT TO DO IN ACUTE VS. PROTRACTED CRISES		
	Acute	Protracted
1)	Ensure that the Joint Needs Assessment includes a Rapid Gender Analysis to quickly inform the humanitarian response, including collection of sex and age disaggregated data. Ensure partners have sufficient capacity on gender – if not request support from GENCAP, REGAs or Standby Partnership Programme.	Undertake a more in-depth and considered gender analysis to inform long-term gender transformative programming which challenge power relations and tackle harmful social norms. Need more FCDO gender expertise for programme design? Request gender expertise from FCDO’s HSOT database or request support from the VAWG Helpdesk .
2)	Ensure coordination functions to address and mainstream gender, SRHR and VAWG (e.g. GBV sub-cluster, SRH sub-working group) are meeting regularly and effectively influencing the wider humanitarian response.	Think about how gender equality is being addressed across the humanitarian development peacebuilding nexus. Consider undertaking a gender audit to shape/ review your country programme portfolio.
3)	Immediate programming should prioritise the Minimum Initial Service Package for Reproductive Health , GBV prevention and response, including psychosocial services and protection needs. Gender considerations should be meaningfully integrated and mainstreamed across all humanitarian sectors. Ensure partners are using key tools/guidance including IASC Gender and Age Marker in programme design and review, IASC Gender Handbook and IASC Guidelines for Gender-based Violence Interventions .	Implement carefully designed longer-term gender transformative programming across DFID’s five foundational pillars of gender equality : preventing VAWG, promoting SRHR, girls’ education, women’s economic empowerment (including social protection) and women’s political empowerment. See section C for more information on targeted and stand-alone programming.
4)	Mainstream risk mitigation by integrating attention to VAWG and preventing sexual exploitation and abuse into existing humanitarian sector programmes, through due diligence assessments etc.	Develop multi-year interventions promoting gender-equitable, non-violent attitudes and norms, engaging men and boys.
5)	Ensure that real-time evaluations or after-action reviews assess the use of gender tools and guidance (e.g. IASC Gender and Age Marker IASC Guidelines for GBV). Build in effective mechanisms for consulting with affected women and girls. See Accountability to Affected Populations .	Ensure monitoring evaluation and learning (MEAL) of programmes assess the reach and efficacy of specialist gender programming and use of gender tools (e.g. IASC Gender and Age Marker, IASC GBV Guidelines). Ensure beneficiary feedback is built into MEAL design.
6)	Champion women and girls’ participation and leadership from the start. Advocate and fund opportunities for women and girls to lead decision-making in humanitarian responses, including through support to local women’s organisations.	

Key questions for partners, before funding and throughout response:

- Has a Rapid Gender Assessment been done in affected communities? If so, how has the information been shared and is it being used by all partners to adapt their programming?
- Has the Joint Needs Assessment included a robust gender and vulnerability analysis? Has this been used to inform the Humanitarian Needs Overview and Humanitarian Response Plan?
- Do partners have GAM results for their programmes and can they explain how they are using tools like this and SADD to better inform and target their interventions?
- Are partners mainstreaming gender equality measures, or do they stop at risk mitigation?

Useful tools and resources:

- ❖ IASC (2018) [The Gender Handbook for Humanitarian Action](#)
- ❖ IASC (2015) [Guidelines for Integrating Gender-based Violence Interventions in Humanitarian Action](#)

Accountability to Affected Populations (AAP)

AAP is “an active commitment by humanitarian actors and organisations to use power responsibly by taking account of, giving account to, and being held to account by the people they seek to assist”. It concerns the responsible use of power in conjunction with effective and appropriate humanitarian programming that recognises the dignity, capacity, and abilities of affected people.

AAP is at the core of both rights- and needs-based humanitarian action and is key to a gender-responsive approach. It supports gender equality by creating space for all voices to be heard, including those that may be silenced or deprioritised, such as women and girls. It makes women and girls safer and promotes self-reliance by facilitating their identification of risks and mitigation measures and restores power and agency by putting them at the centre of GBV response. In humanitarian best practice, AAP is closely linked with prevention of sexual exploitation, abuse and harassment (SEAH), situating safeguarding within a wider accountability framework.

