

## Helpdesk Research Report: Key Resources on Gender and Humanitarian Responses

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**Query:** Please identify the best toolkits and other resources for advisers to read on how to ensure humanitarian responses deliver for girls and women

**Purpose:** To provide guidance to country offices on how best to ensure partners are tackling gender inequalities and are delivering results for girls and women

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### 1. Overview

This helpdesk report identifies some of the key resources on gender and humanitarian action. The most widely relevant, rigorous and accessible resources have been selected. This selection is based on the author's own review of the available literature and on recommendations from a number of gender experts and practitioners. Within their sections, the resources have been presented roughly in order of usefulness, with the most authoritative and widely-used resources presented first.

The most authoritative and widely used guides are the IASC 'Equal Opportunities' handbook and associated resources. These include the 'Equal Opportunities' online course and the Guidance note for implementing the Gender Marker. All experts consulted recommended the 'Equal Opportunities' handbook and most recommended at least one of the others. Shorter handbooks by OCHA (2005) and Oxfam (2004) are recommended by some experts.

The literature review also identified a number of sector-specific toolkits or toolkits that focused on a particular context. The most widely used was the IASC's 'Guidelines for Gender-based Violence Interventions in Humanitarian Settings' (2005). The Post-Conflict Needs Assessment Toolkit Note on

Integrating Gender Perspectives (Maguire and Anderlini 2009) is particularly relevant for donors and other agencies planning humanitarian responses in post-conflict contexts.

In general, there are few available broad-ranging evaluations that focus specifically on gender in humanitarian responses. Two useful reviews that synthesise key lessons from emergency-specific evaluations were identified (O’Gorman and Clifton-Everest 2009 and OCHA 2007). The O’Gorman and Clifton-Everest (2009) study seems the most broadly useful, integrating findings from desk-based policy reviews with interviews and field visits.

A number of less specific broad-ranging humanitarian evaluations that mentioned gender dimensions in passing were identified and together provide a good overview of some of the key challenges facing policymakers when trying to mainstream gender concerns into humanitarian programming. Two useful reviews were identified that focused on a more specific area of programming - a report on sexual exploitation of children (Csáky 2008) and a report on cash transfers and gender dynamics (Oxfam and Concern Worldwide 2011).

A number of training resources were identified. The most broadly useful is the IASC ‘Equal Opportunities’ online course. This course was recommended by several experts. Other relevant training materials relate to gender-based violence and disaster management (IASC 2008, Ciampi et al 2010).

## 2. General Toolkits

### **IASC, 2006, ‘Women, Girls, Boys and Men: Different Needs – Equal Opportunities’, Inter-Agency Standing Committee (112 pages)**

[http://www.humanitarianinfo.org/iasc/documents/subsidi/tf\\_gender/IASC%20Gender%20Handbook%20\(Feb%202007\).pdf](http://www.humanitarianinfo.org/iasc/documents/subsidi/tf_gender/IASC%20Gender%20Handbook%20(Feb%202007).pdf)

This handbook was prepared by members of the Inter-Agency Standing Committee (IASC), which includes most UN agencies and several leading international NGOs. It aims to provide field-based actors with ‘guidance on gender analysis, planning and actions to ensure that the needs, contributions and capacities of women, girls, boys and men are considered in all aspects of humanitarian response’ (p. vii). The handbook also provides checklists to assist in monitoring gender equality programming.

Its focus is on major cross-cutting issues and areas of work in the early response phase of emergencies. It is a ‘useful tool to make sure gender issues are included in needs assessments, contingency planning and evaluations. It can be used as a tool to mainstreaming gender as a cross-cutting issue in the sectors/clusters’ (p. vii).

The handbook is aimed at sector/cluster actors although it states that humanitarian coordinators and other leaders will benefit from the tool ‘as it provides guidance on how to analyse the situation from a gender perspective, implement gender-aware activities and measure effectiveness’ (p.vii). ‘The Handbook will also assist donors to hold humanitarian actors accountable for integrating gender perspectives and promoting equality in all aspects of their work’ (p.vii).

The handbook is divided into two sections. The first provides an overview of fundamental principles and legal frameworks, as well as providing an introduction to gender in emergencies and participation/coordination in humanitarian action. The second section provides sector- and cluster-specific guidance. Each chapter is divided into the following parts: gender analysis (a series of

questions on what to look for or ask so that programmes are designed and implemented with sensitivity to the different needs of women, girls, boys and men), actions (specific actions to ensure gender equality programming), checklist (a checklist for monitoring gender equality programming). The sectors covered are:

- camp coordination and camp management
- education
- food Issues
- health
- livelihoods
- non-food Items
- registration
- shelter
- water, sanitation and hygiene

The IASC consists of 21 humanitarian organizations and is the primary humanitarian forum for facilitating coordination, policy development and decision-making in response to complex emergencies and natural disasters. This handbook has been prepared in consultation with most key humanitarian agencies and is therefore both rigorous and widely relevant to humanitarian agencies and donors. Based on feedback from experts, this handbook is the most widely used guide in this area and is seen as the most authoritative. It is relevant both to administrators in headquarters and field staff (expert comments).

