

AfP Gender Policy

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This policy replaces Act for Peace's 2010 Gender Policy.

Date of next review:

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1. Introduction

Gender based discrimination is the most systemic and widespread of all forms of discrimination. Gender inequalities¹ permeate all families, social networks and institutions and the broader social, political and economic systems in which they function. Other forms of discrimination – based on age, ability, race, religion, ethnicity, political opinion or membership of a social group – also affect men, women, boys and girls differently. Gender therefore often defines what roles women and men are allowed or expected to assume. Gender also creates many inequalities between women and men in regard to access to, and control over, resources and power to make decisions.

2. Rationale

Act for Peace (AFP)² and its partners, along with the ACT Alliance, have a common commitment to ensure gender equality for the following reasons:

- AfP believes that all persons are created in the image of God and are thus equals with the same basic rights and human dignity – regardless of faith, gender, culture, ethnic origin or traditions. Women and men are equally responsible for the stewardship of creation and are equally entitled to its enjoyment (Genesis 1). Therefore, AfP believes that any *gender bias* is a distortion of God's mission entrusted to human beings to live in harmony and mutual respect, with equal rights and responsibilities.

¹ Gender equality refers to the equal enjoyment by women, girls, boys, and men of rights, opportunities, resources and rewards. Based on internationally acknowledged and agreed human right commitments, women and men are entitled to equal enjoyment of human rights and fundamental freedoms in the political, civil, economic, social and cultural fields of life.

² The humanitarian and development agency of the National Council of Churches in Australia.

- There is growing evidence that empowering women in particular “fuels thriving economies, spurring productivity and growth.”³ The response to humanitarian and development needs and rights must be designed in a way that it pays attention to identifying the different needs, capacities and unique contributions of different individuals and groups. Ignoring these aspects has serious implications for the survival and protection of people and may create set-backs in efforts at long-term improvement. Thus, in order to achieve our vision of a ‘*peaceful world where all people share a safe, just and dignified life*’, AfP seeks to ensure that all initiatives ranging from emergency assistance, recovery, reconstruction through to long-term development should utilise and benefit from gender sensitive analytical tools and approaches.
- AfP recognises that gender rights are human rights and not special privileges. Women and men are entitled, on an equal and equitable basis, to the enjoyment of human rights and fundamental freedoms in the political, economic, social, cultural and civil spheres. AfP therefore aims to promote the rights and freedoms of the poor, the marginalized, the oppressed and those at most risk of gender-based and/or sexual violence, coercion, deprivation and abuse – whether they be women, men, girls or boys - through means that address and remove the barriers to women’s and men’s full enjoyment of their rights. In short, “to break down the structures that oppress”, which is a core part of AfP’s mandate. This requires the use of both rights-based and community-based approaches to humanitarian assistance and protection in order to maximise and ensure empowerment and accountability.

Gender equality is thus a core value of AfP gender mainstreaming and targeted actions to address gender inequalities are critical methods of attaining gender equality.

3. Scope and Purpose

This policy commits AfP to promoting gender equality as a common value and gender mainstreaming as a method of work to achieve gender equality. It outlines commitments for all AfP personnel, and outlines the principles to be upheld in their work. These principles are offered as a way of more effectively addressing gender in AfP’s development, humanitarian and advocacy work. This policy intends to encourage AfP staff to carefully consider the gender implications of their assistance and the different needs of women and girls, and men and boys.

4. Applicable Humanitarian Standards and Guidance

As an ecumenical humanitarian organisation and a member of ACT Alliance, AfP endeavors at all times to uphold its two main frameworks of accountability and quality, and the standards, guidance and indicators designed to ensure gender equality in humanitarian response, namely, *the Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organisations in Disaster Relief*⁴ and the *Core Humanitarian Standard on Quality and Accountability*⁵.

AfP also adheres to the standards described in detail in *the Inter-Agency Standing Committee (IASC) Gender Handbook in Humanitarian Action (2006)* and *The Sphere Project – Humanitarian Charter and Minimum Standards in Disaster Response (2004)*⁶. As a humanitarian agency working in a wide range

³ See www.unwomen.org – UN Women is an entity created by the UN SG in 2010 bringing together four existing UN entities.

