2024 GENDER ACCOUNTABILITY FRAMEWORK REPORT

IASC Inter-Agency Standing Committee
Gender Reference Group

UN WOMEN

ACKNOWLEDGMENTS

TABLE OF CONTENTS

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ACRONYMS

CAR	Central African Republic	**HPC**	Humanitarian Programme Cycle
CBPF	Country-Based Pooled Funds	**ICCG**	Inter-Cluster Coordination Group
DRC	Democratic Republic of the Congo	**IASC**	Inter-Agency Standing Committee
FTS	Financial Tracking Service	**INGO**	International Non-Governmental Organization
GAF	Gender Accountability Framework	**JIAF**	Joint and Intersectoral Analysis Framework
GCCG	Global Cluster Coordination Group	**LNA**	Local and National Actor
GEEWG	Gender Equality and the Empowerment of Women and Girls	**OCHA**	United Nations Office for the Coordination of Humanitarian Affairs
GenCap	IASC Gender Standby Capacity Project	**oPt**	Occupied Palestinian Territory
GFFO	German Federal Foreign Office	**SADD**	Sex- and Age- Disaggregated Data
GiHA	Gender in Humanitarian Action	**UN**	United Nations
GRG	IASC Reference Group for Gender in Humanitarian Action	**UNDP**	United Nations Development Programme
HC	Humanitarian Coordinator	**UNFPA**	United Nations Population Fund
HCT	Humanitarian Country Team	**UN Women**	United Nations Entity for Gender Equality and the Empowerment of Women
HNRP	Humanitarian Needs and Response Plan	**WFP**	World Food Programme
HNO	Humanitarian Needs Overview	**WLO**	Women-Led Organization
HRP	Humanitarian Response Plan	**WRO**	Women's Rights Organization

EXECUTIVE SUMMARY

This report provides a consolidated overview and analysis of the global and country-by-country findings of the localized IASC Gender Accountability Framework monitoring mechanism. The report provides a system-wide "temperature check" on the implementation of the 2024 IASC Gender Policy.

Beyond the global overview, the most critical analysis of ongoing gaps and challenges and recommendations of how to address them emerges from the country snapshots. These offer practical solutions that are intended to be used by the local humanitarian system to collectively identify the means to improve future compliance to therefore improve the effectiveness of the local coordinated humanitarian response.

This cycle of GAF monitoring took place in 2025 when the magnitude, gravity and suddenness of funding cuts in the first quarter forced the humanitarian community to undertake a *humanitarian reset*, as well as a reprioritization of established response plans to ensure that humanitarians save as many lives as possible with the resources they have. Although the GAF monitoring mainly focuses on the previous year (2024), the findings and analysis remain crucial for implementing the reset at the country level and ensuring the system upholds its commitments to gender in humanitarian action. This is covered in more detail in the following section.

KEY FINDINGS

The individual country snapshots, containing specific indicator results, analysis and context-specific recommendations can be found in Annex I of this report. Below is a summary of some of their key findings:

GiHA Working Groups:

86 percent (19 of 22) of the reporting countries have established functional[1] Gender in Humanitarian Action Working Groups (GiHA WGs) with system-wide representation (UN, INGOs, LNAs, WLOs, WROs). Across these 19 countries, it was reported that the working groups were instrumental in leading efforts to keep gender priorities visible in coordination spaces. With all the GiHA WGs having WLO membership and on average WLOs making up **35 percent of membership**, they are clearly providing a much-needed platform for local, crisis-affected women to be able to engage with the planning and implementation of the humanitarian response. Examples of success include:

- In Afghanistan, the GiHA Working Group worked with GenCap and the HCT to develop a two-year Gender Strategy with an emphasis on the participation of women humanitarian workers and WLO engagement to enable WLOs to secure sustained funding for their humanitarian activities and operational costs. The GiHA WG also worked closely with clusters to enable WLO engagement across all clusters, through a mapping of existing WLOs and their participation in the coordination architecture. In addition, 5 sub-national GiHA WGs have been established since 2022 to ensure localization.

- In Ethiopia, a mapping exercise of WLOs led by the GiHA enabled them to collaborate with the ICCG to work with the individual clusters to facilitate WLO participation in four out of nine clusters.

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1 Per the GAF, a GiHA WG is considered functional if it meets at least four of the following five criteria: has an agreed ToR or strategy document, meets at least quarterly, maintains a formal link or consistent liaison with HCT and ICCG, has a workplan updated in the last 12 months, and includes WLOs in its membership.

Still, challenges remain for the role and functioning of GiHA WGs. In some locations, it was reported that the level of engagement with the HCT remains limited. Some GiHA WGs reported regular interaction through shared products and co-chair inputs, while others noted a disconnect, highlighting the need to strengthen HCTs' understanding of their value as a resource. Membership of GiHA WGs also varied, with inconsistent and diverging capacities and expertise amongst designated gender focal points, resulting in the burden of the workload being borne by co-chairs and a few members.

Gender Capacity:

The humanitarian system faces challenges in ensuring that sustained GiHA technical capacity is maintained in all prioritized crisis contexts (for nine months or more) to provide consistent advisory support to HCTs. In 2024, **14 of the 22 reporting countries (64 percent)** did have sustained capacity in place (seven from GenCap, six from UN Women, and one from UNFPA)[2]. However, of concern are the eight countries **(36 percent)**, including major crisis contexts, such as Ethiopia (the 2-year GenCap deployment ended in July 2024), oPt, Somalia (the 2-year GenCap deployment ended in February) and Syria, that remain without this essential support.

The value of sustained gender capacity is evident: in the 14 countries where such capacity was in place, an average of **67 percent of the gender accountability framework indicators** were achieved, compared to **53 percent** in countries without it.

Despite the recognition of the importance of such capacity, lack of funding for these positions is a chronic detriment to facilitating the humanitarian system's ability to deliver on its GiHA commitments. GenCap remains a crucial resource for the supply of this capacity, but by its nature it is not a permanent solution – especially in long-term, protracted crises. As the results show, additional investment by donors in supporting long-term, sustained gender capacity embedded in each context is essential to delivering on

the humanitarian system's collective commitments to gender in humanitarian action.

In addition, sustained cluster gender focal points actively engaged as members of the GiHA Working Group were also seen as an essential contribution to enhancing the working groups to integrate gender into the humanitarian response, including successful implementation of the localized gender accountability framework process.

Use of Gender Analysis and Sex and Age Disaggregated Data (SADD):

A number of the reporting country contexts reported improvements on a cluster-by-cluster basis and across inter-agency assessment processes of the gathering and use of SADD and gender analysis in decision making:

- In Mozambique, the GiHA WG worked to maximize the integration of gender throughout the HPC process, including involvement of WLO/WRO GiHA WG members in the multi-sector needs assessment (MSNA) and the Joint Intersectional Analysis Framework (JIAF), leading to a HNRP that reflects a more gender-sensitive approach compared to previous years.

- Myanmar reported on the overlap of the GiHA Working Group members also being part of the cluster strategic advisory groups which facilitated better integration of gender into the MSNA and the collection of gender disaggregated data.

While there were notable examples of progress, many reporting countries identified challenges in ensuring consistent application of gender analysis and sex- and age-disaggregated data (SADD). Contributing factors include the absence of standardized gender assessment tools or SOPs, limited training and capacity on conducting gender-sensitive assessments, and, in some cases, limited engagement of the GiHA Working Group in key processes such as the JIAF.

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2   Of the 22 countries included in this report, 11 benefited from a GenCap support, including Afghanistan, DRC, Ethiopia, Niger, Haiti, Venezuela, Ukraine, Somalia, South Sudan, Yemen, and Mozambique. Many of the deployments that ended in 2024 had been ongoing for more than 2-years. Five countries had a GenCap for over 9 months: Afghanistan, Venezuela, Ukraine, Yemen and Mozambique. Discrepancies between GenCap and survey data may occur in cases where countries received overlapping sources of support. For example, Niger reported both UN Women and GenCap gender expertise in 2024.

Engagement with Women-Led Organizations:

All countries with GiHA WGs in place reported active WLOs/WRO membership, ensuring women leaders have a direct voice and influence into the decision-making mechanisms and response planning.

Eight of the reporting countries state that their respective HCTs have stand-alone gender strategies which contain concrete action to engage with WLOs, keeping with system-wide commitments on localization and engagement with crisis-affected women. It is worth noting that **90 percent of these locations** had functioning GiHA WGs and sustained gender capacity in place for 2024, which then enabled the development of the HCT gender strategy as well as its implementation.

Additional examples include:

- In Pakistan, the HCT engaged with WLOs on multiple occasions to inform humanitarian planning and foster national level dialogue. Several formal interactions – facilitated by the GiHA WG, the National Humanitarian Network and the Pakistan Humanitarian Forum and including the HC and HCT – were undertaken on the gendered impacts in the context of displacement, GBV and localized resilience strategies. The ICCG was also tasked with engaging WLOs in planning cluster level response strategies.