**IASC, 2007, 'Toolkit for Gender Advisers In Humanitarian Action' (online document)**

<http://www.humanitarianreform.org/Default.aspx?tabid=634>

This toolkit is a companion to the IASC Equal Opportunities handbook and the IASC Guidelines for Gender-based Violence Interventions in Humanitarian Settings. It provides a comprehensive collection of documentation and guidance on gender equality programming in humanitarian emergencies, including guidelines, manuals, lessons learned, and best practices that can be used for trainings, missions, in developing guidelines and policies, and in advocacy work. It provides several in-depth bibliographies on humanitarian action and gender in relation to a number of sectoral issues: i. Camp Coordination and Camp Management, ii. Education, iii. Food Security, iv. Health, v. Livelihoods, vi. NFIs, vii. Shelter, viii. WASH.

The toolkit is a useful starting point for gender advisers or staff that wish to develop a more in-depth understanding of gender issues. Some of the resources recommended here have been superseded by updated studies.

**IASC, 2010, 'Guidance Note for Clusters to Implement the IASC Gender Marker'. (14 pages)**

<http://oneresponse.info/crosscutting/gender/publicdocuments/Cluster%20Guidance%20Note%20for%20the%20Gender%20Marker.pdf>

'The purpose of this guidance note is to assist clusters to use the IASC gender marker. The gender marker will be used to help clusters design their humanitarian projects to respond to the distinct needs and interests of women, girls, boys and men' (p.3). The Gender Marker is a tool that codes, on a 0-2 scale, whether or not a humanitarian project is designed well enough to ensure that women/girls and men/boys will benefit equally from it or that it will advance gender equality in another way. If the

project has the potential to contribute to gender equality, the marker predicts whether the results are likely to be limited or significant.

This guidance note provides clear user-friendly steps so clusters can:

- Integrate gender issues in their cluster/sector response plans.
- Build capacity of cluster partners to design projects that better meet the needs of women, girls, boys and men in affected populations.
- Assign a gender code to each cluster project sheet on the On-line Project System (OPS). This will allow the Financial Tracking System (FTS) to track gender-related investments in each cluster.
- Monitor implementation to ensure women, girls, boys and men participate and benefit according to the project design.

'This guidance note is written for clusters and their gender focal points who are the hands-on users of the gender marker' (p.3).

See also **IASC, 2010, 'Fact Sheet on the IASC Gender Marker'**

[www.humanitarianinfo.org/iasc/downloaddoc.aspx?docId=5135](http://www.humanitarianinfo.org/iasc/downloaddoc.aspx?docId=5135)

**Mazurana, D., Benelli, P., Gupta, H., Walker, P., 2011, 'Sex & Age Matter', Feinstein International Center.** (see attached document – excerpt 4 pages)<sup>1</sup>

This study aims to provide information on the collection and use of sex and age disaggregated data (SADD) and gender and generational analyses of SADD. It is intended to inform assessment processes by humanitarian actors responding to natural disasters and situations of armed conflict. The report has been written for policy makers and senior operational actors, both within the United Nations and INGOs, and in particular Humanitarian Coordinators, Heads of Offices and Cluster Leads.

'This study was commissioned by OCHA and CARE International, with the wider support of the United Nations Sub-Working Group on Gender. OCHA and CARE International selected five...clusters for incorporation within the report: Agriculture/Food Security, Education, Emergency Shelter, Health, and Water, Hygiene and Sanitation (WASH)' (p.1). This report appears to have wide relevance for policymakers in the field, and is likely to become widely used.

**OCHA, 2005, 'OCHA Toolkit: Tools to Support the Implementation of OCHA's Policy on Gender Equality', Office for the Coordination of Humanitarian Assistance: Policy Development and Studies Branch. (19 pages)**

[http://ochanet.unocha.org/p/Documents/OCHA\\_Gender\\_Equality\\_Toolkit.pdf](http://ochanet.unocha.org/p/Documents/OCHA_Gender_Equality_Toolkit.pdf)

This short tool kit contains practical guidance for OCHA staff on how to implement OCHA's policy on gender equality. 'It can also be used by partners to ensure gender issues are integrated in design, implementation and evaluation of humanitarian response. The tools can assist in mainstreaming gender issues in the area of information management and analysis, humanitarian response and coordination, humanitarian policy and evaluation and humanitarian advocacy' (p.ii).

