



**GENDER EQUALITY MEASURES IN EARLY RECOVERY**

*This Tip Sheet offers interventions, guiding questions and an example of how 4 Key Gender Equality Measures (GEMs) support gender equality in Early Recovery projects and programs. It should be read together with the GAM Overview. The IASC GAM identifies and codes projects based on the extent to which key programming elements are consistently present in proposals and implemented projects. Four steps (GEMs) are assessed in the design phase, and twelve GEMs are reviewed in monitoring.*

The end of a crisis is often a time when the roles of men and women, and boys and girls are changing. There are choices to be made about whether the different roles and responsibilities taken on in the emergency will be sustained, and it is an important time for ensuring interventions continue to promote equality. The Early Recovery Cluster seeks to ensure that men and women fully participate in and equally benefit from development outcomes.

Early Recovery interventions can make assistance responsive and fair by:

- Conducting a situation analysis of the needs and opportunities for women/girls, men/boys in appropriate age groups;
- Addressing differences related to gender and age in the design of economic recovery measures such as financial services and emergency employment.
- Supporting local government planning to address gender-based socioeconomic inequalities that hamper equal recovery.
- Facilitating meaningful and equal say by women and men in project decisions and wider community governance structures.
- Monitoring women’s empowerment and self-reliance project outcomes, as well as satisfaction levels for women and men.
- Monitor possible negative effects of changes in power relations

**QUESTIONS TO INSPIRE ACTION**

<b>Needs Analysis Set</b>	<b>Gender Analysis</b>	How does the crisis affect women, men, girls and boys access to markets, vocational training, paid work, and participation in local governance? What is their distinct capacity to recover from the crisis? What different economic, financial and human capital do they have to help them survive? Who is most likely to do unpaid, domestic and care-giving work? What are the relative workloads and how does this affect an individual’s earning ability? Do labour, property and inheritance laws & customs and laws give women and men equal rights? What is government’s commitment and capacity to advance gender equality?
	<b>Sex and Age Disaggregated Data (SADD)</b>	What are the relative rates of paid work and participation on local governance? How do rates of project access vary across different affected groups?
	<b>Good Targeting</b>	Should the interventions be for everyone or do efforts need to be targeted? How do gender and age affect the ability of people in need to access the project? Do certain groups find it more difficult than others to access cash-for-work or financial services due to social discrimination or mobility issues (e.g. women, youth, gays, lesbians, older people, or people with mobility issues?)
<b>Adapted Assistance Set</b>	<b>Tailored Activities</b>	What aspects of labour initiatives should be different on the basis of the gender analysis? What differences need to be taken into account in micro-credit schemes? In promoting equal participation in local government? In designing and delivering work initiatives?
	<b>Protect from GBV Risks</b>	What steps are taken to reduce the likelihood of sexual violence happening in private and in public spaces? Is there a referral pathway?
	<b>Coordination</b>	Does the project fit in with the cluster response plan and correlate actions with other clusters? Does the agency share gender analysis and access trends?
<b>Adequate Participation Set</b>	<b>Influence on Project</b>	Are women and men in different age groups consulted equally about the design, implementation and review of the project? Will the project support the active and equal participation of women’s organizations, LGBTI society and (mixed) youth groups in early recovery efforts such as peace and reconciliation discussions?
	<b>Feedback</b>	Are there feedback processes for affected people? Can complaints be lodged safely and are they responded to?
	<b>Transparency</b>	Is everyone given the information about the projects and communication processes? Is information changed to make sure everyone gets the right message?

Review Set

<b>Benefits</b>	Are targets and indicators disaggregated by sex and age? Do women and men have fair access to vocational training and market programs? Do women and men participate in local governance fairly?
<b>Satisfaction</b>	Are women and men, girls and boys in appropriate age groups asked about their satisfaction with the project and the way services are delivered? Are they equally satisfied?
<b>Project Problems</b>	Do affected people identify access or negative consequences from the project? Do these differ depending on gender and age? Do women speak with women and men with men? Does the project have plans to improve?