- Afghanistan, Syria and Sudan all noted the engagement between the HC, the HCT and the Women's Advisory Groups (WAGs) established in-country, highlighting how these advisory groups can play a critical role in localizing decision-making by ensuring that women's perspectives and priorities directly inform planning. These examples of WAGs have also been noted as a best practice in the ongoing reset process with its focus on localization and inclusion of women.

16 of the 22 reporting countries reported having WLO representation in their respective HCTs. Afghanistan, CAR, Colombia, DRC, Ethiopia, Mali, Mozambique, Myanmar, Niger, Ukraine and Yemen (10 of 22) all report that their HCTs have more than one WLO member, but with varied levels of engagement.

It is worth noting that eight of these 22 locations had functioning GiHA WGs and sustained gender capacity (except Mali) in place for 2024 (which as noted above, enabled both the development of the HCT's gender strategy and its implementation).

However, challenges for WLO engagement at the decision-making level of humanitarian coordination persist. In particular, the lack of investment in WLOs was consistently cited as a barrier, limiting both their operational funding and their capacity to engage and contribute meaningfully in coordination, assessments, and analysis.

Funding to Women-Led Organizations:

A number of reporting countries report challenges WLOs have in accessing CBPFs – these include navigating complex eligibility and compliance requirements, which often demand advanced administrative and financial systems that many local organizations lack. Additionally, many WLOs face limited capacity for proposal development and lack sufficient visibility within fund governance structures, further hindering their ability to secure funding and influence decision-making processes.

In 2024, roughly **11 percent of total CBPF allocations** were disbursed to local WLOs globally, **(an increase from 8 percent in 2023)**, but shares still range widely across crisis settings, ranging from **36 percent** to as low as **0 percent**.

STATUS OF GENDER COMMITMENTS IN THE 2025 HUMANITARIAN RESET

By its nature, the Gender Accountability Framework monitoring mechanism assesses the previous year's compliance with the policy's standards and commitments, however, the findings set out in this year's report remain highly relevant to the ongoing humanitarian reset as it moves from its outline and road-mapping phase into actual implementation on the ground. The IASC, under the leadership of the Emergency Relief Coordinator, has consistently emphasized that gender equality remains a central priority in the delivery of principled, effective humanitarian response. They have also emphasized the importance of including and supporting crisis-affected women and girls and women-led organizations in the planning and implementation of humanitarian response. These principles remain consistent with those set out in the IASC Gender Policy and the key findings and recommendations of this report provide practical guidance for maintaining these priorities throughout the implementation of the reset.

With the ongoing funding cuts and their impact on the humanitarian landscape, this round of the GAF localized consultations also took a mid-year "pulse-check" on the most evident impacts observed so far (as of July 2025). These are set out below:

- **GiHA Working Groups** - Amid the humanitarian reset agenda from 2024 to 2025, the status of GiHA Working Groups remained largely stable. In 2024, **86 percent of contexts (19 out of 22)** had functional GiHA WGs. By 2025, only one of those 19 — Syria — reported inactivity, which was attributed not to the reset but to major changes in humanitarian infrastructure as a result of the political transition taking place at the national level.

- In 2025, the average proportion of WLO membership in GiHA WGs increased from **30 percent in 2024, to 43 percent in 2025**. Countries such as Mozambique, Myanmar, oPt, Pakistan, and Sudan reported increases, while Afghanistan, CAR, and Somalia saw a decline.

- **Hyper-Prioritization Consultations** - During the reprioritization process due to funding cuts in 2025, consultation with GiHA WGs for their contributions was **41 percent (7 of 17) of the reporting countries** that undertook this exercise. This compares to **63 percent** of the GiHA WGs that reported being engaged in the HPC process in 2024.

- **Gender Technical Capacity** - The availability of Gender Technical Advisory capacity declined in 2025. In 2024, **14 of the 22 (64 percent) reporting contexts** reported having this support. By mid-2025, only 11 of the 22 **(50 percent)** confirmed its continuation.

- **Gender Focal Points** - Representation of GFPs providing cluster-specific gender expertise at the coordination level remained unchanged between 2024 and 2025, but with the high turnover of staff during the ongoing reset and funding crisis this is likely to change.

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RECOMMENDATIONS

Full details on each country's recommendations can be found in their individual GAF Snapshots (Annex I), however below is a summary of the key themes across the 22 countries, as well as recommendations at the global level:

- **Improve Sustained Availability of Gender Expertise and Capacity to Provide Leadership and Technical Guidance**
  - Donors to ensure resources are available to support GiHA expertise in all prioritized countries on a sustained, ongoing basis
  - Ensure gender capacity is available throughout the system, including Gender Focal Points in clusters

- **Enhance use of SADD and Gender Analysis**
  - Clusters to better integrate gender data collection into the official tools, templates and methodologies of assessment and analysis
  - Clusters to build capacity to gather SADD and use its findings and analysis to inform response planning

- **Strengthen WLO Participation and Support**
  - GiHA WGs to conduct mapping of WLOs to assess capacities to maintain/enhance role of WLOs in and with HCTs and broader humanitarian system

- **Facilitate Improved Integration of Gender Equality Priorities into Planning and Coordination Processes**
  - Strengthen engagement between HCT, clusters and the GiHA WGs – utilizing the GiHA WGs as an interagency, inter-cluster resource to improve planning and implementation
  - HC/HCTs to ensure local GiHA WGs are established in all IASC priority countries that have area-based coordination structures
  - Donors to provide dedicated funding for GiHA coordination (including capacity, gender analysis, gender integrated assessments etc), including for WLOs
  - Clusters to collaborate with GiHA WGs to integrate gender into cluster response plans with indicators and budgets

- **Strategy and Accountability**
  - HCT to work with GIHA WG to develop a HCT Gender Strategy – or similar guiding document - to map out implementation of gender commitments and standards, including engagement with WLOs
  - Humanitarian system to integrate gender throughout planning process and mechanisms, as well as evaluation processes, including Peer-2-Peer missions, as set out in the IASC Gender Policy
  - Ensure HC takes ownership and responsibility for all aspects of gender integration in response planning and implementation and this is reflected in their job descriptions and performance reviews

- **Funding to WLOs**
  - IASC Principals to set specific and measurable targets for CBPF allocations to WLOs/WROs, ensuring they are tracked and publicly reported through both financial and qualitative indicators
  - OCHA and CBPFs to adopt proportional, risk-based due diligence to enhance access to funding opportunities for smaller WLOs while maintaining accountability standards
  - OCHA and UN Women to work with WLOs/WROs to identify barriers and bottlenecks in contexts where the pooled fund share to WLOs is low with the aim of increasing it. Draw on good practices that show that contributing a more equitable share to WLOs is possible and disseminate to spur progress in other contexts

- **Peer to Peer Support**
  - Ensure that the standard mission ToR template includes explicit prompts and requirements related to monitoring compliance with the IASC Gender Policy

GLOBAL DASHBOARD

INDICATOR 1.1

Percentage of Humanitarian Settings where Gender Analysis was conducted in the reporting period and presented to the HCT and/or ICCG – **68 percent**

INDICATOR 2.1

Percentage of HNRPs that use sex and age disaggregated data in at least 75 percent of the sectors/clusters – **84 percent**

INDICATOR 2.2

Percentage of HNRPs (or similar document) that demonstrate the use of gender analysis – **62 percent**

INDICATOR 2.3

Percentage of settings where sector coordination architecture and mechanisms integrated gender into assessment, planning and implementation of humanitarian response – **45 percent**

INDICATOR 2.4

Percentage of humanitarian settings where 75 percent of clusters or sub-clusters have a gender focal point to provide cluster specific gender expertise at coordination level – **43 percent**

INDICATOR 2.7

Percentage of joint/multi cluster needs assessments that were designed and conducted in a gender-responsive manner – **79 percent**

INDICATOR 2.8

Percentage of humanitarian settings where the JIAF multi-partner working sessions included GiHA Working Groups (where active) – **56 percent**

INDICATOR 3.1

Percentage of settings where the HCT engaged with crisis-affected women and girls or local women's organizations for coordination, mutual learning and enhance integration of gender equality into the humanitarian response – **82 percent**

INDICATOR 3.2

Percentage of HCTs with at least one WLO (or network of WLOs) holding a seat – **73 percent**

INDICATOR 4.1

Percentage of CBPF advisory boards that include at least one local WLO/WRO member (or network of WLOs) – **90 percent**

INDICATOR 4.3

Percentage of direct CBPF recipients which were local women-led organizations. – **13 percent**

INDICATOR 4.4

Percentage of CBPF allocations that went to WLOs – **11 percent**

INDICATOR 5.1

Percentage of humanitarian settings with a functional GiHA Working Group – **86 percent**

INDICATOR 5.2

Percentage of GiHA Working Groups with WLOs as members – **100 percent**

INDICATOR 6.1

Percentage of overall CBPF funding to national and local actors that was allocated to WLOs – **24 percent**

INDICATOR 7.1

Percentage of HRP or HNRP countries where GBV requirements were funded at least 50 percent – **25 percent**

INDICATOR 8.2

Percentage of humanitarian settings which have gender in humanitarian technical advisory capacity (for at least 9 months) – **64 percent**

INDICATOR 9.1

Percentage of humanitarian settings where the HCT had an endorsed Gender Strategy which included concrete action to engage with WLOs – **36 percent**

INDICATOR 9.2

Percentage of humanitarian settings where the HCT consulted with the GiHA WG during the HPC process – **67 percent**

INDICATOR 10.1

Percentage of outputs produced and endorsed by the IASC that reflect the standards and commitments contained in the IASC Gender Policy – **81 percent**

INDICATOR 12.1

Percentage of EDG/P2P missions where the means of integrating gender into the humanitarian response are highlighted in the Action Plans as an area of strategic concern – **33 percent**

INDICATOR 12.2

Percentage of EDG/P2P missions where Terms of Reference contains provisions for reviewing compliance with IASC Gender Policy – **0 percent**

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INTRODUCTION AND BACKGROUND

In January 2024, the IASC endorsed the updated [2024-28 Interagency Standing Committee (IASC) Policy on Gender Equality and the Empowerment of Women and Girls (GEEWG) in Humanitarian Action](). The policy is the key guiding document for collective action and shared accountability toward gender equality in humanitarian action.

