



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).

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.

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?

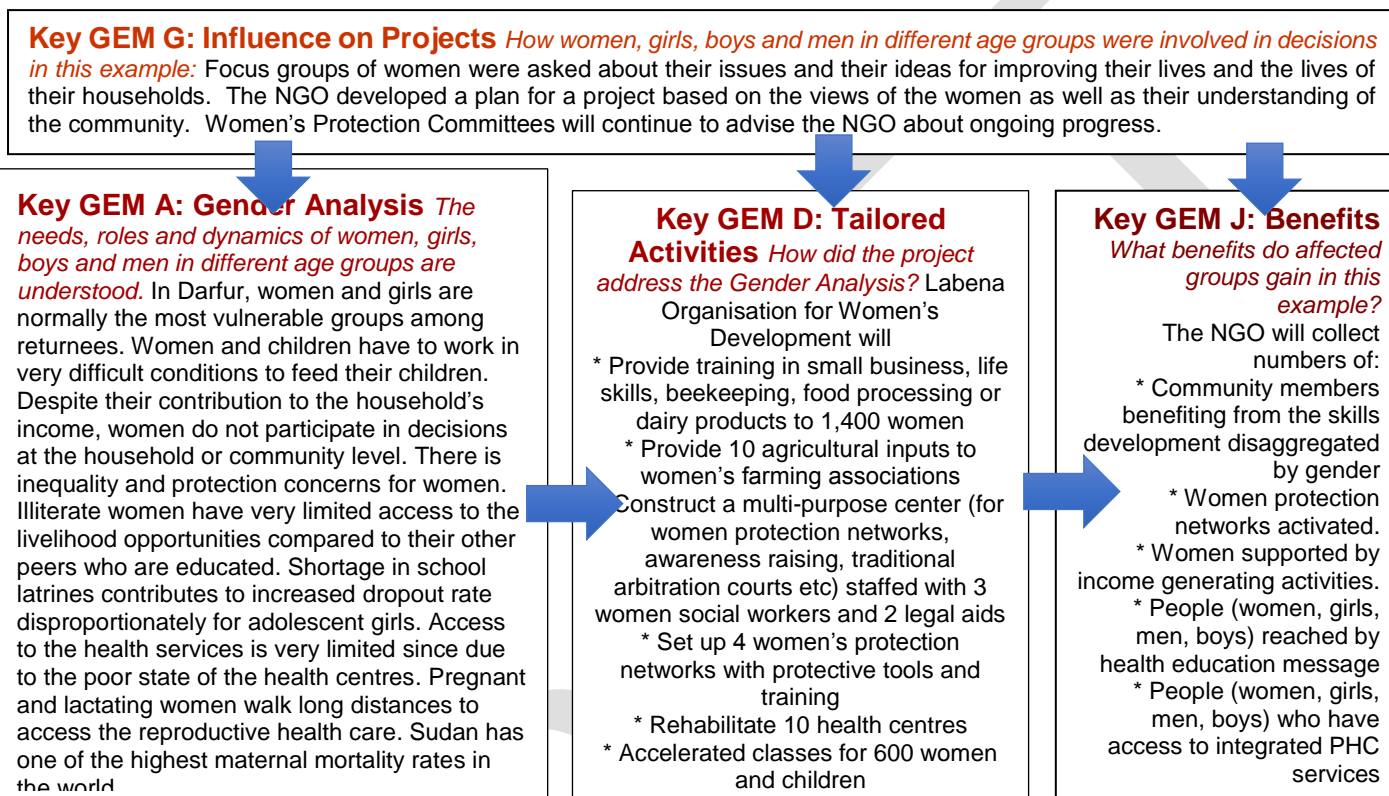
Review Set

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?

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?)



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.

2018: Early Recovery: IASC Gender with Age Marker

For more resources on the **IASC Gender with Age Marker** and integrating gender & age into humanitarian programming visit

www.humanitarianresponse.info/

Key Things ER Actors Need to Know About Gender Equality: <https://www.humanitarianresponse.info/.../Key%20things%20ER%20actors%20need%20to%20know%20about%20gender%20equality>

For the E-learning course on *"Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men"*, visit: www.iasc-elearning.org

