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Gender and Recovery Toolkit

Advancing Gender Equality and Women's Empowerment in Crisis and Recovery Settings

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Contents

Acknowledgements

Acronyms and abbreviations

CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRSV	conflict-related sexual violence
CSO	civil society organization
DPO	Department of Peace Operations
DPPA	Department of Political and Peacebuilding Affairs
DRR	disaster risk reduction
GBV	gender-based violence
HIV	Human Immunodeficiency Virus
IASC	Inter-Agency Standing Committee
IDP	internally displaced person
LGBTI	lesbian, gay, bisexual, transgender and intersex
M&E	monitoring and evaluation
NAP	national action plan
NGO	non-governmental organization
OCHA	United Nations Office for the Coordination of Humanitarian Affairs
OECD DAC	Organisation for Economic Co-operation and Development, Development Assistance Committee
OHCHR	Office of the United Nation's High Commissioner for Human Rights
PDNA	Post-Disaster Needs Assessment
PTSD	post-traumatic stress disorder
SDGs	Sustainable Development Goals
SRSG	Special Representative of the Secretary-General
UN	United Nations
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNISDR	United Nations Office for Disaster Risk Reduction
UNSCR	United Nations Security Council Resolution
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WHRD	women human rights defender

Foreword

Empowering women and girls and addressing gender inequalities is vital to effective recovery from crisis, whether emerging from conflict or disaster. Women are often on the frontline of crises, serving as vital first responders, rebuilders and peacebuilders in their communities. They ensure the well-being of their families and communities and help their societies to "build back better." Women and girls usually make up more than half of any refugee, internally displaced or stateless population.

In a moment of ever more complex crises – with ethnic and religious conflicts, a rise in violent extremism, a surge in displaced peoples, migrants and refugees and increasingly devastating effects of climate change and disasters – our prevention and recovery work needs to take into account the unique and specific impacts on women, men, girls, boys and groups historically overlooked, such as people with non-stereotypical sexual orientations and gender identities, the elderly, people living with disabilities or HIV.

Women and those most left behind must have the opportunity to be engaged as leaders and participants in planning and throughout all stages of policy and programme design: from conducting situation analyses, to developing programme strategies, framing results, making financial allocations and monitoring and evaluating programmes.

This new UNDP Toolkit on Gender Equality and Women's Empowerment in Crisis and Recovery Settings provides guidance on how to enable the leadership of women and girls while making sure that their specific needs are met. Building on our commitments in UNDP's Strategic Plan 2018-2021 and Gender Equality Strategy 2018-2021, the Toolkit provides clarity and direction on how UNDP can ensure its recovery interventions have a gender perspective. It will inform decision-making and the identification of entry points for UNDP's recovery programmes.

The purpose of the Toolkit is not to replace any other framework, and as such it is fully aligned to the recently updated Gender Handbook of the Inter-Agency Standing Committee (IASC) for Humanitarian Action. This Toolkit is complementary in that it is designed specifically for UNDP practitioners, delineating areas for priority response for women and gender equality in immediate and long-term recovery processes, along with suggested entry points for a gender-transformative work.

The Toolkit consists of seven thematic Guidance Notes covering UNDP's main areas of work in crisis and recovery contexts. Each Note offers concrete entry points and proven approaches for gender-equitable, transformative recovery and resilience programming. Additional Tip Sheets complement the Notes with fast facts and overviews of policy frameworks, concepts, indicators and innovative practices. The Toolkit is available online and will be regularly updated and enriched by UNDP's work in the field.

With all the havoc, crisis and recovery settings are particularly rich in opportunities to innovate and stretch the limits of our work. Building resilience through recovery work will increase sustainability only if gender issues are fully integrated from the onset of UNDP interventions. Through this Toolkit, we aim to equip UNDP staff with the means to do exactly that.

Asako Okai

*Assistant Secretary-General,
Assistant Administrator and Director
of the UNDP Crisis Bureau*

Abdoulaye Mar Dieye

*Assistant Secretary-General,
Assistant Administrator and Director
of the UNDP Bureau for Programme
and Policy Support*

Overview

To promote transformative recovery and resilience programming in fragile and crisis affected settings, UNDP has developed the following seven Guidance Notes:

01 **GUIDANCE NOTE 1.**
Prevent and respond to gender-based violence

Rates of gender-based violence (GBV) can be particularly high in fragile and crisis-affected recovery settings, which has adverse implications for sustainable, inclusive recovery and resilience-building. This Toolkit provides targeted advice to: i) mainstream GBV across all work in recovery settings; ii) promote GBV prevention by enhancing empowerment and awareness of all stakeholders; iii) increase effectiveness of GBV response; iv) support gender-responsive disarmament and mine action after violent conflict; and v) support institutions that ensure the realization of women's economic, social and cultural rights.

02 **GUIDANCE NOTE 2.**
Promote transformative livelihoods and economic recovery and resilience to advance gender equality

Gender-responsive post-crisis economic recovery and resilience programmes ensure that women have equitable access to productive resources and viable employment opportunities. This Toolkit provides targeted advice to: i) ensure gender-responsiveness in immediate livelihood restoration and access to socio-economic services; ii) promote a life-cycle approach to women's economic empowerment; and iii) promote women's resilience through gender-responsive economic recovery.

03 **GUIDANCE NOTE 3.**
Promote the participation and leadership of women and women's organizations in crisis and recovery

The meaningful participation and leadership of diverse women in gender-responsive recovery and resilience processes helps to ensure that issues pertinent to both women and gender equality are identified and addressed. This Toolkit provides targeted advice to: i) promote gender-responsive conflict and disaster prevention; ii) promote women's engagement in crisis and recovery; and iii) build capacities and partnerships with women's civil society.

04 GUIDANCE NOTE 4.
Ensure women's access to justice, security and human rights

Women in crisis and recovery settings must be aware of their rights and have access to legal systems and services. This Toolkit provides targeted advice to: i) promote and ensure gender-responsive transitional justice; ii) introduce, re-establish and/or strengthen accountable and gender-responsive justice and security mechanisms; iii) increase women's access to justice at national and sub-national levels and in decentralized systems; and iv) promote and ensure the legal empowerment of women.

05 GUIDANCE NOTE 5.
Enhance women's agency in peace processes and political institutions

Women's participation in peace processes and political transitions is essential to sustainable recovery, long-term resilience and conflict prevention. This Toolkit provides targeted advice to: i) strengthen women's participation in political and public decision-making; ii) promote women's role in formal and informal peacemaking processes; iii) promote gender-responsive peace agreements that reflect the specific needs of women ex-combatants and other women and girls associated with armed groups or armed forces, survivors of conflict-related sexual violence, displaced and at-risk populations; and iv) promote women's role in conflict prevention and the prevention of violent extremism.

06 GUIDANCE NOTE 6.
Ensure gender equality is at the core of disaster risk reduction, recovery and resilience-building

This priority area focuses on gender-responsive disaster risk reduction, recovery and resilience-building by increasing the empowered participation of civil society organizations and local women. This Toolkit provides targeted advice to: i) conduct inclusive, gender-sensitive disaster needs assessments; ii) "build back better" for gender equality; and iii) promote participatory disaster risk reduction mechanisms for sustainable recovery and resilience.

07 GUIDANCE NOTE 7.
Transform governments to deliver equally for all

Government-led gender-responsive recovery and resilience-building efforts must deliver for and include women. This Toolkit provides targeted advice to: i) promote gender-responsive core government functions to ensure service delivery for all; ii) institutionalize gender budgeting to ensure gender equitable public financial management; and iii) support institutional mechanisms to develop gender-sensitive, resilient crisis prevention, recovery and resilience-building processes.
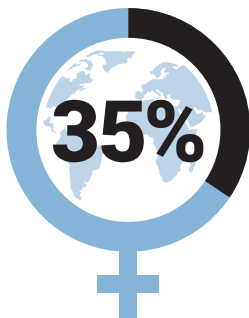
01

Guidance Note 1.

Prevent and respond to gender-based violence

ADOLESCENT GIRLS IN CONFLICT ZONES ARE

90%

MORE LIKELY TO BE OUT OF SCHOOL WHEN COMPARED TO GIRLS IN OTHER, CONFLICT-FREE, COUNTRIES. GIRLS ARE OFTEN KEPT OUT OF SCHOOL DUE TO CONCERNS ABOUT SAFETY.[1]

SOME STUDIES INDICATE AN INCREASE IN SEXUAL VIOLENCE

FOLLOWING DISASTERS.[2] IN HAITI, FOR EXAMPLE, 70% OF RESPONDENTS WERE MORE WORRIED ABOUT SEXUAL VIOLENCE AFTER THE EARTHQUAKE THAN BEFORE.[3]

RATES OF CHILD MARRIAGE CAN INCREASE IN CRISIS SETTINGS

FOR EXAMPLE, CHILD MARRIAGE RATES ARE FOUR TIMES HIGHER IN SYRIA NOW THAN BEFORE THE CRISIS AND MORE THAN ONE-THIRD OF SYRIAN REFUGEE WOMEN BETWEEN THE AGES OF 20 AND 24 HAVE BEEN MARRIED BEFORE THE AGE OF 18. ALTHOUGH CHILD MARRIAGE HAS LONG BEEN PREVALENT IN YEMEN, RATES HAVE INCREASED FROM 32 PERCENT TO 52 PERCENT IN RECENT YEARS AS DOWRIES HAVE PLUMMETED AND FAMILIES USE EARLY MARRIAGE AS A COPING MECHANISM.[5]

35%

APPROXIMATELY 35% OF WOMEN WORLDWIDE HAVE EXPERIENCED PHYSICAL OR SEXUAL VIOLENCE BY A PARTNER OR SEXUAL VIOLENCE BY A NON-PARTNER IN THEIR LIFETIME, AND THIS TYPE OF VIOLENCE INCREASES IN CONFLICT SETTINGS. IN SOME CRISIS SETTINGS, MORE THAN 70% OF WOMEN HAVE EXPERIENCED GENDER-BASED VIOLENCE.[4]

DROUGHTS AND PROLONGED DRY SPELLS LEAD TO AN INCREASE IN HARMFUL PRACTICES AGAINST WOMEN, SUCH AS CHILD MARRIAGE, COURTSHIP RAPE, BRIDE PRICE AND FEMALE GENITAL MUTILATION.[6] WOMEN AND GIRLS MUST TRAVEL LONGER DISTANCES TO COLLECT WATER, INCREASING THEIR RISK FOR SEXUAL ASSAULT.[7]

THE PROLIFERATION OF SMALL ARMS AND LIGHT WEAPONS INCREASES OPPORTUNITIES FOR SEXUAL AND GENDER-BASED VIOLENCE.[8] THE PROLIFERATION OF MILITIAS WITH READY ACCESS TO ARMS INCREASES THE RATE OF SEXUAL AND GENDER-BASED VIOLENCE, INCLUDING AS A DRIVER OF DISPLACEMENT.[9]

ONLY **0.5%** OF FUNDING

FOR HUMANITARIAN ACTION WENT TO GENDER-BASED VIOLENCE SUPPORT IN 2015.[10]

1   Plan International, *A time of transition: Adolescents in humanitarian settings*, 2016, p. 67. Available from https://plan-international.org/publications/time-transition-adolescents-humanitarian-settings#download-options.

2   International Federation of Red Cross and Red Crescent Societies, *Unseen, unheard: Gender-based violence in disasters Global study,* 2015. Available from http://www.ifrc.org/Global/Documents/Secretariat/201511/1297700_GBV_in_Disasters_EN_LR2.pdf.

3   Arend, Elizabeth, "IFIs & Gender Based Violence Case Study: Haiti," *Gender Action,* March 2012. Available from http://genderaction.org/program/gbv/case/HAITIGBV.pdf.

4   UN Women facts and figures. Available from http://www.unwomen.org/en/what-we-do/humanitarian-action/facts-and-figures.

5   UN Women facts and figures. Available from http://www.unwomen.org/en/what-we-do/humanitarian-action/facts-and-figures.

6   Opondo, M., Abdi, U. and Nangiro, P., "Assessing gender in resilience programming: Uganda." BRACED, *Resilience Intel,* January 2016, p.11. Available from https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/10215.pdf.

7   Le Masson, V., "Gender and resilience: from theory to practice (working paper)," *BRACED: Knowledge Manager,* ODI, London, 2016, p. 25. Available from https://www.odi.org/publications/9967-gender-and-resilience-theory-practice.

8   Women's International League for Peace and Freedom, *Preventing Gender-Based Violence Through Arms Control,* 2016. Available at: http://www.reachingcriticalwill.org/images/documents/Publications/preventing-gbv.pdf.

9   "Report of the Secretary-General on conflict-related sexual violence," 23 March 2018. Available from http://undocs.org/S/2018/250.

10 OCHA, *World Humanitarian Data and Trends 2016,* p. 40. Available from http://interactive.unocha.org/publication/2016_datatrends/.

Why it matters?

Although gender-based violence (GBV)[11] is present to varying degrees across all societies, it can be particularly prevalent in crisis-affected contexts and has serious implications for sustainable and inclusive recovery processes. Factors such as displacement, high levels of violence and militarization and the breakdown of social networks and infrastructure can leave people more vulnerable to GBV in public and private spaces, with women and girls being particularly subject to this form of violence. Conflict-related sexual violence remains pervasive across many conflict zones, where it becomes part of the continuum of violence, and must be addressed as part of a more holistic approach to building resilience.

- **High rates of GBV can negatively impact the stabilization and recovery process.** GBV has direct consequences on sustainable development and democratic governance by undermining the ability of GBV-affected populations to participate meaningfully in the social, economic and political spheres and perpetuates a culture of violence and insecurity.

- **GBV has negative impacts at the individual and societal levels.** At the individual level, survivors can experience negative physical and psychological health consequences, lost earnings, missed education and stigma from their communities. In the long run, these experiences hinder women's empowerment and participation in decision-making, making further conflict and instability more likely. The societal costs of GBV include entrenching gendered social roles and binary gendered narratives, lower productivity affecting economic output and growth, increased burdens on already compromised social and health infrastructures and further breakdown of social order and violence. Male, and to some lesser extent female fighters, have adapted a 'military' identity making it more challenging to transition into a less violent civilian identity and contribute successfully to building back better.

- **Not addressing GBV, including CRSV, can contribute to dysfunctional individuals, families and communities impacting negatively on peace and recovery.** Trauma associated with incidents of CRSV are extensive and impact women, girls, men and boys. It is important to address this issue at the highest political level to ensure redress for survivors and the children born from CRSV, along with ensuring equal access to resources as both preventative and responsive measures.[12] Not addressing these issues can trigger new conflicts within and across communities.

- **GBV and women's empowerment have a complex interrelationship in crisis and conflict contexts.** Efforts to support women's economic and political empowerment in recovery processes can provide them with the protection, resources and capacities needed to resist and combat GBV. Similarly, by preventing and responding to GBV – through measures such as equal service provision, meaningful participation and campaigns to challenge violent masculinities and change stereotypical attitudes and behaviours – it is possible to create the conditions for greater empowerment of women and girls.[13] Not addressing GBV, and particularly some of the harmful practices based on discrimination against girls, such as bride price, early marriage, FGM, etc., contributes to the perpetuation of conflict, while conflict also exacerbates some of these practices. For example, in South Sudan, extreme poverty caused by conflict exacerbates situations such as early marriage, abduction of girls, etc.

- **GBV levels increase in post-conflict settings.** Women are often forced to adopt new roles challenging pre-existing social norms attached to one's gender. For example, women heads of households and former combatants challenge the pre-conflict status quo. The newly defined roles often reinforce the diminished role of men as main earners.

  Masculinities, in post conflict settings, are also wrapped up around notions of violence, including when arms proliferation remains uncontrolled.[14] The tension between changed gender roles and values fuels levels of GBV, including intimate partner violence. Additionally, when perpetrators of gender-based war crimes are not held accountable, the social acceptability of GBV is normalized and reinforced. The humanitarian aid community and peacekeepers must likewise be held accountable – in line with provisions on the prevention of sexual exploitation and abuse.

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11 See Annex – Definitions of key concepts.

12 True, Jacqui, et al., *A Feminist Perspective on Post-Conflict Restructuring and Recovery – the Case of Bosnia and Herzegovina,* Women's Inter-national League for Peace and Freedom, July 2017. Available from https://wilpf.org/wilpf_publications/a-feminist-perspective-on-post-conflict-restructuring-and-recovery/.

13 For more information on "masculinities," see Greig, A., Kimmel M. and Lang, J., *Men, masculinities & development: Broadening our work towards gender equality,* Gender in Development Monograph Series #10, May 2000.

14 Women's International League for Peace and Freedom, *Women For Disarmament, Summary Report,* October 2017. Available from http://www.peacewomen.org/sites/default/files/LIMPAL_SummaryReport_WomeInDisarmament.pdf.

- **The proliferation of conventional arms, especially small arms, can have direct and indirect effects on women as victims of GBV,** and also as protestors or actors in resistance movements.[15] While arms themselves are directly implicated in acts of GBV, they are also correlated with an increase in gendered inequality and a generalized culture of violence, against women in particular. The proliferation of arms tends to have a negative impact on women's equality and bargaining power within the household, as well as their mobility. Widespread possession and use of weapons tend to prevent women from fully participating in public and political life and to hinder their access to and use of resources, business and employment opportunities.[16]

In the aftermath of conflict, as state institutions are being established, with high levels of mistrust and weapons in wide circulation, the easy access to small arms places women at increased risk of violence and insecurity as well as an environment which normalizes the perpetration of violence and the further militarization of societies.

- **The impacts of landmines and explosive remnants of war on women and girls, through direct injury or indirectly through death or injury of a family breadwinner, are also considerable.** While men and boys are the majority of victims, women and girls who are directly injured by landmines are more likely to face discrimination, isolation and stigmatization as a result of their disabilities, in turn increasing their risk of gender-based violence. In the case of extreme injury of male family members, women and girls will carry the additional burden to care for the family. In the case of death of the husband, single-headed households and widowed women are particularly at risk of unequal access to land and land rights and of being dispossessed.

In many contexts women are responsible for family food security and provide the majority of agricultural labour. The loss of land because of contamination can therefore have a devastating impact on family livelihoods.

- **Crisis and recovery settings provide unique windows of opportunity to address GBV.** In crisis and recovery settings: pre-existing social vulnerabilities increase; protection, security and justice systems are severely eroded; displacement can lead to the breakdown of community support systems and safety nets; and problems associated with weak infrastructure, social barriers and stigma are exacerbated.

As institutions and infrastructures are being rebuilt and legal and policy reforms are undertaken there is an opening to ensure that these are built back in a gender-sensitive way that includes capacity building and resource allocation for GBV prevention, guaranteeing strong social institutions that promote the realization of women's economic, social and cultural rights and quality responses across all sectors of society. For example, the outbreak of the Ebola virus in Sierra Leone brought a halt to female genital mutilation opening an opportunity to address the discriminatory practice. It would be important to build on this development as part of the advancement of the gender equality and women's empowerment agenda.[17]

GBV DATA IN THE CONTEXT OF DISASTERS

While data for GBV incidents, and more specifically sexual violence, is increasingly being reported in the context of post-conflict settings, there is a lack of data when it comes to reporting incidents of GBV in the context of disasters. Assume that GBV is taking place, even if no reliable data are available.

For more details, see the International Federation of the Red Cross and Red Crescent Societies' global study *Unseen, unheard: Gender-based violence in disaster,* Geneva, 2015, at http://www.ifrc.org/Global/Documents/Secretariat/201511/1297700_GBV_in_Disasters_EN_LR2.pdf.

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15   General Recommendation No. 30, *Women in Conflict Prevention, Conflict and Post-Conflict Situations,* UN Doc. CEDAW/C/GC/30 (Committee on the Elimination of Discrimination against Women, 18 October 2013), paragraph 32.

16   Submission from the Women's International League for Peace and Freedom to the Office of the High Commissioner for Human Rights on the impact of arms transfers on human rights, 3 February 2017. Available from https://www.ohchr.org/Documents/Issues/RuleOfLaw/ArmsTransfers/WomensInternationalLeaguePeaceAndFreedom.pdf.

17   Ministry of Social Welfare, Gender and Children's Affairs, UN Women, Country Office-Sierra Leone, Statistics Sierra Leone, Oxfam GB/Sierra Leone, *Report of the Multisector Impact Assessment of Gender Dimensions of The Ebola Virus Disease (EVD) In Sierra Leone,* 31 December 2014.

GENDER-BASED VIOLENCE refers to acts of physical, mental or social abuse that are attempted or threatened, with some type of force and directed against a person because of his or her gender roles and expectations in a society or culture. Forms of GBV include sexual violence (including intimate partner violence), sexual abuse, sexual harassment, sexual exploitation, early marriage or forced marriage, gender discrimination, denial (e.g. of education, food and freedom) and female genital mutilation.[18]

CONFLICT-RELATED SEXUAL VIOLENCE (CRSV) is a form of GBV. It refers to rape, sexual slavery, forced prostitution, forced pregnancy, enforced sterilization or any other form of sexual violence of comparable gravity against women, men or children. Such incidents or patterns occur in conflict or post-conflict settings or other situations of concern (e.g. political strife). They also have a direct or indirect nexus with the conflict or political strife itself, that is, a temporal, geographical and/or causal link. In addition to the international character of the suspected crimes (which can, depending on the circumstances, constitute war crimes, crimes against humanity, acts of genocide or other gross violations of human rights), the link with conflict may be evident in the profile and motivations of the perpetrator(s), the profile of the victim(s), the climate of impunity/State collapse, cross-border dimensions and/or the fact that they violate the terms of a ceasefire agreement.[19]

INTERSECTIONALITY BETWEEN, DISASTERS, CONFLICTS AND GBV

Disasters and conflict are usually treated as two separate types of humanitarian emergencies. The fact that disasters often occur in areas of conflict suggests that intersections between GBV, conflict and disasters should receive more attention.[20]

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18 The definition is adapted from UN WOMEN, Virtual Knowledge Centre to End Violence against Women and Girls, last accessed on 19 September 2010. More detailed descriptions of different forms of GBV can be found in Tip sheet 1 – Key Concepts.

19 Report of the Secretary-General A/66/657*–S/2012/33*, "Conflict-related sexual violence," 13 January 2012. Available from http://www.un.org/en/ga/search/view_doc.asp?symbol=S/2012/33.

20 The International Federation of the Red Cross and Red Crescent Societies' global study *Unseen, unheard: Gender-based violence in disaster,* Geneva, 2015. Available from http://www.ifrc.org/Global/Documents/Secretariat/201511/1297700_GBV_in_Disasters_EN_LR2.pdf.

What works?

- **Because it is almost inevitable that GBV will increase in times of crisis, it is essential to adopt a preventative approach that underpins interventions to bring about lasting social change.** In recent years, there has been an unprecedented amount of evidence gathered and lessons learned on effective prevention strategies. The evidence shows that efforts must go beyond simple awareness-raising projects and instead work to actively and measurably transform discriminatory and violence-supportive attitudes and behaviours, community norms, institutional practices and systems, laws and policies and society as a whole.[21] Sasa! Uganda reduced intimate partner violence by 52 percent through a community mobilization programme based on promoting shared power between women and men over a period of three years. Girls in Kenya who participated in self-defense and empowerment training had 62 percent lower rates of rape than non-participants after 10.5 months of interventions led by Give Directly.[22]

- **While 'building back,' address the root causes of violence.** This requires addressing both causes and contributing factors, including discriminatory attitudes and beliefs and unequal social norms. It also needs a greater investment in social mobilization approaches which can confront vested political and economic interests that maintain inequalities.

- **It is well documented that multi-level and multi-component interventions are more effective than stand-alone projects.** The causes and contributing factors of GBV occur at multiple levels. For example, enhancing legal awareness around GBV while not providing access to functional security and justice services will only put survivors at increased risk. Speaking out or reporting incidents of GBV, without further protection – especially for women and girls – can lead to increased violence by the perpetrator and in some extreme cases to honour killing. Hence, interventions need to work at various levels to address both environmental and individual factors. A larger strategy for coordination, implementation and monitoring is essential for promoting more effective interventions (e.g. a national strategy to prevent and respond to GBV). Effective measures can include working in partnership with security and justice actors, policy-makers and implementers, male allies and civil society to ensure the rights of women and girls are respected, protected and fulfilled and survivors have access to redress and adequate health and psychosocial support. Economic empowerment of those most at risk helps people leave violent environments where they otherwise would be dependent on the perpetrator or their family.

- **Group- or relationship-level interventions that engage both men and women allow for unique opportunities to challenge gender inequalities and power dynamics between genders.** There is emerging evidence that interventions working with both genders are more effective than single-sex interventions. Rather than distinct interventions that target women's empowerment and men's perpetration, working with both groups together simultaneously or sequentially can better address gender relationships.

- **Effective measures to reduce the impact of small arms on women can include:** supporting the inclusion of small arms control in UNSCR 1325 National Action Plans to ensure states are accountable for enforcing laws regulating possession of small arms; supporting governments to implement SDG Goal 16 which includes an indicator on reducing illicit financial and arms flows and combating all forms of organized crime; and promoting social change which reinforces positive masculinities and gender-responsive disarmament, demobilization and reintegration processes.

DON'T MAKE ASSUMPTIONS ABOUT THOSE WITH DISABILITIES

GBV practitioners should not assume that they know what a person with disabilities wants or feels, or that they know what is best. Do not assume that because a person has a disability they are incapable of certain things or would not be interested in participating in certain activities. Take time to consult with them, explore their interests and provide them with opportunities, as with other GBV survivors.[23]

21 UN Women, et al., *Report of the Expert Group Meeting on Prevention of Violence against Women and Girls,* Bangkok, Thailand, 17-20 September 2012.

22 World Health Organization, London School of Hygiene and Tropical Medicine and South African Medical Research Council, *Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence,* 2013.

23 Pearce, E. "I See That It Is Possible": Building Capacity for Disability Inclusion in Gender-Based Violence Programming in Humanitarian Settings, International Rescue Committee, 30 May 2015. Available from https://www.alnap.org/help-library/%E2%80%9Ci-see-that-it-is-possible%E2%80%9D-building-capacity-for-disability-inclusion-in-gender-0.

How to do it?

This section outlines different ways to support GBV prevention and response. The chart below suggests strategic entry points, focusing on key areas within the context of UNDP's mandate. The following section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote the Strategic Mainstreaming Approach – Put a GBV lens on all the work you do in recovery settings *(For specific GBV interventions for each Guidance Note, see Tip Sheet 6)*	1. Incorporate qualitative and quantitative information on GBV in baseline studies and PDNAs. 2. Ensure that none of the interventions trigger or aggravate incidents of GBV. 3. Integrate interventions that can contribute to a change in social norms and that address drivers of GBV, which are mostly the same as drivers of gender inequality. 4. Ensure that all staff, including the implementers, receive training on gender, sexuality, GBV, human rights and social exclusion in a specific recovery context. 5. Provide information on legal frameworks and support services for possible survivors of GBV. 6. Inform all interlocutors about the 'Prevention of Sexual Exploitation and Abuse' provisions that guide all of UNDP's work.	• Baseline and PDNA are inclusive of GBV data. **(1)** • GBV integrated as an early warning indicator. **(2)** • Perception survey to measure the level of safety experienced by targeted communities. **(3)** • Number of UNDP projects that have integrated GBV prevention and response mechanisms. **(3)** • Percentage of total annual budget allocated to GBV work. **(3,4)** • Guidance package for all stakeholders and partners on how legal rights relate to GBV and how to access GBV services. **(5)** • Contracts with partners are inclusive of Protection from Sexual Exploitation and Abuse provisions and reporting guidelines. **(6)**
Promote GBV prevention	1. Empower communities to demand their rights, hold government accountable and lessen the vulnerabilities of women and those most at risk (e.g. refugees, IDPs, people living with disabilities and HIV). 2. Establish community sanctioned reporting/security mechanisms to prevent incidents of GBV (e.g. transactional sex to receive basic goods and services, ID papers, forced marriage, trafficking, etc. in precarious settings. 3. Introduce innovative approaches to civil society organizations (CSOs), governments and communities, especially how to trigger normative changes in terms of power relations and how to advance new gender roles following a crisis and/or conflict.	• Percentage of targeted population that do not approve of GBV (sex/age disaggregated). **(1)** • Percentage of targeted community members feeling safe (sex/age disaggregated). **(1,2,7,8)** • Percentage of successful reintegration of child soldiers. **(3,5,6)** • Number of formal and informal meetings between traditional leaders, community representatives and members of the security and justice sector to enhance the understanding of women and human rights. **(4,5,6)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote GBV prevention *(continued)*	4. Extend outreach to men, especially young men who are members of women-headed households, to secure their understanding and reinforce the gains they make within a new normative framework. 5. Support champions, male and female, to drive behavioural change and a social movement; encourage 'home-grown' solutions. 6. Empower women to become effective members of the traditional leaders' structure to lead on GBV prevention in post-crisis settings and promote behavioural change in line with international human rights. 7. Impart communication and conflict resolutions skills across all interlocutors to prevent the occurrence of GBV, including conflict-related sexual violence (CRSV) and harmful practices. 8. Reach out, train and recruit women, especially survivors of GBV, CRSV and those most vulnerable (IDPs, women-headed households, disabled, those with HIV) as part of cash-for-work interventions, including for mine clearance. 9. In the reconstruction phase, facilitate inputs and leadership by women, across all sectors, to ensure that new facilities provide safety for women and girls and the most vulnerable members of the targeted communities. 10. Encourage interaction between communities and formal justice interlocutors to enhance mutual accountability in upholding human rights and women rights. 11. Include GBV as an early warning indicator to prevent possible renewed conflicts. 12. Support (through training, women journalist associations, documentary productions) sensitive reporting by media on issues of GBV which can pave the way to zero tolerance.	• Zero tolerance to child and forced marriage in targeted communities. **(4,5,7,8)** • Percentage of traditional leaders, in targeted communities, that are women. **(5)** • Measure level of disarmament. **(5,6)** • Awareness material regarding women and human rights developed in partnership with women, men and youth from the targeted communities and widely disseminated. **(7)** • Number of journalists producing GBV coverage that depicts the underlying causes of GBV, CRSV and harmful practices (sex/age disaggregated). **(12)** • Gender sensitization and analysis integrated within curricula for journalists. **(12)**
Enhance quality responses to GBV	1. Strengthen training packages, toolkits and standard operating procedures for police, prosecutors, judges, correction officers and human rights commission officers to reflect understanding of gender issues and handling of GBV, CRSV and harmful practice cases. 2. Promote women's recruitment and specialized training across all relevant institutions and services. 3. Support the creation of special units across the police, prosecutors and courts.	• Percentage of reported GBV, CRSV and harmful practice cases resulting in conviction of perpetrators and reparation for survivors. **(1,2,3,4,11)** • Analytical report highlighting progress and challenges of stakeholders across the referral pathway to prevent and respond to GBV. **(1,2,4,5)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Enhance quality responses to GBV *(continued)*	4. Institute integrated mobile justice units, in cooperation with relevant CSOs, to support holistic responses to GBV, CRSV and harmful practice cases to reach those in more remote areas and to temporarily overcome lack of human resources and finance for reconstruction of relevant institutions and services. 5. Develop interventions, in cooperation with community leaders and security actors, that will secure safety of at risk people in compromised settings (IDPs, refugees, etc.). 6. Establish a long-term mentoring programme to support CSO stakeholders, women community leaders, security and justice actors to overcome difficulties in relation to GBV cases occurring in more strenuous conditions. 7. Provide access to trauma healing for survivors and relevant stakeholders supporting work with survivors of GBV, CSRV and harmful practices. 8. Integrate economic empowerment of survivors of GBV, CRSV, harmful practices and mine accidents as a tool to secure positive reintegration. 9. Integrate legal aid for GBV survivors. 10. Support the review and development of legislation to strengthen prevention and responses to GBV. 11. Institutionalize paralegals for formal and informal settings by securing a formal recognition and certification. 12. Support the establishment and operationalization of a GBV coordination mechanism for effective case management, at national and sub-national levels, that also includes relevant CSOs and human rights defenders as per referral pathway system. 13. Ensure sensitive and accurate reporting on cases of GBV and ensure confidentiality and safety of survivors and witnesses in doing so to prevent triggering new conflicts or stressors. 14. Introduce yearly reports on the nature and outcome of reported GBV cases to inform recovery interventions. 15. Ensure that all interventions are linked with the 'Referral Pathway' led by UNHCR/UNFPA. (see Tip Sheet 7)	• Integrated national GBV database. **(1,4)** • Standard operating procedures in place and operationalized bringing together all stakeholders across the referral pathway. **(1,12,13,15)** • Specialized training packages developed, accredited and integrated within relevant learning institutions. **(2,7,9)** • GBV strategy developed and budgeted. **(3)** • Percentage of targeted community members feeling safe (sex/age disaggregated). **(7, 8)** • GBV related legislation(s) passed. **(9,10)** • Monthly monitoring reports from coordination entities (GBV sub-cluster) and analysis (government and CSO jointly). **(14,15)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Support disarmament and mine action after conflicts	1. Improve availability and assessment of sex and age disaggregated data on armed violence, Post Traumatic Stress Disorder (PTSD) related firearms crime, needs of witnesses and survivors, as well as drivers and distribution of armed violence, to fully understand its gender dimension. 2. Support government with updating and implementing arms control regulations to ensure the integration of gender analysis in their implementation. 3. Support governments, as part of their UNSCR 1325 National Action Plans, to commit to doctrines and planning that consider the impact on women and girls of every military deployment and operation and that consider the use of unarmed military protection as a preferable or complementary protection method.[24] 4. Support safer community projects, particularly those that address the root causes of GBV along with disarmament, demobilization and reintegration interventions. 5. Promote women's participation in developing action plans for disarmament, demobilization and reintegration interventions. 6. Promote women's employment to clear landmines and ensure gender-responsive mine clearance measures to mitigate women's insecurity and vulnerability to GBV.	• Design and roll out of national gender-sensitive awareness campaign on issues associated with firearms, mine clearance and practices that perpetuate GBV. **(1,4,6)** • Proportion of targeted communities that engage women, men and youth in viable economic activities, disaggregated by sex and age. **(1,4,5,6)** • Proportion of empowered women in national and subnational mechanisms for control of small arms and light weapons. **(5)**
Support institutions that ensure realization of women's economic, social and cultural rights	1. Prioritize investments in accessible, affordable and quality social infrastructure and essential services that reduce and redistribute women's unpaid care and domestic work. 2. Revise the structure of budgeting from being 'project' based to encompassing long-term capacity building, not only of State entities but also of non-State entities. 3. Adopt gender-responsive budgeting practices as a strategy to address, highlight and mitigate militarized state budgets and their destabilizing impact on peaceful societies and women's rights.	• Design and roll out of national gender-sensitive awareness campaign on issues associated with firearms, mine clearance and practices that perpetuate GBV. **(1)** • Percentage of national and sub-national budgets informed by gender-responsive budgeting which include budget lines for social infrastructures and essential services. **(1,3)** • Number of media and social networks that are actively engaging with budgetary issues that reflect a gender-responsive analysis. **(2)**

24   UN Women, *Preventing Conflict, Transforming Justice, Securing the Peace. A Global Study on the Implementation of the United Nations Security Council Resolution 1325*. 2015. Available from https://peaceoperationsreview.org/wp-content/uploads/2015/11/global_-study_implementation_UNSC_resolution_1325.pdf.