Accountability to Affected Populations is not an activity so much as an approach. It entails actions in all aspects and at every phase of response. This means FCDO Advisers should:

- Review HNOs, HRPs and monitoring reports, and engage HCTs and cluster leads, on how well affected people have been consulted, their input considered, and information has been fed back.
- Ensure partners have AAP strategies and systems in place and can show how they incorporate gender. Verify that these are being implemented and followed up during monitoring.
- Ensure country-level information is being shared centrally within FCDO, to reinforce coherence and provide monitoring evidence for core funding on AAP.
- Ensure that mechanisms are in place for safeguarding and prevention of SEAH, and that these comply with IASC guidance and the core humanitarian standard. It is vital that they are being monitored and followed-up, including feedback to the community or person who made the complaint.

AAP is linked to all WPS pillars, and to other UK NAP strategic outcomes, including 1 (Decision-making), 3 (GBV), and 5 (security and justice).

For more information, see DFID *Humanitarian Guidance Note on Accountability to Affected Populations*

Useful resources:

IASC definition, sourced from [UNHCR Emergency Handbook](#)
[Core Humanitarian Standard on Quality and Accountability](#)

3.3 Targeted or Stand-alone programming

Targeted or stand-alone programming is designed to meet an identified need or respond to a specific issue. These interventions may aim at increasing gender equality and empowerment – such as livelihoods or education – may have a specific protection objective, or both. In some cases, these activities physically ‘stand-alone’ – woman- or girl-friendly spaces for example – while others are integrated into existing services, for example when one-stop GBV response services are provided through existing health services.

Good targeted programming does not isolate, stigmatise, or render women and girls more vulnerable. Rather, it addresses gender inequality to make women and girls safer, facilitate their access to services, and remove barriers which may have prevented their active participation and leadership.

This section provides some examples of programmes targeting specific issues or groups. Some of these, like sexual and reproductive health, have been areas of focus in humanitarian response for a long time and are well-developed. In other cases, recognition of specific needs is still quite recent, and the evidence base and best practice in terms of programming is still being developed.

This is an indicative rather than exhaustive list of interventions, and HMG should always encourage partners to build the evidence base on key interventions and push boundaries in terms of innovation and gender transformative approaches.

Tip: Responding in insecure environments

Increasingly, humanitarian actors are providing activities in areas where access is limited or impossible due to non-existent due to insecurity. Although GBV services are ideally offered through permanent facilities, it has proven necessary to develop systems for providing services to people who are displaced, widely dispersed or unable to access existing facilities.

Experience in adapting services to these conditions has been captured in IRC's GBV Mobile and Remote Service Delivery Guidelines.

Key recommendations for targeted and stand-alone programming:

- ✓ Use gender analysis to identify groups that may be particularly vulnerable and ask whether and how their needs are being addressed. Be alert for context-specific intersectional issues.
- ✓ Encourage partners to innovate, including by considering how existing programming approaches – cash, for example – can be made gender-transformative.
- ✓ Consider the full range of support that HMG can offer, from political support to technical support to logistics and procurement.

Focus on: Sexual and Reproductive Health and Rights (SRHR)

An estimated 26 million women and girls of reproductive age (15-49) live in emergency situations,⁴¹ while 60% of preventable maternal deaths, 53% of under-five deaths and 45% of neo-natal deaths occur in conflict, displacement, and natural disaster.⁴²

SRHR is a life-saving, priority intervention in humanitarian crises, to be funded and implemented from the first phase of response. SRHR interventions target health, but touch on a wide range of broader issues related to gender equality, including female genital mutilation/cutting, early marriage and motherhood, and lack of access to healthcare, including family planning. SRHR services are a key entry point for women and girls addressing sexually transmitted infection (STI), HIV/AIDS, unintended pregnancy, and violence.

