



2023 IASC GENDER ACCOUNTABILITY FRAMEWORK REPORT

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The 2023 IASC Gender Accountability Framework Report is a product of the Inter-Agency Standing Committee's Reference Group for Gender in Humanitarian Action (GRG).

As per provisions endorsed by the Inter-Agency Standing Committee (IASC) in its 2017 Gender Policy, the Gender Desk within the IASC Gender Reference Group (GRG) 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 is hosted by UN Women on behalf of the GRG and a dedicated Working Group comprising of ACF-France, CARE International, the IASC Gender Capacity Standby Project,

the IASC Secretariat, iMMAP Inc., IMPACT Initiatives, OCHA, Oxfam, Plan International, UNDP, UNFPA, WFP, and WHO supported the Gender Desk in the review of nearly 80 documents. In addition to the desk-review component, survey responses submitted by UN Women and OCHA country offices on behalf of the humanitarian coordination mechanisms from across 26 crisis contexts were also reviewed by the Gender Desk.

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ACRONYMS

AAP	Accountability to Affected People	HNRP	Humanitarian Needs and Response Plan
ACF	Action Against Hunger – France	HNPW	Humanitarian Networks and Partnerships Week
AF	Accountability Framework	IAHE	Inter-Agency Humanitarian Evaluation
AWP	Annual Work Plan	IASC	Inter-Agency Standing Committee
CAR	Central African Republic	ICCG	Inter-Cluster Coordination Group
CCCM	Camp Management and Camp Coordination	IOM	International Organization for Migration
CERF	Central Emergency Response Fund	MCH	Maternal and Child Health
CSW	Commission on the Status of Women	NGO	Non-Governmental Organization
DRC	Democratic Republic of the Congo	OCHA	Office for the Coordination of Humanitarian Affairs
ECOSOC–HAS	Economic and Social Council – Humanitarian Affairs Segment	OPAG	Operational Policy and Advocacy Group
EDG	Emergency Directors Group	oPt	Occupied Palestinian Territories
GAF	Gender Accountability Framework	P2P	Peer-2-Peer Support Project
GBV	Gender-Based Violence	PSEA	Protection Against Sexual Exploitation and Abuse
GenCap	IASC Gender Standby Capacity Project	SADD	Sex and Age Disaggregated Data
GEEWG	Gender Equality and the Empowerment of Women and Girls	UNFPA	United Nations Populations Fund
GiHA	Gender in Humanitarian Action	UNDP	United Nations Development Programme
GRG	Gender Reference Group	UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
HC	Humanitarian Coordinator	WLO	Women-Led Organization
HCT	Humanitarian Country Team	WFP	World Food Programme
HNO	Humanitarian Needs Overview	WHO	World Health Organization
HRP	Humanitarian Response Plan		

EXECUTIVE SUMMARY

The 2023 Inter-Agency Standing Committee (IASC) Gender Accountability Framework (GAF) report marks the sixth and final monitoring cycle of the IASC's *Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy (2017)*. It provides a snapshot of the IASC's outputs in the calendar year 2023 and allows for cross comparison with the baseline established with the 2018 GAF report and the subsequent 2019, 2020, 2021, and 2022 reports. The annual GAF report is the only dedicated global monitoring mechanism in place to track implementation of gender commitments in humanitarian settings.

The 2023 GAF Report benefited from inputs provided by UN Women and OCHA offices operating in 26 crisis contexts on behalf of the respective humanitarian coordination bodies in place across these contexts. The steady improvement in quality of responses over the six years of this monitoring exercise suggests that there is growing awareness of and familiarity with the IASC Gender Policy.

This GAF report is the final report reviewing the IASC's progress against the 2017 IASC Gender Policy and serves as an important opportunity to reflect on the progress as well as persistent challenges in implementing the commitments to advance gender equality and the empowerment of women and girls in humanitarian settings as endorsed by the IASC in 2017.

At the global level, there have been some areas of marked improvement such as in the level of attention to gender in outputs from the IASC Principals (from 33 percent in 2018 to 75 percent in 2023) and in the integration of gender considerations in missions facilitated by the P2P Support Group (from 0 percent in 2018 to 100 percent in 2023).

However, progress in outputs and prioritization of work in other parts of the IASC global architecture has been more limited. Review of outputs and workplans from the Deputies Group, the Emergency Directors Group (EDG), Operational Policy and Advocacy Group (OPAG),

Global Clusters, and Associated Entities over the six-year period show limited progress. Several groups were restructured during this time affecting the consistency of monitoring efforts.

At the country level, a review of findings from 2018 to 2023 presents a picture of steady improvement and progress against most standards and commitments of the 2017 IASC Gender Policy, even though some gaps remain. These include:

- 1. The availability of deployed GenCap advisor support rose from 15 percent in 2018 to 73 percent in 2023**
- 2. The presence of working groups to promote the integration of gender issues in humanitarian planning and implementation grew from 44 percent in 2018 to 88 percent in 2023**
- 3. A growing number - from 56 percent in 2018 to 85 percent in 2023 - of Humanitarian Country Teams hold at least one consultation with local women's organizations annually.**
- 4. Use of strategic tools like Gender Action Plans for HCTs has improved from 16 percent in 2018 to 50 percent in 2023.**

Similarly, key planning documents such as Humanitarian Needs Overviews (HNOs) (from 45 percent in 2018 to 67 percent in 2023) and Humanitarian Response Plans (HRPs) (from 45 percent in 2018 to 82 percent in 2023) have also largely demonstrated a higher level of attention to gender considerations drawing from gender data and analysis.

