

ANNEX 5 – Gender Mainstreaming and Preparedness Guidance

This guidance draws on system wide accountability and efforts of actors involved in preparedness work of principles and good practices that are inclusive of women and girls, as well as men and boys of all ages and diversity to ensure their experiences, issues, capacities are reflected in all phases of planning and decision making.

Overall

- **Collect, analyse, and use age, sex and disability disaggregated data.** Equally consult women, girls, men, boys, and the most vulnerable and marginalized groups, across all ages and diversities, including during assessments and in the overall preparedness, response, and recovery monitoring. **Include gender data collection indicators in assessment forms** using the [Gender in Humanitarian Handbook](#) section on developing questions and indicators as reference and guide. Refer to the Gender Profile for Humanitarian Action, checklist and tools including available assessments, reports and researches in the [GiHA MIMU webpage](#) to inform planning and action particularly if time for more direct consultation is limited at the onset of a response¹.
- Use the gender analysis to inform targeted action for [Gender Equality and Empowerment of Women and Girls \(GEEWG\) in preparedness, response, and recovery](#). Refer to sector/cluster gender tip sheets/[checklists](#) localized for Myanmar and seek technical assistance from GiHA Leads, UN Women and UNFPA, as required.
- **Assessments and planning should be rights-based and gender transformative**, that meets the needs and priorities of women, girls, and men and boys of all ages and diversities. Ensure the promotion of **leadership as well as meaningful, equal representation of women and marginalized groups** in the overall preparedness, response, and recovery.
- Prevent, mitigate, and respond to **gender-based violence (GBV) and sexual exploitation and abuse (SEA)**, especially against women, and girls, as well as boys, LGBTQI+ people, and persons with disabilities through a systematic referral mechanism ensuring a gender analysis and assessments of harmful societal and institutional gender norms in addition to ensuring that GBV and SEA prevention and response services are available and accessible to all without discrimination. Build the capacity of frontline responders on PSEA, GBV prevention, response, and risk mitigation to effectively integrate gender inclusion and sensitivity. Refer to resources and technical support available through the GBV Coordination Working Group and the PSEA Network.
- Collaborate, engage with, and [strengthen capacities of women civil society organizations](#), LGBTQI+, persons with disabilities, and other marginalized and vulnerable groups to promote their rights for equal participation and protection.
- Ensure the meaningful participation of Women-CSOs, **gender balance** and adequate numbers of trained international and national female and male personnel **in the overall preparedness, response, and recovery action**, provided with necessary gender assessment and analysis skills including protection risk assessment, safety, and security measures training.
- **Include financial provisions to fully resource GEEWG programming** for gender analysis, gender generational assessment and mainstreaming for an effective targeted action, creating specific budget lines for this purpose.
- **Use the [IASC Gender with Age Marker](#)** from the start to support the structured collection of data. Coordinate with the GiHA Group Leads (UN Women and UNFPA) for further guidance and technical support on use of other data collection and analysis tools.
- Bring **gender dimensions into preparedness activities**: stakeholder meetings, planning (contingency plans, national disaster management plans), training, coordination, emergency simulations, communities of practice.

Resident Coordinator/Humanitarian Coordinator (RC/HC)

¹ <https://asiapacific.unwomen.org/sites/default/files/Field%20Office%20ESEA/Docs/Publications/2021/08/mn-Gender-profile-for-humanitarian-action-2021.pdf>