Examples of innovative approaches to programming

Leveraging insights from behavioural science combined with an experimental approach can add value to address GBV. Such an approach can inform strategies in national campaigns to shift public perception of domestic violence, for example, as was the aim of New Zealand's awareness-raising campaign launched in 1993: "Family violence is a crime – call for help."

Through messages targeted at the police forces aimed to promote a change in their internal culture by framing domestic violence as a crime that requires as much attention as any other, the campaign resulted in positive outcomes including significant increase in the seeking of help from women's services and a 44 percent increase in police records of assaults by men on women from 1993 to 1994, among others.

Cognitive Edge's SenseMaker uses a participatory approach to assist communities in self-identification of acceptable, feasible and sustainable interventions that will enact change from within.

The tool is unique in that it asks participants to self-interpret their own narratives. SenseMaker then identifies clusters of self-reported themes and generates plots where clusters reveal widely held perspectives.[25]

Cash transfers are a widely used policy tool for decreasing poverty and improving human capital, reaching up to one billion people across Latin America, Africa and Asia. Cash is often given directly to women, thus potentially changing power dynamics within the household. The scale and reach of cash transfers to the most vulnerable populations have led many to ask, "If cash can change household well-being and power dynamics within households, can cash transfers also be used to decrease intimate partner violence?"

The **Transfer Modality Research Initiative,** implemented by the World Food Programme in rural Bangladesh, targeted mothers of children aged 0-24 months to rigorously estimate the impacts of different transfer modalities on intimate partner violence and to explore potential pathways through which impacts occur.

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25 For an example of how the SenseMaker was used by ABAAD and Queen's University, see: http://www.svri.org/sites/default/files/DM%20GBV%20Prevention%20 -%20Posters%20formatted%20by%20Greg%2005a%20-%20Lebanon%20-%20%28Greg%20Wlosinski%2C%20April%207%2C%202016%29%201614018-GBV-PrestonPosters-v1.pdf.

Crowdsourced data through social media platforms can open possibilities to overcome barriers to data collection on sexual harassment. Two examples are:

- **HarassMap** is a volunteer-based initiative founded in late 2010 to deter street harassment in Egypt. It has brought to light instances of street sexual harassment and violence to enable individuals and institutions to collectively stand up to abuse and shift social norms by re-establishing social consequences for harassers and making role models of people who stand up to them. The Map has provided women with an alternative way to report sexual harassment and has enjoyed success in generating debates and discussions around the issue.

- **ViveSegura** in Mexico City is an open source mapping application that lets women put the coordinates of where they were assaulted.

Social innovation camps are a multi-day, co-creation event, bringing together different stakeholders to specify a development challenge then to develop and prototype ideas for solutions and identify actionable trials. UNDP Egypt, with the national Council for Women and Vodafone Foundation, has conducted several Innovation Camps to address the issues related to reporting cases of sexual harassment and violence in a three-day Innovation Camp.

Human-centred design is a creative approach to problem solving. According to IDEO, a global design company, "It's a process that starts with the people you're designing for and ends with new solutions that are tailor made to suit their needs.

Human-centered design is about building a deep empathy with the people you're designing for; generating tons of ideas; building a bunch of prototypes; sharing what you've made with the people you're designing for; and eventually putting your innovative new solution out in the world."

The approach lends itself to be applied within community-based interventions and to lead the process of co-designing prototypes with the people affected by development challenges. UNDP in Uganda provides a good example of a human-centred design approach.

More options can be found here:

- **The Humanitarian Innovation Fund site:**
  http://www.elrha.org/hif/funding/gender-based-violence-gbv/current-gbv-projects/

- **The Sexual Violence Research Initiative site:**
  http://www.svri.org/what-we-do/research-support/svri-grant/svri-and-world-bank-innovations-prevent-gender-based-violence-building-evidence

Checklist for addressing gender equality in the programme/project cycle

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Conduct community consultations with diverse groups of women, men and female and male youth, including those most affected by GBV, to inform a conflict- and gender-sensitive assessment and to understand the broader protection factors that exacerbate the risks of GBV in particular settings (e.g. displacement). Whenever seeking personal information regarding GBV cases, ensure that consent has been secured by administering a consent form.
	☐ Assess the capacity of security actors to mitigate the risks of GBV (e.g. ratio of male/female officers, existence and implementation of codes of conduct for security personnel and GBV-related policies, protocols, standard operating procedures and confidential and secure environments for reporting incidents of GBV that limit re-victimization of survivors).
	☐ Conduct a review of secondary data. Refer specifically to national data captured in reports of the Convention on the Elimination of All Forms of Discrimination against Women, United Nations Office of the High Commissioner for Human Rights, United Nations Special Representative of the Secretary-General for Sexual Violence in Conflict, Universal Periodic Review, Children and Armed Conflict and Country Gender Assessments on women's security.
	☐ Collect and analyse all sex-disaggregated data relevant and available on women's security (e.g. violence statistics including GBV and sexual assault, trafficking). Collect GBV indicators and use proxy indicators when these are not available (e.g. use anecdotal data from NGOs). Fund special data collection when necessary following standard gender-sensitive protocols for the protection of women's privacy and safety.
	☐ Consult with the national gender machinery, i.e. the national women's ministry and women's NGOs and their networks.
	☐ Include GBV specialists in protection assessments.
Project design	☐ Ensure project design reflects the expressed needs and proposed solutions of the target population, including women and girls.
	☐ Ensure women's groups have been consulted, particularly those representing the most vulnerable/at risk, to assess women's immediate needs and devise strategies.
	☐ Assess risks and barriers to participation and reduce risks through project design elements that build in protection and enhance safety and resilience.
	☐ Ensure women are represented at a minimum of 30 percent and striving towards 50 percent in leadership and decision-making in all project mechanisms, including design team, project staff and recipients. (Assess ratio of male/female protection personnel; participation in community-based protection programming; etc.)
	☐ Work with the justice sector to reform sex- and, whenever possible, gender-discriminatory laws and advance protection of human rights ensuring equal access to justice for all including areas such as land law and by ensuring the consistent integration of gender concerns into small arms and light weapons legislative and policy frameworks.
	☐ Develop activities to ensure that equal access to legal services and protection is available for all.
	☐ Ensure that social institutions have capacity to realize economic, social and cultural rights of all.

PROJECT CYCLE	STANDARDS
Project design *(continued)*	☐ Assess the capacity of formal and informal justice sector actors to safely and ethically respond to incidents of GBV (e.g. accessibility of free/low-cost legal aid services, how judicial processes provide protection to GBV survivors and witnesses, how the informal justice system deals with GBV cases).
	☐ Review existing/proposed protection-related community outreach material to ensure it includes basic information about GBV risk reduction (including where to report risk and how to access care).
	☐ Incorporate relevant GBV prevention and mitigation strategies into the policies, standards and guidelines of targeted protection programmes (e.g. standards for equal employment of females, procedures and protocols for sharing protected or confidential information about GBV incidents, agency procedures to report, investigate and take disciplinary action in cases of sexual exploitation and abuse).
	☐ Align different GBV information management systems across the humanitarian and recovery settings and ensure that updated data is managed by a relevant government entity.
Project implementation	☐ Ensure programmes include women, girls and the most vulnerable section of the population as equal participants and that programme activities are appropriate to their needs and abilities.
	☐ Develop targeted programmes focused specifically on women, girls and the most vulnerable to address inherent discrimination in terms of access to services.
	☐ Support stakeholders to develop campaigns to challenge violent masculinities and change stereotypical attitudes and behaviours concerning gender roles and responsibilities to promote gender equality and positive attitudes and behaviour.
	☐ Ensure that wherever vocational training and capacity building are provided, survivors of GBV are given priority.
	☐ Provide resources to mitigate women's disproportionate care-giving responsibilities.
	☐ Ensure a participatory/community-development approach which ensures direct involvement of women and women's CSOs in setting priorities, identifying beneficiaries and monitoring implementation (Secretary-General's Seven Point Action Plan on Gender-responsive Peacebuilding).
	☐ Engage men and boys as clients, supportive partners and/or change agents in programming that targets or includes women and/or girls to enhance the protection and reduce backlash against female participants (including, where relevant, men and boys as victims of GBV as well as perpetrators).
	☐ Support civil society organizations, including capacity building of women's groups, that work to prevent and respond to GBV.
	☐ Ensure that GBV is fully integrated in UNSCR 1325 National Action Plans.
	☐ Ensure staff and partners have been made aware of the United Nations policy on protection from sexual exploitation and abuse.
	☐ Implement strategies that safeguard those at risk of GBV during documentation, profiling and registration processes (e.g. ensure participation of women, girls and other at-risk groups in the processes, develop strategies that encourage affected populations to report their risk and/or history of GBV, prioritize programmes for women to receive, recover or replace personal documents, consider the need for special protection measures such as relocation and safe houses).

PROJECT CYCLE	STANDARDS
Project implementation *(continued)*	☐ Consult with GBV specialists to identify safe, confidential and appropriate systems of care (i.e. referral pathways) for survivors and ensure that protection staff have the basic skills to provide them with information on where they can obtain support.
	☐ Ensure that when sharing information about reports of GBV within the protection and other sectors that partners abide by safety and ethical standards (e.g. shared information does not reveal the identity of or pose a security risk to individual survivors, their families or the broader community).
	☐ Incorporate GBV messages (including where to report risk and how to access care) into protection-related community outreach and awareness-raising activities, using multiple formats to ensure accessibility.
Project monitoring and evaluation	☐ Include risk mitigation and protection outcomes in project monitoring and evaluation.
	☐ Evaluate GBV risk-reduction activities by measuring programme outcomes (including potential adverse effects) and using the data to inform decision-making and ensure accountability.
	☐ Include an indicator on collecting gender-sensitive information to ensure women's human rights, such as protection from violence including sexual violence, and include it in the M & E framework where it is identified as a potential risk.
	☐ Use impact indicators that measure participant well-being and protection outcomes at the household level (e.g. reduced exposure to violence, nutritional status, educational attendance/retention, savings rates and use of health services) rather than numbers trained or number of participants reached.
	☐ Evaluate changes in participation rates of different groups across different spaces within society.
	☐ Evaluate whether policies and programmes in all political, economic and societal spheres are equally beneficial for women and men.
	☐ Partner with local NGOs to support monitoring efforts and ensure gender specialists and/or gender skills are included in the TORs of the M & E team. Engage women and other at-risk groups as protection-monitoring staff (including both paid and voluntary work) and ensure they have opportunities to provide protection-related input.

Useful toolkits and other resources

Implementing the Women, Peace and Security Resolution in Security Sector Reform, Bastick, Megan and Daniel de Torres, the Geneva Centre for the Democratic Control of Armed Forces, the OSCE/Office for Democratic Institutions and Human Rights and the United Nations International Research and Training Institute for the Advancement of Women, 2010.

This tool analyses the implications of four United Nations Security Council resolutions on women, peace and security for security sector reform. It shares experiences and good practices in implementation of the resolutions in national security policy-making, security sector reform processes and in the military, police and justice sectors.

Working Against Violence: Promising Practices in Armed Violence Reduction and Prevention, Eavis, Paul, Geneva Declaration Secretariat, 2011.

This working paper documents promising practices in armed violence reduction and prevention. Drawing from experiences across multiple sectors and organizations, it seeks to generate a better understanding of what is working and, in so doing, encourage more effective and efficient policies and programmes.

Gender-Based Violence Area of Responsibility website, UNFPA and UNICEF.

The Gender-Based Violence Area of Responsibility website is a global forum for coordination and collaboration under the cluster approach on GBV prevention and response in humanitarian settings. The website brings together non-governmental organizations, United Nations agencies, academics and others under the shared objective of ensuring life-saving, predictable, accountable and effective GBV prevention, risk mitigation and response in emergencies, both natural disasters and conflict-related humanitarian contexts. The website also works to strengthen systemwide preparedness and technical capacity to respond to humanitarian emergencies.

Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing risk, promoting resilience and aiding recovery, Inter-Agency Standing Committee, 2015.

Practical guidance and effective tools for humanitarians and communities to coordinate, plan, implement, monitor and evaluate essential actions for the prevention and mitigation of gender-based violence throughout all stages of humanitarian response, from preparedness to recovery.

Sexual Violence in Disasters: A planning guide for prevention and response, Klein, Alisa, Louisiana National Sexual Violence Resource Centre and National Sexual Violence Resource Center, 2008.

This guide offers important information about sexual violence and disasters that will help communities to understand the connection and develop better disaster responses.

The UN Multi-country Study on Men and Violence in Asia and the Pacific. Partners for Prevention, Bangkok, UNDP, UNFPA, UN Women and UNV, 2013.

Partners for Prevention—on behalf of UNDP, UNFPA, UN Women and UNV—coordinated the UN Multi-country Study on Men and Violence in Asia and the Pacific to generate knowledge on how masculinities relate to men's perceptions and perpetration of GBV, in order to prevent violence.

Stop Rape Now: UN Action Against Sexual Violence in Conflict.

UN Action Against Sexual Violence in Conflict unites the work of 13 United Nations entities with the goal of ending sexual violence in conflict. It is a concerted effort by the United Nations system to improve coordination and accountability, amplify programming and advocacy and support national efforts to prevent sexual violence and respond effectively to the needs of survivors.

United Nations Security Council Resolutions on Women, Peace and Security.

This Women's International League for Peace and Freedom's 'PeaceWomen' website provides overviews and translations of eight United Nations Security Council Resolutions on women, peace and security.

How to Design Projects to End Violence Against Women and Girls. A step-by-step guide to taking action, UN Women Pacific Multi-Country Office and Australian Aid, 2015.

This toolkit was developed by the UN Women Pacific Regional Ending Violence Against Women Facility Fund in response to requests by stakeholders for practical, user-friendly materials and resources that would help to design and implement successful projects to end violence against women and girls.

"I See That It Is Possible": Building Capacity for Disability Inclusion in Gender-Based Violence Programming in Humanitarian Settings, Women's Refugee Commission, 2015.

This report documents key findings and lessons learned from a project and concludes with practical recommendations for humanitarian actors, governments and donors to improve disability inclusion in GBV programming in humanitarian settings. Stories of change from women and girls with disabilities involved in the project and a toolkit for practitioners, including tools and guidance to assist them in strengthening disability inclusion in their work, are available at http://wrc.ms/disability_GBV or www.gbvresponders.org.

Toolkit for Monitoring and Evaluating Gender-Based Violence Interventions Along the Relief to Development Continuum. Menon, Jessica, Victoria Rames and Patricia T. Morris, USAID, 2014.

A toolkit for monitoring and evaluating GBV-specific programming along the relief to development continuum.

Toolkit on Eliminating Violence Against Women and Girls with Disabilities in Fiji, Pacific Disability Forum, 2014.

The toolkit contains five modules with facilitator notes, additional information and worksheets to run sessions. It also contains checklists that can be used in programme assessment and planning for disability inclusion.

Inclusive Security – Training Resources.

The Inclusive Security website provides training resources to build the capacity of women peacebuilders, policymakers and students, both in civil society and government, to meaningfully affect the outcomes of peace processes.

Reporting on Gender-Based Violence in the Syria Crisis, Good Practices in the Media, UNFPA, 2015.

A guide for journalists and media professionals as part of a regional programme to enhance the quality of reporting on gender-based violence in the Syrian crisis. The booklet is intended to complement other materials, to be used in workshops and as a self-learning guide for journalists and media producers.

WHO ethical and safety recommendations for researching, documenting and monitoring sexual violence in emergencies, World Health Organization, 2007.

While numerous established codes of practice offer guidance in matters relating to the ethics and safety of research and documentation that involve human subjects, ethical and safety guidelines (or recommendations) specific to issues that arise during collection of information about sexual violence in emergencies are lacking. The recommendations in this document have been developed to address this gap. They are not meant to replace but rather to complement existing internationally-agreed ethical guidelines for research and to inform ethics review processes.
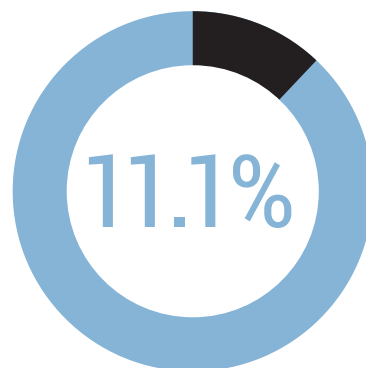
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Guidance Note 2.

Promote transformative livelihoods and economic recovery to advance gender equality

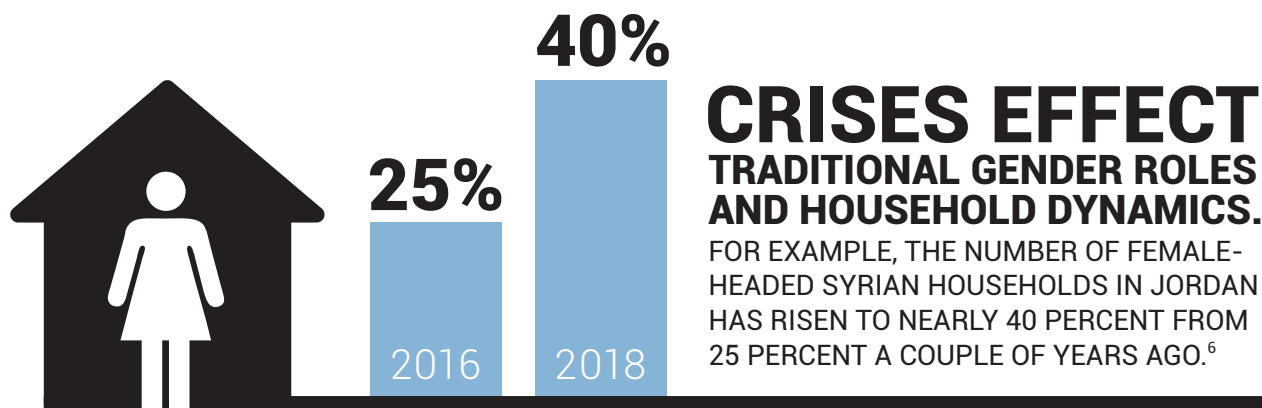# ONLY 11.1% OF LANDHOLDERS IN CONFLICT AND POST-CONFLICT COUNTRIES ARE WOMEN, COMPARED TO 19% GLOBALLY. [1]

LIMITED ACCESS TO AND OWNERSHIP OF LAND WILL IMPACT NEGATIVELY ON WOMEN'S CAPACITY TO COPE WITH SOCIAL AND ECONOMIC STRESSORS FOLLOWING A CRISIS. [2]

11.1%

CONFLICT-AFFECTED COMMUNITIES THAT EXPERIENCED THE MOST RAPID ECONOMIC RECOVERY & POVERTY REDUCTION **WERE THOSE THAT HAD MORE WOMEN REPORTING HIGHER LEVELS OF EMPOWERMENT.** [3]

BEYOND CONTRIBUTING TO THE ECONOMY, EVIDENCE ALSO SHOWS THAT **WOMEN ARE MORE LIKELY TO SPEND THEIR INCOME ON FAMILY NEEDS, INCLUDING HEALTH CARE AND EDUCATION,** THEREBY MAKING A PROPORTIONATELY LARGER CONTRIBUTION TO SOCIAL RECOVERY. [4]

WHILE **WOMEN AND GIRLS CONSTITUTE AROUND 16% OF LANDMINES AND EXPLOSIVE REMNANT OF WAR CASUALTIES,** [5] THEY DISPROPORTIONATELY CARRY THE BURDEN OF CAREGIVING TO SURVIVORS.

40%

25%

2016   2018

CRISES EFFECT
TRADITIONAL GENDER ROLES AND HOUSEHOLD DYNAMICS.
FOR EXAMPLE, THE NUMBER OF FEMALE-HEADED SYRIAN HOUSEHOLDS IN JORDAN HAS RISEN TO NEARLY 40 PERCENT FROM 25 PERCENT A COUPLE OF YEARS AGO. [6]

1   United Nations Security Council, *Report of the Secretary-General on women and peace and security,* 2017, p. 13-14.

2   UN Women, *Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325,* 2015, p. 171.

3   Cited in the 1325 Global Study (above): http://wps.unwomen.org/building/.

4   UN Women and OHCHR, *Realizing Women's Rights to Land and other Productive Resources,* New York and Geneva, 2013.

5   "Landmine Monitor 2017," *Landmine and Cluster Munition Monitor,* available from http://www.the-monitor.org/en-gb/reports/2017/landmine-monitor-2017/casualties.aspx.

6   Batha, Emma, "Syrian refugee crisis is changing women's roles: aid agency," *Reuters,* London, 9 September 2016.

Why it matters?

Men and women often lose their employment and livelihoods when a disaster strikes or when they are displaced by conflict, leaving behind their assets and resources, small businesses and livelihood networks. Simultaneously, crises also tend to dismantle traditional gender roles and increase the number of women-headed households, leading women to assume new or additional responsibilities to help care and provide for their families.[7]

Changes in gender roles and, in the long run, gender norms, open up new opportunities for everyone.[8] In situations of mass poverty and underemployment, for instance in cities in developing countries, flexibility in the gendered division of labour may be crucial to a household which requires the earnings of women as well as of men. In village communities, maximizing the total labour resources may be vital to prosperity or even survival. Disasters and conflicts can therefore be a time of transformation in economic roles and opportunities, as well as major shifts in access to and control over economic resources. The recovery period can present an opportunity to 'build back better.' It is an opportunity to tackle underlying gender inequalities by ensuring that women are economically empowered and able to access a full range of livelihood options, enabling them to contribute to the broader economic recovery and growth.

Despite the opportunities for advancement, women also experience negative changes, with many feeling far more vulnerable to violence, abuse and harassment. Hence, livelihood programming must ensure women's safety while supporting them in their new economic and leadership roles.[9]

Integrating gender equality in UNDP's livelihoods and economic recovery work is important for several reasons:

- **Disaster and conflict can lead to changes in the gendered division of labour.** In these contexts, the traditional economic roles of men and women can break down and women often assume new roles and take on additional responsibilities to help care and provide for their families. Livelihoods and economic recovery programmes in crisis and post-crisis settings should therefore aim to offer women livelihood options that are suited to the new circumstances, sustain the

new economic spaces that may have opened for women and avoid further entrenching gender inequalities or a regression to disempowering traditional roles ascribed to women which limit their opportunities and agency. Certified training packages should be developed to allow women to acquire new skills and formalize their participation in new domains (e.g. carpentry, masonry, electrician, sustainable farming, information and communication technology, businesses and credit beyond in-formal small enterprises). Ideally training should be complemented with leadership and life skill training which also targets men. Positive, non-militarized masculinities are required to sustain more compatible gender relations which can contribute to a peaceful and viable society.

- **Women's economic participation can have a positive impact on broader peace and economic recovery processes.** Several of the world's fastest growing economies, some of which have only recently emerged from conflict, owe part of their success to targeted initiatives to increase and expand women's role in production, trade and entrepreneurship. Promoting girls' education, expanding women's access to agricultural extension and credit and addressing patriarchal structures and barriers to women's participation in the public and private spheres are just some of the strategies pursued by these countries. Supporting women to assume greater economic roles and expanding the livelihood options available to them can increase the number of people active in the labour force and of those contributing to their households, the national economy and the overall stability of the country, especially following conflict.

- **Women face significant structural barriers that reduce their access to labour markets and limit their livelihoods options.** Despite the evidence that women's economic participation is good for peace, recovery and growth, many obstacles remain that prevent women from being economically active. For example, cutbacks in health and social support services add disproportionately to women's care burden and result in poor health outcomes as well as less time to participate in the productive economy. Discriminatory laws, such as

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7   For example, women may be trained in new skills such as carpentry and masonry or take on leadership roles within the family, community and public offices.

8   Connell, R.W., "The Role of Men and Boys in Achieving Gender Equality," 2003, United Nations Division for the Advancement of Women, p. 13.

9   For more information, see "Livelihoods Programming and its Potential to Reduce Gender-based Violence (GBV) for Refugee and Displaced Women and Girls: Lessons Learned from the Iraq/Syria Crises," UNDP 2018.

lack of land rights limit women's economic participation and prevent their fair access to and control over economic and productive resources. Removing these obstacles requires a gender-sensitive approach to economic recovery that includes targeted programming to directly tackle them, rather than simply assuming men and women have access to the same economic opportunities and resources. Special policy and legal interventions may be required to allow women to work, especially for women-headed households, and to issue work permits for displaced and refugee women. Connecting with governance and justice sector programmes can facilitate evidence-based support to advance the legal agenda while empowering community member capacity to hold duty bearers accountable.

- **Economically empowered women are better able to contribute to recovery processes.** Where women are more active in the labour market and have greater control over their household in-come (and particularly where this is accompanied by other improvements in women's empowerment), they are better able to ensure their and their family's security, engage in civil society and contribute to governance, particularly at the local level. This strengthens their contribution to family and community welfare and stability and can enable them to take on roles such as community leadership and political or social activism that can lead to further benefits in relation to advancing gender equality and women's empowerment in recovery contexts.

- **UNDP has committed to supporting gender-transformational economic recovery.** In addition to the evidence that supports the economic and societal benefits of promoting transformational livelihood opportunities to women and men, UNDP also has policy commitments that require it to undertake programming in this area. According to the United Nations' 7-Point Action Plan on Women's Participation in Peacebuilding, post-conflict and early recovery employment programmes should specifically target women as a beneficiary group, with neither sex receiving more than 60 percent of employment benefits.

Margarida Luis Sitoe, a manual deminer in Mozambique, helps detect hidden landmines remaining from her country's civil war that took place over 30 years ago.

"Even though I am a single mother," explains Margarida, "through my job, I can support my two children and my mother, and I can also invest in the family vegetable business. My children don't understand what I do, but they hear from people that I am helping our community and the people of Mozambique and they are very happy. The best thing about my job is seeing the land given back to the people, and watching their children play safely. People are so happy now that they can once again farm the land without fear."

(Photo credit: APOPO)

What works?

Principles and approaches to keep in mind when designing and developing programming in this area:

- **Combine efforts to support women's economic empowerment with transformative approaches to economic recovery.** Although access to savings and credit services, support to productive groups and cooperatives and provision of targeted vocational training are important enablers for women to generate a livelihood from entrepreneurship, women should also benefit from large-scale employment and infrastructure programmes. This means ensuring that these investments create sustainable decent jobs for women and men. The potential income from these types of economic activity can be greater and can also offer women greater opportunities for acquiring new skills and becoming more competitive in the post-recovery labour market. However, both men and women need to be consulted in identifying priorities for investments. The design of those new infrastructures will also have to reflect gender differential needs and safety concerns, such as appropriate ablution and water facilities, markets with child care facilities, provision of lights for enhanced security, accessible courts for women, etc.

- **Provide resources to mitigate women's disproportionate care-giving responsibilities.** Any programming to increase women's economic empowerment or access to labour markets should be coupled with efforts to reduce the care-giving burden women face, in terms of time and limiting their opportunities for employment outside the home. These roles often force women into informal employment with poor remuneration and job security. In recovery contexts where social services and infrastructure are poor and family members may be recovering from violence or injuries sustained during crisis, women's caregiving responsibilities may be particularly high, making this even more of a challenge. Strategies that work can include providing better and affordable child-care options or infrastructure investments that enable women to have more, safer freedom of movement or time-saving through better water, sanitation and energy supplies.

- **Encourage legal reforms[10] to enhance women's access to land, credit and other resources.** Support awareness-raising campaigns around the need for gender equality in access to and control over economic resources as integrated elements of economic empowerment programmes, including mine action. Work in partnership with women's organizations and self-help groups, the media and existing business leaders to highlight women's economic rights and advocate for greater legal rights and protections.

- **Advocate, and wherever possible, support strong social institutions and an economy for peace that guarantees women's economic, social and cultural rights.** Economic and social rights often constitute part of the root causes of conflict. Access to, and delivery of them, is there-fore essential to post-conflict transitions. Inevitably, the rights to healthcare, employment, social assistance, housing and education are a major preoccupation in the post-conflict moment. They are a precondition for access to justice, to participation and to citizenship and are highly gendered.

- **Economic empowerment of women takes place alongside men's acceptance and adherence to new gender roles which reflect gender equality.** To ensure economic opportunities for women do not result in negative changes in existing inter and intrahousehold relationships, it is crucial to mitigate potential risks and engage men, including men relatives, community leaders and boys, as partners. It is common for women to experience resistance, including violent resistance, from men and the larger community when they are perceived to be favoured through women's economic empowerment projects in a context of high male youth unemployment and this can lead to increased levels of domestic and other forms of violence. This risk can be mediated by taking a more holistic approach that considers the gender dynamics at play within communities and proactively aims to transform the gendered division of labour in recovery settings. For example, where women receive employment opportunities, young men and women can be trained and paid to mind children and people with disabilities.

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10   In addition to legal reforms regarding access and ownership to land, one should also support local mediation initiatives. However, it is important to acknowledge the limitation of these interventions as they are often attached to specific circumstances and take place under a specific leader. Hence, the importance for legal reforms to secure long-term change which go beyond the goodwill of a few local leaders.

BEST PRACTICE: MULTI-SERVICE COMMUNITY CENTERS

A 2018 UNDP report on livelihoods programming focusing on refugee and displaced women in Jordan, Lebanon and Iraq found that safe spaces for women and girls serve as a good starting point to provide women and girls with access to services, but that these spaces must be complimented by other initiatives to ensure lasting impact and reduction of incidences of violence.

Multi-service community centers, which address the needs of both women and men, have greater potential to contribute to women's empowerment because their whole-of-community approach helps address tensions within the household, along with discriminatory gender norms.