2024 IASC Gender Policy and Gender Accountability Framework:

Whilst it is encouraging to see significant progress across the majority of the accountability framework since the initial baseline report of 2018, it is essential the humanitarian system continues with its concerted efforts to better integrate gender into coordinated humanitarian response at all levels, be it from the Principals level or country-level clusters.

In recognition of this need to accelerate progress, the IASC adopted an updated IASC Gender Policy in 2024 reflecting a strengthened commitment to gender in humanitarian action. Accompanying the updated Policy, an updated Gender Accountability Framework mechanism was also endorsed by the IASC in December 2024.

Going forward, monitoring of progress against the updated IASC Gender Policy will take on a 'localized' approach where country-based 'Gender in Humanitarian Action' Working Groups will drive the accountability mechanism to promote ownership and uptake at the country level. A publicly available dashboard tracking progress at the global and country level will accompany a global annual report.



OVERVIEW OF CONCLUSIONS AND RECOMMENDATIONS

The monitoring process of the successive 2018-2023 IASC Gender Accountability Reports has seen accumulated progress across nearly all the framework indicators, which is reflective of an enhanced focus on the integration of gender into the processes of decision making and prioritization of coordination in humanitarian response.

Improvements on delivery have been noticeable at the all-important national level (see Table 3), particularly when considering the growth of engagement with crisis-affected women in identifying their specific needs and ascertaining the means to address them. To that end, we see the number of crisis contexts with active Gender in Humanitarian Action (GiHA) Working Groups or similar structures – which provide a platform for local women’s organizations to engage in the humanitarian system and with its key actors, including the UN, INGOs and the cluster system - increase from 44 percent to 88 percent over the same period. Related to this, we also see the percentage of monitored IASC crisis contexts which held at least one direct consultation with local women’s organizations increase from 56 percent in 2018 to 85 percent in 2023.

Also of significance is the considerable improvement in the presence of sustained Gender Advisor capacity to provide technical guidance and leadership on delivering the standards and commitments of the IASC Gender Policy. In 2018, only 15 percent of monitored IASC crisis contexts had a GenCap Advisor for more than six months, whilst in 2023 it was 73 percent. Alongside the IASC GenCap 2023 tally, 50 percent of the crisis contexts also had additional gender capacity provided by UN agencies.

The IASC itself has undergone significant adaptations to its structural make-up and its ways of working over the duration of its 2017 Gender Policy’s lifespan. A new 2024 Gender Policy was created to reflect these changes, as well as to build on the progress - and persistent gaps and challenges - observed over the six years of this accountability framework monitoring mechanism.

The lessons learned from this six-year monitoring process offers a number of key recommendations, as the IASC moves to utilizing the priorities and the designated roles and responsibilities of the new Gender Policy:

- **HCTs must be consistent in demonstrating the collection and use of sex and age disaggregated data in the planning process. Over the six years of monitoring, only the Central African Republic and Nigeria have demonstrated collection and use of SADD in each annual HNO.**

- **Similarly, clusters should be consistent in their demonstrated use of SADD. In 2023, only Nigeria and Ethiopia had all cluster chapters include SADD in their respective HNOs. As presented in Table 5, only the Protection cluster has utilized SADD in every HNO which contained a cluster chapter on Protection. In contrast, the Shelter and NFI cluster chapters have demonstrated the least level of SADD use. Both these trends have been consistent over the years and persistent gaps should be addressed by the relevant global clusters.**

- **In addition, HCTs should be vigilant in ensuring that SADD is utilized in the new HNO/HRP combined format, the Humanitarian Needs and Response Plan (HNRP). 12 crisis contexts in 2023 used the HNRP and of these, only 25 percent showed the use of SADD.**

- **The entire country level humanitarian system should recognize and utilize (including join, as**

needed) their respective Gender in Humanitarian Action Working Groups. HCs/HCTs should facilitate their ability to deliver on the roles and responsibilities set out for the GiHA WGs in the 2024 IASC Gender Policy. Where a working group does not already exist, one should be established, as per the priorities set out in the IASC Gender Policy.

- HCTs and clusters should ensure that they regularly consult, collaborate and partner with local women’s organizations throughout all aspects of the planning and implementation of humanitarian response. As the humanitarian system considers how it can improve effectiveness and better serve the needs of crisis-affected populations, women’s organizations provide access to marginalized and potentially missed sections of affected communities – including female-headed households, older persons and persons with disability – in assessments, planning and service delivery.

- All IASC bodies, member agencies, clusters, HCs, HCTs should be familiarized with the 2024 IASC Gender Policy (available in four languages). At the country level, they should also utilize the new localized gender accountability framework mechanism endorsed by the IASC in December 2024 as a collective means to monitor policy compliance and as a tool to help improve gender integration on an ongoing basis.

- The IASC at the global decision-making level should endeavor to engage with local women’s organizations via the IASC Gender Reference Group, including facilitating opportunities to be represented in IASC-led events and to utilize the endorsed definition of local women-led organizations (WLOs) to better channel, track and report funding to WLOs in crisis settings. Given all IASC members are also signatories to the Grand Bargain, IASC members should report funding to WLOs in the Grand Bargain annual self-reporting exercise.



