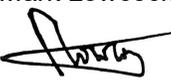

Policy Instruction on Gender Equality 2021-2025¹

“We must prioritize and fund services for survivors of all forms of gender-based violence, including sexual exploitation and abuse. And promote the leadership and meaningful participation of women in humanitarian decision-making, including in leadership levels in the humanitarian community. We must address gender inequality, which is the underpinning driver of so many of the problems we have to address.”

Under-Secretary-General for Humanitarian Affairs and Emergency Relief Coordinator Mark Lowcock, *remarks to the High-level Panel on combatting and preventing sexual and gender-based violence in humanitarian crises at the ECOSOC-Humanitarian Affairs Segment, 9 June 2020*

¹ The Policy Instruction on Gender Equality shall be effective 1 April 2021

Approved by: Mark Lowcock, Under Secretary General

Signed: 

Approval date: 29/03/2021

Contact: Senior Gender Advisor and Head of Gender Unit

Review date: No later than 31 December 2025

Policy Instruction on Gender Equality 2021-2025

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I. FACTS and FIGURES

A focus on gender equality and the empowerment of women and girls in humanitarian action

Humanitarian emergencies can have devastating and differential consequences on individuals and communities due to factors such as gender, age, disability, ethnicity, and sexual identity and orientation. Women, persons with disabilities, indigenous persons, persons with diverse gender identity and sexual orientation and identifying as LGBTI², older persons, and adolescent girls – often have additional specific and intersecting vulnerabilities and protection concerns that are further compounded by their sex and gender.

In times of crisis, pre-existing gender inequality can be exacerbated, leading to discrimination, exploitation, and impacting an individual's access to humanitarian, recovery and development assistance, and their access to human rights. Women and girls have historically been disproportionately affected by crises in comparison to their male counterparts, including reduced life expectancies, maternal mortality, and gender-based violence.

Gender inequality facts and figures:

- In 2020, only 25 per cent of all national parliamentarians are women³, a slow increase from 11.3 per cent in 1995.
- Only 21 countries have women as Head of State or Government⁴.
- Only eight countries in the world give women and men equal legal work rights⁵.
- Between 1992 and 2019, women constituted, on average, 13 per cent of negotiators, 6 per cent of mediators, and 6 per cent of signatories in major peace processes worldwide⁶.
- Approximately 1 in 3, or 30 per cent of women worldwide have experienced physical or sexual violence⁷, and prevalence rates are higher in some countries conflict and humanitarian settings. In some crisis settings, more than 70 per cent of women have experienced gender-based violence⁸.
- Sixty percent of preventable maternal mortality deaths take place in settings of conflict, displacement and natural disasters. Every day, 507 women and adolescent girls die from pregnancy and childbirth complications in emergency settings⁹.
- More than one-third (36 per cent) of children who are out of school globally live in war-affected countries. Adolescent girls in conflict zones are 90 per cent more likely to be out of school when compared to girls in other, conflict-free, countries¹⁰.

² Lesbian, gay, bisexual, transgender, and intersex.

³ At October 2020, Global data on national parliaments, <https://data.ipu.org/women-ranking?month=10&year=2020>

⁴ https://www.unwomen.org/en/what-we-do/leadership-and-political-participation/facts-and-figures#_edn7

⁵ World Bank, *Women, Business and the Law 2020* report.

⁶ UN Secretary General report on Women, Peace and Security, 2020.

⁷ World Health Organization, 2021 report "*Violence against Women Prevalence Estimates 2018: Global, regional and national prevalence estimates for intimate partner violence against women and global and regional prevalence estimates for non-partner sexual violence against women*".

⁸ UNWOMEN, Facts and Figures: <https://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures>

⁹ CARE International. Why access to sexual and reproductive health in emergencies is life-saving:

<https://insights.careinternational.org.uk/development-blog/why-access-to-sexual-and-reproductive-health-in-emergencies-is-life-saving>

¹⁰ UNESCO (2015). *Humanitarian aid for education: Why it matters and why more is needed*, p.2. Available

from <http://en.unesco.org/gem-report/humanitarian-aid-education-why-it-matters-and-why-more-needed#sthash.jLQ0T3BW.dpbs>

- Persons of diverse gender identity and sexual orientation or who do not identify according to socially prescribed gender norms may face even greater discrimination and barriers to assistance in humanitarian settings.
- Nationality laws in 25 countries still prevent women from passing their nationality to their children on an equal basis with men, resulting in statelessness and other risks.¹¹
- Women and girls account for over half of the world's internally displaced people (IDPs), and in many cases even higher than that of men and boys¹².

