Early Recovery
TIP SHEET

GENDER EQUALITY MEASURES IN EARLY RECOVERY

This Tip Sheet offers questions and examples of how key gender equality measures contribute to more relevant and responsive early recovery projects and programs. Use alongside the Gender with Age Marker questionnaire at http://iascgenderwithagemarker.com

The IASC GAM identifies and codes projects based on the extent to which key programming elements are present and consistently responding to the different needs of different groups. Four programming elements (GEMs) are assessed in the design phase, and ten 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.

The Early Recovery sector can make programmes more fair by:

- Analysing the needs and opportunities for women and girls, men and boys of different ages in this context;

- Addressing gender- and age-related differences in the design of economic recovery measures such as financial services and emergency employment;

- Supporting local government planning to address gender-based socio-economic inequalities that limit equal recovery;

- Facilitating meaningful and equal participation of women and men in projects as well as wider community governance structures;

- Monitoring women's empowerment and self-reliance project outcomes, as well as satisfaction levels for both women and men;

- Monitor possible negative effects of changes in power relations.

GENDER MAINSTREAMING, OR A TARGETED ACTION?

The GAM questionnaire automatically identifies whether a project mainstreams gender ("M"), or whether it is a targeted action to address gender-related discrimination ("T"), based on the answers provided.

Most humanitarian interventions aim to assist everyone in need while adapting activities to address the different needs and preferences of males and females in different age groups: gender mainstreaming (M). An 'M' 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.

Some Early Recovery interventions may target actions to address discrimination or gaps resulting from gender norms and expectations ("T"). For example, a project may decide to dedicate resources for specific interventions that empower women in order to reduce their vulnerability, build self-esteem and leadership, access resources, protect their human rights and enable their equal social participation.

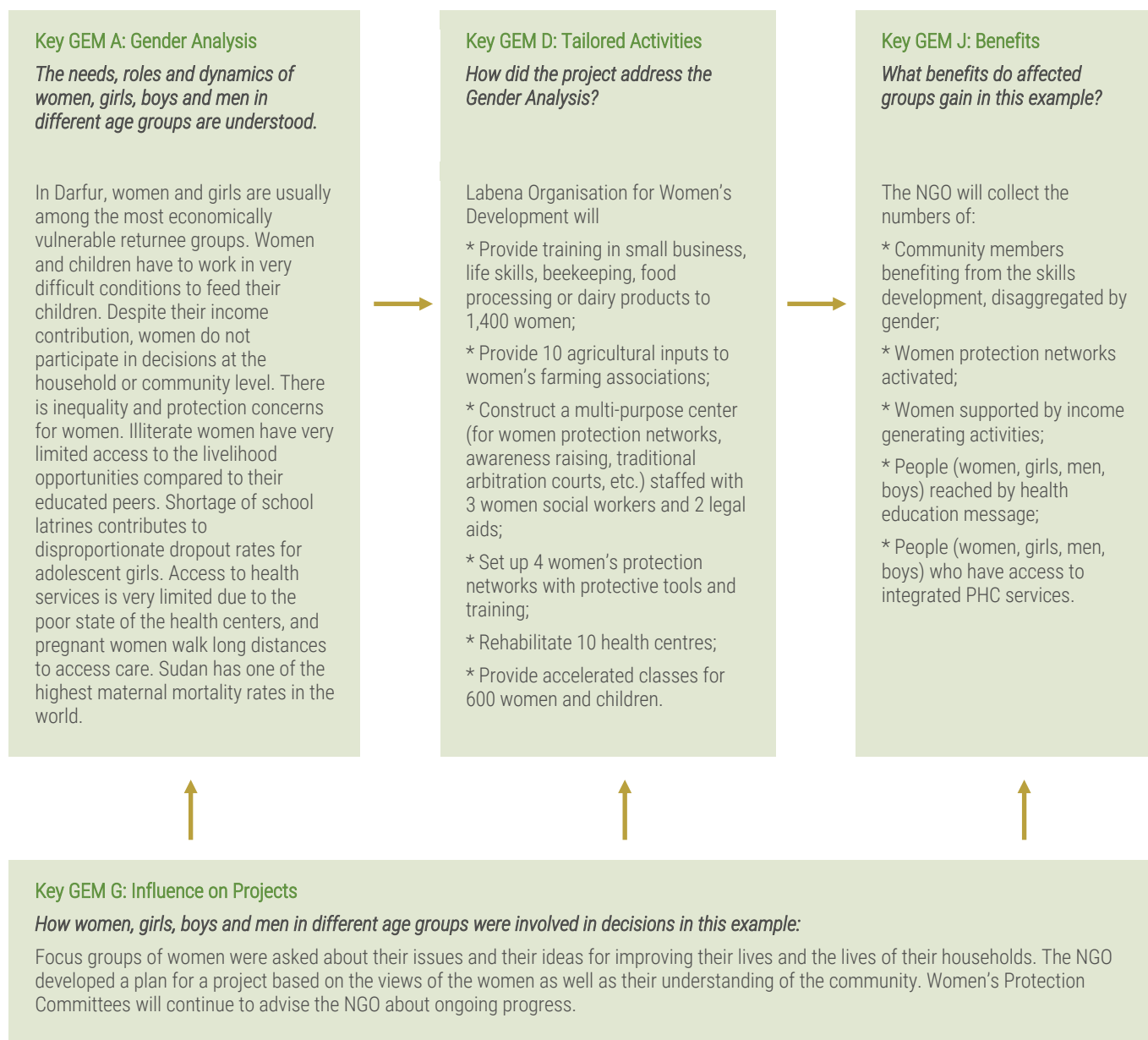*The GAM information sheets explain coding in more detail.*