SRHR in Cox's Bazaar, Bangladesh

The Rohingya crisis response in 2017 bust old myths that SRH services are not essential or wanted in crisis contexts: on arrival in Cox's Bazaar, the demand by women and girls for contraceptives was undeniable and the uptake of safe abortion care services has been unprecedented. DFID has supported UNFPA to coordinate and strengthen the provision of comprehensive SRH services, from delivering the Minimum Initial Services Package (MISP) right at the beginning, to training health-care workers and developing the government's package of SRH care for refugees in the longer term.

The **Minimum Initial Service Package for Reproductive Health in Emergencies** (MISP) is a set of evidence-based, life-saving activities to be implemented at the onset of every humanitarian response, ideally within 48 hours. It is an agreed set of standards included in the CERF life-saving criteria, the SPHERE Minimum Standards and IASC Health Cluster tools and guidance.

The MISP delivers the reproductive health services most important in preventing morbidity and mortality. It has six objectives:

- Ensure the health sector/cluster identifies an organization to lead implementation of the MISP;
- Prevent sexual violence and respond to the needs of survivors;
- Prevent the transmission of and reduce morbidity and mortality due to HIV and other STIs;
- Prevent excess maternal and newborn morbidity and mortality;
- Prevent unintended pregnancies.

It is important to move to a more comprehensive SRHR package as early as possible, coordinated by WHO, as head of the health cluster, and UNFPA, as lead of the reproductive health sub-cluster.

Need to know:

- **The UK is committed** to ensuring universal access to family planning, sexual and reproductive health services and reproductive rights including safe abortion to the full extent of the law. FCDO must consider SRHR in all humanitarian funding.
- The UK is committed to supporting delivery of the MISP in acute crises and to supporting access to comprehensive SRHR, including family planning and safe abortion, in high risk and protracted crisis settings. FCDO Advisers should ensure partners are delivering the MISP as soon as possible in an emergency. The MISP can be implemented without a needs assessment.

Useful tools and resources:

- DFID Technical Guidance Note: Sexual and Reproductive Health in Crises (2017)

Focus on: Adolescent Girls

Adolescent girls in conflict zones are 90% more likely to be out of school compared to girls in conflict-free countries.⁴³ Only 16% of females over the age of 15 in South Sudan can read and write.⁴⁴

Adolescent girls have a vital role in building strong and equal societies but are marginalised by social norms and expectations. In times of poverty or crisis, they are often the first to lose access to education and work opportunities, as their labour is required in the home and their education is deemed a lesser priority than a boy's. Early and forced marriage as a protective strategy or from financial necessity restricts girls' opportunities and increasing health risks. This is exacerbated in emergencies.

Adolescent girls face a range of risks in conflict, including violence, poverty, family separation, sexual abuse, and exploitation. When protective social structures through family, peer groups, schools, or community or religious institutions are dispersed or lost, they are forced to find their own protective strategies, which may involve high-risk or forced transactional sex, and put them at greater risk of exploitation and abuse.⁴⁵

Targeted programmes for adolescent girls provide temporary safety while increasing prospects for gender equality. IRC's Girl Shine programme model, for example, provides a safe space for girls to access assistance, mentoring and support, whilst simultaneously providing specific trainings to help them develop skills and confidence, and making life outside the programme safer through work with care-givers and community.

Useful reading:

- ❖ Plan International (2018). **Adolescent Girls in Crisis: Experiences of risk and resilience across three humanitarian settings**
- ❖ International Rescue Committee (2017). **A Safe Place to Shine: Creating Opportunities and Raising Voices of Adolescent Girls in Humanitarian Settings**
- ❖ ORAM (2015). **Sexual and Gender Minority Refugees Safe Space Checklist.**

Focus on: Menstrual Hygiene Management (MHM)

Menstruation starts from the age of about 11-15 years and continues for most of a woman's adult life. Although this monthly bleeding is normal and healthy, it can be difficult to manage for many women and girls, and this is exacerbated by negative social norms that treat menstruation as dirty or shameful.

