Gender Equality Measures in Early Recovery

This Tip Sheet describes interventions, poses action-oriented questions and offers an example of the 4 Key GEMs. These critical programming steps connect to generate gender equality in Early Recovery projects and programs. The IASC GAM (described below) flags whether these steps are in proposals or implemented projects.

Gender Equality in Early Recovery:
Programs equally benefit women and men and contribute to the empowerment of women.

The Early Recovery sector can make things fair by:

- ✓ Conducting or facilitating an analysis of the situation, needs and opportunities of women and girls, men and boys in appropriate age groups;
- ✓ Accommodating the different needs of all people in need, particularly the differences related to gender and age, in the design of economic recovery measures such as financial services and emergency employment. Supporting local government planning to take into account existing gender-based socio-economic inequalities that hamper equal recovery.
- ✓ Facilitating meaningful and equal say by women and men, boys and girls in appropriate age groups in project decisions and in the wider community governance structures.
- ✓ Monitoring programs for improvements in women's empowerment and self-reliance as well as beneficiary satisfaction for both women and men. Implement plans to address any gaps or inequalities. Monitor programs possible negative effects of changes in power relations (e.g. rise in domestic violence as a reaction to women's empowerment).

Questions to Inspire Action

Needs Analysis Set

Gender Analysis (Key) How does the crisis affect women, men, girls and boys of different ages in terms of access to markets, paid work, vocational training and participation in local governance? What is their distinct capacity to recover from the crisis? What different economic, financial and human capital do they have to help them survive? Who is most likely to do unpaid, domestic and care-giving work? What workload does this entail and how does this affect an individual's capacity to earn an income? Do customs and laws on labour, land property and inheritance grant women and men equal rights and what is the government's commitment and capacity to advance gender equality? **Sex & Age Disaggregated Data** What are the known relative rates of paid work and participation on local governance? How do rates of access to the project vary across different affected groups? **Targeting** Should the interventions be for everyone or do efforts need to be targeted? How does gender and age affect the ability of people in need to access the project? Do certain groups find it more difficult than others to

Adapted Assistance Set

Tailored Activities (Key): What aspects of the labour initiatives should be different on the basis of the analysis? What needs to be taken into account in the micro-credits scheme? encouraging equal participation in local government? Designing and delivering work initiatives? **Protect from GBV Risks** What steps are taken to reduce the likelihood of sexual violence happening in private and in public spaces? Is there a referral pathway? **Coordination** Does the project fit in with the cluster response plan and correlate actions with other clusters? Does the agency share gender analysis and access trends?

Adequate Participation Set

Influence on Project (Key) Are women and men in different age groups consulted equally about the design, implementation and review of the project? Will the project support the active and equal participation of women's organizations, LGBTI society and (mixed) youth groups in early recovery efforts, such as peace and reconciliation discussions? **Feedback Processes** Are there feedback processes affected people? Can complaints be lodged safely and are they responded to? **Transparency** Is everyone given the information about access to recovery projects and feedback processes? Is the way it is shared changed to make sure everyone gets the right message?

Review Set

Benefits (Key): Are targets and indicators disaggregated by sex and age? Do women and men have fair access to vocational training and market programs? Do women versus men participate in local governance fairly? **Satisfaction:** Are women and men, girls and boys in appropriate age groups asked about their levels of satisfaction with the project and the way services are delivered? Are they equally satisfied? **Project Problems:** Do affected people identify barriers to access the project or negative consequences? Are they different depending on gender and age? Do women speak with women and men with men? Does the project have plans to improve?

IASC Gender with Age Marker (GAM): The GAM measures whether the Needs Analysis, Tailored Activities, Influence on Project and Benefits (Key Gender Equality Measures/ GEMs) demonstrate gendered issues and involvement across age groups. These are the building blocks that lay the foundations for quality programming. The tool codes (0-4): higher when the project can demonstrate gendered needs, roles and dynamics are considered, based on different age groups; activities are tailored accordingly; affected groups get benefits fairly; and they influence the project fairly. Only Key GEMs are considered in Design while all GEMs are considered in the Monitoring Phase.

DRAFT

Early Recovery interventions may target action to address specific vulnerabilities or discriminations resulting from gender norms or expectations (Targeted Action/T). Alternatively, interventions may consider the distinct needs roles and dynamics for women and men, girls and boys in different age groups and adapt activities accordingly (Gender Mainstreaming/M). The Cluster recommends that members seek to integrate a gender perspective into all policies and programmes to ensure that men and women fully participate in and equally benefit from development outcomes as an example of gender mainstreaming. An example of targeted action would be to invest dedicated resources and support specific interventions that empower women and girls in order to reduce their vulnerability, build their self-esteem and leadership, provide them with access to resources, protect their human rights and enable them to equally benefit and participate in society. The GAM Overview explains the coding for GEMs and GAM.

Example of Early Recovery Programming

(Code 3T – can you work out why?)

Key GEM G: Influence on Projects *How women, girls, boys and men in different age groups were involved in decisions in this example:* Focus groups of women were asked about their issues and their ideas for improving their lives and the lives of their households. The NGO developed a plan for a project based on the views of the women as well as their understanding of the community. Women's Protection Committees will continue to advise the NGO about ongoing progress.

Key GEM A: Gender Analysis *The needs, roles and dynamics of women, girls, boys and men in different age groups are understood.* In Darfur, women and girls are normally the most vulnerable groups among returnees. Women and children have to work in very difficult conditions to feed their children. Despite their contribution to the household's income, women do not participate in decisions at the household or community level. There is inequality and protection concerns for women. Illiterate women have very limited access to the livelihood opportunities compared to their other peers who are educated. Shortage in school latrines contributes to increased dropout rate disproportionately for adolescent girls. Access to the health services is very limited since due to the poor state of the health centres. Pregnant and lactating women walk long distances to access the reproductive health care. Sudan has one of the highest maternal mortality rates in the world

Key GEM D: Tailored Activities *How did the project address the Gender Analysis?* Labena Organisation for Women's Development will

* Provide training in small business, life skills, beekeeping, food processing or dairy products to 1,400 women
* Provide 10 agricultural inputs to women's farming associations
* Construct a multi-purpose center (for women protection networks, awareness raising, traditional arbitration courts etc) staffed with 3 women social workers and 2 legal aids
* Set up 4 women's protection networks with protective tools and training
* Rehabilitate 10 health centres
* Accelerated classes for 600 women and children

Key GEM J: Benefits *What benefits do affected groups gain in this example?* The NGO will collect numbers of:

* Community members benefiting from the skills development disaggregated by gender
* Women protection networks activated.
* Women supported by income generating activities.
* People (women, girls, men, boys) reached by health education message
* People (women, girls, men, boys) who have access to integrated PHC services

Applying the above GEMs will lead to better quality programming that is responsive to gender and age.

GOOD TO GO? Apply the **IASC Gender with Age Marker** to your proposal or project.
WANT MORE INFORMATION? Check out more resources below.