According to the 2020 Global Gender Gap report¹³ it will take almost another 100 years to achieve gender parity. Further, pre-COVID19, it was estimated that it would take 257 years to close the economic gender gap. COVID19 has been documented to have disproportionate socio-economic impacts on women and girls and derailing efforts to advance gender equality¹⁴.

The increasing prevalence of climate emergencies and their gendered impacts must be taken into account. Climate events such as droughts, floods and storms kill more women than men due to structural gender inequalities. During droughts, girls are more likely to miss school as they are needed to collect water and care for family members. Droughts and prolonged dry spells also lead to an increase in harmful practices against women such as domestic violence, child marriage, courtship rape and female genital mutilation. Women and girls must travel longer distances to collect water, increasing risk of sexual violence. Studies have found that due to women's roles as care-givers, during natural disasters they are more likely to make sacrifices, such as eating less food, for the well-being of their families. They are also more at risk for economic vulnerability, as men often migrate because of natural disasters. Child marriage often increases to mitigate this economic vulnerability for young girls.

1. PURPOSE

The updated Policy Instruction on Gender Equality¹⁵ (hereinafter referred to as Policy Instruction) reflects a UN commitment and obligation to fully achieve gender equality by all staff, within all areas of OCHA's core mandate in the planning and implementation of its programmes, policies and procedures, reporting and the assessment of results across its core functions of coordination, advocacy, policy, information management, and humanitarian financing. The Policy Instruction is aimed at ensuring that gender equality considerations are taken into account in all aspects of the humanitarian program cycle.

1.1. Gender transformative approach

The Policy Instruction is anchored in the broader recognition of a feminist transformative approach, which aims to shift unequal power structures and dismantle gender discriminatory practices by facilitating space for women's voice, representation, and access to leadership and decision making, in addition to access to services and assistance, and promoting women's protection as well as empowerment. Such an approach aims to facilitate a better examination of gender inequalities

¹¹ Global Campaign for Equal Nationality Rights, *The Impact of Gender Discrimination in Nationality Laws on Gender-Based Violence*, July 2020, <https://equalnationalityrights.org/reports/document/1299-the-impact-of-gender-discrimination-in-nationality-laws-on-gender-based-violence>

¹² IDMC, March, 2020, www.internal-displacement.org/sites/default/files/publications/documents/202003-twice-invisible-internally-displaced-women.pdf

¹³ World Economic Forum Global Gender Gap Report 2020, http://www3.weforum.org/docs/WEF_GGGR_2020.pdf

¹⁴ UN Policy Brief: The Impact of COVID19 on Women, April 2020, <https://unsdg.un.org/sites/default/files/2020-04/Policy-Brief-on-COVID-Impact-on-Women.pdf>

¹⁵ Updated in 2020

through gender analysis; analyzing social expectations and norms, stereotypes, barriers, discrimination and capacities, and their impact on the humanitarian outcomes for women and men of different ages and backgrounds. This approach moves beyond a gender sensitive approach that only seeks to respond to the different needs and constraints of individuals based on their sex, age, and disability. It also seeks to eliminate gender neutral programming, and actively address gender stereotypes, structural discrimination and exclusion of women and girls, as well as others who do not conform to the gender binary.

1.2. Holistic approach to gender equality programming

The updated Policy Instruction additionally complements the Emergency Relief Coordinator's four strategic steers¹⁶, OCHA's ongoing work in achieving gender parity amongst its staff, as well as on Protection from Sexual Exploitation and Abuse (PSEA)¹⁷. The Policy Instruction promotes a holistic approach to gender equality and the empowerment of women and girls, further aligning with OCHA's broader areas of work that aim to address power and inequalities including work on accountability to affected populations, race, diversity and inclusion.

The Policy Instruction promotes gender responsive actions by OCHA that recognizes the importance of gender mainstreaming, targeted actions, the mitigation, prevention and response to Gender Based Violence (GBV), protection against and prevention of sexual exploitation and abuse, and, supporting efforts to increase women's meaningful participation, leadership and decision making in humanitarian processes.

The Policy Instruction seeks to ensure that OCHA strengthens its delivery on gender equality internally, and externally through its coordination, humanitarian financing, policy and advocacy role, facilitate improved humanitarian outcomes that effectively respond to and meet the differentiated needs and priorities of women, girls, boys and men in all their diversities. The Policy Instruction resonates with the IASC Gender Policy and Accountability Framework and promotes the continued support of the IASC Gender Standby Capacity Project (GenCap) and relevant IASC and interagency mechanisms on gender in which OCHA plays a critical role.

This work in advancing gender equality in humanitarian action includes leading advocacy efforts and facilitating processes that result in more robust gender analysis, that lead to more meaningful participation and leadership of women and girls in humanitarian decision making, and mitigate, respond and prevent gender-based violence and protect affected populations against sexual exploitation and abuse.