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<sup>1</sup> The full version of this report will be released shortly.

Many of the introductory sections cover similar ground to the IASC Equal Opportunities handbook. Section three answers some frequently asked questions on gender mainstreaming in humanitarian assistance, some of which have more relevance for UN actors. Section four provides some useful short case studies on how gender mainstreaming improves humanitarian assistance. Sections five to seven provide a list of responsibilities for humanitarian coordinators, which are most relevant to OCHA staff. Sections eight to ten provide some useful tools for information management and analysis including engendering a situation report and a checklist for strengthening gender mainstreaming in the Consolidated Appeal Process (CAP).

This toolkit is recommended by some experts. It presents a lot of relevant material very concisely. One downside is that some of its content is specifically directed at UN or OCHA staff, although it may have wider relevance for policymakers.

**Oxfam UK, 2004 'A Little Gender Handbook for Emergencies or Just Plain Common Sense', Oxfam GB Emergencies Department. (27 pages)**

[http://www.onlinewomeninpolitics.org/sourcebook\\_files/06-Jun-11/A%20Little%20Gender%20Handbook%20for%20Emergencies.pdf](http://www.onlinewomeninpolitics.org/sourcebook_files/06-Jun-11/A%20Little%20Gender%20Handbook%20for%20Emergencies.pdf)

This short handbook provides a brief introduction into a gender approach, examining its application in a number of sectors, tools and programme phases. Sections include situation assessment, participatory methods, planning, watsan, implementation, monitoring, evaluation and assessing project proposals.

It appears to be designed mainly for Oxfam field staff and does not attempt to present a rigorous or comprehensive introduction to the topic. It has the advantage of being very accessible and quick to read, highlighting key messages and recommendations without going into much depth on any particular issue. It may be relevant to field staff from other agencies.

**OECD, no date, 'Mainstreaming a Gender Equality Perspective in the Consolidated Inter-Agency Appeals', Gendernet Practice Notes. (7 pages)**

<http://www.oecd.org/dataoecd/29/55/44843796.pdf>

This report explains why it is important to bring a gender perspective to the CAPs and highlights some of the key issues and demands facing donors when reviewing a CAP. It provides initial guidance on 'what to look for in a CAP to help determine the extent to which a gender perspective has been taken into account in both the analysis of the situation and design of initiatives' (p.4). It dispels some myths about gender mainstreaming in the humanitarian field.

**CIDA, 2003, 'Gender Equality and Humanitarian Assistance: A Guide to the Issues'. (19 pages)**

[http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Publications/\\$file/GE\\_HUMANITARIAN\\_ASSISTANCE-EN.pdf](http://www.acdi-cida.gc.ca/INET/IMAGES.NSF/vLUIImages/Publications/$file/GE_HUMANITARIAN_ASSISTANCE-EN.pdf)

This guide provides a short introduction to why a gender perspective should be integrated into humanitarian assistance and what is involved in doing this. It provides an overview of current issues

and presents a series of questions 'to ask when reviewing submissions and reports, and includes a list of tools' (p.1). Compared with other handbooks, this guide is short and may provide a useful introduction to the key issues in this field for policymakers.

The guide was developed to support Canadian International Development Agency's International Humanitarian Assistance (CIDA/IHA) staff incorporate gender equality perspectives in humanitarian assistance. 'Given the target audience, this document does not provide field-level assistance for the design and implementation of humanitarian assistance programs' (p.1).

The guide provides a rough outline of the main components of a 'gender equality' strategy. In section 2.3 it addresses some common myths surrounding gender mainstreaming. Section three outlines, from a gender perspective, what to look for and what questions to ask when reviewing submissions and reports. Section four provides a table outlining some key questions to ask from a gender perspective for humanitarian assistance in specific sectors. The sectors covered are protection and human rights, food and agriculture, water and sanitation, health, education, economic recovery and reconstruction.

Based on feedback from experts, the guide does not appear to be widely used. It is designed to fit CIDA's own institutional perspective and some of the references are out of date.

