2021 IASC GENDER ACCOUNTABILITY FRAMEWORK REPORT

IASC Inter-Agency Standing Committee
Reference Group for Gender in Humanitarian Action

UN WOMEN

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The 2021 IASC Gender Accountability Framework Report is a product of the Inter-Agency Standing Committee's (IASC) Reference Group for Gender in Humanitarian Action (GRG) developed by UN Women in its role as the GRG's Gender Desk.

As per provisions endorsed by the Inter-Agency Standing Committee in its 2017 Gender Policy, the Gender Desk within the IASC Gender Reference Group was tasked with leading the requisite data collection, consolidation, and synthesis to fulfill the reporting requirements of the Gender Accountability Framework which accompanies the Gender Policy. The Gender Desk was hosted by UN Women on behalf of the GRG and a dedicated Working Group comprising of CARE International, Oxfam, UNICEF, OCHA, the Gender Capacity Standby Project, and the IASC Secretariat supported the Gender Desk in the desk review of close to 70 documents. In addition to the desk review component, survey responses submitted by Humanitarian Country Teams, UN Women and OCHA country offices from across 26 crisis contexts as well as from the global IASC bodies were also reviewed by the Gender Desk.

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ACRONYMS

AAP	Accountability to Affected Populations	**HNO**	Humanitarian Needs Overview
AF	Accountability Framework	**HPC**	Humanitarian Programme Cycle
AWP	Annual Workplan	**HRP**	Humanitarian Response Plan
CBPF	Country Based Pooled Funds	**IAHE**	Inter-Agency Humanitarian Evaluation
CCCM	Camp Management and Camp Coordination	**IASC**	Inter-Agency Standing Committee
CERF	Central Emergency Response Fund	**MCH**	Maternal and Child Health
ECOSOC – HAS	Economic and Social Council – Humanitarian Affairs Segment	**NGO**	Non-Governmental Organization
EDG	Emergency Directors Group	**OCHA**	Office for the Coordination of Humanitarian Affairs
GAM	Gender with Age Marker	**OPAG**	Operational Policy and Advocacy Group
GBV	Gender-Based Violence	**P2P**	Peer-to-Peer Support Project
GenCap	Gender Standby Capacity Project	**PSEA**	Protection Against Sexual Exploitation and Abuse
GEEWG	Gender Equality and the Empowerment of Women and Girls	**SADD**	Sex and Age Disaggregated Data
GiHA	Gender in Humanitarian Action	**UNFPA**	United Nations Populations Fund
GRG	Gender Reference Group	**UNHCR**	United Nations High Commissioner for Refugees
HC	Humanitarian Coordinator	**UNICEF**	United Nations Children's Fund
HCT	Humanitarian Country Team	**UN Women**	United Nations Entity for Gender Equality and the Empowerment of Women and Girls
		WRC	Women's Refugee Commission

EXECUTIVE SUMMARY

The 2021 Inter-Agency Standing Committee (IASC) Gender Accountability Framework (GAF) report marks the fourth monitoring cycle of the IASC's 2017 *Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy*. It provides a snapshot of the IASC's output in the calendar year 2021 and allows for cross comparison with the baseline established with the 2018 GAF report and the subsequent 2019 and 2020 reports.

In 2021, the application of the Gender Policy at the global level showed mixed results but overall progress. Gender integrated outputs of IASC Principals increased from 77 percent in 2020 to 80 percent in 2021. There was a significant reduction in the overall number of outputs in 2021 compared to 2020 which can be attributed to the large number of guidance materials issued specifically in response to the pandemic (i.e., in 2020 there were 22 outputs by the IASC Principals compared with just five outputs in 2021). There was also an improvement in the percentage of Operational Policy and Advocacy Group (OPAG) Results Groups complying with the IASC Gender Policy at 40 percent, up from 20 percent for both 2019 and 2020, but still well below desired benchmarks. Results Groups' meaningful references to gender equality and the empowerment of women and girls also increased (from 20 percent in 2019 to 40 percent in 2021[1]).

Despite improvements at the global level, there was uneven support from the global structure of the IASC to its field representation in implementing the IASC's Gender Policy. However, many more global clusters nominated a Gender Focal Point (from 33 percent of clusters in 2019 to 75 percent of clusters in 2021[2]). All clusters, apart from the Emergency Telecommunications Cluster, reported having a Gender Focal Point in 2021.

Implementation of the Gender Policy at the field level continues to improve in 2021 vis-à-vis Humanitarian Needs Overviews (HNOs) and Humanitarian Response Plans (HRPs). The use of sex and age disaggregated data (SADD) and gender analysis was demonstrated in 85 percent of HNOs, compared to 2020 where it was just over half. There was a notable increase in the number of HRPs that included provisions for women's economic empowerment (from 63 percent the previous year to 95 percent). Although there was minor improvement in provisions for sexual and reproductive health that went beyond maternal and child health (MCH) (from 92 percent the previous year to 95 percent), out of the HRPs reviewed, all 21 contained provisions to mitigate and respond to gender-based violence.

Despite gradual improvements in recent years of crisis contexts consulting women's rights organizations, this year that rate dropped marginally from 68 percent to 65 percent. The percentage of countries with Humanitarian Coordinators (HCs) that have a functioning Gender Reference/Working Group shrank from 81 percent in 2020 to 62 percent in 2021. In two contexts, country responses indicated that while such a group was previously activated, it was not functioning in 2021, showing a backsliding in gender work in the field.

An increase in the percentage of Humanitarian Country Teams (HCTs) with sustained gender capacity in IASC-managed country contexts is noteworthy but remains just below half at 45 percent. There were also minimal improvements in the percentage of HCTs which have prepared and implemented a plan on gender equality and the empowerment of women and girls, including strategies for engagement with local women's organizations. Though it is still low at just 22 percent

There was a major reduction in the proportion of joint gender analyses in 2021 from the year before. This is likely mostly attributable to the high number of joint gender analysis conducted in 2020 specifically on the impact of COVID-19. While the rate of joint gender analysis in 2021 is much lower than in 2020 (39 percent versus 75 percent respectively), it is still an improvement from the year before (25 percent in 2019).

1 2020 data not available

2 2020 data not available

Overview of Conclusions and Recommendations

The integration of gender into the decision making, planning and implementation of the humanitarian system, under the leadership of the IASC and as per its policy commitments, continues to develop, albeit with some successes and challenges. For example, whilst we see significant improvement in the use of gender analysis and sex and age disaggregated data in HNO development (rising to 85 percent in 2021, compared to 55 percent in 2020), we also see a drop off in functioning Gender Working Groups (81 percent in 2020 to 62 percent in 2021).

The IASC must remain vigilant across all its commitments to gender in humanitarian action to help address these issues of consistency. Crucial to these efforts is providing a much-needed, sustained focus on gender in all crisis contexts by ensuring that official, sustained gender technical capacity is appointed and utilized by the IASC's field representation (HC, HCTs, clusters, etc.). This will help ensure that their planning processes are policy compliant. As it stands, in 2021, only 13 of the 29 crisis contexts (45 percent) with an appointed Humanitarian Coordinator had support from the GenCap programme for 6 months or more.

The recommendations from previous GAF reports (attached in annex to this report) still stand, as do the important actions set out in the Management Response Plan to the IAHE Gender Evaluation of 2020. With the inclusion of gender in the IASC's established 2022-2023 strategic priorities, the onus remains on the IASC leadership and membership to avail of these reporting efforts to build on progress made whilst addressing identified ongoing gaps.