QUESTIONS THAT HELP DETERMINE RESPONSIVE AID AND HOW TO PROVIDE IT

Needs Analysis Set	Gender Analysis	How does the crisis affect access to markets, vocational training, paid work and participation in governance for females and males in different age groups? What are their different capacities to recover from the crisis? What are the relative unpaid workloads of males and females and how does this affect earning potential? Do labour, property and inheritance laws & customs give women and men equal rights? What is government commitment and capacity to advance gender equality?
	Sex and Age Disaggregated Data (SADD)	What are the respective rates of paid work for males and females? Of participation in local governance? Is access to services and actual receipt of early recovery assistance analyzed by gender and age? How do gender and age (including e.g. people with disabilities or diverse SOGI) affect the ability to access cash-for-work, financial services or other recovery assistance? Is there information on access to services by males and females with disabilities?
Adapted Assistance Set	Tailored Activities	What labour initiatives will be different for women and men based on the gender analysis? Should recovery interventions be for everyone or do efforts need to be targeted? What differences need to be considered in micro-credit schemes? In promoting equal participation in local government? In designing and delivering work initiatives? What efforts are made to ensure programs and services are accessible to people with disabilities? Are services designed with, and located so those who need them can access safely? Do any groups face discrimination or barriers in accessing cash-for-work, employment, or financial services (e.g. women, youth, gays, lesbians, older people, or people with disabilities)?
	Protect from GBV Risks	What steps are taken to reduce the risk of sexual violence and exploitation in public and private settings? Are people aware of the GBV/SEA referral pathway? Are men and women seen equally as partners in protection and prevention?
Adequate Participation Set	Influence on Project	Are women and men in different gender and age groups, including e.g. people with disabilities or diverse SOGI, consulted equally about the design, implementation and review of the project? Does the project support the active and equal participation of women's organizations and female/male youth groups in early recovery efforts such as peace and reconciliation discussions?
	Feedback & Complaints	Is there a process where women, girls, boys, men can safely raise issues, including complaints? Is it accessible and welcoming of all groups? Are issues dealt with and responded to appropriately?
	Communication with Communities (Transparency)	Is information about early recovery programs and services accessible, appropriate and easy to understand for different gender and age groups? Where appropriate, do women speak with women and men with men?
Review Set	Benefits	Are targets and indicators disaggregated by sex and age? Do they demonstrate the project is reaching those it needs to? Is the project meeting the needs of different groups identified in the analysis, including people with disabilities? Are the most vulnerable able to access assistance? Do different groups get similar benefits?
	Satisfaction	Are women and men, of different age groups asked about their satisfaction with recovery assistance? Are people with disabilities and other diverse groups of concern asked about their satisfaction with the project? Are different groups equally satisfied?
	Project Problems	Do affected people identify access barriers or negative consequences of recovery interventions? Are these different depending on gender or age, or for people with disabilities? Are discrimination and exclusion issues dealt with promptly? Are there plans to improve?

EXAMPLE OF GOOD GENDER EQUALITY PROGRAMMING IN EARLY RECOVERY

GAM Code 3T – can you work out why? See the GAM Information Sheet

Key GEM A: Gender Analysis

The needs, roles and dynamics of women, girls, boys and men in different age groups are understood.

In Darfur, women and girls are usually among the most economically vulnerable returnee groups. Women and children have to work in very difficult conditions to feed their children. Despite their income contribution, women do not participate in decisions at the household or community level. There is inequality and protection concerns for women. Illiterate women have very limited access to the livelihood opportunities compared to their educated peers. Shortage of school latrines contributes to disproportionate dropout rates for adolescent girls. Access to health services is very limited due to the poor state of the health centers, and pregnant women walk long distances to access care. Sudan has one of the highest maternal mortality rates in the world.

Key GEM D: Tailored Activities

How did the project address the Gender Analysis?

Labena Organisation for Women's Development will

* Provide training in small business, life skills, beekeeping, food processing or dairy products to 1,400 women;

* Provide 10 agricultural inputs to women's farming associations;

* Construct a multi-purpose center (for women protection networks, awareness raising, traditional arbitration courts, etc.) staffed with 3 women social workers and 2 legal aids;

* Set up 4 women's protection networks with protective tools and training;

* Rehabilitate 10 health centres;

* Provide accelerated classes for 600 women and children.

Key GEM J: Benefits

What benefits do affected groups gain in this example?

The NGO will collect the numbers of:

* Community members benefiting from the skills development, disaggregated by gender;

* Women protection networks activated;

* Women supported by income generating activities;

* People (women, girls, men, boys) reached by health education message;

* People (women, girls, men, boys) who have access to integrated PHC services.

Key GEM G: Influence on Projects

How women, girls, boys and men in different age groups were involved in decisions in this example:

Focus groups of women were asked about their issues and their ideas for improving their lives and the lives of their households. The NGO developed a plan for a project based on the views of the women as well as their understanding of the community. Women's Protection Committees will continue to advise the NGO about ongoing progress.

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

GOOD TO GO?

Apply the **IASC Gender with Age Marker** to your proposal or project.

WANT MORE INFORMATION?

Visit https://iascgenderwithagemarker.com