⁴ *The Code of Conduct* states that “the right to receive humanitarian assistance...is a fundamental humanitarian principles which should be enjoyed by all citizens of all countries”. It also recognises “the crucial role played by women in disaster-prone communities” and aims to ensure “that this role is supported, not diminished, by aid programs.”

⁵ <http://www.corehumanitarianstandard.org/files/files/Core%20Humanitarian%20Standard%20-%20English.pdf>

⁶ *The Sphere Handbook* states that “women and men, girls and boys, have the same entitlement to humanitarian assistance; to respect for their human dignity; to acknowledgement of their equal human capacities, including the capacity to make choices; to the same opportunities to act on those choices; and to the same level of power to shape the outcome of their actions” (p.11)

of protracted conflicts, AfP is also committed to fulfilment of the *UN Security Council Resolution 1325 (2000) - Women, Peace and Security*.⁷

As a member of the ACT Alliance, AfP is committed to promoting gender equality as a common value as well as promoting gender mainstreaming and targeted action to address gender inequality. This approach, which forms the basis of ACT Alliance Gender Policy principles (September 2010)⁸ has been mainstreamed in the ACT Manual and all ACT members, ACT National Forums⁹ and associated bodies are expected to meet these obligations. AfP's revised Gender Policy is designed to be both compliant with ACT policies and complementary in reinforcing a set of common standards and approach in order to maximise synergies among common partners. Gender is also a core component of the ACT Capacity Assessment Tool adapted for use by AfP.

AfP's Gender Policy supports UN Sustainable Development Goal #5 – “Achieve gender equality and empower all women and girls”. Further, it contributes to the targets across various UN Sustainable Development Goals related to gender mainstreaming. It is also in line with DFAT's ‘Promoting Opportunities for All: Gender Equality and Women's Empowerment’.

5. AfP Policy Objectives

The core objective of this Policy is to empower women and men to transform gender and power relationships in order to build just, equitable and inclusive societies that enhance and sustain peace. Specific objectives are:

- Prevention and response to sexual and gender based violence.
- Active involvement of men in promoting gender equality strengthened.
- Targeted protection and assistance to reduce threats and vulnerabilities, increase capacity and address structural gender inequalities.
- Gender mainstreaming within AfP and its partners.
- Greater women and girl's participation in decision making affecting their lives.

6. AfP's Approach and Focus Areas

6.1. AfP Approach

AfP's rights-based approach recognises women, men, girls and boys as ‘rights holders’. As rights-holders, all men, women, boys and girls men at risk or affected by conflict or disasters have a legal and moral right to request and receive assistance and protection. Applying a rights-based approach to the work of AfP and its partners means ensuring that our support is targeted at the rights of the most vulnerable and most at risk of discrimination. This requires gender disaggregated data collection¹⁰ and analysis upon which to base strategic programming decisions. However, while women and girls are often the most vulnerable, assumptions should not be made, nor should the vulnerability of men and boys and their specific gender rights be overlooked.

⁷ UNSC Resolution 1325 recognises the urgent need to mainstream a gender perspective into all activities related to support, restoration and provision of peace and security. It highlights the urgency of promoting protection of girls and women and increased participation of women at all decision making levels in the prevention and resolution of conflicts and calls on all the actors involved, when negotiating and implementing peace agreements, to adopt a gender perspective, including: a) the special needs of women and girls during repatriation and resettlement and for rehabilitation, reintegration and post-conflict reconstruction; b) support local women's peace initiatives, and; c) the protection of and respect for the human rights of women and girls, and to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse.

⁸ See <http://178.62.114.239/wp-content/uploads/2015/07/ACT-Gender-Policy-English.pdf>

⁹ ACT Forums and their members must “prioritize the promotion of gender equality and the mainstreaming of gender in all it aspects of their work”, p-5, ACT Alliance *Policy and Guidelines for National and Regional ACT Forums*.

¹⁰ Age and diversity should also be captured during data collection to ensure that non-gender-based forms of discrimination are also incorporated into program design.

6.2. AfP Focus areas

It is essential to ensure that gender concerns are incorporated in all actions. At the same time special programs with a specific focus on combating gender inequality are necessary to rectify gender rights deficits. Thus AfP's approach to promoting gender equality is three-pronged focusing on:

- Specific actions aimed at directly addressing gender inequalities.
- Gender mainstreaming (internally and externally).
- AfP's capacity building within AfP and with partners.