Management Response to 2020 IAHE Gender Evaluation

The 2020 Inter-Agency Humanitarian Evaluation presented crucial findings and recommendations to the IASC with regards to Gender Equality and the Empowerment of Women and Girls in Humanitarian Action. Findings suggest that in 2021, progress towards the specific actions agreed to in the IAHE Gender Evaluation management response plan has been limited. A significant step forward, however, was the adoption of gender as a standalone thematic priority in the IASC's biennium Strategic Priorities for 2022-2023 rather than, as previously, continuing to be mainstreamed across the various workstreams.

Below is an analysis of results pertaining to some of the recommendations of the IAHE Gender Evaluations findings.

Recommendation 1 - Strengthen Gender Equality Expertise in Sudden Onset Emergency Response
Recommendation 3 - Increase HCTs Access to Strategic and Technical Expertise on GEEWG

In 2021, IASC's GenCap project provided technical capacity support in 13 of 29 crisis contexts (45 percent) with an appointed Humanitarian Coordinator. Most of these contexts were established, protracted crisis settings but the scale-up in the level of emergency in Afghanistan due to the Taliban takeover of government was met with a GenCap deployment in December 2021.

Recommendation 2 - Strengthen Meaningful Participation of Women in Humanitarian Decision Making

Responses from 23 IASC crisis settings indicated that 65 percent of them (15 of the 23) had at least one consultation with local women's organizations to inform the formal humanitarian planning process. This reflects a marginal drop (68 percent in 2020) in the rate of consultations with local women's organizations.

Across contexts where local women's organizations were consulted, the levels of engagement varied. In some locations, the consultations were specific to a few clusters and in others, broader efforts to ensure that the perspectives of women's groups informed the humanitarian planning process were in place.

No more than 20 percent of responding HCTs indicated they had means to track the proportion of country-based pooled funds going to women-led or women's rights organizations, pointing to an important area in need of concerted efforts.

Recommendation 5 - Strengthen Global Leadership and Capacity for Gender

As per the agreed action, the analysis of the IASC's outputs – including HNOs and HRPs – was undertaken by a Working Group, made up of IASC Gender Reference Group member agencies (CARE International, Oxfam, UNICEF and OCHA in addition to UN Women) along with support from the IASC Gender Capacity Standby Project and the IASC Secretariat.

At the global level of the IASC, the inclusion of gender priorities and promotion of women's rights organizations were integrated into the "Leadership in Humanitarian Action: Handbook for the Resident and Humanitarian Coordinator", that was designed to support the work of Resident Coordinators (RCs) and HCs in carrying out their humanitarian leadership functions.

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KEY FINDINGS OF 2021

GENDER ACCOUNTABILITY FRAMEWORK REPORT

80% Consistent with the previous year, 80% of outputs released by the IASC Principals Group in 2021 reflected the standards and commitments of the IASC Gender Policy.

40% Attention to gender priorities in the work of the subsidiary bodies and associated entities remained at 40% while the percentage of OPAG Results Groups complying with the IASC Gender Policy increased

85% 85% of HNOs demonstrated use of SADD and gender analysis,demonstrating a marked improvement.

95% 95% of HRPs included provisions to implement the three cross-cutting areas of gender priorities (economic empowerment, gender-based violence, and sexual and reproductive health) reflecting another area of significant improvement.

65% 65% of crisis contexts reported having consulted with at least one local women's rights organization in 2021. This is a slight drop compared to the 68% of contexts which reported doing so in 2020. Where gender working groups were active, 85% of crisis contexts reported having consulted with local women's organizations. This finding remains consistent with a similar link seen in 2020 between gender working groups and the rate of consultations with local women's organizations.

62% Only 62% of crisis contexts had active gender working groups in 2021, a drop from 81% in 2020.

45% The availability of sustained gender capacity for the HCT improved with 45% of crisis contexts having senior gender capacity (GenCap) appointed and an additional 38% reporting ad-hoc arrangements through which agencies, such as UN Women and UNFPA – together with INGO partners – extended gender expertise.

22% Only 22% of HCTs had an action / strategic plan for gender equality and the empowerment of women and girls in 2021. All HCTs with such a plan held consultations with local women's organizations.

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INTRODUCTION

The Inter-Agency Standing Committee (IASC) renewed its commitments to gender equality and the empowerment of women and girls in humanitarian action through its 2017 Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action (Gender Policy). This was accompanied with an Accountability Framework (AF), intended to allow the IASC to monitor its delivery – both at the global and field levels – on the commitments, standards and prescribed roles and responsibilities contained within the Gender Policy.

The Accountability Framework focuses on the collective actions of the IASC with regards to gender equality and the empowerment of women and girls (GEEWG), monitoring the collective performance of the IASC on standards defined in the Policy, as well as the performance of IASC bodies with regards to fulfilling their roles and responsibilities, as prescribed in the Policy. As such, the overall aims of the Accountability Framework are:

- To monitor the collective actions of the IASC – at both global and field levels – to integrate gender equality and the empowerment of women and girls into the coordination of humanitarian response efforts around the world;
- To guide the IASC in identifying priority actions to advance gender equality and the empowerment of women and girls;
- To support the strengthening of accountability across the IASC with respect to advancing gender equality in humanitarian action;
- To showcase good practice and implementation of the IASC's commitments on gender equality;
- To highlight gaps where the IASC needs to amplify efforts to advance gender equality and the empowerment of women and girls.

OUTLINE OF PROCESS

Reporting on the implementation of the Gender Policy, the Accountability Framework is intended to capture, monitor, and measure the performance of the IASC Bodies as per the standards, roles and responsibilities set out in the Policy and how they have been implemented at global and field level. Over time, it is intended to show progress in the implementation of the Gender Policy.

As per the provisions of the endorsed Accountability Framework document, a ***Gender Desk*** (hosted by UN Women on behalf of the IASC's Gender Reference Group) was tasked with the requisite data collection, consolidation, and synthesis to fulfill the reporting requirements of the Accountability Framework. Since 2018, annual reports reviewing the IASC's adherence to its Gender Policy have been developed by UN Women in its role as Gender Desk of the IASC Gender Reference Group.[3] To strengthen the system-wide ownership of the exercise and to better harness the expertise of gender experts across the humanitarian system, the 2021 and 2020 Reports were developed with support from a dedicated Working Group comprising of UN and INGO Gender Reference Group members. In particular, the Gender Desk in 2021 benefitted from the contributions of CARE International, Oxfam, UNICEF, OCHA, the Gender Capacity Standby Project, and the IASC Secretariat in its review of outputs produced by various strata of the IASC. This comprised of close to 70 documents including Humanitarian Needs Overviews and Humanitarian Response Plans developed in 2021 as well as outputs published by IASC bodies at the global level over the course of 2021.

As in previous years, information in relation to the implementation of the IASC Gender Policy at the field level was gathered from UN Women country offices operating in IASC-managed contexts. Where UN Women offices were not present in the humanitarian space, OCHA country offices gathered the requisite information for the exercise.

The monitoring and reporting exercise is done against the two logframes contained within the Accountability Framework covering:

3 Please refer to previous Annual Reports here: 2020 Gender Accountability Framework Report, 2019 IASC Gender Accountability Framework Report and 2018 IASC Gender Accountability Framework Report

1) The Standards of the Gender Policy

- Analysis, Design and Implementation
- Participation and Leadership
- Organizational Practice to Deliver on Programme Commitments – financial resources, human resources
- Monitoring and Evaluation

2) Responsible partners defined in the Gender Policy:

- Principals Group
- Operational Policy and Advocacy Group (OPAG) and its Results Groups
- Emergency Directors Group (EDG)
- P2P
- GRG
- IASC Associated Entities
- Global Clusters
- Humanitarian Coordinators
- Humanitarian Country Teams

In 2021, in addition to the commitments covered in the Accountability Framework logframes, this exercise also sought to understand how the recommendations proposed in the Inter-Agency Humanitarian Evaluation (IAHE) on Gender Equality and the Empowerment of Women and Girls in Humanitarian Settings were implemented. To this end, IASC structures – as part of the self-assessment component – were requested to share actions undertaken to implement the recommendations agreed upon in the Management Response Plan to the IAHE Evaluation on Gender Equality and the Empowerment of Women and Girls in Humanitarian Settings.