- Lack of menstrual hygiene materials or safe and private sanitation facilities can result in women and girls missing work or school.
- Women and girls may be at higher risk of GBV when seeking privacy or if forced into isolation during menses.
- Menstruation can be considered an indicator of readiness for marriage, leading to early or forced marriage.

These issues are exacerbated in conflict and displacement, when access to supplies and sanitation facilities can be disrupted or unsafe, privacy is limited, and risks of GBV are already elevated.

Recognition of the impact of MHM on women's and girls' lives has been slow, but it is now standard that dignity kits tailored to the needs of women and girls of reproductive age are distributed during emergencies.



HMG has played an important role in helping change the paradigm. UK stockpiles of MHM materials were utilised by an HMG taskforce responding to Hurricanes Irma and Maria in 2017. In the same year, DFID funded schools based menstrual hygiene projects in 12 countries and supported the publication of a **Menstrual Hygiene Management Toolkit** for humanitarian actors.

Focus on: Safe spaces – a key response tool

Safe spaces can be implemented at any phase of a response and are an effective way of targeting vulnerable groups. They may be formal or informal, and provide an area of safety where women and girls can:

- Access safe and non-stigmatising multi-sectoral GBV services (psychosocial, legal, medical);
- Receive information on issues relating to women's rights, health, and services;
- Socialise, receive social support, and re-build their social networks;
- Acquire contextually relevant skills.

Safe spaces often integrate a range of services and may have childcare facilities or be situated alongside child-friendly spaces. They can be used for various activities, including GBV case management, individual or group counselling, psychosocial support, safety planning and risk reduction, skills-building, NFI distribution, and recreational activities. They are a good place to collect feedback from women and girls, and to share information.

Safe spaces most often target women, girls and children, but can also be an appropriate intervention for young men and boys, particularly when the risk of sexual abuse or recruitment to gangs or armed groups is high. This can also provide an opportunity to engage young men on social norms, including those that frame masculinity in terms of violence and dominance.

DFID recently completed a 3-year pilot programme (2014 - 2017) providing safe spaces for adolescent girls in humanitarian crises in DRC, Ethiopia and Pakistan: *Creating Opportunities through Mentoring, Parental Involvement, and Safe Spaces (COMPASS)*. Safe spaces provided life skills training and asset building activities delivered by a young female mentor. Gender inequality, VAWG, and positive parenting were also discussed with parents and caregivers. An evaluation found that COMPASS improved girls' social and psychological wellbeing. Girls felt significantly less isolated than before and were more positive about themselves and their future. Knowledge of VAWG services, including legal and health support was significantly increased.

Even safe spaces may not be safe for everyone, and special attention should be paid to the needs of people from sexual and gender minorities.

UN Population Fund (UNFPA), Women & Girls: Safe Spaces, March 2015.

Useful reading:

- ❖ IRC (2019), **Women and Girls Safe Spaces: A Toolkit for Women's and Girls' Empowerment in Humanitarian Settings**
- ❖ ActionAid (2019), **A feminist approach to safe spaces for women and girls in humanitarian response**
- ❖ UNFPA (2015), **Women and Girls: Safe Spaces**

Focus on: Cash – a modality for protection and empowerment?

Cash is a powerful modality for delivering flexible and effective assistance in a way that provides choice and dignity, and an increasingly important intervention in humanitarian response. Scaling up its use was a commitment at the World Humanitarian Summit, and the UK co-convenes the Grand Bargain workstream.

There is a growing evidence base for cash as a tool for equality, empowerment and GBV reduction in development settings. The evidence base in humanitarian contexts is less robust. For example:

- Cash can have a positive impact on reducing intimate partner violence in development settings, and may have a similar effect in humanitarian settings, when targeted to this outcome.
- In development settings, cash may help prevent recourse to negative coping mechanisms. This relationship is not yet clear in humanitarian settings.
- A number of studies in humanitarian contexts, including DFID funded research in Syria, indicated that cash can have a positive impact on women's negotiating and decision-making power in the household.

- In humanitarian settings, there is some evidence that cash can place additional risks and responsibilities on women, particularly if not designed to be gender-responsive.
- There is a reported trade-off between digital cash delivery and equity of access for the less digitally-literate, which disproportionately affects women.