2018-2023 KEY FINDINGS AND OVERALL PROGRESS

75 PERCENT

of outputs released by the IASC Principals Group as well as **82 percent** of outputs endorsed by other high-level entities in the IASC (Deputies Group, OPAG, EDG) in 2023 reflected the standards and commitments of the IASC Gender Policy.

There have been some areas of improvement such as in the level of attention to gender in outputs from the IASC Principals Group (from 33 percent in 2018 to 75 percent in 2023) and in the integration of gender considerations in missions facilitated by the P2P Support Group (from 0 percent in 2018 to 100 percent in 2023).

However, progress in outputs and prioritization of work in other parts of the IASC global architecture have been more limited. Review of outputs and work-plans from the Deputies Group, the Emergency Directors Group (EDG), Operational Policy and Advocacy Group (OPAG), Global Clusters, and Associated Entities over the six-year period show limited areas of progress. The restructuring of some of these groups during this time may have affected the consistency of monitoring efforts.

67 PERCENT

of HNOs demonstrated use of sex- and age- disaggregated data and highlighted the gendered impacts of crises. 91 percent of HNOs highlighted the gendered impacts of crises on women and girls. However, only 67 percent of HNOs utilized sex and age disaggregated data in at least 50 percent of cluster chapters.

While this reflects a drop in use of sex- and age- disaggregated data and use of gender analysis in HNOs from 2021 and 2022, it is nevertheless an improvement compared to initial years (2018-2020) when, on average, only half of the HNOs published met these minimum criteria. In addition, a much smaller number of HNOs were reviewed for 2023 compared to previous years as many contexts have moved towards a new template combining HNOs and HRPs. This may also have contributed to the downward trend in 2023 for this indicator.

82 PERCENT

of HRPs and HNRPs included provisions to implement all three cross-cutting areas of gender priorities (economic empowerment, gender-based violence, and sexual and reproductive health).

Starting from just 45 percent in 2018, this is reflective of a growing inclusion of specific provisions in response plans to address the gendered impacts of crises.

85 PERCENT

of contexts reported holding at least one consultation with local women's organizations as part of the annual humanitarian planning process,

marking a steady improvement from previous years (starting from 56 percent in 2018).

88 PERCENT of contexts reported having an active GiHA Working Group or its equivalent.

This demonstrates a sustained growth over the years (from 44 percent in 2018) in the establishment and positive recognition of the contributions of country-level GiHA working groups to humanitarian decision-making.

73 PERCENT of contexts reported having access to adequate gender expertise, marking another area of improvement from 15 percent in 2018.

The availability of gender expertise from the Gender Capacity Standby Project as well as from agencies such as UN Women has steadily increased over the years.

58 PERCENT of contexts reported that a joint gender analysis was conducted to guide the humanitarian planning process.

This points to a three-fold increase in the number of contexts utilizing gender analyses compared to 2018.

50 PERCENT of contexts reported having a 'Gender Strategy' in place for the Humanitarian Country Team.

This reflects a significant increase in the percentage of contexts with plans or strategies focusing on gender in humanitarian action for the HCT from 16 percent in 2018. Notably, every context with a gender strategy or action plan also reported prioritizing engagement with women's organizations as an action area.





INTRODUCTION

In 2017, the Inter-Agency Standing Committee (IASC) renewed its commitments to gender equality and the empowerment of women and girls in humanitarian action through its [Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action](#) (Gender Policy). This was accompanied by an [Accountability Framework](#) (AF), intended to allow the IASC to monitor its delivery – both at the global and country levels – on the commitments, standards and prescribed roles and responsibilities contained within the Gender Policy. This report, the 2023 Inter-Agency Standing Committee (IASC) Gender Accountability Framework (GAF) report, marks the sixth and final monitoring cycle of the IASC’s Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy (2017).

The Accountability Framework focuses on the collective actions of the IASC with regards to gender equality and the empowerment of women and girls (GEEWG).

Overall aims of the Accountability Framework are to:

1. 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.
2. Guide the IASC in identifying priority actions to advance gender equality and the empowerment of women and girls.
3. Support the strengthening of accountability across the IASC with respect to advancing gender equality in humanitarian action.
4. Showcase good practice and implementation of the IASC’s commitments on gender equality.
5. Highlight gaps where the IASC needs to amplify efforts to advance gender equality and the empowerment of women and girls.



A woman wearing a vibrant blue hijab and a green and white patterned skirt stands in a doorway, looking directly at the camera. Her right hand is on her hip. In the background, a young child in a dark dress is visible. The scene is set in a simple, possibly outdoor or semi-outdoor, environment with concrete walls and a rusted metal door frame. A yellow banner is overlaid at the bottom of the image.

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 country levels. 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** was tasked with the requisite data collection, consolidation, analysis, 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 (GRG).¹ To strengthen the system-wide ownership of the exercise and to better harness the expertise of gender experts across the humanitarian system, the 2023, 2022, 2021 and 2020 Reports were developed with support from a dedicated Working Group comprising of UN and INGO GRG members.