1.3. Gender Based Violence (GBV)

Advancing gender equality is *not* synonymous with preventing gender-based violence, although it is deeply connected. GBV is intrinsically rooted in gender inequality and discriminatory gender roles and norms. Women, men, boys, and girls, who do not conform to socially ascribed gender roles face even further marginalization, and even violence. During humanitarian emergencies, gender dynamics may be affected, and inequalities worsened. While gender-based violence can happen to anyone, it predominantly impacts women and girls. In particular, women of diverse gender identity and sexual orientation, as well as women and girls with disabilities, indigenous, migrant, refugee women, older women, and women and girls in displaced settings, can experience more pronounced risks. Crises can deepen GBV risks for women and girls, especially when family and community protections have broken down. Domestic violence, rape, trafficking, early and forced marriage, sexual harassment, and sexual exploitation and abuse are some of the types of GBV common in

¹⁶ The ERC's four strategic steers are: (1) support for women and girls, including tackling gender-based violence, reproductive health and empowerment; (2) programs targeting persons with disabilities; (3) education in protracted crises; and (4) other aspects of protection

¹⁷ OCHA Standard Operating Procedures on Sexual Misconduct: Protection from Sexual Exploitation and Abuse and Sexual Harassment

humanitarian emergencies. In particular, women and girls may be attacked as they perform prescribed gender roles, such as fetching water, food and firewood. They may also be targeted by armed actors who use sexual violence as a tactic of war, control and exploitation. Addressing all forms of GBV is a priority in humanitarian settings, as such acts pose immediate and life-threatening health consequences. It is therefore important that humanitarian actors ensure that their actions and initiatives respond to, mitigate, and prevent GBV from the onset of emergencies. Some forms of GBV, in particular, sexual violence, can affect women and girls, as well as men and boys, and people of diverse sexual identity and orientation.

The Policy Instruction plays a pivotal role in moving forward OCHA's agenda on gender equality and meeting OCHA's commitments on gender equality, the empowerment of women and girls, and the mitigation, response, and prevention of GBV.

A Gender Action Plan has been developed as an accompanying component to the Policy Instruction that outlines the outputs, activities and lead staff in OCHA responsible for ensuring the outlined actions are implemented and prioritised.

2. SCOPE

The Policy Instruction applies to all OCHA staff as gender equality is a corporate priority, pertinent to every aspect of OCHA's work, and is a commitment of the United Nations system.

The Policy Instruction is to be read in tandem with relevant policies and frameworks that guide OCHA's strategic work on gender, including: OCHA's Strategic Plan; IASC Strategy to Protect from Sexual Exploitation and Abuse and Sexual Harassment; OCHA Standard Operating Procedures on Sexual Misconduct: Protection from Sexual Exploitation and Abuse and Sexual Harassment; OCHA People Strategy; the IASC Policy on Protection in Humanitarian Action; and the IASC Policy (and Accountability Framework) on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action.

3. RATIONALE

This Policy Instruction is a revision of the 2016-2020 Policy Instruction following a process of consultations with OCHA staff and external key stakeholders¹⁸.

OCHA seeks to align itself with the Secretary General's '*Our Common Agenda*' UN75 Declaration¹⁹, the Secretary General's Call to Action on Human Rights, the Sustainable Development Goals (SDG's) and the Beijing +25 outcomes, affirming that the achievement of full human potential and sustainable development is not possible if half of humanity continues to be denied full human rights and opportunities. OCHA, through its mandated roles, will also work to fully embrace the commitments from the World Humanitarian Summit (WHS) to make gender equality programming and the adequate participation of women and girls, the norm in humanitarian action, including addressing GBV in all its forms and occurrences in humanitarian situations.

This Policy Instruction reflects commitments under the normative framework of international humanitarian and human rights law and refugee law, UN General Assembly Resolutions, UN

¹⁸ Stakeholder event convened with key partners from INGOs, UN agencies and donors. Donor briefing for OCHA Donor Support Group under the Chairmanship of Spain. Consultations with selected OCHA staff. Consultations with OCHA Gender Focal Point Community of Practice

¹⁹ Leaving No One Behind and Women and Girls are one of the 12 key commitments from the UN75 Declaration to accelerating Sustainable Development Goals.

Security Council Resolutions, including UN Security Council Resolution 1325 on Women, Peace and Security²⁰, ECOSOC Conclusions, UN System Wide Action Plan on gender equality and women's empowerment (UN-SWAP), the Call to Action on Protection from Gender Based Violence in Emergencies; the commitments made at the Oslo Conference on "*Ending SGBV in Humanitarian Crises*", and key findings and recommendations from the Inter-Agency Humanitarian Evaluation on Gender Equality and the Empowerment of Women and Girls. OCHA as an organization will leverage its comparative advantage in leadership and coordination of humanitarian affairs to ensure equity and equality for all, leaving no one behind.

