



Gender Mainstreaming in Clusters **8**

Gender Mainstreaming in Clusters

This tool provides practical tips on how to ensure clusters mainstream gender into their work.

Help clusters establish minimum gender standards

Why adopt minimum standards for the dignity and security of girls, boys, women and men in water, hygiene and sanitation in the Democratic Republic of the Congo (DRC)?

- There was a lack of clarity on the expectations of gender mainstreaming and gender-based violence (GBV) prevention in relation to WASH. The minimum standards articulate the cluster's expectations on gender equality in WASH interventions. Five minimum standards were developed with the aim of being systematically applied into the field response.
- To promote gender standards that would be accessible to field practitioners with no previous experience in gender programming or in other related fields. The standards were phrased in a way that everyone could understand, both in terms of value added to current programming and in terms of concrete actions required to meet these standards. They also had to be measurable for the follow-up and evaluation of their application.

Key consideration in developing minimum gender standards:

In a country as vast as DRC, with numerous humanitarian actors, the choice was made to develop standards that would be easy to apply without extensive training or orientation, since it was not feasible to train all the cluster members.

The following five minimum standards were adopted:

- 1 Analyse and take into consideration gendered division of tasks within households and communities, and the different needs of women, men, girls and boys in water provision, sanitation and hygiene.
- 2 Consult girls and women at all stages of the project, particularly about the physical placement and design of water points, showers and toilets to reduce time spent waiting and collecting water to mitigate violence. Ensure that evaluation and translation teams include female staff.
- 3 Encourage an equal representation of women and men in the committees and in trainings so that all users have an equal mastery of facilities. Involve men in hygiene maintenance and hygiene programmes.
- 4 Separate by sex the blocks of latrines and showers by using a pictogram, respecting a ration of six latrine and shower stalls for women to four for men. Doors should be locked from the inside.
- 5 Respond to the specific hygiene needs of menstruating girls and women by constructing special washing facilities and providing female hygiene kits.



Gender in Emergency Response Funds Projects

Hold clusters accountable to affected people

- Clusters should ensure an effective consultative and feedback mechanism with affected people to promote participation for all women, girls, boys and men.
- Promote the effective and equal participation of women and men in assessment, planning, implementation and monitoring processes.
- In coordination forums, encourage the participation of agencies and NGOs with expertise in gender issues, and provide an agenda item for discussing these issues.

Mainstream gender into cluster response plans

- Incorporate gender into the cluster objectives, outcomes, outputs and indicators. The Gender Marker is applied and partners are trained on its use.

Promote application of the IASC Gender Marker

- Support training and capacity-building on the Gender Marker. Set standards that no projects coded "0" will be accepted in the cluster.
- Disseminate Gender Marker products, such as tip sheets, to all cluster members.
- humanitarian response.



To find out more about gender equality work in OCHA and additional gender tools, go to:

<http://ochanet.unocha.org/TI/Gender/>
<http://gender.humanitarianresponse.info>