Gathering some of the information for this report was hampered given the latest restructuring of the IASC which meant the OPAG Results Groups (RGs) and most of the associated groups are no longer in operation. Where this was the case, this is noted in the report.

INFORMATION SOURCES

The scope of this exercise is focused on IASC-managed crisis contexts in which a Humanitarian Coordinator was present in 2021. This covered a total of 29 crisis settings: Afghanistan, Burkina Faso, Cameroon, Central African Republic (CAR), Chad, Colombia, Democratic Republic of the Congo (DRC), Eritrea, Ethiopia, Haiti, Iraq, Lebanon, Libya, Mali, Mozambique, Myanmar, Niger, Nigeria, Pakistan, occupied Palestinian territory (oPt), Philippines, Somalia, South Sudan, Sudan, Syrian Arab Republic, Ukraine, Venezuela, Yemen, and Zimbabwe.

From across these crisis settings, documents and direct inputs were collected and reviewed as follows:

Direct information was received from 22 crisis contexts[4]

Afghanistan, Cameroon, CAR, Colombia, DRC, Eritrea, Ethiopia, Haiti, Iraq, Lebanon, Mali, Myanmar, Niger, Pakistan, oPt, South Sudan, Sudan, Syria Arab Republic, Syria Regional, Venezuela, Yemen, Zimbabwe

Humanitarian Needs Overviews developed in 2021 were available from 21 countries[5]

Afghanistan, Burkina Faso, Cameroon, CAR, Chad, Colombia, DRC, Haiti, Iraq, Libya, Mali, Myanmar, Niger, Nigeria, oPt, Somalia, South Sudan, Sudan, Syria, Ukraine, Yemen

Humanitarian Response Plans developed in 2021 were available from 21 countries

Afghanistan, Burkina Faso, Cameroon, CAR, Chad, Colombia, DRC, Haiti, Iraq, Libya, Mali, Mozambique, Myanmar, Niger, Nigeria, oPt, Somalia, South Sudan, Sudan, Ukraine, Yemen

4 Channeled through UN Women and OCHA country offices

5 Not all crisis-contexts with an appointed HC or Regional HC produced an HNO or HRP in 2021. Some settings extended an existing HNO or HRP for an additional year. In these cases, the review of the document was not repeated.

In addition, self-assessments were received from the following:

IASC Structures	IASC Structures Principals Group Operational Policy and Advocacy Group (OPAG) Emergency Directors Group (EDG)
Global Clusters	Emergency Telecommunications Cluster (ETC) Water, Sanitation and Hygiene (WASH) Cluster Nutrition Cluster Health Cluster Education Cluster Shelter Cluster Camp Coordination and Camp Management (CCCM) Cluster Protection Cluster
IASC Associated Entities	Global Cluster Coordination Group Inter-Agency Humanitarian Evaluation Steering Group IASC Reference Group for Mental Health and Psychosocial Support in Emergency Settings Humanitarian Programme Cycle Steering Group IASC Reference Group on Gender and Humanitarian Action (GRG)
Humanitarian Coordinators / Humanitarian Country Teams	Iraq, Lebanon, Libya, Mozambique, Myanmar, oPt, Somalia, Syria, Ukraine, Venezuela, Yemen

Delivery At the Global Level of Commitments to Gender in Humanitarian Action

(Principals, Operational Policy and Advisory Group, Emergency Directors Group, Subsidiary Bodies, Global Clusters)

Delivery at the Global Level of Commitments to Gender in Humanitarian Action	2018	2019	2020	2021
Gender Integrated into Outputs of Principals	33%	33%	77%	80%
Subsidiary Bodies / Associated Entities with gender in defined deliverables	50%	80%	40%	40%
Side-events facilitating dialogue between humanitarian actors and women's rights or gender justice organizations	2	2	4	1
OPAG Results Groups complying with the standards of the Gender Policy	–	20%	20%	40%

-

PERCENTAGE OF OUTPUTS ENDORSED BY THE PRINCIPALS WHICH ARE CONSISTENT WITH THE COMMITMENTS OF THE GENDER POLICY

(2018: 33 PERCENT; 2019: 33 PERCENT; 2020: 77 PERCENT; 2021: 80 PERCENT)

In 2021, a total of five outputs were endorsed by the IASC Principals. Four among the five outputs were joint statements and the fifth output was a 2021 Strategy on 'Protection from and Response to Sexual Exploitation and Abuse and Sexual Harassment.'

Four of the five(80 percent) outputs published by the IASC Principals in 2021 included some reference to gender equality and the empowerment of women and girls. This reflects a continued improvement in the attention to gender in the outputs delivered by the highest level of the IASC. However, of the four statements that were found to include some attention to gender, reviewers noted that often, the statements only included a passing reference to gender or to women and girls. In this sense, the statements missed an opportunity to draw adequate attention to the gendered impacts of crisis topic being addressed.

The only one among the five outputs which did not include any notable attention to gender was the 2021 Strategy on Protection from and Response to Sexual Exploitation and Abuse and Sexual Harassment (PSEA/SH). Despite the heightened risk of sexual exploitation and abuse and sexual harassment that women and girls experience, the Strategy contains no reference to gender, women and girls, or the gendered power dynamics that underpin the disproportionately higher vulnerability of women and girls to PSEA/SH. Furthermore, efforts proposed in the strategy, including in relation to safe reporting, consultations, and resourcing, are not gender-responsive and are not informed by gender analysis.

IASC BODIES THAT RECEIVE THE FINAL ENDORSED ACCOUNTABILITY FRAMEWORK REPORT WITH RELEVANT RECOMMENDATIONS HIGHLIGHTED

With delays in gathering the information due to the ensuing complications of the COVID-19 pandemic, the 2020 IASC Gender Accountability Framework Report was produced as a GRG report, rather than one fully endorsed by the IASC.

The report was shared by the GRG through its contacts and published on the ReliefWeb and UN Women websites.

PERCENTAGE OF IASC ASSOCIATED ENTITIES WHICH INCLUDE GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS AS A CENTRAL ASPECT WITHIN ITS DEFINED DELIVERABLES

(2018: 50 PERCENT ; 2019: 80 PERCENT; 2020: 40 PERCENT; 2021: 40 PERCENT)[6]

Progress reports of five IASC associated entities were reviewed: Global Cluster Coordination Group, Gender Reference Group, Mental Health and Psychosocial Support Group, Inter-Agency Humanitarian Evaluations Steering Group, and Humanitarian Programme Cycle Steering Group). Of the five associated entities, only progress reports from the Gender Reference Group and the Inter-Agency Humanitarian Evaluation Steering Group displayed any concrete integration of gender in its key deliverables. The Gender Reference Group remained the only dedicated space within the IASC at the global level focused on gender equality and the empowerment of women. All its deliverables in 2021 focused on advancing GEEWG in humanitarian action.

6 As self-assessment surveys were not completed for the 2020 period, this data is based on a desk-review conducted by the Gender Desk Working Group. In previous years, the data was based on responses from the relevant IASC bodies as relayed through the self-assessment surveys.