6.2.1. Specific actions aimed at directly addressing gender inequalities

The first prong of AfP's Gender Policy focuses on specific actions directly aimed at addressing gender inequalities. Recognising that women and girls are often victims of systemic discrimination and that women and girls are often less likely to enjoy the fulfilment of their rights than men and boys, specific attention must be paid to ensuring that women have access to and control over the resources and rights they deem lacking. This could be in the form of support to women's organisation and women's empowerment. At the same time attention must be paid to addressing national structural factors including cultural, political and legal systems that hinder gender equality. This approach considers the following actions:

A. Actions to Strengthen Accountability

- Advocacy for legal and policy reform e.g. family law, protection against violence, land rights, labour laws, political rights.
- Advocacy for institutional reforms: e.g. for more gender-sensitive institutions (health care facilities, financial institutions, agricultural advisory services).
- Advocacy for eliminating barriers to women's effective access to justice systems.
- Measures to influence the way gender issues are discussed in the context of promoting a positive gender discourse, e.g. communication projects, awareness-raising among important moral duty-bearers (men's groups, religious leaders, traditional leaders etc.) thereby addressing the social construction of masculinity and femininity.
- Support to participatory gender budgeting processes and gender sensitive social audits and statistics.

B. Actions to Strengthen Political and Legal Empowerment

- Measures to support women's self-awareness, problem analysis and solving, political consciousness, power analysis, self-assertiveness, and leadership.
- Measures to support increased knowledge of women on rights and institutional systems for rights protection.
- Measures to support increased awareness and actions among men on gender issues.
- Measures to support the development and strengthening of women's own organisations.
- Measures to support increased networking of women's organisations e.g. support for networking across identity and ethnicity lines and for increased linkages from the local to the international level.

C. Actions to Strengthen Humanitarian Protection

- Capacity-building for protection.
- Specialised protection programs.
- Mainstreaming protection in assistance programs.

6.2.2. Mainstreaming gender

The second prong of this policy focuses on promoting and supporting gender mainstreaming in partners' organisations and programs, which requires:

- Strong AfP executive and management commitment.
- Adequate resource allocation.
- Gender equality standards, guidance and indicators incorporated in all relevant policies and procedures, including program monitoring and evaluation.
- Gender included as a cross cutting issue in strategic planning.
- Gender training included in capacity building programs.
- Full integration of gender equality concerns into program management and evaluation systems.
- Including gender equality concerns in AfP awareness-raising and humanitarian advocacy.
- Ensuring AfP's approach to gender is implicit in communications materials highlighting our work.

AfP support to partner organisations may include:

- Ensuring gender is integrated into program monitoring and evaluation tools and guidelines.
- Ensuring gender is taken into account at each stage of the program cycle.
- Encouraging gender balance in all working groups and initiatives.
- Increasing the awareness of internal mainstreaming including affirmative actions to attract more female staff and/or combat gender discriminating power structures in the organisation.
- Ensuring gender disaggregated data collection.
- Encouraging and support gender training.
- Increasing documentation on lessons learnt and impact of gender equality policies.
- Support networking on gender equality between partner organisations and key stakeholders.
- Attention to women's organisations and networks and other forces of progressive change.

6.3. Capacity building within AfP and with partners

AfP recognises the importance of having taking concrete active steps to ensure implementation of this policy. Working towards greater gender equality goes from the individual to all levels of the organisation to our partners' organisations. AfP has made gender equality one of its cross cutting goals and will work to strengthen capacities at all levels of the organisation to pursue it. At the same time AfP will strengthen its capacity to monitor and document results both internally and externally. AfP will liaise with partners and support an active dialogue and capacity development process on promotion of gender equality concerns at all levels. AfP will ensure that its partner base includes organisations working specifically to promote gender equality as a main concern and that AfP and its partners participate in relevant gender equality networks.

Everywhere that AfP works, we are committed to working in alliances with other civil society organisations, ensuring strategic and operational coordination, alignment and harmonisation as far as possible among the various actors involved. In particular, the ACT Alliance network is a prioritised framework for this effort; of course, in this key cooperation the gender equality policy is high on AfP's agenda.

7. Conclusion

The present policy represents AfP's current overall organisational understanding of the issue and outlines strategic decisions made by AfP in order to deal with it. Various tools and guidelines to help put the policy into practice already exist and/or will be developed in response to demands expressed by staff and partners. The policy is to be read in conjunction with the AfP's Human Rights Policy and its Humanitarian Protection Policy, as well as the Code of Conduct and Code of Good Practice.