4. POLICY

4.1. Priority Commitments

In executing OCHA's five core functions of coordination, information management, advocacy, policy, and humanitarian financing, OCHA commits to addressing the following key priorities, aimed at advancing gender equality and the empowerment of women and girls in humanitarian action;

4.1.1. Drive robust gender analysis

Conflicts and disasters have profoundly different effects on different population groups depending on their sex, gender identity and sexual orientation, age, disability, ethnicity, marital status, religion and other factors. Thus, robust gender analysis of the differential crisis impacts, needs, vulnerabilities and capacities of women and girls, as well as men and boys of different ages and diversities, can guide more targeted planning and response. Understanding gender roles, and power dynamics within communities can help ensure humanitarian interventions do not perpetuate existing inequalities. Gender analysis is undertaken with an intersectional lens that considers the multiplicity of identities including gender identity, sexual orientation, age, disabilities, and ethnicity, that operate together to impact displacement and humanitarian experiences. It may also entail collaborations with peace and development actors. OCHA commits to advocating for the collection and utilization of sex, age, and disability disaggregated data throughout the Humanitarian Program Cycle, and that this disaggregated data informs gender analysis, decision-making and responses.

OCHA will ensure staff have access to information, tools, guidance, training, and other capacity development opportunities to enhance their understanding and skills. In addition, OCHA will foster opportunities to strengthen partnerships, collaborations and learnings with other UN agencies with gender equality mandates, as well as with gender experts and humanitarian stakeholders.

4.1.2. Enhance women's meaningful participation in humanitarian decision making

Women and girls must be front and centre of humanitarian response. The meaningful participation and leadership of women, women's rights and women-led organizations²¹ should be promoted to address the lack of women's voice, perspectives, and representation in humanitarian decision making²². OCHA will promote gender responsive processes, cognizant of gender parity, facilitating space for women's participation, leadership, voice and representation throughout the humanitarian programme cycle, at all levels of humanitarian programming, coordination and decision making,

²⁰ Together with the other UN Security Council Resolutions on women, peace and security: 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), and 2493 (2019) that promote and protect the rights of women in conflict and post-conflict situations and gender responsive services.

²¹ An IASC definition currently does not exist, however, many women led organizations accept that women led organizations are any non-governmental, not for profit and non-political organization where two-thirds of its board (including the Chair) and management and staff/volunteers (including the Executive Director) are female, and it focuses on women and girls as a primary target of programming.

²² As per the findings of the IAHE on Gender equality and the Empowerment of Women and Girls report 2020

including in Humanitarian Country Teams, Inter Cluster Coordination Groups and other relevant and country specific decision-making fora.

OCHA commits to engage with local women leaders and organizations to ensure women's leadership and insights can inform more effective response. To this end, OCHA will prioritize efforts to facilitate and support humanitarian leadership in achieving these commitments.

OCHA will ensure the OCHA Gender Parity and People Strategy is implemented, achieved and sustained.

4.1.3. Prioritize the mitigation, response and prevention of gender-based violence (GBV)

Evidence indicates that humanitarian situations compound existing gender inequalities and heighten risks and threats of GBV²³. In particular, intimate partner violence, sexual violence, trafficking, early marriage, and sexual exploitation and abuse are prevalent forms of GBV. Stress and anxiety associated with emergencies may further trigger violence in the home. OCHA will advocate for the identification, and prioritization of protection from gender-based violence across the Humanitarian Program Cycle, ensuring advocacy efforts reflect responding to GBV as an immediate life-saving priority. OCHA will ensure gender-based violence including sexual violence and conflict related sexual violence, are profiled in briefings to the Security Council and other relevant fora to address accountability. Gender inequality and discriminatory gender roles and norms are the root causes of GBV. In line with the priorities of the Call to Action²⁴ OCHA's advocacy efforts on GBV will aim to tackle the root causes, by addressing individual attitudes and behaviors as well as the power structures that perpetuate violence, and promoting localization and adequate funding to humanitarian partners in particular to women-led organizations to provide the necessary protection and support to survivors, while also promoting their agency and empowerment.