THE GENDER REFERENCE GROUP (GRG) HOSTED SIDE-EVENTS AT GLOBAL HUMANITARIAN THEMED EVENTS IN WHICH THE GRG FACILITATED DIALOGUE BETWEEN HUMANITARIAN ACTORS AND WOMEN'S RIGHTS OR GENDER JUSTICE ORGANIZATIONS

(2018: 2; 2019: 2; 2020: 4; 2021: 1)

On June 25, 2021, the GRG co-hosted a high-level event during the ECOSOC Humanitarian Affairs Segment (HAS) on *Gender Equality: Leadership, Decision Making and Participation of Women and Girls in Humanitarian Settings*.

The event highlighted the leadership role of women in crisis response and focused on the importance of galvanizing collective responsibility in strengthening women's meaningful participation in humanitarian decision making.

The event was chaired by the ECOSOC HAS Vice President and had high-level representation from Australia, DRC, Honduras and Switzerland, as well as a panel including women's civil society and UN representatives.

PERCENTAGE OF IASC RESULTS GROUPS WHICH MAKE SPECIFIC REFERENCE TO MEASURABLE GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS' ACTIVITIES AND/OR HAVE DEMONSTRATED MAINSTREAMING OF GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN POLICIES, OPERATIONAL GUIDANCE, TORS, OBJECTIVES, ANNUAL WORK PLANS AND ANY OTHER RELEVANT DOCUMENT

(2018: 20 PERCENT; 2019: 20 PERCENT; 2020: NO DATA; 2021: 40 PERCENT)

A review of workplans and accompanying progress notes from the five Results Groups found limited explicit references to gender equality in relation to areas of work carried out in 2021. Results Group 4 (Humanitarian Development Collaboration) noted that 'gender' was an area of focus in the series of podcasts issued by RG4 members on humanitarian principles and the nexus.

Results Group 2 (Accountability and Inclusion) made it a point of honor to make their discussions and deliverables inclusive of people in all their diversities (gender, age, disability status, etc.). The GRG co-chairs were made part of the RG2 mailing list from the beginning and had a standing invitation to participate to all RG2 meetings and workstreams.

Consultations with representatives from different vulnerable groups took place as part of the efforts to mainstream anti-racism and anti-discrimination in its work. 'LGBQIA+' and 'gender' are listed among the "vulnerable groups" consulted. One of the deliverables of RG2 in 2021 was the IASC Portal on Accountability and Inclusion, of which 76 of its 520 resources contain documents relating to gender. Although not specific to the duration this review focuses on, Results Group 1 (Operational Presence) noted that the 2019 annual call for the HC pool saw better gender balance. Beyond these, there were no references that indicated specific attention to activities focusing on gender equality or the empowerment of women and girls' activities.

As noted, the Results Groups were discontinued at the end of 2021 and replaced in 2022 by Task Forces, so this analysis comes solely from a desk review and does not include the usual self-assessment source which was utilized in previous reports.

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Support From the Global Level to the Field

(Subsidiary bodies, Global clusters, Emergency Directors Group, and Peer-to-Peer Support Project)

Support from the Global Level to the Field	2018	2019	2020	2021
IASC working group and OPAG/ RGs	100%	78%	60%[7]	90%
P2P project	0%	50%	50%	0%
Global clusters with gender focal points	60%	33%	–	88%
AWPs of global clusters	40%	67%	–	75%

RELEVANT IASC POLICIES, DIRECTIVES, AND OPERATIONAL GUIDANCE DOCUMENTS – AS SIGNED OFF BY THE OPAG OR EDG – ARE CONSISTENT WITH THE POLICY COMMITMENTS TO GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN HUMANITARIAN ACTION

(2021: 90 PERCENT)

In 2021, ten outputs were endorsed by the OPAG. These comprised of Terms of References, Guidance Notes, Reports, Frameworks, and Key Messages. Of these outputs, nine demonstrated some – albeit in some cases minimal – attention to gender. Similar to the outputs endorsed by the Principals Groups, the extent to which gender was integrated varied significantly.

On one hand, an output from Results Group 1 'IASC Guidance on Strengthening Participation, Representation and Leadership of Local and National Actors in IASC Humanitarian Coordination Mechanisms' demonstrated good compliance with the standards of the IASC Gender Policy. The Guidance acknowledged the need for diverse and meaningful participation including women and girls and identifies steps to enhance this. It is clear that the guidance is informed by gender analysis that recognizes, but goes beyond the vulnerabilities of crisis-affected women and girls.

The 2020 Gender Accountability Framework Report from the Gender Reference Group – fully dedicated to facilitating the implementation of the IASC Gender Policy – also serves as another example of an output which demonstrates compliance with the Gender Policy.

In contrast, the 'Technical Note on Linking Disaster Risk Reduction (DRR) and Mental Health and Psychosocial Support (MHPSS): Practical Tools, Approaches and Case Studies' developed by the MHPSS Associated Entity and endorsed by the OPAG contains minimal reference to gender considerations. While there is some reference to gender and age sensitivity in assessments, significant portions of the Technical Note make no mention of the relevance of gender across priority areas listed in the document.

Lastly, the 'IASC Guidance to Humanitarian Coordinators - Impact of Sanctions and Counterterrorism Measures on Humanitarian Operations' does not draw any attention to the relevant gendered impacts.

7 As self-assessment surveys were not completed for the 2020 period, this data is based on a desk-review conducted by the Gender Desk Working Group. In previous years, the data was based on responses from the relevant IASC bodies as relayed through the self-assessment surveys.

TORs FOR OPERATIONAL PEER REVIEWS AND PEER-TO-PEER MISSIONS ADDRESS RELEVANT GENDER POLICY COMMITMENTS

(2018: 0 PERCENT; 2019: 50 PERCENT – MOZAMBIQUE; 2020: 50 PERCENT – LIBYA; 2021: 0 PERCENT)

In 2021, the Peer-to-Peer Support Group facilitated one Support Mission to the Democratic Republic of Congo and one Operational Peer Review Mission to Ethiopia.

The ToR for the Support Mission to Libya made note of having a gender-balanced mission team (as was the case in the ToR for the Support Mission in 2020) but there is no reference to gender in the substance of the ToR.

The ToR for the Operational Peer Review on Ethiopia only included one reference to gender-based violence as a protection need. Beyond their Mission ToRs, the P2P Support Project also reported that their two 2022 missions were led by gender-balanced teams (50:50 women to men ratio in DRC and 43:57 women to men ratio in Ethiopia) and included women-only and men- only consultations with various groups from affected communities. They also reported that outputs of the two missions included the design of prioritized HCT action plans that encompass 9 (7 in northern Ethiopia and 2 in DRC) specific actions on PSEA and GBV.

Whilst these important gender considerations are welcome additions to the output of the P2P, they also underline how essential it is that gender priorities are integrated systematically from the planning stages of P2P missions, including in ToRs, and consider gender in humanitarian action in its broader sense, beyond just protection and PSEA.

PERCENTAGE OF GLOBAL CLUSTERS WITH A NOMINATED GENDER FOCAL POINT

(2018: 60 PERCENT; 2019: 33 PERCENT; 2020: NO DATA; 2021: 88 PERCENT)

Eight global clusters submitted a self-assessment of their work in 2021: Emergency Telecommunications, WASH, Nutrition, Health, Education, Shelter, CCCM, and Protection. Among these, all clusters, with the exception of the Emergency Telecommunications Cluster, reported having a gender focal point in 2021.

PERCENTAGE OF GLOBAL CLUSTER ANNUAL WORK PLANS WHICH HAVE INCLUDED MEASURABLE AND EVIDENCE-BASED GEEWG ACTIVITIES, AND/OR DEMONSTRATED MAINSTREAMING OF GENDER

(2018: 40 PERCENT; 2019: 67 PERCENT; 2020: NO DATA; 2021: 75 PERCENT)

Among the eight global clusters which completed a self-assessment, six (WASH, Shelter, Health, Education, Protection, Nutrition) indicated that gender equality and the empowerment of women and girls was integrated in their respective strategic priorities. In particular, the Global Protection Cluster's self-assessment specifically underscored the contributions made through its four 'Areas of Responsibility' to GEEWG through its capacity building and advocacy efforts. Only Emergency Telecommunications and CCCM reported not including GEEWG as a strategic priority within their work plans.