Annex 1:

ACT Alliance Principles for Gender Mainstreaming and Gender-Sensitive Programing

The ACT principles as well as their application in the various sections of the ACT Manual take into account the state of the art applications of gender analysis for the purpose of gender mainstreaming and gender sensitive programing where and when the gender inequality is such that this is needed.

1. Promote gender balance in staffing and representation

ACT members shall respect the promotion of gender balance at all levels and in all human resources requirements. This does not mean that the number of women and men has to be exactly the same everywhere, immediately and under all circumstances. It means that in the composition of an ACT member office team, a field team, an evaluation team, the governance bodies and the forums the gender balance will be gradually improved until parity is achieved. *The ACT Gender Advisory Group's Plan of Action sets the initial target of achieving at least a proportion of 2 women to 3 men within five years.* Gender balance is a human resource issue and it is about equal participation of women and men in all areas of work. It is conducive to a diverse workforce, enhances the agencies` capacity to serve the entire population and improves the effectiveness of programs. All staff are treated equally and offered equal opportunities for promotion etc. unless recognized gender imbalances calls for explicit affirmative action.

2. Using gender equality through gender mainstreaming and rights-based tools at the program level, for contextual analysis, needs assessments, planning, implementation and evaluation

A gender **equality** approach to programing promotes human dignity and ensures fair access to development or humanitarian assistance. It recognises that women and men differ in terms of both sex and gender and require appropriate interventions that meet their distinct needs. At a minimum, a gender **equality** approach should ensure that:

- Assistance provided is based on a thorough gender analysis ensuring that all initiatives examine the relationship between women and men and their access to and control over resources and benefits, their roles and the constraints they face relative to each other;
- Need and capacities assessments take into consideration the different needs and interests of women and men, girls and boys, in relation to their basic needs, like food, shelter, water, sanitation, health, education, and prevention and response to gender-based violence;
- Assistance benefits women and men equally;
- Work can be undertaken with men and women together and/or separately depending on gender-identified needs;
- Women and men have full participation, including women being empowered in decision-making, in all areas of ACT's work from planning through to final program evaluation;
- Women's rights are promoted as human rights especially in the area of gender-based violence
- Men are empowered to support the promotion of gender equality;
- The protection needs of boys are given equal priority to women and girls in all humanitarian settings;
- Reporting and accountability mechanisms for monitoring gender mainstreaming are put in place; and
- Advocacy efforts recognise that gender equality is essential for socio-economic recovery and growth.

Gender sensitive programing always includes consultations with and participation of both women and men, building upon their own capacities and resources to cope with the crisis. This includes the identification of barriers to women's or men's participation during all phases of the program cycle.

Gender analysis, therefore, is a prelude to gender sensitive programming. It is a tool to find out who in the population is affected by the crisis or conflict, how they are affected, what they need and what they can do for themselves. It is equally relevant to identifying needs and ensuring the enjoyment of rights in the development context. Gender-specific information is essential to better understand a crisis situation and the changes and dynamics occurring during and after a crisis as women and men often take on new roles as a result of the crisis, to ensure that gender-based injustices and inequalities are not exacerbated by development and humanitarian interventions and that, where possible, greater equality and justice in gender relations are promoted (see Annex 2: Advice to ACT members to increase their gender know-how).

Gender and age disaggregated data gives important information about who – women, men, young and old - are affected and who are most at risk. Such data should always be part of all standard assessments of the ACT Alliance. The minimal breakdown is by Female-Male, under 18 and over 18; the preferred breakdown for emergencies is Female-Male, by age group 0<6; 6<18; 18<65; 65+.

3. Promote capacity development in ACT endorsed minimum standards and frameworks and gender sensitive programming¹¹

ACT staff at all levels, whether local, national or international, should receive training on existing ACT commitments to gender equality particularly in the context of the following ACT approved or endorsed policies and standards:

- ACT Gender Policy Principles;
- ACT Humanitarian Protection Policy 2010;
- ACT Code of Conduct (revised 2011) and ACT Code of Good Practice (2011)
- The Code of Conduct for the International Red Cross Movement and Non-Governmental Organisations in Disaster Relief;
- The Humanitarian Charter and Minimum Standards in Disaster Response (Sphere Project);
- The HAP Principles of accountability and related benchmarks.

