

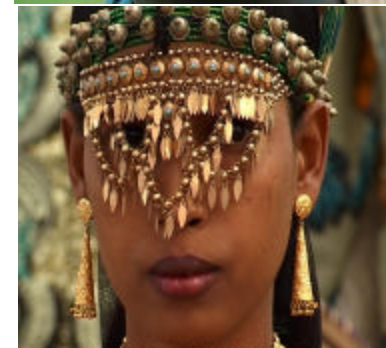
# Women, Girls, Boys and Men

## Different Needs Equal Opportunities

### A Handbook for Gender Equality in Humanitarian Action

## Workshop Summary Report

New York  
6-7 April 2006



# **Gender Mainstreaming in Humanitarian Action**

## **An IASC Handbook Development Workshop**

### **6-7 April 2006, New York**

## **Introduction**

The Inter-Agency Standing Committee's Taskforce on Gender and Humanitarian Action held a workshop in New York on 6-7 April 2006 to review the draft version of the IASC handbook on gender mainstreaming in humanitarian action. Fifty participants representing 24 agencies (seven NGOs, ICRC, IFRC and 15 UN entities) worked to improve the content, structure and focus of the Handbook and set forward a timetable for finalization of the document. The workshop was organized by OCHA and WHO as co-chairs of the IASC Taskforce on Gender. (Refer to the annex for agenda and list of participants)

## **Opening of the Workshop**

The workshop was opened by Kate Burns, OCHA's Senior Gender Adviser by introducing UNICEF's Chief of the Division of Policy and Planning, Elizabeth Gibbons who welcomed participants to the UNICEF House; the venue of the workshop. Mari Simonen, Deputy Executive Director of UNFPA and Mark Bowden, Chief of OCHA's Policy Development and Studies Branch, and Tanja Sleenwenhoek, Technical Officer, Alliances and Partnerships, WHO Department of Health Action in Crisis joined UNICEF providing brief statements on the commitments of their respective agencies for gender mainstreaming. They urged the participants to be practical in providing guidance to field actors.

## **Key Overarching Issues and Proposed Ways to Address Them**

<b>Issue</b>	<b>Addressing the Issue</b>
⇒ Standardize language throughout the various chapters	⇒ An editor will work to standardize language
⇒ Reorder and restructure sections	⇒ See new structure below
⇒ Clarify purpose and audience.	⇒ The Handbook is for humanitarian situations caused by conflict or natural disasters equally.
⇒ Highlight accountability issues/the IASC Cluster approach	⇒ Accountability to be added to the introduction
⇒ Set out examples/case studies/best practices	⇒ All participants were asked to provide brief case studies to add to the handbook,
⇒ Clarify issue of involvement of men and boys more actively.	⇒ More emphasis on male involvement will be added.
⇒ Make the handbook user-friendly by having pull-out sections that are laminated.	⇒ The final version will be set up with pull-out sections

## **New Structure of the Handbook**

The new structure of the handbook and agencies responsible for making changes to the text are described below.

The participants discussed a revised title for the handbook but no consensus was reached. Some did not want to mention the word gender as it “turns men away” while others wanted to call it what it is – a handbook on gender equality. The alternative title proposed was:

**Women, girls, boys and men:  
A handbook for achieving equality in humanitarian action**

**Introduction** (UNIFEM, OCHA and WHO)

- Purpose, audience, clusters (accountability)
- Gender equality: mainstreaming gender and women’s empowerment. Also include issues of men and masculinity
- In a box place 8 ways to promote gender equality
- Structure of the Handbook
- Gender analysis
- Disaggregated data
- Gender balance
- Advocacy

**Crosscutting Issues:**

1. Protection and human rights (OHCHR, ICRC, OCHA)
2. Participation (Women’s Commission, UNHCR)
3. Coordination (OCHA)

**Areas of Work**

1. Camp Coordination and Camp Management including distribution of NFIs and Registration (OCHA, UNHCR, UNFPA)
2. Education (INEE)
3. Food and Nutrition including Food Security, Food Distribution and Nutrition (WFP, FAO, UNICEF)
4. Health (WHO)
5. Livelihoods and Early Recovery (UNDP, UNFPA)
6. Shelter and Site Planning (UNIFEM, UNHCR)
7. Water, Sanitation and Hygiene (UNICEF, DESA)

**Timelines for Completion of the Handbook**

<b>What</b>	<b>Who</b>	<b>By When</b>
Summary report of workshop	OCHA & WHO	13 April
Revision of chapters	All responsible writers	28 April
1 <sup>st</sup> review by editor	Editor	12 May
Revised draft to all participants & clusters		26 May
2 <sup>nd</sup> review by editor		5 June
Final first version		Mid June
Out to field, field test		June- Sept
Final Version	For IASC WG Meeting	Nov 2006

**Budget for the Handbook**

All agencies/organizations are kindly requested to commit funds for the completion of the handbook either by making a donation or identifying an activity above and covering the costs directly.