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Delivery At the Field Level

(Humanitarian Coordinators, Humanitarian Country Teams, and Clusters)

Delivery at the Field Level	2018	2019	2020	2021
Use of SADD and gender analysis in HNOs	45%	47%	55%	85%
Provisions for women's economic empowerment in HRPs	60%	60%	63%	95%
Provisions for sexual and reproductive health in HRPs	70%	75%	92%	95%
Provisions to mitigate and respond to GBV in HRPs	65%	85%	94%	100%
Direct consultations with local women's organizations	56%	61%	68%	65%
Presence of Gender Reference/ Working Groups	44%	43%	81%	62%
Presence of Gender Advisors	15%	13%	19%	45%
Implementation of plan on GEEWG by HCT	16%	21%	7%	17%
Joint gender analyses	20%	25%	78%	39%

HNOs USE SADD IN AT LEAST 50% OF THE SECTOR/CLUSTERS

(2018: 55 PERCENT; 2019: 53 PERCENT; 2020: 64 PERCENT; 2021: 85 PERCENT)

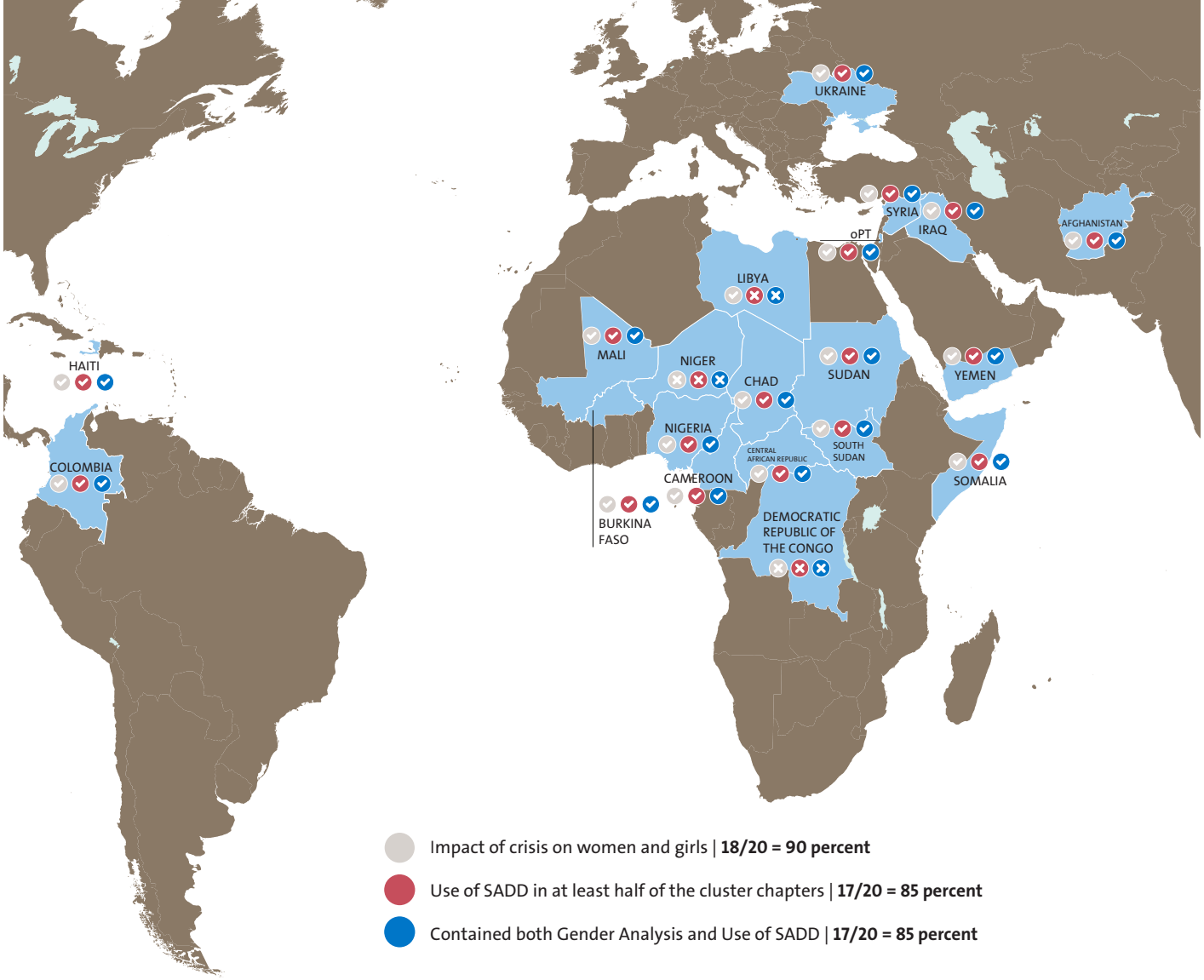
HNOs DEMONSTRATE GENDER ANALYSIS BY IDENTIFYING THE DIFFERENTIATED IMPACT ON AFFECTED WOMEN, GIRLS, MEN, AND BOYS IN THE CRISIS NARRATIVE OUTLINE

(2018: 90 PERCENT; 2019: 68 PERCENT; 2020: 86 PERCENT; 2021: 90 PERCENT)

HNOs WITH SADD AND GENDER ANALYSIS

(2018: 45 PERCENT; 2019: 47 PERCENT; 2020: 55 PERCENT; 2021: 85 PERCENT)

Of the 20 Humanitarian Needs Overviews (HNOs) developed by Humanitarian Country Teams for the 2021 period, **85 percent** (17 of 20) identified the gendered impacts of the crisis (beyond protection and reproductive health) and demonstrated some use of sex and age disaggregated data in at least half of the cluster chapters covered. This is a significant improvement from previous years.



Reference to the gendered impacts of the crisis: 90 percent (18 of 20) of HNOs identified the specific impact of the crisis on women, girls, men, and/or boys by going beyond protection and reproductive health needs. This reflects a stronger recognition of how crises impact women and girls differently and disproportionately in comparison to previous years.

The quality of gender analysis varied across HNOs. The gender analysis informing the HNOs developed for CAR, Nigeria, and oPt were particularly strong and drew attention to concrete and wide-ranging impacts that the crisis was having on women and girls. For instance, the HNO for Nigeria specifically pointed to issues ranging from decision-making capacities, access to services and information, and protection concerns to gender-specific priorities that needed to be addressed with respect to accountability to affected populations and preference for cash assistance over in-kind aid.

Use of Sex and Age Disaggregated Data: 85 percent (17 of 20) of 2021 HNOs demonstrated some use of sex and age disaggregated data in at least half of the included clusters. This reflects a consistent improvement compared to previous years. However, of the 17 HNOs which met this minimum criterion, only two HNOs (CAR and oPt) utilized sex and age disaggregated data in all cluster chapters. This marks a drop from six HNOs in 2020 which utilized sex and age disaggregated data in all cluster chapters.

- Afghanistan, CAR, Nigeria, oPt, and Sudan comprise five crisis-settings that have produced HNOs demonstrating gender analysis and use of SADD consistently across four years since the launch of the IASC Gender Policy.
- Libya is the only context in which the HNO has not demonstrated gender analysis and use of SADD in any year since the launch of the IASC Gender Policy.

Only one HNO (Libya) referred to the gendered impacts of the crisis in the 'Impact' section of the HNOs but did not reflect use of SADD in at least half of the active clusters.