For this 2023 GAF Report, the GRG Working Group was comprised of ACF-France, CARE International, the IASC Gender Capacity Standby Project, the IASC Secretariat, iMMAP Inc., IMPACT Initiatives, OCHA, Oxfam, Plan International, UNDP, UNFPA, WFP, and WHO. Each organization helped conduct a double review of nearly 80 documents produced by various strata of the IASC in 2023. These outputs comprised of Humanitarian Needs Overviews, Humanitarian Response Plans, and Humanitarian Needs and Response Plans developed in 2023 as well as outputs published by IASC bodies at the global level over the course of 2023.

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, UN OCHA country offices gathered the requisite information for the exercise. Data from the 'Coordination Survey' conducted by OCHA was also utilized to triangulate information.

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

1) The Standards of the 2017 Gender Policy

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

2) Roles and Responsibilities defined in the 2017 Gender Policy:

- IASC Principals Group
- Operational Policy and Advocacy Group (OPAG) and its Results Groups
- Emergency Directors Group
- Peer-2-Peer Support Project
- IASC Associated Entities, including the GRG
- Global Clusters
- Humanitarian Coordinators
- Humanitarian Country Teams

1 Please refer to previous Annual Reports here: [2022 IASC Gender Accountability Framework Report](#), [2021 IASC Gender Accountability Framework Report](#), [2020 Gender Accountability Framework Report](#), [2019 IASC Gender Accountability Framework Report](#) and [2018 IASC Gender Accountability Framework Report](#)

INFORMATION SOURCES

The scope of this exercise is focused on IASC-managed crisis contexts in which a Humanitarian Coordinator was present in 2023. This covered a total of 31 crisis settings: Afghanistan, Burkina Faso, Cameroon, Central African Republic (CAR), Chad, Colombia, Democratic Republic of the Congo (DRC), Eritrea, Ethiopia, Haiti, Iraq, Kenya, Lebanon, Libya, Madagascar, 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 26 crisis contexts ²	Humanitarian Needs Overviews developed in 2023 were available from 11 countries ³	Humanitarian Response Plans or joint Humanitarian Needs and Response Plans (HNRPs) developed in 2023 were available from 22 countries ³
Afghanistan Burkina Faso Cameroon CAR Colombia DRC Eritrea Ethiopia Haiti Iraq Kenya Lebanon Mali Myanmar Niger Nigeria oPt Pakistan Philippines Somalia South Sudan Sudan Syria Ukraine Yemen Zimbabwe	Burkina Faso Burundi Cameroon CAR DRC El Salvador Ethiopia Guatemala Nigeria Syria Yemen	HRPs: Burkina Faso Cameroon CAR DRC El Salvador Ethiopia Guatemala Nigeria Venezuela Yemen HNRPs: Afghanistan Chad Colombia Haiti Honduras Mali Mozambique Myanmar Somalia South Sudan Sudan Ukraine

² Channeled through UN Women and OCHA country offices.

³ Not all crisis contexts with an appointed HC or Regional HC produced an HNO or HRP in 2023. Some settings extended an existing planning document for an additional year. In these cases, the review of the document was not repeated. A new practice in 2023, several locations issued a joint Humanitarian Needs and Response Plan (HNRP) in lieu of a distinct HNO and HRP.



DELIVERY AT THE GLOBAL LEVEL OF COMMITMENTS TO GENDER IN HUMANITARIAN ACTION

(IASC Principals, Operational Policy and Advisory Group, Emergency Directors Group, Associated Entities, Global Clusters)

Table 1: Percentage of IASC documents/events which contain commitments to GiHA

Delivery at the Global Level of Commitments to Gender in Humanitarian Action	2018	2019	2020	2021	2022	2023
Gender Integrated into Outputs of Principals	33%	33%	77%	80%	80%	75%
Associated Entities with gender in defined deliverables	50%	80%	40%	40%	40%	40%
IASC side events facilitating dialogue between humanitarian actors and women's rights or gender justice organizations	2	2	4	1	1	2
OPAG Results Groups / Task Forces complying with the standards of the Gender Policy	-	20%	20%	40%	40%	25%

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; 2022: 80 percent; 2023: 75 percent)

In 2023, a total of four outputs were endorsed by the IASC Principals. Three among the four outputs were joint statements (on Sudan and oPt) while the fourth output was an IASC definition of what constitutes a 'Victim/Survivor Centered Approach' in addressing PSEA.

Three of the four (75 percent) outputs published by the IASC Principals in 2023 included some reference to gender equality and the empowerment of women and girls. While two of the statements and the output relating to PSEA included at least one reference to gender, the statement by the IASC Principals on "unilateral safe zones" proposed in Gaza did not. At this level, the level of attention to gender effectively remains the same as in the previous year (80 percent).

Consistent with previous years, the GRG Working Group reviewers noted that within the outputs which were categorized as having *some* reference to gender, often, it was limited. Usually, focus remains solely on gender-based violence.



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; 2022: 40 percent; 2023: 40 percent)⁴

Progress reports of five IASC Associated Entities were reviewed: Global Cluster Coordination Group, Gender Reference Group, Mental Health and Psychosocial Support (MHPSS) 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 MHPSS 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 and girls (GEEWG). All its deliverables in 2023 focused on advancing GEEWG in humanitarian action.