- **Demonstrate leadership on GEEWG** in all aspects of preparedness, response, and recovery, including in policy, planning, reporting, human and financial resourcing, and monitoring demonstrating accountability.
- Ensure the **availability and active engagement of gender expertise** through UN Women and UNFPA, and gender focal points in clusters and sectors. This will include ensuring the provision of locally relevant training on gender in humanitarian action (preparedness, response, and recovery), gender analysis and gender generational assessments to humanitarian actors.
- **Advocate for WLO membership and gender-balance** in the HCT, ICCG and sectors, sub-sectors and inter-sector working groups and other operational teams as well as meaningful participation and consultation with women civil society organizations. Where possible creation of a gender theme group in clusters/sectors to support gender mainstreaming and include the meaningful participation in all coordination structures of organizations of persons with disabilities and organizations representing LGBTIA+ people.
- Ensure compliance by humanitarian actors to the *UN Secretary General's Bulletin: Special Measures for the Prevention of Sexual Exploitation and Sexual Abuse*² and the IASC PSEA Country Level Framework.
- Ensure the implementation of the IASC GEEWG Policy and its Accountability Framework including IASC Accountability to Affected Population Operational Framework, compliance to the IASC Guidelines on the Inclusion of Persons with Disabilities in Humanitarian Action and the IASC Guidelines on Strengthening Participation, Representation and Leadership of Local and National Actors in IASC Humanitarian Coordination Mechanisms, and the IASC Guidelines on Working with and for Youth People in Humanitarian Action.

Humanitarian Country Team (HCT)

- Require all assessments (risk, capacity and vulnerability, MIRA, MSNA, RNA) **collect, analyse, and utilize sex, age and disability disaggregated data**, strive for a gender-balanced assessment team, active participation of women civil society organizations and a representative number of information sources (gender, age, diversity).
- All HCT members to **remain vigilant to PSEA**, reiterate to organization personnel the "Zero Tolerance Policy", appoint, designate a PSEA Focal Person to ensure awareness of the reporting channels, availability, access, and referral for GBV or CP services are informed to all personnel, and newly recruited personnel are appropriately vetted with background checks. Ensure that affected communities and population are informed of confidential reporting channels and able to access community-based complaints mechanisms and community feedback mechanisms.
- Ensure all **contingency, preparedness, response and recovery planning and action is grounded in gender assessment and analysis** and active, and inclusive, meaningful participation of women civil society organizations, LGBTQIA+ groups, and persons with disabilities groups.
- Feature **gender transformative actions and lessons learned** related to preparedness and response on how to integrate gender equality and the empowerment of women and girls as well as sexual minorities into the humanitarian planning and implementation process (including engagement with women civil society organizations, LGBTQI+ groups, organizations of persons with disabilities, youth groups) in order to benefit and strengthen the planning and implementation of recurring humanitarian programme cycles.
- **Engage with national and local women's rights and led organizations** for better coordination, mutual learning, and impact on GEEWG in humanitarian action.
- **Advocate for gender transformative actions with the relevant parties** to systemically ground a right's-based approach DRM to set evidence-based effective targeting while ensuring the equal and meaningful engagement and participation of women, LGBTQIA+ people, organizations of persons with disabilities and youth groups in decision-making and leadership roles in DRM. These advocacy points may include that:
 - **disaster management structures** at the national and sub-national levels **commit to gender assessment, analysis and mainstreaming**, engage women, representatives of vulnerable and marginalized groups in decision-making process, and integrate gender and social norms analysis routinely into assessments and information management systems.

² http://www.un.org/en/pseataaskforce/tools_engage.shtml#Standards

- **gender or women's civil society organizations, are actively engaged** in disaster management structures and in the development of disaster management plans and operational guidelines.
- **early warning information systems give clear life-saving information to all groups in the community** equally consulting and informed by communication preferences of men and women, girls and boys, including all minority and vulnerable groups.
- **tools for collecting and analysing sex, age and disability disaggregated data (SADD+D)** is utilized, and key gender issues and trends guides the planning, implementation and reporting process.
- ensure that **professional standards of conduct are respected at all times** and that affected communities have access to community-based complaints mechanisms and community feedback mechanisms to report any breaches.