All ACT staff should have minimum training on gender awareness, expertise in mainstreaming gender in development and humanitarian programs. Staff should be assisted to acquire a minimum understanding of gender equality and its implications for organisations.

In this regard, ACT encourages all ACT organisations to actively promote and understand the Inter-Agency Standing Committee (IASC) Gender Handbook and related IASC guidelines. It promotes the IASC three-hour e-training on “Different Needs - Equal Opportunities: Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men on <http://www.iasc-elearning.org/home/> which provides the basic steps a humanitarian worker must take to ensure gender equality in programming. It is also very relevant for development work. The course includes information on the core issues of gender and how it relates to other aspects of humanitarian response.

Additionally, staff should, where possible, be assisted to acquire a minimum of knowledge on international humanitarian law and human rights legislation as laid down in a variety of conventions and declarations in order to fully understand the protection gaps and human rights violations that may be caused by the non-respect for gender sensitive assessment of needs, assistance program design and implementation.

Gender awareness and expertise in the implementation of gender sensitive programming should be part of all Terms of Reference for all positions in ACT member organisations or with their

¹¹ The ACT Alliance Gender Advisory Group will be of special assistance as regards gender mainstreaming. The ACT Alliance Capacity Development Initiative will provide support in identifying gaps in capacity (see the Organisational Assessment Guide and Tool, specifically page 5, MC9 of the Tool.) and mobilizing resources.

contracting parties (e.g. evaluation or audit contracts or implementing partners), from the middle to the senior levels.

4. Adhere to the ACT Code of Conduct (on Sexual Exploitation, Abuse of Power and Corruption for Staff Members of the ACT International Alliance)

ACT has a zero-tolerance to Gender-Based Violence (GBV), including Sexual Exploitation and Abuse (SEA). Therefore, all staff in ACT organisations must personally sign the ACT Code of Conduct for the prevention of sexual exploitation and abuse, fraud and corruption and abuse of power. as part of their employment contract and promote zero tolerance against all forms of sexual exploitation and abuse in their work. The Code is further supported by the ACT Alliance “Guidelines for the Prevention of Sexual Exploitation and Abuse,” (revised 2011)¹¹ which provide mechanisms for compliance with the Code. At a minimum, managers and staff of ACT organisations should:

- Move beyond the signing of the code of conduct, and adopt an active approach to prevention that involves discussion, explanation, training and higher visibility for the issue, which will offer greater protection for vulnerable people;
- Play a visible leadership role at all levels of ACT organisations on the prevention of SEA
- Appoint senior, trained, SEA focal points to monitor and receive reports on SEA and ensure that these reports are shared at senior management team/board level;
- Make public declarations on the need for prevention of SEA and in particular how it disproportionately affects women, girls and young men;
- Require senior field managers to ensure that the prevention of SEA obligations are met, and support them to achieve this.
- Hold managers accountable as to whether or not they ensure that the prevention of SEA obligations are met by including the prevention of SEA accountability within performance reviews.

5. Promote strategies that guard against human rights violations perpetrated on the grounds of people’s real or perceived gender identity

ACT acknowledges that human rights violations based on gender identity constitute legitimate areas of human rights concern. Women, men, girls and boys who do not conform to social or cultural conceptions of gender are often victims of persecution, discrimination and gross human rights violations.

ACT acknowledges that member organisations hold differing views on issues related to sexual orientation. Some members oppose same-gender sexual relationships on religious and moral grounds. This policy does not serve to compromise such convictions and beliefs. ACT does however strongly oppose any discrimination, persecution and violence against any person based on gender identity or sexual orientation.

6. Promoting protection from gender–based violence in emergency responses

ACT recognizes that Gender-based violence can occur in any development or humanitarian setting. In humanitarian crises, however, the dependency of affected populations on humanitarian agencies for their basic needs creates an additional ethical responsibility and duty of care on the part of all ACT staff.

Gender-based violence, in particular sexual violence, often occurs in acute emergencies and affects women and children particularly. Gender-based violence is a serious and life-threatening

protection issue which often goes unreported. To save lives and maximize protection, prevention and responses are needed from the humanitarian actors from the early stages in a crisis.