The policy advances a people-centered, feminist and intersectional -- one that is transformative and uncompromising in achieving the goals of gender equality and the empowerment of women and girls (GEEWG) in the planning, implementation, monitoring and evaluation of coordinated humanitarian response, emphasizing the inclusion of crisis-affected women and girls as key stakeholders.

It outlines the IASC's commitments and obligations to GEEWG, defining expectations and actions for stakeholders at global and country level on integrating gender into the humanitarian response. These actions consolidate existing policies, guidelines, and best practices into one policy.

The policy is accompanied by an updated [Gender Accountability Framework (GAF)](), a practical tool to support the implementation by monitoring progress, reinforcing standards and the roles and responsibilities, and generating actionable recommendations for improvement.

The GAF's indicators measure the compliance with the policy's standards, commitments and designated roles and responsibilities, forming the basis of published monitoring reports at the global and national levels to assess performance and guide future action.

A key change in the new GAF is its emphasis on a localized and consultative approach, placing ownership of country-level monitoring with the Gender in Humanitarian Action Working Groups (GiHA WGs) to ensure findings are grounded in contextual country experiences affected communities and that a set of specific recommendations can be developed for each crisis location. This approach is intended to:

- **Improve ownership** of both the process and its outcomes at the country level, ensuring that this isn't just a global accountability mechanism but one rooted in the realities of local actors.

- **Encourage meaningful change** by ensuring recommendations come from within the system, reinforcing the role of gender practitioners in driving progress.

- **Identify gaps and opportunities**—not just where the system is falling short, but also what's working well and should be sustained.

The Framework minimizes reporting burdens by drawing on existing data rather than creating new data collection requirements. UN Women, on behalf of the Gender Reference Group, leads the monitoring process through the Gender Desk, working with IASC Bodies globally and GiHA WGs and clusters at the country level.

Progress will be made publicly available through a global dashboard showing consolidated results, alongside country-specific snapshots (Annex I) detailing indicator findings, progress, challenges, and localized recommendations.

OUTLINE OF PROCESS

The process of the full version of the Gender Accountability Framework (GAF) is set out in the diagram below:
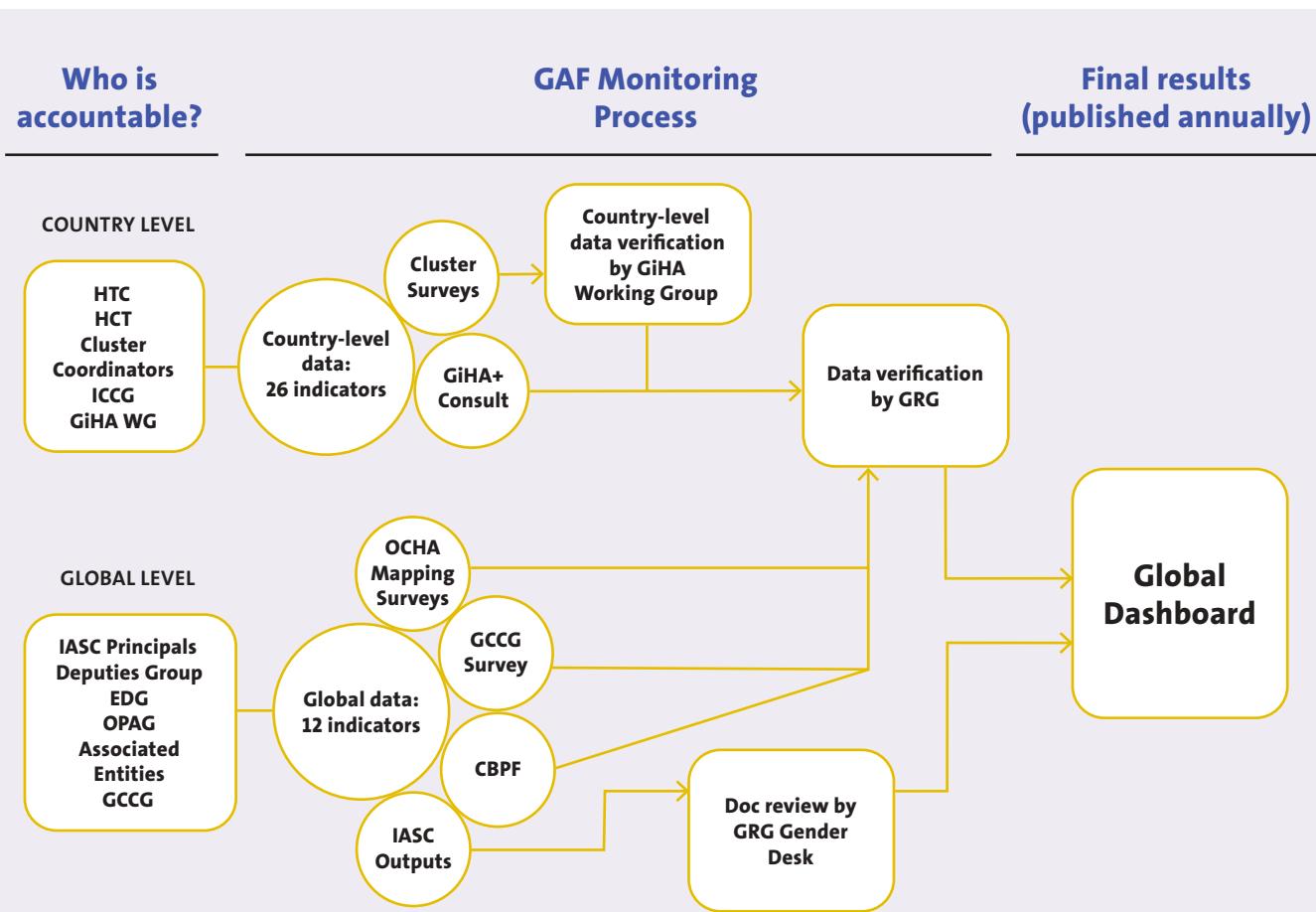
The GAF is made up of 38 indicators linked to the 13 Priority Areas defined in the Gender Policy:

- At the country level, data collection is based on 26 indicators, gathered through cluster surveys and broad consultations led by the GiHA Working Group, with data verification. These results then create a Country Snapshot.

- At the global level, 12 indicators are monitored through tools like the OCHA mapping survey, the GCCG survey, and analysis of IASC outputs and CBPF reporting. All this

information was reviewed and verified by the IASC Gender Reference Group via the Gender Desk, feeding into the final annual Global Dashboard.

However, for the review process conducted in 2025, given the ongoing Humanitarian Reset, the GAF monitoring process was modified so that the data collection removed any burden on clusters, IASC entities, and the GCCG. A total of 23 of the 38 total GAF Indicators were included across the 13 Priority Areas.

The process focused on two main sources of information:

1. The GiHA WG Consultations at the country level, which provide important qualitative insights into compliance and implementation.

2. Review of IASC outputs and global funding data sources, including CBPF and FTS. This review is done through the GRG's Gender Desk and enables an assessment of how gender was integrated in strategic guidance and funding allocations.

This focused approach maintains the momentum of GAF oversight, in order to identify priority areas. Once there is further clarity on the finalized humanitarian coordination architecture, the GAF will be revised and recalibrated, if needed, so that it is fit-for-purpose within the new reset humanitarian system.

A total of 22 countries (Table 1) participated in this monitoring exercise, looking primarily at the trends that were observed in 2024 for the planning and prioritization for the creation of the HNRP (or its equivalent) for 2025. Around 200 organizations were consulted, with nearly 500 humanitarian professionals participating in consultations.

Table 1: 2024 Gender Accountability Framework Countries	
Afghanistan	Myanmar
Central African Republic	Niger
Colombia	Occupied Palestinian Territory
Dem. Rep. of Congo	Pakistan
Ethiopia	Somalia
Guatemala	South Sudan
Haiti	Sudan
Lebanon	Syrian Arab Republic[3]
Libya	Ukraine
Mali	Venezuela
Mozambique	Yemen

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3   In 2024, the humanitarian response of Syria was divided in three hubs (Whole of Syria, Syria-Cross Border and Government Control Area), including separate country-based pooled funds (Syria Humanitarian Fund and Syria-Cross Border Fund) and separate humanitarian architecture. The IASC GAF documents mainly the Syria-Cross Border operation, unless otherwise stated.