### **3. Sector- or Context-Specific Toolkits**

#### **Post-Conflict Contexts**

**Maguire, S. and Anderlini, S., 2009, 'PCNA-TRF Toolkit: Note on Integrating Gender Perspectives', UNIFEM. (15 pages)**

[http://www.unifem.org/attachments/gender\\_issues/women\\_war\\_peace/PCNA-TRFtoolkit\\_NoteOnIntegratingGenderPerspectives\\_2009.pdf](http://www.unifem.org/attachments/gender_issues/women_war_peace/PCNA-TRFtoolkit_NoteOnIntegratingGenderPerspectives_2009.pdf)

This guidance note provides advice to Post-Conflict Needs Assessment (PCNA) practitioners on how to ensure knowledge of gender issues is available and used during the PCNA process. It provides a 'core set of indicators that may be used in any given context, plus additional suggested indicators to be selected according to the context to enable monitoring and evaluation of gender issues' (p.3). It identifies six general principles to guide the integration of gender perspectives to the PCNA process. This is a short, practical guide, which has relevance for a range of practitioners.

#### **Gender-Based Violence**

**IASC, 2005, 'Guidelines for Gender-based Violence Interventions in Humanitarian Settings: Focusing on Prevention of and Response to Sexual Violence in Emergencies' (87 pages)**

[http://ochanet.unocha.org/p/Documents/GBV%20Guidelines%20\(English\).pdf](http://ochanet.unocha.org/p/Documents/GBV%20Guidelines%20(English).pdf)

These guidelines 'provide practical advice on how to ensure that humanitarian protection and assistance programmes for displaced populations are safe and do not directly or indirectly increase women's and girls' risk to sexual violence. The Guidelines also detail what response services should be in place to meet the need of survivors/victims of sexual violence' (p.1).

These comprehensive guidelines have been created in collaboration with a large number of agencies and therefore are widely relevant to a range of practitioners and policy-makers. They are recommended by a number of experts.

**IASC, 2008, 'Establishing Gender-based Violence Standard Operating Procedures (SOPs) for Multi-sectoral and Inter-organisational Prevention and Response to Gender-based Violence in Humanitarian Settings'. (50 pages)**

<http://www.interaction.org/sites/default/files/1837/GBV%20SOP%20guide%20FINAL%20May%202008.pdf>

This guide was developed under the auspices of the IASC Sub-Working Group on Gender and Humanitarian Action. It aims to provide easy to use, concrete support to humanitarian country teams by setting out 'standard operating procedures'. These are 'specific procedures and agreements among organisations that reflect the plan of action and individual organisations' roles and responsibilities' (p.3).

The guide seeks to 'enable humanitarian actors to implement at least the minimum standards for prevention and response to sexual violence in the early stages of an emergency and into more stabilised phases, as described in the 'Guidelines for GBV Interventions in Humanitarian Settings' (IASC, 2005)' (p.2). It is relevant to most large agencies working in the humanitarian field.

**Global Protection Cluster, 2010, 'Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings', Gender-based Violence Area of Responsibility Working Group. (335 pages)**

[http://www.humansecuritygateway.com/documents/GPC\\_HandbookforCoordinatingGenderbasedViolenceInterventionsinHumanitarianSettings.pdf](http://www.humansecuritygateway.com/documents/GPC_HandbookforCoordinatingGenderbasedViolenceInterventionsinHumanitarianSettings.pdf)

This coordination handbook 'provides the most comprehensive guidelines to date on how to establish coordination mechanisms to address gender based violence in emergencies. Its purpose is to facilitate concrete action—from the earliest stages of humanitarian intervention—to safeguard survivors and protect those at risk, and to accelerate efforts aimed at ending gender-based violence.' (p. i).

The handbook has five main sections: 1. Gender-Based Violence (GBV) basics and how they relate to GBV coordination, 2. GBV coordination structures, 3. GBV coordination functions, 4. Implementing a GBV coordination mechanism, 5. Practical coordination skills.

This detailed handbook has been developed by a number of UN agencies and international NGOs and as such provides a resource that is rigorous and widely relevant. It was recommended by a number of experts.

**World Health Organization (WHO), 2007, 'Ethical and Safety Recommendations for Researching, Documenting and Monitoring Sexual Violence in Emergencies', Geneva. (33 pages)**

[http://whqlibdoc.who.int/publications/2007/9789241595681\\_eng.pdf](http://whqlibdoc.who.int/publications/2007/9789241595681_eng.pdf)

These recommendations were drawn up after consultation with a number of experts from UN agencies, NGOs and universities. They provide a short overview of the key issues associated with the difficult issue of researching, documenting and monitoring sexual violence in emergency contexts.