This is another area of improvement that suggests progression towards stronger and more consistent attention to gender across HNOs. In contrast, in 2020, six HNOs contained gender analysis in its 'Impact' section but did not demonstrate any of use of SADD in at least half of the cluster chapters that followed.

A breakdown of the use of SADD in clusters across the 20 HNOs reveals that only the Protection cluster demonstrated use of sex and age disaggregated data in all HNOs produced in 2021. The Health and Nutrition clusters utilized sex and age disaggregation in 85% and 87% of HNOs respectively. Use of sex and age disaggregation in the Shelter and Non-Food Items (NFI) cluster was lowest (20% of HNOs).

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CLUSTER	% of clusters using SADD	CCCM	Education	Early Recovery + Livelihoods	Food Security	Health	Nutrition	Protection	Shelter + NFI	WASH	Refugee & Migrant Multi-sector
HNO											
Afghanistan	57%		✗		✗	✓	✓	✓	✗	✓	
Burkina Faso	75%	✗	✓		✗	✓	✓	✓	✓	✓	
Cameroon	67%		✗	✗	✓	✓	✓	✓	✗	✓	✓
CAR	100%	✓	✓		✓	✓	✓	✓	✓	✓	
Chad	50%	✗	✓		✗	✓	✗	✓	✗	✓	
Colombia	57%		✗	✗	✓	✓		✓	✗	✓	
DRC	29%		✗		✗	✗	✓	✓	✗	✗	
Haiti	71%		✓		✓	✓	✓	✓	✗	✗	
Iraq	75%	✓	✓	✓	✓	✓		✓	✗	✗	
Libya	33%		✗		✓	✗		✓	✗	✗	
Mali	50%		✗		✗	✓	✓	✓	✗	✓	✗
Niger	29%		✗		✗	✓	✗	✓	✗	✗	
Nigeria	56%	✗	✗	✓	✗	✓	✓	✓	✗	✓	
oPt	100%		✓		✓	✓		✓	✓	✓	
Somalia	88%	✓	✓		✗	✓	✓	✓	✓	✓	
South Sudan	88%	✓	✓		✓	✓	✓	✓	✗	✓	
Sudan	86%		✓		✓	✓	✓	✓	✗	✓	
Syria	89%	✓	✓	✓	✓	✓	✓	✓	✗	✓	
Ukraine	67%		✓		✓	✗		✓	✗	✓	
Yemen	67%	✓	✓		✗	✓	✓	✓	✗	✗	✓
		67%	60%	60%	55%	85%	87%	100%	20%	70%	67%

Provisions for economic empowerment, sexual and reproductive health (SRH), and addressing GBV in Humanitarian Response Plans

Priority Areas HRP	Economic Empowerment and Livelihoods	Sexual and Reproductive Health	Gender-Based Violence	Provisions for all three priorities
Afghanistan	✓	✓	✓	✓
Burkina Faso	✓	✓	✓	✓
Cameroon	✓	✓	✓	✓
CAR	✓	✓	✓	✓
Chad	✓	✓	✓	✓
Colombia	✓	✓	✓	✓
DRC	✓	✓	✓	✓
Haiti	✓	✓	✓	✓
Iraq	✓	✓	✓	✓
Libya	✗	✗	✓	✗
Mali	✓	✓	✓	✓
Mozambique	✓	✓	✓	✓
Myanmar	✓	✓	✓	✓
Niger	✓	✓	✓	✓
Nigeria	✓	✓	✓	✓
oPt	✓	✓	✓	✓
Somalia	✓	✓	✓	✓
South Sudan	✓	✓	✓	✓
Sudan	✓	✓	✓	✓
Ukraine	✓	✓	✓	✓
Yemen	✓	✓	✓	✓
	95%	95%	100%	95%

95 percent of all HRPs included provisions to implement the three cross-cutting areas of gender priorities (economic empowerment, gender-based violence, and sexual and reproductive health). This is a notable increase from 2020 when only 54 percent of all HRPs did so.

PERCENTAGE OF HRPS WHICH SPECIFY ACTION THAT TARGETS LIVELIHOODS, ECONOMIC EMPOWERMENT AND/OR EMPLOYMENT FOR WOMEN AND GIRLS

(2018: 60 PERCENT; 2019: 60 PERCENT; 2020: 63 PERCENT; 2021: 95 PERCENT)

95 percent (20 of 21) of reviewed HRPs included provisions to support the livelihoods, economic empowerment and/or employment of women, indicating a significant improvement from 63 percent in 2020. However, the extent of these provisions varied across HRPs. In some cases, such as in the Afghanistan HRP, women are prioritized in cash-for-work efforts and in support to ensure food security and control over income. In addition, under the Livelihoods sub-cluster within the Food Security cluster, particular focus on vulnerable women is specified. In the Myanmar HRP, the engagement of women in livelihood opportunities is specified as a provision to strengthen and rebuild their resilience by promoting gender-transformative and non-household-based activities through a consultative approach. This level of attention is not consistent across all 21 HRPs assessed to have met the minimum criteria. In some cases, access to livelihoods is simply mentioned as a passing reference to GBV response efforts and in other cases, under a broader reference to cash-based interventions, there is only a brief reference to inclusion of women.

Even among HRPs referring to gender-responsive action on livelihoods and economic empowerment in the narrative, few appear to utilize SADD in their monitoring plans.

PERCENTAGE OF HRPs WHICH INCLUDE SPECIFIC PROVISIONS FOR SRH FOR WOMEN AND GIRLS, BEYOND MCH

(2018: 70 PERCENT; 2019: 75 PERCENT; 2020: 92 PERCENT; 2021: 95 PERCENT)

PERCENTAGE OF HRPs WHICH INCLUDE SPECIFIC PROVISIONS FOR SRH FOR ADOLESCENT YOUTH

(2018: N/A; 2019: 10 PERCENT; 2020: 25 PERCENT; 2021: 48 PERCENT)

95 percent (20 of 21) of reviewed HRPs specify some provision of sexual and reproductive health reflecting an improvement from the previous year. However, in two among the 21 HRPs, the reference to sexual and reproductive health services were only in relation to GBV response efforts. While the focus on SRH services for GBV survivors or victims is critical, provisions to SRH should be prioritized as a life-saving service more broadly available. It is also expected that all humanitarian responses adhere to the standards and provisions set within the Minimum Initial Services Package (MISP), the agreed set of prioritized and coordinated lifesaving SRH services for crisis settings to prevent sexual and reproductive health-related morbidity and mortality.

Whilst only ten of the reviewed HRPs included any provision to address the sexual and reproductive health of adolescent youth, including girls, this reflects a progressive increase in mentions of SRH for adolescent youth in HRPs.

PERCENTAGE OF HRPs WHICH CONTAIN PROVISIONS TO MITIGATE AND RESPOND TO GBV
(2018: 65 PERCENT; 2019: 85 PERCENT; 2020: 96 PERCENT; 2021: 100 PERCENT)

100 percent (21 of 21) of HRPs reviewed include strategies that address both the mitigation of and response to GBV. This is the only thematic priority that was consistently addressed across all HRPs reviewed. Since 2017, when this review exercise of the IASC Gender Policy began, 2021 is the first year in which all HRPs contained provisions to mitigate and response to GBV. Often, these provisions were included as part of the GBV sub-cluster but in several HRPs, GBV prevention and response efforts were also included in other cluster activities. A dedicated space for the GBV sub-cluster in the HRP template is likely to have facilitated this focus. More consistent mainstreaming of GBV prevention and response across all clusters would be welcome.

