

# THE IASC GENDER ACCOUNTABILITY FRAMEWORK REPORT - 2019



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Produced by UN Women on behalf of the IASC Gender Reference Group (GRG)

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# ACKNOWLEDGMENTS

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The 2019 IASC Gender Accountability Framework Report is produced by UN Women, on behalf of the Inter-Agency Standing Committee's Reference Group for Gender in Humanitarian Action (GRG). The Report is the monitoring mechanism for the IASC's Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy endorsed in 2017 alongside the accompanying Accountability Framework. As per the provisions of the endorsed AF document, a Gender Desk (hosted by UN Women on behalf of the IASC's Gender Reference Group) was tasked with the requisite data collection, consolidation and synthesis to fulfill the reporting requirements of the Accountability Framework.

The information required to carry out this analysis was gathered from a wide range of sources. This

included liaising with the global and field level representation of IASC bodies with the support of the IASC Secretariat and the network of OCHA and UN Women country offices. Direct inputs submitted from 28 country contexts, including from Humanitarian Country Teams, as well as information from the IASC subsidiary bodies and global clusters was also crucial in the data collection process.

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UN Women would like to express its gratitude to all the stakeholders who provided their inputs and contributions to this report process.

# EXECUTIVE SUMMARY

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

The 2019 report shows some progress and some remaining inconsistencies in the application of the 2017 Gender Policy. At the global level, gender was designated as a strategic priority for the allocation of CERF funding by the Emergency Response Coordinator and the first thematic evaluation by the IASC internal evaluation mechanism – the IAHE – was set as delivery on the gender policy. Both initiatives signifying commitment of the IASC management to address gender in humanitarian action.

Progress on the recommendations from the 2018 report has been limited, indicating the need for strengthened ownership of the recommendations by all stakeholders in the process. Across all levels of the IASC, more effort is needed to translate the recommendations into action, with the GRG taking a more active role in their dissemination and provision.

At the field level, the analysis shows consistent consideration of protection and GBV for women and girls and the provision of maternal-child health services in all of the Humanitarian Needs Overview documents for the 2020 Humanitarian Program Cycle that were reviewed.

However, there was a drop in the extent of gender analysis that took a more comprehensive view of the impact on women, girls, men and boys, beyond just protection and maternal health. A comprehensive gender analysis beyond protection is particularly valuable given that the majority of crises are now protracted, multi-year contexts, and as such it is important to consider what the longer-term needs are, especially with regards to addressing livelihoods and education needs. Utilizing this metric, the report notes that percentage of HNOs employing gender analysis has remained the same (90% in 2018 compared to 89% in 2019).

This aligns with findings from the annual Humanitarian Programme Cycle Quality Scoring exercise led by OCHA which also assesses HNOs and HRPAs with a different set of indicators, which states specifically that “Gender concerns overall and, notably, an understanding of the risks, vulnerabilities, and coping mechanisms along with causes of inequity – the analysis required for effective programming – continues to be found in only a few HNOs.”<sup>1</sup>

Analysis of the accountability framework's indicator results demonstrate how the provision of gender capacity and facilitation of women's voices contribute to better process results. For example, in the country contexts where local women were consulted 92% of them demonstrated the inclusion of a comprehensive gender analysis. Similarly, in the countries that consulted local women, 70% included provisions for the key service lines – GBV mitigation and response, women's livelihoods and sexual and reproductive health. Where there was no formal consultation with

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1 The enhanced HPC was introduced in 2019 and applied to the 2020 HPC cycle documents. The enhanced HPC approach was piloted during the reporting timeline in 2019. One of its central elements is ensuring inclusivity through disaggregation and analysis of the differential impacts of the crisis and associated needs for diverse groups of people (i.e. gender, age, disability and other diversity characteristics).

local women, these services were only prioritized in 55% of the context countries. Further research on how these this causality is caused through these process relationships is warranted.

In addition, where the country contexts indicated that they had gender in humanitarian action capacity, 100% utilized gender analysis in HNOs, compared to the 89% average and 73% had the key service lines - GBV mitigation and response, women's livelihoods

and sexual and reproductive health – compared to the 55% average in HRPs.

The recommendations from the 2018 report still stand and are included as an annex to this report. A number of additional recommendations for the different strata of the IASC and its field representation are laid out in the relevant sections below and are compiled here for ease of reference:

## 2019 Accountability Framework Recommendations

### Principals:

- The Gender Accountability Report for 2019 should be tabled for discussion at the Principal's level to reinforce the collective leadership and accountability required to advance gender equality and the empowerment of women and girls in humanitarian action.
- Future iterations of the IASC Workplan should ensure gender equality and the empowerment of women is prioritized as a cross-cutting issue across all strategic priorities.
- Gender equality and the empowerment of women and girls must be an imperative cross-cutting theme across all IASC structures at the global level (IASC Principals, OPAG, EDG, RGs and Entities Associated with IASC, and field support structures; HCTs, ICCGs and clusters).

### OPAG and Results Groups:

- The Gender Reference Group takes the initiative to strengthen collaboration with the IASC Results Groups to further mainstream gender across Results Groups outputs.
- GRG to work closely with the OPAG to support in implementation of the Gender Accountability Framework Report's recommendations, where appropriate.

### Gender Reference Group:

- The GRG, on behalf of the IASC, should be designated its own standing side-event slot at ECOSOC HAS to facilitate presentation and debate on key gender equality and the empowerment of women and girl's issues.
- The GRG should establish a working group to review and undertake future Gender Accountability Framework reports, taking into account the findings and recommendations of the IAHE on GEEWG.
- GRG to collaborate with the RGs and ensure that they participate in RG discussions and contribute to policies and normative work produced by the RGs.
- The GRG should support OCHA to further mainstream gender into Emergency Response Plans. The criteria required to endorse an Emergency Preparedness Plan should include minimum standards for ensuring adequate gender considerations in assessment, consultation, inclusion, planning, implementation and M&E.

### HPC Steering Group:

- OCHA in collaboration with IASC members critically explore systems and ways to more accurately and timely track funding for all gender equality programming, including pooled funding mechanisms.

**Global Clusters:**

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

**HCs, HCTs and Clusters:**

- Clusters should make efforts to promote more robust gender analysis including impacts on marginalized groups such as adolescent girls, persons with disabilities, in particular women and girls, and ensure consistency between identified needs and response plans.
- HCTs and Country Based Pooled Funds Advisory Groups at country level should facilitate access to humanitarian funds to local women's organizations to build capacity and to enable engagement with the processes of humanitarian coordination and planning.
- HCTs and ICCG should develop a framework/process to ensure sustained engagement of women's organization within the planning process and coordination architecture, in particular women's meaningful participation in decision making.
- HCs and HCTs should ensure consistency between needs identified in the gender analysis findings outlined in the HNO with the final prioritized response plans. This includes issues such as added care burden and the means to alleviate.

# INTRODUCTION

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

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

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

## Revised Accountability Framework Logframe

Based on the lessons learned from completing the first iteration of the Accountability Framework reporting cycle covering 2019 Humanitarian Program Cycle and given the reforms of the IASC’s global structures and working procedures that were adopted in 2019, the IASC Gender Reference Group – through a sub-group led by UN Women and supported by OCHA, Plan International and WFP – revisited the indicators of the Accountability Framework logframe to streamline the data/info gathering process and to remove any redundant metrics. The new Accountability Framework logframe is attached in annex A.

## Outline of Process

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

As per the provisions of the endorsed Accountability Framework document, a **Gender Desk** (hosted by UN Women on behalf of the IASC’s Gender Reference Group) was tasked with the requisite data collection, consolidation and synthesis to fulfill the reporting requirements of the Accountability Framework.

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

- 1) The Standards of the Gender Policy
  - Analysis, Design and Implementation

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

2) Roles and Responsibilities defined in the Gender Policy:

- Principals Group,
- Operational Policy and Advocacy Group (OPAG) and its Results Groups,
- Emergency Directors Group,
- P2P,
- GRG,
- IASC Associated Bodies,
- Global Clusters,

- Humanitarian Coordinators,
- Humanitarian Country Teams

In addition, the Accountability Framework includes an annual self-assessment mechanism, allowing the IASC structures and representation<sup>2</sup> to reflect on their performance vis-à-vis the Gender Policy.

- For the analysis of specific documents, a set of criteria was established to ensure continuity in the review process across time. These criteria are set out in the annexed updated logframe.

Through the IASC Secretariat and the network of UN Women and OCHA country offices, the Gender Desk attempted to liaise with all IASC Bodies and field representation, as necessary. It also analyzed the official policies, guidance notes and planning documents developed by the IASC and its representation at the global and field levels over the course of 2019.

## Information Sources

### Note on Reviewed IASC Documents and Publications:

All documents reviewed for the 2019 Accountability Framework report were those developed and published in 2019, including the 19 Humanitarian Needs Overviews and 20 Humanitarian Response Plan for the 2020 Humanitarian Program Cycle.

The scope of this exercise is limited to IASC managed crisis-contexts in which a Humanitarian Coordinator was present in 2019. This covers a total of 30 crisis settings which included 29 crisis countries plus one regional context: Afghanistan, Burkina Faso<sup>3</sup>, Cameroon, Central African Republic (CAR), Chad, Colombia, Democratic Republic of the Congo (DRC),

Eritrea, Ethiopia, Haiti, Iraq, Jordan, Lebanon, Libya, Mali, Mozambique, Myanmar, Niger, Nigeria, Pakistan, Palestine, Philippines, Somalia, South Sudan, Sudan, Syrian Arab Republic, Ukraine, Venezuela, Yemen and the Syria Region.