### **Protection**

**UNHCR, 2006, 'UNHCR Handbook for the Protection of Women and Girls: Provisional Release for Consultation Purposes'. (163 pages)**

<http://procaponline.unocha.org/docs/library/Handbook%20Protection%20of%20Women%20and%20Girls.pdf>

This handbook has the following objectives:

- 'Improve the understanding among UNHCR staff and partners about the challenges and barriers women and girls confront in accessing and enjoying their rights during displacement, return, and integration.
- Ensure that all UNHCR staff are familiar with the international legal standards that form the normative framework for our work to protect women and girls.
- Ensure that all UNHCR staff understand their responsibilities in protecting women and girls during displacement, return or integration.
- Provide guidance on ways of working and types of activities that might be carried out to fulfil protection responsibilities.
- Enable staff to access and use additional resources, guidelines, and tools that may be used to enhance the protection of women and girls.

The Handbook is primarily for use by UNHCR staff, as it focuses on UNHCR's particular responsibilities for the protection of women and girls of concern as part of its mandate for international protection and as a United Nations (UN) agency. However, protection partners will also find it a useful source of information and guidance' (p.10).

'The Handbook sets out the principles and approaches that guide our work to protect women and girls and shows how different activities and tools might be used in this respect. It provides examples of innovative practices from the field to illustrate how these principles, approaches, and tools can be applied' (p.10). The handbook provides a list of additional reference materials. This resource was recommended by more than one expert.

#### **4. Evaluations, Reports and Reviews**

**O'Gorman, E. and Clifton-Everest, I., 2009, 'Review of Gender Issues Including Strategies against Gender-Based Violence in Humanitarian Interventions', European Commission Directorate General for Humanitarian Aid (DG ECHO) – European Commission. (71 pages)**

[http://ec.europa.eu/echo/files/policies/evaluation/2009/Gender\\_Review\\_Final.pdf](http://ec.europa.eu/echo/files/policies/evaluation/2009/Gender_Review_Final.pdf)

This review aims to provide 'an understanding of past and current policies and programme approaches for integrating gender into humanitarian interventions, including actions to prevent and respond to the incidence of sexual and gender based violence. As such, it aims to identify lessons learned and good practice from desk-based policy reviews, interviews with a range of actors, and field



visits. An extensive review of selected policy approaches by UN, ICRC, some EU Member States and other donor governments was undertaken. This was reinforced by direct consultations with officials from these organisations as well as INGOs. ECHO (the EU Humanitarian Aid Department) staff and partners were consulted both in Brussels and in the field sites. Three field visits were carried out to draw lessons on the challenges and practices on the ground and, to the extent possible, to get insight into different types of crisis (wars and natural disasters) and different phases of emergency response (emergency, LRRD (Linking relief, rehabilitation and development), and disaster preparedness). The sites visited were India (Delhi, Bihar and Orissa), DRC (Goma), Senegal (Dakar) and Liberia (Monrovia and south east).’ (p. V).

‘The main themes treated include:

- Lessons learned from challenges of developing gender policies and mainstreaming strategies including recent emphasis on creating an enabling institutional environment.
- The particular focus on needs, protection, vulnerability, and participation in humanitarian assistance.
- The emergence of guidelines, tools and good practice that require more rigorous testing and examination.
- The parameters of humanitarian responses to SGBV and the challenges they pose, particularly in developing actions for prevention.
- The data and information gaps in promoting the gender dimension.
- The strengthening of Codes of Conduct to deal with sexual exploitation and abuse. ’ (p.V-VI).

The report is rigorous and of high quality. Its recommendations are mainly focused on strategic issues – how ECHO can influence other donors and agencies to integrate the gender dimension into humanitarian work. Nevertheless, the report includes a range of important findings (summarised pages VI-IX), which have broad relevance for UN agencies and donors involved in shaping global humanitarian policy. It provides a useful introduction to the key strategic issues surrounding gender and humanitarian responses.

**OCHA, 2007, ‘Gender Mainstreaming and Gender Equality Programming: Evaluations and Studies Desk Review’. (12 pages)**

<http://www.humanitarianreform.org/humanitarianreform/Portals/1/cluster%20approach%20page/clusters%20pages/Gender/Gender%20Toolkit%20/vii-%20GM%20&%20GE%20Evaluation%20Desk%20Review.doc>

This desk review provides an overview of evaluation studies already undertaken in relation to gender mainstreaming and gender equality programming and seeks to highlight trends, themes and challenges that have emerged from these studies. It highlights a number of key lessons in relation to mainstreaming, monitoring and evaluation, sex and age disaggregated data and highlights some key drivers and triggers for success. The document is very short, but nevertheless provides a useful overview of the existing literature on this topic up to 2007.