UNDP, *"Livelihoods Programming and its Potential to Reduce Gender-based Violence (GBV) for Refugee and Displaced Women and Girls: Lessons Learned from the Iraq/ Syria Crises",* 2018.

- **Use livelihood interventions to reduce susceptibility to gender-based violence (GBV).** Livelihood interventions targeting young women and adolescent girls have shown positive effects on girls' sense of safety, bargaining power, rates of unwanted sex, risky sexual behaviour and early marriage. By increasing their economic independence and reducing their dependence on relationships with men for protection and basic needs, it is possible to use economic empowerment as a tool for transforming the position of young women and girls in society. The impact of these interventions can only be sustained if young men are also given opportunities to develop new masculinities, away from violence and dominance, through personal development opportunities and in-creased participation in household chores and child minding.

- **Include access to trauma healing, life and conflict resolution skills within interventions.** Ad-dressing the vulnerabilities and risks of specific sub-groups (migrant, refugee and internally displaced women; GBV survivors; women and girls associated with armed groups and armed forces; victims of land mines; women living with HIV or disabilities) through both individual and community-based approaches will be required to enhance the success rate of the interventions. It is also important to have similar support services for men and youth to help them overcome trauma and support the development of conflict resolutions skills and navigate, in a positive way, new gender roles supporting the gender equality agenda.

- **Involve gender experts in the development and design of national and local economic recovery strategies.** Support consultative and participatory planning processes, with a focus on engaging with men and women from marginalized groups to identify needs and priorities for the national recovery plans and strategies. This helps to ensure that gender issues and women's economic empowerment are integrated into efforts to transform livelihoods and to set the framework and priorities for post-crisis recovery.

How to do it?[11]

This section outlines different ways to promote transformative livelihoods and economic recovery to advance gender equality. The first chart suggests strategic entry points, focusing on key areas within the context of UNDP's mandate. The second table focuses specifically on how to mainstream GBV prevention and response across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Ensure full gender-responsiveness in immediate livelihoods restoration and access to socio-economic services	1. Ensure equal participation (50 percent) of women in livelihoods early recovery projects related to debris and waste management, rehabilitation of community infrastructure, restoration of basic services and mine action programmes *(and integrate specific measures to guarantee this: adapt work time, factor in unpaid care work duties, provide nursery services for children, enhance and facilitate participation, decision- making and leadership, etc.)* 2. Target early recovery livelihoods projects that can have a transformative impact on gender relations, women's empowerment, leadership and/or that can improve protection and security for women, including mine action. 3. Ensure that women and men's voices are equally, separately and jointly heard in the projects' participatory committees and mechanisms used for identifying, implementing, monitoring, evaluating and providing feedback. 4. Increase capacity to systematically collect and use gender-sensitive data in relation to livelihoods, including agricultural work and economic recovery programming (including initial gender analysis and gender-disaggregated data). Use the Washington Group questionnaire to identify persons with disabilities. 5. Support women with new and resilient agricultural interventions which can overcome limitations of access to land and natural disasters (legal restrictions, lack of safety) and establish women as innovators and leaders in their work.	• Improved access to basic socio-economic services for women and girls (health, education, markets, water, child care, etc.). **(1,2,3)** • Number of women and men benefitting from immediate job creation initiatives. **(1,2,4)** • Monetary benefits from early recovery projects for men and women. **(1,2,4,5)** • Full-time equivalent jobs created for men and women with equal pay. **(1,3,4)** • Various SDG indicators related to employment and access to and control over land and other resources.[11] **(3)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote integrated women's economic empowerment	1. Ensure that programme strategies ad-dress the three components of women's economic empowerment in a targeted and integrated way: (i) economic advancement; (ii) voice and agency; and (iii) control over productive resources (and ensure that progress is monitored against these three dimensions). 2. Provide support for women's economic empowerment through strengthening employability (skills and vocational training, capacity building incubators, access to technology, trauma healing, leadership training), access to finance (saving and credit, financial education) and markets, to help set up their own businesses. 3. Prioritize investments in accessible, affordable and quality social infrastructure and essential services that reduce and redistribute women's unpaid care and domestic work. 4. Adopt gender-responsive budgeting practices as a strategy to address, highlight and mitigate militarized state budgets and their destabilizing impact on peaceful societies and women's rights. 5. Raise awareness, provide mentoring and the support needed to increase women's voice and agency, inclusion and participation in decision-making regarding economics, including mine action policies and activities. 6. Encourage women, men and youth to take on non-traditional economic roles (such as in the construction industry or mine action) by providing specialist training and skills development initiatives. 7. Raise awareness about women's economic rights and their roles in economic recovery, particularly by involving men leaders in advocacy efforts, using diverse media, such as stories and programmes on radio and television and, where possible, through apps. 8. Provide targeted reintegration support for women and populations at risk to address additional risks and vulnerabilities related to crises (migrant, refugee and internally displaced women, GBV survivors, women and girls associated with armed groups and armed forces, victims of land mines, women living with HIV and/or disabilities, members of LGBTI communities). This would entail support with access to land, agricultural production linked within the value chain, safe and accessible markets, participation in design and building of social infrastructures, shelters and houses, access to finance, entrepreneurial mentorship, etc.	• Number of women: (i) having the right skills; and (ii) effectively employed in, non-traditional employment areas (e.g. mine action, masonry). **(1,2,8)** • Percentage of respondents who believe that projects serve male, female and youth community members, refugees and IDPs equally and enhance resilience and social cohesion. **(1,2,5,6,7,8)** • Proportion of project budgets benefitting women and those most at risk. **(1,8)** • Number of women actively engaged in advocacy for an enabling environment for women entrepreneurs. **(2,5,7,8)** • Number (or proportion) of women: (i) participating in self-help groups; (ii) developing a profitable economic activity; and (iii) able to decide on the allocation of earnings. **(2,8)** • Proportion of projects designed with at least 50 percent of women and community members at risk. **(2,8)** • Local and national governments have institutionalized gender-responsive budgets. **(3,4)** • Perception survey which captures attitudinal changes toward economic empowerment for all and to gender equality. **(5,6,7)** • Number of women with access to inclusive financial and business development services. **(5,7,8)** • Number of vulnerable women and men reintegrated, by status (refugee, migrant, IDP, former soldier, conflict-related sexual violence survivor, women-headed household, widow, women with disabilities, persons of diverse sexual orientation, gender identity). **(8)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Ensure gender-responsive economic recovery	1. Ensure women have equal control and ownership of land and other financial resources in compensation and reallocation, including through gender-sensitive land and inheritance law reform. 2. Integrate a gender analysis and provide technical assistance to governments to formulate gender-sensitive needs-based economic recovery frameworks and sector strategies for jobs and livelihoods. 3. Support the transition from emergency employment to sustainable income-generation opportunities, by addressing the specific vulnerabilities and capacities of women and those populations most at risk and guarantee their rights, including through social safety nets, employment opportunities, skills building, microenterprise support, etc. 4. Strengthen the capacity of national women's machineries to advocate for the prioritization of women's needs in national and subnational planning and recovery frameworks that relate to women's economic empowerment. 5. Undertake legal and policy reforms and address structural obstacles to create a more favourable enabling environment for women's entrepreneurship and economic empowerment. 6. Support systematization of data regarding participation in formal and informal economic activities (with sex, age and disability status disaggregated), its analysis and its distribution.	• Number of assessment, planning and recovery documents that take gender issues into account in infrastructure, water, fuel, public spaces, shelters, transport, construction, etc. **(1,2,4)** • Number of law and social policy reforms that address gender and disability discrimination and create an enabling environment for women's participation in the labour force and access to properties/land and which contribute to increased resilience. **(1,3,5)** • NAP 1325 has economic empowerment fully integrated and budgeted. **(3,4,5)** • National gender equality strategy reflects economic empowerment, legal and policy reform for gender equality and women's empowerment, reinforcing transformational change which paves the way for ownership to land and access to finance. **(3,4,5)** • Gender-transformative economic policies and interventions mainstreamed across all key national and subnational government entities and captured by the national statistics office. **(6)**

Address prevention and responses to GBV

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
• The negative health impact of GBV on economic productivity prevents women and girls from working and being economically active. • The lack of infrastructure to protect women on the way to and in the workplace (lighting, safe sanitation, etc.) can increase the risk of GBV for women outside the home. • During crisis situations, women may take on the role of the primary breadwinner, challenging traditional gender roles. Post-crisis, particularly during reintegration, some men may resist the shifts in norms and may respond with violence. • Victims of GBV are at risk of being further discriminated and rejected by families and communities.	1. Ensure female-headed households are included for economic empowerment interventions to enhance resilience and reduce the likelihood of GBV, early marriage and transactional sex. 2. Establish mutual referral systems among agencies to direct GBV survivors to the right place for livelihood assistance. 3. Ensure that women and those most vulnerable are fully empowered and engaged with the design of GBV prevention and response mechanisms and the development of economic interventions. 4. Integrate GBV prevention and response strategies into livelihood interventions as an integral part of community-based GBV prevention plans and response mechanisms.[12] 5. Ensure women's economic empowerment projects take a holistic approach by including trauma healing, conflict management and life skills for women and men. 6. Apply UNDP's 3x6 approach (which promotes sustainable livelihoods for vulnerable groups living in transition countries and/or affected by crises triggered by disasters or violent conflicts[13]) in rolling out economic interventions to support livelihoods interventions in stressful environments. 7. Introduce financial inclusion solutions (e.g. mobile banking, cooperatives) to curtail GBV by partners demanding control over female household members' earnings. 8. Ensure balanced participation between the sexes within income generation activities. 9. Combine GBV and economic interventions with gender-related training to in-crease men's understanding of how women's participation and empowerment contributes to overall peace, recovery and long-term development processes.	• Percentage of livelihood programmes and other economic interventions with integrated activities relating to GBV prevention and response. **(1,2,3,4,6,7)** • Percentage of women from vulnerable groups (refugees, IDPs, survivors of GBV) enrolled in vocational training and provided with employment opportunities. **(1,5)** • Percentage of targeted women who report a decrease of GBV and harmful practices. **(1,7,8,9)** • Policies in place to support survivors or those at risk of GBV with social security services. **(2)** • Functionality of one-stop centers and cross-practice referral mechanisms for integrated services delivery to GBV survivors (e.g. security, health, trauma healing, economic reintegration, judicial assistance). **(2,3,4)** • Percentage of targeted women and girls who report incidents of GBV, harmful practices and receiving quality support services. **(2,3,4)** • Baseline carried out to determine the economic cost of GBV. **(3)** • Percentage of existing workplace policies that have zero tolerance to GBV. **(3)** • Percentage of rehabilitated and newly built socio-economic infrastructures that incorporate the prevention of GBV (e.g. better lighting, security patrols). **(3,4)** • Existence of community-led GBV prevention mechanisms and action plans. **(3,4,5)** • Percentage of targeted women, girls and members of LGBTI communities who report feeling more secure in their family and community. **(3,4,9)** • Percentage of men and women who support women's economic participation in recovery projects. **(9)**

12 For more information, see "Livelihoods Programming and its Potential to Reduce Gender-based Violence (GBV) for Refugee and Displaced Women and Girls: Lessons Learned from the Iraq/Syria Crises," UNDP 2018.

13 The 3x6 approach consists of three organizing principles: 1) inclusiveness; 2) ownership; and; 3) sustainability, and six fundamental steps implemented in three distinct phases: 1.1) engaging; 1.2) generating income; 2.1) savings; 2.2) joint venturing; 3.1) investing; and 3.2) accessing markets.

Examples of innovative approaches to programming that enhances gender equality

Mobile banking and other technologies provided to women working in agriculture and rural contexts can help facilitate economic resilience and recovery. The Linking Social and Financial Capital to Enhance Resilience of Agro-Pastoral Communities (LEAP) project, launched by Mercy Corps in 2014, enabled 50,000 women and men agropastoralists in Mali and Niger to secure financial capital (including tailored credit products for women's groups), increase investment in new economic opportunities and better manage financial resources and anticipate risk. While the project's timeline does not provide results at this stage, Mercy Corps' research within and outside of the Sahel has demonstrated that access to financial coping mechanisms is a good resilience strategy in areas prone to climate shocks.

Women living in rural villages across Myanmar are benefiting from the launch of a free mobile app which provides information on: leadership, training, funding opportunities and key laws and legislation on gender equality; a GIS map displaying and linking women's groups at township levels across the country; an interactive discussion board for members to post written and audio content; and interactive games to strengthen self-belief and self-confidence. A joint initiative of UNDP Myanmar and May Doe Kabar National Network of Rural Women, the **iWomen – Inspiring Women App's** driving aim is to provide a space where they can find inspiration, promotion of self-belief and channeled mentorship from women of Myanmar and beyond. It is hoped that use of the app will encourage women to extend their roles in public and private spheres and become respected leaders in their communities during a period when the country is experiencing accelerated economic growth.

ENHANCING SOCIAL COHESION:

Within refugee settings and IDP camps, one may find warring or competing parties.

In selecting participants for economic enhancement programmes, it is important to be mindful not to exacerbate friction by following *Do No Harm* principle.

Engaging and developing interventions with participants considered most at-risk can help avoid negative outcomes. Including participants both from the refugee setting and the host community can further contribute to social cohesion.

A good example would be the building of shared markets as peace dividends; markets can benefit a large group of women and men by bolstering an informal economy, while also bringing new facilities to the host community.

Checklist for addressing gender equality in the programme/project cycle

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Conduct community consultations with diverse groups of women and men from different age groups and combine participatory assessments with: a gender-sensitive conflict development analysis; consultations with key stakeholders and expert informants; and a review of secondary data (reports, census data, existing evaluations, etc.).
	☐ Analyse all collected and available data to inform and shape programming interventions.
	☐ Assess how the legal framework has been designed and implemented to ensure and enhance women's access to and control of resources and identify any national targets for women's access to and control of resources (most likely in a national gender equality strategy or legislative framework).
	☐ Undertake a gendered and human rights-based analysis of the impacts of existing legal frameworks and practical initiatives.
Project design	☐ Ensure project design reflects the expressed needs and proposed solutions of the target population, including diverse groups of women and girls, including those facing intersecting and multiple forms of discrimination.
	☐ Assess risks and barriers to participation and reduce risks through project design elements that build in protection and enhance safety.
	☐ Support economic recovery and reintegration efforts that give equal livelihood opportunities to women, including access to land and credit.
	☐ Ensure women have access to jobs in service delivery, in construction and other sectors where employment is more abundant in post-crisis settings.
	☐ Enable women's access to financial markets and institutions, larger loans, technology and lower insurance and interest rates.
	☐ Mainstream prevention and response to GBV to address heightened levels of violence.
	☐ Develop training on gender and on traditional and harmful concepts of masculinity and key principles of gender equality for stakeholders.
	☐ Consider innovative approaches when it facilitates possible better and faster results for transformational change.
	☐ Creating formal mechanisms to transfer women's demands into the decision-making process.
	☐ Develop guidelines for comprehensive human rights and social impact assessments of adjustment programmes.
Project implementation	☐ Ensure programmes include women and/or girls, especially those most left behind, as equal participants and that programme activities are appropriate to their needs and abilities.
	☐ Develop targeted programmes focused specifically on women and girls to address inherent discrimination and historical differential access to education, employment and health care (including, when relevant, stigma and discrimination against women living with or affected by HIV, women with disabilities, etc.). Whenever possible, extend the interventions to persons of diverse sexual orientation and gender identity.
	☐ Engage men and boys – Engage men and boys as clients, supportive partners and/or as change agents in programming that targets or includes women and/or girls to enhance the protection and reduce backlash against female participants (including, when relevant, men and boys as victims of violence, as well as perpetrators). – Integrate, whenever possible, interventions that highlight and promote non-violent masculinities, i.e. different ways to be a man.

PROJECT CYCLE	STANDARDS

Project implementation *(continued)*	– Identify areas where men have been or could be gender champions for change in transforming government processes/policies/programming in access and control of resources and services.
	
	☐ Women's economic empowerment
	
	   – Include financial, social, human and political asset strengthening in programmes targeting women to promote their empowerment, increase their access to and control over resources and increase their standing and ability to participate in community and leadership structures.
	
	   – Provide resources to mitigate women's disproportionate care-giving responsibilities.
	
	   – Provide affirmative action to address women's underemployment and concentration in the informal sector and precarious employment with dedicated training initiatives for women's economic resilience and budgeting.
	
	☐ Apply a graduated approach when targeting the poorest and most vulnerable for economic interventions. Provide consumption support so that they can meet their basic needs while building their human, social and financial assets.
	
	☐ Promote appropriate social and labour policies underpinned by international labour standards, such as those that emphasize gender equality and social justice.[14]
	
	☐ When money is disbursed as part of recovery initiatives, including cash for work programmes. Analyse funding needs and spending patterns of women to ensure women have control over these resources.[15]
	
	☐ Ensure gender-sensitive, child/family-friendly and pro-poor planning considerations are integrated throughout planning and infrastructure development processes.

Project monitoring and evaluation	☐ Systematically collect sex and age-disaggregated data on all programmes to identify who is and is not being reached. ☐ Systematically integrate the Washington Group questionnaire on disability in surveys and data collection. ☐ Align, whenever possible, data collection and information management systems to ultimately build the capacity of national statistical institutions. ☐ Include risk mitigation and protection outcomes in project monitoring and evaluation. ☐ Utilize impact indicators focused on participant well-being (health, nutrition, savings, assets, consumption patterns, reductions in exposure to violence, etc.). ☐ Include a monitoring mechanism in economic reintegration programmes to track whether women and girls have continued access to programme resources and outputs, as well as to identify challenges and readjust the initiative accordingly.[16] ☐ Ensure that women and girls benefit equally in economic recovery, peacebuilding, leadership and disarmament, demobilization and reintegration programming efforts. ☐ Ensure that no one gender receives more than 60 percent of employment/recovery opportunities and benefits. ☐ Ensure 15 percent of beneficiaries are persons with disabilities. ☐ Allocate at least 15 percent of the total budget of peacebuilding interventions for gender equality initiatives. ☐ Review economic reform policies and adjustment measures to ensure they do not undermine the progressive realization of economic, social and cultural rights, giving priority to safeguarding the enjoyment of minimum essential levels of economic and social rights by all individuals disproportionately impacted.

14 International Labour Organization, Gender Guidelines for Employment and Skills Training in Conflict-Affected Countries, 1998, Geneva, p. 2.

15 Ibid.

16 Cordaid, *Handbook on integrating gender in peacebuilding and statebuilding,* 24 October 2016, The Hague.

PROJECT CYCLE	STANDARDS
Coordination and partnerships	☐ Work with partners to ensure gender is properly integrated in: (i) the IASC early recovery cluster within the humanitarian coordination system; (ii) recovery/stabilization coordination bodies; and (iii) national thematic groups on economic development. ☐ Maintain close links with government entities in charge of gender, enterprise development, mine action and national planning. ☐ Ensure UNDP presence in the IASC protection cluster. ☐ Support civil society organizations, including with capacity development of women's groups. ☐ Ensure partners at all levels are committed to gender-sensitive and ideally gender-transformative programming. Ensure that gender is appropriately reflected across partners' programme objectives, activities and budgets. Develop the capacity of existing gender focal points and, if they do not exist, encourage the establishment of these positions and structures. ☐ Ensure partners have codes of conduct that prohibit sexual exploitation and abuse, along with clear reporting mechanisms and investigation and response protocols.

Useful toolkits and other resources

Livelihoods Programming and its Potential to Reduce Gender-based Violence (GBV) for Refugee and Displaced Women and Girls: Lessons Learned from the Iraq/Syria Crises, UNDP 2018.

UNDP commissioned this research to gather and analyse available data on livelihoods programming carried out by United Nations agencies and international non-governmental organizations in Jordan, Lebanon and Iraq among refugee and displaced women in order to establish the impact of the programming on the lives of women, as well as what might be done to improve such programming to mitigate GBV in the future.

Guide on Livelihoods and Economic Recovery in Crisis Situations, UNDP, 2013.

This guide documents UNDP experiences with livelihoods and economic recovery programming in crisis and post-crisis situations.

UNDP Global Toolkit on the 3x6 approach: Building resilience through jobs and livelihoods, UNDP, 2016.

UNDP's signature 3x6 approach has been applied in several country offices to generate sustainable livelihoods, create resilient communities and support the meaningful participation of crisis-affected people in local and national recovery. The 3x6 model proposes an innovative articulation of short-term temporary employment, promotion of entrepreneurship and inclusion into sustainable economic value chains.

Crisis Response Package on Resilient Livelihoods, UNDP, 2017.

An online toolbox (available through UNDP's Sharepoint) providing a set of key documents and a step-by step guide for UNDP country offices on the main actions to be carried out to set up crisis response and recovery initiatives in the field of resilient livelihoods. It covers the following technical areas: debris management; rehabilitation of community infrastructure; municipal solid waste management; emergency employment; enterprise recovery; and cash-based interventions.

As a development agency, the priority for UNDP in the aftermath of a disaster or crisis is to ensure that immediate support is anchored in a longer-term developmental framework. The Crisis Response Package should therefore not be seen as a stand-alone product, but as a tool to start recovery activities as early as possible and to support the implementation of a recovery and resilience framework in the medium- and long-term.

Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action, Reducing risk, promoting resilience and aiding recovery, IASC, 2015.

Guidelines to assist humanitarian actors and communities affected by armed conflict, natural disasters and other humanitarian emergencies to coordinate, plan, implement, monitor and evaluate essential actions for the prevention and mitigation of GBV across all sectors of humanitarian response. The section on livelihoods in these guidelines is of particular interest for the present Guidance Note.

Women, Girls, Boys and Men. Different Needs – Equal Opportunities. IASC Gender Handbook for Humanitarian Action, IASC, 2009.

Handbook with standards for the integration of gender issues from the outset of a new complex emergency or disaster. It provides guidance on gender analysis, planning and actions to ensure that the needs, contribution and capacities of women, girls, boys and men are considered in all aspects of humanitarian response.

Gender Guidelines for Employment and Skills Training in Conflict-Affected Countries, ILO, 1998.

This set of guidelines discusses gender concerns to be considered in the reintegration of conflict-affected women through employment and vocational training programmes.

Graduation in an Urban Refugee Context: A Technical Guide by Trickle Up

This guide was developed based on Trickle Up and UNHCR's experience designing and implementing graduation projects in urban areas. It also draws on Trickle Up's broader experience working with vulnerable populations living in extreme poverty in Burkina Faso, Guatemala, India and Nicaragua.

A 'How To' Guide To Measuring Women's Empowerment: Sharing experience from Oxfam's im-pact evaluations, Oxfam, 2017.

An easy to use and practical guide on experiences and lessons learned in measuring women's empowerment based on Oxfam's experiences over five years.

Reports and Toolkits from the United Nations Secretary-General's High-Level Panel on Women's Economic Empowerment, 2016-2017.

The United Nations Secretary-General's High-Level Panel on Women's Economic Empowerment makes action-oriented recommendations on how to improve economic outcomes for women in the context of the Global Goals for Sustainable Development, promoting women's leadership in driving economic growth and galvanizing political will power.

Gender and Mine Action Programme.

This programme conducts research and provides guidance and resources, including from partners, on the subject of mine action. The United Nations Mine Action Gender guidelines (2010) are being updated (expected in 2018).

03

Guidance Note 3.

Promote the participation and leadership of women and women's organizations in crisis and recovery

WOMEN'S ENGAGEMENT IN DISASTER RISK REDUCTION & PREPAREDNESS SAVES LIVES.

FOR EXAMPLE

1991

IN BANGLADESH, OF 140,000 PEOPLE WHO WERE NEGATIVELY AFFECTED BY CYCLONE GORKY IN 1991, WOMEN OUTNUMBERED MEN BY 14:1.

HOWEVER

2007

WHEN CYCLONE SIDR HIT IN 2007, THERE WERE ONLY 3,000 CAUSALITIES AND THE GENDER GAP IN MORTALITY RATES DECREASED TO 5:1.

THIS WAS ACHIEVED THANKS TO SEVERAL INTEGRATED EFFORTS, INCLUDING IMPROVED HAZARD MONITORING AND COMMUNITY PREPAREDNESS, BUT ALSO **BY ADDRESSING GENDER NORMS THROUGH ENGAGING WOMEN AS COMMUNITY MOBILIZERS AND CREATING WOMEN-ONLY SPACES WITHIN CYCLONE SHELTERS.**[2]

35%
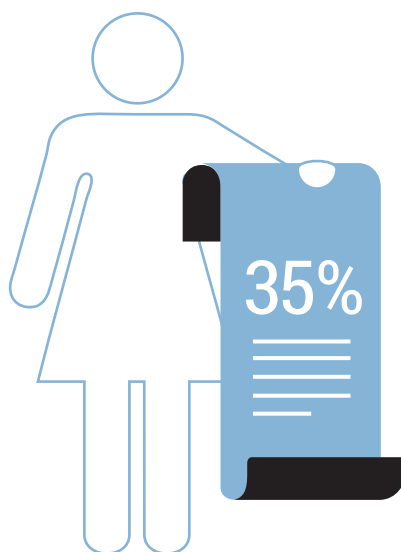
WHEN **WOMEN PARTICIPATE IN PEACE PROCESSES** THE RESULTING AGREEMENT IS **35% MORE LIKELY TO LAST** AT LEAST 15 YEARS.[1]
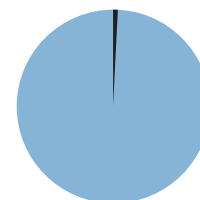
ONLY 0.41% OF AID WENT TO WOMEN'S ORGANIZATIONS & INSTITUTIONS

ONLY US$130 MILLION OUT OF A TOTAL OF $31.8 BILLION (0.41 PERCENT) **OF AID** FROM ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT – DEVELOPMENT ASSISTANCE COMMITTEE (OECD-DAC) COUNTRIES TO FRAGILE STATES AND ECONOMIES **WENT TO WOMEN'S ORGANIZATIONS AND INSTITUTIONS** IN 2012-13.[3]

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1   Council on Foreign Relations, "Women's Participation in Peace Processes," available from: https://www.cfr.org/interactive/womens-participation-in-peace-processes#Introduction.

2   Aguilar, L., M. Granat and C. Owren. *Roots for the future: The landscape and way forward on gender and climate change,* Washington, D.C.: International Union for Conservation of Nature and Global Gender and Climate Alliance, 2015.

3   The Development Assistance Committee, "Financing UN Security Council Resolution 1325: Aid in support of gender equality and women's rights in fragile contexts," March 2015, available from: https://www.oecd.org/dac/gender-development/Financing%20UN%20Security%20Council%20resolution%201325%20FINAL.pdf.

Why it matters?

Women's organizations can and often do play an integral role in advancing both women's participation and the inclusion of a gender perspective in times of crisis at all stages – from early warning through recovery. It is often women on the ground who are at the frontlines rebuilding societies following conflict and disaster. They support recovery and change from the ground up and are vital for keeping families and communities functioning amid violence and disaster.

In active leadership roles, women articulate their interests and concerns, placing issues that may not have previously been considered priorities on sub-national, national, regional and international agendas. For specific information focused on enhancing women's agency in peace processes and political institutions, see Guidance Note 5.

In addition to being a valuable end in and of itself, promoting the participation and leadership of women in the context of UNDP's crisis preparedness, conflict prevention and recovery is important for several reasons:

- **Women's participation and leadership can strengthen recovery processes.** Growing evidence shows that women's participation increases the reach and impact of recovery efforts, revitalizes economies and builds stronger and more durable peace.[4] Research conducted across conflict zones found that the participation of women's civil society groups, including women's organizations, makes a peace agreement 64 percent less likely to fail. Furthermore, when women participate in peace processes the resulting agreement is 35 percent more likely to last at least 15 years.[5] Women also play vital roles in preventing conflict and building peace, from setting up underground schools and health clinics in Afghanistan, to contributing to the reintegration of ex-combatants in Sierra Leone.[6]

- **Women's organizations support the emergence and mentoring of women leaders.** Women's organizations are key in mobilizing women and most-at-risk populations to contribute to preparedness for disaster and recovery. Many women leaders emerge from civil society ranks to take more prominent roles as local or national government officials and politicians. Their support network strengthens their capacity to ensure that government policies and programmes address gender differential needs, leading to more effective crisis prevention and recovery.

- **Women's participation broadens the recovery agenda.** Ensuring women's participation broadens the post-crisis agenda to include issues that concern the everyday lives of men and women and their communities. Women help bring important social and economic issues to the table and engage a constituency that can contribute to building social acceptance of an inclusive and gender-sensitive peace agreement.

- **Women's organizations play vital roles in supporting recovery after crisis at local levels.** Women's organizations have close contacts with the communities in which they work, often building credibility and trust in their work at the grassroots level. They play a vital role in mobilizing people, including women, to support recovery processes. They facilitate women's enrolment and training in new technical areas such as carpentry, electricity and construction. Empowered women in turn enter local decision-making structures, positively influencing policies, budgets and programmes.

- **Women's organizations can link national processes with the grassroots in recovery contexts.** Creating opportunities for dialogue between women's organizations and national policy makers to build partnerships in formulating policies,

4   UN Women, *Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325,* New York, 2015, p. 169.

5   Research cited on Council of Foreign Relations website: https://www.cfr.org/interactive/womens-participation-in-peace-processes#Introduction.

6   Cardona, Ivan, et. al., *From the Ground Up: Women's Roles in Local Peacebuilding in Afghanistan, Liberia, Nepal, Pakistan and Sierra Leone,* Action Aid International, September 2012, p. 15.

strategies and support for their implementation can strengthen effective recovery through greater inclusion and accountability. Usually more attention is given to formal institutions and processes, which overlooks the local level and informal spaces where women often mobilize, resulting in lost knowledge and capacity. Although women face significant structural obstacles in engaging with formal and informal recovery processes, women's organizations can link women on the ground with formal decision-making processes and bring their priorities to recovery planning and management. During recovery, women's organizations also can monitor the delivery of much-needed support to women and those most in need.

- **Women human rights defenders (WHRDs) play a significant role in promoting sustainable recovery, yet are particularly at risk of discrimination, harassment, criminalization and violence.** By calling for greater respect for human rights, gender equality, fundamental freedoms and accountability, WHRDs voice critical perspectives and offer solutions. Because they challenge not only cultures of impunity but also social norms that restrict women's rights, they often face double-discrimination. The safety of WRHDs is doubly significant in that it is inherently linked to the security of the communities they represent and can only be fully achieved in the context of a holistic approach which includes deepening of democracy, fighting against impunity, reducing inequalities, and striving for social, economic and environmental justice.[7] Coalitions of WHRDs, women's organizations and their allies can help maintain a necessary space for communities to call for gender equality and respect for human rights.

BUILDING RESILIENCE

In Peru, following the August 2007 earthquake, UNDP's post-disaster recovery support enhanced the participation of women's organizations by encouraging their involvement in local risk reduction planning, which facilitated women's access to government housing programmes and livelihood opportunities.

Women in Peru's most disaster-prone areas have assumed leadership roles to build community resilience by starting organic agriculture and reforestation initiatives to prevent landslides and floods.[8]

7   Special Rapporteur on the situation of human rights defenders, A/HRC/16/44 (2010), para. 103.

8   http://www.undp.org/content/dam/undp/library/crisis%20prevention/disaster/7Disaster%20Risk%20Reduction%20-%20Gender.pdf.

What works?

Principles and approaches to keep in mind when designing and developing programming in this area:

- **Broad and inclusive consultation mechanisms facilitate women's participation.**[9] Women from all backgrounds must be engaged and consulted throughout all stages of the recovery phase, recognizing the diversity among groups of women as well as the multiple sources of exclusion, including age, ethnicity, sexual orientation, disability, income level, etc. Specific efforts to engage the most marginalized groups, including their representative organizations (e.g. organizations representing women with disabilities), should be made.

- **Forging alliances among women, women's networks and gender equality champions.** Networks of women, women's organizations and gender equality champions are vital to advance a common agenda that can secure transformational recovery, lasting peace and sustainable development. Facilitating issue-specific or regionally-based networks, as well as participatory training and capacity-building programmes to engage women from a broad spectrum of backgrounds can contribute to more coordinated, inclusive and successful actions.

- **Work in partnership with civil society to strengthen connections with women at the community level.** Recovery initiatives should leverage partnerships with local women's groups and other civil society organizations which promote gender equality. This enables communities to drive their own recovery processes, as well as acting as an important source of information, insight and understanding about local-level needs. Developing such strategic alliances may bring about durable civic-driven change, which is an important complement to formal, state-led processes and can enhance long-term accountability.