From across these 30 crisis-settings, documents and direct inputs were collected and reviewed as follows:

2 Principals Group, OPAG, Emergency Directors Group, GRG, Associated Bodies, Global Clusters, Humanitarian Coordinators, Humanitarian Country Teams  
 3 Partial – as an HC was only appointed late 2019



<b>Direct information was received from 28 crisis contexts<sup>4</sup></b>
Afghanistan, Cameroon, CAR, Chad, Colombia, DRC, Ethiopia, Haiti, Iraq, Jordan, Lebanon, Libya, Mali, Mozambique, Myanmar, Niger, Nigeria, oPt, Pakistan, Philippines, Somalia, South Sudan, Sudan, Syria Arab Republic, Syria Regional, Ukraine, Venezuela, Yemen
<b>Humanitarian Needs Overviews for the 2020 Humanitarian Programme Cycle (HPC) available from 19 countries<sup>5</sup></b>
Afghanistan, Burkina Faso, Cameroon, CAR, Chad, DRC, Ethiopia, Haiti, Iraq, Libya, Mali, Myanmar, Niger, Nigeria, oPt, Somalia, South Sudan, Sudan, Ukraine
<b>Humanitarian Response Plans for the 2020 HPC available from 20 countries<sup>3</sup></b>
Afghanistan, Burkina Faso, Cameroon, CAR, Chad, DRC, Ethiopia, Haiti, Iraq, Libya <sup>6</sup> , Mali, Mozambique, Myanmar, Niger, Nigeria, oPt, Somalia, South Sudan, Sudan, Ukraine
<b>Emergency Response Plans for the 2020 HPC were available from 4 countries<sup>7</sup></b>
Burkina Faso, DRC, Myanmar, Somalia

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

<b>IASC Structures</b>	Principals Group Operational Policy and Advocacy Group (OPAG) Emergency Directors Group (EDG) OPAG Results Groups (all five results groups)
<b>Global Clusters</b>	Global Food Security Cluster Global Protection Cluster Global Shelter Cluster Global WASH Cluster Global Health Cluster Global Nutrition Cluster
<b>IASC Associated Entities</b>	Gender Reference Group Global Cluster Coordination Group Humanitarian Programme Cycle Steering Group Inter-Agency Humanitarian Evaluation Steering Group Mental Health and Psychosocial Support in Emergency Settings

4 Channeled through UN Women and OCHA country offices

5 Not all crisis-contexts with an appointed HC or Regional HC produced an HNO or HRP in 2019. Some settings extended an existing HNO for an additional year.

6 Only a summary document was available

7 ERPs are only developed in settings which require a response strategy to sudden onset emergencies (in this case, within the context of a protracted humanitarian crisis) and normally address acute needs in a three- to six-month timeframe.

<b>Humanitarian Coordinators</b>	Afghanistan Chad Colombia DRC Haiti Iraq Mali	Mozambique Myanmar Nigeria oPt Pakistan Sudan Syria Arab Republic Yemen
<b>Humanitarian Country Teams</b>	Afghanistan Burkina Faso Chad Colombia DRC Haiti Iraq Mali	Myanmar Nigeria Niger Pakistan Somalia Sudan Syria Arab Republic Yemen



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# 1 PROGRESS TOWARDS 2018 ACCOUNTABILITY FRAMEWORK RECOMMENDATIONS

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## Principals and OPAG:

- **Reflect the IASC Gender Policy in establishing strategic priorities in IASC's work:** In the Principal's endorsed IASC Workplan for OPAG 2019/2020, there are a number of references to the IASC's commitment to gender equality and the empowerment of women and girls. The integration of gender into humanitarian action was included as an outcome under Strategic Priority of Accountability and Inclusion: *All structures and representation of the IASC are supported to meet the specific needs of women, girls, men and boys in all their diversity, promote and protect their human rights, and redress gender inequalities.* This included examples of supporting action, namely:
  - Support the roll out of the 2017 IASC Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy and the set-up of the endorsed accountability framework.
  - Champion and communicate the Gender Policy and its Accountability Framework to all IASC Bodies, Members and Standing Invitees, and support their implementation.
  - All IASC Bodies, Members and Standing Invitees, Global Clusters and HCs are made aware of the policy and their prescribed roles and responsibilities contained therein.

The ERC did include support for *women and girls, including tackling gender-based violence, reproductive health and empowerment* as one of the Strategic Priorities for CERF. In addition, the Principals approved the Interagency Humanitarian Evaluation (IAHE) establishing gender equality and the empowerment of women and girls as the first internal thematic evaluation of the IASC's output..

- **Promotion of Gender Policy and Accountability Framework** - In 2019, the IASC endorsed the 2018 Gender Accountability Report, but uptake on the recommendations presented in the 2018 report has been limited.

## Gender Reference Group (GRG):

- **Promotion of IASC Gender Policy and Accountability Framework Report** – GRG and its members promoted the policy and Accountability Framework report in a number of events, including at ECOSOC HAS. GRG has also worked with OPAG Results Group 2 (RG2) to integrate some of the Accountability Framework data into the RG2 Accountability Framework in development. More concerted efforts are needed by the GRG to fulfill its role of supporting the integration of gender across all aspects of the IASC's work. But it is also crucial for the IASC leadership to facilitate the GRG being afforded the access and support to work with the structures of the IASC and its associated bodies to ensure continued positive developments toward its gender policy commitments and also to follow through on the accountability framework recommendations.

## Global Clusters:

- Only 6 of 11 clusters responded to the accountability framework survey requests, which indicates that better understanding of the gender policy and its accountability framework is needed. This can be achieved through improved engagement between the clusters and the GRG.
- Of the 6 clusters reporting, only the Global Protection and Nutrition Clusters indicated having a gender focal point in 2019. However, four of the six (Shelter, Protection, Nutrition and Food Security) indicated that gender was included in their respective strategic priorities for the year.

## Other Subsidiary Bodies:

- **Utilize GRG as a GiHA resource** – Direct engagement and collaboration between the GRG and the other subsidiary bodies has been limited, especially since many of the 2018 subsidiary bodies no longer exist. One important example of where it did occur is with the IAHE called on the 2019 GRG co-chairs to sit on the evaluation Advisory Group to provide guidance and input.

It is notable that in the 2019 IASC restructuring, the GRG was designated as an “associated entity” outside of the formal structures of the IASC, which is not conducive to enhanced engagement.

## Humanitarian Coordinators and Humanitarian Coordination Teams

- **Gender analysis and SADD** – Whilst descriptions of protection needs, GBV risks and maternal health care remain ubiquitous, of the 19 HNOs developed for the 2020 HPC that were available for review, (17 HNOs/89%) included detailed gender analysis (beyond just protection and reproductive health) in the crisis context description. 10 of the HNOs (53%) demonstrated use of SADD in at least half of the clusters/sectors included. 10 of the 19 HNOs (53%) included both. Of note is our perceived decline in the quality of a detailed gender analysis present in the crisis impact description, as well as the demonstrated use of SADD.
- **Long Term Gender Capacity** – The IASC is still reliant on temporary deployments from GenCap to provide gender capacity to the humanitarian system. Of the 30 crisis contexts in 2019, 10 received the support of Senior GenCap Advisors, but only 5 (13% - Chad, Colombia, Haiti, Mali and Whole of Syria) had GenCap deployments of 6 months or longer. In other locations, the HCT is reliant on the support of specialized agencies such as UN Women, OCHA, UNFPA and INGOs such as CARE International to provide such capacity.
- **Consistent use of the GAM** – The HPC Steering Group cites nine humanitarian response plans that reported funding requirements under the GAM but note that its inconsistent use and the failure to regularly update projects and tag gender activities creates data gaps.

## Improved Accountability Framework Results through Interlinkages of Compliance:

Analysis of the framework’s indicator results demonstrate the interconnectivity of the roles and responsibilities as outlined in the 2017 Gender Policy and how progress in improving the integration of gender into humanitarian coordination structures leads to better process outcomes.

When local women’s groups were consulted, the likelihood of respective HNOs including a gender analysis that identified the specific impact on women, girls, men and/or boys beyond just protection and reproductive health was significantly higher. In addition, where local women’s groups were consulted, there was a greater likelihood for respective HRPs to include specific provisions for GBV mitigation and response, women’s livelihoods, and sexual and reproductive health.

Similarly, countries which reported having some gender capacity in the form of GenCap (for at least six months) or through UN Women /OCHA / UNFPA, also had a greater likelihood of producing HNOs with a gender analysis that extended beyond protection and reproductive health in the impact section, as well as finalized strategic plans with GBV, livelihoods and reproductive health.

Where countries reported having an active GiHA working group, there was a slightly higher likelihood that direct consultations with local women’s organizations took place in 2019.

These results demonstrate that compliance with the standards and roles and responsibilities of the IASC Gender Policy reinforce process outcomes. Further research and analysis on these causalities and their relation to improved humanitarian outcomes would be a useful addition to the evidence base of the added value of gender integration into humanitarian response.



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

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

## Percentage of outputs endorsed by the Principals which are consistent with the commitments of the gender policy (2018: 33%; 2019: 33%)

Two of the six (33%) outputs published by the IASC Principals in 2019 were consistent with the IASC's 2017 Gender Policy. While the Principals Group – in its self-assessment survey response – indicates<sup>8</sup> that its policies are aligned with its continued commitment to the IASC's Gender Policy, the below review indicates that this commitment remains inconsistent in terms of how it is reflected in its outputs.

The *Guidance on Inclusion of Persons with Disabilities in Humanitarian Action* espouses an intersectional approach that factors in gender, age and diversity and notes gender as a cross cutting factor. It also refers to the inclusion of women's groups in decision making processes, the need for gender balanced teams and the use of the IASC's Gender Handbook and GBV Guidelines.

In the IASC's *Summary of Good Practices – Preventing Sexual Exploitation and Abuse and Sexual Harassment and Abuse of Aid Workers*, it calls for pooled funding mechanisms to support neglected gender focused initiatives, including GBV, sexual and reproductive health and women and girls' empowerment. It also calls for gender balanced teams in SEA investigation teams.

Conversely, the *IASC Six Core Principles Relating to Sexual Exploitation and Abuse*, and the *Operational Manual on Funds for Investigating in Sexual Exploitation, Abuse and Sexual Harassment*, include no reference to gender or underlying power imbalances caused by gender inequality and a crucial contributing factor to SEA. The operational manual has no reference to gender

in reporting outcomes, allocation priorities, gender balance and capacity in investigation commissions or interviewing methodology. No gender expertise mentioned for the Grants Committee.

In the document outlining the IASC's renewed *Structure and Working Method*, the IASC's Gender Reference Group is renewed as an *Associated Entity*, existing "outside of the IASC". This contrasts with the IASC Gender Policy which calls on the IASC to "assign the Gender Reference Group (GRG) the status and clear tasks needed for it to be an effective technical resource for gender equality and the empowerment of women and girls within the IASC, and to coordinate the implementation of this Policy".

The *SOPs for the Humanitarian System-Wide Scale Up Activation for Infectious Disease Events* limits its reference to gender to be included as a consideration in the initial assessment from the HCT.

The first thematic evaluation to be undertaken by the IAHE was set by the Principals to cover the IASC's delivery on its 2017 Gender policy. This report will be made available in 2020.

In its own self-assessment, the Principals Group also refers to drawing on the expertise available within the eco-system such as the Gender Reference Group and UN Women to ensure that adherence and application of the Gender Policy are timely and consistent.<sup>9</sup>

The self-assessment also cites the endorsement of the 2018 Gender Accountability Framework report.

### Recommendations<sup>10</sup>:

- The Gender Accountability Report for 2019 should be tabled for discussion at the Principal's level to reinforce the collective leadership and accountability required to advance gender equality and the empowerment of women and girls in humanitarian action.
- Future iterations of the IASC Workplan should ensure gender equality and the empowerment of women is prioritized as a cross-cutting issue across all strategic priorities.