**UNICEF, 2009, ‘Consultation on Strengthening Gender Equality in Humanitarian Action’, Nairobi, Kenya, 18-20 2009. (22 pages)** [http://www.unicef.org/gender/files/2009-07-27-GE\\_in\\_HA\\_-\\_Nairobi\\_Consultation\\_Report\\_-\\_FINAL.pdf](http://www.unicef.org/gender/files/2009-07-27-GE_in_HA_-_Nairobi_Consultation_Report_-_FINAL.pdf)

The short report provides some key findings from the consultation meeting, including key entry points for mainstreaming gender into humanitarian work, key ways in which gender could be incorporated into the 'preparedness' phase of programming, using a 'vulnerability-capacity assessment' lens in the assessment process, and key ways in which gender could be incorporated into the following sectors and programme phases: commodities and distribution, participatory approaches, monitoring. The report also includes a section on strengthening programming and supporting institutional change towards gender equality programming.

The report is based on a global consultation carried out in 2007 on strengthening gender equality in humanitarian action, bringing together participating UNICEF country and regional offices, as well as selected partner organisations to share lessons learned from the initial phase, and to use the learning to inform forward looking actions. Its lessons are widely relevant to policymakers.

**Stokke, K., 2007, 'Humanitarian Response to Natural Disasters: A Synthesis of Evaluation Findings', NORAD. (31 pages)**

<http://www.norad.no/en/Tools+and+publications/Publications/Publication+Page?key=109644>

This report was commissioned by the Evaluation Department of Norad. It aims 'to provide input to ongoing processes, including the preventive efforts of the Norwegian Ministry of Foreign Affairs, and to provide basic information for interested actors in the humanitarian sector.' (p.1)

The report includes some reflections on the efforts to incorporate gender into humanitarian programmes. It finds that '[a] feature common to the reports is the depiction of gender as a key dimension that cuts across sectors and activities in humanitarian operations. Part of the reason for this is the fact that women are often over-represented among natural disaster victims, in addition to which they face special challenges in the recovery process, in both cases as a consequence of their vulnerable economic, social and cultural position. Despite this emphasis on gender in humanitarian operations and in development cooperation in general, the evaluation reports consistently find that humanitarian operations fail to meet the objectives in this field. ALNAP (2003, 2004a) identifies the gender dimension as one of the weakest points of humanitarian action. However, there are some instances of good practice, such as the aforementioned securing of land rights for women in the recovery process following the flood disaster in Mozambique in 2000.' (p.13).

**Humanitarian Emergency Response Review, 2011, 'Humanitarian Emergency Response Review', DFID. (61 pages)** <http://www.dfid.gov.uk/Documents/publications1/HERR.pdf>

This report reviews the UK's humanitarian assistance. It outlines a new approach with seven key threads (anticipation, leadership, innovation, accountability, partnership, and strengthening humanitarian space). The report's recommendations on accountability stress that recipients of humanitarian aid are rarely consulted and that as a result 'gender based issues and the needs of the vulnerable are too often overlooked' (p. ii). The report stresses that 'the role of women in prevention, relief and recovery is not recognised enough' (p.29).

**DFID, 2011, 'Multilateral Aid Review': Ensuring Maximum Value for Money for UK Aid Through Multilateral Organisations' (22 pages)**

[http://www.dfid.gov.uk/Documents/publications1/mar/multilateral\\_aid\\_review.pdf](http://www.dfid.gov.uk/Documents/publications1/mar/multilateral_aid_review.pdf)

'The Multilateral Aid Review was commissioned to assess the value for money for UK aid of funding through multilateral organisations. Forty-three organisations were assessed. Nine were deemed to offer very good value for money, sixteen to offer good value for money, nine to offer adequate value for money, and nine to offer poor value for money for UK aid.' (p.iii).

It finds that '[h]alf of the humanitarian organisations demonstrate satisfactory performance in [the area of gender]. Most of them have policies and guidelines to promote gender equality, some of them collect and use gender-disaggregated data, and some of them promote gender issues, for example through reporting on gender-based violence. We found evidence of some humanitarian organisations making a real difference to women's lives, although in most cases it was difficult to identify impact. Overall, although we did see encouraging signs of progress on this agenda, there is clearly still considerable room for improvement.' (p.66).

**Vaux, T., 2005, 'Proportion and Distortion in Humanitarian Assistance' in Review of Humanitarian Action in 2005, ALNAP. (88 pages) <http://www.alnap.org/pool/files/ch2-f1.pdf>**

'This chapter reviews the functioning of the humanitarian system in 2005 through the lens of a set of 43 evaluations deposited with ALNAP (the Active Learning Network for Accountability and Performance in humanitarian action)' (p.35). It explores 'the relationship between needs and the allocation of humanitarian aid' and illustrates 'questions of distortion and proportion in the humanitarian system' (p.35).