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; 2022: 1; 2023: 2)

The 'Promoting gender transformation in humanitarian action: Role of Gender in Humanitarian Action Working Groups in addressing the gendered impacts of crises' side event at the 2023 Humanitarian Networks and Partnerships Week (HNPW) was organized by GRG members featuring women civil society representatives from Afghanistan, Haiti, Mali and Ukraine co-leading or otherwise participating in their respective country-based Gender in Humanitarian Action Working Groups. The discussion was an opportunity to spotlight the leadership of women-led organizations in humanitarian decision-making and to highlight best practices of GiHA Working Groups in facilitating this.

On the sidelines of the 67th Commission on the Status of Women, GRG member agencies also organized an event 'Women Leaders in Dialogue.' The event facilitated a conversation between women leaders and the international community to exchange key recommendations to realize women's and women's organizations' meaningful participation and leadership in humanitarian action.

Percentage of IASC Result Groups (now Task Forces) 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; 2022: 40 percent; 2023: 25 percent)

Among the five Task Forces (1-Centrality of Protection, 2-Accountability to Affected People, 3-Preserving Humanitarian Space, 4-Humanitarian Development Collaboration and its Linkages to Peace, and 5-Localization) which were active in 2023, only Task Forces 1–4 updated their respective workplans in 2023. Of these, only Task Force 1 on Centrality of Protection demonstrated reference to gender equality in their workplan. There was no evident attention to gender in the priority areas outlined in the other three workplans.

4 Starting with the 2020 GAF Report, 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.



SUPPORT FROM THE GLOBAL LEVEL TO THE NATIONAL LEVEL

(Associated Entities, Global clusters, Emergency Directors Group, and Peer-2-Peer Support Project)

Table 2: Percentage of global-level documents/outputs to the national level which contain gender considerations

Source	2018	2019	2020	2021	2022	2023
Outputs endorsed by the IASC (DG, OPAG, EDG)	100%	78%	60% ⁵	90%	80%	82%
P2P project	0%	50%	50%	0%	40%	100%
AWPs of global clusters	40%	67%	--	75%	75%	100%

Relevant IASC policies, directives, and operational guidance documents – as signed off by the Deputies Group, OPAG or EDG – are consistent with the policy commitments to gender equality and the empowerment of women and girls in humanitarian action

(2018: 100 percent; 2019: 78 percent; 2021: 90 percent; 2022: 80 percent; 2023: 82 percent)

A total of 22 outputs including guidance, evaluations, analyses, and key messages endorsed by the Deputies Group, Operational Policy and Accountability Group (OPAG), and Emergency Directors Group over the course of 2023 were reviewed. Of the 22, 18 outputs were found to have integrated gender considerations although the extent to which this was done varied significantly.

Notably, all eight outputs produced by the Associated Entities contained at least some reference to gender equality.

Six of the nine outputs from the IASC Deputies Group met the minimum criteria. Outputs from the IASC Deputies Group on early warning and anticipatory action to address the climate crisis, the background note on the independent review of the humanitarian response to internal displacement, and the background note on COP27 reflections and COP28 plans did not include any gender considerations. The remaining six outputs contained at least some gender awareness in its content.

Four of the five outputs from the OPAG met the minimum criteria. Only one output, the IASC Policy Paper endorsed by the OPAG on screening and vetting of persons in need of humanitarian assistance in counter-terrorism / sanctions contexts, was found to be gender-blind. In particular, reviewers noted that the paper failed to recognize the impacts of measures on women's rights organizations in such contexts.

ToRs for Operational Peer Reviews and Peer-2-Peer Support Missions address relevant gender policy commitments

(2018: 0 percent; 2019: 50 percent – Mozambique; 2020: 50 percent – Libya; 2021: 0 percent; 2022: 40 percent – Afghanistan and Mozambique; 2023: 100 percent – Somalia, Ukraine, Sudan, Syria) 2018: 100 percent; 2019: 78 percent; 2021: 90 percent; 2022: 80 percent; 2023: 82 percent)

In 2023, the Peer-2-Peer Support Group facilitated a P2P support mission to Sudan as well as Operational Peer Review (OPR) missions to Somalia, Syria and Ukraine. Of the four mission ToRs reviewed, all included some level of attention to gender considerations. The reports produced following the three OPR missions also reflected some focus on gender considerations although the Ukraine report only discusses PSEA and GBV related concerns.

⁵ Starting with the 2020 GAF Report, 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.

Percentage of Global Cluster annual workplans 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; 2022: 75 percent; 2023: 100 percent)

Only the Food Security cluster published a new strategy at the global level in 2023 while the other global clusters continued their activities in line with previously produced multi-year strategies. As such, only the Food Security Global Cluster's workplan was reviewed. The workplan was found to include multiple areas of focus that align with the IASC Gender Policy's commitments including around strengthening support to women-led organizations.