Recommendation:

- ✓ Continue to support cash, ensuring that gender equality and GBV prevention and mitigation are mainstreamed through programming.
- ✓ Where possible, support pilot programmes or encourage partners to embed indicators that can help build the evidence base on cash and gender in humanitarian contexts.
- ✓ Embed indicators that monitor GBV to ensure cash programming is not doing harm.

Evidence	Tools
<p>CALP (2018). Collected papers on gender and cash transfer programmes in humanitarian contexts</p> <p>Claire A. Simon (2019). The Effect of Cash-Based Interventions on Gender Outcomes In Development and Humanitarian Settings, UN Women.</p> <p>IRC: Cash Transfers in Raqqa Governorate, Syria: Changes over time in women’s experiences of violence and well-being, What Works, May 2019</p> <p>ODI: The impact of cash transfers on women and girls: a summary of the evidence, March 2017</p>	<p>WRC Toolkit for Optimizing Cash-based Interventions for Protection from Gender-based Violence</p> <p>CARE Cash & Voucher Assistance and Gender-Based Violence Compendium: Practical Guidance for Humanitarian Practitioners, May 2019</p> <p>UK’s Approach to Cash and Voucher Transfer Programmes in Crises</p>

Focus on: Social norms change

Social norm change programmes can address GBV by seeking to reduce gender inequality. Even from the outset of an emergency it is possible to undertake actions and programmes that support longer-term prevention of GBV, and these efforts can be scaled up as the emergency stabilises.

In times of peace or conflict, IPV is the most common form of GBV. IPV affects women and girls of all ages and is deeply rooted in social norms and cultural beliefs. Such violence, which can be physical, verbal, emotional, economic or sexual, is often sanctioned both by law and social convention and, as a result goes unreported. Prevention however is possible, even in conflict and humanitarian contexts.

A programme in DRC - *Engaging with Faith Groups to Prevent Violence Against Women and Girls in Conflict-affected Communities* – has achieved some success in shifting discriminatory social norms. The programme, developed by Tearfund with DFID support, sought to address high rates of GBV in communities affected by conflict in DRC’s Ituri region.

*Almost 70% of women in the study reported experiencing IPV in the past 12 months.
24% of women reported experiencing non-partner sexual violence in the past 12 months.*

The programme took a three-pronged approach to the issue: enlisting and supporting faith leaders and selected community members to address the issues directly; training ‘gender champions’ from communities to conduct ‘community dialogues’; and setting up community action groups to facilitate a safe environment and access to services for survivors. The aim was to reduce violence against women and girls and act as a catalyst for changing attitudes to make violence unacceptable, provide support for survivors, and promote gender-equitable, violence-free relationships.

The project showed that it is possible to shift social norms – even substantially – within a short-timeframe and in conflict-affected communities. Key results included:

- ✓ **A significant reduction in IPV and NPSV.** Men self-reported reduced perpetration from 68% to 24%. Women reported a reduction in IPV from 69% to 29% and in NPSV from 21% to 4%.
- ✓ **Men’s attitudes changed.** Men’s belief that men are superior to women dropped from 90% to 70%, while their belief that God created men and women equal increased by 20%. Their justification of physical violence and belief that women are not allowed to refuse sex reduced to 55% from 71% and 80% respectively.
- ✓ **Women’s attitudes also changed.** Women’s belief that their primary role is to care for family reduced from 90 to 75%, and their belief that a wife’s disobedience justifies violence dropped from 53 to 38%.
- ✓ **Stigma was reduced.** By the end of the study, the number of IPV survivors seeking assistance and feeling supported by faith leaders had greatly increased, while there was a significant reduction in rape myth beliefs among men.

3.4 Safeguarding against Sexual Exploitation and Abuse and Sexual Harassment (SEAH)

Sexual exploitation, abuse and sexual harassment (SEAH) is rooted in unequal power dynamics particularly gender inequality.