It finds that '[s]everal evaluations in the ALNAP dataset make observations about the focus on women' (p.68). It highlights a recent evaluation that noted the political dimension of women's empowerment in Afghanistan, and the neglect of boys in humanitarian programming in Sri Lanka and Iran.

### **Sexual Exploitation of Children**

**Csáky, C., 2008, 'No One to Turn To: The Under-reporting of Child Sexual Exploitation and Abuse by Aid Workers and Peacekeepers', Save the Children UK, London. (28 pages) [http://www.savethechildren.org.uk/en/docs/No\\_One\\_to\\_Turn\\_To.pdf](http://www.savethechildren.org.uk/en/docs/No_One_to_Turn_To.pdf)**

This short report focuses on sexual exploitation and abuse of children by aid workers and peacekeepers. It 'draws particular attention to the problem of the under-reporting of such abuse and addresses a range of related issues. It is not a detailed technical document, but aims to bring new evidence into discussions among policy-makers, politicians and those grappling at the local level with the obstacles to effective action.' (p.1). The report is based on rigorous research, which assessed a number of agencies and is widely relevant.

### **Cash Transfers**

**Concern Worldwide and Oxfam GB, 2011, 'Walking the Talk: Cash Transfers and Gender Dynamics', Concern Worldwide and Oxfam GB, London (42 pages) [http://www.cashlearning.org/files/Walking%20theTalk%20CT&GD\\_lorez.pdf](http://www.cashlearning.org/files/Walking%20theTalk%20CT&GD_lorez.pdf)**

This report examines the impacts of cash transfers (CT) on gender dynamics within households and communities. It finds mixed impacts and insufficient consideration of gender inequality and gender analysis in programme processes. To realise the potential value of CTs for women, NGOs and donors need to ensure, for example, that all emergency responses include a gender and social analysis; that clear and attainable gender aims are specified for each stage of the intervention; and that more investment is made in staff training. It highlights the common but false assumption that women's 'empowerment' is an automatic by-product of a CT programme. It finds that the impact of the CTs on women depended very much on the context. Overall, there were many positive benefits for women. The report draws on a wide range of sources, including a literature review, NGO programme evaluations and country studies (in Indonesia, Kenya and Zimbabwe). As a result, it has relevance across contexts and its findings are well supported with empirical evidence. It provides clear and practical recommendations for future programming, and a list of specific recommendations for donors.

## 5. Training Resources

**IASC, 2010, 'Different Needs – Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men', Online course.** <http://www.interaction.org/iasc-gender-elearning> (trailer available here: <http://review.enspire.com/apps/interaction/final/trailer/>).

Published in 2010, this online course provides the basic steps a humanitarian worker must take to ensure gender equality in programming. The course includes information on the core issues of gender and how it relates to other aspects of humanitarian response. The three hour, self-paced course provides information and scenarios which will enable you to practice developing gender-sensitive programming. This training is based on the Inter-Agency Standing Committee (IASC) Gender Handbook and related IASC guidelines, including the Guidelines for Gender-based Violence Interventions in Humanitarian Settings and others.

### **Gender-Based Violence**

**IASC, 2008, 'Gender Equality and GBV Programming in Humanitarian Action - Training Toolkit'. (online resource)** <http://www.humanitarianreform.org/Default.aspx?tabid=462>

This toolkit for training on gender equality and GBV programming is a result of three workshops organised in 2007-08. 'It includes step by step facilitator's notes for every session, so that it is easy to replicate the training. It provides participants with greater understanding of gender equality and Gender Based Violence (GBV) as core aspects of humanitarian response across all sectors/ clusters' (no page number).

It includes sessions on 'Prevention of and Response to GBV', 'Sexual Exploitation and Abuse', 'The architecture of gender and GBV Coordination', Advocacy, Monitoring and Evaluation for Gender Equality Programming. As with other IASC resources, this training toolkit has wide relevance for a range of humanitarian actors.

**The ACQUIRE Project, 2008, 'Engaging Boys and Men in GBV Prevention and Reproductive Health in Conflict and Emergency-Response Settings: A Workshop Module', USAID and the ACQUIRE Project. (52 pages)**

[http://www.humanitarianreform.org/humanitarianreform/Portals/1/cluster%20approach%20page/clusters%20pages/Protection/Conflict%20Manual\\_18Dec08\[1\].pdf](http://www.humanitarianreform.org/humanitarianreform/Portals/1/cluster%20approach%20page/clusters%20pages/Protection/Conflict%20Manual_18Dec08[1].pdf)

'This module is designed to build the skills of participants working to engage boys and men in gender-based violence (GBV) prevention and reproductive health (RH) in conflict and other emergency-response settings.