Efforts by Humanitarian Country Teams to implement the IASC Gender Policy

Crisis Context	Consultation with local WROs to input to HPC	Active Gender Working Groups	Gender parity in HCT	Appointed Gender Capacity for technical support[8]	Action plan for GEEWG	Joint Gender Analysis
Afghanistan	✓	✓	✗	✓[9]	✗	✗
Burkina Faso	✗	✗	✗	✓	✗	
Cameroon	✓	✓	✗	✓	✓	✓
CAR	✗	✓	✗	✓	✗	✗
Chad				✓		
Colombia	✗	✗		✗	✗	✓
DRC	✓	✗	✗	✓	✗	✗
Eritrea	✗	✗	✓	✓	✗	
Ethiopia	✗	✗		✓	✗	✗
Haiti	✓	✗		✓	✓	✗
Iraq	✓	✓	✓	✗	✓	
Lebanon	✓	✓	✗	✓	✗	✓
Libya	✓	✓	✗		✓	

8 Please note that instances of gender expertise being utilized for one-off activities do not contribute towards this indicator.

9 ✓ indicates that gender expertise was made available through a locally negotiated arrangement most often through UN Women or UNFPA.

Crisis Context	Consultation with local WROs to input to HPC	Active Gender Working Groups	Gender parity in HCT	Appointed Gender Capacity for technical support[8]	Action plan for GEEWG	Joint Gender Analysis
Mali	✓	✓	✗	✓	✓	✓
Mozambique				✓		
Myanmar	✓	✓	✗	✓	✗	✓
Niger	✗	✓	✗	✓	✗	✗
Nigeria				✓		
oPt	✓	✓	✓	✓	✗	✓
Pakistan	✗	✗	✗	✓	✗	✗
Philippines				✗		
Somalia		✓	✗	✓		
South Sudan	✓	✓	✗	✓	✗	✗
Sudan	✗	✗	✗	✓	✗	✗
Syria	✓	✓	✗	✗	✗	
Syria Regional		✓		✓	✗	✓
Ukraine		✓	✓	✗		
Venezuela	✓	✗	✗	✓	✗	
Yemen	✓	✓	✗	✓	✗	✗
Zimbabwe	✓	✗	✗	✓	✗	✗
	65%	**62%**	**18%**	**45%**[10]	**22%**	**39%**

10 With appointed Gender Capacity

PERCENTAGE OF HUMANITARIAN PLANNING PROCESSES WHICH INCLUDE DIRECT CONSULTATIONS WITH LOCAL WOMEN'S RIGHTS ORGANIZATIONS AND INTEGRATE THEIR INPUTS

(2018: 56 PERCENT; 2019: 61 PERCENT; 2020: 68 PERCENT; 2021: 65 PERCENT)

Responses from 23 IASC crisis settings indicate that in 65 percent of contexts (15 of 23), there was at least one consultation with local women's organizations to inform the formal humanitarian planning process. This reflects a slight drop (68 percent in 2020) in the rate of consultations with local women's organizations. Where gender working groups were active, a higher percentage (85 percent) of crisis contexts reported having consulted local women's organizations. This finding remains consistent with a similar link seen in 2020 between gender working groups and the rate of consultations with local women's organizations.

Across contexts where local women's organizations were consulted, the levels of engagement varied. In some locations, the consultations were specific to a few clusters and in others, broader efforts to ensure that the perspectives of women's groups informed the humanitarian planning process were in place. Often consultations with women's rights organizations took place during a planning phase or during field missions. While a small number (five), all HCTs which had a gender strategy in place in 2021 also report having held consultations with local women's organizations.

Ensuring that women's rights organizations are directly represented in coordination and decision-making spaces will be key towards facilitating their leadership and consistent engagement in humanitarian response efforts. For instance, information from Myanmar indicated that in 2022, efforts to include additional local organizations to the HCT including a women-led organization were underway.

PERCENTAGE OF COUNTRIES WITH A FUNCTIONING GENDER REFERENCE/WORKING GROUP WHICH MEETS ON A REGULAR BASIS

(2018: 44 PERCENT; 2019: 43 PERCENT; 2020: 81 PERCENT; 2021: 62 PERCENT)

Of the 26 contexts that responded, only 16 (62 percent) indicated that a Gender Working Group linked to the humanitarian coordination system was functional in 2021. In most cases, the Humanitarian Gender Working Group was linked to the Inter-Cluster Coordination Group (ICCG). In oPt, for instance, a 'Humanitarian Gender Group' is a sub-group directly within the ICCG. Similarly in Afghanistan, a 'Gender in Humanitarian Action working group' is part of the inter-cluster coordination team. In some settings, such as in Ukraine in 2021, a Gender Theme Group working across the humanitarian-development nexus, was engaged by the HC and HCT to provide advisory support.[11]

In two contexts (Ethiopia and Eritrea), responses indicated that while such a group was previously activated, it was not functioning in 2021.

PERCENTAGE OF HCTs WHICH HAVE ACHIEVED GENDER PARITY WITHIN ITS MEMBERSHIP

(2018: 16 PERCENT; 2019: 18 PERCENT; 2020: DATA UNAVAILABLE; 2021: 18 PERCENT)

Among 22 crisis contexts, only four Humanitarian Country Teams reported having achieved or maintained gender parity within their membership in 2021, namely: oPt, Iraq, Eritrea, and Ukraine. In addition, Libya estimated being close to achieving gender parity at 48 percent of the membership being women. The rate of countries which have achieved gender parity within its membership has largely remained at this low level since 2018.

11 In 2022, a dedicated 'Gender in Humanitarian Action' working group was established in Ukraine.

PERCENTAGE OF IASC-MANAGED COUNTRY CONTEXTS WHICH HAVE APPOINTED SENIOR GENDER CAPACITY FOR TECHNICAL SUPPORT

(2018: 15 PERCENT; 2019: 13 PERCENT; 2020: 19 PERCENT; 2021: 45 PERCENT)

From among the 29 crisis contexts for which data on this indicator is available, 45 percent indicated that senior Gender Capacity for technical support was available through GenCap experts. This is a notable increase from previous years and reflects GenCap's efforts to provide longer-term deployments. In 38 percent of crisis contexts, the gender expertise came from UN agencies such as UN Women and UNFPA (often in collaboration with NGO partners) through locally negotiated arrangements.

PERCENTAGE OF HCTS WHICH HAVE PREPARED AND IMPLEMENTED A PLAN ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS, INCLUDING STRATEGIES FOR ENGAGEMENT WITH LOCAL WOMEN'S ORGANIZATIONS

(2018: 16 PERCENT; 2019: 21 PERCENT; 2020: 11 PERCENT; 2021: 22 PERCENT)

Only Iraq, Libya, Mali, Cameroon, and Haiti (of 23 crisis contexts which responded) indicated that there was an established HCT-level strategic plan for gender equality and the empowerment of women and girls for humanitarian response. All five contexts reported having consulted with women's organizations and four among these also indicated that the plan included specific provisions to guide engagement with local women's organizations.

NUMBER OF JOINT GENDER ANALYSES PRODUCED TO INPUT TO HNO AND HCT PLANS

(2018: 20 PERCENT; 2019: 25 PERCENT; 2020: 75 PERCENT; 2021: 39 PERCENT)

Just 7 among 18 crisis settings which responded to this question reported conducting a joint gender analysis which contributed to the humanitarian planning process. At 39 percent, this is lower than the results from the 2020 but higher than results reported in the initial two years of this review exercise. It was noted last year that the relatively high number of joint gender analyses conducted in 2020 was likely due to the COVID-19-specific analysis and assessment efforts.