- **Ensure women's organizations have access to adequate, reliable and sustained funding.** Transforming structural and cultural barriers that have existed for generations requires long-term engagement and financing. Women's organizations rarely have access to this type of funding and support, constraining their ability to bring about change. Supporting innovative funding mechanisms (e.g. Women's Peace and Humanitarian Fund[10]) that can channel funds to community-based women's organizations, including for their core operating costs and capacity-building needs, over a sustained period, can support women's organizations to gain credibility and undertake more effective programming strategies.

- **Holistic responses, which address a multitude of barriers, are vital to leverage the interconnections between social, economic, and political participation,** Interventions to support women's participation and leadership in recovery should include activities aimed at empowering women and girls in a manner that address economic, political and social barriers to their participation, including in spaces traditionally occupied by men (e.g. disarmament). By addressing economic and social barriers that women face, such as lack of childcare or control over household income, it is possible to enhance their ability to take leadership roles in their community or in national-level recovery processes. Affirmative measures to ensure their participation are also required for such spaces traditionally closed to women. A silo approach of those different components will only bear temporary changes. A multi-sectoral approach can bring sustained change.

- **Tackle structural barriers to women's participation and leadership.**[11] Measures are required to address structural barriers that can compromise women's ability to take leadership roles. Successful strategies can include increasing women's voice and bargaining power within the household through legal and socioeconomic reforms and adopting quotas across all peace and transitional justice processes and within governance, including the legislature and the judiciary. Education and awareness-raising programmes also help to address issues such as gender-based violence (GBV), the burden of unpaid care and the need for timely and effective service provision (police, justice, health, social services). These interventions should use diverse media to reach broad audiences to raise awareness of the important roles that women play during and in the aftermath of crisis.

ENGAGE ORGANIZATIONS WORKING WITH MEN AND BOYS TO CHALLENGE NEGATIVE MASCULINITIES AS PARTNERS IN EFFORTS TO SUPPORT WOMEN'S PARTICIPATION AS EQUAL PARTNERS

Men can be powerful allies and change agents for supporting increased participation and leadership of women. They can play a particularly vital role in challenging discriminatory attitudes and practices at the community level. Similarly, recognizing the negative impact of crisis on men and creating opportunities for more positive visions of masculinity to emerge can help to prevent backlash against efforts to support gender equality and women's empowerment.

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9   For more detailed information, read Guidance Note 5: Enhance women's agency in peace processes and political institutions.

10   Women's Peace & Humanitarian Fund webpage: http://wphfund.org/.

11   More detailed information is available in "Guidance Note 5: Enhance women's agency in peace processes and political institutions."

How to do it?

This section outlines different ways to promote the participation and leadership of women and women's organizations in crisis and recovery. The first chart suggests strategic entry points, focusing on key areas within the context of UNDP's mandate. The second table focuses specifically on how to mainstream GBV prevention and response across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote women's engagement in crisis planning and recovery	1. Ensure disaster needs assessment teams conduct a gender analysis, systematically consulting women and include gender experts from the outset of recovery programming. 2. Design and implement activities that build women's leadership skills in disaster risk reduction and recovery. 3. Engage women in formulating, delivering and monitoring services at the local level through well-established community-based platforms, including trauma healing interventions. 4. Encourage community-based interventions to promote behavioural change and more positive interactions between men and women, across generations and sexual orientation and gender identity, leading to more gender-sensitive and inclusive recovery process. 5. Ensure accessible, affordable and quality social infrastructure and essential services that reduce and redistribute women's unpaid care and domestic work and that enable their full participation in society.	• Inclusion of strong gender analysis in assessments (Post-Disaster Needs Assessment and the Recovery and Peace Building Assessment) and recovery project planning and design. **(1)** • Level of beneficiary satisfaction with public service delivery institutions, disaggregated by sex and age measured through feedback mechanisms. **(1,3,4)** • Percentage of women from those most at risk that have attained decision-making positions in local community development structures. **(2)** • Measures in place that address women's additional needs, such as childcare responsibilities, clean domestic energy and time poverty, to enable women to participate in recovery efforts. **(3)** • Percentage of registered women organizations that received sufficient funding from government for rendering of recovery services. **(3)** • Number of community and religious leaders sensitized on the importance of gender equality and women's empowerment. **(4)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote gender-transformative conflict and disaster prevention	1. Apply a gender analysis to all crisis prevention efforts to capture and understand the underlying power structures and norms associated with conflict. 2. As relevant, in partnership with UN Women and other United nations agencies, support the development and implementation of a UNSCR 1325 National Action Plan and ensure that national legislations are harmonized with its key provisions. 3. Provide effective gender budgeting on all aspects of national and international foreign policy by including gender impact assessments and by including women in project design, implementation and follow-up. 4. Ensure that national and sub-national strategies, budgets and policy instruments and frameworks for conflict and disaster prevention, including disarmament and mine action, recognize the leadership, roles and needs of women from different groups (widows, refugees, IDPs, women with disabilities, HIV positive women, women-headed households, ex-combatants, survivors of conflict-related sexual violence, trafficking survivors, etc.). 5. Establish equal representation of men and women, including from traditionally marginalized groups, in early warning interventions to prevent, resolve and manage recurring tensions and violence related to access and ownership of land, identity, elections and natural resources. 6. Facilitate and support women's advocates empowerment, across government, civil society organizations and communities through training on gender, conflict resolution, disaster preparedness and leadership. 7. Strengthen support, knowledge sharing and safety of women's human rights defenders in crisis and violence prevention interventions, as well as GBV prevention efforts. 8. Support and strengthen coordination between women's organizations, human rights defenders and female and male champions to enhance sharing of good practices and trigger an accumulated impact on crisis prevention and preparedness.	• The Common Country Assessment reflects a strong conflict and gender analysis which includes sex and age disaggregated data. **(1)** • Recovery framework has gender indicators based on conflict analysis and sex and age disaggregated data. **(1)** • Number of conflict and disaster prevention activities jointly implemented by national and local government and non-government actors addressing gender issues and quality interventions (civil society, religious leaders, traditional leaders, business representatives and women's groups). **(4,5,6,7,8)** • Number of gender-responsive and GBV-related indicators in early warning programmes. **(4,5,7,8)** • Number of people who participated in training that report they are using the skills/knowledge explored in the training, including on non-violent masculinities, economic empowerment and women's leadership on conflict prevention, over a period of six months, one and two years. **(4,8)** • Number of early warning mechanisms that have at least 30 percent participation of women, that have women leading and that reflect a strong gender-sensitive analysis. **(5,6)** • Media coverage reflects transformative language and reaches women and those most at risk with valuable information to prevent crisis. **(9,10)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote gender-transformative conflict and disaster prevention (*continued*)	9. Support the roll out of information and campaigns designed in coordination with women, girls and those most at risk in the target groups/communities to strengthen conflict and disaster prevention. 10. Prepare women and women's organizations from all walks of life to engage effectively with the media to strengthen crisis prevention by using strong and effective language to encourage preventative and positive actions by community members and leaders, including women, to address the root causes of conflict and disasters.	
Build capacities and partnerships with women's civil society	1. Leverage partnerships with local women's groups and other civil society organizations on project implementation and service delivery as opportunities for communities to work as protagonists of their own recovery and resilience. 2. Establish knowledge-sharing mechanisms to ensure timely and transparent sharing of information with special efforts made to reach and engage local and remote communities and the most deprived community members. 3. Further empower women and build women's networks by providing safe spaces and platforms where women's organizations can build capacity, secure financial support, exchange information and experiences, strengthen constituencies to influence national issues and mentor young women and men to adhere to new gender norms that promote equality.	• Proportion of women's organizations skilled and engaged in recovery processes. **(1)** • Percentage of women and men who understand the importance of gender equality to sustain peace and to prepare for and achieve recovery, measured through a perception study. **(1)** • Number of participatory and coordinated community monitoring mechanisms set up with not more than 60 percent and not less than 40 percent ratio for gender representation. **(1)** • Proportion of UNDP funding to women's grassroots organizations to engage in recovery programmes. **(1,3)** • Existence of an advisory board of women's civil society organizations to share knowledge and support UNDP senior management to undertake more informed programming, which can also act upon early warning signs. **(2,3)**

Address prevention and responses to GBV

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
• The negative health impact of GBV on economic productivity prevents women and girls from working and being economically active. • Violence and the social norms that underpin GBV limit opportunities for women to participate and lead recovery efforts due to health and psychosocial problems. • The fear of violence against women's human right defenders and female leaders can act as a disincentive for women to speak out and be politically active.	1. Support women leaders and decision makers to speak with one voice, based on evidence, on the importance of including GBV, harmful practices and conflict-related sexual violence (CRSV), where relevant, during recovery and when developing a disaster risk reduction framework. 2. Enhance protection systems, with the participation of women leaders and human rights defenders, to prevent women from becoming targets of violence as gender equality advocates. 3. Provide, in cooperation with government and civil society organizations, transformative leadership training that highlights drivers of GBV, CRSV and harmful practices, ways to prevent and respond to GBV and secure a positive engagement with men and boys to drive change. 4. Support women leaders in their advocacy to prevent and respond to GBV, CSRV and harmful practices. 5. Enhance women's capacity to partner with men, girls and boys for social change. Through their participation in community mobilization interventions they can address underlying social norms that normalize GBV and violent masculinities often exacerbated in crisis settings. 6. Ensure women leaders are empowered and are given the space to lead the design of and monitor the implementation of the UNSCR 1325 National Action Plan and the transitional justice process. 7. Ensure close working relationships with existing coordination mechanisms covering GBV, violence against women and harmful practices. Where the Spotlight Initiative is in place, link with the Multi-Stakeholder Country-level Steering Committee, through the Country-level Civil Society Reference Group.	• Gap analysis carried out to identify legal and policy reviews pertaining to GBV prevention and responses, including in time of crisis and recovery. **(1)** • GBV database developed and rolled out in line with international norms and standards. **(1)** • GBV services database developed and rolled out. **(1)** • Six-monthly assessment reports based on GBV database and services database. **(1)** • Comprehensive, budgeted legislation drafted/endorsed by parliament to prevent and respond to GBV. **(1,4)** • UNSCR 1325 National Action Plan endorsed with budget allocation. **(1,4,6)** • GBV prevention and response strategy is in place, operational and accessible to all, also during crisis. **(2,3,4)** • Gender responsive transformational justice process agreed upon, budgeted, implemented and monitored. **(3,4,6)** • Prevalence study, disaggregated by sex, age and vulnerability, to measure sense of security in targeted communities. **(3,5)** • CRSV and GBV included within the peace agreement and transitional justice plan. **(4)** • GBV fully integrated in the disaster risk reduction strategy. **(4)** • Coordination and monitoring mechanisms in place to support a multi-sectoral and multi-level roll out of GBV interventions. **(6,7)**

Investigate innovative approaches to programming

Utilizing partnership platforms that facilitate the enhanced involvement of women in technology can be a valuable catalyst for both the empowerment of women and their contributions to reducing vulnerability and building resilience. The World Bank's **Code for Resilience** project launched in 2014, for example, works to strengthen resilience to natural hazards by partnering disaster risk management experts with local technology communities, including women. It engaged over 1,000 female technologists across

eleven code sprint events in eight countries in its first year and has helped to build capacity and refine tools that improve local disaster risk management. For example, exposure, hazard and risk maps for 15 Pacific Countries were produced as part of the Pacific Catastrophe Risk Assessment and Financing Initiative. **Women Hack for Non-profits**, a community of women in technology, building open source projects for non-profit organizations, is another project that helps increase the involvement of women in coding,

which is vital to disaster resilience. The **Trilateral Research** team collaborates across social science and technology to bring insights from each to capture the benefits of data-driven innovation. They create knowledge and tools that empower clients to transform research into innovation and innovation into impact. For example, Trilateral Research helped Amnesty International in the development of **Digital Verification Corps** allowing them to monitor human rights and women rights abuses by verifying social media postings.

Swayam Shikshan Prayog in India has empowered 145,000 grassroot women in the drought-prone state of Maharashtra, India, to act as decision makers, improving their health and economic well-being. Engaging at the nexus of nutrition, sustainable agriculture and gender, the initiative has created 5,500 self-help and saving groups that support women to engage as farmers, entrepreneurs and leaders.

The initiative trains women to negotiate with their families to obtain their own plot of land for cultivation, usually about 0.4 hectares each. Low-input sustainable farming techniques, including efficient water use, organic farming, mixed cropping and increased crop cycles, enable the women to improve food security, increase climate resilience, enhance agrobiodiversity and reduce stress on water resources. Through these

projects, women develop the capacity to influence household decision-making, improve nutrition and increase water availability in the region. The initiative provides a space for local women to co-create their own development solutions and to connect with like-minded women and organizations to spread their knowledge and expertise in a broader network, creating a mechanism for widespread sustainable change.

Resilient women: women become change makers after five years of tsunami: Using film as a medium to give voice to often invisible rural women, this documentary follows the journey of women to rebuild their habitats and livelihoods in the five years post tsunami in Cuddalore and Nagapattinam, two of the worst affected districts in Tamilnadu, India. It showcases how these resilient women overcame their socio-economic and physical vulnerabilities to contribute to the overall development of their communities and become better prepared for future disasters.

Women's Weather Watch in Fiji is a model for monitoring approaching storms and disaster management in communities, providing real-time information with a local touch and combined with a constant campaign of FemLINKPACIFIC to emphasize the habitually overlooked area of the involvement and consultation of women before, during and after natural disasters.

The 2015 Women's Situation Room in Nigeria created an early warning and early response mechanism for electoral violence surrounding the 28 March 2015 general elections. The Women's Situation Room successfully responded to incidents of election-related violence, making it a strong example of the feminist movement's power to assist in countering violence against women.

Community-level channels for conflict resolution and dispute resolution mechanisms can be rendered into platforms for enhanced women's leadership in facilitating peace-building efforts. The UN Women-supported **Peace Hut Initiative** in Liberia, ongoing since 2009, represents women-led modifications of the traditionally male-dominated conflict resolution mechanisms in the country. The Peace Huts have created spaces for Liberian women in rural and conflict-affected areas to mediate disputes, refer survivors of violence to local services and watchdog local police and judges. They provided essential support during the Ebola Response, spreading information and supporting economic recovery for women whose businesses were destroyed during the outbreak.

Checklist for addressing gender equality in the programme/project cycle

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Assess how the legal framework has been designed and implemented. Were women, women human right defenders and the most vulnerable members of the communities empowered to fully engage and identify any national targets for women's representation in decision-making (most likely in national gender policy or law)? ☐ Prepare a detailed mapping and understanding of local conditions with the participation of women. ☐ Collect available sex-disaggregated data on women and, if possible, different groups of women, in decision-making roles at all levels. ☐ Conduct community consultations with target groups of women, men and female and male youth in targeted project areas representing a broad range of the most vulnerable, i.e. migrant, displaced persons, refugees, disabled, ethnic and religious minorities, rural poor, illiterate, those in most disaster/conflict prone areas, survivors of GBV, women-headed households, the elderly, trafficking survivors and ex-combatants. Meet separately with groups of women at times and places that are convenient to ensure attendance and active participation. ☐ Consult specifically with the national gender machinery (ministry or department of gender equality) and national women's NGO networks and leading national women's NGOs.
Project design	☐ Ensure women are represented at a minimum of 30 percent and striving towards 50 percent in leadership and decision-making in all project mechanisms including design team, project staff and beneficiaries. ☐ Create formal mechanisms that will embed women's demands into the decision-making process. ☐ Engage men to instill an understanding of the benefits of gender equality in programmes and to advance new masculinities. ☐ Support the implementation of local civil society initiatives and build on existing initiatives. ☐ Ensure that at last 15 percent of the budget for all programmes is allocated for gender equality and women's empowerment.
Project implementation	☐ Ensure that government staff are trained on gender and on traditional and harmful concepts of masculinity and key principles of gender equality. ☐ Ensure that wherever government bodies are targeted for training and capacity building, equal numbers of men and women are included in all activities. ☐ Include affirmative action strategies where women are underrepresented, such as specific women's training courses and mentoring, as well as looking at the need for family-friendly practices to enable women to attend training/programme activities, addressing childcare support, transportation and safety issues. ☐ Include local women's groups and civil society groups in project implementation and oversight.

PROJECT CYCLE	STANDARDS
Project monitoring and evaluation	☐ Ensure the 15 percent of the budget allocated for gender equality and women's empowerment is tracked. ☐ Undertake a gendered and human rights-based analysis of the impacts of all reforms and programmes. ☐ Ensure the UNDP Gender Marker is properly assigned and tracked. ☐ Mainstream gender into the M & E framework and ensure outcome and impact indicators disaggregate programme targets by sex and age and other categories (ethnicity, disabled, etc.). Include indicators at the household level identifying the impact on women, men, girls and boys. ☐ Ensure sex disaggregated data is updated to monitor changes in representation and participation of women from different groups in leadership and decision-making positions at different levels of programme intervention.
Coordination and partnerships	☐ Work with United Nations agencies at country level, including through the United Nations Gender Theme Group, IASC Gender Focal Points, UN Women, UNICEF, UNFPA, UNHCR and WFP Gender Experts and Focal Points in building the capacity of women's organizations. ☐ Work with national government machineries, including the national gender, finance and planning ministries, which work in close partnership with civil society. ☐ Partner with women's organizations, particularly at the local level, to strengthen capacity to influence national recovery processes. ☐ Suggest creating commissions and consultative/advisory bodies, which would ensure that civil society experiences can inform the way in which programmes and initiatives are implemented.

Toolkits and other resources

Guidance on Gender and Inclusive Mediation Strategies, United Nations Department of Political Affairs, 2017.

This guidance seeks to enhance the capacity of international, regional and national media to be gender-sensitive and to create more consultative processes through the promotion of the effective participation of women and gender sensitivity in the design and substance of peace agreements. It provides an overview of relevant normative frameworks and modalities through which women participate in conflict party delegations and civil society organizations. It offers practical strategies and tools for mediators and their teams working to prepare and design gender-sensitive media on strategies, as well as recommendations on gender-sensitive provisions within peace agreements.

What Member States Can Do to Ensure Women's Meaningful Participation in the United Nations System? Women's International League for Peace and Freedom, 2017.

This booklet draws from discussions that took place during a three-day Women's International League for Peace and Freedom convention. It is designed specifically for Member State representatives and provides recommendations ranging from supporting women human rights defenders and women's organizations to what United Nations Member States can do to improve women's participation in the United Nations system.

Inclusive Security, Sustainable Peace: A Toolkit for Advocacy and Action, International Alert and Women Waging Peace, 2004.

Gender-Responsive Early Warning: Overview and How-To Guide, UN Women, 2012.

This guide provides a simple checklist of recommendations for those planning, implementing or evaluating gender-responsive, community-led early warning initiatives.

Handbook on Integrating Gender in Peacebuilding and Statebuilding, K. Barnes Robinson and Cordaid, 2016.

An easy-to-use reference manual and guidance on integrating gender issues into peacebuilding and statebuilding work.

The Better Peace Tool, International Civil Society Action Network, 2018.

An open source guide offering practical steps for the effective inclusion of women peacebuilders and gender perspectives in mediation, conflict prevention, and peacemaking.

A Feminist Perspective on Post-Conflict Restructuring and Recovery: The Case of Bosnia and Herzegovina. Women's International League for Peace and Freedom, July 2017.

This paper examines post-conflict restructuring and recovery approaches in Bosnia and Herzegovina (BiH) by using feminist political economy approach. It also proposes a series of concrete recommendations for governments, international organisations, international financial institutions and donors, stressing the importance of prioritising gender equality and socio-economic justice to achieve economic prosperity and sustainable and just peace in conflict-affected societies..

Preventing Violence against Women in Elections: A Programming Guide, UNDP and UN Women, 2017.

This guide seeks to identify the specific components of violence against women in elections, including types, tactics, victims and perpetrators, and presents options for policy and programming responses based on current good practices. It also provides examples of definitions and methods from all regions that may prompt ideas for actions according to each country's national context.

04

Guidance Note 4.

Ensure women's access to justice, security and human rights

GENDER EQUALITY IS GUARANTEED BY 139 CONSTITUTIONS GLOBALLY, YET SIGNIFICANT CHALLENGES, INCLUDING DISCRIMINATORY LAWS RESTRICTING WOMEN'S PROTECTION FROM VIOLENCE AS WELL AS RIGHTS TO CITIZENSHIP, MOBILITY, PROPERTY OWNERSHIP AND EQUAL PAY REMAIN.[1]

IN 19 COUNTRIES WOMEN ARE LEGALLY OBLIGED TO OBEY THEIR HUSBANDS.[2]

90 PERCENT OF COUNTRIES HAVE AT LEAST ONE LAW THAT IMPEDES WOMEN'S ECONOMIC OPPORTUNITIES.[3]

IN NEARLY 40 COUNTRIES, DAUGHTERS DO NOT HAVE THE SAME INHERITANCE RIGHTS AS THEIR BROTHERS.

GLOBALLY, WOMEN MAKE UP JUST 13% OF AGRICULTURAL LAND HOLDERS.[4]

SURVEYS IN CONFLICT-AFFECTED AREAS REVEAL THAT **WOMEN TEND TO BE LESS INFORMED AND REPORT LOWER LEVELS OF ACCESS TO BOTH FORMAL AND TRADITIONAL JUSTICE MECHANISMS** THAN MEN.[5]

GLOBALLY, WOMEN ARE UNDERREPRESENTED IN THE FORMAL JUSTICE SECTOR, MAKING UP ONLY 27 PERCENT OF JUDGES ON AVERAGE.[6] THERE IS A HUGE RANGE IN CRISIS AND POST-CRISIS CONTEXTS: IN AFGHANISTAN FOR EXAMPLE, WOMEN MAKE UP 10 PERCENT OF JUDGES[7] WHEREAS IN RWANDA THERE IS GENDER PARITY IN SUPREME, CONSTITUTIONAL AND REGIONAL COURTS.[8]

ANALYSIS OF MAJOR BILATERAL DONORS' FUNDING FOR JUSTICE IN 2009 INDICATES THAT **ONLY 5 PERCENT** (ROUGHLY $206 MILLION OF A TOTAL $4.2 BILLION) **WAS SPENT ON PROJECTS IN WHICH GENDER EQUALITY WAS A PRIMARY AIM.**[9]

5%

1   UN Women, "Progress of the World's Women: In Pursuit of Justice," available from: http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2011/progressoftheworldswomen-2011-en.pdf?la=en&vs=2835.

2   Ibid.

3   World Bank, "Women, Business and the Law 2016: Getting to Equal," available from http://wbl.worldbank.org/.

4   UN Women, "Turning Promises into Action: Gender Equality in the 2030 Agenda for Sustainable Development," available from: http://www.unwomen.org/en/digital-library/publications/2018/2/gender-equality-in-the-2030-agenda-for-sustainable-development-2018#view /.

5   UN Women, *Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325,* 2015.

6   UN Women, "Progress of the World's Women: In Pursuit of Justice," page 60. Available from: http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2011/progressoftheworldswomen-2011-en.pdf?la=en&vs=2835.

7   Tim Luccaro and Erica Gaston, "Women's Access to Justice in Afghanistan: Individual versus Community Barriers to Justice", Peaceworks, No. 98, p. 42. Washington, D.C., United States Institute of Peace, 2014.

8   UN Women, "Progress of the World's Women: In Pursuit of Justice," page 60. Available from: http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2011/progressoftheworldswomen-2011-en.pdf?la=en&vs=2835.

9   UN Women, "Progress of the World's Women: In Pursuit of Justice," p. 121. Available from: http://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2011/progressoftheworldswomen-2011-en.pdf?la=en&vs=2835.

Why it matters?

Justice is a fundamental right, as well as an enabler of other rights – for example, discriminatory justice systems impede protection, accountability and reparation, and contribute to cycles of violence and cultures of impunity.[10] Women's access to justice and security is imperative in all contexts, as it is a precondition for resilient, inclusive and peaceful societies. Special attention to these matters is particularly necessary in crisis and recovery settings because systems of protection, security and justice are frequently weakened in such contexts, which in turn exacerbates gender inequality and discrimination[11] and contributes to ongoing insecurity.

Challenges associated with weak infrastructure, social barriers and stigma related to violence against women, including conflict-related sexual violence (CRSV), are severely exacerbated when crimes on a massive scale may have taken place during periods of conflict and violence or following major disasters. Moreover, in many such situations women already lacked housing, land and property rights, right to free movement and are highly restricted in their access to economic assets or social benefits. For example, the right to identity cards may be denied, especially for widows, displaced persons, others most at risk and their children born out of rape.

According to the Norwegian Refugee Council, challenges from a breakdown in the rule of law, social norms and practical barriers stemming from socio-economic inequalities are three key constraints preventing displaced women from realizing their housing, land and property rights.[12] In turn, these setbacks contribute to an ongoing environment of insecurity for women and girls, even after peace has been established.

Thus, in the context of crisis, women and those most at risk, have the least access to justice and security at the very time when they need it most to recover and rebuild their own lives and those of their families and communities. Protecting women and girls by upholding their equal rights and delivering transformative justice in the aftermath of disaster, conflict and violence is a vital foundation for successful recovery and progress toward broad sustainable development.

Crisis and recovery contexts represent a window of opportunity to "build back better", and as such they are critical moments to mainstream gender throughout national judicial, security and human rights systems, mechanisms and services. This opportunity is often missed, with consequences for both the effectiveness of interventions and long-term sustainable recovery.

Promoting women's access to justice, security and upholding their human rights in the context of UNDP's recovery work is important because:

- **Access to basic economic and social rights is necessary for women to build resilience and participate in recovery processes.** In crisis and recovery contexts, the realization of women's rights is hindered by discriminatory laws, social disintegration and shifts in household configuration. For example, the number of women-headed households, including widows, often increases in crisis contexts, though discriminatory land and inheritance laws can make it difficult for women to own property, further putting strain on resilience-building and the recovery process. With a reduced ability to survive on farming alone, many women may revert to the informal sector for additional livelihoods activities, which may include precarious activities in insecure places. Loss of documentation, difficulties around registration of children born out of rape and validating one's widow status are all additional constraints in accessing much-needed social safety provisions. Improved security of tenure for land and property can make a critical contribution to ensuring social and economic progress in rural and urban settings, supporting poverty reduction and furthering gender equality and peace and security.

- **Lack of physical security hampers women's access to their economic and social rights.** A dysfunctional or non-existent formal and informal justice system, both at national and community levels, increases levels of insecurity and mistrust. The lack of safety for women ensuing from this situation hampers their meaningful participation in economic recovery activities. In many instances, young girls will be kept out of school when security on the way to school is precarious or if security within the school premises is deemed insufficient. Women and girls find it difficult to participate in employment, access social benefits, or access distribution points within camps to receive their food and non-food items. Corrupt practices in such settings may include pressure on women and girls to provide sexual favours in return for the issuance of official documents or entitlements. Pursuing comprehensive community security approaches that improve women's physical security, along with setting up effective reporting and accountability mechanisms are key to ensure that women and girls can fully enjoy their human rights.

- **Women and girls face specific obstacles in accessing justice and realizing their rights.** Surveys in conflict-

10   UNDP, UN Women, UNODC and OHCHR, "A Practitioner's Toolkit on Women's Access to Justice Programming," p.2. Available from https://www.undp.org/content/undp/en/home/librarypage/democratic-governance/access_to_justiceandruleoflaw/toolkit--women-s-access-to-justice.html

11   UNDP, "Rule of Law Annual Report 2017: Strengthening the Rule of Law and Human Rights for Sustaining Peace and Fostering Development," p. 50. Available from: https://www.undp.org/content/undp/en/home/librarypage/democratic-governance/access_to_justiceandruleoflaw/rule-of-law-annual-report-2017.html

12   Norwegian Refugee Council, https://www.nrc.no/what-we-do/speaking-up-for-rights/housing-land-and-property-rights/

affected areas reveal that women tend to be less informed and report lower levels of access to both formal and traditional justice mechanisms than men.[13] Discriminatory norms, attitudes and practices, particularly at the community level, can also lead to violence and injustices experienced by women and girls being relegated to the private sphere at the expense of their human rights. Practical barriers such as a lack of economic independence, poor infrastructure, time poverty[14] and stigma can all hamper their ability to access justice. Additionally, women and girl refugees and women and girl IDPs may not have any recourse to justice while displaced from their communities.

- **Traditional legal norms and dispute mechanisms resurface or become strengthened in crisis settings, with possible setbacks on women's rights gains.** In many instances, with the weakening of formal justice systems because of a crisis or in refugee settings, it will be mostly men, particularly tribal or religious leaders, adopting leadership roles in addressing community grievances. In many settings, patriarchal values may lead to actions setting back the rights of women and girls.

- **There is a window of opportunity for inclusive security and justice sector reform in transition contexts.** After crisis, there is a unique opportunity to put into place justice and human rights systems and mechanisms that enhance women's and girls' security and access to justice. Evidence shows that laws relating to gender-based violence (GBV) and land and inheritance rights are particularly important in recovery contexts. Reform of security and justice systems in a gender-responsive manner should also be integrated in recovery policies and frameworks and include a provision for increased women's representation and participation in justice, security and human rights institutions, including transitional justice mechanisms. Transitions are an opportunity to support the meaningfully participation of women by, for example, negotiating quotas and training women to participate in governance and public life – weaving it into policies, constitutions and legal frameworks which in turn can positively impact justice reform.

- **Increasing both the quantity and quality of women's representation in security, justice and human rights institutions can support better identification of and response to gender-differentiated justice and security needs and priorities.** Evidence shows that employing women on the frontlines of justice and security service delivery

(for example as police, prosecutors, corrections officials, paralegals, legal representatives and court administrators), as well as at the highest levels of policy influence (as legislators, judges and in professional oversight bodies), can create justice systems that are more gender responsive.[15] The institutions themselves also need to be strengthened to instil a gender-equitable environment, free of discriminatory norms, attitudes and behaviours.

- **Laws are necessary but insufficient to ensure women's realization of rights and access to justice; specific measures are needed to turn *de jure* rights and protection of women into *de facto* justice and security.** Even where laws do exist, women may be unaware of their rights and many may not possess the social and economic resources to pursue claims, particularly when they must navigate unresponsive or gender-biased authorities and institutions. Additionally, enforcement of existing laws and implementation of gender-equitable justice, security and human rights policies may be spotty. Targeted interventions are therefore required to identify the obstacles women and girls face in realizing their rights. Strengthening the capacity of human rights bodies, feminist movements, organizations and rights holders is essential to make duty bearers accountable to uphold human rights.

- **Women human rights defenders (WHRDs) play a significant role in promoting sustainable recovery, yet are particularly at risk of discrimination, harassment, criminalization and violence, including degrading searches and arbitrary detention.** WHRDs are also at risk of stigma and revictimization if they report acts of violence.[16] By calling for greater respect for human rights, gender equality, fundamental freedoms and accountability, WHRDs voice critical perspectives and offer solutions. Because they challenge not only cultures of impunity but also social norms that restrict women's rights, they often face double-discrimination. The safety and protection (including legal protection) of WRHDs is doubly significant in that it is inherently linked to the security of the communities they represent and can only be fully achieved in the context of a holistic approach which includes deepening of democracy, fighting against impunity, reducing inequalities, and striving for social, economic and environmental justice.[17] Targeted measures, including legislation, policies and programs, may be required to ensure their safety is ensured and rights protected, and to ensure accountability if those areas are breached.

13   UN Women, *Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325,* 2015.

14   Time poverty is understood as a lack of time for rest and leisure after taking into account the time spent working, whether in the labour market or in the home, according to http://www.undp.org/content/dam/undp/library/gender/Gender%20and%20Environment/PB4-AP-Gender-and-Energy.pdf.

15   UN Women, *Improving Women's Access to Justice During and After Conflict: Mapping UN Rule of Law Engagement,* New York, 2013, p. 40.

16   United Nations Office of the High Commissioner of Human Rights, "States' responsibility towards the protection of women human rights defenders: 20 years after the Declaration on Human Rights Defenders," July 2018, available from https://www.ohchr.org/EN/Issues/Women/WGWomen/Pages/StatesResponsibilityTowardsProtection.aspx.

17   Special Rapporteur on the situation of human rights defenders, A/HRC /16/44 (2010), para. 103.

What works?