NATIONAL RESULTS

PRIORITY AREA 1

Collect sex, age and disability disaggregated data to inform context-specific intersectional analyses and guide humanitarian planning, implementation, and monitoring processes. Conduct systematic gender analysis at the beginning of a new crisis and as often as necessary (significant change in context, etc.)

INDICATOR 1.1

Percentage of Humanitarian Settings where Gender Analysis was conducted in the reporting period and presented to the HCT and/or ICCG – **68 percent**

15 of 22 crisis contexts reported that Gender Analysis[4] was conducted and used to inform programming and decision making, however only 5 (CAR, DRC, Haiti, Niger, and Ukraine) reported presenting these findings to the HCT. Among the 68 percent of contexts, CAR, Haiti, Myanmar, Ukraine and Venezuela noted that it was a joint effort through the GiHA WG, rather than one agency conducting the exercise alone. A notable example comes from Ethiopia, where the gender analysis was undertaken in collaboration with the ICCG. The findings were then used to inform response planning and also in the development of cross-cutting indicators for each cluster, in an effort to monitor implementation of the gender targeted activities. Similarly, in Venezuela, the gender analysis was conducted with the participation of Gender Focal Points (GFPs) from all UN agencies, funds, and programmes, as well as the Inter-Cluster Coordination Group (ICCG), clusters, and Areas of Responsibility (AoRs). The analysis informed the Humanitarian Needs Overview (HNO) and the Humanitarian Response Plan (HRP), and was used as an input for the Venezuela Humanitarian Fund. It was integrated into the Joint Intersectoral Analysis Framework (JIAF) and also presented to the Humanitarian Country Team (HCT).

7 of 22 (31 percent) reporting crisis contexts (Guatemala, oPt, Pakistan, Somalia, South Sudan, Syria, Yemen) reported that a Gender Analysis was not conducted during the reporting year, however Pakistan, Somalia and South Sudan did note that gender analysis was included in the decision-making processes of individual organizations in-country, acknowledging the importance of integrating a gender perspective into the centralized process of identifying and planning the specific needs of all elements of the crisis affected population. In the case of Yemen, a joint gender analysis had been planned, but was not undertaken. However, plans are in place to conduct the exercise in 2025.

PRIORITY AREA 2

Ensure the prioritized response plan includes both gender targeted, and gender mainstreamed actions that meet the specific humanitarian needs of all women, girls, men and boys, as identified through the gender analysis and through consultation with the crisis-affected population, including women and girls

INDICATOR 2.1

Percentage of HNRPs that use sex and age disaggregated data in at least 75 percent of the sectors/clusters – **84 percent**

Most countries (16 of 19) report that over 75 percent of clusters use sex- and age-disaggregated data (SADD) in their HNRPs. Full integration across clusters is seen in countries such as Afghanistan, CAR, Colombia, DRC, Ethiopia, Mali, Mozambique, Myanmar, Niger, Sudan, Ukraine, Venezuela, and Yemen. Sector-wise, Early Recovery & Livelihoods, Education, and Protection show the highest SADD coverage. Overall, the data suggests that while most countries have institutionalized SADD use across sectors, targeted support is needed for specific clusters in different contexts to achieve full coverage.

Lebanon and oPt noted the lack of use of SADD in official planning documents, however this can be explained by the fact that there were not HNRPs in place and instead operated under Flash Appeals which are formatted differently and have limited scope to present SADD on a cluster-by-cluster basis. In Lebanon, four of the nine (55 percent) clusters did not use SADD (Health, Nutrition, Shelter and NFI, WASH). In the case of oPt, no SADD was used in any of the clusters.

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4   Gender Analysis (also referred to as Rapid Gender Analysis) is the process of conducting and sharing findings on the crisis impact on women, girls, men, and boys, in all their diversities, according to the following criteria: (1) it was published and presented in the ICCG or HCT; and (2) analysis tools are being used to inform current data collection and assessment efforts, including the MSRNA. See GAF under 1.1 for more details.

Table 2: Cluster-Level Use of Sex and Age Disaggregated Data (SADD)[5]

Country	% of clusters using SADD	Over 75%	CCCM	Education	Early Recovery + Livelihoods	Food Security	Health	Nutrition	Protection	Shelter + NFI	WASH	Refugee & Migrant Multi-sector
Afghanistan	100	Yes	-	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes
CAR	100	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Colombia	100	Yes	Yes	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes
DRC	100	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ethiopia	100	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
Guatemala	100	Yes	Yes	Yes	-	-	Yes	Yes	Yes	-	Yes	-
Haiti	77	Yes	Yes	Yes	-	Yes	No	No	Yes	Yes	Yes	Yes
Lebanon	55	No	-	Yes	Yes	Yes	No	No	Yes	No	No	Yes
Mali	100	Yes	-	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	-
Mozambique	100	Yes	Yes	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Myanmar	100	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
Niger	100	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
oPt	0	No	No	No	-	No	No	No	No	No	No	-
Somalia	100	Yes	Yes	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	-
South Sudan	33	No	No	Yes	-	No	Yes	No	Yes	No	No	No
Sudan	100	Yes	-	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ukraine	100	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes	Yes	-
Venezuela	100	Yes	-	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	-
Yemen	100	Yes	Yes	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	Yes
		16 of 19	12 of 14	18 of 19	7 of 7	16 of 18	16 of 19	14 of 18	18 of 19	15 of 18	16 of 19	10 of 11
		84%	**86%**	**95%**	**100%**	**89%**	**84%**	**78%**	**95%**	**83%**	**84%**	**91%**

Figure 1: SADD Use by Cluster

Cluster	Percentage
Early Recovery + Livelihoods	100%
Education	95%
Protection	95%
Refugee & Migrant Multi-sector	91%
Food Security	89%
CCCM	86%
Health	84%
WASH	84%
Shelter + NFI	83%
Nutrition	78%
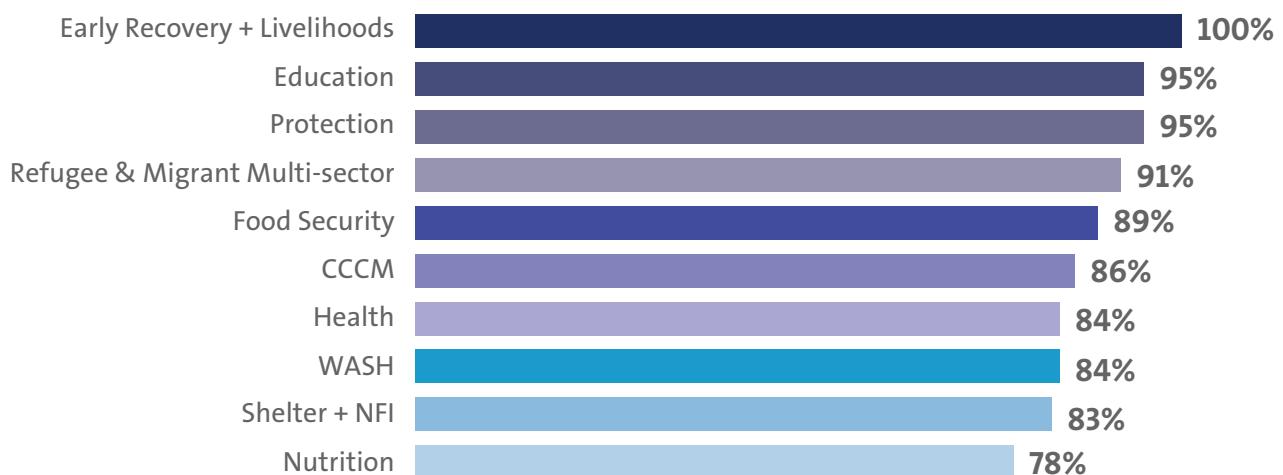
5   In Syria, the 2024 HNO included SADD but the HNRP was not published due to the evolving context in-country. Libya, now under the HDP Nexus, did not produce an HNRP or HNO. In Pakistan, the 2025 HNRP was not finalized, though sectors continue to collect and report SADD.

INDICATOR 2.2

Percentage of HNRPs (or similar document) that demonstrate the use of gender analysis – **62 percent**

All reporting countries indicated that there was some form of gender analysis6 reflected in the HNRP or equivalent document. However, eight locations (Colombia, DRC, Libya, oPt, Somalia, South Sudan, Sudan and Syria) reported inconsistencies with the extent to which the analysis – used to identify the impact of the crisis on women and girls – followed through on what their specific needs are to address them on a cluster-by-cluster basis. Syria, for example, noted that the HNO developed for 2025 (the HNRP was not published) but recognized that only the nutrition sector built on the impact analysis to identify the specific nutrition needs of women and girls and developed a plan to address them. In addition, it was noted that while gender analysis may be included in the HNRP's situation analysis, often it is not translated into specific actions in the overall prioritized response plan and, consequently, in the allocation of resources/funding.