Persisting inequalities and power imbalances mean that certain groups of people, in certain circumstances, can be more vulnerable to SEAH being perpetrated against them. Evidence shows that some contexts, particularly conflict and humanitarian settings, present heightened opportunities for perpetrators to commit SEAH. These include (but are not limited to) children, women and girls, people with disabilities, and sexual and gender minorities. Ensuring we are safeguarding against SEAH is a vital component of meeting our international WPS commitments.

- Safeguarding against SEAH across DFID spend is a requirement in all humanitarian contexts, not only between humanitarians and affected populations, but also within humanitarian structures. Cases of SEAH have been reported wherever a power differential exists (such as gender, age, disability, aid recipient/aid provider, national/ international etc).

The risk of SEAH can be exacerbated when humanitarian staff work in remote or stressful contexts with minimal direct supervision, accountability or programme monitoring.

HMG has a zero-tolerance approach to ignoring, covering up or mishandling cases of SEAH within our organisation and our partner organisations. Below is a DFID good practice checklist which provides programming guidance on prevention and response to SEAH and demonstrates what “good” looks like. Different measures will be needed for affected populations and for humanitarian service providers – local as well as international. Both are essential.

Humanitarian advisers must ensure external partners comply with the Enhanced Due Diligence Assessment and have effective policies and mechanisms in place, including codes of conduct, whistleblowing mechanisms, and clear procedures and accountabilities. Advisers and partners should also reflect on what action to take if their procedures and complaints mechanisms result in a complaint about someone from another international organisation or peacekeeping mission.

FCDO expects its ODA partners to comply with **the Inter-Agency Standing Committee (IASC) Minimum Operating Standards on PSEA and/or CHS (PSEAH sections)**. Compliance is examined during the due diligence stage of partners selection.

Sexual Exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust for sexual purposes. Includes profiting momentarily, socially, or politically from sexual exploitation of another. Under UN regulations it includes transactional sex, solicitation of transactional sex and exploitative relationship.

Sexual Abuse: The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. It should cover sexual assault (attempted rape, kissing / touching, forcing someone to perform oral sex / touching) as well as rape. Under UN regulations, all sexual activity with someone under the age of 18 is considered to be sexual abuse.

Sexual Harassment: A continuum of unacceptable and unwelcome behaviours and practices of a sexual nature that may include, but are not limited to, sexual suggestions or demands, requests for sexual favours and sexual, verbal or physical conduct or gestures, that are or might reasonably be perceived as offensive or humiliating. (Adapted from UN definitions)

SEAH Checklist:

1. **Risk Management Frameworks:** a) Each programme team and business unit (e.g. department/country office) considers SEAH as part of their evaluation of safeguarding risk and reflects risks and mitigations in their registers at programme and portfolio levels; b) Each implementing partner assesses and manages risk of SEAH within their programme through a risk management framework; c) Each programme partner undergoes Enhanced Safeguarding Due Diligence Assessment before funding is disbursed. *NB SEAH Risks should be recorded on AMP.*
2. **Gender and social analysis:** By the inception phase, each programme partner has undertaken gender and social analysis that considers the potential of SEAH occurring in its specific operating contexts and locations.
3. **Prevention and response:** The programme design and implementation consider prevention and response to SEAH; ensuring that (a) the programme design mitigates SEAH risk at every stage and (b) identifies and provides referral pathways to support services for victims/survivors/whistle-blowers.
4. **Participation of and accountability to the affected population** is embedded throughout the programme cycle, ensuring (a) provision of appropriate community reporting and complaints mechanisms; and (b) participation runs throughout the design and implementation, empowering staff and community members to report SEAH, and adapting the programme approach as needed.
5. **Downstream partners:** Each programme has a strategy for developing and building the capacity of downstream delivery partners to prevent and respond to SEAH both within their organisations and with beneficiaries.

NB FCDO needs to ensure implementing partners are aware of the specific safeguarding language in funding agreements and their responsibilities with regard to downstream partners.