DELIVERY AT THE NATIONAL LEVEL

**(Humanitarian Coordinators, Humanitarian Country
Teams, and Clusters)**



Table 3: Delivery results at the national level through the review of HNOs and HRPs, and HC/HCT self-assessments

Indicators	2018	2019	2020	2021	2022	2023
Use of SADD and gender analysis in HNOs	45%	47%	55%	85%	80%	67%
Provisions for women's economic empowerment in HRPs	60%	60%	63%	95%	83%	91%
Provisions for sexual and reproductive health in HRPs	70%	75%	92%	95%	100%	86%
Provisions to mitigate and respond to GBV in HRPs	65%	85%	94%	100%	100%	100%
Direct consultations with local women's organizations	56%	61%	68%	65%	69%	85%
Presence of GiHA Working Groups (or its equivalent)	44%	43%	81%	62%	76%	88%
Presence of Gender Advisors	15%	13%	19%	45%	59%	73%
Availability of Gender Strategy/Action Plan for HCT	16%	21%	7%	17%	38%	50%
Joint gender analyses	20%	25%	78%	39%	52%	58%



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HNOs use SADD in at least half of the cluster chapters

(2018: 55 percent; 2019: 53 percent; 2020: 64 percent; 2021: 85 percent; 2022: 81 percent; 2023: 67 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; 2022: 95 percent; 2023: 91 percent)

HNOs with SADD and gender analysis

(2018: 45 percent; 2019: 47 percent; 2020: 55 percent; 2021: 85 percent; 2022: 80 percent; 2023: 67 percent)

67 percent ⁶ of Humanitarian Needs Overviews (HNOs) developed by Humanitarian Country Teams for the 2023 period identified specific 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 points to a drop in the attention to gender across HNOs compared to the previous year. However, to maintain year-on-year consistency, only eleven HNOs (compared to 21 in the previous year) were reviewed as several locations have adopted the new Humanitarian Needs and Response Plan (HNRP) template, combining HNOs and HRPs for their annual humanitarian planning exercise. The HNRP template is intentionally a 'lighter' one and seeks to streamline and shorten the planning document in comparison to the previously used HNO and HRP formats. This has also meant that space for data-driven analysis, including use of SADD, is more restricted. For this reason, HNRPs were not included for the calculation of this indicator. However, reviewers found that only 25 percent of HNRPs demonstrated use of SADD and gender analysis. Two HNOs (Burkina Faso and DRC) did not contain dedicated cluster chapters and thus were excluded from the list of HNOs reviewed for use of SADD in cluster chapters.



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⁶ HNOs which utilized different formats could not be reviewed against these indicators and therefore are not included. For 2023, this meant that only eleven HNOs were reviewed for the sub-indicator on gender analysis and only nine HNOs were reviewed for the sub-indicator on SADD use in cluster chapters.

Table 4: HNOs which contain gender analysis and/or sex and age disaggregated data

HNO ⁷	Includes impact of crisis on women and girls	Uses SADD in at least half of the cluster chapters	Contains both Gender Analysis and use of SADD
Burkina Faso	✓	N/A	N/A
Burundi	✗	✗	✗
Cameroon	✓	✓	✓
CAR	✓	✓	✓
DRC	✓	N/A	N/A
El Salvador	✓	✗	✗
Ethiopia	✓	✓	✓
Guatemala	✓	✗	✗
Nigeria	✓	✓	✓
Syria	✓	✓	✓
Yemen	✓	✓	✓
	91%	67%	67%

Reference to the gendered impacts of the crisis: 91 percent (10 of 11) of HNOs identified the specific impact of the crisis on women, girls, men, and/or boys by going beyond protection and reproductive health needs. Compared against the 95 percent of HNOs that met this criterion in 2022, this reflects that across HNOs, there continues to be recognition of how crises impact women and girls differently and disproportionately.

As before, the quality of gender analysis varied across HNOs. Several HNOs integrated a gender profile or dedicated section on the gendered impacts of the crisis. Most HNOs drew attention to the wide-ranging gender inequalities that have persisted and grown during the humanitarian crisis. HNOs such as DRC contained in-depth analysis backed by data on the gendered impacts of the crises demonstrating a much higher attention to gender considerations than most other HNOs. Only one HNO (Burundi) did not contain any gender analysis at all.

Use of Sex and Age Disaggregated Data: 67 percent (6 of 9)⁸ of HNOs demonstrated some use of sex and age disaggregated data in at least half of the included clusters. This reflects a considerable drop compared to the previous year. Of the HNOs which met this minimum criterion, only two HNOs (Nigeria and Ethiopia) utilized sex and age disaggregated data in all cluster chapters (see Table 5 below for more information).

- CAR and Nigeria are the only crisis settings that have produced HNOs demonstrating gender analysis and use of SADD consistently across six years since the launch of the IASC Gender Policy.⁹

7 N/A entries indicate that the criterion was not reviewed because the HNO utilized a different format.

8 Burkina Faso and the DRC HNO did not contain dedicated cluster chapters due to which it was excluded from the list of HNOs reviewed for use of SADD in cluster chapters.

9 Afghanistan, Sudan, and oPt were not included as they adopted different formats in their HNOs for 2023 but otherwise also produced consistent gender analysis and SADD whenever an HNO using the pre-existing template was used.



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HNOs for Guatemala and El Salvador 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.

A breakdown of the use of SADD in cluster chapters across the 9 HNOs reveals that Nutrition and Protection clusters consistently use SADD. Though it must be noted that while the Nutrition cluster often highlights the heightened risks faced by pregnant and lactating women, it tends to overlook the specific vulnerabilities affecting women and girls more broadly. In addition, Camp Coordination and Camp Management (CCCM), Health and Education clusters have incorporated SADD in two-thirds of HNOs developed in 2023. The consistent use of SADD in the Protection cluster and contrastingly, the limited use of SADD in the Shelter/NFI cluster is a trend that persists from previous years.