As part of the 2025 humanitarian reset, crisis contexts with a published HNRP were asked to undertake a reprioritization of planned activities, focusing on life-saving service provision based on an anticipated significant reduction in humanitarian funding available for 2025. Of the 20 reporting countries that under-went this process, eighteen of them (except Afghanistan and Mozambique) stated that the 2025 HNRP reprioritization process included consideration for the needs of women and girls. The finalized, *hyper-prioritized* Global Humanitarian Overview document for 2025 noted the impact of funding cuts on reducing protection services and prevention efforts, increasing the risk of gender-based violence (GBV), sexual violence, and child abuse, and removing access to vital services for survivors. It also noted the adverse impact on women-led organizations and their ability to continue to provide their much-needed frontline services.

INDICATOR 2.3

Percentage of settings where sector coordination architecture and mechanisms integrated gender into assessment, planning and implementation of humanitarian response – **45 percent**

All but two countries (Lebanon and Libya) reported that the humanitarian system – primarily though the Inter-Cluster Coordination Group – made efforts to better integrate gender into the planning and programming of the humanitarian response. Ten countries of the 22 surveyed (Afghanistan, Democratic Republic of the Congo, Guatemala, Mali, Myanmar, Niger, Pakistan, Sudan, Venezuela, Yemen) indicated that the ICCG both instructs clusters to incorporate gender into the HPC processes and tools and shares information on gender equality with HCT for strategic humanitarian decision-making. Many countries noted that the ICCG provided guidance and directives on these efforts themselves, through the cluster GFPs or by calling in external gender advisors if needed. Reporting on the success of this approach varied, for example, Somalia prioritized HPC clinics emphasizing the importance of gender across all cluster plans and this was reflected in the HNRP which demonstrated gender analysis and use of SADD. Conversely, the Syria report remarked that the efforts to integrate gender were partial and not systematized, with efforts to do so left until the end when it was too late to do it effectively.

Nine of the countries reported direct cooperation between the ICCG and the GiHA WGs to better integrate gender analysis into the planning process, as required by the IASC Gender Policy. In Afghanistan, it was reported that the GiHA WG worked with the ICCG and individual clusters to provide capacity building and technical support, including a series of workshops to identify barriers to gender responsive implementation. This led to each cluster developing three gender commitments to fulfill during the HNRP cycle.

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6 As defined in the GAF, gender analysis in response planning documents requires meeting three criteria: (1) the crisis narrative reflects the differential impact of the emergency on affected women, girls, men, and boys; (2) barriers and risks faced by women and girls in accessing humanitarian assistance are identified; and (3) the specific needs of women and girls are outlined with corresponding provisions to address them.

INDICATOR 2.4

Percentage of humanitarian settings where 75 percent of clusters or sub-clusters have a gender focal point to provide cluster specific gender expertise at coordination level – **43 percent**

Only 9 countries reported having gender focal points (GFPs) in at least 75 percent of clusters. GFP representation across humanitarian clusters shows marked variation by country, with an average coverage of approximately 62 percent. Countries such as the Democratic Republic of the Congo, Ethiopia, Mali, Sudan, Syria, and Ukraine demonstrate high GFP representation, each exceeding 75 percent of clusters with designated gender focal points, while countries like Guatemala, Somalia, Yemen, and Myanmar show notably low coverage, with less than 25 percent of clusters having GFPs to provide internal guidance and leadership on integration of gender, or to support inter-cluster gender coordination and collaboration (see Table 3 for breakdown).

Table 3: Cluster-Level Gender Focal Point (GFP) Presence by Country[7]

Country	% of clusters with GFP	Over 75%	CCCM	Education	Early Recovery + Livelihoods	Food Security	Health	Nutrition	Protection	Shelter + NFI	WASH	Refugee & Migrant Multi-sector
Afghanistan	62	No	No	Yes	-	No	Yes	Yes	No	Yes	Yes	-
CAR	70	No	No	Yes	Yes	Yes	Yes	No	Yes	No	Yes	Yes
Colombia	44	No	No	No	-	Yes	No	Yes	Yes	No	No	Yes
DRC	100	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Ethiopia	100	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
Guatemala	0	No	-	No	No	No	No	No	No	No	No	-
Haiti	77	Yes	Yes	Yes	-	Yes	No	No	Yes	Yes	Yes	Yes
Lebanon	66	No	-	Yes	Yes	Yes	No	No	Yes	Yes	Yes	No
Mali	100	Yes	-	Yes	-	Yes	Yes	Yes	Yes	Yes	Yes	-
Mozambique	66	No	Yes	Yes	-	Yes	No	No	Yes	Yes	Yes	No
Myanmar	30	No	No	Yes	No	No	No	No	Yes	No	Yes	No
Niger	80	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
oPt	75	Yes	No	Yes	-	Yes	Yes	No	Yes	Yes	Yes	-
Pakistan	33	No	No	Yes	-	No	Yes	No	Yes	No	No	No
Somalia	0	No	No	No	-	No	No	No	No	No	No	-
South Sudan	33	No	No	Yes	-	No	Yes	No	Yes	No	No	No
Sudan	75	Yes	-	Yes	-	Yes	Yes	No	Yes	Yes	Yes	No
Syria	100	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
Ukraine	100	Yes	Yes	Yes	Yes	Yes	Yes	-	Yes	Yes	Yes	-
Venezuela	71	No	-	Yes	-	Yes	No	Yes	Yes	No	Yes	-
Yemen	11	No	No	No	-	No	No	No	Yes	No	No	No
		9 of 21	6 of 16	17 of 21	6 of 9	14 of 21	12 of 21	8 of 20	18 of 21	12 of 21	15 of 21	5 of 12
		43%	38%	81%	67%	67%	57%	40%	86%	57%	71%	42%

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7   Libya no longer has sectoral coordination but operates through thematic working groups. The GBV sub-cluster was dismantled; however, a gender focal point remains within the protection working group to provide support.

Figure 2: GFP Coverage by Country
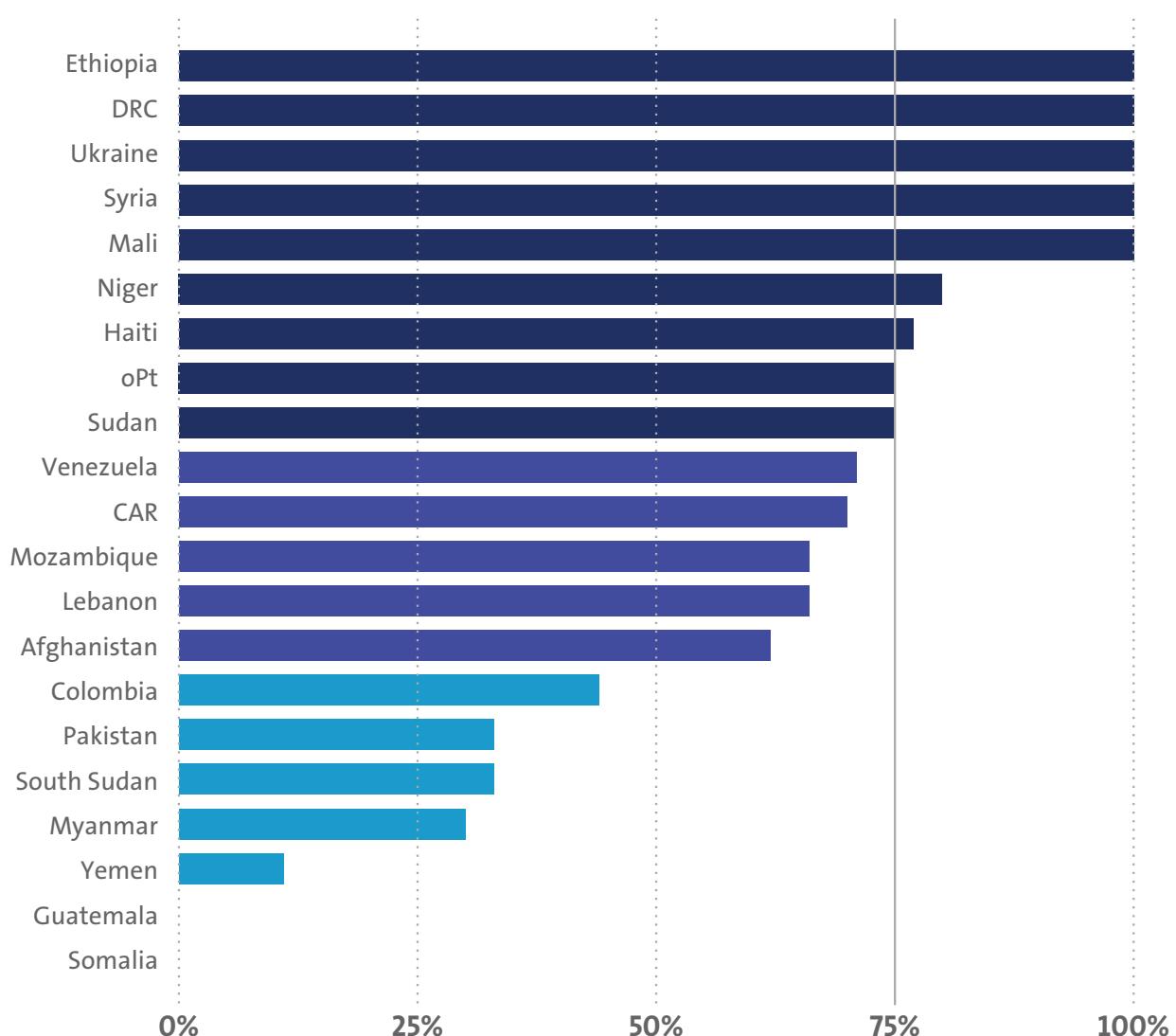
Figure 3: GFP Coverage by Cluster
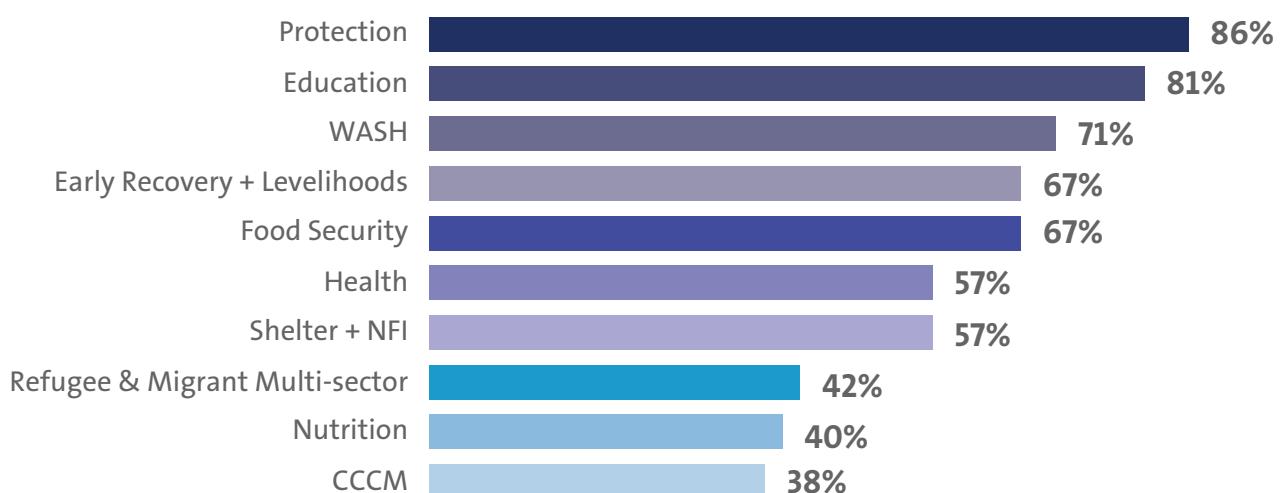
Although Guatemala and Somalia reported that none of their clusters had GFPs, Guatemala reported that GFPs would be reactivated in 2025.