<b>Activity</b>	<b>Funder</b>	<b>\$ Spent</b>	<b>\$ Needed</b>
1. Preparation of first drafts of handbook (2005)	OCHA	\$10,000	
2. Hosting of New York handbook w/shop	OCHA	\$2000	
3. Room Rental	UNICEF	Rental	
4. Participation of UN & NGOs	All	In-kind	
5. Editing of final draft of the handbook	OCHA	\$10,000	
6. Layout of final-draft for field testing	WHO	In kind	
7. Translation into French for the field-test			\$5,000
8. Printing (suggest photocopied & stapled with colour hard cover?)			\$5,000
9. Field-testing (several sites)			\$50,000
Translation in languages for the final version			
10. French			\$5000
11. Spanish			\$5000
12. Russian			\$5000
13. Arabic			\$5000
14. Final layout and editing			\$10,000
15. Final Printing			\$30,000
16. Advocacy materials			\$5,000
17. Dissemination costs			\$5,000
18. Roll-out and Training			\$100,000
<b>Total</b>			<b>\$230,000</b>
<b>Contribution committed by UNFPA</b>			<b>\$70,000</b>
<b>Additional funds needed</b>			<b>\$160,000</b>

## Next Steps

- All writers should share their redrafted text to the co-chairs for sharing to all participants. Due date for the redrafts is 28 April 2006.
- Further discussions are needed on the plans for an inter-agency field-test/roll out which should take place from June - September. Possible countries for the roll out include: A CIS country, Colombia, DRC, the Horn of Africa, Liberia, oPt, Nepal and Uganda. The roll out will depend on into which languages the field-test version of the handbook will be translated into.
- There will be a teleconference to discuss the Handbook on during the week of 22 May 2006 from 9.30 - 11.00 NY time, 15:30-17:00 Geneva time. Date and time to be confirmed.

## Summary comments on the chapters

**Introduction:** Promoting gender equality should be the overall goal with two main pillars, namely gender mainstreaming and empowerment of women. Issues of accountability, clusters and men's involvement should be added.

**Gender analysis** section needs to be less development focused and give people a clearer understanding of what a gender analysis can achieve.

**Gender balance** must be achieved at all levels and tasks should not be confined to gender stereotypes. Increase opportunities in non-traditional sectors.

**Data disaggregated by sex and age** must stress the importance of this data for decision-making and clarify the terminology between sex and gender.

Sex disaggregated data: data collected according to physical attributes (e.g. number of women and men trained, number of displaced population in a camp broken down by age)

Gender disaggregated data: Analytical data derived from sex-disaggregated data on socio-economic attributes such as roles, responsibilities, access and control of resources and decision-making mechanisms (e.g., extent of female and male participation in agricultural extension work, access of women to land, men learning child-care.) (Source FAO)

**Advocacy** must take place at all levels, on the ground and at HQ/policy level. Ensure the voices of people who are affected are heard and they can speak for themselves.

**Coordination:** The need to have Gender Support Networks in all humanitarian situations to mainstream gender into all aspects of the response was stressed. A gender expert was also considered important in larger scale humanitarian crisis. Efforts are needed to identify and deploy gender experts with humanitarian experience to work under the Humanitarian Coordinator's system.

**Participation:** Outreach and participation should take place in the early stages and efforts should aim at reducing time between rapid and full assessments. Ensure local language is used and gender field teams have both men and women also. Community based approaches are key and the assessment of risks must be done.

**Protection and Human Rights:** Need to spell out that protection is both a cross-cutting theme and an area of work by itself. Gender issues should be included in the needs analysis framework (NAF). Greater emphasis has to be placed on involving beneficiaries in their own protection.

## **Comments on the Areas of Work Chapters**

### **1. Camp Coordination and Camp Management**

- Distinguish between camp coordination (oversight) from camp management (day-to-day management of camps).
- Include the chapters on NFI and registration chapters.
- Need for agreed principles.

### **2. Education**

- Shorten chapter to headlines on opportunities, protection, gaps, and challenges.
- Increase linkages to other sectors.
- Focus on safety in the classroom, not just the journey to school.
- Encourage the idea of young people as peer educators.

### **3. Food Distribution and Food Security**

- Change into chapter on 'Food and Nutrition' with sub-sections on food distribution and food security. Also cross reference to related areas.
- Shorten introduction and be more specific to gender issues e.g. availability, access, utilization, stability, special needs. Highlight gender implications related to food, e.g. men who can't cook, women collecting firewood.
- Clarify roles in terms of access and control of assets at the household and community level.
- Refer to Women's Commission study on fuel efficiency and fuel collection.
- Increase references to local groups and organizations.
- Make points as action-oriented, and less theoretical, as possible. Emphasize logistic considerations.
- Make terminology more user-friendly. Give practical examples.

#### **4. Health**

- Restructure actions around five pillars: needs analysis, gap filling, coordination, capacity building and monitoring and evaluation.
- Capitalize/learn what is already there - i.e. use baseline data when available to avoid duplication/overlap
- Accountability is essential in delivering health services in crises It is important to know about the social determinants of health
- Establish health and cultural context, i.e. baseline data on immunization, patterns of disease.