8 Source: Self-Assessment Survey – Principals Group

9 Source: Self-Assessment – Principals Group

10 All recommendations from 2018 report still stand c.f. Annex II

## Work programmes for the OPAG, Deputies Forum, and the EDG endorsed by the Principals reflect their Gender Policy Roles and Responsibilities

In the Principals endorsed IASC Workplan for OPAG 2019/2020, there are a number of references to the IASC's commitment to gender equality and the empowerment of women and girls.

The integration of gender into humanitarian action was included as an outcome under Strategic Priority 2, Accountability and Inclusion, set as "Gender equality and the empowerment of women and girls is achieved in all IASC coordinated humanitarian strategies" and that "All structures and representation of the IASC are supported to meet the specific needs of women, girls, men and boys in all their diversity, promote and protect their human rights, and redress gender inequalities". Examples of supporting action:

- Support the roll out of the 2017 IASC Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy and the set-up of the endorsed accountability framework.
- Champion and communicate the Gender Policy and its Accountability Framework to all IASC Bodies, Members and Standing Invitees, and support their implementation.
- All IASC Bodies, Members and Standing Invitees, Global Clusters and HCs are made aware of the policy and their prescribed roles and responsibilities contained therein.

While there is attention to gender considerations under strategic priority 2, this is not consistent across the rest of the OPAG workplan with only a total of 32% of strategic priorities integrating gender in their respective areas of work as per the OPAG's own assessment.<sup>11</sup>

Results Group 2, which includes gender as one of its SP outcomes, in its self-assessment states that it has aimed to bring all elements of accountability and inclusion together including gender, through its 3 holistic deliverables – the Results Tracker, Accountability Framework and Global Platform/Service Directory. It

does this through (a) including gender experts in the deliverable workstreams and (b) consulting on the workstreams with the three Thematic Expert Groups on AAP, Inclusion and PSEA; with colleagues from the GRG, UN Women, GenCap etc. represented. For the separate PSEA workstreams, through the PSEA Thematic Expert Group, concrete links are being made with the GBV AOR.

In contrast, RG4 and RG5 reported that only 10% and 15% of strategic priorities included gender considerations. Similarly, while RG1 and RG2 had gender expertise available internally in the form of a Gender Focal Point for the group, this was not the case for RG3, RG4, and RG5. However, all Results Groups reported having coordinated with the GRG at least once in 2019.

The HPC Steering Group, under RG 2, developed and rolled out the enhanced HPC which was applied in 2019 to the 2020 HPC cycle. Elements applied include:

- Strengthened focus on the multi-sectoral nature of needs and the response, the understanding of the causes, the level of severity, and likely evolution to allow for a more effective response with linkages to development interventions;
- Identifying priority groups/sub-groups and geographic areas directly based on the needs analysis, and formulating results-based strategic objectives that define the changes we want to see in the lives of people, to inform multi-sectoral and sectoral planning;
- Establishing monitoring systems that allow for ongoing analysis of changes of the situation and needs together with progress towards outcomes; and
- Ensuring inclusivity through disaggregation and analysis of the differential impacts of the crisis and associated needs for diverse groups of people

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11 Self – Assessment OPAG



(i.e. gender, age, disability and other diversity characteristics).

Additionally, the indicators within the HPC Quality Scoring were revised through a consultative process in 2019 and reflect an increased focus on gender and inclusivity. In response to clarification from field colleagues as to what constitutes a ‘quality gender analysis’, UNHCR, UNICEF, OCHA, ECHO, DFID (now FCDO) and WHO worked with partners to develop a composite indicator which would aid in addressing subjectivity. To this end, HNOs in the HPC Quality Scoring mechanism are assessed with a gendered lens, looking specifically at the following elements:

- People in Need (PiN) figure is disaggregated
- Explanation of differential impacts of the crisis

### Recommendations:

- Gender equality and the empowerment of women and girls must be an imperative cross-cutting theme across all IASC structures at the global level (IASC Principals, OPAG, EDG, RGs and Entities Associated with IASC and field support structures; HCTs, ICCGs and clusters

### Number of IASC bodies that receive the final endorsed Accountability Framework report with relevant recommendations highlighted.

The 2018 IASC Gender Accountability Framework report was endorsed by the IASC in November of 2019 and subsequently disseminated via the IASC Secretariat to all IASC bodies. During the 2019 ECOSOC HAS in Geneva, findings from the first Accountability Framework Report were presented at a side-event co-hosted by UN Women, Oxfam, UN OCHA, Action Aid, and the Permanent Mission of Ireland. A dedicated roundtable on the recommendations and findings from the Accountability Framework Report was also hosted

- Analysis presents existing capacities and coping mechanisms
- Description of underlying factors which affect vulnerability and risk
- Information on specific needs, and where they differ from other segments of the population
- Barriers to access
- Analysis explains factors that may contribute or are contributing to heightened risk

Based on this separate HNO review, the 2020 HPC Quality Scoring exercise found that “Gender concerns overall and, notably, an understanding of the risks, vulnerabilities, and coping mechanisms along with causes of inequity – the analysis required for effective programming – continues to be found in only a few HNOs.”

in New York for Member States at an event co-hosted by UN Women, UN OCHA, and the Permanent Mission of Ireland to the UN. A thematic briefing, which included discussions on the Accountability Framework Report, was also delivered to the IASC in 2019.

The 2018 report was also shared with the IAHE team conducting the gender evaluation of the IASC and the authors of the report were interviewed at length.

## Percentage of IASC associated entities which include gender equality and the empowerment of women and girls as a central aspect within its defined deliverables (2019 - 80%)

Three (Gender Reference Group, MHPSS and HPC Steering Group) among five associated entities report having integrated gender into at least half of strategic areas within their respective annual work plans.

In addition, the IAHE Steering Group reports having integrated gender into one third of its work. Most notably, this includes the Inter-Agency Humanitarian Evaluation on Gender Equality and the Empowerment of Women and Girls which was launched and

coordinated by the IAHE in 2019. This is the first evaluation undertaken by the IAHE with a focus on a specific theme (i.e. gender in humanitarian action) rather than a crisis response programme.

In contrast, as indicated in the self-assessment submitted by the Global Cluster Coordination Group (GCCG), gender was not integrated into any of its deliverables or priority areas of work in 2019.

## Gender Reference Group 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)

The GRG, on behalf of the IASC, should be designated its own standing side-event slot at ECOSOC HAS to facilitate presentation and debate on key gender equality and the empowerment of women and girls issues.

The GRG should establish a working group to review and undertake future Gender Accountability Framework reports, taking into account the findings and recommendations of the IAHE on GEEWG.

The GRG should support OCHA to further mainstream gender into Emergency Response Plans. The criteria required to endorse an Emergency Preparedness Plan should include minimum standards for ensuring adequate gender considerations in assessment, consultation, inclusion, planning, implementation and M&E.

### Recommendations:

- The Gender Reference Group to strengthen collaboration with the Results Groups to further mainstream gender across Results Groups outputs.
- GRG to work closely with the OPAG to support the implementation of the Gender Accountability Framework report's recommendations, where appropriate.
- The GRG, on behalf of the IASC, should be designated its own standing side-event slot at ECOSOC HAS to facilitate presentation and debate on key gender equality and the empowerment of women and girls' issues.
- The GRG should establish a working group to review and undertake future Gender Accountability Framework reports, taking into account the findings and recommendations of the IAHE on GEEWG.
- The GRG should support OCHA to further mainstream gender into Emergency Response Plans. The criteria required to endorse an Emergency Preparedness Plan should include minimum standards for ensuring adequate gender considerations in assessment, consultation, inclusion, planning, implementation and M&E.

### HPC Steering Group

IASC to critically explore systems and ways to more accurately and timely track funding for all gender equality programming, including pooled funding mechanisms.

IASC OPAG Result Groups which make specific reference to measurable gender equality and the empowerment of women and girls activities and/or have demonstrated mainstreaming of gender equality and the empowerment of women and girls in policies, operational guidance, TORs, objectives, annual work plans and any other relevant document

### OPAG Priority Areas of Work for Results Groups (RGs):

RG1 – Operational Response: ‘Synergy’ with RG2 for linkages to gender (and protection, AAP, SEA,

disabilities) is noted under the protection area of work. No additional references.

The revised HNO and HRP guidelines developed by RG1 call for gender analysis in crisis impact description; prioritization of needs based on vulnerabilities, including gender; accountability and service acceptance disaggregated, including gender; use of SADD in assessment and in M&E. In support of the recommendation from the 2018 report and findings from the HPC Quality Scoring which noted that the gender analysis frequently did not translate into response planning, this has been highlighted in the enhanced HPC guidance and templates.

RG2 – Accountability and Inclusion: Under the plan for a Global Accountability and Inclusion Results Tracker, there is reference to including GAM and the Gender

Accountability Framework; there is also a mention of “ensuring voices of all groups of people...women, men, girls and boys...inform the responses and approaches to accountability and inclusion.” Reference to collection of SADD on questions relating to satisfaction and feedback about the response & behavior of aid workers in multi-sector and sectoral needs assessments in MIRA. It is also the only RG that specifically refers to working with the IASC Gender Reference Group. It is actually the only RG with ongoing direct ties to the GRG – it integrates the GRG systematically.

RG3 – Collective Advocacy: No reference to gender prioritizations or considerations.

RG4 – Humanitarian Development Collaboration: reference to take gender into account in guidance development: “Develop guidance on collective outcomes with greater operational specificity (taking into account the issues of gender, prevention, peace, justice and human rights).”

RG5 – Humanitarian Financing: No reference to gender prioritizations or considerations.

### Recommendations:

- Results Groups to strengthen collaboration with the Gender Reference Group to further mainstream gender across Results Groups outputs.
- OPAG to work closely with GRG for support in implementation of the Gender Accountability Framework. Report’s recommendations, where appropriate.



# 3 SUPPORT FROM THE GLOBAL LEVEL TO THE FIELD

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

## IASC-led coordination and pooled funding mechanisms include gender equality and the empowerment of women and girls requirements

In January 2019, the ERC communicated four strategic priorities for the use of CERF funds to Resident Coordinators/Humanitarian Coordinators (RC/HCs), which included support for women and girls, including tackling gender-based violence, reproductive health and empowerment.

From a group of 15 Humanitarian Coordinators who responded, HCs in eleven crisis-contexts (Afghanistan, Colombia, DRC, Iraq, Myanmar, Nigeria, oPt, Pakistan, Sudan, Syria, and Yemen) reported having included

gender equality and the empowerment of women and girls criteria in the allocation of pooled funds.

Efforts to expand the use of GAM across humanitarian settings continued in 2019 with OCHA, UN Women and GenCap Advisors providing training and technical assistance on the use of GAM. However, due to the gaps that remain in the use of GAM and its interface with the Financial Tracking System (FTS), it is not possible to gain a global perspective of the percentage of humanitarian funding that mainstreams or targets gender needs.