A common reason cited for the lack of GFPs was the high turnover of staff in crisis settings, making the maintenance of consistent and sustained gender capacity in each cluster challenging. This was noted as being particularly true in the current climate of staffing cuts given the ongoing funding crisis which has led to staffing reductions.

Where GFPs were in place, their contributions and added value were noted. In Afghanistan, the clusters which did have Gender Focal Points, demonstrated stronger gender-sensitive interventions, attributable to the inputs of the GFP. In Ethiopia, the cluster GFPs were a key component of the success of the GiHA WG's efforts, including the undertaking of this GAF process. Similarly, in Pakistan, the role of GFPs was recognized as crucial to the success of the GiHA WG and the GAF process to keep the humanitarian system accountable to its gender commitments. Cluster-level analysis reveals that Protection, Education, and WASH clusters consistently have stronger GFP representation across most countries, whereas CCCM, Nutrition, and Refugee & Migrant Multi-sector clusters less so.

INDICATOR 2.7

Percentage of joint/multi cluster needs assessments that were designed and conducted in a gender-responsive manner – **79 percent**

15 of 19 countries reported joint/multi cluster needs assessments included methodologies for identifying needs, risks and barriers/opportunities to access for services for women and girls. Afghanistan, Ethiopia, Lebanon and Yemen noted in-country challenges with the tools and methodologies utilized in joint multi-cluster needs assessment. For example, Afghanistan concerns were raised about the lack of female enumerators and the tendency to speak primarily to male-headed households, limiting insights into the needs and perspectives of women and girls. Afghanistan and Ethiopia also noted challenges with the levels of training for enumerators/assessors on gender, GBV/PSEA referrals.

INDICATOR 2.8

Percentage of humanitarian settings where the JIAF multi-partner working sessions included GiHA Working Groups (where active) – **56 percent**

9 of 16 GiHA Working Groups participated in JIAF multi-partner working sessions to inform strategic decision-making, response analysis, and response planning. This reflects meaningful engagement where active groups were invited to contribute to intersectoral analysis. However, 7 GiHA WGs indicated that although these sessions took place in their context, there was limited opportunity to engage. Uncertainty about the future of the JIAF process amid the Humanitarian Reset highlights the need for clearer guidance on gender integration throughout the planning process and consistent engagement with the GiHA WGs.

PRIORITY AREA 3

Meaningfully include crisis-affected women and girls, persons with diverse SOGIESC, and the organisations representing them in the coordination decision-making processes for assessing, planning, implementing, monitoring and evaluation of humanitarian programming, as well as promote their inclusion in conflict prevention, resilience and peacebuilding efforts

INDICATOR 3.1

Percentage of settings where the HCT engaged with crisis-affected women and girls or local women's organizations for coordination, mutual learning and enhance integration of gender equality into the humanitarian response – **82 percent**

INDICATOR 3.2

Percentage of HCTs with at least one WLO (or network of WLOs) holding a seat – **73 percent**

A majority of countries noted ongoing engagement between HCTs and WLOs in their respective contexts. 16 of the reporting countries had active WLO membership in each of their HCTs of which 10 reported more than one WLO represented on the HCT.

In the case of Colombia, the HCT has made a concerted effort to improve inclusion of WLOs in coordination

spaces, including funding Technical Review Committees. In Pakistan, the HCT was noted for conducting formal interactions with WLOs and tasking the ICCG with working with WLOs in planning processes and cluster-level response strategies. In addition, Afghanistan, Syria and Sudan all noted the engagement between the HC, the HCT and the Women's Advisory Groups established in-country, highlighting how these advisory groups can play a critical role in localizing decision-making by ensuring that women's perspectives and priorities directly inform planning.

Five of the 22 countries (Guatemala, Lebanon, Mozambique, Myanmar and oPt) noted a lack of engagement between HCT and local women-led organizations. In Guatemala, it was noted that it is difficult for these organizations to afford travel to consultations due to distance and expense.

Whereas in Myanmar there are WLO members of the HCT but they cited struggles to engage due to capacity.

PRIORITY AREA 4

Facilitate local and national WLOs and WROs, as well as organisations representing or led by adolescent girls, youth and persons with diverse SOGIESC, access to quality funding and support, including core, unrestricted and multi-year funding

OCHA's country based pooled fund (CBPF) provides accurate monitoring of allocations to WLOs and as such is a model that other funding mechanism and tracking systems should emulate.

Table 4: WLO Engagement and Allocation Indicators Across CBPFs[8]				
Country	CBPF advisory board includes at least one local WLO member (4.1)	WLO Direct Recipients as % of Total Direct (4.3)	WLO % of Total Allocations (4.4)	WLO % of Total LNA Allocations (6.1)
Afghanistan	Yes	4.3%	1.7%	7.4%
Burkina Faso (RhPF-WCA)	Yes	4.5%	3.8%	12.8%
CAR	Yes	14.6%	5.2%	15.9%
Colombia (RhPF-LAC)	Yes	14.3%	10.6%	16.2%
DRC	Yes	15.6%	14.8%	22.8%
Ethiopia	Yes	7.9%	3.8%	7.9%
Haiti (RhPF-LAC)	Yes	0.0%	2.4%	4.0%
Lebanon	Yes	14.9%	13.9%	33.0%
Mali (RhPF-WCA)	Yes	11.1%	12.5%	38.4%
Myanmar	Yes	12.1%	12.1%	18.0%
Niger (RhPF-WCA)	Yes	0.0%	0.0%	0.0%
Nigeria	Yes	30.4%	23.9%	50.4%
oPt	No	4.5%	1.9%	4.9%
Somalia	Yes	29.3%	31.2%	39.9%
South Sudan	Yes	7.5%	3.3%	9.9%
Sudan	Yes	3.3%	0.9%	4.4%
Syria	No	2.3%	1.1%	4.0%
Syria Cross Border	Yes	2.2%	0.9%	1.3%
Ukraine	Yes	17.2%	25.3%	43.7%
Venezuela	Yes	36.8%	36.1%	51.2%
Yemen	Yes	24.3%	28.0%	39.7%
Total	**19/21**	**12.8%**	**10.7%**	**23.7%**

8   CBPF data from 2024 was provided by OCHA's Guidance, Learning and Reporting Section in July 2025.

INDICATOR 4.1

Percentage of CBPF advisory boards that include at least one local WLO/WRO member (or network of WLOs) c.f. Table 4 – **90 percent**

INDICATOR 4.3

Percentage of direct CBPF recipients which were local women-led organizations. c.f. Table 4 – **13 percent**

INDICATOR 4.4

Percentage of CBPF allocations that went to WLOs. c.f. Table 4 – **11 percent**

Of the 21 CBPF advisory boards, 19 included at least one WLO/WRO or WLO network as a member. oPt and Syria reported separately through the GiHA WGs that there was no WLO representation on the advisory boards in 2024.