#### **5. Water and Sanitation**

- Change chapter on water, sanitation and hygiene. Expand to include drought scenario.
- Shorten introduction to demonstrate linkages between water, sanitation, gender and crises. E.g. women's role as educators of hygiene within the community, sensitivity with regards to washing areas, men's role in water management.
- Ensure the needs assessment assesses power structures at the household and community level as well as baseline data.
- Separate actions into 'phase 1' and 'phase 2'.
- Engage with the community through women's groups, NGOs and partners.
- Provide on the job training and train women and men in hygiene practices to educate the community, raise public awareness of facilities and the importance of O&M.
- In 'phase 2' encourage local capacity building in water management, O&M and construction. Offer women jobs in construction.

#### **6. Livelihoods**

- Keep livelihoods chapter separate from food security chapter, but expand into 'Livelihoods and Early Recovery'.
- Improve focus on issues specific to gender and crises e.g. prostitution, forced marriage, decision making in the household, control of assets, labour-saving technology.
- Distinguish clearly between roles, responsibilities and livelihood options before and after crisis. Provide examples to illustrate.
- Bring out more positively the opportunity for change in livelihood options, which can empower women through learning new skills or taking on non-traditional roles and responsibilities. E.g. community reconstruction, agriculture etc.

#### **7. Shelter and Site Selection**

- Begin with site selection, before discussing shelter, then gender considerations. Add text on security concerns and participation.
- Assess cultural patterns in household arrangements and how to gather data from a community.
- Update and standardize language.
- Cross-reference with camp coordination and camp management chapter.
- Combine checklist with action points.

#### **8. Nutrition**

- Merge into 'Food and Nutrition' chapter.
- Address specific nutrition needs of sufferers of HIV/AIDS.
- Highlight women's role in nutrition within the household and the intergenerational impact of malnutrition. Provide case studies.
- Add 'How to' section on implementing a gender-sensitive nutrition programme.

#### **9. NFIs and Registration**

- Merge with 'Camp Coordination and Camp Management' chapter.
- Add message boxes, e.g. headscarves and combs for women, lingerie for women, and if there are local merchants use voucher system if possible.
- Highlight ethical considerations – appropriateness, discretion and privacy in distributing NFIs.

# Workshop Agenda

6-7 April 2006 – Labouisse Room,  
UNICEF House – 44<sup>th</sup> Street (between 1<sup>st</sup> & 2<sup>nd</sup> aves), New York

## Expected Outcomes

- 1) Build consensus on the audience, scope, structure and content of the Handbook.
- 2) Develop clear recommendations & timeline for the finalization of the Handbook.
- 3) IASC Gender Taskforce revises 2006 workplan with clear timelines & key actors.

## Day 1 - Thursday 6 April 2006

- 8:30 – 9:30 Welcome and Introduction
- 9:30-10:00 Overview of gender issues and importance in emergencies
- 10:00 – 10:30 Overview of the Handbook
- 10:30 - 11:00 Coffee/Tea
- 11:00 – 13:00 **SMALL GROUP WORK 1** with feedback on cross-cutting issues: Advocacy, Coordination, Gender Analysis, Gender Balance, Participation, Sex disaggregated data
- 13:00 – 14:00 Lunch
- 14:00 – 17:00 **SMALL GROUP WORK 2** on Areas of Work 1: Protection and Human Rights, Camp Coordination and Management, Education, Food Distribution & Food Security and Health
- 17:00 – 17:30 Feedback on Group 2
- Special Session: Displaced Women & Girls at Risk – UNHCR & the Women's Commission

*Possible Joint Dinner or Drinks after Day 1*

## Day 2 – Friday 7 April 2006

- 8:30 – 10:30 **SMALL GROUP WORK 3** with feedback on Areas of Work 2: Livelihoods, Non-food items, Nutrition, Registration, Shelter & Site Planning
- 10:30 – 12:00 Finalization process and next steps
- 12:00 – 13:00 Lunch
- 13:00 – 17:30 IASC Gender Taskforce in Humanitarian Action Meeting: Hosted by UNHCR at the Daily News Building: 42<sup>nd</sup> Street between 2<sup>nd</sup> & 3<sup>rd</sup> Ave

## An IASC Handbook Development Workshop List of Participants

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# 8 WAYS

## to promote gender equality in humanitarian action

- 1 **Analyse the impact** of the humanitarian crisis on women, girls, boys and men.
- 2 **Design services** to meet the needs of women and men equally.
- 3 Make sure that men and women can **access services equally** and there are no barriers to receiving benefits.
- 4 Ensure women, girls, boys and men **participate equally** in the design, implementation, monitoring and evaluation of humanitarian response and women are in decision-making positions.
- 5 Make certain that men and women have **equal opportunities for capacity building** and training.
- 6 Collect and analyse all data concerning the humanitarian response by **age and sex breakdowns**.
- 7 Hire and/or **deploy equal numbers** of women and men.
- 8 Set up gender support networks to **ensure coordination** and gender mainstreaming in all areas of humanitarian work.