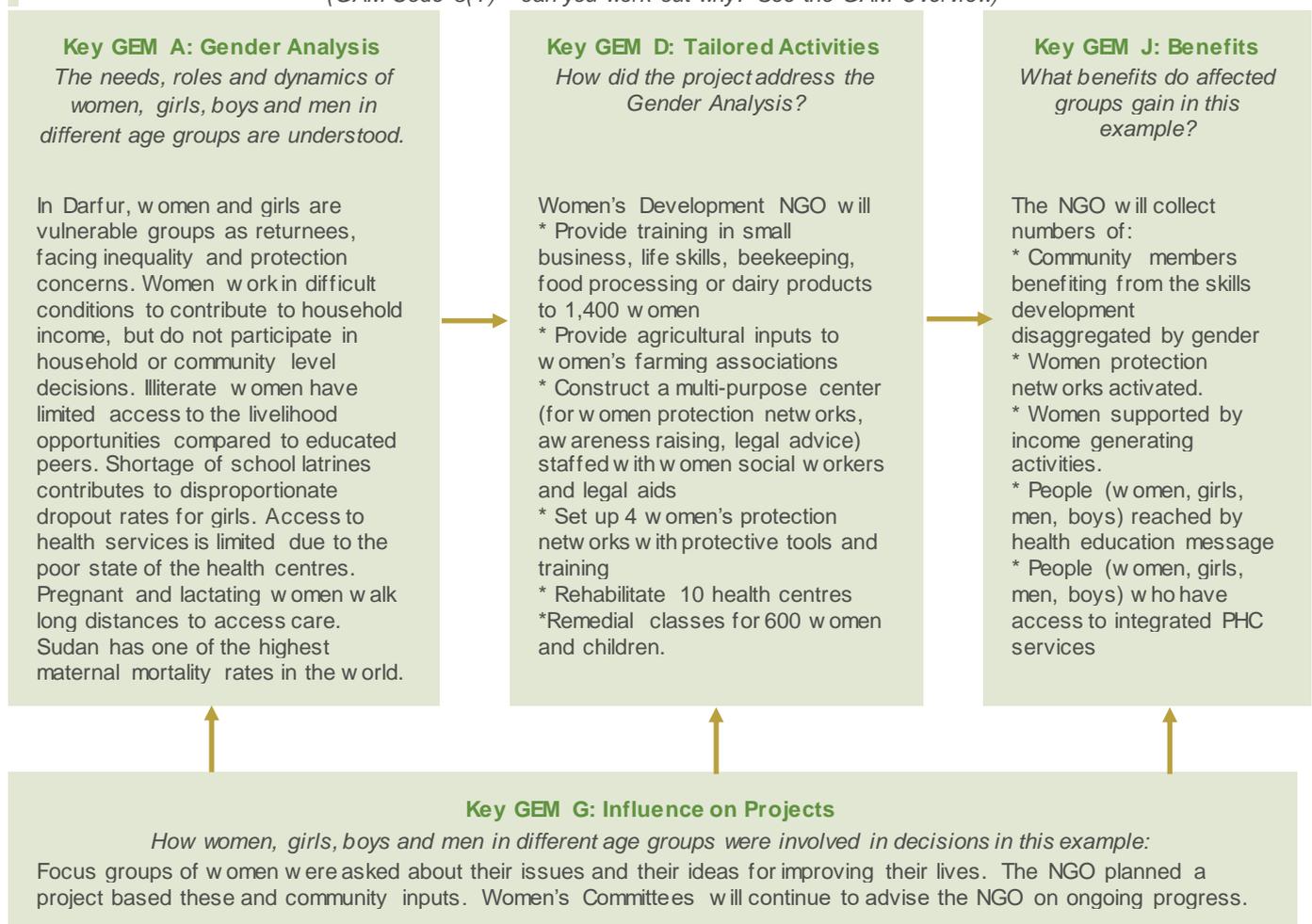
**GENDER MAINSTREAMING, OR A TARGETED ACTION?**

Some Early Recovery interventions may target action to address specific vulnerabilities or discriminations resulting from gender norms or expectations: these are “targeted actions” (T.) For example, a project may decide to dedicate resources for specific interventions that empower women and girls in order to reduce their vulnerability, build self-esteem and leadership, provide them with access to resources, protect their human rights and enable them to equally benefit and participate in society.

However, most humanitarian interventions will aim to assist everyone in need while adapting activities to address the roles and priorities women and men (or boys and girls) in different age groups: gender mainstreaming (M.) An example would be a small-business revitalization initiative for both men and women business owners, that takes into consideration and addresses the different concerns and capacity-building needs of both women and men

**EXAMPLE OF GOOD GENDER EQUALITY PROGRAMMING IN EARLY RECOVERY**

(GAM Code 3(T) – can you work out why? See the GAM Overview)



*Using Gender Equality Measures in projects or cluster programs leads to better quality programming, responsive to gender and age issues.*

**GOOD TO GO?** Apply the IASC Gender with Age Marker to your proposal or project.

**RESOURCES?** Refer to [iascgenderwithagemarker.com](http://iascgenderwithagemarker.com)