The 2024 data on CBPFs allocated to WLOs shows that on average, WLOs received 11 percent of total CBPF allocations and WLOs accounted for 13 percent of all direct recipients.

In Venezuela, Somalia, Yemen, Nigeria, and Ukraine, WLOs received more than 20 percent of total allocations, with Venezuela standing out at 36 percent of overall funding and 37 percent of direct recipients.

Venezuela offers a strong example of integrated best practices. The GiHA WG influenced the CBPF allocation strategy by embedding gender-differentiated impact criteria and promoting WLOs as direct recipients and consortium leads. Advocacy was institutionalized through a dedicated HCT agenda item, ensuring consistent visibility and influence for WLOs. Technical and governance mechanisms were also strengthened through the development of gender-weighted evaluation tools, the establishment of an ad hoc gender review committee, and the integration of gender indicators into project design, collectively reinforcing accountability and gender-responsive funding.

However, in some contexts, WLO allocations are significantly lower. Niger reported zero allocations across all indicators, while Sudan, Syria, and the Syria Cross-Border Humanitarian Fund reported less than 2 percent of total allocations. Similarly, Afghanistan, Haiti, the occupied Palestinian territory, South Sudan, and Ethiopia all reported less than 5 percent of allocations reaching WLOs.

While the factors influencing CBPF allocations vary by context, these figures underscore both the potential for CBPFs to advance localization and gender-responsive financing when actively prioritized, and that there are persistent barriers where WLO access remains limited or absent. WLOs can face structural, technical, and informational barriers due to strict eligibility and compliance requirements, limited outreach and timely information, gaps in proposal and M&E skills, and underrepresentation in decision-making. These challenges are often compounded by language barriers, complex reporting demands, and conflict-related disruptions, resulting in minimal global pooled funding reaching WLOs despite policy commitments to localization and gender equality.

PRIORITY AREA 5

Establish Gender in Humanitarian Action (GiHA) working groups in each crisis context comprising representation from UN entities, INGOs, LNAs (including local and national WLOs, WROs and organizations representing persons with disabilities and with diverse SOGIESC), clusters/sectors, local government etc. (context appropriate). The policy encourages the GiHA Working Groups to engage local civil society organizations and networks led by adolescent girls whenever feasible

INDICATOR 5.1

Percentage of humanitarian settings with a functional[9] GiHA Working Group – **86 percent**

INDICATOR 5.2

Percentage of GiHA Working Groups with WLOs as members – **100 percent**

All but three (Yemen, Libya and South Sudan), or 86 percent of reporting countries had a functional GiHA WG (or equivalent) in 2024. Libya has transitioned to a post-crisis setting, so the humanitarian system is no longer in place, including the GiHA WG. South Sudan has not had a functioning GiHA WG since the GenCap Advisor deployment ended in August of 2024 (but has since been reinstated in 2025).

All but one of the GiHA WGs mentioned intended – at the time of reporting – to continue their work in 2025 and beyond. In the case of Syria, the 2024 GiHA WG was covering just NW Syria, but as a result of the country's political transition back to a Whole-of-Syria humanitarian response, the function of the GiHA WG beyond 2025 remains to be finalized. Yemen's GiHA WG noted that it was formally recognized by the humanitarian system in May of 2025, but prior to that had functioned on a non-formal basis.

All functional GiHA WGs reported having WLOs as members., who on average represented 35 percent of total membership, emphasizing the critical role of these groups in amplifying women's voices in humanitarian coordination and decision-making processes.

PRIORITY AREA 6

Allocate a percentage/portion of funds from appeals, pooled funds, to identified gender priorities and to WROs and WLOs. Allocations should also be considered for the full list of organisations outlined in Priority Area 4 where feasible, relevant and as soon as possible

INDICATOR 6.1

Percentage of overall CBPF funding to national and local actors that was allocated to WLOs – **24 percent**

WLOs received 24 percent of overall CBPF allocations that went to local national actors (LNAs) worldwide, though results vary country by country (see Table 4). In some contexts, WLOs account for nearly half of LNA funding, such as Venezuela (51 percent), Nigeria (50 percent), Ukraine (44 percent), demonstrating that strong prioritization is possible.

PRIORITY AREA 7

Ensure that funding for WLOs and WROs, as well as funding for gender targeted programming is consistently and systematically tracked, monitored and reported on

INDICATOR 7.1

Percentage of HRP or HNRP countries where GBV requirements were funded at least 50 percent – **25 percent**

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9   Per the GAF, a GiHA WG is considered functional if it meets at least four of the following five criteria: has an agreed ToR or strategy document (with date), meets at least quarterly, maintains a formal link or consistent liaison with HCT and ICCG, has a workplan updated in the last 12 months, and includes WLOs in its membership.

Table 5: Percentage Met of Response Plan GBV Funding Requirements[10]		
Country	**GBV Funding Met**	**Over 50%**
Afghanistan	31%	❌
Burkina Faso	27%	❌
Cameroon	28%	❌
Central African Republic	79%	✅
Chad	79%	✅
Colombia	34%	❌
Democratic Republic of the Congo	25%	❌
El Salvador	0%	❌
Ethiopia	17%	❌
Guatemala	59%	✅
Haiti	25%	❌
Honduras	16%	❌
Mali	27%	❌
Mozambique	20%	❌
Myanmar	28%	❌
Niger	8%	❌
Nigeria	51%	✅
Somalia	13%	❌
South Sudan	49%	❌
Sudan	38%	❌
Syrian Arab Republic	20%	❌
Ukraine	87%	✅
Venezuela	23%	❌
Yemen	62%	✅
		6 of 24
Percentage of countries that met criteria		**25%**

Despite global commitments to gender-responsive humanitarian action, funding for GBV remains critically under-supported across most response plans. Only 6 out of 24 HRP/HNRP countries (CAR, Chad, Guatemala, Nigeria, Ukraine, Yemen) funded at least 50 percent of GBV requirements as reported under OCHA's Financial Tracking Service. Ukraine leads with 87 percent, followed by CAR and Chad (79 percent), while Yemen and Guatemala also exceed 50 percent.

The majority of countries remain underfunded, with several below 20 percent. Even large-scale emergencies such as Sudan, DRC, and Syria where the scale of needs is immense, GBV funding falls well below 40 percent. Across all sectors, GBV represents only 1.3 percent of global funding, both inside and outside coordinated plans, highlighting its continued under-prioritization despite urgent needs.

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10 As per OCHA's Financial Tracking Service (FTS)

PRIORITY AREA 8

Ensure adequate gender advisory capacity, (such as advisers deployed by the IASC Gender Capacity (GenCap) project, UN Women, UNICEF, and/or UNFPA) is in place to advise Humanitarian Coordinators (HCs), the HCT and inter-cluster coordination, including to facilitate compliance with the IASC's Gender Policy. In contexts where there are multiple GiHA experts in place, facilitate collaboration and coordination

INDICATOR 8.2

Percentage of humanitarian settings which have gender in humanitarian technical advisory capacity (for at least 9 months) – **64 percent**

Gender technical expertise was available in 14 countries, constituting 64 percent of all operations surveyed. Of these, half were provided through GenCap, and the other half was expertise provided by UN agencies, namely UN Women and UNFPA. Analysis indicates a strong correlation between gender expertise and the level of gender integration in humanitarian response plans and advocacy in the operations. The countries that did have the sustained capacity in place demonstrated better compliance with the indicators of the accountability framework, having, on average, 67% of the indicators achieved, compared to 53% for countries without the capacity in place.

A number of countries (6) reported that they did not have access to senior gender advisory support for 2024 including Colombia, Guatemala, Lebanon, Mali, oPt, and Syria. Ethiopia and Somalia reported that they did have GenCap support over the reporting period but those deployments ended during 2024, in July and February respectively.

Of the remaining countries with technical advisory capacity in place, seven (Afghanistan, DRC, Mozambique, Niger, Ukraine, Venezuela and Yemen) reported having a GenCap Advisor in place for nine months or more in 2024; seven (CAR, Haiti, Myanmar, oPt, Pakistan and Sudan) reported UN Women as the source of capacity and one UNFPA (Libya). In 2025, UN Women took over the provision of technical support in Afghanistan, Niger and Syria.