### Recommendations:

- OPAG RG 5 (Humanitarian Financing) should work on exploring tracking mechanisms that can more accurately and timely track funding for gender humanitarian programming.
- Explore the feasibility of interface between GAM and FTS.

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

The OPAG reports that 9 IASC directives, operational guidances and other documents were signed off by the OPAG in 2019, of which seven include specific gender

equality and the empowerment of women and girls considerations.

## TORs for Operational Peer Reviews and Peer to Peer Missions address relevant gender policy commitments (2018 – 0%; 2019 50% )

The P2P mission TOR for Afghanistan had no reference to women and girls or to any gender considerations. As such, there was no reference to disproportionate and specific impact of the crisis on women and girls in Afghanistan and there was no reference to meeting with women's groups or inclusion of gender priorities in the planned activities and dialogues. However, the Humanitarian Coordinator in Afghanistan notes in the HC self-assessment that the P2P mission facilitated greater attention to gender in subsequent HCT work.

The P2P mission TOR for Mozambique (after Cyclone Idai) makes a passing reference to women bearing the brunt of the cyclone. There is also a reference to PSEA but no specific mention of impact/needs/vulnerability of women and girls. No mention of women's organizations or groups in mission team or as participants. Under key issues, below 'Response Quality' there is a focus listed on "Gender, diversity and inclusion, including regarding the scale, coverage and timeliness of the response and whether the most vulnerable have been reached."

## Percentage of global clusters with a nominated Gender Focal Point (2018: 60%; 2019: 33%)

Responses from six global clusters were received for this exercise: Shelter, Protection, Food Security, WASH, Health, and Nutrition. Among these, only the Global

Protection Cluster and the Global Nutrition Cluster reported having a gender focal point in 2019.

### Recommendations:

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

## Percentage of Global Cluster annual work plans which have included measurable and evidence-based gender equality and the empowerment of women and girls activities, and/or demonstrated mainstreaming of gender equality and the empowerment of women and girls (2018: 40%; 2019: 67%)

Four (Shelter, Protection, Nutrition and Food Security) among six global clusters who submitted their inputs indicated that gender equality and the empowerment of women and girls was integrated in their respective strategic priorities. The Shelter Global Cluster and the Protection Global Cluster also indicated that gender equality and the empowerment of women and girls was included in all operational and technical guidance products issued by the Global Cluster while the Food Security Global Cluster reported that gender equality and the empowerment of women and girls in half of the guidance products issued in 2019.

There was a greater variation in the extent to which gender equality and the empowerment of women and girls was integrated into their respective capacity

strengthening activities in 2019. The Nutrition Cluster reported having incorporated gender priorities in all capacity-strengthening activities. Although a total number was missing, the Health cluster detailed the inclusion of SADD, GBV mitigation and response and SRH related topics in their capacity building efforts. Whilst the Protection and Food Security Global Clusters responded that gender equality and the empowerment of women and girls was factored into half of their capacity strengthening activities, none of the capacity strengthening activities organized by the WASH and Shelter Global Clusters did so.

Reviewing the GCCG Progress Report showed that there was no mention of GRG, gender, or women and girls.



# 4 DELIVERY AT THE FIELD LEVEL

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(Humanitarian Coordinators, Humanitarian Country Teams, and Clusters)

Humanitarian Needs Overviews (HNOs) use sex and age disaggregated data (SADD) in at least 50% of the sector/clusters. (2019 HPC – 55%; 2020 HPC – 53%)

HNOs demonstrate gender analysis by identifying the differentiated impact on affected women, girls, men and boys in the crisis narrative outline. (2019 HPC – 90%; 2020 HPC – 89%)

Both: (2019 HPC – 45%; 2020 HPC: 53%)

**Note - This review is of the 19 Humanitarian Needs Overviews documents that were created for the 2020 Humanitarian Programme Cycle**

The Accountability Framework reviewed the 2020 HPC Humanitarian Needs Overviews to ascertain the following:

- Sex and age disaggregated data – at least 50% of the cluster chapters demonstrated the use of sex and age disaggregated data to identify the specific needs of women and/or girls.
- **Gender Analysis** – The HNO context narrative highlighted the specific impact of the crisis on the affected women, girls, men and boys, whilst taking a broader view than just protection and maternal child health care.

Of the 19 HNOs (or their equivalent) developed for the 2020 HPC, **10 (53%)** demonstrated some use of sex and age disaggregated data in at least half of the included clusters/sectors. Only two HNOs (DRC and CAR) demonstrated at least some use of SADD in all cluster chapters.

Of the same 19 HNOs, **17 (89%)** included a gender analysis that identified the specific impact on women, girls, men and/or boys beyond just protection and reproductive health. **10 (53%) of the 19 had both gender analysis and SADD at the cluster/sector level.** The IASC Gender Accountability Framework Report from last year showed that 45% of HNOs displayed both gender analysis and use of SADD. Of note:

- Afghanistan, CAR, Iraq, oPt, and Sudan are the five crisis-settings that have produced HNOs demonstrating gender analysis and use of SADD at the sector/cluster level in both years.

- Chad, Ethiopia, Nigeria, and South Sudan appear to have produced less gender responsive HNOs for 2020 HPC compared to 2019 HPC.
- DRC, Mali, Somalia, Niger and Ukraine have demonstrated a stronger use of gender analysis and SADD at the cluster level in 2020 HPC compared to 2019 HPC.

Although fewer HNOs for 2020 HPC (comparing to 2019 HPC) described the impact of the crises with a gender-lens that went beyond protection and GBV concerns, and a marginally smaller proportion of HNOs utilized SADD in their cluster chapters, the HNOs that met one of the criteria was more likely to meet the other thereby resulting in a higher percentage of HNOs that demonstrated both for 2020.

Of note are the examples of Myanmar, Libya and Nigeria which utilized a new format for the HNO. Whilst this format sets out the data collection indicators for each of the sectors, these indicators do not signify disaggregation. Rather they look at the affected population as a homogenous whole, making it impossible to ascertain the specific needs of the crisis affected women, girls, men and boys.

Cross referenced analysis of the corresponding humanitarian response plan (HRP) with the country HNO, demonstrate that the impacts on women and girls identified through gender analysis are not consistently addressed in the final prioritized HRP (humanitarian response plan). Of the 17 crisis contexts for which HNOs were identified as including gender analysis, **4 of the corresponding HRPs (27%)** did not include sufficient strategies to address the significant, identified crisis impacts on women and girls that go beyond protection and reproductive health.

## Gender Analysis in Humanitarian Needs



## Overviews for 2020 HPC vs. 2019 HPC

	GEEWG in Impact Section for 2020 HPC	GEEWG in Impact Section for 2019 HPC	Use of SADD in at least 50% of clusters for 2020 HPC	Use of SADD in at least 50% of clusters for 2019 HPC	Overall results for 2020 HPC	Overall – Results for 2019 HPC
Afghanistan	Y	Y	Y	Y	Y	Y
Burkina Faso	N	N/A	N	N/A	N	N/A
Cameroon	Y	N	N	Y	N	N
Chad	Y	Y	N	Y	N	Y
CAR	Y	Y	Y	Y	Y	Y
DRC	Y	Y	Y	N	Y	N
Ethiopia	Y	Y	N	Y	N	Y
Haiti	Y	Y	N	Y	N	N
Iraq	Y	Y	Y	N	Y	Y
Libya	N	Y	N	N	N	N
Mali	Y	Y	Y	N	Y	N
Myanmar	Y	Y	N	N	N	N
Niger	Y	Y	Y	N	Y	N
Nigeria	Y	Y	N	Y	N	Y
oPt	Y	Y	Y	Y	Y	Y
South Sudan	Y	Y	N	Y	N	Y
Sudan	Y	Y	Y	Y	Y	Y
Somalia	Y	Y	Y	N	Y	N
Ukraine	Y	N	Y	Y	Y	N
	<b>17/19 = 89%</b>	<b>90%</b>	<b>10/19 = 53%</b>	<b>55</b>	<b>10/19 = 53%</b>	<b>45%</b>

When comparing to the 2018 findings, the Protection cluster remained the lead, with the highest use of SADD with 94% of the Protection cluster sections across HNOs demonstrating use of SADD.

Over 60% of the Education, Health, and Nutrition clusters also displayed some of SADD across HNOs. However, when reviewing the CCCM, Early Recovery/Livelihoods, Food Security, Shelter/NFI, and WASH clusters, only half or fewer HNOs reflected use of SADD.

While seven of nine (Protection, CCCM, Education, Food Security, Health, Shelter/NFI, and WASH) cluster groups show an overall increase in the use of SADD across HNOs compared to 2018, two (Early Recovery/Livelihoods, and Nutrition) fall back.

CLUSTER	CCCM	Education	Early Recovery / Livelihoods	Food Security	Health	Nutrition	Protection	Shelter + NFI	WASH	% <sup>12</sup>
HNO										
Afghanistan	n/a	Y	n/a	N	Y	Y	Y	Y	Y	86%
Burkina Faso	n/a	Y	n/a	N	N	Y	Y	N	N	43%
Cameroon	n/a	N	N	N	Y	Y	Y	N	Y	50%
CAR	?	Y	n/a	Y	Y	Y	Y	Y	Y	100%
Chad	N	Y	n/a	N	N	N	Y	N	N	25%
DRC	n/a	Y	n/a	Y	Y	Y	Y	Y	Y	100%
Ethiopia	n/a	N	N (agri)	N	Y	Y	Y	N	N	50%
Haiti	n/a	N	n/a	N	Y	N	Y	Y	N	43%
Iraq	Y	N	Y	Y	N	n/a	Y	Y	N	62%
Libya*										
Mali	n/a	N	n/a	Y	Y	N	Y	Y	Y	71%
Myanmar*										
Niger	n/a	Y	n/a	Y	Y	N	N	N	Y	57%
Nigeria*										

12 Colours indicate whether the proportion of cluster chapters within an HNO that utilize SADD has increased (green), remained the same (orange), or decreased (red) compared to 2018 report.

oPt	n/a	Y	n/a	Y	Y <sup>13</sup>	Y	Y	N	N	71%
Somalia	Y	Y	n/a	Y	N	Y	Y	n/a	Y	86%
South Sudan	N	N	n/a	N	N	N	Y	N	N	86%
Sudan	n/a	Y	n/a	Y	Y	Y	Y	Y	N	86%
Ukraine	n/a	Y	na	N	Y	n/a	Y	Y	N	67%
	<b>50%</b>	<b>63%</b>	<b>33%</b>	<b>50%</b>	<b>63%</b>	<b>60%</b>	<b>94%</b>	<b>47%</b>	<b>44%</b>	

When the review of HNOs is mapped against the inputs received from HCTs in relation to their roles and responsibilities as prescribed in the IASC Gender Policy, the analysis suggests that:

- Where local women’s groups were consulted, the likelihood of respective HNOs including a gender analysis that identified the specific impact on women, girls, men and/or boys beyond just

protection and reproductive health was significantly higher.<sup>14</sup>

- Similarly, countries which reported having some gender capacity in the form of GenCap (for at least six months) or through UN Women/OCHA/UNFPA, had a greater likelihood of producing HNOs with a gender analysis that extended beyond protection and reproductive health in the impact section.<sup>15</sup>

### Recommendation:

- Effort should be strengthened to promote more robust gender analysis including impacts on marginalized groups such as adolescent girls, persons with disabilities, in particular women and girls, and ensure consistency between identified needs and response plans.