Principles and approaches to keep in mind when designing and developing programming in this area:

- **Transform the underlying inequalities that make women and girls vulnerable to human rights violations.** Programming needs to adopt a holistic approach that transforms the underlying inequalities that render women and girls particularly vulnerable to rights violations. This includes: ensuring justice and security institutions are gender-responsive; developing new legislation reflecting and entrenching gender equality; supporting women's meaningful participation in shaping justice mechanisms; supporting women's access to justice, including specific initiatives such as legal aid, mobile clinics and low-cost justice delivery models; establishing specialized and accessible courts; and engaging with informal justice mechanisms to ensure informal processes are brought into line with human rights and gender equality standards. . This can mean developing legislative reforms that challenge the underlying socio-cultural norms and perpetuate discrimination and allow violations to occur with impunity. .

- **Engage women as active participants in all stages of security sector reform.** Security sector reform processes often focus on improving a security agency's ability to respond to women's needs and issues, but rarely on the inclusion of women in decision-making about security. Involving women and women's civil society organizations in national and sub-national policy design and oversight of security provision through, for example, national security advisory bodies, human rights commissions, or police review boards, can result in better identification of needs and challenges and increased partnership and communication between security actors and communities. Importantly, it can also support the recognition of gendered security threats as legitimate and linked to broader societal recovery, rather than being perceived as separate women's issues.

- **Working with informal justice providers is crucial, particularly in contexts with plural or hybrid legal systems.** Although the focus of justice and security reforms is often on formal institutions and actors, in recovery contexts it is also vital to focus on customary and informal legal systems. Are often more familiar and accessible and can often be perceived as offering greater legitimacy. Through processes of recognition, sensitization and reform (including promoting women's participation within them) customary justice structures can be encouraged to respect women's rights and international norms.

- **Channel financial and other capacity-building support to women's organizations working on justice and security issues.** Women's organizations often fill critical gaps and provide services, raise awareness around women's needs, priorities and rights, and advocate for greater women's representation institutions and influencing policy and legal reforms. Providing financial support to these organizations, along with capacity enhancement interventions, can be a cost-effective and strategic way to increase access to justice and security at the community level.

- **Ensure that civil society organizations working on justice, security and human rights issues integrate gender-related priorities into their work**. It is vital that all civil society organizations support gender-sensitive approaches to security and justice reform and also recognize the gender-related obstacles linked to accessing justice and rights. In particular, organizations leading legal support and awareness, peacebuilding initiatives and other relevant activities should ensure gender responsiveness and undertake training and capacity building to raise awareness and skill levels among staff.

- **Establish an integrated database to monitor women's access to security and justice and promote a multi-sectoral and multi-level approach.** In recovery settings, data systems are often non-existent or weakened. It is important to integrate databases at the onset of reforms to the justice and security sectors to measure the quality and impact of interventions. Integrated data systems will support the development of evidence-based interventions which allow the identification and targeting of specific areas of concern relating to gender inequalities.

How to do it?

This section outlines different ways to ensure women's access to justice, security and human rights. The first chart below suggests strategic entry points, focusing on key areas within the context of UNDP's mandate. The second table focuses specifically on how to mainstream GBV prevention and response across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote and ensure gender-responsive transitional justice to address past human rights abuses	1. Strengthen state capacity to design, implement and resource a gender-responsive reparations programme which includes the range of violations women may have experienced during conflict, including mass forced displacement, social and economic violations, disruption of education and GBV. 2. Ensure that justice sector (courts, investigators and prosecutors) prosecuting domestic and international crimes, including GBV, provide for the specific needs of women. This includes witness protection, translation, transport, psycho-social, legal and medical services, education and life skills and child care support, etc. It should also include revising laws to ensure prosecution can be pursued. 3. Engage women, including women refugees, IDPs, survivors of GBV, diaspora and civil society organizations in the design, implementation (including related awareness raising activities) and monitoring of transitional justice mechanisms, including reparations programmes and truth and reconciliation commissions.	• Proportion of gender differentiated issues identified, integrated and funded within transitional justice frameworks. **(1,2)** • Percentage of GBV-related crimes prosecuted, including as a percentage of total crimes reported. **(1,2)** • Number of meaningful consultations undertaken with women and women's organizations to inform transitional justice measures. **(1,3)** • Conviction rates of GBV-related crimes. **(2)** • Number of female witnesses who have been provided protection and support. **(2)** • Number of female victims who received material or economic compensation, land restitution or benefitted from educational and health care support. **(3)**
Introduce, re-establish and/or strengthen accountable and gender-responsive justice and security mechanisms	1. Prioritize efforts to strengthen constitutional and legislative processes and reforms to promote and protect women's rights and access to justice. 2. Support women's empowerment and facilitate active inputs from gender equality champions in the development of legislation, policy, budgets and programmes to address discriminatory legislation and provisions. 3. Ensure national legislation and informal justice systems and processes protect women's rights in the family and community, especially regarding access to inheritance, financial and land assets and divorce and family matters.	• Number and significance of legislative and policy reforms adopted which include specific provisions to protect women's rights, including as survivors of CRSV. **(1,2)** • Number of consultations with women advocates to inform legislative, policy, budget and programmes. **(2)** • Perception survey (sex and age disaggregated) capturing sense of security and justice. **(4)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Introduce, re-establish and/or strengthen accountable and gender-responsive justice and security mechanisms *(continued)*	4. Advocate for increased representation and participation of women at all levels of justice service delivery and in the security sector, across both formal and informal systems, including through quotas and support for women's legal education. 5. Engage with the security sector to investigate the roll out of gender-sensitive community policing through the engagement of women police officers as a first point of entry to access to justice. 6. Establish, strengthen and contribute to referral and coordination mechanisms that link various pillars of the justice and security sectors to streamline prevention and response to GBV. 7. Strengthen capacity of security and justice actors, including civil society organizations, to respond to women's needs and priorities, particularly in responding to GBV. 8. Institutionalize the principles of equality across all manuals, guidelines and standard operating procedures adopted by the security and justice sectors and complement with training, knowledge platforms and networks.	• Proportion of relevant institutions that have fully integrated normative changes across their policies, training packages, standard operating procedures and operations reflecting gender equality. **(4,6,7)** • Retention and promotion rates of female security personnel by age and sex. **(5)** • Percentage of justice and security sector positions filled by women, and increase in grade of positions filled by women, including by temporary special measures. **(5)** • Access to justice is fully integrated, budgeted and monitored in the UNSCR 1325 National Action Plan. **(6)** • Percentage of pool of trainers in the security, justice and human rights sector that also conduct gender training for stakeholders. **(6,7)**
Increase access to justice for women	1. Enhance awareness of community members about women's rights and protection needs, especially women and girls, to enhance their capacity to hold formal and informal justice and security entities to account. 2. Support the establishment of one-stop centres and other facilities that offer GBV survivors a range of integrated socio-legal and medical services with access to trained staff as per the referral pathway guidelines, including in refugee and IDP camps. 3. Promote specialized courts and gender-specialized units in formal and informal justice institutions and mechanisms. 4. Facilitate legal support and representation to those most at risk in securing access to land, housing, compensation, social security, credit and formal documentation and identity for children born out of CRSV. 5. Reduce the costs of pursuing justice for women, e.g. through free legal services, enhancing the availability of legal aid and support through civil society organizations, paralegal schemes and human rights defenders, including in refugee and IDP camps.	• Percentage of women and girls' human rights abuses reported, investigated and resolved by authorities. **(1,2,3,4,5,6,7,8)** • Number of women and most at-risk populations who have received shelter, legal advice and/or representation. **(1,3,6)** • Number of special protection units in the police and prosecutors' office and courts that deal specifically with GBV. **(2)** • Number of one-stop centres/legal aid centres/safe homes established that provide legal information, legal representation and safety. **(2,4,5)** • Funding allocated to law reform supporting women's access to justice as percentage of total funding to justice and security sector reform. **(3)** • Number of law and justice agencies with gender equality policies or strategies and evidence that they are implemented. **(3,7)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Increase access to justice for women *(continued)*	6. Work with and enhance the capacities of human rights defenders at the community level in camps and in settlements to support access to legal information, representation for those most at-risk, especially women and girls, and reintegration in the communities. 7. Enhance capacities of human rights institutions, including women rights entities, to address human rights violations of, and strengthen accountability regarding women's and girls' rights. 8. Support women to become leaders to address inequality in traditional dispute settings, particularly where formal justice mechanisms are not operational.	
Promote and ensure the legal empowerment of women	1. Design and implement legal empowerment initiatives (e.g. legal literacy programmes through paralegals and self-help groups), with the support of women advocates, that increase women's knowledge of their rights and access to legal systems, which build women's confidence and trust in the justice sector, and which hold duty bearers accountable. 2. Support the recruitment of women, if needed through the introduction of a quota, in the justice service chain and provide gender-sensitive training to paralegals enabling them to provide legal information and conduct community education and rights awareness campaigns on how to access justice and protection afforded by the law. 3. Advocate for and support the legal empowerment of women entering the informal justice and decision-making entities. 4. Work with women to partner with men and youth to support the development of non-violent masculinities as part of their legal empowerment. 5. Pursue women's economic independence as a strategy to improve their personal safety and advance their rights through programmes that strengthen and support women as economic actors.	• Number of people who have benefited from legal empowerment programmes and have successfully accessed legal protections (disaggregated by sex and age). **(1,4)** • Number of paralegals, human rights defenders, traditional leaders, human rights organizations, lawyers, members of the judiciary, prosecutors, court officials, members of human rights entities (ombudsman, human rights commission) and police trained on gender justice issues. **(2)** • Number of reforms adopted which directly address barriers women face in accessing their rights and justice. **(3,5)** • National and sub-national poverty reduction strategies include programmes to provide free and equal access to legal support, courts, tribunals and other dispute resolution mechanisms and the right to a fair trial. **(5)**

Address prevention and responses to GBV

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
• A project with a specific focus on GBV prevention and response requires strong linkages with security, justice and human rights programmes to improve prevention and quality responses across all targeted sectors. • All GBV-related interventions should be linked with the GBV referral pathway (see Guidance Note 1). • Only a holistic approach, rolled out through the legislature, governance and across all segments of society, will achieve results. • Addressing GBV will enhance the achievement and sustainability of peace and recovery.	1. Analyse the challenges within the traditional dispute mechanisms and the formal justice sector to deal with issues related to GBV. 2. Increase women and girls' awareness of their legal rights, of issues pertaining to GBV and of how to access key services in a secure way. 3. Ensure the safety of human rights defenders. 4. Include interventions aimed at transforming norms in relation to gender equality and women empowerment to prevent GBV. 5. Prioritize the GBV agenda within access to justice work (institution building, special units, recruitment of women officers). 6. Integrate and institutionalize specific GBV courses in curricula for justice, human rights and security officials. 7. Coordinate all GBV interventions with stakeholders across the referral pathway, led by UNFPA and/or the United Nations High Commissioner for Refugees (UNHCR), addressing health, shelter, social services and economic empowerment. 8. Promote and support legislation, policy and interventions to prevent and respond to incidents of GBV, as part of transitional justice work, in partnership with the Department of Peace Operations (DPO), UN Women, UNHCR, the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the Office of the Special Representative of the Secretary-General (SRSG) on Sexual Violence in Conflict.	• Percentage of high-level female officers across the security and justice sectors. (1,4,5) • Percentage of people feeling safe in their communities (prevalence study). (2) • Percentage of people that reject GBV as part of normal behaviour (per sex/age). (2,4) • Percentage of reported GBV cases that are successfully dealt with through the formal justice system (data base). (3,4,5,6) • Percentage of police stations with specific services provided by female officers to attend to GBV victims and survivors. (5) • Presence of prosecutors and judges solely dedicated to address GBV cases. (5,6) • Protection services in place for survivors, their children and witnesses. (7) • Legal and operational framework in place to prevent and respond to GBV incidents. (8)

TRANSITIONAL JUSTICE

Transitional justice is a response to systematic or widespread violations of human rights. It seeks recognition for victims and promotion of possibilities for peace, reconciliation and democracy.

Transitional justice is not a special form of justice, but justice adapted to societies transforming themselves after a period of pervasive human rights abuse. The aims of transitional justice will vary depending on the context, but these features are constant: the recognition of the dignity of individuals; the redress and acknowledgment of violations; and the aim to prevent them happening again. Recognition, accountability and reparation for conflict-related sexual violence (CRSV), mostly impacting women and girls, are an integral part of this process.

UNDP plays a crucial role, alongside other United Nations agencies and national and international institutions, in advancing transitional justice.

International Centre for Transitional Justice, "What is Transitional Justice?" 2009, available from: https://www.ictj.org/sites/default/files/ICTJ-Global-Transitional-Justice-2009-English.pdf.

Investigate innovative approaches to programming

Grass-roots approaches to the provision of legal justice that take the person and their vulnerability as points of departure for intervention, as embodied by the concept of microjustice, can serve as a crucial resource for strengthening access to legal services for poor and marginalized groups. Microjustice entails providing a person with legal protection and access to the entitlements (services/benefits/utilities) of the society in which they live. It constitutes a potent concept for addressing the particular vulnerabilities faced by women, who often lack sufficient legal protection and security and in turn become targets for abuse by authorities or domestically. **Microjustice4All,** a methodology developed by the Dutch organization MJ4All, is one initiative that address the issue of legal empowerment of the poor structurally at the grassroots level (see **handbook**). MJ4All offers practical legal solutions which often take the form of a legal document, such as correction of birth certificates, death certificates, contracts, identification documents, business registration, registration of social organizations, property transfer and land registration. In this way, people can protect themselves, their business and their belongings. In addition, it enables people and groups to access the benefits and entitlements in the system of their country (including access to education, healthcare, pension schemes and enfranchisement). These issues are even more important in the aftermath of a humanitarian crisis because all the victims need to access aid schemes and need to protect their person and belongings that have been lost or damaged. Through legal empowerment, Micro-justice transforms a vulnerable person into a citizen, enabling them to exercise their rights. A 2015 impact study of Microjustice4All programs in Bolivia and Peru revealed that improved access to valid legal documents led to improved participation in decision-making forums as well as access to property, welfare and healthcare services.[18]

18 Microjustice4All, *Impact Study in Bolivia and Peru,* 2015, available from http://microjustice4all.org/mj4all/index.php/mj4all-network/output-impact/impact-reports.

Checklist for addressing gender equality in the programme/project cycle

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Assess how the policy and legal framework has been designed and implemented to meet women's legal, justice and security needs, ensure and enhance women's participation and identify national targets for women's representation in decision-making (most likely in the national gender equality strategy or legislative framework).
	☐ Gender assessments should address the following issues:
	○ How have state obligations been assessed with regards to women's access to justice, security and human rights and compliance with international human rights standards?
	○ How has a gender analysis of national legislation been conducted to assess the human rights situation of women and girls?
	○ How have de jure and de facto discrimination been identified in respect to women's access to justice, security and human rights?
	○ How have customary, traditional or other legal practices been analysed through a gender lens?
	○ How has impunity from violations of women's human rights, including GBV, been addressed through justice mechanisms?
	○ What are the obstacles and bottlenecks women face in being able to access justice?
	☐ Conduct community consultations with diverse groups of women, men and female and male youth. Combine participatory assessments with conflict development analysis inclusive of gender analysis (including, when relevant, HIV and health) in consultations with key stakeholders and expert informants.
	☐ Conduct a review of secondary data. Refer specifically to national data from the UNSCR 1325 National Action Plan reports, Universal Periodic Reviews, CEDAW reports and Country Gender Assessments where they touch on issues of access to justice, security and human rights. Analyze (by sex and age) prevalence and perception studies and review crime and incarcerations statistics wherever available and reliable, including data on CRSV. When possible, assess the situation for ethnic /religious minorities, people living with disabilities and other vulnerable groups. Use proxy indicators and anecdotal data from NGOs if there is a lack of data. Fund special data collection, when necessary, following standard gender-sensitive protocols.
	☐ Ensure post-disaster and conflict needs assessments identify specific needs of women with disabilities and women with family members with disabilities to maximize their knowledge of, and access to, justice.
Project design	☐ Work with the justice sector to reform sex- and gender-discriminatory laws and advance protection of human rights ensuring equal access to justice for all, including in areas such as land law.
	☐ Develop activities to ensure equal access to legal/justice/security services and protection is available for all.
	☐ Build trust in the justice and security institutions for women and provide special/streamlined services for women to protect their rights and safety and address stigma - especially for those who are survivors of GBV.
	☐ Partner with women allies to design mechanisms to strengthen women's needs in formal and informal justice frameworks.

PROJECT CYCLE	STANDARDS
Project design *(continued)*	☐ Assess capacity of formal and informal justice and security sector actors to safely and ethically response to incidents of GBV.
	☐ Ensure that all programming is informed by the transformational agenda; normative changes are sought to achieve gender equality.
	☐ Develop databases to inform evidence-based interventions.
Project implementation	☐ Engage in gender equality dialogue with national and local male leaders involved in the development of security and justice institutions, including the transitional justice systems.
	☐ Harness the potential of young people, traditional and religious leaders to promote normative changes that will influence the prevention of conflict and violence.
	☐ Ensure staff and partners have been made aware of and adhere to the United Nations policy on protection from sexual exploitation and abuse.
	☐ Support the development of community-based protection strategies of protection programming (with due caution where this poses a potential security risk).
	☐ Evaluate GBV risk-reduction activities by measuring programme outcomes (including potential adverse effects) and using the data to inform decision-making and ensure accountability.
Project monitoring and evaluation	☐ Include risk mitigation and protection outcomes in project monitoring and evaluation. Include an indicator to collect gender-sensitive information to ensure women's human rights, such as protection from violence including sexual violence, and include it in the M&E framework where it is identified as a potential risk.
	☐ Use impact indicators that measure beneficiaries' well-being and protection outcomes at the household level, e.g. reduced exposure to violence, rather than numbers trained or number of participants reached.
	☐ Mainstream gender into the M&E framework. Use sex and age disaggregated baseline data and outcome and impact indicators that disaggregate programme targets by sex and age and other categories, when appropriate (e.g. ethnic, refugee, migrant, IDP status, disabled, HIV status).
	☐ Include indicators (number and percentage) of policies/pieces of legislation/programmes that have effectively mainstreamed gender and in which gender specific targets or initiatives have been identified that relate to the area of focus.
	☐ Invest in a systematic disaggregation of data by sex, age, disability and vulnerability at the project and programme level.
	☐ Promote the knowledge of the UNDP gender marker and how it is used and tracked to meet the minimum 15 percent budget used in gender programming.
	☐ Partner with local NGOs to support monitoring efforts and ensure gender specialists and/or gender skills are included in the TORs of the M&E team. Engage women and other at-risk groups as protection monitoring staff (including both paid and voluntary work) and ensure they have opportunities to provide protection-related inputs.

PROJECT CYCLE	STANDARDS
Coordination and partnerships	☐ Ensure close collaboration of UNDP with DPO, OHCHR, UN Women and the United Nations Office on Drugs and Crime as the Global Focal Point for Police, Justice and Corrections Areas in the Rule of Law in Post-Conflict and other Crisis Situations, partners of the United Nations Action against Sexual Violence in Conflict, the SRSG for Sexual Violence in Conflict and the Team of Experts on Rule of Law.
	☐ Engage with the GBV coordination mechanisms in-country to identify where GBV expertise is available, including within the GBV Area of Responsibility Working Group, co-led by UNICEF and UNFPA.
	☐ Work closely with the Women's Protection Advisor and the Gender Advisor of United Nations peacekeeping mission and members of the IASC Global Protection Cluster.
	☐ Partner with relevant government officials, line ministries, judiciaries, national human rights institutions, police and corrections at the regional, national, subnational levels on issues relating to law reform, gender-responsive transitional justice and security sector reform.
	☐ Seek partnerships with relevant local women's groups and NGOs to provide holistic services to survivors of GBV and lobby for gender-responsive legislation and policies.
	☐ Partner with statistical bodies regarding information sharing and capacity building to address data gaps (including gender-disaggregated data) on justice, security and human rights.
	☐ Ensure that updated data on GBV prevalence is shared at the United Nations Country Team prevention platform meetings as an early warning indicator of possible broader crisis.

Toolkits and other resources

A Practitioner's Toolkit on Women's Access to Justice Programming, UNDP, UN Women, UNODC and OHCHR, 2018.

Designed primarily for staff of the United Nations system, this toolkit presents a menu of options for responding to the current deficits in women's access to justice programming and the growing demand for technical assistance in this area. It consolidates and complements existing resources and aims at stimulating bolder gender-responsive justice interventions for the full realization of the rights of women and girls in all countries.

Toolkit for Addressing Gender-Based Violence Through Rule of Law Projects, USAID, 2015.

This is a resource to guide the design and expansion of GBV prevention and response efforts and to integrate them into Rule of Law programming. The toolkit discusses appropriate rigorous measurement of GBV interventions, with the expectation that in addition to ensuring effective project implementation, well-developed M&E can contribute to a larger evidence base about what works in preventing and responding to GBV in the legal and justice contexts.

UNDP-OHCHR Toolkit for collaboration with National Human Rights Institutions, UNDP and OHCHR, 2010.

This practical tool guides practitioners on how best to support National Human Rights Institutions (NHRIs) with policy advice, technical assistance and capacity development support from the pre-establishment phase. It includes information on country planning processes and capacity assessments, identifies challenges and opportunities that NHRIs may encounter and suggests how to deal with situations that threaten to undermine effectiveness.

Gender Justice in the Arab States region: Assessment of laws affecting gender equality and protection against gender-based violence, UNDP, UNFPA, UN Women and ESCWA, 2018.

This report presents the findings of a systematic review of the laws relating to gender justice and their implementation across nineteen countries of the Arab states region. It provides an analysis of the penal, personal status, nationality and labour codes of each country and whether they promote or impede equality between women and men before the law, and whether they provide protection against gender-based violence.

Women's Rights in Constitutions: Global good practices in advancing gender equality and women's empowerment in constitutions, UNDP, 2016.

This policy guidance provides a range of good practice options for advancing gender equality in the content of constitutions. It is intended to provide technical support for a range of partners and national stakeholders involved in constitution-making, including; legislatures, constituent assemblies, constitutional review committees or commissions, governments, civil society organizations and legislative drafters.

Gender & Security Sector Reform Toolkit, Geneva Centre for the Democratic Control of Armed Forces (DCAF), Organization for Security and Co-operation in Europe (OSCE) and the United Nations International Research and Training Institute for the Advancement of Women (UN-INSTRAW), 2008.

This toolkit provides policymakers and practitioners with a practical introduction to why gender issues are important in security sector reform and what can be done to integrate them.

Toolkit on Disability for Africa: Access to Justice for Persons with Disabilities, United Nations Division for Social Policy Development (DSPD) and the Department of Economic and Social Affairs (DESA).

Across Africa, persons with disabilities encounter considerable obstacles in terms of access to justice. The toolkit explores barriers faced and sets out approaches to overcome them.

Gender Equality and Justice Programming: Equitable Access to Justice for Women (Primers in Gender and Democratic Governance #2), UNDP, 2007.

This primer outlines the major obstacles and barriers women face in accessing justice and suggests strategies and interventions to overcome these challenges.

UNHCR Handbook for the Protection of Women and Girls, UNHCR, 2008.

The handbook outlines strategies to address the protection challenges faced by women and girls, sets outs legal standards and principles to guide protection work and outlines the different roles and responsibilities of States and other actors.

**UN Women Virtual Knowledge Centre to End Violence Against Women and Girls.**

Modules on 'Justice,' 'Security,' 'Legislation' and 'Conflict/Post-Conflict' provide overviews and guidance on various dimensions of the justice and security sectors, including on design, implementation and monitoring of programming interventions.
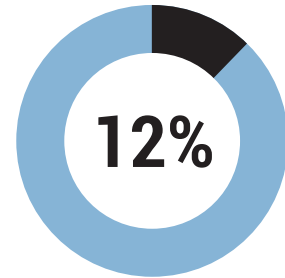
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Guidance Note 5.

Enhance women's agency in peace processes and political institutions

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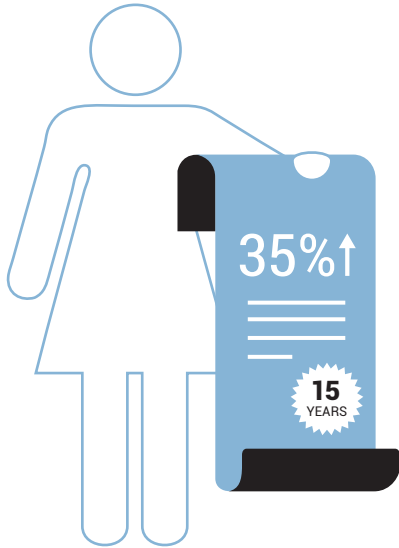
15 YEARS

WHEN WOMEN ARE INCLUDED IN PEACE PROCESSES THERE IS A **35 PERCENT INCREASE** IN THE PROBABILITY **OF AN AGREEMENT LASTING 15 YEARS**.[1]

IN POST-CONFLICT COUNTRIES WHERE QUOTA-BASED SYSTEMS HAVE NOT BEEN USED, JUST **12 PERCENT OF PARLIAMENTARIANS**, ON AVERAGE, **ARE WOMEN**.

12%

BETWEEN 1992 AND 2011, FOUR PERCENT OF SIGNATORIES TO PEACE AGREEMENTS AND **LESS THAN 10 PERCENT OF NEGOTIATORS AT PEACE TABLES WERE WOMEN.**[2]
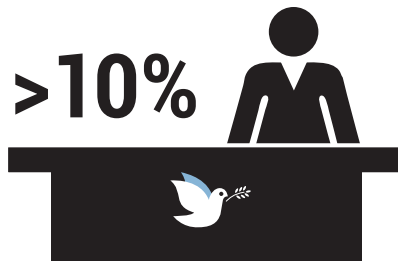
>10%

IN POST-CONFLICT COUNTRIES THAT USE QUOTAS, **WOMEN CONSTITUTE NEARLY 20 PERCENT OF LEGISLATURES.**[4]

20%

79 STATES

AS OF NOVEMBER 2018, **79 STATES HAVE NATIONAL ACTION PLANS (NAPS) TO IMPLEMENT UNSCR 1325**. ONLY 43% OF THOSE NAPS INCLUDE AN ALLOCATED BUDGET.[3]

1   UN Women, *Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325,* 2015, p. 41-42.

2   UN Women and the Council on Foreign Relations, Women's Participation in Peace Negotiations: Connections between Presence and Influence, available from: https://reliefweb.int/sites/reliefweb.int/files/resources/03AWomenPeaceNeg.pdf.

3   WILPF, https://www.peacewomen.org/member-states, accessed 24 January 2019.

4   UN Security Council (2018). Report of the Secretary-General on women peace and security (S/2018/900), para. 80. Data come from IPU (2018). *Women in National Parliaments Situation* as of 1 June 2018 http://archive.ipu.org/wmn-e/arc/world010618.htm, accessed in July 2018. The percentage in conflict and post-conflict countries were calculated by UN Women by using data from the IPU.

Why it matters?

Achieving universal human rights and sustainable peace calls for women to be part of all peace and recovery efforts. There is an increasing body of research which demonstrates that when women participate in all levels of peace processes, including national dialogues and mediation talks, as well as the implementation of peace accords, there is a much higher chance that an agreement will be reached, implemented and sustained over time.[5]

Women bring different and unique perspectives to discussions, raising issues that are often ignored or under-prioritized, yet which are crucial to the effectiveness of peace and recovery efforts, such as equal access to disarmament, demobilization and reintegration programmes for women and child soldiers.[6]

As women tend to be more actively engaged at the community level, they are closer to the root causes of conflict. Women have access to information and community networks that can inform negotiation positions and areas of agreement.[7] Their engagement in the implementation of the peace agreements can also facilitate community's ownership. Women's involvement in peace talks, therefore, can broaden both the peace dividends and the constituencies that are vested in bringing about peace. This can lead to a more just and inclusive recovery process.

Peace processes present an opportunity to lay the foundation for a broad-based, sustainable and inclusive peace, yet women are regularly excluded and denied a seat at the table. Peace negotiations –which set the stage for post-conflict recovery (including by granting amnesties, rebuilding government institutions, establishing transitional justice mechanisms, planning elections and initiating power-sharing arrangements) – are crucial openings to influence policies, laws and budgets so that women's rights and interests are protected.

In many contexts however, women face a range of challenges that limit their full and equal political participation. The barriers to women's political participation in formal and informal institutions require targeted actions in order to empower women and girls to shape, influence and implement recovery priorities. Enhancing women's participation in political processes, through formal and informal institutions, is important for the following reasons:

- **Women's participation contributes to stronger and more sustainable peace processes.** Empirical data demonstrates that where women's groups exercise a strong and meaningful influence in all levels of peace processes, there is a much higher chance of an agreement being reached, implemented and sustained over time.[8] This positive impact is compounded when women are included through a number of different modalities simultaneously, such as at the negotiating table, as observers, as monitors, in community-based consultations, etc.

- **The meaningful inclusion of women can be a form of conflict prevention.** Effective conflict prevention should start by addressing the broad and deep insecurities that permeate women's and men's lives prior to conflict, along with the ways that pre-conflict structural inequalities can facilitate violence and insecurity.[9] Additionally, when women are excluded from early warning systems and community-level mediation, important perspectives and sources of information are muted. Their meaningful participation in designing and implementing conflict prevention initiatives is an important and necessary component of preventing the re-emergence of conflict.

- **Local women play important roles in preventing violent extremism, but these roles may put them at risk.** Research has found that women are often more willing to prevent

5   UN Women, Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325, New York, 2015, p. 41-44.

6   Paffenholz, Thania et al, Making Women Count - Not Just Counting Women: Assessing Women's Inclusion and Influence on Peace Negotiations, Geneva: Inclusive Peace and Transition Initiative (The Graduate Institute of International and Development Studies) and UN Women, April 2016.

7   https://www.cfr.org/interactive/womens-participation-in-peace-processes/why-it-matters (accessed 15 February 2018).

8   UN Women, Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325, New York, 2015, p. 41-44.

9   UNDP, Africa Human Development Report: Accelerating Gender Equality and Women's Empowerment in Africa. New York. 2016.

violent extremism as they may be among the first targets of fundamentalism, which constrains their rights, and in many cases, increases domestic violence before violence becomes an open armed conflict.[10] Mothers in particular can be vital partners in preventing extremism due to both their understanding of the local context and ability to identify warning signs of radicalization within their homes.[11] Such efforts can actually increase women's risk of violence, and as such, related risk mitigation strategies should be a part of any intervention.

- **Women face specific obstacles to participating in formal and informal institutions that need to be addressed through targeted programming.** Women face a range of challenges that limit their full and equal participation at the political level, many because of structural discrimination exacerbated by cultural, traditional and religious practices. For instance, a lack of coalition building due to continued political party loyalties tends to supersede genuine women's interests. Practical limitations, such as time constraints due to women's multiple roles and responsibilities, as well as a lack of skills and resources required to meaningfully influence decisions, compounded by incidents of intimidation and gender-based violence (GBV), further restrict women's participation.

- **Women are significantly under-represented in political processes.** Women's participation in national government decision-making remains very low globally, with the proportion of women in parliaments reaching an all-time high of just 23.3 percent in 2017, a slow increase from 11.6 percent in 1995.[12] Although women's representation does not always translate into strengthened support for gender equality, their presence in political institutions is essential to broaden the range of interests and priorities that are given voice in political debates.

Ensuring women's representation in politics, including legislative and executive branches of government, can help bring gender perspectives to legislative and policy processes. This is particularly vital in recovery contexts, when multiple legal and policy reforms are taking place and a new post-crisis political landscape is being established.

- **Women's political representation broadens the range of issues covered by political processes.** Women bring different and unique perspectives to discussions, raising issues that otherwise might be ignored or under-prioritized, but which are crucial for communities.[13] For example, in Afghanistan, the 50 percent quota for women in local government not only increased their participation in social and political activities but also improved women's income generation.[14]

10 Karima Bennoune, Your Fatwa Does Not Apply Here: Untold Stories from the Fight Against Muslim Fundamentalism, W. W. Norton & Company, 2014; also see: International Peace Institute, "Bennoune: Support Muslims Resisting Fundamentalism," October 2, 2013, www.ipinst.org/events/speakers/details/486-bennoune-support-muslims-resistingfundamentalism.html.