4.2. Desired Outcomes

These priority commitments will at a minimum lead to the following outcomes on gender equality programming:

- 4.2.1.** More effective and inclusive humanitarian action that takes into account the differentiated gender impacts of crises and enables affected populations in all their diversities, to better cope and prepare for emergencies, including gender responsive Humanitarian Program Cycle.
- 4.2.2.** Prevention, mitigation and response to GBV is effectively integrated into humanitarian response planning and monitoring.
- 4.2.3.** Improved analysis and information management to support robust gender analysis, evidence-based advocacy, and policy and programming for the benefit of women and girls, men and boys, persons with disabilities, persons with diverse gender identities and sexual orientation, and other marginalised groups, so that no one is left behind.
- 4.2.4.** Effective and meaningful participation of women and girls in humanitarian decision making and implementation processes at all levels.

²³ What Works (2017) No Safe Place: A Lifetime of Conflict Affected Women and Girls in South Sudan, London: DFID's What Works to Prevent VAWG in Conflict and Humanitarian Crisis

²⁴ Call to Action on Protection from GBV in Emergencies roadmap 2021-2025

- 4.2.5. Sustained communications and advocacy on the different priorities and needs of women, girls, boys and men of all ages and diversities in an effort to advance gender equality and the empowerment of women and girls in humanitarian action.
- 4.2.6. Increased prioritization of gender equality, the empowerment of women and girls, GBV prevention, mitigation and response; and protection from sexual exploitation and abuse in resource mobilisation and allocations.

4.3. Organizational Support Actions to Deliver on the Commitments

- 4.3.1. **Collective responsibility:** All OCHA staff will be required on an annual basis to demonstrate in their work plans and e-Performance specific actions and knowledge on gender equality programming, inclusive of mandatory gender trainings as well as other dedicated training on gender equality as it pertains to their specific job requirements. All staff will be required to possess applicable skills, knowledge and competencies on gender equality that contribute to gender responsive and transformative processes and programming. All training and learning processes, ranging from foundational, thematic, technical and functional learning will incorporate gender dimensions to strengthen capacity of staff.
- 4.3.2. **Leadership and accountability:** The Management Team (TMT) and senior managers shall commit to a strong collective responsibility in the implementation of this Policy Instruction and the subsequent Gender Action Plan through the designation of an OCHA Gender Board with appropriate representation from headquarters and the field²⁵. The Gender Board will provide strong cohesive leadership through provision of strategic direction, oversight and promote accountability across the organization. In addition, the CERF Gender Contact Group²⁶, will provide guidance to accelerate commitments on gender equality and GBV in humanitarian financing.
- 4.3.3. **Monitoring and compliance:** The USG, with support from the Gender Board and Gender Unit will guide compliance through annual progress and end of cycle reviews ensuring alignment to other reporting mechanisms and processes where relevant to reduce duplication. The Gender Board together with the Gender Unit will review compliance and progress of implementation of the Policy Instruction and Gender Action Plan.
- 4.3.4. **Corporate planning:** OCHA's strategic planning processes will ensure a systematic integration of gender equality deliverables, including actions to prevent and respond to GBV in all outcome areas as guided by the annual UN-SWAP reports and the OCHA Gender Action Plan.
- 4.3.5. **Collaboration and partnerships on gender equality:** OCHA will maintain and strengthen its partnerships and engagements with other actors on gender equality within inter-agency mechanisms. OCHA shall strengthen and leverage the niche interagency support and complementarity of the GenCap project as an integral project managed by OCHA, as well as other interagency capacity mechanisms. OCHA shall facilitate an enabling environment and space in humanitarian coordination for specialised agencies, women's organizations and networks, and relevant gender working groups and experts to support the integration of gender equality programming. OCHA will provide the space and necessary support to protection lead agencies in fulfilment of their respective

²⁵ The Gender Board will be guided by a TOR

²⁶ A newly established working group in CERF consisting of gender and GBV external stakeholders to guide CERF work on gender and GBV.

mandates on protection and GBV in emergency situations, in accordance with IASC arrangements.

OCHA will also seek to identify opportunities and entry points for gender equality programming with donors and key stakeholders, with a focus on informing policy, strategic decision making and accountability.