### The Minimum Preparedness Action section on Needs assessment, information management, and response monitoring arrangements in Emergency Preparedness Plans set out specifics on how identifying the needs of WGM&Bs will be included in the assessment and planning phase of a future response.

Four Emergency Preparedness Plans issued in 2019 were available for review: Burkina Faso, DRC, Myanmar and Somalia. Given the variation in formats used for

each ERP, a review of whether gender considerations were included proved challenging. Overall, while there is reference to a few needs of women and girls across

13 Combined with Nutrition cluster

\* HNO format does not have sector/cluster chapters

14 Of all the HNOs reviewed, 63% included a gender analysis that identified the specific impact on women, girls, men and/or boys beyond just protection and reproductive health. In locations where local women’s groups were consulted, 92% (12 out of 13) of HNOs met this criterion.

15 Of all the HNOs reviewed, 63% included a gender analysis that identified the specific impact on women, girls, men and/or boys beyond just protection and reproductive health. In locations where countries reported having some gender capacity in the form of GenCap (for at least six months) or through UN Women/OCHA/UNFPA, 82% (9 out of 11) HNOs included a gender analysis that extended beyond protection and reproductive health in the impact section.

all four ERPs, steps to integrate gender-priorities as part of the ERP remains inconsistent.

Only the Myanmar ERP included a distinct Minimum Preparedness Action (MPA) section. This ERP integrates the use of gender analysis and gender-responsive humanitarian coordination as a component under its MPA and 3 (Health, Nutrition and Protection) of its 7 sectors specifically reference gender considerations in its priority activities.

The Burkina Faso ERP does not specify how gender analysis and the distinct needs of women, men, girls, and boys will inform the emergency response. However, the clusters included in the ERP reflect the

use of SADD in their monitoring (Protection, Food Security, Nutrition, Emergency Preparation).

The Somalia ERP includes a note to ensure gender-mainstreaming but does not specify how this will be done. 3 (WASH, Nutrition, Health) of the 7 clusters included in the ERP refers to a few gender-specific considerations.

Similarly, the DRC ERP alludes to 'gender and age' under the priorities for Centrality of Protection. Although there is no elaboration on how gender considerations will systematically inform the response as per the plan, under the logframe included as an Annex for the Ebola response, inclusion of gender considerations in the multisectoral data collection is listed as a priority.

### Recommendation:

- The criteria required to endorse an Emergency Preparedness Plan should include minimum standards for ensuring adequate gender considerations in assessment, consultation, inclusion, planning, implementation and M&E.

### Percentage of Sector/cluster plans that include care support as an activity.

(2019 HPC – 0%; 2020 HPC – 0%)

**Note - This review is of the 20 Humanitarian Response Plan documents that were created for the 2020 Humanitarian Program Cycle**

None of the HRP's reviewed included support for care responsibilities or domestic burden as an activity. However, Afghanistan, Cameroon, Ethiopia and South

Sudan did include the additional burden faced by women with dependents in the crisis setting in the gender analysis of the HNO. This recognition was nevertheless not followed through with activities or services to address this in the final prioritized response plan.

### Recommendation:

- HCs and HCTs should ensure consistency between needs identified in the gender analysis findings outlined in the HNO with the final prioritized response plans. This includes issues such as added care burden and the means to alleviate.

### Percentage of HRP's which specify action that targets livelihoods, economic empowerment and/or employment for women and girls. (2019 HPC – 60%; 2020 HPC – 60%)

Afghanistan, Cameroon, CAR, Chad, Ethiopia, Iraq, Mozambique, Myanmar, Nigeria, oPt, Sudan, Ukraine.

**Note - This review is of the 20 Humanitarian Response Plan documents that were created for the 2020 Humanitarian Programme Cycle**

12 of the 20 reviewed HRP's included provisions to support the livelihoods, economic empowerment

and/or employment of women and girls. Often the support was short-term in nature, with the inclusion of women in a broader cash-based activity. However, as a reflection of the protracted nature of most humanitarian contexts around the world, the majority

of livelihoods programming for women took a longer view, offering opportunity in agriculture (Afghanistan, CAR, Ethiopia, Mozambique and Nigeria), vocational training (Cameroon), and a focus on supporting women on their rights to claim/retain

land and property (Afghanistan, CAR, Ethiopia, Iraq, Mozambique, Myanmar, Nigeria and oPt).

Notably, the HRP for Cameroon included a focus on the inclusion of adolescent girls in its vocational training programme.

### Recommendation:

- HCs and HCTs should make specific considerations for the long-term prospects of adolescent girls, who may have exhausted their opportunities or willingness to attend formal education. Vocational training and education for all adolescents should also include life-skills training to help them make informed choices.

### Percentage of HRPs which include specific provisions for SRH for women and girls, beyond MCH. (2019 HPC – 70%; 2020 HPC – 75%)

Afghanistan, Cameroon, CAR, Chad, DRC, Ethiopia, Iraq, Mali, Mozambique, Myanmar, Niger, oPt, South Sudan, Sudan, Ukraine

### Percentage of HRPs which include specific provision for SRH for adolescent youth (2020 HPC – 10%) Chad, Sudan

15 of 20 HRPs specify some provision of sexual and reproductive health. Of these, while the majority only indicate that services provided will include reproductive health services Cameroon, Chad, Myanmar, oPt and Sudan make specific reference to Minimum Initial Services Package (MISP) for sexual and reproductive health, which is the agreed set of prioritized and coordinated life-saving SRH services for crisis settings to

prevent excess sexual and reproductive health-related morbidity and mortality.

Only Chad and Sudan HRPs specifically address the needs of adolescent youth in the provision of SRH services. The Myanmar HRP also makes a passing reference to adolescent girls although no specific provisions are mentioned.

### Percentage of Humanitarian Response Plans which make provisions to mitigate and respond to GBV (2018 – 65%; 2019 85%)

Afghanistan, Cameroon, CAR, Chad, DRC, Ethiopia, Iraq, Mali, Mozambique, Myanmar, Niger, Nigeria, oPt, Somalia, South Sudan, Sudan, Ukraine.

17 of the 20 HRPs reviewed include strategies that address both the mitigation of and response to GBV. Afghanistan, DRC, Iraq and Sudan consider the wider picture of how empowerment, community mobilization and transformative change are also fundamental to mitigating GBV in protracted crisis

settings. Afghanistan and Myanmar also address how each cluster/sector response should mitigate GBV in their service delivery.

Haiti and Burkina Faso do not provide any details of their GBV response/mitigation plans.

Priority Areas	EE + Livelihoods	SRH	GBV
HRP			
Afghanistan	Yes	Yes	Yes
Burkina Faso			
Cameroon	Yes	Yes	Yes
CAR	Yes	Yes	Yes
Chad	Yes	Yes	Yes
DRC		Yes	Yes
Ethiopia	Yes	Yes	Yes
Haiti			
Iraq	Yes	Yes	Yes
Libya (summary)			
Mali		Yes	Yes
Mozambique	Yes	Yes	Yes
Myanmar	Yes	Yes	Yes
Niger		Yes	Yes
Nigeria	Yes		Yes
oPt	Yes	Yes	Yes
Somalia	No?		Yes
South Sudan		Yes	Yes
Sudan	Yes	Yes	Yes
Ukraine	Yes	Yes	Yes

**Percentage of humanitarian planning processes which include direct consultations with local women's rights organizations and integrate their inputs (2019 HPC – 56%; 2020 HPC – 61%) Afghanistan, CAR, Chad, DRC, Ethiopia, Haiti, Iraq, Lebanon, Mali, Myanmar, oPt, Philippines, South Sudan, Sudan, Syria, Ukraine, Yemen.**

Responses from 28 IASC crisis settings indicate that, in 17 contexts, there was at least one consultation held with local women's organizations in 2019 to inform the humanitarian planning process. The extent of engagement and influence that women's groups and organizations had on the humanitarian planning process varied significantly even within contexts where they were consulted.

Through analysis of the Accountability Framework data, there is a clear correlation between where local women's groups were consulted, and the increased likelihood to include specific provisions for GBV mitigation and response, women's livelihoods, and sexual and reproductive health in the finalized strategic response plan. Among all HRPs reviewed, only 55% had provisions for GBV mitigation and response, women's livelihoods, and sexual and reproductive health. However, where local women's groups were consulted, 70% (9 out of 13) HRPs included specific provisions for GBV mitigation and response, women's livelihoods, and sexual and reproductive health.

In some contexts, as outlined in their country survey responses, such as CAR, Ukraine, and Sudan, women's groups, representatives or organizations were

primarily consulted by the Protection cluster as part of the planning process.

In other settings, including DRC, Iraq, Chad, Yemen, and oPt, there is evidence of a more sustained framework of engagement which creates space for the humanitarian architecture to be informed by the knowledge and resources that women's groups and organizations possess.

In Palestine, OCHA and UN Women report a visible increase in the participation of women's organizations more than 20 women's organizations served as active members in a range of clusters including Education, Shelter, WASH, Health, Protection, and Food Security enabling the humanitarian planning process to integrate their inputs and guidance throughout the HPC. This corresponds directly with an increased level of access of local women's organizations to the Humanitarian Fund. In 2019, six women's organizations received a total of \$1.4m, providing them with the support and investment to build their capacity and sustain their engagement. This compares to 2015 when only one women's organization received \$108k, nearly a 1,300% increase.

**Recommendation:**

- HCTs and Country Based Pooled Funds Advisory Groups at country level should facilitate access to humanitarian funds to local women's organizations to build capacity and to enable engagement with the processes of humanitarian coordination and planning.
- HCTs and ICCG should develop a framework/process to ensure sustained engagement of women's organization within the planning process and coordination architecture, in particular women's meaningful participation in decision making.

### Percentage of HCTs which have achieved gender parity within its membership (2018: 16%; 2019: 18%)

Among 28 crisis contexts, only five Humanitarian Country Teams were reported as having achieved or maintained gender parity within their membership in 2019, namely: Colombia, Libya, Mali, Haiti, and Lebanon.

oPt, Iraq, Sudan, and Cameroon estimated being close to achieving gender parity at 45% of the membership being women.

