

## GENDER EQUALITY MEASURES IN PROTECTION

*This Tip Sheet offers interventions, guiding questions and an example of how 4 Key Gender Equality Measures (GEMs) support gender equality in Protection 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.*

Women, girls, boys and men all face different risks and potential rights violations in conflict and disasters. Protection projects can be made more fair and responsive with the following steps:

- Prioritize safety & dignity: identify and address physical and psychosocial risks most likely for different groups;
- Arrange equitable access to services, in proportion to need and levels of risk, by all gender and age groups without discrimination;
- Set up and maintain appropriate mechanisms for all affected gender and age groups to provide feedback and get help;
- Ensure participation and empowerment: support women, girls, boys and men in different age groups to protect themselves and claim their rights, including freedom from harm and the rights to shelter, food, water and sanitation, health, and education.
- Monitor the benefits received by women and men, girls and boys, and compare this to the analysis of needs and priorities of the different groups.

### QUESTIONS TO INSPIRE ACTION

Needs Analysis Set	<b>Gender Analysis</b>	How does the crisis affect the protection needs of women, men, girls and boys in different age groups? What distinct protection risks has the crisis caused or heightened? (E.g. loss of identity documents, sexual violence, child labour, early marriage, trafficking) Which gender/age groups are most affected by these risks and how? How does SOGI affect risks? What cultural beliefs or practices affect safety or access to rights? How do laws and customs protect different groups?
	<b>Sex and Age Disaggregated Data (SADD)</b>	How do rates of access to the project vary by gender and age? What are the relative rates of violence?
	<b>Good Targeting</b>	Should interventions be for everyone, or do particular groups need special attention? How do gender & age affect access to the project? What efforts are made to reach people with mobility issues? Can the project work with people of same-sex orientation or alternate gender identities? Can all who need access the services safely?
Adapted Assistance Set	<b>Tailored Activities</b>	Are equal and peaceful relationships promoted between girls and boys/ women & men? Are there different activities for gender and age groups that match their needs, priorities and dynamics? What steps are taken to make it easier for challenged groups to access assistance?
	<b>Protect from GBV Risks</b>	What steps are taken to reduce the risk of sexual violence in private and in public spaces? Is there a referral pathway? Are women, girls, boys, men asked if they feel safe? Are women and men considered equally as partners in prevention of GBV?
	<b>Coordination</b>	Does the project fit with the cluster response plan & complement other clusters' actions? Is the gender analysis and data shared?
Adequate Participation Set	<b>Influence on Project</b>	Are men, women, boys, girls consulted equally and appropriately about the design, implementation and review of the project? How are people with disabilities or alternative genders involved? Are diverse women and men meaningfully involved in decision-making bodies?
	<b>Feedback</b>	Is there feedback process for affected people? Do they take gender, age, mobility, language into account? Is there a safe, accessible and responsive complaints mechanism?
	<b>Transparency</b>	Does everyone receive the same assistance in defending their rights? Is information adapted for different groups to better understand? Is it accessible, appropriate and easy to understand for different gender and age groups?

<b>Review Set</b>	<b>Benefits</b>	Are targets and indicators disaggregated by sex and age? Is assistance provided based on priority or preference information from the gender analysis?
	<b>Satisfaction</b>	Are men and women in different age groups asked about their satisfaction? Are they equally satisfied?
	<b>Project Problems</b>	Do affected people identify access barriers or unintended negative consequences? Do these differ depending on gender or age? Are discrimination and exclusion issues dealt with promptly? Are there plans to improve?