- 4.3.6. Resources:** OCHA will continue to mobilise resources for gender equality. In addition, OCHA will continue to engage with gender expertise, including manage, host and mobilize Senior GenCap Advisors, to support humanitarian operations at regional and country levels to integrate gender equality. In addition to GenCap, OCHA will utilise other surge mechanisms as well as utilize resources, gender networks, and gender expertise from partners where these are available as means to integrate gender equality in humanitarian response. For sustainability, OCHA will partner with relevant entities and networks to strengthen internal and system wide resources and capacity on gender.
- 4.3.7. Gender Focal Points:** While responsibility for gender equality and the implementation of the Policy Instruction rests with senior managers including Heads and Deputies of Offices, each country/regional/liaison office, division and branch shall nominate a Gender Focal Point (GFP) to facilitate and coordinate the integration, implementation and monitoring of practical gender actions into their work plans and strategies. The focal point will commit at least 20 per cent of their time to this function, which will be tracked in e-performance documents and evaluated by their respective supervisors. GFPs should be qualified staff members, based on expertise and interest towards the role and regardless of their level. Where relevant and possible, GFPs should be Senior G staff, and P Staff (P4 and above)²⁷. Periodic training and technical support will be provided to the GFPs by the Gender Unit.
- 4.3.8. Commitments on gender parity and gender responsive organizational culture:** OCHA reiterates its commitment to prevent Sexual Exploitation and Abuse (SEA) and to promote and ensure gender parity, in line with established UN Secretariat Rules as well as the Management Plan, which establishes targets on gender parity and actions to prevent SEA. OCHA is committed to achieve gender parity and geographic diversity and representation as this is necessary to OCHA's efficiency, impact and credibility. In line with OCHA's People Strategy, gender parity and geographical diversity is important to enable a diverse and inclusive organization. OCHA commits to promoting a gender responsive, supportive, flexible and accommodating organizational culture that takes into consideration the different needs/roles and unique circumstances of staff, in line with established rules and regulations of the UN Secretariat.

5. TERMS AND DEFINITIONS

Gender: refers to the socially-constructed differences between females and males — and the relationships between and among them — throughout their life cycle. They are context- and time-specific and change over time, within and across cultures. Gender, together with age group, sexual orientation and gender identity, determines roles, responsibilities, power and access to resources. This is also affected by other diversity factors such as disability, social class, race, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation and urban/rural setting²⁸.

²⁷ 2015 Gender Focal Points TOR

²⁸ IASC Gender Handbook, 2018.

Gender analysis: Gender analysis examines the relationships between and among men and women, taking into account their gender roles, access to and control of resources and the constraints they face relative to each other. ECOSOC-agreed conclusions 1997/2 defines gender analysis as the process of assessing the implications for women and men of any planned action, including legislation in all areas and at all levels. Elements of an adequate gender analysis include: examination of gender inequalities, including between women and men, and for persons with diverse gender identities and how gender equality can be promoted; data or information to allow the experiences and situations of women and men to be analyzed, i.e. through the collection and use of sex and age disaggregated data; assess levels and extent of participation between women, men, girls, and boys in activities.

Gender Based Violence: The IASC defines GBV as any harmful act that is perpetrated against a person's will, and that is based on socially ascribed (gender) differences between males and females. It includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private²⁹. The term Sexual and Gender Based Violence continues to be used by some actors to emphasize the urgency of addressing sexual violence which is recognized as one type of GBV.

Gender diversity: Refers to gender identities, roles, or expressions that differs from the cultural norms prescribed for people of a particular sex.

Gender equality: Gender equality refers to the equal enjoyment by women and men, girls and boys, of rights, opportunities, resources and rewards. Equality does not mean that women, men, girls and boys are the same; but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male³⁰.

Gender-equality programming: Gender equality programming is an umbrella term encompassing several approaches or interventions to help reach the goal of gender equality. These include gender mainstreaming, targeted actions, prevention and response to gender-based violence, and gender balance initiatives. These actions are undertaken based on a thorough context specific gender analysis.

Gender identity: Gender identity refers to a person's innate, deeply felt internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth³¹.

Gender mainstreaming: The strategy of mainstreaming is defined in the ECOSOC agreed Conclusions 1997/2 as "...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality."

Gender parity: This refers to the number of women versus men employed by agencies or departments. As with many organizations, OCHA has decided to keep gender parity as a human resource issue and governed by UN Secretariat rules and regulations.

²⁹ IASC, 2015, Guidelines for the Integration of GBV Interventions in Humanitarian Action

³⁰ IASC Gender Handbook, 2018.

³¹ IASC Gender Handbook, 2018.

Gender transformative: Refers to approaches and interventions that aim to reshape gender relations to be more gender equitable, largely through approaches that free both women and men from the impact of destructive gender and sexual norms. Gender transformative approaches actively strive to examine, question, and change rigid gender norms and imbalances of power as a means of achieving gender equality³².

Intersectionality: Intersectionality is defined as “particular forms of intersecting oppressions, for example, intersections of race and gender, or of sexuality and nation. Intersectional paradigms remind us that oppression cannot be reduced to one fundamental type, and that oppressions work together in producing injustice”. Patricia Hill Collins, *Black Feminist Thought* (2000)³³.

Sex and age disaggregated data: Sex and age disaggregated data (SADD) is data that is collected and analyzed disaggregated by males and females and by age groups, to ensure that vulnerabilities, needs, priorities and access to life-saving services are better understood and responded to. Additional effort is taken to also include data on disability.