Mozambique, Chad, and Nigeria report having established a gender parity target to achieve in 2020 and beyond.

Six Humanitarian Country Teams did not have the data available to monitor the gender balance within their membership.

### Percentage of countries with HCs have a functioning Gender Reference/Working Group, which meets on a regular basis (2018 – 44%; 2019 – 43%)

In 2019, Gender Reference/Working Groups contributing to the HCT were active in 12 of the 28 crisis settings that responded to the Accountability Framework survey. These were - Cameroon, CAR, Chad, Jordan, Myanmar, Nigeria, oPt, Philippines, Somalia, Syria, Ukraine, and Yemen.

Iraq activated an Inter-Cluster Gender Focal Point Group in December 2019 and Afghanistan and

Ethiopia reported plans to activate gender in humanitarian action coordination groups in 2020.

The capacity and engagement of these groups varied across locations. The majority of GiHA working groups met at least on a quarterly basis and were established at the national level. Yemen and Cameroon also reported engaging both at the national and sub-national levels.

### Percentage of IASC managed country contexts which have appointed senior Gender Capacity for technical support (2018: 15%; 2019: 13%)

In 2019, Senior GenCap Advisors – the de facto gender capacity resource for the IASC - were deployed to 10 IASC-managed crisis settings to provide support and technical advice to Humanitarian Coordinators and Humanitarian Country Teams including in: Afghanistan, Cameroon, Central African Republic, Chad, Colombia, Haiti, Mali, Nigeria, Syria and Yemen. The durations of these temporary deployments ranged from one month to the whole year with only deployments to locations lasting six months or longer in 2019 (Mali, Chad, Colombia, and Haiti). GenCap reports the commencement of a reform process in 2019 to conduct longer-term deployments.

In most settings (17 out of 28), HCTs relied on a combination of sources for gender expertise often including GenCap, UN Women, UNFPA, and OCHA as well as INGOs such as IRC and CARE. The degree and duration of support available varied significantly

from one context to the next. For example, Palestine has had UN Women supporting the HCT for multiple years, while Afghanistan had GenCap support for four months in 2018-2019 (of which, only one month was in 2019). Others include: CAR, Myanmar, Colombia, Sudan, DRC, Jordan, Philippines, Cameroon, Mali, Ethiopia, oPt, South Sudan, Haiti, Lebanon, Syria Regional, Syria, Chad, and Yemen.

However, of these, Jordan, Mali, Pakistan, Syria Regional, the country survey responses reported that there was limited take up by the HCT of the gender capacity available in 2019. The remaining crisis contexts reported that no consistent gender expertise was available to support the HC and HCT.

In eight crisis settings (oPt, Colombia, Myanmar, Haiti, Lebanon, Ethiopia, CAR, Yemen) UN Women contributed on an ongoing basis gender capacity providing



official expertise and technical assistance to the HCT and the cluster system.

In Myanmar, while the HC does not have an allocated Gender Advisor, UN Women and UNFPA have dedicated humanitarian advisors in place who co-lead the GiHA workstream and advise the HC as needed, in coordination with OCHA. In Ethiopia, UN Women, UNFPA, and CARE jointly supported the HCT while in Lebanon, UN Women and ABAAD, an NGO, provided gender expertise along with the PSEA Coordinator. In other settings such as the Philippines, the gender expertise is drawn from the Gender in Humanitarian Action CoP which is represented in the HCT.

### Recommendation:

- Formalize the provision of dedicated gender expertise to HCTs on a consistent basis from non-temporary sources, such as UN Women and UNFPA, especially in protracted settings.

### 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 organisations (2018 – 16%; 2019 - 21%)

The vast majority (22 of 28 Accountability Framework survey respondents) of HCTs reported not having a plan for gender equality and the empowerment of women and girls in 2019. Myanmar, Colombia, Syria and Pakistan comprised the 15% of HCTs which indicated having a strategic plan to advance gender equality and the empowerment of women and girls in their respective country contexts. The plans for Myanmar, Syria and Pakistan also included strategies to engage with local women's organizations.

Where countries reported having some gender capacity (in the form of GenCap for at least 6 months or through UN Women/OCHA/UNFPA), there was greater likelihood that respective HRPs included specific provisions for women's livelihoods, GBV mitigation and response as well as sexual and reproductive health. Among all HRPs reviewed, only 55% had provisions for these crucial services. In locations where countries reported having some gender capacity (in the form of GenCap for at least 6 months or through UN Women/OCHA/UNFPA) 73% (8 out of 11 HRPs) had provisions for GBV mitigation and response, women's livelihoods, and sexual and reproductive health.

For example, in Myanmar, the strategies of engagement within the GiHA Action Plan includes increasing opportunities, channels and platforms for women and women's groups to engage and influence the humanitarian system; provision of trainings to meet the demand for dedicated training on gender in humanitarian action (GiHA) for civil society organizations in Rakhine.

### Percentage of HC endorsed AWP for the HCT which adequately reflect the standards and commitments of the gender policy (2019 – 29%)

Eight of the 28 responses from crisis-settings indicated that gender equality and the empowerment of women and girls was integrated into the HC-endorsed AWP for the HCT applicable in 2019. This includes Colombia, Libya, Philippines, Mali, Ukraine,

Afghanistan, Syria, and Chad. In two additional locations (Somalia, South Sudan), there are references to GBV without evidence of a broader integration of gender considerations.

### Number of joint gender analyses produced to input to HNO and HCT plans. (2018 – 20%; 2019 - 25%)

Standalone gender analysis exercises were conducted in 7 of the 28 IASC managed crisis contexts in 2019: Myanmar, Sudan, Cameroon, Mali, oPt, Nigeria, and Lebanon. While only seven country contexts responded with the evidence for having produced dedicated gender analysis, a few additional countries such as Afghanistan and Iraq reported targeted efforts to ensure a gender focus in the broader humanitarian assessments.

The development of gender analyses also does not appear to consistently influence subsequent processes including the integration of gender considerations in the HNO or HRP. For example, despite developing gender analyses in Cameroon and Nigeria, this is not captured in the HNOs and the differentiated impact of the crises on women, men, girls, and boys is absent in the narrative outlines of their respective HNOs.

### Number of IASC countries in which at least one piece of analytical work covering the capacity of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on vulnerabilities, was produced. (2018 – 20%; 2019 - 25%)

In 2019, seven crisis contexts – Myanmar, Cameroon, oPt, Nigeria, Haiti, Lebanon, and Chad – reported having produced resources that cover the critical roles that women and girls play and the unique capacities they possess in preventing and responding to crises. Given the frequent reference to women’s needs and vulnerabilities across the humanitarian space, these research efforts and materials are an important contribution to acknowledging and harnessing the capacities of women and girls as well as women-led organizations and groups. By highlighting the leadership and other capacities of women and girls, these

products also help build the evidence base that presents a strong case for greater investment in local women’s organizations and groups.

In Chad, the OCHA-led publication ‘Les héroïnes humanitaires au Tchad’ was produced to commemorate the 2019 World Humanitarian Day which had a thematic focus on women humanitarians. In Nigeria and Palestine, UN Women conducted a capacity mapping of women’s organizations and their participation in humanitarian response and local leadership structures.

### Percentage of HRP monitoring frameworks that include gender specific indicators (2019 – 74%) Afghanistan, Cameroon, CAR, Chad, Haiti, Jordan, Mali, Myanmar, Niger, Nigeria, oPt, Rohingya RP, South Sudan, Ukraine

### Percentage of HRP monitoring frameworks that systematically disaggregate person-related data by sex and age (2019 - 53%) Afghanistan, Cameroon, CAR, DRC, Nigeria, oPt, Ukraine

Of the 19 HRPs that included monitoring frameworks that set out the key monitoring parameters of the response plan strategic objectives, indicators and targets, 14 included gender specific indicators which monitored strategic priorities or the delivery of services to address specific identified needs of women, girls, men and or boys.

Of the same 19 HRPs, 7 demonstrated that the monitoring person-related data would be systematically disaggregated by sex and age.

Of particular note, the CAR HRP’s monitoring framework, set out clearly defined targets disaggregated by sex and clearly defined age groups for all of the relevant strategic objective and cluster indicators.



# 5 ANNEX I - 2018 ACCOUNTABILITY FRAMEWORK RECOMMENDATIONS

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## 2018 Accountability Framework Recommendations

### Principals:

- When establishing strategic priorities for the future work of the IASC as a whole, the Principals must ensure they include reflection of the commitments, standards and roles and responsibilities set-out in the IASC's 2017 Gender Policy.
- Practical guidance documents published by the IASC Principals – such as the El Nino SOPs and the Cash Assistance Statement – should include provision on how they relate to and will address the specific needs and rights of at-risk or affected women and girls.
- IASC Principals should strengthen the promotion of the IASC Gender Policy and Accountability Framework to all of its structures, member agencies and field representation so that they are aware of the Policy's contents and their obligations with regards roles and responsibilities and reporting requirements.
- The Principals group should ensure that they have – or consult with - the requisite gender in humanitarian action capacity at the decision-making level so that adherence to and application of the Gender Policy is consistent

### OPAG, EDG and Deputies Forum:

- The IASC Operational Policy and Advocacy Group (OPAG) which replaced the Working Group in 2019, as well as the Emergency Directors Group and Deputies Forum will develop their workplans for 2020 based on the Principal's established strategic priorities. It is essential that gender equality and the empowerment of women and girls is given the space it needs to be operationalized.
- OPAG, EDG and Deputies Forum should ensure that they have the requisite gender capacity at the decision-making level so that adherence to and application of the Gender Policy is consistent.

- The revised IASC Gender with Age Marker (GAM) should be consistently used in the development and monitoring of all humanitarian interventions.

### Gender Reference Group:

- The GRG needs to continue to socialize the contents of the IASC Gender Policy, both globally and at the field level to ensure that all humanitarians are aware of the Policy's existence and what it contains. Working with the IASC Secretariat and Peer 2 Peer group, the GRG should conduct webinars, host relevant and topical events and other communication strategies to ensure all bodies and all positions included in the Policy know what the commitments, standards and roles and responsibilities are that pertain to them and everyone else.
- The GRG should also promote and help facilitate the recommendations contained within this report.

### Other Subsidiary Bodies:

- The global structures of the IASC should turn to the GRG as a resource to assist all IASC bodies and associated entities to provide technical capacity and support in ensuring the commitments of the IASC Gender Policy are fully realized.