This module is for personnel working in conflict and other emergency-response settings who are interested in engaging boys and men in gender-based violence prevention and reproductive health. This includes those managing or staffing reproductive health, HIV and AIDS, and/or GBV prevention projects in emergency-response settings or conflict zones. Specific audiences to consider targeting are NGO project managers, field staff, health sector coordinators, health promoters, donor representatives, local representatives of ministries of health, and community liaisons working for UNCHR or other UN agencies. It serves as an introduction to male engagement in GBV prevention and reproductive health in conflict and emergency-response settings. The module was not recommended by experts, but may be useful for policymakers interested in tackling the specific issues relating to male engagement in GBV prevention.

### **Disaster Management**

**Ciampi, M., Gell, F., Lasap, L., Turvill, E., 2010, 'Gender and Disaster Risk Reduction: A training pack', Oxfam GB. (83 pages)**

<http://www.oxfam.org.uk/resources/learning/gender/downloads/gender-drr-training-pack-040711-en.pdf>

'This training pack has been written for Oxfam programme staff, partner organizations, and other agencies working in areas associated with DRR [Disaster Risk Reduction]. Its purpose is to provide a 'gender lens' through which they can plan, implement, and evaluate their work. The focus here is on the operational aspects of projects and programmes, and to a lesser extent on influencing broader institutional policies and practices through policy and advocacy work. The pack aims to develop participants' skills and competencies in addressing gender issues throughout the project cycle, from assessment, analysis, and planning through to implementation, monitoring, and evaluation.' (p.4)

The manual uses a combination of traditional learning methods, such as presentations and discussions, along with more participatory and experiential learning approaches, e.g. case study based group work, role play, and reflections on personal experience. Practical tools and frameworks are provided throughout. There are numerous references to other sources of relevant information.

There are four modules, each of which is divided into a number of sessions. Each session begins with a statement of its purpose, procedure, the skills needed by the facilitator, and materials required. The training pack is designed for a four-day workshop.

- Module 1: Key concepts and links: gender and disaster risk reduction
- Module 2: Gender mainstreaming and gender analysis in DRR work
- Module 3: Gender in programme planning and implementation: participation, empowerment, dignity, and accountability
- Module 4: Monitoring and evaluation: Wrap-up session

**Oxfam, 2010, 'Gender, Disaster Risk Reduction, and Climate Change Adaptation: A Learning Companion', Oxfam Disaster Risk Reduction and Climate Change Adaptation Resources (15 pages)**

<http://www.gdnonline.org/resources/OxfamGender&ARR.pdf>

'This Learning Companion aims to provide Oxfam programme staff with the basis for incorporating gender analysis and women's rights into Disaster Risk Reduction (DRR) and Climate Change Adaptation (CCA) programming. Climate Change Adaptation and Disaster Risk Reduction are priorities for Oxfam GB, as are strengthening women's rights and gender equality' (p.2). Although it is tailored to the needs of Oxfam staff, it provides a short and accessible introduction to the issues.

## **6. Additional information**

### **Key websites:**

**GenCap** <http://onerresponse.info/crosscutting/GenCap/Pages/GenCap.aspx>

'The IASC Gender Standby Capacity (GenCap) project seeks to build capacity of humanitarian actors at country level to mainstream gender equality programming, including prevention and response to gender-based violence, in all sectors of humanitarian response. GenCap's goal is to ensure that humanitarian action takes into consideration the different needs and capabilities of women, girls, boys and men equally. It is a critical part to building inter-agency capacity on the integration of cross-cutting issues into the cluster approach.

GenCap consists of a pool of 26 gender advisers at a P-4/ P-5 level to be deployed on short notice as an inter-agency resource to support the UN Humanitarian/Resident Coordinators (HC/RC), humanitarian country teams and cluster/sectors leads, in the initial stages of sudden-onset emergencies as well as in protracted or recurring humanitarian situations.

The Norwegian Refugee Council (NRC) administers the deployments and is the GenCap Advisers' employer. GenCap Advisers' salary, DSA/hazard pay, insurance and flights are covered by the GenCap project.'

### **Experts consulted:**

Sarah Maguire, Social Development Direct

Kristin Scharffscher, University of Tromsø

Jeanne Ward, UNFPA

Mirjam Sorli, OCHA

Stian Bergeland, OCHA

Madhumita Sarkar, UN Liberia

Rachel Dore Weeks, UN Women

Kate Burns, OCHA

**About Helpdesk research reports:** Helpdesk reports are based on two days of desk-based research. They are designed to provide a brief overview of the key issues; and a summary of some of the best literature available. Experts are contacted during the course of the research, and those able to provide input within the short time-frame are acknowledged.