Table 5: HNO breakdown by cluster and the use of SADD

CLUSTER HNO ¹⁰	% of clusters using SADD	CCCM	Education	Early Recovery + Livelihoods	Food Security	Health	Nutrition	Protection	Shelter + NFI	WASH	Refugee & Migrant Multi-Sector
Burundi	29%	-	✗	-	✗	✗	✓	✓	✗	✗	-
Cameroon	63%	-	✓	-	✓	✗	✓	✓	✗	✗	-
CAR	63%	✗	✗	-	✓	✓	✓	✓	✗	✓	-
El Salvador	44%	✓	✓	✗	✗	✗	✓	✓	✗	✗	-
Ethiopia	100%	✓	✓	-	✓	✓	✓	✓	✓	✓	-
Guatemala	25%	-	✗	✗	✗	✓	✗	✓	✗	✗	-
Nigeria	100%	✓	✓	✓	✓	✓	✓	✓	✓	✓	-
Syria	56%	✗	✓	✗	✗	✓	✓	✓	✗	✓	-
Yemen	78%	✓	✓	-	✓	✓	✓	✓	✗	✗	✓
		67%	67%	25%	56%	67%	89%	100%	22%	44%	100%

While there has been progress, more concerted efforts are needed – from global support to country-led efforts – to ensure that humanitarian planning documents are grounded in SADD. A promising indication from 2024 is a statement from the IASC Humanitarian Programme Cycle Steering Group (HPC SG) on Sex, Age, Disability Disaggregated Data (SADDD). The statement establishes that, in line with the commitment to the humanitarian principle of impartiality, and the Inclusive Data Charter, the members of the HPC SG agree that: all data should, wherever possible, be disaggregated in order to accurately describe all populations, with a particular emphasis on sex, age, disability status, geographic location, and displacement status. It further underscores that depending on the information needs and decisions to inform, disaggregated data can help to better understand how age, gender and diversity components feature in each context and shape people’s experiences and needs. It is crucial that these commitments and recommendations are accompanied by targeted efforts and support to translate it into action.

10 HNOs for Burkina Faso and the DRC are not included in this chapter as they did not contain cluster chapter narratives.

PROVISIONS FOR ECONOMIC EMPOWERMENT, SRH, AND ADDRESSING GBV IN HUMANITARIAN RESPONSE PLANS

Table 6: HRP which contain provisions for economic empowerment, SRH, and GBV

HRP or HNRP	Economic Empowerment and Livelihoods	Sexual and Reproductive Health	Gender-Based Violence	Provisions for all three priorities
Afghanistan	✓	✓	✓	✓
Burkina Faso	✗	✗	✓	✗
Cameroon	✓	✓	✓	✓
CAR	✓	✓	✓	✓
Chad	✓	✓	✓	✓
Colombia	✓	✓	✓	✓
DRC	✓	✓	✓	✓
El Salvador	✓	✓	✓	✓
Ethiopia	✓	✓	✓	✓
Guatemala	✓	✓	✓	✓
Haiti	✓	✓	✓	✓
Honduras	✓	✓	✓	✓
Mali	✓	✗	✓	✗
Mozambique	✓	✓	✓	✓
Myanmar	✗	✓	✓	✗
Nigeria	✓	✗	✓	✗
Somalia	✓	✓	✓	✓
South Sudan	✓	✓	✓	✓
Sudan	✓	✓	✓	✓
Ukraine	✓	✓	✓	✓

Venezuela	✓	✓	✓	✓
Yemen	✓	✓	✓	✓
	91%	86%	100%	82%

82 percent of all HRPs or HNRPs included provisions to implement the three cross-cutting areas of gender priorities (economic empowerment, gender-based violence, and sexual and reproductive health). This remains consistent with the level of attention to these topics from the previous year when 83 percent of HRPs included provisions for all three priority areas.

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; 2022: 83 percent; 2023: 91 percent)

91 percent (20 of 22) of reviewed HRPs included provisions to support the livelihoods, economic empowerment and/or employment of women, indicating an improvement from 2022 (83 percent).

As in previous years, the extent of these provisions varied across HRPs. In most cases, provisions on livelihoods and economic empowerment targeting women fell under the Food Security and Livelihoods cluster. Many HRPs only refer to access to livelihoods as a passing reference to GBV response efforts or through a brief reference to the inclusion of women under a broader cash-based intervention.



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; 2022: 100 percent; 2023: 86 percent)

Percentage of HRPs which include specific provision for SRH for adolescent youth

(2018: N/A; 2019: 10 percent; 2020: 25 percent; 2021: 48 percent; 2022: 39 percent)

86 percent (19 of 22) of reviewed HRPs specify some provision of sexual and reproductive health (SRH) reflecting a drop from previous years. In most cases, activities to promote SRH continued to fall under the Health cluster and GBV sub-cluster. Three HRPs/HNRPs were found to not have met this criterion as they did not include any reference to providing sexual and reproductive health assistance beyond maternal and childcare related needs..

Percentage of Humanitarian Response Plans which contain provisions to mitigate and respond to GBV

(2018: 65 percent; 2019: 85 percent; 2020: 96 percent; 2021: 100 percent; 2022: 100 percent; 2023: 100 percent)

Consistent with previous years, 100 percent (22 of 22) of HRPs reviewed include strategies that address both the mitigation of and response to GBV. This sustained attention to GBV in HRPs is aligned with findings from the previous year as well. Provisions were always included as part of the GBV sub-cluster and in addition, several HRPs also included GBV prevention and response efforts as part of other cluster activities.