### IASC Pooled Funding Mechanisms:

- A guidance note should be developed to complement the CERF Handbook detailing best practice and expectations of how gender should be integrated into CERF supported projects and how it should be demonstrated in the CERF application.
- Guidance should also be provided on the transition from the IASC Gender Marker to the IASC Gender with Age Marker. Other than projects supporting common services and logistics, specific GAM scores should be mandatory for the types of programmes supported by CERF and the CBPF.

- A tracking mechanism should be established to monitor levels of funding specifically utilized for gender targeted programming.

### Peer to Peer Missions:

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

### Global Clusters:

- The Global Clusters should be individually briefed on the content of the 2017 Gender Policy, so that they are informed of its content in terms of the standards and roles and responsibilities assigned to them so that any future product development adequately reflects that.
- The Global Clusters should also be briefed on the 2017 Gender Policy Accountability Framework mechanism, so that they are aware of their reporting obligations.
- Use of Gender Analysis and Sex and Age Disaggregated Data:
- Sectors should demonstrate the use of SADD by specifying the different needs, vulnerabilities and capacities through analysis. Mere breakdown of total affected population numbers into male and female does not suffice as the use of SADD. Furthermore, the data for women and children should not be grouped together.
- A separate and detailed joint-agency gender analysis should be developed for each country context which is then used to inform the planning process and guide individual implementing agencies on formulating their response plan so that it identifies and address the specific needs and rights of affected women, girls, men and boys.
- Care must be taken to ensure that the specific crisis impacts identified through gender analysis

are followed through on a sector by sector basis, both in the prioritization developed in the shared strategic vision of the HNO and in the subsequent official plan.

### Women's Economic Empowerment:

- Details of how vulnerable women will be prioritized and/or targeted should be included in the HRPs. Economic empowerment and self-reliance for crisis affected women can be particularly difficult in humanitarian contexts, setting out an equity strategy outline in the HRP on how to support affected women would be an extremely valuable opportunity.

### Sexual and Reproductive Health:

- All HRPs should set out the strategy for providing sexual and reproductive health services to all members of the affected population who need them. In particular, specific reference should be made to the specific needs of adolescent youth, female and male.

### Mitigation and Response to GBV:

- It is essential that all humanitarian plans outline not only services for survivors, but also strategies for prevention and mitigation of all forms of GBV.

### Protection from Sexual Exploitation and Abuse:

- In keeping with the Gender Policy and the 2017 Terms of Reference for Humanitarian Country Teams that placed PSEA as a mandatory responsibility of HCTs requiring a collective mechanism and approach, it is crucial that the PSEA mechanisms in country are outlined.
- Resources should be allocated for the coordination of PSEA prevention and response.
- Details should also be provided on specific contextual SEA protection needs of women, girls, men and boys are to be addressed or how they have been considered.

### **Accountability for Affected Populations:**

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

### **Consultations with Local Women's Organizations:**

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

### **Humanitarian Country Teams (HCTs):**

- Human resources for the implementation of GEEWG commitments should be strengthened in order to ensure the active and equal participation of women and men in all teams with particular attention to the HCT.
- HCTs should have longer term dedicated gender expertise, to ensure sustainability.
- All contextualized local HCT TORs should reflect the roles and responsibilities set out in the IASC Gender Policy. A guidance note should be developed to assist in this process.
- HCTs should develop a standalone plan on how to integrate gender equality and the empowerment of women and girls into the humanitarian planning and implementation process (including engagement with local women's organizations) in order to benefit the planning and implementation of recurring humanitarian programme cycles, as experienced in the majority protracted crises under review.

- Any plan on GEEWG in humanitarian action must look beyond just protection and GBV response.
- The HCT protection strategy must also contain gender component with gender indicators and outcomes.

### **Gender Working Groups (or equivalent):**

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



# 6 ANNEX II - REVISED ACCOUNTABILITY FRAMEWORK LOGFRAME

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	Standards as per Gender Policy	Indicator		Source of Data	Notes
Programmes: Analysis Design and Implementation	1. Carry out joint context-specific gender analyses, with the collection of sex and age disaggregated data (SADD), to identify the gender inequalities that lead to different power, vulnerabilities, capacities, voice and participation of diverse women, girls, men and boys, and how these intersect with other inequalities. Use the results of gender analysis to inform humanitarian action at each stage of the HPC.	1.1 HNOs use SADD in at least 50% of the sector/ clusters. 1.2 HNOs demonstrate gender analysis by identifying the differentiated impact on affected women, girls, men and boys in the crisis narrative outline.	45%	Humanitarian Needs Overviews, Joint Needs Assessments, or other Reports of other joint analytical processes	Criteria: 1 Impact statement includes gender (how women, girls, men and boys are affected differently by crisis + the gender dimensions of humanitarian needs (as per the HNO guidance)  2 SADD is used in at least 50% of sectors  Use HNOs for 2019 for the Baseline report
	2. Use both gender mainstreaming and targeted action for GEEWG in preparedness, response, and recovery. These should be rights-based and gender transformative, meet the specific needs and priorities of women, girls, and men and boys of all backgrounds, and provide them with equitable and safe access to quality assistance and protection services.	2.1. ERPs defined Minimum Preparedness Action section on 'needs assessment, information management, and response monitoring arrangements' set out specifics on how identifying the needs of WGM&Bs will be included in the assessment and planning phase of a future response.		Strategic Response Plans ERPs Rapid assessment tools and reports	Criteria from ERP guidelines: 1 Gender in Situational Risk Analysis 2 Rapid assessment mechanisms include gender and SADD 3 Basic relief assistance package takes gender into account (APA/MPA)
	3. In all sectors adopt strategies that recognize, reduce and redistribute the unpaid care and household responsibilities assigned to women and girls; that safeguard their dignity; and that enable their access to innovative technologies (including information technology)	3.1 Percentage of HRPs that include care support as an activity.  3.1.1. Percentage of HRPs that specify women and girls access to innovation initiatives.			



	Standards as per Gender Policy	Indicator		Source of Data	Notes
	4. Support women's economic empowerment through livelihoods and employment interventions (including cash-based programmes) which are accessible and minimize risk to women and girls.	4.1 Percentage of HRPs which specify action that targets livelihoods, economic empowerment and/or employment for women and girls.	60%	Humanitarian Response Plans	
	5. Make specific provisions for sexual and reproductive health for women and girls, as well as for men and boys	5.1 Percentage of HRPs which include specific provisions for SRH for women and girls, beyond MCH.  5.1.1. Percentage of HRPs which include specific provision for SRH for adolescent youth.	70%	Humanitarian Response Plans	Use MISP (Minimal Initial Service Package) (UNFPA) - STIs - Family planning - GBV
	6. Fulfil the duty of all humanitarian actors to prevent, mitigate and respond to GBV and Sexual Exploitation and Abuse (SEA), through systematic gender mainstreaming that addresses harmful societal and institutional gender norms; supporting national policies; adhering to global initiatives such as the Call to Action on Protection from GBV in Emergencies, and the Real-Time Accountability Partnership; and working with men and boys as both potential survivors and perpetrators of GBV.	6.1 Percentage of Humanitarian Response Plans which make provisions to mitigate and respond to GBV	65%	Humanitarian Response Plans	

	Standards as per Gender Policy	Indicator		Source of Data	Notes
	7. Recognise the common goal of the IASC commitments on Accountability to Affected Populations/PSEA, the IASC Policy on Protection in Humanitarian Action (2016), and this Policy, and employ common strategies and plans at country level, for example the use of information and feedback mechanisms which are gender-sensitive.	7.1 Percentage of HRPs which include a context-appropriate joint approach to accountability, communication and feedback systems (utilizing result from HRP Quality Scoring Mechanism OCHA)	95%	Humanitarian Response Plans	
		7.2 TBD - PSEA	70% ( PSEA)		
Participation and leadership	8. Collaborate with local, national and regional women's rights organisations (including those working to advance WPS), LGBTI and other gender-progressive groups. Invest in their capacities to prevent, prepare for and respond to disasters of all types, resource them financially, and protect the spaces in which they can operate, in support of localisation. Foster common platforms across these actors for the coordination of GEEWG programming. In working with private sector actors, promote IASC gender standards and policies. Tangibly promote the meaningful and safe participation, transformative leadership, and collective action of women and girls of all backgrounds at all stages of humanitarian action, also reinforcing similar efforts in conflict prevention, peace building and state building.	8.1 Percentage of humanitarian planning processes which include direct consultations with local women's rights organizations and integrate their inputs	56%	Country Survey	

	Standards as per Gender Policy	Indicator		Source of Data	Notes
Organizational Practices to Deliver on Programme Commitments:  Financial Resources	9. Include GEEWG requirements in all formats used by IASC-led coordination and pooled funding mechanisms to apply for, and report on, funding for humanitarian action	9.1. All IASC-led coordination and pooled funding mechanisms include GEEWG requirements	Qualitative analysis in narrative.	Financial Tracking System, IASC-led budgets, country-level joint funding mechanisms	
Human Resources	10. Strengthen human resources for the implementation of GEEWG commitments through the following (a) deploy gender advisory expertise in all teams and IASC bodies, including surge staff, and deploy IASC GenCap advisors as necessary (b) achieve gender parity, and active and equal participation of women and men in all teams (including HCTs and clusters), as well as in summit and conference panels (c) appoint senior Gender Focal Points for programme support, and Gender Champions for leadership (d) where appropriate, establish and resource Gender Reference/Working Groups and (e) transform discriminatory attitudes amongst personnel at all levels, and strengthen their capacity for GEEWG programming through inspiring and innovative staff development initiatives.	10.1 Percentage of IASC managed country contexts which have appointed senior Gender Capacity for technical support  10.2. Percentage of HCTs in which at least 50% of members are women  10.3 Percentage of countries with HCs in which the HCT consults with a Gender Reference/Working Group (or equivalent) at least once a year	Qualitative analysis in narrative.  16%  44% (rephrased indicator)	GenCap + (UNW/OCHA Survey)  Country Survey  Country Survey	
Monitoring & Evaluation	11. Use M&E systems and indicators able to measure quality, progress and impacts on GEEWG (including the IASC Gender Marker), and build evidence and report systematically on what works to achieve GEEWG in humanitarian action. Use job descriptions, terms of reference and performance reviews to create ownership towards GEEWG outcomes, encourage progress, and hold personnel accountable at all levels	11.1 Percentage of HRP monitoring frameworks that include gender specific indicators.  11.2. Percentage of HRP monitoring frameworks that systematically disaggregate person-related data by sex and age.		Job descriptions, TOR and performance reviews of HCs at country level	