Annex 1 Acronyms and Definitions

AAP	Accountability to Affected Populations
CP	Child protection
CP AOR	Child Protection Area of Responsibility
CPIMS(+)	Child protection information management system (+ refers to new generation of the system.)
CRSV	Conflict-related sexual violence
CSO	Civil Society Organisation
DDRR	Disarmament, demobilisation, rehabilitation and reintegration
GBV	Gender-based violence
GBV AoR	GBV Area of Responsibility
GBVIMS(+)	GBV information management system and new generation of system.
GPS	Global Protection Cluster
HCT	Humanitarian Country Team
HNO	Humanitarian Needs Overview
HRP	Humanitarian Response Plan
IASC	Inter-Agency Standing Committee
IEC	Information, Education and Communication
IPV	Intimate partner violence
NAP	National Action Plan
NPSV	Non-partner sexual violence
MHH	Menstrual health and hygiene
MISP	Minimum Initial Service Package for Reproductive Health
PSVI	Preventing Sexual Violence in Conflict Initiative
SEAH	Sexual exploitation, abuse and harassment
SV	Sexual violence
SRSR	Sexual and reproductive health and rights
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNSCR	UN Security Council Resolution
VAWG	Violence against women and girls
WASH	Water, sanitation and hygiene
WHO	World Health Organisation
WRO	Women's rights organisation

Definitions

Child	Any individual under the age of 18 regardless of the age of majority/consent in a country. ⁴⁶
Child protection	Prevention of and response to abuse, neglect, exploitation, and violence against children. ⁴⁷
Conflict-related sexual violence	“Refers to rape, sexual slavery, forced prostitution, forced pregnancy, forced abortion, enforced sterilization, forced marriage, and any other form of sexual violence of comparable gravity perpetrated against women, men, girls or boys that is directly or indirectly linked to a conflict. This link may be evident in the profile of the perpetrator (often affiliated with a State or non-State armed group, including a terrorist entity or network), the profile of the victim (who is frequently an actual or perceived member of a persecuted political, ethnic or religious minority, or is targeted on the basis of actual or perceived sexual orientation and gender identity), the climate of impunity (which is generally associated with State collapse), cross-border consequences (such as displacement or trafficking in persons) and/ or violations of the provisions of a ceasefire agreement. The term also encompasses trafficking in persons when committed in situations of conflict for the purpose of sexual violence/exploitation.” ⁴⁸
Gender	Gender refers to the socially-constructed differences between females and males — and the relationships between and among them — throughout their life cycle. They are context- and time-specific and change over time, within and across cultures. Gender, together with age group, sexual orientation and gender identity, determines roles, responsibilities, power and access to resources. This is also affected by other diversity factors such as disability, social class, race, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation and urban/rural setting. ⁴⁹
Gender-based violence	“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 males and females”. ⁵⁰
Gender-sensitive programming	Considers gender norms, roles and relations, and raises awareness of gender needs and inequalities. It does not necessarily take remedial action and does not address inequality generated by unequal norms or relations. ⁵¹
Gender-responsive programming	Considers gender norms, roles and relations, and raises awareness of gender needs and inequalities. In addition, it takes measures to actively address the identified issues. A gender-responsive programme “intentionally targets and benefits a specific group of women or men to achieve certain policy or programme goals or meet certain needs” and “makes it easier for women and men to fulfil duties that are ascribed to them based on their gender roles.” ⁵²
Gender-transformative programming	Aims to address the causes of gender-based inequities, including ways to transform harmful gender norms, roles and relations. Its objective is to promote gender equality, and includes strategies to foster progressive changes in power relationships between women and men. ⁵³
Intimate partner violence	“Behaviour by an intimate partner that causes physical, sexual or psychological harm, including acts of physical aggression, sexual coercion, psychological abuse and controlling behaviours. This definition covers violence by both current and former spouses and other intimate partners. Other terms used to refer to this include domestic violence, wife or spouse abuse, wife/spouse battering. Dating violence is usually used to refer to intimate relationships among young people, which may be of varying duration and intensity, and do not involve cohabiting.” ⁵⁴
Non-partner sexual violence	“Sexual violence perpetrated by people, such as strangers, acquaintances, friends, colleagues, peers, teachers, neighbours, and family members is referred to as non-partner sexual violence.” Globally, an estimated 7.2% of women aged 15 or over have reported experiencing non-partner sexual violence in their lifetime. ⁵⁵
Safeguarding	The implementation of frameworks, policies or codes that work to safeguard everyone who works in, or comes into contact with, an organisation. Safeguarding in its broad sense means protecting people from harm, but HMG is focusing in particular on preventing and responding to harm caused by sexual exploitation, abuse and harassment. The aim is to minimise the likelihood of sexual exploitation, abuse, harassment or bullying of both the people HMG is trying to help, and also people who are working in the sector (DFID, 2018). In this report, the term safeguarding is not used to describe wider environmental and social safeguards but does extend beyond sexual exploitation, abuse and harassment to include physical and emotional harm and abuse.