INDICATOR 8.3

Nature of support requested by the HCT related to gender equality and the empowerment of women and girls

The nature of support requested by HCTs related to gender (see Figure 4) largely centers on strengthening analytical, technical, and partnership capacities. The most common requests—gender analysis (45 percent), gender mainstreaming (45 percent), and engagement with WLOs (32 percent)—indicate that HCTs are seeking sustained support to generate and apply gender-responsive evidence and meaningfully involve local women's leadership in humanitarian action. This highlights a continued demand for coordinated, context-specific technical expertise, often provided through GiHA WGs, to ensure gender remains central to humanitarian decision-making and response planning.

Figure 4: Nature of Support Requested by HCTs

Category	Percentage
Gender analysis	45%
Gender mainstreaming	45%
WLO Engagement	32%
Capacity strengthening	27%
Data collection (SADD)	18%
Funding for W&Gs	18%
Gender equality stategy	18%
Humanitarian response planning	18%
Joint/multi-sectoral assessments	18%
Advocacy	14%
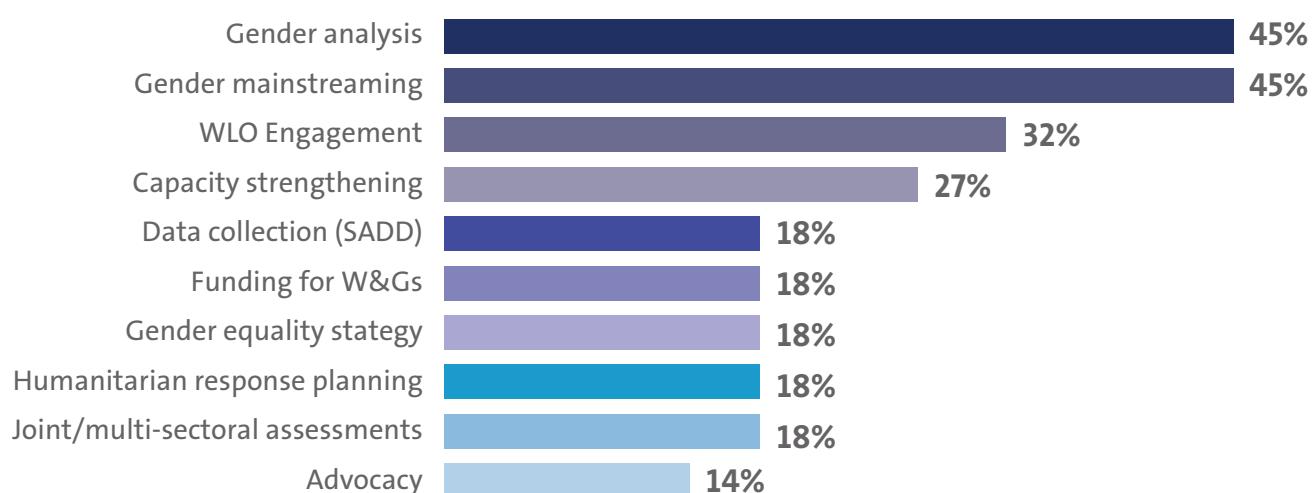
PRIORITY AREA 9

Ensure HCTs have defined priorities and a plan on gender equality and the empowerment of women and girls in place, either standalone or as part of a comprehensive plan on cross-cutting thematic priorities, including strategies for engagement with local WLOs, WROs and organizations representing persons with disabilities and/or with diverse SOGIESC

INDICATOR 9.1

Percentage of humanitarian settings where the HCT had an endorsed Gender Strategy which included concrete action to engage with WLOs – **36 percent**

Eight of the reporting countries (Afghanistan, CAR, DRC, Ethiopia, Mali, Myanmar, oPt and Venezuela) state that their respective HCTs have stand-alone gender strategies which contain concrete action to engage with WLOs. It is worth noting that these locations had functioning GiHA WGs and sustained gender capacity (except Mali) in place for 2024 which are enabling conditions for both developing the HCT's gender strategy and for making sure that it is implemented.

Colombia, Lebanon, Libya, Niger, Pakistan, Somalia, South Sudan, Sudan and Yemen all noted that gender was purposefully covered in other strategic policy documents, as well as gender roadmaps developed where there were previously deployed GenCap Advisors. In the case of NW Syria, there was a gender strategy was reported as in place but without reference to engagement with WLOs, it does not meet the threshold of the indicator. For South Sudan,

it was noted that the HCT is planning on developing a stand-alone gender policy in the future.

INDICATOR 9.2

Percentage of humanitarian settings where the HCT consulted with the GiHA WG during the HPC process – **67 percent**

For the HPC process conducted in 2024, 12 of 18 settings with functional GiHA WGs reported consultations with the HCT. Six settings (DRC, Lebanon, Myanmar, Somalia, Syria, and Ukraine) indicated that their GiHA WGs were not consulted, while twelve settings (Afghanistan, CAR, Colombia, Ethiopia, Guatemala, Haiti, Mali, Mozambique, Niger, Pakistan, Sudan, and Venezuela) reported that consultations took place. Among these, six countries (CAR, Ethiopia, Guatemala, Niger, Pakistan, and Venezuela) reported such consultations three or more times.

For the 2025 reprioritization, a process of reviewing humanitarian activities to align resources with the most urgent needs and evolving crises, seven settings (CAR, Colombia, DRC, Haiti, Niger, Pakistan and Venezuela) reported that they were consulted.

In the case of Ethiopia, as part of the consultations, the Network of Ethiopian Women's Associations (NEWA) – a member of the GiHA WG – was able to present a charter of demands to the HCT on the specific needs identified through that network's WLO membership. Similarly, in Myanmar, a dedicated WLO/WRO consultation was included in the HNRP process, facilitated by the GiHA WG leadership.

GLOBAL RESULTS

PRIORITY AREA 10

Principals, Deputies and Emergency Directors Groups ensure that gender is maintained as a key focus of decision-making on strategic issues and operational needs on the ground in all current crises under the IASC's purview

INDICATOR 10.1

Percentage of outputs produced and endorsed by the IASC that reflect the standards and commitments contained in the IASC Gender Policy – **81 percent**

The desk review of IASC outputs confirms that gender equality and the empowerment of women and girls are consistently reflected in strategic decision-making across the IASC. Of the 21 outputs reviewed, 17 explicitly reference GEEWG standards, showing overall alignment with the IASC Gender Policy. Outputs from the Principals demonstrated the strongest integration, with 8 of 9 statements (89 percent) meeting the criteria and frequently highlighting GBV, the disproportionate impact of crises on women and girls, and the role of women-led organizations. Among technical bodies (task forces, associated entities, and subgroups), 9 of 12 outputs (75 percent) met the criteria.

However, the depth of gender integration varies, ranging from general references, such as the IASC Terms of Reference for the Humanitarian Coordinator, which only mentions "gender" once as a cross-cutting issue without substantive detail, to more substantive approaches, like the IASC Information Note on Disability and Inclusion in MHPSS, which applies an intersectional lens, mandates gender-disaggregated data, and addresses compounded risks for women, girls, and persons with diverse SOGIESC.

PRIORITY AREA 11

Task forces, subsidiary bodies and associated entities integrate GEEWG and how it relates to the different strategic priority thematics that the IASC has committed to; ensure regular coordination between co-chairs and associated groups to share information and for mutual accountability

The indicators for priority area 11 were suspended for the 2024 GAF process due to the ongoing humanitarian reset. They will be resumed in future GAF cycles.

PRIORITY AREA 12

Peer-to-peer support and experience sharing to include gender equality and the empowerment of women and girls as a learning priority for humanitarian leaders including in P2P missions

INDICATOR 12.1

Percentage of EDG/P2P missions where the means of integrating gender into the humanitarian response are highlighted in the Action Plans as an area of strategic concern – **33 percent**

INDICATOR 12.2

Percentage of EDG/P2P missions where Terms of Reference contains provisions for reviewing compliance with IASC Gender Policy – **0 percent**

In 2024, the EDG conducted three P2P missions (Chad, Ethiopia, and Mozambique), while a fourth planned for Syria did not proceed due to the rapidly changing operational context. As such, four ToRs were developed in total.

None of the four ToRs met the criteria on reviewing compliance with the Gender Policy. This may point to a systemic gap in the standard ToR template rather than isolated omissions. Addressing this gap may require revisiting the template itself, integrating explicit prompts or requirements related to gender policy compliance.

When assessing whether the HCT Action Plans resulting from the missions highlight the means of integrating gender into the humanitarian response as a strategic concern, only one of three met the criterion. Ethiopia's Action Plan includes a concrete localization measure to increase support to women-led LNAs (WLOs and WROs), explicitly aiming to equip gender-responsive organizations to strengthen gender integration in operations. Protection and GBV were consistently raised during the mission and captured in the findings, with GBV identified as a critical and rising concern. The plan also references the GBV Information Management System (GBVIMS), signaling a commitment to systematic data collection and analysis. Ethiopia's Action Plan, aligning with multiple priorities of the IASC Gender Policy, offers a model for future missions.

The positive integration of gender in the Ethiopia Action Plan highlights the importance of strong country-level engagement and follow-through as it can contribute to meaningful gender integration in mission outcomes.

The Gender Accountability Framework Report is the monitoring mechanism of the IASC Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy endorsed in 2024. 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
Gender Reference Group

UN WOMEN