Sexual exploitation and abuse (SEA): refers to acts of sexual exploitation and sexual abuse committed by United Nations, NGO and inter-governmental personnel against the affected population. PSEA refers to the protection from sexual exploitation and abuse by humanitarian staff.

Sexual Orientation: Sexual orientation refers to a person’s capacity for emotional, romantic and sexual attraction for another person. It refers to attractions towards individuals of a different sex/gender or of the same sex/gender

Sexual and reproductive health and rights (SRHR): Sexual and reproductive health and rights include access to sexual and reproductive health care and information, as well as autonomy in sexual and reproductive decision-making. In 1994 the Programme of Action of the International Conference on Population and Development (ICPD) included sexual health as part of reproductive health which is broadly defined as “a state of physical, emotional, mental, and social well-being in relation to all aspects of sexuality and reproduction, not merely the absence of disease, dysfunction, or infirmity”.

Women, Peace and Security (WPS): This refers to the policy framework that recognizes disproportionate and unique impact of armed conflict on women and girls, while acknowledging the contributions and importance of the equal and full participation of women and girls to conflict prevention, peacekeeping, conflict resolution, and peacebuilding. The WPS agenda has four pillars: participation, protection, prevention, relief and recovery, derived and reinforced by the UN Security Council Resolution 1325 (2000) as well as others.

Women-led organization: An IASC definition currently does not exist, however, many women led organizations accept that women led organizations are any non-governmental, not for profit and non-political organization where the majority/two-thirds of its board (including the Chair) and management and staff/volunteers (including the Executive Director) are female, and it focuses on women and girls as a primary target of programming. The Grand Bargain defines a women-led organization is one whose leadership is principally made up of women, demonstrated by 50% or more occupying senior leadership positions at both board and staff level. Currently, there is no consensus for this definition.

³² Gupta, G.R, (2000), “Gender, Sexuality, and HIV/AIDS: The What, the Why, and the How”, Plenary Address XIIIth International AIDS Conference Durban, South Africa, 2000.

³³ Oxford Dictionary definition: Intersectionality is a framework for conceptualizing a person, group of people, or social problem as affected by a number of discriminations and disadvantages. It takes into account people’s overlapping identities and experiences in order to understand the complexity of prejudices they face.

Annex 1: Resources

OCHA Policies and Frameworks

- OCHA Strategic Plan 2018-2021
- OCHA People Strategy 2018-2021
- OCHA People Strategy Action Plan 2018-2021
- OCHA Gender Parity Implementation Plan 2019
- OCHA Standard Operating Procedures on Sexual Misconduct: Protection from Sexual Exploitation and Abuse and Sexual Harassment
- OCHA on Message: Gender-based violence
- OCHA on Message: Gender in Humanitarian Action

IASC Policies, Strategies and Guidelines

- IASC Policy (and Accountability Framework) on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action, 2017
<https://interagencystandingcommittee.org/iasc-reference-group-gender-and-humanitarian-action/iasc-policy-and-accountability-framework-gender>
- IASC Gender Standby Capacity Project (GenCap)
<https://interagencystandingcommittee.org/gender-standby-capacity-project-gencap>
- IASC Gender Handbook for Humanitarian Action, 2017
<https://interagencystandingcommittee.org/system/files/2020-09/The%20Gender%20Handbook%20for%20Humanitarian%20Action.pdf>
- IASC Strategy to Protect from Sexual Exploitation and Abuse and Sexual Harassment, 2018
<https://psea.interagencystandingcommittee.org/iasc-strategy>
- IASC Gender with Age Marker (GAM), 2018
<https://www.iascgenderwithagemarker.com/en/home/>

Inter-Agency Guidelines and Framework

- Call to Action on Protection from Gender Based Violence in Emergencies Roadmap 2021-2025 <https://www.calltoactiongbv.com/>
 - GBV Accountability Framework: All Humanitarian Actors Have a Role to Play, 2019
<https://www.calltoactiongbv.com/call-to-action-in-the-field>
- GBV Guidelines for Integrating GBV Interventions in Humanitarian Actions
<https://gbvguidelines.org/en/>
- The Inter-Agency Minimum Standards for Gender-based Violence in Emergencies Programming, 2019 <https://www.unfpa.org/minimum-standards>
- GBV Area of Responsibility (AOR) <https://gbvaor.net/>
- IASC Gender Reference Group <https://interagencystandingcommittee.org/iasc-reference-group-on-gender-and-humanitarian-action>
- Inter-Agency Humanitarian Evaluation on Gender Equality and the Empowerment of Women and Girls, 2020 [https://interagencystandingcommittee.org/inter-agency-humanitarian-evaluations/inter-agency-humanitarian-evaluation-iahe-gender-equality-and-empowerment-women-and-girls-geewg#:~:text=24%20November%202020-.The%20Inter%2DAgency%20Humanitarian%20Evaluation%20\(IAHE\)%20on%20Gender%20Equality.mainstream%20GEEWG%20into%20humanitarian%20action.](https://interagencystandingcommittee.org/inter-agency-humanitarian-evaluations/inter-agency-humanitarian-evaluation-iahe-gender-equality-and-empowerment-women-and-girls-geewg#:~:text=24%20November%202020-.The%20Inter%2DAgency%20Humanitarian%20Evaluation%20(IAHE)%20on%20Gender%20Equality.mainstream%20GEEWG%20into%20humanitarian%20action.)