ACT members shall strengthen and actively promote protection measures and responses to gender-based violence through adopting the framework built by the Inter-Agency Standing Committee and published under the title: *Guidelines for Gender-based Violence Interventions in Humanitarian Settings-Focusing on Prevention of and Responses to sexual violence in emergencies, 2005*. These include Action sheets for minimum prevention and response.

Protection measures should be an integral part of all ACT programs. Participation by affected people in designing programs should be secured in order to secure their rights and safety. The ACT Humanitarian Protection Policy (2010) provides complementary principles on sexual and gender-based violence.

Annex 2: AfP Policy Objectives and Indicators

OBJECTIVES	ACTIVITIES	INDICATORS
<ul style="list-style-type: none"> ▪ Prevent and respond to sexual and gender based violence (SGBV) 	<ul style="list-style-type: none"> ▪ Partners have assessed the risk of SGBV and in their program designs, including through needs assessments. ▪ Partners have included the risk of increased SGBV in project Risk Assessments ▪ If required, partners have developed 'do no harm' strategies to mitigate the risk of increased SGBV arising from our programs. 	<ul style="list-style-type: none"> ▪ Partner Risk Analysis includes the risk of SGBV, and the risk management treatment is adequate (GP1)
<ul style="list-style-type: none"> ▪ Active involvement of men in promoting gender equality strengthened 	<ul style="list-style-type: none"> ▪ Partners have identified strategies for men to promote gender equality within the program. 	<ul style="list-style-type: none"> ▪ Strategies for men to promote gender equality are identified in partner projects and highlighted in MTR/Final reports (GP2)
<ul style="list-style-type: none"> ▪ Targeted protection and assistance to reduce threats and vulnerabilities, increase capacity and address structural gender inequalities 	<ul style="list-style-type: none"> ▪ Needs assessments undertaken by AfP or partners include assessments of SGBV risks, including threats, vulnerabilities and capacities. ▪ Strategies to address gender-related threats and vulnerabilities. 	<ul style="list-style-type: none"> ▪ Partner need assessments and project designs consider means of addressing gender-related threats and vulnerabilities (GP3) as well as capacity.
<ul style="list-style-type: none"> ▪ Gender mainstreaming within AfP and its partners 	<ul style="list-style-type: none"> ▪ Gender Audits identify areas for strengthening gender mainstreaming within AfP and partners ▪ Capacity building is undertaken to address gaps identified in the gender audits. 	<ul style="list-style-type: none"> ▪ Gender Action Plans are developed for implementing changes to strengthening areas identified in Gender Audits (part of Inclusion and Equality tool) (GP4).
<ul style="list-style-type: none"> ▪ Greater women and girl's participation in decision making affecting their lives 	<ul style="list-style-type: none"> ▪ Partner programs include activities related to enhancing women and girl's decision making related to decision making in their lives 	<ul style="list-style-type: none"> ▪ Partner Vulnerability and Strength assessments include questions regarding women and girl's decision-making over issues that affect their lives; strategies outlined in partner project plans, reports and M&E (GP5).

Annex 3: Glossary

Access to resources and benefits: the opportunity to reach and use available resources and benefits.

Control over resources and benefits: the power to appropriate and/or make decisions on resources and benefits on how, when, where and by whom they will be used.

Gender: Refers to differences between females and males throughout the lifecycle that are learned, deeply rooted in every culture, and are changeable over time. Socially constructed differences and relations, evidenced in the identities, roles, responsibilities and attributes assigned to boys, girls, women and men in society.

Gender equality: Gender equality refers to the equal enjoyment by women, girls, boys, and men of rights, opportunities, resources and rewards. Based on internationally acknowledged and agreed human right commitments, women and men are entitled to equal enjoyment of human rights and fundamental freedoms in the political, civil, economic, social and cultural fields of life¹²

Gender equity: “Gender equity” is the means through which gender equality is reached. It refers to the fair treatment of women, girls, boys, and men according to their respective needs and perspectives. To ensure fairness, measures must often be available to compensate for historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Adapted from Canadian International Development Agency (CIDA) definition of gender equity.

Gender identity refers to self-identification and one’s own view of oneself and self-expression. It’s about what it means to be a boy or girl, man or woman. It is also all of the attributes and characteristics that our culture expects to go along with belonging to one or the other of the sexes.