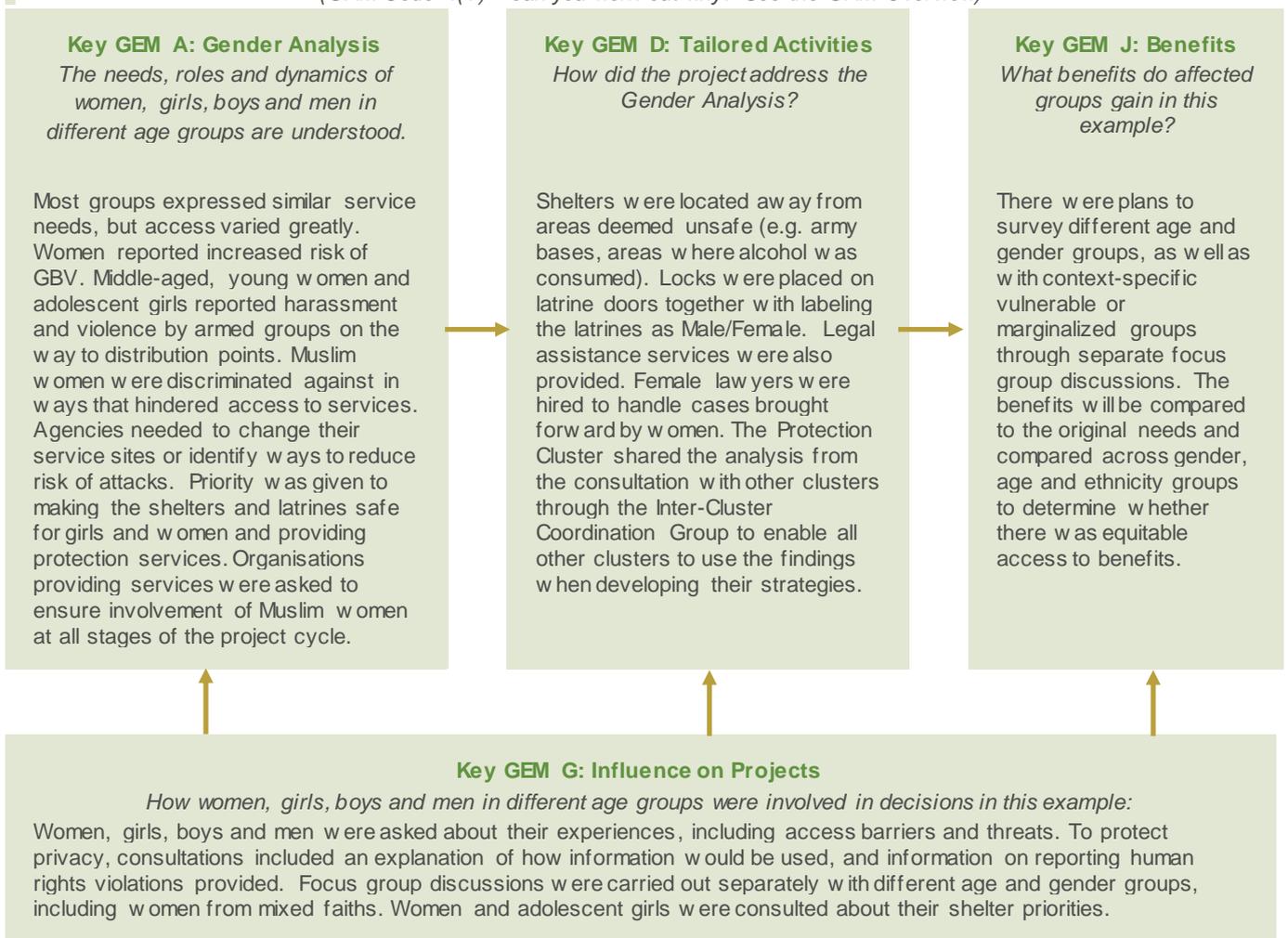
**GENDER MAINSTREAMING, OR A TARGETED ACTION?**

Some protection interventions may target actions to address specific discriminations or gaps resulting from gender norms or expectations (Targeted Actions/T). For example, a project may focus solely on working with adolescent girls who survived sexual violence, or a project may focus on supporting women to own land in their own right.

However, the majority of humanitarian interventions will aim to assist everyone in need while considering and adapting activities to meet the different priorities and needs of different groups (Gender Mainstreaming/M). An example would be a project providing information about protection activities and services for women and men, girls and boys in different age groups. The GAM Overview explains coding in more detail.

**EXAMPLE OF GOOD GENDER EQUALITY PROGRAMMING IN SHELTER**

*(GAM Code 4(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)