Mini-Guide: Gender in Emergencies

Monitoring, Evaluation, Accountability And Learning

Monitor and respond to gender issues that come up during the program cycle

Set up accountability mechanisms, including feedback and PSHEA channels

Document and share lessons learned and success stories

Program Planning and Design

Integrate gender into preparedness planning

Ensure gender capacity, through staff, training, and resources

Update and understand, your context, including Gender in Brief, identifying WROs/WLOs, and mapping of services

Program Implementation

Analyze the context, using tools like the RGA and gender-sensitive assessments

Integrate GiE core pillars, like minimum commitments, GBViE, and WVLiE, across programming

Ensure proper resources and coordination for all GiE activities, including budgets and staffing

75 YEARS

Program Planning and Design

- **Preparedness Planning:** Has gender been integrated into emergency preparedness plans? Are there MPAs in place? Does the country office have a Gender Action Plan in place?

- **Staffing**: Have emergency staff been trained on gender in emergencies? Are emergency teams gender balanced? Is there a dedicated GiE focal point?

- **Context**: Is there an updated Gender in Brief? Do you have updated information on gender roles, responsibilities, vulnerabilities and capacities? Have you identified and mapped WROs and WLOs?

- **Resourcing**: Is gender integrated into proposals? Has the Gender Marker been used for project development? Has GiE been properly budgeted and resourced?

Program Implementation

- **Analysis**: Has an RGA been conducted, and is being used to inform and update programming? Are all sectoral or needs assessments gender-sensitive?

- **Integration**: Is gender being integrated into all technical programming? Are minimum gender commitments being used for WASH, FSL, Shelter, and SRHR programming?

- **GBV**: Are risk mitigation activities integrated across all humanitarian programs? Have GBV risks been identified, with actions in place to reduce harm? Will you include additional prevention, protection or response programming?

- **Voice and Leadership**: Are women and girls being consulted for program design and implementation? Are WROs and WLO's mapped and identified? Is there scope for partnership with women-led groups? Are there feedback mechanisms for women and girls?

- **Resources**: Are there dedicated GiE staff? Are emergency teams gender balanced? Have all humanitarian staff been trained on GiE? Is there an adequate budget to cover GiE commitments?

- **Coordination**: Is GiE included in emergency strategy, CCA calls, sit-reps, and advocacy messaging? Do you have representatives on key external gender coordination mechanisms (such as Protection or GBV clusters)? Have you reached out to the GiE team for technical support?

Monitoring, Evaluation, Accountability and Learning

- **Monitoring systems:** Is sex and age disaggregated data being collected throughout the program? Are you identifying, monitoring and responding to gender issues that come up during the program cycle? Are you using CARE's gender transformative MEAL techniques? Are affected communities participating in the design and implementation of monitoring activities? Are you using the Gender Marker to reflect on gender integration across program cycle?

- **Accountability to affected populations:** Are there feedback and accountability mechanisms in place, and accessible for women and girls? Have affected communities participated in the design of feedback mechanisms? Are gender concerns being responded to adequately throughout program cycle? Do you have separate PSHEA tools and resources in place?

- **Learning**: Have program successes and lessons learnt been documented and shared, including with affected communities?

Resources

GiE SharePoint   CARE Emergency Toolbox   GBV SharePoint   GBV CARE Emergency Toolbox

WLiE SharePoint   RGA Sharepoint (coming soon!)

The Global GiE team is here to support you!

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What support is available?

GiE orientations for individual staff

Country office briefings

Technical support

Emergency GiE deployments

Guidance on proposals, budgets, staffing

Longer-term TA support for specific projects (cost-recovered)

care

75 YEARS