Gender mainstreaming: A strategy for attaining gender equality. A process of assessing the implications for women and men of any planned action. It is a strategy for making the concerns and the experiences of women and men an integral part of design, implementation, monitoring and evaluation of policies and programs in all economic, political and social spheres, so that women and men benefit equally and inequality is not perpetuated (ECOSOC).

Gender analysis: Examines the relationship between women and men and their access to and control over resources and benefits, their roles and the constraints they face relative to each other. A gender analysis should be integrated into the humanitarian needs assessment and in all sector assessments or situation analysis.

Gender group: A gender group is a category used by people within that group, or outside that group, to define a certain gender identity, for example an adult woman, a boy child etc.

Gender sensitivity: The proper awareness of the different needs, roles, and responsibilities of women and men in design, implementation, monitoring, and evaluation of policy and programs in all spheres.

Gender policy principles: a framework that explains the basic principles on which an organisation’s gender policy is based, and thus gives direction to achieve gender equality.

Gender disaggregated data: the qualitative analysis of sex-disaggregated statistical information.

Gender-and sex-disaggregated data combined: The collection and differentiation of data and statistical information by gender to enable comparative gender analysis. Data collected and analysed routinely to understand the impact of the humanitarian responses on the total population.

Gender-based violence: An umbrella term for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed (gender) differences, like power inequalities, between females and males. Acts of GBV violate a number of universal human rights. The nature and extent of

¹² Based on the Universal Declaration on Human Rights, and especially the International Covenant on Civil and Political Rights (CCPR) 1966; Committee on Economic, Social and Cultural Rights (CESCR) 1966; the Committee on the Elimination of Discrimination against Women (CEDAW) 1979; and the Committee on the Rights of the Child (CRC) 1989.

specific types of GBV vary across cultures, countries and regions. Examples include sexual violence, sexual exploitation and abuse, rape, forced prostitution, domestic violence, trafficking, forced/early marriage, harmful traditional practices, honor killing and widow inheritance.

Protection: All activities aimed at securing full respect for the rights of individuals – women, girls, boys, and men – in accordance with the letter and the spirit of the relevant bodies of human rights, humanitarian and refugee law. Protection activities aim to create an environment in which human dignity is respected, specific patterns of abuse are prevented or their immediate effects alleviated, and dignified conditions of life are restored through reparation, restitution and rehabilitation.

Sex: In scientific and medical terms, refers to the biological differences between women and men. These are universal. Sex differences are about men's and women's bodies and their different biological functions.

Sex-disaggregated data: the quantitative statistical or numerical information on the difference between men, women, boys and girls.

Annex 3: Resource and Reference List

- ACT Alliance Gender Policy <http://178.62.114.239/wp-content/uploads/2015/07/ACT-Gender-Policy-English.pdf>
- ACT Alliance Capacity Building Gender-Inclusive Rights Based Manual <http://actalliance.org/capacity-building/gender-inclusive-rights-based-manual/>
- Promoting Opportunities for All: Gender Equality and Women's Empowerment <http://dfat.gov.au/about-us/publications/Documents/gender-equality-strategy.pdf>
- Core Humanitarian Standards (which encompasses the Sphere project and HAP principles) <http://www.corehumanitarianstandard.org/files/files/Core%20Humanitarian%20Standard%20-%20English.pdf>
- Code of Conduct for IRC/RCM and NGOs in Disaster www.icrc.org/eng/assets/files/publications/icrc-002-1067.pdf
- Inter-Agency Standing Committee Gender Handbook in Humanitarian Action www.humanitarianresponse.info/system/files/documents/files/Gender%20Handbook.pdf
 - UN Res.1325 <http://daccess-ods.un.org/TMP/8269605.04055023.html>
- ACFID Closing the Gender Gap publication (2011) https://acfid.asn.au/sites/site.acfid/files/resource_document/Closing-the-gender-gap.pdf
- ACFID Challenges and Opportunities for Integrating Gender Policies across Organisations and Programs https://acfid.asn.au/sites/site.acfid/files/resource_document/Outcomes-statement-ACFID-DFAT-Gender-Workshop-June-2015.pdf
- DFAT Gender Equality and women's economic empowerment in agriculture Operational Guidance Note <https://dfat.gov.au/about-us/publications/Documents/operational-guidance-note-gender-equality-and-womens-economic-empowerment-in-agriculture.pdf>