Table 7: Efforts by Humanitarian Country Teams to implement the IASC Gender Policy

Country	Consultation with local WROs	Active Gender Working Groups	Gender Capacity for technical support	Action plan for GEEWG	Joint Gender Analysis
Afghanistan	✓	✓	✓	✓	✓
Burkina Faso	✓	✓	✗	✓	✗
Cameroon	✓	✓	✓	✗	✓
CAR	✓	✓	✓	✗	✗
Colombia	✓	✓	✗	✗	✗
DRC	✓	✓	✓	✓	✓
Eritrea	✗	✓	✗	✗	✓
Ethiopia	✗	✓	✓	✓	✓
Haiti	✓	✓	✓	✓	✓
Iraq	✓	✓	✓	✓	✗
Kenya	✓	✓	✗	✗	✗
Lebanon	✓	✓	✓	✗	✓
Mali	✓	✓	✓	✓	✓
Myanmar	✓	✓	✓	✓	✓
Niger	✓	✓	✓	✓	✓
Nigeria	✓	✓	✓	✓	✓
oPt	✓	✓	✓	✓	✓
Pakistan	✓	✓	✓	✗	✗
Philippines	✗	✓	✓	✗	✗
Somalia	✓	✗	✓	✓	✗
South Sudan	✓	✓	✓	✓	✓
Sudan	✓	✗	✗	✗	✓
Syria	✓	✓	✗	✓	✗

Ukraine	✓	✓	✓	✗	✓
Yemen	✓	✓	✓	✗	✗
Zimbabwe	✗	✗	✗	✗	✗
	85%	88%	73%	50%	58%

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; 2022: 69 percent; 2023: 85 percent)

Responses from 26 IASC crisis settings indicate that in 85 percent of contexts (22 of 26), there was at least one consultation with local women's organizations to inform the formal humanitarian planning process. This reflects an improvement (69 percent in 2022) in the efforts by humanitarian decision-making bodies to hold consultations with local women's organizations across crisis contexts. At the same time, it should be noted that the indicator only considers whether at least one consultation with local women's organizations were conducted at any point in the reporting year.

In previous years (2020-2022), where GiHA/Gender Working Groups were active, the likelihood of crisis contexts reporting having consulted local women's rights organizations was higher. In 2023, nearly all crisis contexts reported having a GiHA WG (23 of 26) and consulting with local women's organizations (22 of 26). As only three contexts reported not having a GiHA WG in place in 2023, the data could not be reviewed to show a demonstrable difference in the level of consultations in contexts with GiHA WGs versus without.

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. In others, such as in Afghanistan through the Women's Advisory Group and in Haiti where a seat was offered for a WLO representative at the HCT, broader and more sustained efforts to ensure that the perspectives of women's groups informed the humanitarian planning process were in place. Often, consultations with local women's organizations took place as part of broader workshops with civil society held to inform the development of the HNO or HRP.

Percentage of countries with a functioning GiHA/Gender Reference/Working Group, which meets on a regular basis

(2018: 44 percent; 2019: 43 percent; 2020: 81 percent; 2021: 62 percent; 2022: 76 percent; 2023: 88 percent)

Of the 26 contexts that responded, 23 (88 percent) indicated that a GiHA/Gender Working Group (or its equivalent) linked to the humanitarian coordination system was active in 2023. The level and frequency of engagement between the Working Groups and other parts of the humanitarian coordination system varied. In most contexts, the GiHA Working Groups are formally recognized as part of the humanitarian coordination structures with active linkages to the ICCG and/or the HCT. In a few locations, arrangements looked different to adapt to context-specific complexities and demands. For instance, in Colombia, the group is a part of the GBV structure at the national level. In Lebanon, the Gender Working Group covered the humanitarian-development-peace nexus in its full scope in alignment with the Inter-Sector Coordination Group in country.

While Somalia and Sudan were among the contexts that reported not having an active GiHA WG in 2023, they have since established GiHA WGs in both locations in 2024.

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; 2022: 59 percent; 2023: 73 percent)

From among the 26 crisis contexts for which data on this indicator is available, 19 (73 percent) indicated that senior Gender Capacity for technical support was available through GenCap experts. This reflects another increase from previous years and demonstrates the IASC GenCap's efforts to provide longer-term deployments. These deployments offered gender expertise to humanitarian coordination bodies for at least six months in 2023. However, only 11 contexts had a GenCap in place for the full year. In 50 percent of crisis contexts – higher than previous years – the gender expertise came from UN agencies such as UN Women (often in collaboration with civil society 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; 2022: 38 percent; 2023: 58 percent)

58 percent of crisis contexts which responded indicated that their humanitarian response included a strategic plan or roadmap for gender equality and the empowerment of women and girls. While this remains a low number, it reflects an increase from previous years. Notably, all contexts which reported having a gender strategy or roadmap also indicated that engagement with local women's organizations was a priority within the strategy or roadmap.

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; 2022: 52 percent; 2023: 58 percent)

15 of 26 (58 percent) crisis settings reported conducting a joint gender analysis which contributed to the humanitarian planning process. At 58 percent, this is a slight increase from the previous year.

While some contexts reported cluster-specific gender analysis to respond to identified needs and gaps, most contexts which responded positively pointed to inter-sectoral and cross-cutting gender analysis (in many cases through the GiHA WGs).



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.