11 Al-Ferdows Foundation in Iraq: After 20 years of community service to war widows and children and promoting peace in her province of Basra, in 2015 Fatima Al-Bahadely found her teenagers at direct risk of recruitment into militias. Drawing on her religious and cultural knowledge and her community ties she initiated a deradicalization programme to demobilize and rehabilitate youth from militias. Al-Ferdows did this by providing the youth a mix of religious literacy while working to promote their positive involvement in their communities and encouraging them to return to school. www.icanpeacework.org/our-work/innovative-peace-fund/.

12 Inter-Parliamentary Union Women in Parliaments database as of 1 January 2017, available from http://www.ipu.org/wmn-e/world.htm, accessed 14 March 2017.

13 For more information, please see "Guidance Note 3: Promote the participation and leadership of women and women's organizations in crisis and recovery" of this Toolkit.

14 Beath, A., F. Christia and R. Enikolopov. "Empowering Women through Development Aid: Evidence from a Field Experiment in Afghanistan." American Political Science Review, 2013. 107.03: 540–557.

What works?

Principles and approaches to keep in mind when designing and developing programming in this area.

- **Ensure that gender expertise is provided to support peace negotiation processes.** Various measures can be put in place to ensure that gender expertise and diverse women's voices are meaningfully engaged in peace negotiations. It is particularly important to ensure that such expertise feeds into the technical work on the different components of peace deals. This can be complemented by gender training for mediators and negotiators.

- **Earmark funds to support women's participation** and/ or tie international aid to the participation of women in peace agreements and transitional processes.

- **Adopt temporary special measures, including quotas.** While quotas and other forms of affirmative actions are not sufficient to ensure transformative change, they can be important mechanisms for increasing the representation of women in political institutions. Although subsequent efforts are still likely to be required to translate representation into effective participation, quotas have had a positive impact on the number of female parliamentarians in crisis and recovery contexts.

  In conflict and post-conflict countries with legislated electoral quotas, women make up almost 23 percent of parliamentarians; however, in conflict and post-conflict countries without legislated electoral quotas, women made up only 15 percent of parliamentarians.[15] Quotas can be used to promote women's representation in transitional bodies, constitutional councils, peace talks, etc.

- **Engage men and women in early warning and response in order to prevent, resolve and manage recurring tensions.** This may involve providing financial, technical and political support to encourage leadership training for both men and women to reinforce and buttress a culture of non-violence, including non-violent masculinities.

- **Ensure gender-sensitive monitoring and evaluation of all efforts to counter violent extremism,** including gender-disaggregated data collection, to track and ensure initiatives are not putting women and girls at risk.

- **Invest in capacity- and coalition-building to support women's political empowerment.** Targeted actions such as training, mentoring and establishing women's caucuses or women's wings in political parties can all play important roles in addressing some of the barriers that women face once in office. Building upon and supporting women's networks can also help in this regard. In post-crisis contexts, women may face obstacles moving from informal peace activism into formal politics and targeted support can help with this transition.

- **Advance women's political participation in partnership with men.** Influencing male political leaders to promote and encourage women's political participation is vital. Men are frequently the gatekeepers of political parties and can therefore be allies in opening political doors to women and providing them with the needed support and capacity building to turn representation into effective engagement and gender equality.

WOMEN LEADERS AS MENTORS FOR YOUTH

Women leaders can help break the barriers that exclude youth from decision-making processes by mentoring young leaders – aspiring women who face multiple forms of discrimination particularly – in their constituencies.

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15   UN Women, *Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325,* New York, 2015, p. 175.

How to do it?

This section outlines different ways to support women's agency in political processes across formal and informal institutions. The first chart suggests strategic entry points, focusing on key areas within the context of UNDP's mandate. The second table focuses specifically on how to mainstream GBV prevention and response across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote women's role in peacemaking	1. Provide training and capacity-building support to enable women to participate effectively in formal and informal peace processes, including mediation and negotiations. 2. Support women's and men's understanding of the advantages of advancing a gender equality and women's empowerment agenda as a condition towards sustaining peace and securing inclusive recovery, with a special focus on decision makers. 3. Institutionalize the participation and consultation of civil society; build strategic alliances and networks to strengthen constituencies; support women's engagement in political processes and preventive diplomacy. 4. Support women's effective participation in monitoring the implementation of peace agreements, including at the community level and through capacity building, coalition building and addressing practical barriers.	• Proportion of women among mediators, negotiators and technical experts in formal peace negotiations.[16] **(1)** • Women's participation in official observer status, at the beginning and the end of formal peace negotiations.[17] **(1)** • Number of women in platforms to implement the provisions of the peace agreement. **(1)** • Proportion of men engaged in formal peace talks who vocalize and implement their support for women's participation. **(2,3)** • Percentage of donor conference participants that are women. **(2,3)** • Diversity of women that are represented in formal and informal peace talks (i.e. taking into account different religions, ethnicities, castes, LGBTI communities, indigenous, etc). **(3)** • Number of women's groups engaged in political dialogue because of provided financial and capacity-building support. **(3,4)** • Existence of a women's caucus or network that supports the development, implementation and monitoring of a UNSCR 1325 National Action Plan. **(4)**

16 UNSCR 1325 Indicator 11a.

17 UNSCR 1325 Indicator 11b.

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote gender-responsive peace agreements	1. Strengthen the technical capacities of stakeholders (e.g. mediators, NGOs, government) to address gender issues and conflict-related human rights abuses of women in the main components of peace agreements. 2. Include provisions in peace agreements to acknowledge and address the specific needs of female ex-combatants and that support gender-equitable reintegration programmes. 3. Establish and support national gender mechanisms within government with the necessary mandate, funding, capacity, political influence and leadership to drive gender mainstreaming, along with the implementation and monitoring of peace agreement provisions. 4. Investigate the possibilities for women leaders to engage with youth, men and peace and security networks to reinforce transformational leadership that advances gender equality and new masculinities. Where such networks are absent, encourage women to promote their establishment to initiate more inclusive and transparent governance.	• Number of gender provisions, including specific provisions to improve the security and status of women, included in peace agreements.[18] **(1,2)** • Number of post-conflict initiatives by NGOs that address the specific needs of women and girls. **(2)** • Number of female ex-combatants and females associated with armed groups who register for and complete disarmament, demobilization and reintegration programmes as a percentage of the planned total. **(2)** • Percentage of benefits (monetary equivalent, estimate) from reparation and disarmament, demobilization and reintegration programmes received by women and girls.[19] **(2,3)** • Existence of a monitoring and accountability mechanism to track the implementation of gender-specific provisions of the peace agreements. **(3)**
Promote women's role in conflict prevention	1. Support the development and implementation of budgeted National Action Plans on UNSCR 1325 with provisions on all four pillars, including prevention. 2. Promote the meaningful participation of women in the design and implementation of early warning systems, including by providing training to women and women's organizations. 3. Provide technical and financial support to expand space for civil society, including targeted capacity development for women's organizations, and provide platforms for women to share their knowledge and experiences on conflict prevention within and across sectors. 4. Invest in research and data on women's role and involvement in conflict prevention to inform evidence-based responses, policies, tools and platforms. 5. Ensure women's participation and leadership in developing strategies to prevent conflict, including livelihood and leadership skills, and educational opportunities for female survivors.	• Number of National Action Plans on UNSCR 1325 with budgeted and implemented components supporting women's role in conflict prevention. **(1,2)** • Existence of gender specific strategies in early warning systems. **(2)** • Research conducted on the efficacy of public campaigns and the use of media in preventing conflict and promoting women's role in prevention. **(3)**

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18   UNSCR 1325 Indicator 8.

19   UNSCR 1325 Indicator 26a and 26b.

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote women's role in preventing violent extremism	1. Ensure women's participation and leadership in countering violent extremism, with corresponding strategies to mitigate any associated risks. 2. Invest in research and data on women's role and involvement in countering prevention of violent extremism, to inform evidence-based responses, policies, tools and platforms. 3. Provide technical and financial support to expand space for civil society, including targeted capacity development for women's organizations, and provide platforms for women to share their knowledge and experiences on countering violent extremism within and across sectors.	• Sex- and age-disaggregated data on deaths and injuries from violent extremism. **(1)** • Percentage and number of women and girls in terrorist groups. **(2)** • Research conducted on the efficacy of public campaigns and the use of media in countering violent extremism. **(2)**
Enhance women's participation in political and public decision-making	1. Support political parties to ensure they adopt measures to advance women's participation as candidates within political party and leadership structures, as well as policies to advance gender equality within their mandates and manifestos. 2. Support legal reforms to ensure the adoption of temporary special measures or quotas for women's participation in constitutional processes, transitional councils, parliaments, government bodies, etc. 3. Provide mentoring, coalition building, financial and capacity-building support to female candidates, and encourage them to stand for elections at all levels, including local and district levels, being sure to consider their safety and security when doing so. 4. Support campaigns to raise awareness on women's rights, contributions and abilities to lead at all levels of government. 5. Support male and female political actors to integrate and advance a gender equality and women's empowerment agenda as part of their respective political and electoral platforms. 6. Support women's political networks and coalitions to strengthen peer learning, networking and promote mutual support to advance a gender equality agenda.	• Proportion of seats and heads of committees held by women in national parliament. **(1)** • Percentage of women who stand for election in post-conflict contexts. **(1,2,5)** • Adoption of temporary special measures promoting women's participation in decision-making positions. **(1,5)** • Drafting and passing of new, budgeted legislation that relates to women or gender issues. **(1,5)** • Percentage of campaign financing provided to women candidates and allocated to issues for women voters. **(1,3,4,5)** • Percentage of candidates at national and sub-national levels that include gender equality in their platforms. **(4,5)**

Address prevention and responses to GBV

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
The health and psychosocial consequences of GBV can limit women's ability to engage in the public sphere, and female politicians and peacebuilders may be targeted with GBV.	1. Ensure enhanced security for women's participation as candidates, and voters in elections and political campaigns. 2. Empower women to understand the drivers of violence and inequality and help them develop a common agenda (e.g. UNSCR 1325 National Action Plan) to inform the peace process that includes reparations and justice for victims and survivors of conflict-related sexual violence. 3. Secure the participation of women and empower them to influence the development and roll out of transitional justice mechanisms to address grievances related to conflict-related sexual violence. 4. Integrate trauma healing, conflict resolution and leadership skills at all levels of interventions to support peaceful and constructive political participation. Those interventions are key in an environment where many women carry the weight of being survivors of gender-based and conflict-related sexual violence, or are supporting surviving relatives and friends, or who have children born from rape.	• Measures to provide redress for gender-based and conflict-related sexual violence are integrated within the peace agreement. **(1,2,3,4)** • A UNSCR 1325 National Action Plan is developed, funded and implemented. **(2)** • The proportion of women, men, boys and girls who feel that concerns presented by their women leaders are important and support sustainable recovery processes. **(2,3)** • Gender-sensitive conflict resolution and leadership skills manuals and training are developed with national accreditation. **(2,3,4)** • Trauma healing interventions are fully integrated and funded within peace and transitional justice processes. **(4)**

WOMEN'S POLITICAL PARTICIPATION IN POST-GENOCIDE RWANDA[20]

Ever since the 2003 Constitution of Rwanda set aside 30 percent of legislative seats for women, each election has increased the number of seats held by women, both those reserved for women and some non-reserved seats as well. Rwanda's parliamentary elections in 2003 saw nearly 50 percent of new female representatives. In 2008, women assumed 56.3 percent of the seats in the parliament, and in 2013 women's representation in the House of Deputies rose to nearly 61.3 percent, which remains the highest number of women parliamentarians in the world.[21]

Throughout the transition years in Rwanda, women in parliament played a significant role in post-conflict governance, and their participation in shaping decisions is increasingly recognized as critical to the long-term security and stability of the country (Markham 2013; UNDP 2016a). Their contributions include: influencing policies on decentralization so that previously marginalized groups such as women and youth are now included; integrating gender sensitivity at all levels of government; and initiating and implementing national and community-based reconciliation efforts that reach the grassroots. Furthermore, Rwandan female politicians were responsible for creating the only tripartite partnership among civil society and executive and legislative bodies to ensure that women's needs are met and basic services are provided to communities countrywide. Together with grassroots activists, they successfully advocated for adopting a law on prevention and punishment of GBV in 2008. They have also formed the first cross-party caucus in parliament to work on controversial issues such as land rights and food security (Powley 2003).

Investigate innovative approaches to programming

In Afghanistan, as part of UNDP's ongoing support to the parliament, UNDP supported the organization of the **first ever televised committee hearings** with Women's Affairs Commissions.[22] The hearings were broadcasted nationally and showcased women MPs holding their government accountable for not including enough women in peace processes, as well as the government's failure to implement provisions of the Anti-Harassment Law adopted by the Afghan Parliament in 2017.

In 2018, **UNDP Yemen began using behavioural design to prevent violent extremism.** Particularly focusing on youth, the initiative is being tested in three districts in Aden, with the aim to further mobilize the target population to join a community support programme, the Yemen Stabilization Programme.

By testing hypotheses and tools to increase outreach and participation in the programme, the team developed key behavioural "nudges" and protection messages that are disseminated using SMS, social media and videos. The programme is developing behaviourally informed interventions, including psychosocial support for exposure to trauma, for those affected by ongoing violence, with a focus on women and youth.[23]

20 UNDP and UN Women, *Gender Equality as an Accelerator for Achieving the Sustainable Development Goals,* New York, 2019, p. 34.

21 http://archive.ipu.org/wmn-e/classif-arc.htm, accessed 15 August 2018.

22 4 July 2018: Meshrano Jirga Women's Affairs and Civil Society Commission – Oversight Hearing on Involvement of Women in the Peace Process and 8 July 2018: Wolesi Jirga Women's Affairs, Civil Society and Human Rights Commission – Oversight Hearing on Implementation Status of the Anti-Harassment Law.

23 UNDP, Moonshots and Puddle Jumps: UNDP Innovation Facility 2017-2018 Year in Review, available from http://www.undp.org/content/dam/undp/library/innovation/MoonshotsAnnual%20Report_11Sep2018.pdf.

Checklist for addressing gender equality in the programme/project cycle

PROJECT CYCLE	STANDARDS
Assessment analysis	☐ Assessment teams should include staff with gender expertise to assist in the collection, analysis and reporting on gender issues in each functional area. ☐ Apply a gender analysis to conflict analysis, including the impacts of conflict and the roles and needs of men and women, boys and girls in peacebuilding, highlighting and targeting structural and power inequalities that would otherwise remain invisible. ☐ Gender analysis needs to draw on the UNSCR 1325 National Action Plan (where they exist), as they often contain data, priorities and recommendations. Linking the National Action Plans with other post-conflict frameworks provides coherence and can create joint monitoring and implementation plans to streamline data collection and budgeting. ☐ Conduct community consultations with target groups of women, men and youth in targeted project areas, including the most vulnerable, e.g. migrants, IDPs, refugees, disabled, ethnic and religious minorities, rural poor, illiterate, survivors of GBV, women-headed households, the elderly, trafficked women and ex-combatants. Meet separately with groups of women at times and places convenient for their participation to ensure their attendance and active participation on sensitive issues, such as their personal security, which are difficult to discuss in mixed sex groups. ☐ Consult specifically with the national gender machinery (Ministry or Department of Gender Equality) and national women's NGO networks or leading national women's NGOs.
Project design	☐ Ensure women are represented at a minimum of 30 percent and striving for 50 percent in leadership and decision-making positions in all project mechanisms, including the planning team, project staff, implementation and beneficiaries. ☐ Identify traditional conflict resolution mechanisms and explore ways of using them to de-escalate tensions. ☐ Seek to work with other groups, including religious institutions, the military and the business community, and mobilize their resources and expertise to promote non-violence. ☐ Assess risks and barriers to participation of all vulnerable groups of men, women, boys and girls. Ensure local men and boys are engaged as participants and active stakeholders to ensure husbands/partners/fathers are supportive of the participation of wives/partners/daughters in project activities and leadership roles to promote peace. ☐ Work with NGOs to develop a conflict and gender analysis to identify a range of indicators and a common strategy to address root causes of conflict.
Project implementation	☐ Advocate for a 'gender quota' in peace discussions. Where women negotiators exist, reach out to them to provide support, expertise and advocacy. ☐ Include affirmative action strategies when women are underrepresented, such as running specific women's training courses and mentoring. Examine family-friendly practices (e.g. childcare support, transport and safety issues) to enable women to attend training and programme activities. ☐ Ensure that wherever government bodies are the target for training and capacity building, equal numbers of men and women are included for all activities, with a focus on ex-combatants, refugees, migrant and IDP women, as well as women-headed households, LGBTI and other groups of marginalized women.

PROJECT CYCLE	STANDARDS
Project implementation (*continued***)**	☐ Ensure female ex-combatants, female child soldiers and survivors of GBV have female interviewers and service providers, with gender-specific training and expertise.
	☐ Recognize the prevalence and impact of GBV and the need to work closely with specialists and specialized interventions to prevent incidents and provide responses to survivors.
	☐ Identify areas where men have been or could be champions for change in transforming government processes/policies/programming in terms of gender equality, including politicians, religious leaders, media and business personalities.
	☐ Develop alliances between women in civil society, government and parties to the conflict at local, national and regional levels. Create a cross-sectoral action plan that ensures that gender perspectives and women's rights issues are included in all aspects of peace talks.
	☐ Use and support existing networks of women's groups to raise awareness about conflict prevention issues. Consult with them regularly to learn about conflict trends at the community level and their impact on women and potential roles in mitigating violence.
	☐ Develop qualitative monitoring, such as polls, interviews, community roundtables and focus groups with women, before, during and after a given countering violent extremism initiative.[24]
	☐ Publicize CEDAW General Recommendation 30[25] and UNSCRs on Women, Peace and Security[26] as international standards that call for women's inclusion in peace processes and call for compliance by the state.
Project monitoring and evaluation	☐ Ensure the minimum of 15 percent budget for gender equality and women's empowerment programming is tracked.
	☐ Ensure the UNDP Gender Marker is properly assigned and tracked.
	☐ Mainstream gender into the monitoring and evaluation framework, disaggregate baseline data based on sex and age and establish outcome and impact indicators that disaggregate programme targets by sex and age and other categories when appropriate (ethnicity, disabled, etc.). Include indicators at the household level, identifying the impact on women, men, girls and boys.
	☐ Use proxy indicators when lacking data against indicators and revise the programme framework to include capacity-building for data collection, particularly among local partners, such as women's organizations working at the community level.
	☐ Include an indicator to collect gender-sensitive information to ensure women's human rights (such as protection from violence, including sexual violence) in the M & E framework where it is identified as a potential risk.
	☐ Ensure risks of exacerbating gender inequalities or increasing women's vulnerability are periodically assessed throughout programme implementation.
	☐ Use local partners and NGOs to support monitoring and/or ensure gender skills are included in the terms of reference of the M & E team.

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24 For more good practices, see: Global Counter Terrorism Forum, *Good Practices on Women and Countering Violent Extremism,* The Hague.

25 The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is available from: **http://www.ohchr.org/documents/hrbodies/cedaw/gcomments/cedaw.c.cg.30.pdf.**

26 See Tip Sheet 2: Key policy frameworks relevant to gender and recovery.

PROJECT CYCLE	STANDARDS
Coordination and partnerships	☐ Work with members of the United Nations Action Against Sexual Violence in Conflict network to foster multi-stakeholder responses to sexual violence during and after conflict. ☐ Work with the United Nations Department of Political and Peacebuilding Affairs (DPPA), Department of Peace Operations (DPO) and UN Women on technical support to women in peacemaking and multi-track mediation efforts. ☐ Work with DPPA and UN Women to support women's participation in political processes, including elections. ☐ Partner with national assembly groups, including women's caucuses and cross-party women's groups, as well as national women's machineries to ensure political processes are inclusive and advance women's rights. ☐ Work with women's organizations and human rights advocates on leadership skills in various programming areas, such as female electoral candidates, inclusive political processes, holding political leaders to account and mass media campaigns that combat gender stereotypes and support the role of women's leadership. ☐ Work with government line ministries, such as finance, planning, internal/home affairs, defense, justice, gender/women's affairs and foreign affairs, as well representatives from truth and reconciliation commissions, constitutional or electoral reform commissions, human rights bodies, law reform commissions and governance reform bodies.

Toolkits and other resources

Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325, UN Women, 2015.

The Global Study on resolution 1325 (2000) reviews the challenges and lessons learned across regions in implementing the Women, Peace and Security agenda over the past 15 years. The Study provides a comprehensive evidence base demonstrating that women's equal and meaningful participation in peace and security efforts is vital to sustainable peace.

Promoting Women's Participation in Peace Negotiations and Peace Processes, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, March 2014.

This toolkit focuses on how development agencies can promote and increase women's participation in peace processes and peace negotiations.

Women's Participation in Peace Negotiations: Connections between Presence and Influence, UN Women, Second Edition, October 2012.

This chapter in the UN Women Sourcebook on Women, Peace and Security explores women's roles in peace negotiations.

Women's Rights in Constitutions: Global Good Practices in Advancing Gender Equality and Women's Empowerment in Constitutions, UNDP, 2016.

This policy guidance provides a range of good practice options for advancing gender equality in the content of constitutions. It is intended to provide technical support for a range of partners and national stakeholders involved in constitution-making, including; legislatures, constituent assemblies, constitutional review committees or commissions, civil society organizations and legislative drafters among others.

Inclusive Electoral Processes: A Guide for Electoral Management Bodies on Promoting Gender Equality and Women's Participation, UNDP and UN Women, 2015.

This publication focuses attention on the role of electoral management bodies in encouraging the participation of women across various points in the electoral cycle.

Evaluating the gender sensitivity of parliaments, a self-assessment toolkit, Inter-Parliamentary Union, 2016.

Being gender sensitive makes parliaments efficient, effective and legitimate. This is a self-assessment tool for parliaments that can help them achieve this.

iKnow Politics Partner Resources.

Women are still discriminated in law and practice, making their access and continuation in leadership positions challenging. Support networks, mentoring and training can help women navigate complex, male-dominated political institutions. This thematic page documents stories of women political leaders and facilitates access to material that supports women in their political journeys.

Parliaments and Gender Equality: Gender mainstreaming in legislatures, UNDP, Panama, 2013.

This is a tool for developing capacities in gender mainstreaming in parliaments, based on experiences in Latin America and the Caribbean.

Guidance on Gender and Inclusive Mediation Strategies, United Nations Department of Political Affairs, 2017.

This guidance gives an overview of the frameworks and modalities by which women participate in mediation processes as part of mediation teams, conflict party delegations and civil society organizations. It offers practical strategies and tools for mediators and their teams working to prepare and design gender-sensitive mediation strategies, as well as recommendations on gender-sensitive provisions within peace agreements.

The Better Peace Tool, International Civil Society Action Network, 2018.

An open source guide offering practical steps for the effective inclusion of women peacebuilders and gender perspectives in mediation, conflict prevention and peacemaking.

Improving the impact of preventing violent extremism programming: A toolkit for design, monitoring and evaluation, UNDP and International Alert, 2018.

This toolkit provides guidance to development practitioners and specialists to improve the design, monitoring and evaluation of programmes that focus on preventing violent extremism.

Gender-Responsive Early Warning: Overview and How-To Guide, UN Women, 2012.

This guide provides a simple checklist of recommendations for those planning, implementing or evaluating gender-responsive, community-led early warning initiatives.

06

Guidance Note 6.

Ensure gender equality is at the core of disaster risk reduction and recovery

WOMEN AND CHILDREN FACE AN OVERWHELMING BURDEN DURING AND AFTER CRISES.[1]

AN ESTIMATED 87% OF UNMARRIED WOMEN AND 100% OF MARRIED WOMEN LOST THEIR MAIN SOURCE OF INCOME WHEN CYCLONE NARGIS HIT THE AYEYARWADDY DELTA IN MYANMAR IN 2008.[2]

THERE IS A DIRECT RELATIONSHIP BETWEEN WOMEN'S RISK OF BEING KILLED DURING DISASTERS AND THEIR SOCIO-ECONOMIC STATUS

(DEFINED AS ACCESS TO INFORMATION, ECONOMIC RESOURCES AND ABILITY TO EXERCISE PERSONAL FREEDOM OF CHOICE). IN BOLIVIA, FOR EXAMPLE, THE GENDER GAP IN PRIMARY EDUCATION ACHIEVEMENT WIDENED IN AREAS THAT EXPERIENCED THE GREATEST INCIDENCE OF EXTENSIVE DISASTERS.[3]
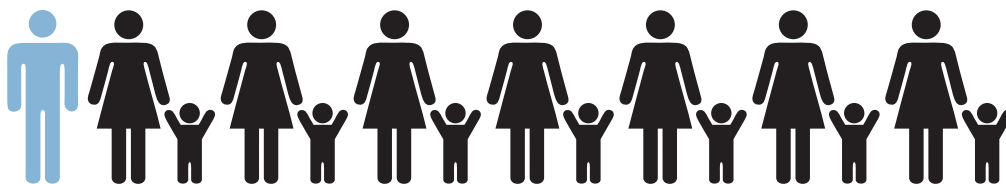
WOMEN AND CHILDREN ARE 14X MORE LIKELY THAN MEN TO DIE DURING A DISASTER [4]

JUST 1%

OF ALL FUNDING TO FRAGILE STATES – MOST IMPACTED BY DISASTERS – WENT TO WOMEN'S GROUPS OR WOMEN'S MINISTRIES IN 2015.

SINCE 1970, THE NUMBER OF PEOPLE EXPOSED TO FLOODS AND TROPICAL CYCLONES DOUBLED

SOME STUDIES INDICATE AN INCREASE IN SEXUAL VIOLENCE FOLLOWING DISASTERS. [5]

IN HAITI, FOR EXAMPLE, 70% OF RESPONDENTS WERE MORE WORRIED ABOUT SEXUAL VIOLENCE AFTER THE EARTHQUAKE THAN BEFORE.[6]

1   United Nations Office for Disaster Risk Reduction, *Global Assessment Report on Disaster Risk Reduction: Revealing Risk, Redefining Development,* 2011, p. 22, available from http://www.preventionweb.net/english/hyogo/gar/2011/en/bgdocs/GAR-2011/GAR2011_Report_Chapter2.pdf.

2   Oxfam International, *The Tsunami's Impact on Women,* 2005, p. 4, available from http://policy-practice.oxfam.org.uk/publications/the-tsunamis-impact-on-women-115038.

3   United Nations Office for Disaster Risk Reduction, *Global Assessment Report on Disaster Risk Reduction: Revealing Risk, Redefining Development,* 2011, p. 46.

4   Peterson, K., "Reaching Out to Women when Disaster Strikes," White Paper, Soroptimist, 2007.

5   International Federation of Red Cross and Red Crescent Societies, *Unseen, unheard: Gender-based violence in disasters Global study,* 2015. Available from http://www.ifrc.org/Global/Documents/Secretariat/201511/1297700_GBV_in_Disasters_EN_LR2.pdf.

6   Arend, Elizabeth, "IFIs & Gender Based Violence Case Study: Haiti," Gender Action, March 2012. Available from http://genderaction.org/program/gbv/case/HAITIGBV.pdf.

Why it matters?

Disasters have profoundly different impacts on women, girls, men and boys. Women's vulnerability to disasters is exacerbated by the way they receive early warning information, their lack of access to resources and assets and the restrictions to their mobility. As a result, women and children are more likely to die during a disaster. In the 2014 Solomon Islands flash floods, 96 percent of those impacted were women and children. In Myanmar, women accounted for 61 percent of fatalities caused by Cyclone Nargis in 2008, 70-80 percent in the 2004 Indian Ocean tsunami and 91 percent in the 1991 cyclone in Bangladesh. With the Ebola crisis, death rates among women and men were not much different. However, the impact on the health system meant less maternal health services leaving many pregnant women to deliver without assistance, thereby increasing the rate of maternal deaths.

When women die in high numbers, the impact is felt for generations to come. Less females in a population puts pressure on girls to marry earlier, have children and drop out of school. This triggers intergenerational poverty. Furthermore, women are expected to carry an even larger burden of care work. Policy and social norms need to take this into consideration.

The disproportionate impact of disasters on women is linked to existing structural inequalities in which, for instance, boys are given preferential treatment during rescue efforts and, following disasters, both women and girls suffer more from food shortages and a lack of access to economic resources. Disasters also exacerbate pre-existing challenges for certain groups, such as people physically challenged and the elderly, particularly in terms of mobility and accessibility of services and relief.

As women tend to be over-represented in under-paid and insecure jobs, as well as in the informal and agricultural sectors which are usually the first to be impacted by disasters, their losses are often not measured at times of compensation and cash transfers. Disaster damage and loss assessments are seldom disaggregated by sex and are usually recorded in terms of productive resources, which tend to be owned by men.[7]

Most disasters increase the already high burdens placed on women and girls who are responsible for care giving, providing food and water for the household and other unpaid chores. In refugee camps, women and girls are exposed to higher risks than men, including through conflict over scarce resources. Compounding this, social strains in such situations aggravate stress levels in the family, which may result in increased incidences of domestic violence.Crisis situations may alter social and cultural structures, including within the family, and as such modify women and men's status in their communities. Therefore, in disaster planning and response, it is crucial to include an analysis of the relationships between men and women, boys and girls, their gender roles, their access to and control of resources and assets and the constraints they face relative to each other. The Sendai Framework for Disaster Risk Reduction (2015-2030) underscores the importance of empowering women in disaster risk reduction and recovery, noting that women's participation is critical to effectively manage design and implement gender-sensitive disaster risk reduction strategies and recovery policies, plans and programmes.

Ensuring gender equality is at the core of UNDP's, disaster risk reduction, disaster risk management and recovery work. This is important for several reasons:

- **Gender-blind post-disaster needs assessments result in missed opportunities for more inclusive recovery.** Post-disaster needs assessments (PDNA) provide a critical opportunity to understand the effects and impacts of a disaster on the social, productive and infrastructure sectors for the individual, the community, the government and the environment. PDNAs also estimate recovery and reconstruction needs across sectors. These assessments often lack accurate sex and age disaggregated data that would enable a sound gender-sensitive analysis of damages and losses. Assessments focus strongly on the losses of productive resources, which tend to be owned by men. The losses encountered by the informal sector and subsistence farming, where women are predominantly active, often fail to be recorded. This results in a substantial under-valuation of the impact and opportunity cost for women.

  Collection and assessment of sex and age disaggregated data should be systematically carried out during assessments, along with an associated gender analysis and breakdown of costings for loss, damage and subsequent recovery activities. Disaggregated data should also be collected in the areas of shelter, water and sanitation, hygiene, nutrition, education, livelihood and reproductive health.

- **Gender inequalities shape the experience of disasters and the ability to recover at the individual and community level.** Gender roles and responsibilities define who has access to and control over what resources, who faces what kinds of risks and who does what in the household and community. These factors all have a strong influence on resilience and the ability to cope during and in the aftermath of disaster. In countries with high levels of pre-existing gender inequalities, vulnerabilities to the negative impacts of disasters are likely to be higher for women and girls. In addition, a significant

proportion of informal and small enterprises are owned by women, women are over-represented in low paying jobs with little security and their family labour remains unpaid. The majority of the unemployed in the post-disaster phase are women, and they remain unemployed longer. The post-disaster period forces women to work even harder in unpaid and caring roles, further reducing their income-earning time and potential. This is especially the case when schools and childcare facilities are closed. For this reason, recovery programmes and initiatives such as resilience programmes, insurance schemes and social protection initiatives, must adopt a gender lens to ensure the vulnerabilities and contributions of women are addressed.

- **Disaster recovery presents opportunities to redress inequalities.** Recovery is often considered as an opportunity to empower women and to introduce gender equitable approaches. For example, during the recovery period, women can assume prominent roles as economic providers or household heads and emerge as leaders and decision-makers in their communities. Girls who may not have had a chance to attend school may do so and men can often take on expanded roles in child care. Programmes that are sensitive to the needs of women and girls and that involve them as equal partners in building resilience and the recovery process can leverage these opportunities and contribute to the emergence of more progressive gender roles and relationships. The governments of Indonesia and India have provided men and women with joint titles to newly reconstructed houses in post-disaster recovery programmes after the Asian Tsunami and other disasters, thereby establishing a policy of equal ownership of all social housing programmes. Numerous post-disaster recovery programmes have demonstrated that women's active involvement in post-disaster recovery and Disaster Risk Reduction (DRR) increased women's resilience, enabling them to maintain their livelihoods and better cope with losses in future disasters.