Bodies	Roles and Responsibilities as per Gender Policy	2018 Baseline	Indicator	Source of Data	Notes
IASC Principals	12. Direct the implementation of the Policy in all aspects of the IASC's work	33%	12.1 Percentage of outputs endorsed by the Principals which are consistent with the commitments of the gender policy	Strategies and Policies adopted by the IASC Principals	45%
	13. Be accountable for the implementation of the Policy by IASC bodies and member agencies	Qualitative analysis in narrative. .	13.1. Work programmes for the OPAG, Deputies Forum, and the EDG endorsed by the Principals reflect their Gender Policy Roles and Responsibilities	Officially endorsed IASC Work Plans of OPAG, Deputies Forum, and EDG and Peer to Peer Support	
IASC OPAG, EDG and Peer to Peer Support	14. Communicate and champion the Gender Policy and its Accountability Framework to all IASC bodies and member agencies and hold them accountable for implementation	Qualitative analysis in narrative.	14.1. Relevant IASC policies, directives and operational guidance documents – as signed off by the OPAG or EDG - are consistent with the policy commitments to gender equality and the empowerment of women and girls in humanitarian action.	Published IASC outputs	
			14.2 Percentage of IASC OPAG Result Groups which include gender as a central aspect of the defined deliverable	AWPs of IASC OPAG Results Groups	
	16. Address relevant gender policy commitments in the TORs of the Operational Peer Reviews, Peer to Peer support missions, and other support initiatives	0%	16.1. Percentage of TORs for Operational Peer Reviews and Peer to Peer Missions which address relevant gender policy commitments	TORs or Operational Peer Reviews and Peer to Peer Missions	
Gender Reference Group	17. Lead the systematic dissemination of this Policy throughout the IASC and champion its adoption on an on-going basis	Qualitative analysis in narrative.	17.1. Number of IASC bodies that receive the final endorsed AF report with relevant recommendations highlighted.	Annual Reports of IASC Bodies	
	18. Facilitate dialogue between humanitarian bodies and global women's rights organisations and networks, within the UN system and beyond, also as a way of tracking relevant trends and emerging issues	2	18.1. Gender Reference Group 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	GRG annual reports	

Bodies	Roles and Responsibilities as per Gender Policy	2018 Baseline	Indicator	Source of Data	Notes
Other Associated Entities	19. Make specific reference to GEEWG in policies, operational guidance, TORs, objectives and annual work plans	Qualitative analysis in narrative.	19.1 Percentage of IASC associated entities which include GEEWG as a central aspect within its defined deliverables	Endorsed associated entities' (GRG, MHPS, IAHE, CCCG, HPC) annual work plans	
Global Clusters	20. Include GEEWG in annual work plans and cluster guidance with the support of a senior Gender Focal Point, liaise with the GRG, and maintain links with global women's rights organisations and networks on sectoral issues	Qualitative analysis in narrative.	20.1 Percentage of global clusters with a nominated Gender Focal Point	Global cluster leads	
		Qualitative analysis in narrative.	20.2 Percentage of Global Cluster annual work plans which have included measurable and evidence-based GEEWG activities, and/or demonstrated mainstreaming of GEEWG	Global cluster annual work plans	
Humanitarian Coordinators (Field Level)	21. Demonstrate leadership on GEEWG in all aspects of humanitarian action, in both cluster and HCT activities, including in JDs, TORs, performance evaluations, and funding allocations	Qualitative analysis in narrative.	21.1 Percentage of HC endorsed AWP for the HCT which adequately reflect the standards and commitments of the gender policy	Country Survey	
Inter-cluster Coordination Groups (field level)	24. Commission and coordinate joint participatory gender analysis, to inform planning and implementation by all clusters and partners at all levels	20%	24.1 Number of joint gender analyses produced to input to HNO and HCT plans.	Country Survey	
	25. Undertake studies on the capacities of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on their vulnerabilities	20%	25.1 Number of IASC countries in which at least one piece of analytical work covering the capacity of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on vulnerabilities, was produced.	Country Survey	

Bodies	Self Assessment Question	Type of answer	Additional Information
IASC Principals	1. How many output documents were produced and/or signed off by the Principals' Group in 2019?	Number	
	2. Of these, how many reflected the standards and commitments stated in the IASC Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy (the Gender Policy)?	Number	
	3. How many policies were produced and/or signed off by the Principals Group in 2019?	Number	
	4. Of these, how many reflected the standards and commitments stated in the IASC Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy (the Gender Policy)?	Number	
	5. How many work programs/ plans were endorsed by the Principals Group in 2019?	Number	
	6. Of these, how many reflected standards, commitments and roles and responsibilities as per the Gender Policy?	Number	
OPAG	1. How many IASC strategies and policies were signed off by the OPAG in 2019?	Number	
	2. Of these, how many include specific GEEWG considerations as per the standards and commitments of the Gender Policy?	Number	
	3. How many IASC directives, operational guidances and other documents were signed off by the OPAG in 2019?	Number	
	4. Of these, how many include specific GEEWG considerations as per the standards and commitments of the Gender Policy?	Number	
	5. Have gender concerns been integrated into the strategic priorities of the OPAG's current work plan	Y/N	
	6. If yes, what percentage of strategic priorities do so?	Number	
	7. Has the OPAG advocated for adequate levels of humanitarian financing to fully resource GEEWG programming?	Y/N	If yes, please give examples
	8. Did the GRG (or its equivalent) have the status and clear tasks assigned to it over in the past year by the OPAG for it to be an effective technical resource for GEEWG within the IASC and to coordinate Gender Policy?	Y/N	If yes, please give examples

Bodies	Self Assessment Question	Type of answer	Additional Information
Emergency Director's Group	1. Please indicate how the EDG has made efforts in the past year to communicate the Gender Policy to all IASC bodies and member agencies	Qualitative	
	2. How many operational guidances were issued in 2019 by the EDG?	Number	
	3. Of these, how many reflected the Standards and Commitments of the Gender Policy?	Number	
	4. How many publications and products were issued/ signed off by the EDG in 2019?	Number	
	5. Of these, how many addressed gender specific priorities? (Please upload these materials in the link provided at the end of the survey)	Number	
	6. Have GEEWG commitments and IASC Gender Policy-prescribed roles and responsibilities been reflected in the performance reviews of HCs in 2019?	Y/N	
	7. If yes, please specify how many HC performance reviews did in 2019?	Number	
OPAG Results Groups	1. Did the OPAG results group integrate gender concerns into the strategic priorities of its current work plan?	Y/N	
	2. If yes, please specify what percentage of strategic priorities did so.	Percentage	
	3. How many of the defined concrete deliverables within your Results Group's workplan for 2019 were finalized?	Number	
	4. Of these, how many reflected the standards and commitments of the Gender Policy?	Number	
	5. Does the Results Group have a nominated gender specialist or a Senior Gender Focal Point to support the integration of GEEWG in its work?	Y/N	
	6. Did the Results Group coordinate its work with the IASC Gender Reference Group at any point in 2019?	Y/N	

Bodies	Self Assessment Question	Type of answer	Additional Information
Global Clusters	1. Is gender equality and the empowerment of women and girls in humanitarian action one of the current strategic priorities for your respective cluster?	Y/N	If yes, please explain.
	2. How many operational/technical guidances were issued in 2019?	Number	
	3. Of these, how many included specific GEEWG considerations?	Number	
	4. Is there an appointed Senior Gender Focal Point for the Global Cluster?	Y/N	
	5. How many capacity-strengthening activities were conducted in 2019 for the global cluster members and working groups?	Number	
	6. Of these, how many incorporated GEEWG priorities?	Number	
	7. How many capacity-strengthening activities were conducted in 2019 for the country-level cluster members and working groups?	Number	
	8. Of these, how many incorporated GEEWG priorities?	Number	
Humanitarian Coordinators	1. Did the criteria determining the allocation of pooled funds in country include GEEWG requirements? Please upload materials which list the criteria used for allocation at the end of the survey.	Y/N	
	2. As per the FTS (Financial Tracking System), what is the percentage difference between 3M/4M funding requested versus 3M/4M funding that was received in 2019 in your country context?	Percentage	
	3. As per the FTS (Financial Tracking System), what is the percentage difference between 3T/4T funding requested versus 3T/4T funding that was received in 2019 in your country context?	Percentage	
	4. Please provide specific examples of how the HC ensured that the standards and commitments of the IASC Gender Policy were reflected in key HCT activities.	Qualitative	
	5. Did the HC ensure a Gender Working Group that informed the work of the HCT and clusters was in place and was adequately consulted?	Y/N	
	6. Does the HC have an allocated Gender Adviser or a Senior Gender Focal Point to support and enhance the capacity of the HC and HCT?	Y/N	
	7. Please describe your established targets for gender parity in the HCT.	Percentage	
	8. What was the gender balance ratio amongst HCT members in 2019?	Ratio	



Bodies	Self Assessment Question	Type of answer	Additional Information
Humanitarian Country Teams	1. Did the HCT ensure that the most recent Humanitarian Needs Overview (or its equivalent) included sex and age disaggregated data so that it highlighted the specific and differing impact of the ongoing crisis on the affected women, men, girls and boys?	Y/N	If yes, please elaborate
	2. Did the HCT ensure that the most recent Humanitarian Needs Overview (or its equivalent) included a gender analysis so that it highlighted the specific and differing impact of the ongoing crisis on the affected women, men, girls and boys?	Y/N	If yes, please elaborate
	3. Did the HCT comprehensively reflect the crisis impact on women and girls - as identified in the most recent HNO (or equivalent) - in the finalized humanitarian response plan and funding requests?	Y/N	If yes, please elaborate
	4. Over the past year, how many times did the HCT engage with local women's organizations for better coordination, mutual learning, and to enhance integration of GEEWG into the country specific humanitarian response?	None - Once - More than Once	If yes, please elaborate
	5. Please briefly describe the nature of engagement with local women's organizations.	Qualitative	If yes, please elaborate
IASC Associated Entities	1. Did the Associated Entity integrate gender concerns into the strategic priorities of its current work plan?	Y/N	
	2. If yes, please specify what percentage of strategic priorities did so.	Percentage	
	3. How many of the defined concrete deliverables within your Associated Entity workplan for 2019 were finalized?	Number	
	4. Of these, how many reflected the standards and commitments of the Gender Policy?	Number	
	5. Does the Associated Entity have a nominated gender specialist or a Senior Gender Focal Point to support the integration of GEEWG in its work?	Y/N	
	6. Did the Associated Entity coordinate its work with the IASC Gender Reference Group at any point in 2019?	Y/N	

Bodies	Self Assessment Question	1-4	Explanation for Score
Gender Reference Group (or its equivalent)	1. Did the GRG support all IASC bodies on GEEWG programming over the past year?		
	2. Did the GRG host side-events at global humanitarian themed events, in which the GRG facilitated dialogue between humanitarian actors and women's and youth organizations?		
	3. Did the GRG lead on the systematic dissemination of the IASC Gender Policy throughout the IASC and champion its adoption on an on-going basis?		

The 2019 IASC 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 during the calendar year of 2019 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.