Inter Cluster/Sector Coordination Group (ICCG) and Clusters/Sectors

- **Identify and meet minimum gender actions for preparedness**, including availability of cluster gender focal points for technical support as well as with the GiHA WG.
- Facilitate discussions of **gender and diversity issues in inter-cluster coordination mechanisms** (dialogue, priority-setting, strategies, monitoring and review processes)
- Ensure that preparedness, response, and recovery actions are informed by available gender analysis and assessment documents like the Gender Profile for Humanitarian Action.
- Ensure **gender dimensions** are integrated robustly into baseline data collection, assessments, information systems, communications, and advocacy. Gender data are collected, analysed and used throughout the preparedness and response process.
- **Ensure capacity strengthening of cluster partners** in designing gender-responsive projects through use of IASC GiHA tools, including the [IASC Gender Handbook](#), the [IASC Gender with Age Marker \(GAM\)](#), and other tools like the Rapid Gender Assessment and Analysis Tools and the Gender Observational Tool (to be rolled out in 2024) in the effective planning/designing response activities, implementation, and monitoring of interventions.
- Allocate time and space in after-action reviews to identify lessons learned and recommendations for future preparedness and response to improve gender mainstreaming and empowerment of women, girls, LGBTQIA+ people and persons with disabilities.
- Include specific provisions on how women civil society organizations, women and girls will be included in humanitarian planning decision making processes and how any potential challenges to access feedback mechanisms will be addressed is an area for improvement.
- Ensure that trainings and assessment are adopted to local realities, co-developed with national actors and women-led organizations to directly participate to inform response planning, resource allocation and accountability mechanisms.

Local Women's Rights and Women-Led NGOs/Civil Society Organizations (CSO)

- Engage in relevant clusters to ensure **local knowledge and capacities are recognized, bringing in the social, cultural gender dimensions**.
- **Work with disaster management structures** at the national and sub-national levels **to ensure that they** engage women and girls, vulnerable men and boys, as well as LGBTQIA+ people, persons with disabilities and youth groups as decision-makers.
- **Participate in the Gender in Humanitarian Action Working Group** for knowledge management, coordination and strengthened partnerships.
- **Collaborate with the other gender-focused groups like the UN Gender Thematic Group and Disability Inclusion, Accountability to Affected Population Working Group (AAP WG) and other thematic areas** to ensure that gender issues and social-norms analysis is reflected in assessments and information management systems to inform preparedness plans and operations.

- **Advocate to local and international humanitarians and relevant parties to include women civil society organization, women and girls**, marginalized and vulnerable groups including LGBTQIA+ population, persons with disabilities and youth groups in early warning information systems give clear life-saving information to all groups in the community.
- Ensure that **tools for collecting and analyzing sex, age disaggregated, and disability data (SADD)** are utilized to highlight key gender issues and trends in all communications within the organization, and externally with stakeholders to inform preparedness planning.
- **Conduct regular and meaningful consultations with women civil society organizations, women and girls, men, boys, including LGBTQI+ people, persons with disabilities, and youth groups** to ensure their issues and perspectives are represented.
- **Ensure the organization has trained female and male personnel** engaged in preparedness planning.

Resources Available to support Gender Mainstreaming:

GiHA Working Group Co-leads: UN Women and UNFPA Rowena Dacsig rowena.dacsig@unwomen.org and Fatima Alwahaidy alwahaidy@unfpa.org

PSEA Network Co-lead: UN Women, UNOPS and UNICEF using the mmrpsea@unfpa.org email address to collaborate: Resources and Materials including Training Modules can be accessed in the MIMU webpage.

GBV Coordination Working Group

Gender Profile for Humanitarian Action 2021, Rapid Gender Assessment and Analysis Results that can be accessed by sending request to UN Women (rowena.dacsig@unwomen.org)

Gender mainstreaming checklists for humanitarian action - Myanmar (Issued March 2020) - Gender in Humanitarian Action Workstream accessed through MIMU webpage.

Engaging with Interagency Contingency Plans: Webinar Summary – An Introduction for Local and Women-Led Organizations (September 2023)