- **Integrating gender into recovery planning and coordination helps governments to 'build back better' and 'leave no one behind'.** There is a disconnect between institutions promoting gender equality and inclusiveness across recovery planning. This ambiguity in terms of accountability can often result in gender equality being an 'add on', largely isolated from general disaster recovery efforts and planning. This undermines the comprehensive, multi-sectoral approach needed to support the most marginalized. By integrating gender across recovery planning and coordination, it is possible to ensure that recovery efforts meet the needs

of all disaster-affected populations and that opportunities are created to secure gender equality and empowerment of those most disenfranchised. For instance: ensuring women engineers and masons are involved in housing programmes increases the skill base among women; and a more active participation of women in housing recovery programmes allows women members of households to relate to the reconstruction process.

- **Incorporating gender perspectives into disaster risk reduction and disaster risk management increases equitability, effectiveness and sustainability.** An effective gender-sensitive DRR strategy helps governments to better realize women's vulnerabilities in specific cultures without neglecting to highlight women's potential and capabilities to prepare, confront and recover from disasters. For example, after the 1993 earthquake in Latur, India, a network of women's self-help groups was created to address risk reduction and practical needs, such as credit, livelihoods, water and sanitation, health and education. This network included 3,500 women's groups in over 1,064 villages. Through this initiative, women acquired knowledge of earthquake-safe building, 'dos and don'ts' of relief, recovery and rehabilitation, information on assets and properties and knowledge on access to emergency credit.

INTERSECTIONALITY OF GENDER AND STATUS

The higher women's status, the smaller is the differential negative effect of natural disasters on female relative to male life expectancy. What this means is that when the socioeconomic status of women is high, men and women will die in roughly equal numbers during and after natural disasters, whereas when the socioeconomic status of women is low, more women than men die (or women die at a younger age).

SOURCE: Eric Neumayer and Thomas Plümper, "The Gendered Nature of Natural Disasters: The Impact of Catastrophic Events on the Gender Gap in Life Expectancy, 1981–2002," Annals of the Association of American Geographers, 2007, 97:3, 551-566, DOI: 10.1111/ j.1467-8306.2007.00563.x, available from http://www.tandfonline.com/doi/pdf/10.1111/j.1467-8306.2007.00563.x.

What works?

Principles and approaches to keep in mind when designing and developing recovery programs in this area:

- **Ensure women and girls have access to early warning information.** Women may often not be aware of procedures to follow in the event of a disaster, particularly relating to evacuation. They may also be responsible for mentally or physically challenged family members that restrict their ability to survive or escape disaster, further increasing the importance of having accessible sources of early warning that can allow them to respond in time. In Vanuatu, with the help of CARE, in communities where both women and men were equally contributing to an inclusive community response to a disaster, casualties and destruction were limited and recovery speedier – in comparison to communities where gender differential issues, women's leadership and community approach were ignored.[8]

- **Support participatory approaches to recovery planning and coordination.** In the aftermath of a disaster, it is important to enable populations, often through enhanced capacity-building interventions, to have influence over decisions that affect their lives and that of their communities. In some cases, this can give women access and voice in areas where they previously had none, such as managing livelihoods and crops or the design and delivery of infrastructures and services. Women's greater visible engagement can turn into increased respect and lead to leadership roles in the community. Ensuring that local, national and global efforts are responsive to differentiated community needs will result in effective disaster risk management, sustainability and long-term resilience.

- **Use recovery programming as an opportunity to challenge traditional gender roles.** In the aftermath of a disaster, women may have access to capacity building or new livelihood opportunities outside of their previous traditional responsibilities. By explicitly building on these new roles and opportunities in post-disaster responses, women's empowerment and leadership can be supported and lives of communities can be transformed.

- **Ensure that women have access to resources.** There are significant development gains to be made in ensuring women's equitable access to and control over economic and financial resources during the recovery process, including in relation to economic growth, poverty eradication and the well-being of families and communities. Microfinance services and instruments play a major role in ensuring access to resources

when disasters strike and considerably reduce women's vulnerability. In cultures where women traditionally adopt community management roles, providing them with the space, resources and authority to develop and manage government-funded recovery initiatives not only improves outcomes, but can greatly enhance government credibility. Furthermore, handing over deeds for land and new housing to women-headed households strengthen women's equality in terms of socio-economic rights.

- **Ensure that women's specific sanitation and safety needs are addressed.** In the aftermath of a disaster, it is essential to involve women in the planning so that their safety and security (gender-based violence tends to rise, especially in camps and shelters in the aftermath of a disaster), as well as their access to sanitation (meet women's toilet, bathing and hygiene needs) can be secured from the onset.

BUILDING BACK BETTER

The strengthening of the organizational capacity of rural women and the role of local development following the Latur earthquake in 1993, one of India's gravest disasters, led to rural women becoming resource providers and problem-solvers, while social relations also changed. Working together across caste lines became more acceptable and traditional discrimination was reduced. Officials became responsive and proactive in addressing problems and complaints and they trusted women's information. Community support for women's greater participation, both within and outside of the family, helped strengthen women's political identity. Within two years, women stood for local elections, with the support of their groups, to advance the community development they had started.

Chaman Pincha, Gender Sensitive Disaster Management – A Toolkit for Practitioners, Oxfam International and Nanban Trust, 2008, p. 16

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8   CARE, "Does gender responsive Disaster Risk Reduction make a difference when a category 5 cyclone strikes? Preparation, response and recovery from Tropical Cyclone Pam in Vanuatu," 2016, available from https://careclimatechange.org/disaster-risk-reduction-delivers-benefits-says-care-study-vanuatu/.

How to do it?

Below is an overview of the different components in the process of recovery and disaster risk reduction. With each passing disaster, more effective preparedness and recovery should lead to lesser casualties and destruction and bring better recovery. The leadership and active engagement of women and populations most at risk is critical to this positive development.

DISASTER & PREPAREDNESS
- Early warning reaches all
- Women and girls are more resilient
- Casualty rates are down

ASSESSING & PLANNING
- Sex and age disaggregated data
- Gender expert
- Women empowered and participate in assessments & planning

DESIGN/UPDATE DISASTER RISK REDUCTION FRAMEWORK
- Gender expert
- Women at all levels and across communities empowered to advocate for and participate in local and national DRR plans
- DRR plans integrate gender differential issues

RECOVERY= BUILDING BACK BETTER
- Women and women's organization empowered and participate in recovery work
- Gender expert
- Women engage in new areas of social, economic and political developments
- Men & boys active partners for change
- Budgets aligned with gender differential needs
- Women machinery empowered to lead cross institutional coordination and implementation

MONITORING & EVALUATION
- Sex and age disaggregated data
- Gender expert
- Gender budget analysis
- Women, women's groups, and women machinery empowered to monitor
- Women trained and part of the monitoring and evaluation teams

This section outlines different ways to put gender equality at the core of disaster risk reduction and recovery. The first chart below suggests strategic entry points, focusing on key areas within the context of UNDP's mandate. The second table focuses specifically on how to mainstream GBV prevention and response across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?[9]
Secure gender-sensitive assessment of the disaster	1. Ensure gender expertise supports and advises the PDNA processes (e.g. gender advisor from the Surge Capacity Roster and from the gender expert roster). 2. Provide capacity building for women and women's organizations to support, participate in or lead gender- sensitive PDNAs across all affected areas and sectors such as, but not limited to, access to or delivery of basic services, ownership of assets (housing, land, etc.), loss of daily household goods, crops and livestock, as well as infrastructure items. 3. Include women and representatives of those most vulnerable in developing recovery plans, based on individual and community needs.	• Surge and assessment teams include at least one gender specialist. **(1)** • PDNA clearly captures needs along sex, age and vulnerability levels, across all sectors and for the individual, community and the nation. **(1,2)** • Proportion of budget allocated to gender, age and vulnerability differential needs. **(1,2)** • Proportion of women involved in carrying out the PDNA. **(1,3)** • Proportion of women trained to carry out PDNAs. **(2)** • Proportion of women consulted during PDNAs. **(2,3)** • Plans reflect gender differential needs and have required budgets to address them. **(3)**
'Build back better' through gender equality in recovery	1. Provide training for government counterparts and partners to ensure women's needs and priorities, as per the PDNA, are planned, monitored and budgeted for, from the outset of the disaster response. 2. Monitor the impact of inter-sectoral and multi-level recovery coordination mechanisms on gender inequality. 3. Address the financing gap for gender-responsive recovery through dedicated budget allocations at national and local levels. 4. Secure the training and empowerment of women, and those most vulnerable, to enhance their capacities to engage in the recovery process in a way that challenges drivers of inequality. 5. Ensure that women, particularly the most marginalized, are active participants and have equal access to livelihoods and economic options as well as cash grants, social insurance and credit programmes, and inform a transformational agenda. 6. Ensure that energy access in post-crisis settings is provided equitably to women and men as this allows for opportunities to build back better, especially when women gain new livelihood opportunities. Energy access also helps to protect women from harm by providing light in homes, neighborhoods and camps.[10]	• Number of recovery plans developed based on sex and age disaggregation analysis of damages and losses caused by disasters. **(1,2)** • Baseline on deaths and injuries from disasters and the impact on different groups of men and women, including people physically challenged, ethnic and religious minorities, LGBTI, landless and single-headed households, against which to measure progress. **(1,2,4,5)** • Percentage of women and men that respond positively to recovery support. **(1,2, 5,6,7,8)** • Loss, damage and compensation forms identify and assess the financial and replacement value for shelter, businesses, household objects necessary for daily living such as cooking, living, sleeping and cleaning equipment. **(3,5)**

9   See Tip Sheet 3 for additional indicators and related SDGs.

10   By introducing renewable energy solutions, important contributions towards climate change and the reduction of greenhouse gasses can be achieved.

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
'Build back better' through gender equality in recovery (*continued*)	7. Support women in non-traditional areas of disaster response and management, such as search and rescue teams, to break down gender stereotypes and broaden women's opportunities for meaningful participation in disaster risk reduction and management work. 8. Address disasters in post-conflict settings with additional diligence in terms of securing safe haven for all with continued access to required services. 9. Ensure that recovery interventions impact equally host and refugee communities and promote transformation towards gender equality and women's empowerment. 10. In previously-mined areas following disasters, review the presence of mines to ensure the safety of all and ensure that women are targeted with awareness campaigns.[11]	• Percentage of women who receive economic empowerment training and credit[12] as part of recovery interventions which reinforce normative changes addressing underlying causes of inequality. **(4,5,6)** • Proportion of women trained and engaged in new technological endeavours aimed at securing sustainable income generation and recovery processes. **(6,8)** • Proportion of women and men accessing trauma services. **(7)** • Women's income increases and wage gap with men decreases. **(7,8)** • Percentage of women that benefit from credit and social insurance. **(7,8)** • Percentage of women aware of actions that can be undertaken to avoid injuries or death from the movement of mines following a disaster in a previous cleared mined area. **(9)**
Promote and facilitate the integration of gender and participation of women, and those most vulnerable, in disaster risk reduction mechanisms and preparedness for recovery	1. Mainstream gender throughout national strategies and policy frameworks on disaster risk reduction with allocated gender-responsive budgets and monitoring mechanisms. 2. Integrate gender into national and community preparedness and mitigation plans and ensure women's representation in decision-making bodies for reconstruction of housing, livelihoods/income and business opportunities. 3. Strengthen the capacity of local women and women's organizations to understand and articulate the risks that affect them, linking national women's machinery to disaster risk assessments at the local and national level.	• Percentage of budget allocation to trauma healing for survivors of disasters (disaggregated by sex and age). **(1)** • Percentage of gender-specific components that are integrated into disaster risk reduction and management policies and plans. **(1,2,7)** • Number of gender-specific disaster risk reduction assessments undertaken. **(1,2,3,5)** • Percentage of women involved in the development and implementation of early-warning and early-response system and preparedness plans at national and community levels. **(2,3,4,5,7)**

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11 After landslides or floods, underground mines resurface.

12 A Community Resilience Fund in drought-hit Marathwada, India, acts as a safety net for women groups and networks when other financial institutions deny them loans for their farms or enterprise (for more information on this initiative: http://inclusiveresilience.com/project/swayam-shikshan-prayog/). The Community Resilience Fund is a flexible financial mechanism capitalized by the Huairou Commission through donor grants that channels money to grassroots women's organizations, enabling them to prioritize resilience building actions, take action and engage partners to sustain and scale up community resilience efforts.

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote and facilitate the integration of gender and participation of women, and those most vulnerable, in disaster risk reduction mechanisms and preparedness for recovery (*continued)*	4. Strengthen the capacity of local women and women's organizations to mobilize women's groups and local communities to lead and participate in recovery programmes. 5. Ensure women's informed engagement in the preparation of national and local disaster preparedness plans and secure representation across the different vulnerabilities to be captured across the local community-based disaster risk management plans and programmes. 6. Support women's local organizations and networks to lead localized gender-responsive early warning and early response systems and invest in new technologies and other innovations to strengthen and expand their reach. 7. Train women's groups and civil society organizations in disaster preparedness (mapping, assessment, planning and early warning) and response (search and rescue, water and sanitation, shelter management and relief distribution), including in non-traditional areas, to ensure their engagement as partners in time of disaster. 8. Provide capacity development to national and local disaster risk management institutions to ensure full compliance with building regulations and environmental impact assessments and to build back better in consultation with local women and community groups. 9. Generate public awareness on disaster risks through educational campaigns with gender-sensitive information, secured through women's inputs and with their active engagement through the awareness process.	• Percentage of women and girls that report being better prepared following the roll out of new disaster risk management or DRR plans. **(3,4,5,6,7)** • Percentage of targeted women and girls who are informed and are prepared as per DRR guidelines. **(3,6,7,8,9)** • Percentage of total budget allocated to women and gender-specific DRR interventions. **(4,5)**

Prevention and response to GBV

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
GBV can spike during and in the aftermath of disasters; women are particularly vulnerable due to displacement and the lack of shelter and basic resources.	1. Ensure that women, organizations and women's networks are fully empowered and engaged in the development of local and national DRR plans so that interventions to prevent incidents of GBV are fully reflected in the policies, strategies, plans and budgets related to DRR. 2. Ensure that systems are in place at evacuation centres and other locations of displacement to prevent and respond to GBV. 3. PDNAs should include sex and age disaggregated data related to GBV. 4. Meet with women and men separately to assess their post-disaster needs to enable a sensitive approach to deal with possible issues of violence and ensure GBV prevention and response mechanisms are included in plans. 5. Lessons learned regarding prevention and responses to GBV during disaster are reflected in disaster risk management plans.	• Percentage of budget allocated in disaster risk reduction and management to support GBV prevention and responses. **(1,2,3,4)** • Number of references to at-risk groups of women and men in post-disaster situations when designing strategies to address specific GBV needs. **(1,3,4,5)** • Percentage of women and girls experiencing GBV in the aftermath of disaster. **(3,4)**

Examples of innovative approaches to programming that enhance gender equality

Numerous forms of big data analytics (geospatial information, digital transaction logs, internet activity, etc.) can help fill gaps in the availability of national sex-disaggregated data to provide actionable information to governments on disparities between men and women in various social and economic risks. **UN Global Pulse**, in partnership with the University of Leiden, developed a tool capable of capturing gender-based, cross-cultural data through the social media platform Twitter, which identified signals of mental health issues in near real-time. While so far piloted on a global scale, the tool may prove particularly useful for informing national responses to "acute events of social stress such as recessions, political crises and natural disasters" or enabling immediate community-level responses that may be achieved through automated means, such as online counselling resources.

(For more details, see: Data2X, Big Data and the Well-Being of Women and Girls Applications on the Social Scientific Frontier, April 2017).

Blockchain is a technology that offers decentralized and secure online database, records and money transfer systems. It has the potential to assist people in humanitarian crises and to improve financial inclusion for under-privileged groups who lack access to banking. UN Women has partnered with Innovation Norway to assess the potential of leveraging blockchain technology to address day-to-day challenges faced by women in crisis-affected contexts. Recently, UN Women led a hackathon at the Katapult Future Fest in Oslo, where hackers developed innovative solutions for recording identification data and enabling secure money transfer for women entrepreneurs in humanitarian contexts. While evidence of results is limited given the early phases of testing the technology in different contexts, the array of potential applications, such as enabling cash transfers to reach target groups to address proof of identity challenges in displacements settings, are notable.

(UN Women web page, "UN Women's innovation and technology projects."

Social movements can be a source of transformational change in urban and rural settings. Swayam Shikshan Prayog (translated as "learning from one's own and others' experiences") in India and Kadin Emegini Degerlendirme Vakfi (translated as "the foundation for the support of women's work") in Turkey are two non-profit organizations founded in the 1980s, each having more than 15 years' experience working with women and poor communities. Both organizations grew out of social movements in their countries; they focused on helping women organize economic activities and participate in local development following natural disasters which set in motion transformational change (e.g. women owning land, women leading the design and the construction of houses, women participating in government planning processes).

(Ayse Yonder, Sengul Akcar and Prema Gopalan, "Women's Participation in Disaster Relief and Recovery," SEEDS pamphlet series, Number 22, 2005.)

Checklist for addressing gender equality in the programme/project cycle

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Conduct community consultations with diverse groups of women, men and female and male youth. Whenever relevant, combine participatory assessments with a conflict development analysis, inclusive of a gender analysis (including, where relevant, HIV and health) in consultation with key stakeholders and expert informants.
	☐ Conduct a review of secondary data. Refer specifically to national data from the Committee on the Elimination of Discrimination against Women (CEDAW) reports and Country Gender Assessments on women's participation and leadership in DRR and recovery, the national gender policy, legislative frameworks, gender-based violence prevalence reports, census data, recovery assessments, national action plans and evaluations, as available.
	☐ Consult with the national gender machinery, i.e. the national women's ministry and women's NGOs and their networks.
	☐ Collect sex disaggregated data for loss, compensation and assistance, as well as deaths and injuries, sub categorized by age and ethnic /religious minorities and disability, where possible. Use proxy indicators and circumstantial data from NGOs. Fund special data collection programmes, if necessary, following standard gender-sensitive protocols.
	☐ Assess how the legal framework has been designed and implemented to ensure and enhance women's participation in DRR and recovery and identify any relevant national targets (most likely in a national gender equality strategy or legislative framework).
	☐ Ensure post-disaster needs assessments identify the specific needs of women with disabilities and women with family members with disabilities to maximize their knowledge of, and access to, rapid assistance for evacuation and services.
Project design	☐ Ensure project design reflects the expressed needs and proposed solutions of the target population, including women and girls.
	☐ Ensure women's groups have been consulted, particularly those representing the most vulnerable/at risk, to assess women's immediate needs and devise strategies.
	☐ Assess risks and barriers to participation and reduce risks through project design elements that build in protection and enhance safety.
	☐ Ensure gender focal points in PDNA sectoral teams and include gender programming skills in the TOR of lead project staff.
	☐ Ensure women are represented at a minimum of 30 percent and striving towards 50 percent in leadership and decision-making in all project mechanisms, including design team, project staff and recipients.
	☐ Include detailed plans for protecting, preserving and replacing assets as well as ensuring continuity of access to financial, health and social services and resources. DRR plans should inform selection of both projects and project sites.
	☐ Develop continuity plans in project design and implementation for protecting equipment, resources and participants in case of disaster.
	☐ Consult with the national women's machinery as a key partner.
	☐ Increase the representation of women throughout all disaster planning, management and response decision-making bodies.
	☐ Include the most at-risk groups on disaster planning committees.
	☐ Strengthen women's access to information on early warning, preparedness, response and control of resources (land, assets and services).
	☐ Interventions need to consider pre-existing gender inequalities to inform a DRR plan that addresses those inequalities and provides for 'building back better' for the social, infrastructure and productive sectors.

PROJECT CYCLE	STANDARDS
Project implementation	☐ Include local women's groups and civil society groups in project implementation and oversight.
	☐ Ensure programmes include women and girls as equal participants and that programme activities are addressing their needs and abilities.
	☐ Develop targeted programmes focused specifically on women and girls to address inherent discrimination and historical differential issues in terms of access to services.
	☐ Ensure that for all training and capacity-building on preparedness, disaster risk management, response and recovery, including to government, men and women are included in all activities along a 60/40 divide; there should never be more than 60 percent of one gender.
	☐ Ensure a participatory/community-development approach that ensures direct involvement of women and women's civil society organizations in setting priorities, identifying beneficiaries and monitoring implementation. (Refer to the United Nations Secretary-General's Seven Point Action Plan on Gender-responsive Peacebuilding).
	☐ Consider the use of radio networks and other forms of mass communication to educate local women about recovery processes and services.
	☐ Provide affirmative action to address women's underrepresentation, such as women-specific training courses and mentoring, and provide resources to mitigate women's disproportionate care-giving responsibilities.
	☐ Engage men and boys as clients, supportive partners, and/or change agents in programming that targets or includes women and/or girls to enhance the protection and reduce backlash against female participants (including, where relevant, men and boys as victims of violence as well as perpetrators).
	☐ Include training for affected populations on their rights, including the specific rights of women and girls, such as CEDAW and United Nations Security Council Resolutions on Women, Peace and Security, for instance through community workshops.
	☐ Promote women's participation and leadership in disaster risk reduction processes, as well as climate change adaptation plans.
	☐ Improve damage, loss and compensation processes to ensure the impact on women is equally acknowledged and registered.
	☐ Ensure capacity and vulnerability analyses and community-based disaster risk management activities identify groups most at risk and consider separate meetings for those groups (e.g. those in the most disaster-prone areas, rural and isolated communities, illiterate, disabled, ethnic/religious minorities, LGBTI, women-headed households, elderly).
	☐ Ensure gender sensitive, child/family friendly and pro-poor planning considerations throughout planning and infrastructure development processes.
	☐ Allocate at least 15 percent of the total project budget to gender equality interventions.
Project monitoring and evaluation	☐ Include risk mitigation and protection outcomes in project monitoring and evaluation. Include an indicator to collect gender-sensitive information to ensure women's rights, such as protection from SGBV, and integrate the indicator in the M&E framework when it is identified as a potential risk.
	☐ Use impact indicators that measure participants' well-being and protection outcomes at the household level, e.g. reduced exposure to violence, nutritional status, educational attendance/retention, savings rates and use of health services, rather than numbers trained or number of participants reached.
	☐ Mainstream gender into the M&E framework. Use sex disaggregated baseline data and outcome and impact indicators that disaggregate programme targets by sex and age and other categories as appropriate. (e.g. ethnic, disability, LGBTI, refugee, migrant, IDP).

PROJECT CYCLE	STANDARDS
Project monitoring and evaluation (*continued*)	☐ Include indicators (number and percentage) of policies/pieces of legislation/programmes that have gender effectively mainstreamed and in which gender-specific targets or initiatives have been identified that relate to the area of focus. ☐ Promote the knowledge of UNDP gender marker and how it is used and tracked to meet the minimum 15 percent budget used in gender programming. ☐ Partner with local NGOs to support monitoring efforts and ensure gender specialists and/or gender skills are included in the TORs of the M&E team. ☐ Engage women and other at-risk groups as protection monitoring staff (including both paid and voluntary work) so that they can provide protection-related inputs.
Coordination and partnership	☐ Early recovery needs to be flexible and well-coordinated. This involves UNDP working in collaboration with members of the United Nations Gender Theme Group and the Inter-Agency Standing Committee Reference Group on Gender and Humanitarian Action. ☐ Partnering with local organizations in carrying out certain aspects of the Gender Sector Assessment can be particularly helpful when gaps in data exist. ☐ Engage national gender and development coordination mechanism, e.g. the Gender Coordination Group, where it exists. This is usually comprised of representatives from the national gender machinery, women's/civil society organizations, multilateral agencies and donors. The gender expert should engage and consult with this group throughout the PDNA process to ensure coordination and alignment with existing national gender equality efforts, policies and strategies. If no such coordination mechanism exists, the PDNA process could be used to promote its establishment. ☐ The PDNA should build on assessments carried out during the humanitarian response phase. The gender expert should draw on information gathered through, for example, the Multi-Cluster/Sector Initial Rapid Assessment (MIRA), secondary data reviews, rapid gender assessments or analyses carried out by other organizations, sectors, etc. Depending on the context, the gender expert, in coordination with the PDNA Team, should establish linkages with the national humanitarian coordination mechanism. ☐ Engage well established and important partnership arrangements, including United Nations and non-United Nations organizations, for example the Capacity for Disaster Reduction Initiative and the Global Preparedness Partnership.

Useful toolkits and other resources

PDNA Guidelines Volume B: Gender, Global Facility for Disaster Reduction and Recovery, World Bank Group, European Union, United Nations, 2014.

The gender guidance in these PDNA Guidelines provides practical advice to national and international gender experts participating in PDNAs on how to facilitate the identification and integration of gender equality issues across sectors and across the elements of the PDNA. This includes pre-disaster baseline information, the effects of the disaster, the estimation of the economic value of damage and loss, the disaster's impact on the economy and human development and identification of recovery and reconstruction needs, including 'build back better' and its cost.

20-Point Checklist on Making Disaster Risk Reduction Gender Sensitive, United Nations Office for Disaster Risk Reduction (UNISDR), 2011.

A checklist of priority areas to make disaster risk reduction gender sensitive in technical, political, social, developmental and humanitarian processes.

Guidance Note on Recovery and Gender, International Recovery Platform, UNISDR, UNDP, 2010.

This publication outlines experiences and lessons learned from case studies on four issues: (i) mainstreaming gender in disaster recovery institutions and organizations; (ii) identifying gender-specific recovery needs; (iii) engaging women in recovery initiatives; and (iv) facilitating a gender-balanced economic recovery.

Gender and Disasters, UNDP, 2010.

This note provides an overview of the gender dimensions of disasters and links UNDP's recovery responses to the 2008-2011 Gender Equality Strategy.

Measuring People's Resilience: A toolkit for practitioners to measure and compare women's and men's resilience to disaster risks at local levels, ActionAid and Australia Overseas Development Institute, 2015.

This toolkit offers a practical methodology for measuring women's and men's resilience that highlights the gender inequalities which limit women's resilience and underscore their vulnerability in disasters. It uses quantitative and qualitative research methods to assess a range of indicators that are relevant to determining the resilience of people to disaster risks. This information can be used to identify priority actions that need to be taken to address gender inequalities and the findings can be used as an evidence base for advocating positive change to build women's resilience at the local level.

07

Guidance Note 7.

Transform government
to deliver equally for all

IN THE PUBLIC ADMINISTRATION OF 13 CONFLICT AND POST-CONFLICT COUNTRIES **WOMEN HOLD AN AVERAGE OF MERELY 21.3% OF DECISION-MAKING POSITIONS.**[1]

IN POST-CONFLICT COUNTRIES WHERE QUOTA-BASED SYSTEMS HAVE NOT BEEN USED, JUST 12 PERCENT OF PARLIAMENTARIANS, ON AVERAGE, ARE WOMEN.
IN POST-CONFLICT COUNTRIES THAT USE QUOTAS, **WOMEN CONSTITUTE 20 PERCENT OF LEGISLATURES.**[2]

EVIDENCE FROM AROUND THE WORLD SUGGESTS THAT **WOMEN IN LOCAL GOVERNMENT ADVANCE NOT ONLY WOMEN'S RIGHTS, BUT ALSO BROADER SOCIAL ISSUES.**[3]

43%

AS OF NOVEMBER 2018, 79 STATES HAVE NATIONAL ACTION PLANS (NAPS) TO IMPLEMENT UNSCR 1325. **ONLY 43% OF THOSE NAPS INCLUDE AN ALLOCATED BUDGET.**[4]

>1% $
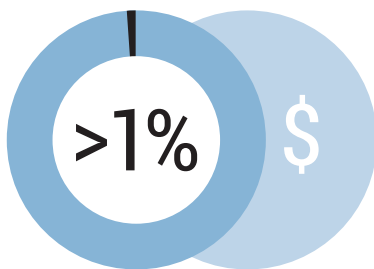
IN 2014, **LESS THAN ONE PERCENT OF AID TO FRAGILE STATES SIGNIFICANTLY TARGETED GENDER EQUALITY.**
ONLY TWO PERCENT OF OECD DEVELOPMENT ASSISTANCE COMMITTEE (DAC) MEMBERS' AID TO FRAGILE STATES IN 2012 AND 2013 TARGETED GENDER EQUALITY AS A PRINCIPAL OBJECTIVE AND ONLY US$130 MILLION OUT OF ALMOST $32 BILLION OF DAC MEMBERS' TOTAL AID TO FRAGILE STATES AND ECONOMIES WENT TO WOMEN'S EQUALITY ORGANIZATIONS AND INSTITUTIONS.[5]

1   Reported by UNDP, "Global initiative on gender equality in public administration," New York, 2014, drawing on 13 countries for which data are available: Afghanistan, Burundi, Colombia, Côte d'Ivoire, Lebanon, Mali, Nepal, Nigeria, Sri Lanka, Tajikistan, Uganda, the State of Palestine and Kosovo.

2   UN Security Council (2018). Report of the Secretary-General on women peace and security (S/2018/900), para. 80. Data come from IPU (2018). *Women in National Parliaments Situation* as of 1 June 2018 http://archive.ipu.org/wmn-e/arc/world010618.htm, accessed in July 2018. The percentage in conflict and post-conflict countries were calculated by UN Women by using data from the IPU.

3   UNICEF, "Equality in politics and government", in *The State of the World's Children 2007, Women and Children: the Double Dividend of Gender Equality,* New York, 2007.

4   Based on data available on the www.peacewomen.org website (accessed 24 January 2019).

5   Organisation for Economic Co-operation and Development, Development Assistance Committee, "Financing UN Security Council Resolution 1325: Aid in support of gender equality and women's rights in fragile contexts," 2015, available from http://www.oecd.org/dac/gender-development/Financing%20UN%20Security%20 Council%20resolution%201325%20FINAL.pdf.

Why it matters?

Post-crisis periods present opportunities to ensure governments are more responsive to gender policy dimensions during recovery and reconstruction. The most critical governance and institutional needs during this time include the restoration of a government's capacity to deliver for the needs of its population, including for the interests and priorities of women and the most vulnerable members of communities. This can include activities such as creating a professional public administration and civil service, rebuilding representative and inclusive political institutions and establishing mechanisms for oversight, accountability and financial control which truly facilitate transformation towards inclusiveness and sustainability. Ensuring that a gender perspective underpins these efforts is vitally important to address all forms of inequality. However, unfortunately, gender equality considerations are frequently ignored, under-prioritized or delayed until later in the recovery process. The misconception that immediate response activities and gender-responsiveness are sequential processes impedes both the effectiveness of short-term interventions and long-term sustainable recovery.

Gender-responsive planning and budgeting helps to ensure that assessments and recovery plans are informed by the differential needs of all community members.[1] Developing plans in the most inclusive manner, starting from the local governance level, is key for ensuring empowerment and ownership by rights holders. Joint planning also increases accountability as community members can monitor the implementation of those plans.

It is also critical that women join the public administration in such a way that they become part of its decision-making ranks. Addressing gender parity across the public administration, at all levels of governance, is necessary in terms of making women 'visible'. Parity in and of itself however, will not guarantee women's empowerment or gender equality, and is therefore not a substitute for gender mainstreaming or gender-sensitive recovery efforts.

Transforming government to deliver equally for all in the context of UNDP's recovery work is important for several reasons:

- **A gender perspective leads to more inclusive and responsive governance.** A gender-sensitive approach to public sector reform results in better identification of the different needs and priorities of men and women by encouraging consultation and participation from a broader cross-section of the population. In terms of recovery this should lead to 'building back better' as gender-specific barriers would be addressed leading to both sustainable development and enhanced prevention. This can support responsiveness of the government, for example, by reducing gender-specific barriers to accessing services that may otherwise be overlooked, especially for those most disenfranchised. It is also important to support the work of public service commissions and anti-corruption bodies to address institutional issues regarding bribery and sexual favours which affect women disproportionally not only as employees but also as end-users of government services, especially social services.

INCLUSIVE INSTITUTIONS AND PREVENTING VIOLENT EXTREMISM

When women meaningfully participate in the police force, it can better access and engage men, women and youth from local communities and reduce the push or pull factors that drive individuals into violent extremism. However, if women are not promoted within security institutions, and if both women and men are not sensitized to gender specific issues, the strategies and measures employed by these institutions to build resilience and capabilities to prevent the spread of violent extremism will be at risk of overlooking critical perspectives.[6]

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6   Allison Peters and Jahanara Saeed, "Promoting Inclusive Policy Frameworks For Countering Violent Extremism, Bridging Theory and Practice: A Pakistani Policewomen Case Study," Georgetown Institute For Women, Peace and Security, December 2016, available from https://www.inclusivesecurity.org/wp-content/uploads/2018/01/Pakistan-CVE.pdf.

