**CARE INTERNATIONAL EMERGENCY GROUP**

**What you need to know about Gender in Emergencies**

Gender is about the different roles that society gives to men and women. These roles also determine the resources and opportunities that are given to males and females. Gender relations are about power. Gender roles and dynamics differ according to culture and local norms, and change over time, but globally there is an unequal power balance between women, men, girls and boys that gives rise to different needs, risks and opportunities.

***CARE is committed to using a gender equality approach to emergencies, which means that we understand and address the different needs, impacts, opportunities and solutions at all stages of our operation***. A gender approach is based on a full gender analysis that provides understanding of the different needs and contributions of women and men, girls and boys.

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| **For more information** Jasveen Ahluwalia, CEG Gender Coordinator at ahluwalia2@careinternational.org  For detailed **Emergency Response Guidelines and Tools for Gender** see  <http://www.careemergencytoolkit.org/gender/> |

**What to do:**

Disaster

Analyse gender differences

Design services to meet needs of women and men

Promote equal participation of women and men in decision-making

Prevent and respond to sexual exploitation and abuse

Integrate SGBV issues into the entire response

*ADAPT and ACT Collectively to ensure gender quality:*

* + **A**nalyse gender differences
  + **D**esign services to meet needs of all
  + **A**ccess for women girls, men and boys
  + **P**articipate equally ( ensure meaningful participation of all)
  + **T**rain women and men equally
  + **A**ddress gender-based violence in programs
  + **C**ollect, analyse and report sex- and age- disaggregated data
  + **T**arget actions based on a gender analysis
  + **C**oordinate actions with all partners

*Critical indicators checklist:*

* + Ensure that gender-balanced teams and a gender focal person are mandatory on all emergency teams
  + Analyse how the crisis has affected men and women, boys and girls differently
  + Collect data from women, girls, men and boys
  + Ensure that data from women is preferably collected by women
  + Establish sex-disaggregated baseline data to measure impacts and changes
  + Ensure that monitoring systems track intended and unintended impacts of relief efforts for women and men
  + Promote equal representation of women and men in decision-making
  + Document specific gender plans, progress and issues in programme proposals, reports and situation reports, including gender sensitive goals and indicators
  + Ensure project resources, time frames and implementation plans are sensitive to the different needs and capacity, restrictions of women and men
  + Hold staff and partners accountable to gender equality objectives
  + Prevent and respond to sexual exploitation and abuse incidents with medical, legal and economic support to survivors
  + Integrate SGBV (sexual gender-based violence) issues into the entire response by establishing SGBV referrals systems

**What not to do (…do no harm and other common mistakes!...)**

* Don’t ignore gender analysis
* Poor gender analysis could lead us to ignore the fact that women, girls and boys are often most at risk of rape and sexual exploitation
* Do not favour men in livelihood programmes. Livelihood programmes that distribute to men rather than women could further impoverish women
* Distribution programmes that do not consider that gendered roles, privileges and restrictions can create opportunities for sexual exploitation
* Water and sanitation, shelter programmes, and camp design that do not consider gender can lead to increased risks of GBV

**Gender Action Plan**

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| **S.no** | **Component** | **Planned actions to respond to different needs and priorities of women, girls, men, boys** | **Responsibility** | **Indicator of Progress** | **Timing** |
|  | Need Assessment  *Guiding questions***[[1]](#footnote-1)***:*   * *How can we Gender Analysis is part of all rapid assessments and the results are used to design the emergency response strategy?* * *How can we ensure we have a gender balanced team?* * *How can we ensure we are collecting age and sex disaggregated data?* |  |  |  |  |
|  | Design and planning  *Guiding questions:*   * *How can we ensure that all program design and implementation are based on consultation with men, women, boys and girls (where possible also other categories- ethnic groups, minority groups, disabled, etc) and the program design addresses the different needs of men, women, boys and girls?* * *How is the emergency program linked to the LRSP and the long term women’s empowerment programming of the CO? How is the women’s empowerment team engaged with the emergency response team?* * *How can we ensure that all program design and implementation will address the protection and safety requirements of the most vulnerable and address gender specific vulnerabilities?* * *How will we ensure that a Gender action plan will be a part of all programs implementation strategy?* |  |  |  |  |
|  | Participation in decision making  *Guiding questions:*   * *How are men, women, girls and boys participating in decision making around the humanitarian response?* * *How can we ensure that where ever possible ensure that our programming is addressing gender transformation and not only gender mainstreaming?* |  |  |  |  |
|  | Equal access and participation in program services and benefits  *Guiding questions:*   * *How can we ensure equal access and participation is ensured for all program participants and in a manner that ensures protection and safety?* |  |  |  |  |
|  | Prevention and response to Gender Based Violence  *Guiding questions:*   * *How do we ensure that all staff and partners are aware of services available for survivors of GBV?* |  |  |  |  |
|  | Monitoring, evaluation and accountability  *Guiding questions:*   * *How can we ensure the use of Sex and age disaggregated data (SADD) through data collection, analysis, design of indicators and monitoring through the entire response to be able to report on gender equality programming and its impact?* * *How can we ensure that the monitoring, evaluation and learning frameworks are based on gender analysis?* |  |  |  |  |
|  | Communications and Media  *Guiding questions:*   * *How do we ensure all internal and external communication is gender aware and acknowledges the different impact and needs of men, women, boys and girls?* * *How do we present positive imagines rather than victimhood, focus on survivors ?* |  |  |  |  |
|  | Coordination with other actors  *Guiding questions:*   * *Who and how will we coordinate with the relevant gender working groups, GBV AOR?* * *How will we make sure that our engagement externally is contributing to an gender equality agenda?* |  |  |  |  |
|  | Internal gender capacity (agency and partner/s)  *Guiding questions:*   * *How can we invest in regular capacity building of all staff, senior management and partners on gender equality programming in Emergencies?* * *How can we ensure allocation of appropriate human and financial resources for gender equality programming eg. % of women on ERT?* * *How can we ensure all staff and partners are aware of CARE vision, mission and values?* |  |  |  |  |
|  | Prevention of Sexual Exploitation and Abuse  *Guiding questions:*   * *What safeguards are in place to prevent and respond to PSEA?* * *How can we ensure all staff and partners are aware of policies and procedures related to sexual harassment and PSEA?* * *How do we implement and monitor programs (our own and partner) to address safe programming (especially PSEA) in all situations?* |  |  |  |  |

Resources available with the CO:

Support required by the CO:

1. The questions listed in this section are as a reminder, have we thought through the key elements required for the relevant component? They are to guide and not prescriptive- add and ask additional questions too- these are just the highlights [↑](#footnote-ref-1)