Sexual orientation and gender identity	Sexual orientation refers to a person’s sexual and/or romantic attraction to other people. Sexual orientations include, but are not limited to heterosexual, homosexual, and bisexual. Gender identity relates to a person’s innate sense of their own gender, whether male, female or something else (e.g. non-binary), which may or may not correspond to their sex assigned at birth. ⁵⁶
Sexual exploitation and abuse	Includes the “actual or attempted abuse of a position of vulnerability, power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another” and “actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions”. It also includes sexual relations with a child below the age of 18 years. ⁵⁷
Sexual harassment	“Sexual harassment is any unwanted behaviour of a sexual nature that makes you feel distressed, intimidated or humiliated. It can take lots of different forms.” ⁵⁸
Social norms	Shared expectations of specific individuals or groups regarding how people should behave. Norms act as powerful motivations either for or against individual attitudes or behaviours, largely because individuals who deviate from group expectations are subject to shaming, sanctions or disapproval by others who are important to them. ⁵⁹
Trafficking in persons	“The recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs”. ⁶⁰
Violence against women and girls	Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life”. ⁶¹ The term VAWG in this note ensures that the concept also covers violence against girls. VAWG includes a broad range of different forms of violence, grounded in particular settings or situations, including (but not limited to) intimate partner violence (‘domestic violence’), sexual violence (including sexual violence as a tactic of war), acid throwing, honour killings, sexual trafficking of women, female genital cutting/mutilation and child, early and forced marriage. ⁶²
Women’s rights organisations	Women-led organisations working to advance gender equality and women’s rights.

Endnotes

- 1 Gender is not synonymous with women. When we make this confusion, we overlook how gender shapes the vulnerabilities men and Sexual and Gender Minorities (SGM) may face in conflict, and the roles they may play in supporting transformation of power structures.
- 2 Sex refers to the physiological attributes that identify whether someone is born as male or female
- 3 'Norms' refer to standards or patterns of social behaviour to which people may experience significant pressure to conform.
- 4 Different groups and individuals may prefer different terminology, for example LGBTQI (Lesbian, Gay, Bisexual, Trans, Intersex, Queer), or people with diverse sexual orientations and gender identities (SOGI). It is best to check with local activist groups what terminology is most widely accepted in a given context.
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- 23 The IASC Guidelines cite 12 specifically vulnerable groups, the types of violence they may be at risk of and the factors increasing risks.
- 24 Effective involvement of women and girls in humanitarian interventions has wider benefits - increasing the overall effectiveness of humanitarian programmes and improving access to and use of services by everyone: women, men, girls and boys. See Coomaraswamy, R. (2015), Preventing conflict, transforming justice, security the peace: a global study on the implementation of United Nations Security Council Resolution 1325.
- 25 See, *inter alia*, Mercy Corps (2019) **Energy, Gender, and GBV in Emergencies: State of Principles, Knowledge, and Practice**; CARE (2018), **Rapid Gender and GBV Assessment Borno State: Banki, Pulka and Rann**; Rohwerder, B. (2017), **Conflict and gender dynamics in Yemen**. K4D Helpdesk Report. Brighton, UK: Institute of Development Studies.
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