Women, Peace and Security (WPS)

- UN Security Council Resolution 1325 (2000); 1820 (2008), 1888 (2008), 1889 (2009), 1960 (2010), 2106 (2013), 2122 (2013), 2242 (2015), 2467 (2019), and 2493 (2019) on Women, Peace and Security <http://www.peacewomen.org/why-WPS/solutions/resolutions>
- Annual report of the Secretary-General on Women and Peace and Security
<https://www.securitycouncilreport.org/un-documents/women-peace-and-security/>

Mandatory Online Trainings:

- I know Gender: an introduction to Gender Equality for UN Staff (EN: LMS-2375-4; FR: LMS-2376-3; ES: LMS-2377-3) <https://trainingcentre.unwomen.org/portal/product/i-know-gender-1-2-3-gender-concepts-to-get-started-international-frameworks-for-gender-equality-and-promoting-gender-equality-throughout-the-un-system/>
- IASC Course: Gender in Humanitarian Action. This course replaces¹ the earlier IASC course “*Different Needs - Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men*” (English: LMS-1827-2; French: LMS-1828-2). <https://trainingcentre.unwomen.org/portal/product/iasc-e-learning-on-gender-equality-in-humanitarian-action/>
- Prevention from Sexual Exploitation and Abuse by UN Personnel (PSEA) (EN: LMS- 2398-3*; FR: LMS- 3296)

Annex 2: Institutional Commitments

Call to Action on Protection from GBV in Emergencies (2021-2025 roadmap)

OCHA commitment 1: Ensure robust gender analysis and the profiling of GBV-related concerns and priorities are included in all strategic and advocacy documents and that GBV and broader gender equality matters are included in HCT meetings at least on quarterly basis. Ensure GBV and gender experts, including GBV sub-cluster coordinators and relevant gender working group coordinators are included in analysis and HCT updates. (Related to Outcome 2 and 3).

OCHA commitment 2: Advocate for, and increase funding allocations to GBV and gender equality ensuring prioritization in funding allocations in global and country-based pooled funds. Ensure at least 30% of funding is disbursed to women led organizations. Track and report on funding for GBV. (Related to Outcome 4).

OCHA commitment 3: Ensure women led organizations are engaged in HCTs, including ensuring that mechanisms are in place such as quarterly women's fora, to engage with women leaders/women led organizations to inform humanitarian decision making. (Related to Outcome 6).

OCHA commitment 4: Encourage and facilitate coordination between gender, GBV and PSEA actors to strengthen alignment of minimum standards of service provision to survivors of all forms of GBV including sexual exploitation and abuse (SEA). (Related to Outcome 1).

Oslo Conference on “Ending SGBV in Humanitarian Crises”, May 2019

High-level commitments:

Reconfirm support to previous OCHA commitments regarding gender equality, women's empowerment and protection as well as sexual and gender-based violence, as expressed in

- Call to Action
- WHS/ Agenda for Humanity
- Real-Time Accountability Partnership (RTAP)
- IASC Protection Policy
- IASC Gender Policy
- IASC Principals Statement on the Centrality of Protection in Humanitarian Action

Operational commitments:

1. **Improve access to funding from country-based pooled funds for national NGOs focused on GBV** (e.g. practical measures to explore could include adjusted scoring of project applications; facilitating access to CBPF trainings; explicitly discussing during the prioritization process how to address GBV during every single allocation; including analysis in CBPF annual reports on how GBV attention was leveraged);
2. **Increase protection/GBV capacity in HCs' offices by supporting the systematic deployment of Protection Advisors** (through scale-up of the inter-agency ProCap mechanism and/or other mechanisms such as the deployment of Regional Emergency GBV Advisors (REGA) by UNFPA);
3. **Highlight GBV financial requirements by systematically presenting gender and GBV in HNOs/HRPs** (through the adjusted templates all HRPs in 2020 will include specific figures for People in Need (PIN), people targeted and financial requirements for GBV)