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Annex

Accountability Framework Recommendations

ACCOUNTABILITY FRAMEWORK RECOMMENDATIONS

PRINCIPALS:

- When establishing strategic priorities for the future work of the IASC as a whole, the Principals must ensure they include reflection of the commitments, standards and roles and responsibilities set out in the IASC's 2017 Gender Policy.
- IASC Principals Group should strengthen the promotion of the IASC Gender Policy and Accountability Framework to all of its structures, member agencies and field representation so that they are aware of the Policy's contents and their obligations with regards to roles and responsibilities and reporting requirements.
- The Principals Group should ensure that they have – or consult with - the requisite gender in humanitarian action capacity at the decision-making level so that adherence to and application of the Gender Policy is consistent.

OPAG, EDG AND DEPUTIES GROUP:

- OPAG, EDG and Deputies Group should ensure that they have the requisite gender capacity at the decision-making level so that adherence to and application of the Gender Policy is consistent.
- The IASC Gender with Age Marker (GAM) should be consistently used in the development and monitoring of all humanitarian interventions.

GENDER REFERENCE GROUP:

- The GRG needs to continue to socialize the contents of the IASC Gender Policy, both globally and at the field level to ensure that all humanitarians are aware of the Policy's existence and what it contains. Working with the IASC Secretariat and Peer-to-Peer Support Group, the GRG should conduct webinars, host relevant and topical events and other communication strategies to ensure all bodies and all positions included in the Policy know what the commitments, standards and roles and responsibilities are that pertain to them and everyone else.
- The GRG should also promote and help facilitate the recommendations contained within this report.

OTHER IASC BODIES:

- The global structures of the IASC should continue to turn to the GRG as a resource to assist all IASC bodies and associated entities to provide technical capacity and support in ensuring the commitments of the IASC Gender Policy are fully realized.
- The GCCG should encourage all global clusters to nominate a gender focal point internally as a first step towards ensuring that gender is consistently mainstreamed in the work of the field clusters.
- Global Clusters and GRG should strengthen engagement and collaboration through regular information sharing, briefings, and exchange regarding obligations and commitments contained in the IASC Gender Policy and Accountability Framework.
- OCHA, Cluster Lead Agencies, and GCCG should promote the application of the IASC Gender Age Marker (GAM) as a mandatory project design and monitoring tool for all humanitarian interventions.
- Cluster lead agencies and global clusters should explore options to provide and/or facilitate access to resources and funding for sustainable technical gender expertise to support with integrating gender in responses.

POOLED FUNDING MECHANISMS:

- A guidance note should be developed to compliment the CERF Handbook detailing best practice and expectations of how gender should be integrated into CERF supported projects and how it should be demonstrated in the CERF application.
- A tracking mechanism should be established to monitor levels of funding specifically utilized for gender targeted programming.

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PEER-TO-PEER MISSIONS:

- The TORs of P2P missions should integrate gender and make provisions for consultations with women's groups and relevant Government machineries. Furthermore, their mission reports should reflect findings relating to the operations' key gender concerns and how the operations have identified and addressed such issues.

USE OF GENDER ANALYSIS AND SEX AND AGE DISAGGREGATED DATA:

- Sectors should demonstrate the use of SADD by specifying the different needs, vulnerabilities and capacities through analysis. Mere breakdown of total affected population numbers into male and female does not suffice as the use of SADD. Furthermore, the data for women and children should not be grouped together.
- A separate and detailed joint-agency gender analysis should be developed for each country context which is then used to inform the planning process and guide individual implementing agencies on formulating their response plan so that it identifies and address the specific needs and rights of affected women, girls, men and boys.
- Care must be taken to ensure that the specific crisis impacts identified through gender analysis are followed through on a cluster by cluster basis, both in the prioritization developed in the shared strategic vision of the HNO and in the subsequent official plan.

GENDER PRIORITIES IN HUMANITARIAN RESPONSE PLANS:

- Whilst it is encouraging to see almost ubiquitous inclusion of women's economic empowerment of women and girls, access to SRH and strategies to mitigate GBV, improvements should be made to further elaborate these interventions across clusters and the scope of the entire humanitarian response plan.
- In addition, HRP monitoring plans should consistently utilize gender focused indicators, measured by sex and age disaggregated data.

PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE:

- In keeping with the Gender Policy and the 2017 Terms of Reference for Humanitarian Country Teams that placed PSEA as a mandatory responsibility of HCTs requiring a collective mechanism and approach, it is crucial that the PSEA mechanisms in country are outlined.

- Resources should be allocated for the coordination of PSEA prevention and response.
- Details should also be provided on how specific contextual SEA protection needs of women, girls, men and boys are to be addressed or how they have been considered.

ACCOUNTABILITY FOR AFFECTED POPULATIONS:

- Inclusion of AAP as a strategic objective should also detail the specific provisions on how women and girls will be included in humanitarian planning decision-making processes and how any potential challenges to access feedback mechanisms will be addressed.

CONSULTATIONS WITH LOCAL WOMEN'S ORGANIZATIONS:

- Consultation with local women's organizations in the planning and decision-making processes for humanitarian programming should be facilitated as an effective strategy for identifying the specific needs of women and girls, leading to more nuanced and inclusive response plans.
- Local women's organizations should be consulted in the development of the gender analysis.

HUMANITARIAN COUNTRY TEAMS (HCTs), INTER-CLUSTER COORDINATION GROUPS AND CLUSTERS

- HCTs should have long-term dedicated gender expertise, to ensure sustainability.
- All contextualized local HCT TORs should reflect the roles and responsibilities set out in the IASC Gender Policy. A guidance note should be developed to assist in this process.
- Any plan on GEEWG in humanitarian action must look beyond just protection and GBV response.
- The HCT protection strategy must also contain a gender component with gender indicators and outcomes.
- Clusters should make efforts to promote more robust gender analysis including impacts on marginalized groups such as adolescent girls, women and girls with disabilities, as well asLGBTQI+ people, and ensure consistency between identified needs and response plans.
- HCTs and Country-based Pooled Funds Advisory Groups at the country level should facilitate access to humanitarian funds to local women's organizations to build capacity and to enable engagement with the processes of humanitarian coordination and planning.
- HCTs and ICCG should develop a framework/ process to ensure sustained engagement of women's organizations within the planning process and coordination architecture, in particular women's meaningful participation in decision making.
- HCs and HCTs should ensure consistency between needs identified in the gender analysis findings outlined in the HNO and the final prioritized response plans. This includes issues such as added care burden and the means to alleviate.

GENDER WORKING GROUPS (OR EQUIVALENT):

- Gender Working Groups which include humanitarian actors from UN, INGOs, as well as local organizations (specifically local women's organizations) should be established in each humanitarian country context.
- These groups should be regularly consulted and utilized as a resource in planning processes. Ideally, there should be a mechanism/structure set in place which allows for the GWG to consistently contribute to the HPC.
- Gender Working Groups should develop – and keep updated – an open and available contextual gender analysis to provide humanitarian actors with relevant and timely information on the needs, vulnerabilities as well as capacities and opportunities for the crisis-affected and/or at-risk population. This can be adapted to assist and guide the development of response plans so that they address the needs and rights of crisis-affected women, girls, men and boys.
- Gender working groups should undertake studies to get a clearer, contextualized understanding of the capacities of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on their vulnerabilities.

The Gender Accountability Framework Report is the monitoring mechanism of the IASC's Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy endorsed in 2017. It provides a snapshot and baseline of where the structures and representation of the IASC were at with regards to fulfilling the commitments, standards and roles and responsibilities set out in the Policy. Over time, the Report produced annually is intended to show progress in the implementation of the Policy and to provide guidance and recommendations for improvement.

Previous editions can be found on the IASC and UN Women websites.

IASC Inter-Agency Standing Committee
Reference Group for Gender in Humanitarian Action

UN WOMEN