• **There is a window of opportunity for institutional reform to make government more inclusive, gender-responsive and transformative in the aftermath of crisis.** In countries emerging from crisis, the focus tends to be on the immediate response to political, economic and security challenges, with gender considerations often ignored or under-prioritized. This means that the critical moment to mainstream gender throughout national systems, services, aid delivery and support to local governance is often missed with consequences for both the effectiveness of interventions and long-term sustainable recovery. Adopting targeted measures (such as: increasing women's participation and representation across all institutions; providing widespread gender equality training; and establishing or building the capacity of a dedicated national women's machinery) can make important contributions to ensuring that gender issues are mainstreamed across public institutions and considered in recovery planning and programming processes.

• **Gender-sensitive budgeting mechanisms enhance accountability and engender the recovery process.** Gender-responsive budgeting requires governments to apply gender analysis to planning and budgeting processes at national and local levels. The analysis identifies and advances interventions that address gender gaps in policies, plans and budgets and helps highlight the different impacts on women and men. It facilitates the fair distribution of resources to women, men, girls and boys to meet their specific needs. So, while there are many competing priorities for financial resources in a recovery context, gender budgeting is important to ensure that government programmes work to advance gender equality and are catalytic in helping ensure resource allocations reflect the needs and priorities of all citizens.

MERIT-BASED RECRUITMENT AND THE ADVANCEMENT OF GENDER EQUALITY

The principle of merit-based recruitment and promotion is fundamental to public administration and attention to gender equality should not be interpreted as compromising this principle. South Africa offers a case in point. There, commitments to gender equality and women's equal participation and merit-based appointments can be viewed as complementary, not contradictory. The South African Public Service Act (1994/2007) makes equal participation in decision-making a priority and stipulates that when making appointments and filling posts in the public service, "the evaluation of persons shall be based on training, skills, competence, knowledge and the need to redress the imbalances of the past to achieve a public service broadly representative of the South African people, including representation according to (…) gender."

See: UNDP, Gender Equality in Public Administration, 2014, p. 33.

What works?

Principles and approaches to keep in mind when designing and developing programming in this area:

- **Promote a multi-sectoral and multi-level approach to engendering public institutions in recovery settings.** Building an understanding of gender equality issues should be emphasized across all recovery sectors. While establishing and supporting a strong national women's machinery is important, gender equality training and other capacity-building measures should also be applied to civil servants working across a range of sectoral ministries. For example, infrastructure, energy, labour and employment, defence, public finance and many other sectors are vital for recovery efforts and gender expertise is an indispensable part of the repertoire of staff working to implement recovery plans in these areas. Similarly, those working in the gender or social welfare ministries should receive training and support to engage on crisis, recovery and disaster risk reduction issues. Where resources and capacities are limited, creating networks of gender focal points across ministries that convene regularly, analysing barriers to women's participation in recovery efforts and producing gender-sensitive reporting can be effective strategies to build expertise in different sectors.

- **Co-designing with communities leads to more effective service delivery.** Gaps in service delivery can be particularly acute in contexts that have experienced crisis, and this can especially be the case in relation to the different needs of men and women. It is important that services are designed and delivered in collaboration with the populations that they are intended to serve or target. Although this can be difficult in recovery contexts (where there may be a lack of resources, limited government capacity to deliver, poor infrastructure, insecurity and high levels of displacement) adopting a gender-sensitive and participatory approach leads to more informed

and effective service delivery. A very good point of entry is the roll out of post-disaster needs assessments (PDNA) and/or recovery and peacebuilding assessments carried out in partnership with the government. If carried out in an inclusive manner, these assessments can capture the key challenges and opportunities for an inclusive governance that delivers for all. The PDNA and/or recovery and peace building assessments can become the baseline for government to measure progress in service delivery for men, women, young people, children and most-at-risk populations.

- **Promote empowerment of women across all sectors and levels of governance.** It is important to enhance women's empowerment with skills and knowledge that allow them to negotiate the important interventions required to address their needs across the whole spectrum of vulnerabilities. Wherever mechanisms for women's empowerment are in place, it will be important to enhance their capacities for gender-responsive planning and budgeting and to monitor, evaluate and hold the whole of government accountable. Where such mechanisms do not exist, work may proceed through women in the line ministries, as well as through male champions, who can help with effective gender mainstreaming through new policies, budget and interventions. Capacity enhancement programmes for those officers should be institutionalized over time in order to support inclusive, effective and sustainable governance.

- **Promote the integration of quotas in the legislature and public institutions as a means towards a more inclusive society.**[7] Research indicates that women's participation in peace processes leads to increased likelihood of sustaining peace.[8] Moreover, research also indicates that women's participation in national and local institutions advances rights and protections for women and social issues.[9] In post-conflict

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7   For more information, see Guidance Note 5: Enhance women's agency in peace processes and political institutions

8   Jana Krause, Werner Krause & Piia Bränfors (2018) Women's Participation in Peace Negotiations and the Durability of Peace, International Interactions, 44:6, 985-1016, DOI: 10.1080/03050629.2018.1492386.

9   UNICEF, "Equality in politics and government", in *The State of the World's Children 2007, Women and Children: the Double Dividend of Gender Equality,* New York, 2007.

countries where quota-based systems have not been used, just 12 percent of parliamentarians, on average, are women. In post-conflict countries that use quotas, women constitute 34 percent of legislatures.[10] And in some countries, such as South Sudan, the constitution broadens the scope of equal participation to employees, and to top elected and appointed posts. In other countries, such as Nepal and Columbia, legislation facilitates the same developments.[11]

- **Invest in building and using capacity for gender-sensitive and sex-disaggregated data collection and analysis.** Most governments have limited capacity for collecting data in the aftermath of crisis and pre-existing systems and infrastructure may not be functioning well. Solid data is nevertheless essential for developing responsive and effective programmes to support recovery. Data that is both sex- and age-disaggregated and gender-sensitive supports the ability of governments to ensure that they are meeting the needs and making a difference in the lives of both women and men, young and old. Building capacity for gender-sensitive data collection (in terms of both the data itself and the collection methods) is therefore a strategic and important component of recovery programming across government.

- **Establish monitoring and oversight mechanisms to support gender mainstreaming efforts.** The lack of accountability for implementing gender-related commitments and often limited political will and resource allocation, means that even when structures and policies are put in place they may not translate into tangible improvement in the performance of public institutions or in the advancement of gender equality and women's empowerment. Monitoring and oversight mechanisms, when systematically implemented, especially those that involve diverse women's civil society organizations outside of government and at different levels,

is an effective way to apply pressure for reform, to monitor the impact of measures introduced and to hold governments to account for implementing commitments, such as the SDGs, CEDAW, the women, peace and security resolutions and the Sendai Framework for Disaster Risk Reduction.

- **What gets financed gets done.** Adopting gender-sensitive budgeting practices is an essential step towards ensuring that gender-related priorities and programmes are adequately financed and that the impact of government spending on men and women can be monitored. In recovery contexts, public finances tend to be limited and there are many competing priorities for funding. By ensuring that gender dynamics and gender-specific allocations are integrated into the earliest stages of budget formulation and sector spending plans, it increases the likelihood that subsequent reforms will be designed and developed in a way that advances gender equality. Reaching out for financial or in kind support from the private sector as part of their corporate social responsibility can provide an alternative source of funding.

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10   Data derived from the Global Database of Gender Quotas in parliaments worldwide, a joint project of International Institute for Democracy and Electoral Assistance, Inter-Parliamentary Union and Stockholm University, available from www.quotaproject.org.

11   UNDP, *Gender Equality in Public Administration,* 2014, p. 30.

How to do it?

This section outlines different ways to transform government to deliver for all. The first chart below suggests strategic entry points, focusing on key areas within the context of UNDP's mandate. The second table focuses specifically on how to mainstream GBV prevention and response across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote gender-responsive core government functions to ensure service delivery for all	1. Promote women's participation as decision makers in the public sphere and, as appropriate, lobby for temporary special measures to ensure women's representation. 2. Support national and local government to collect and analyse data using gender perspective, including, but not limited to, sex and age disaggregated data and statistical findings, including providing training. 3. Strengthen the capacity of national ministries and local entities to integrate a gender perspective in their planning and delivery of prevention and recovery-related budgets, services, policies, etc. 4. Introduce innovative methods for service delivery such as e-governance, mobile outreach methods and one-stop-shop models for public services, particularly those linked to GBV responses, to improve accessibility, especially for women and those most deprived. 5. Work with public service commissions and anti-corruption bodies to address institutional issues regarding bribery, abuse of power (including sexual favours) and run advocacy campaigns for women and men to be able to report instances of corruption during crisis. 6. Target structural barriers that prevent women from entering public institutions and create a more favourable environment for women's representation and participation during reconstruction. 7. Integrate a code of conduct for all public servants that focuses on prevention of sexual exploitation and abuse (which often increases in times of crisis) and make it publicly known. 8. Promote and support the development of a gender equity/equality and social inclusion policy for the public service.	• Baseline in place with sufficient detail to assess women's participation and access to leadership roles, including in the public administration. **(1,2)** • Proportion of positions (by sex) in public institutions (national and local legislatures, public service and judiciary) compared to national distribution. **(1,2,6,8)** • Percentage of women in poor households with contact with local administration in the last 12 months who have experienced corruption directly, compared with men in the same circumstance.[12] **(2,5)** • Number of government planning documents that address women, men, boys' and girls' multi-sectoral needs with timelines and responsible parties for implementation, along with adequate budget. **(3,7)** • Percentage of local government resources allocated to social service delivery, especially for vulnerable women and men. **(4,5)** • Number of public institutions that identify changes in operational procedures (including changes in human resources management and procurement policies) which promote gender-responsive service delivery. **(8,9,10)** • Gender analysis incorporated in the curriculum of the national civil service training academy. **(9)**

12   UNDP, *User's Guide to Measuring Corruption and Anti-Corruption,* New York, 2015, p. 44.

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Promote gender-responsive core government functions to ensure service delivery for all *(continued)*	9. Support the development of a fast-track education and training system for women in the public service, both at national and sub-national levels, to facilitate their engagement in recovery sectors. 10. Ensure training of government employees on gender-sensitive legislative reform to ensure women have equal access and control over resources (such as land), information, employment opportunities and services.	
Promote the use of gender-responsive budgeting	1. Work with ministries of finance and planning, women machineries, budget departments and statistical offices to improve financial reporting packages to reflect allocations to gender equality and women's empowerment, including in disaster risk reduction and crisis management frameworks. 2. Support efforts to engender planning manuals, to introduce gender-responsive budgeting into programme-based budgeting and to establish mechanisms for the systematic analysis of the impact of policies on gender equality and women's empowerment across all recovery-related sectors. 3. Work with other multilateral and bilateral organizations to ensure gender budgeting is included in all joint assessments, planning and programming. 4. Train government officials, particularly those working in key recovery-related sectors, on gender budgeting methodologies and processes to ensure targeted allocations, transparency and effectiveness of resources for policy implementation in support of gender equality.	• Proportion of budget related to targets that address gender equality issues in strategic planning frameworks. (UNSCR1325 Indicator 22b) **(1,2,4)** • Number of gender-responsive local development and recovery plans and strategies developed in a participatory approach and adequately budgeted. **(2,3,4)** • Number of pieces of legislation and policies related to national and local budgeting that have been informed by gender analysis and analysed from a gender perspective. **(4)** • Percentage of local government resources allocated to gender-responsive service delivery. **(4)**
Support an institutional mechanism to lead on gender equality	1. Build the capacity of the national gender equality machinery, other relevant line ministries and emergency institutions so they can lead on women's empowerment and gender equality across government in the context of: recovery planning; providing mainstreaming advice in different sectors; developing budgets; and delivering and monitoring services that benefit men and women equally. 2. Placement of a gender specialist in the national women's machinery to assist with immediate planning of priorities and to build national capacity within the agency (Surge, GenCAP, Crisis Prevention and Recovery Consultant roster).	• Number of national and local government bodies with dedicated staff and resources to implement gender mainstreaming and activities that promote gender equality and women's empowerment. **(1)** • Number of public sector officials, at national and subnational levels, that have been trained in gender analysis and apply gender-disaggregated budgets. **(1)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
Support an institutional mechanism to lead on gender equality *(continued)*	3. Provide guidance on effective and inclusive coordination between the gender equality machinery at national and sub-national levels and relevant civil society organizations for gender-sensitive crisis prevention and recovery.	• Number of joint planning and monitoring activities between government gender staff and relevant civil society organizations. **(2,3)** • Budget allocation to civil society organizations working closely with women and those most left behind to promote prevention and resilience. **(2,3)**
Promote the establishment and roll out of a post-crisis social safety net and/or social security system that supports those most at-risk	1. Provide support in developing an effective social safety net, including social security policies and services, to support those most at-risk, especially widows, people living with disabilities, women-headed households and survivors of GBV and conflict-related sexual violence, etc. 2. Establish policies and systems to ensure that those most vulnerable (e.g. widows, IDPs, refugees, children born from conflict-related sexual violence, women headed households) receive identity cards or other documentation to allow them to claim their political, social and economic rights, including accessing services, credit and resources. In many circumstances, a special focus on land registration and related administrative processes may be necessary to facilitate women's access to housing, land and property rights.	• Percentage of surveyed men and women that have report sufficient support from government at times of crisis. **(1,2)** • Percentage of most vulnerable and displaced population, with none or limited documentation, that are benefiting from social security within six months of establishing the support mechanism. **(1, 2)** • Percentage of most vulnerable population that have identity cards. **(2)**

Integrate prevention and responses to GBV

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
• GBV affects women, girls and most vulnerable populations in a disproportionate way and compounds already existing traumas. • Resources and capacity allocated to prevent and respond to GBV is inadequate and there is little accountability for governments to implement commitments.	1. Ensure that members of national and local mechanisms responsible to prevent and respond to GBV, including incidents of trafficked women and girls, are involved in the development of crisis responses and have the capacity to monitor the impact. 2. Facilitate the integration of GBV interventions and budgets across all crisis plans. 3. Contribute to awareness around the prevention of GBV in times of crisis by targeting and involving women, girls, men and boys in delivering the information, especially to those most vulnerable. 4. Facilitate an ongoing close working relationship of the government with civil society organizations and the private sector to ensure mutual accountability and quality service delivery to prevent and respond to GBV. 5. Include GBV survivors as beneficiaries of the social security system. 6. Ensure that safe places are integrated in crisis plans and budgets. 7. Work closely with civil society organizations and government entities to collect sex and age disaggregated data to support access to justice during peace and recovery. 8. Integrate protection from sexual exploitation and abuse provisions in all agreements with government, civil society organizations and service providers.	• The PDNA has incorporated GBV risk factors and prevalence rates. **(1)** • Recovery plans incorporate budgets and monitoring mechanisms for the implementation of the GBV strategy at national and sub-national levels. **(1,2,6)** • Specialized units and experts are in place to enhance access to justice for survivors of GBV, access to social benefits and economic interventions. **(1,2,3,4,5,6,7)** • Survey to measure the level of perceived safety following a crisis over the short- and mid-term. **(4,5,6,8)**

Examples of innovative approaches to programming

Availability of data in crisis and recovery settings is often severely limited and hampers effective planning and delivery. A constantly changing situation on the ground further compounds the problem. Extending the capacity of citizens, through practical applications, to contribute information regarding access to food, health services, security, etc. can help in prioritizing geographical and vulnerability sites. The introduction of data collecting mechanisms on the ground also provides an opportunity to integrate SDG-related indicators from the onset of recovery; with citizen-generated data used to monitor the SDGs, the voices of marginalized women and men are reflected and governments can be held accountable to delivering on their commitment to leave no one behind. The **Everyone Counts** partnership uses technology to create a model for citizen-generated data that can feed into robust monitoring systems as an alternative to government data on SDG progress.

Citizen-generated data can also help fill data gaps in gender information. **DataShift** has partnered with the Open Institute and Chief Francis Kariuki to localize SDG 5 at the community level in one community in Nakuru County, Kenya. Through the project 'Global Goals for Local Impact,' DataShift is working with the community to use citizen-generated data to better understand their gender-related development and governance priorities.

Through its **Spatial Planning and Sustainable Development in Central America programme**, GIZ plans to increase the participation of women in territorial planning and decision-making processes. In the Dominican Republic, this has led to the integration of gender mainstreaming into the National Spatial Plan. Still at the early policy development stage, these initiatives have included the development of gender-specific indicators to enable governments to adequately monitor their impact in addressing gender gaps. These examples demonstrate that incorporating the demands and needs of women can render spatial planning a tool for closing gender gaps through the delivery of territorial development.

Checklist for addressing gender equality in the programme/project cycle

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Collect sex-disaggregated data and conduct gender analyses in the area of focus by various stakeholders (United Nations, bilateral, multilateral, NGOs, national research institutes) and refer specifically to national SDG reports, national gender policy, CEDAW reports, Country Gender Assessments, gender-based violence prevalence reports, census data, PDNAs, National Action Plan for UNSCR 1325 and national disaster planning/mitigation, as available.
	☐ Assess legislation and policy for national targets for women's representation in decision-making (most likely in national gender policy or law).
	☐ Assess legislation and policy frameworks related to women's political, social and economic rights, including land rights.
	☐ Assess barriers to women's equal access to decision-making in government agencies.
	☐ Conduct community consultations with target groups of women and men and female and male youth in targeted project areas, representing a broad range of those most vulnerable (e.g. migrants, IDPs, refugees, disabled groups, ethnic and religious minorities, rural poor, illiterate, those who have suffered GBV, women-headed households, the elderly, trafficked women and ex combatants. Meet separately with groups of women at convenient times and places to ensure their attendance and active participation, especially to discuss sensitive issues, such as GBV which are difficult to discuss in mixed-sex groups.
	☐ Include staff from the national gender machinery (ministry or department of women or gender) and national women's networks and NGOs in the development of the situation analysis/needs assessment and all planning processes.
	☐ Analyse collected data and use a gender lens to inform and shape programming interventions.
Project design	☐ Ensure women are represented in leadership and decision-making roles in all project mechanisms, including design team, project staff and recipients. Representation should be a minimum of 30 percent, striving for 50 percent.
	☐ Include the national women's machinery as a key partner.
	☐ Include national and/or international gender specialists in the design team and be sure gender programming skills are required in the TOR of lead project staff.
	☐ Assess risks and barriers to participation of all vulnerable groups of men, women, boys, girls and transgender persons.
	☐ Engage local men and boys as participants and active stakeholders to ensure husbands/partners/ fathers are supportive of wives/partners/daughters participation in project activities and leadership roles.
	☐ Ensure all partners are committed to the gender mainstreaming and women's empowerment and associated gender equality programming, targets and indicators. Conduct gender-sensitive training for partners, when necessary.
	☐ Leverage UNDP's coordination role with the United Nations and the wider development community to ensure that national and local NGOs are brought into recovery discussions on gender equality.
	☐ Integrate capacity building on gender equality for both government and non-government actors as part of any programme activity.

PROJECT CYCLE	STANDARDS
Project implementation	☐ Ensure that when government bodies are the target for training and capacity building, equal numbers of men and women are included for all activities. If not, a 60/40 divide should be secured, meaning not more than 60 percent of any gender should be represented.
	☐ Ensure that when policy and legislation are reviewed, a gender specialist is included in the review team, in addition to a representative of the national gender ministry/department.
	☐ Identify areas where men have been, or could be, champions for change in transforming government processes/ policies/programming in the area for gender equality.
	☐ If adequate numbers of women are not put forward by government, seek advice from the women's ministry/department, United Nations Gender Theme Group, UN Women or leading women's NGOs to suggest qualified women to be project leaders.
	☐ Include training on gender equality and empowerment for both men and women to promote normative changes which will benefit both women and men.
	☐ Include affirmative action strategies where women are underrepresented, such as specific women's training courses and mentoring. Consider the needs of women so that they are enabled to attend training/programme activities, such as adopting family-friendly practices (e.g. childcare support, transportation and safety issues).
	☐ Include gender-sensitive, child-/family-friendly and pro-poor considerations throughout planning and infrastructure development processes.
	☐ Share experiences, through UNDP's global presence, with other country offices addressing similar issues.
Project monitoring and evaluation	☐ Ensure that 15 percent of the project budget is allocated to gender equality and women's empowerment programming, and that related expenditure is tracked.
	☐ Ensure the Gender Marker is tracked.
	☐ Mainstream gender into the M & E framework, including collecting sex-disaggregated baseline data and setting outcome and impact indicators that disaggregate programme targets by sex and age and other appropriate categories (ethnicity, disability, etc). Include indicators at the household level identifying impacts on women, men, girls and boys.
	☐ Ensure collection of all sex-disaggregated data is updated to monitor changes in representation and participation of men and women from different groups and at different levels of programme intervention.
	☐ Include indicators (number and percentage) for policies/legislation/programmes that have gender effectively mainstreamed and where gender-specific programming/targets/initiatives have been identified.
	☐ Include an indicator to collect gender-sensitive information related to women's human rights, such as protection from violence including GBV, in the M & E framework where it is identified as a potential risk.
Coordination and partnerships	☐ Support effective and inclusive coordination among the gender machinery at national and sub-national levels, other key government entities and relevant civil society organizations to promote, guide and monitor gender-sensitive governance during crisis prevention and recovery.
	☐ Engage national and local civil society groups as key partners. UNDP can use its coordination role within the United Nations and the wider development community to ensure that national and local NGOs are brought into recovery discussions on gender equality.
	☐ Engage national gender and development coordination mechanisms, e.g. the Gender Coordination Group, where it exists. This is usually comprised of representatives from the national gender machinery, women's/civil society organizations, multilateral agencies and donors.

Useful toolkits and other resources

Gender Equality in Public Administration, UNDP, 2014

Thirteen case studies were conducted to reflect a variety of development contexts in all five regions where UNDP is operating and to provide evidence for identifying constraints to, and enabling factors of, promoting gender equality and women's empowerment in public administration.

Guidance Note: Supporting Civil Service Restoration and Reform in Fragile and Conflict-Affected Settings, UNDP, 2018

Provides useful guidance and up-to-date knowledge for practitioners as they deliver policy and programme advice to national counterparts, design and implement evidence-based programming and support countries in conflict-affected settings to restore and/or reform the civil service, which is indispensable for restoring and improving basic government functionality.

(Re)Building Core Government Functions in Fragile and Conflict Affected Settings, Joint Principles for Assessing Key Issues and Priorities, United Nations and the World Bank, 2017

Provides government and donor partners an overview of the main priorities and actions needed to re-establish core government functions in the immediate aftermath of conflict.

Parliament, the Budget and Gender, Inter-Parliamentary Union, UNDP, the World Bank Institute and the United Nations Development Fund for Women, 2004

A handbook for parliamentarians on how to effectively participate in the budget process.

Engendering Budgets: A Practitioner's Guide to Understanding and Implementing Gender-responsive Budgets, Debbie Budlender and Guy Hewitt, The Commonwealth Secretariat, 2003

This guide provides basic information for practitioners on how to design and implement a gender-responsive budget.

Core Government Functions, Crisis Response Package on Resilient Livelihoods, UNDP 2017

An online toolbox (available through UNDP's Sharepoint) provides a set of key documents and a step-by-step guide for UNDP country offices on the main actions to be carried out to set up crisis response and recovery initiatives in the field of resilient livelihoods. In addition to Core Government Functions, the package covers the following technical areas: debris management; rehabilitation of community infrastructure; municipal solid waste management; emergency employment; enterprise recovery; and cash-based interventions.

Tip Sheet 1. Key concepts and definitions

GENDER-BASED VIOLENCE

Violence that targets individuals or groups on the basis of their gender. The Office of the United Nations High Commissioner for Human Rights' Committee on the Elimination of Discrimination against Women (CEDAW), in its General Recommendation 19, defines it as "violence that is directed against a woman because she is a woman or that affects women disproportionately." This includes acts that inflict physical, mental or sexual harm or suffering, the threat of such acts, coercion and other deprivations of liberty.

The terms "sexual violence," "violence against women" and "gender-based violence" are often used interchangeably. This does not mean that all acts against a woman are gender-based violence, or that all victims of gender-based violence are female. For instance, a man could be the victim of sexual violence if he is harassed, beaten, raped or killed because he does not conform to the view of masculinity, which is accepted by his society.

Types of gender-based violence*

There are five types of gender-based violence: sexual violence, physical violence, emotional and psychological violence, harmful traditional practices and socio-economic violence.

SEXUAL VIOLENCE

1. **Rape and marital rape** – The invasion of any part of the body of the victim or of the perpetrator with a sexual organ, or of the anal or genital opening of the victim with any object or any other part of the body by force, coercion, taking advantage of a coercive environment or against a person incapable of giving genuine consent (International Criminal Court).

2. **Child sexual abuse, defilement and incest** – Any act where a child is used for sexual gratification. Any sexual relations/sexual interaction with a child.

3. **Forced sodomy/anal rape** – Forced/coerced anal intercourse, usually male-to-male or male-to-female.

4. **Attempted rape or attempted forced sodomy/anal rape** - Attempted forced/coerced intercourse; no penetration.

5. **Sexual abuse** – Actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal or coercive conditions.

6. **Sexual exploitation** – Any abuse of a position of vulnerability, differential power or trust for sexual purposes. This includes profiting momentarily, socially or politically from the sexual exploitation of another (including performing in a sexual manner, forced undressing and/or nakedness, coerced marriage, forced childbearing, engagement in pornography or prostitution, sexual extortion for the granting of goods, services, assistance benefits, sexual slavery). Sexual exploitation is one of the purposes of trafficking in persons.

7. **Forced prostitution** (also referred to as sexual exploitation) – Forced/coerced sex trade in exchange for material resources, services and assistance, usually targeting highly vulnerable women or girls unable to meet basic human needs for themselves and/or their children.

8. **Sexual harassment** – Any unwelcome, usually repeated and unreciprocated sexual advance. Unsolicited sexual attention, demand for sexual access or favours, sexual innuendo or other verbal or physical conduct of a sexual nature, display of pornographic material, when it interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

* Definitions found at: www.irinnews.org/feature/2004/09/01/definitions-sexual-and-gender-based-violence.

9. **Sexual violence as a weapon of war and torture** – Crimes against humanity of a sexual nature, including rape, sexual slavery, forced abortion or sterilization or any other forms to prevent birth, forced pregnancy, forced delivery and forced child rearing, among others. Sexual violence as a form of torture is defined as any act or threat of a sexual nature by which severe mental or physical pain or suffering is caused to obtain information, confession of punishment from the victim or third person, intimidate her or a third person or to destroy, in whole or in part, a national, ethnic, racial or religious group.

   Also see definition of conflict-related sexual violence.

PHYSICAL VIOLENCE

1. **Physical assault** – Beating, punching, kicking, biting, burning, maiming or killing, with or without weapons; often in combinations with other forms of sexual and gender-based violence.

2. **Trafficking, slavery** – Selling and/or trading in human beings for forced sexual activities, forced labour or services, slavery or practices similar to slavery, servitude or removal of organs.

EMOTIONAL AND PSYCHOLOGICAL VIOLENCE

1. **Abuse/humiliation** – Non-sexual verbal abuse that is insulting, degrading, demeaning; compelling the victim/survivor to engage in humiliating acts, whether in public or private; denying basic expenses for family survival.

2. **Confinement** – Isolating a person from friends/family, restricting movements, deprivation of liberty or obstruction/restriction of the right to free movement.

HARMFUL TRADITIONAL PRACTICES

1. **Female genital mutilation** – Cutting of genital organs for non-medical reasons, usually done at a young age. Female genital mutilation ranges from partial to total cutting, removal of genitals and stitching, whether for cultural or non-therapeutic reasons. This can occur several times during a life-time, i.e., after delivery or if a girl/woman has been a victim of sexual assault.

2. **Early marriage** – Arranged marriage under the age of legal consent (sexual intercourse in such relationships constitutes statutory rape, as the girls are not legally competent to agree to such unions).

3. **Forced marriage** – Arranged marriage against the victim's/survivor's wishes. The victim may be exposed to violent and/or abusive consequences if he/she refuses to comply.

4. **Honour killing and maiming** – Maiming or murdering a woman or a girl as a punishment for acts considered inappropriate with regards to her gender and which are believed to bring shame on the family or community (e.g. pouring acid on a woman's face for attempting to marry someone not chosen by the family), or to preserve the honour of the family (i.e. as redemption for an offence committed by a male member of the family).

5. **Infanticide and/or neglect** – Killing, withholding food from and/or neglecting female children because they are considered to be of less value in a society than male children.

6. **Denial of education for girls or women** – Removing girls from school, prohibiting or obstructing access of girls and women to basic, technical, professional or scientific knowledge.

SOCIO-ECONOMIC VIOLENCE

1. **Social exclusion/ostracism based on sexual orientation** – Denial of access to services or social benefits, prevention of the exercise and enjoyment of civil, social, economic, cultural and political rights, imposition of criminal penalties, discriminatory practices or physical and psychological harm and tolerance of discriminatory practices, public or private hostility to homosexuals, transsexuals or transvestites.

2. **Discrimination and/or denial of opportunities, services** – Exclusion, denial of access to education, health assistance or remunerated employment; denial of property rights.

3. **Social exclusion/ostracism based on sexual orientation** – Denial of access to services or social benefits, prevention of the exercise and enjoyment of civil, social, economic, cultural and political rights, imposition of criminal penalties, discriminatory practices or physical and psychological harm and tolerance of discriminatory practices, public or private hostility to homosexuals, transsexuals or transvestites.

4. **Obstructive legislative practice** – Prevention of the exercise and enjoyment of civil, social, economic, cultural and political rights by women.

A range of concepts related to gender-based violence

Abuse – The misuse of power through which the perpetrator gains control or advantage of the abused, using and causing physical or psychological harm or inflicting or inciting fear of that harm. Abuse prevents persons from making free decisions and forces them to behave against their will.

Coercion – Forcing, or attempting to force, another person to engage in behaviours against her or his will by using threats, verbal insistence, manipulation, deception, cultural expectations or economic power.

Consent – A person consents when he or she makes an informed choice to agree freely and voluntarily to do something. There is no consent when agreement is obtained through the use of threats, force or other forms of coercion, abduction, fraud, deception or misrepresentation.

Threatening to withhold, or promising to provide a benefit, to obtain the agreement of a person constitutes an abuse of power. Any agreement obtained in such a way, or from a person who is below the legal (statutory) age of consent, or is defined as a child under applicable laws, is not considered to be consensual.

Gender – The term used to denote the social characteristics assigned to men and women and boys and girls in a society or culture. These social characteristics are constructed based on different factors, such as age, religion, national, ethnic and social origin. They differ both within and between cultures and define identities, status, roles, responsibilities and power relations among the members of any culture or society. Gender is learned through socialization. It is not static or innate, but evolves to respond to changes in the social, political and cultural environment. People are born female or male (sex); they learn how to be girls and boys, and then become women and men (gender). Society teaches expected attitudes, behaviours, roles, responsibilities, constraints, opportunities and privileges of men and women in any context. This is learned behaviour known as *gender identity*.

Perpetrator – A person, group or institution that directly inflicts, supports and condones violence or other abuse against a person or a group of persons. Perpetrators are in a position of real or perceived power, decision-making and/or authority and can thus exert control over their victims.

Power – The capacity to make decisions. All relationships are affected by the exercise of power. When power is used to make decisions regarding one's own life, it becomes an affirmation of self-acceptance and self-respect that, in turn, fosters respect and acceptance of others as equals. When used to dominate, power imposes obligations on, restricts, prohibits and makes decisions about the lives of others.

Sex – Biological characteristics of males and females. The characteristics are congenital, and their differences are limited to physiological reproductive functions."

Violence – A means of control and oppression that can include emotional, social or economic force, coercion or pressure, as well as physical harm. It can be overt, in the form of physical assault or threatening someone with a weapon, or covert, in the form of intimidation, threats, persecution, deception or other forms of psychological or social pressure. The person targeted by violence is compelled to behave as expected or to act against her or his will out of fear.

An *incident of violence* is an act or a series of harmful acts by a perpetrator or a group of perpetrators against a person or a group of individuals. It may involve multiple types of and repeated acts of violence over time, with variable durations. It can take minutes, hours, days or a lifetime.

Conflict prevention – In recovery work, this reference would logically be related to a post-conflict setting. It is important to understand that crisis, following disasters, can generate serious conflicts due to a presence of multiple stressors. When planning for and implementing disaster risk reduction, it is essential to remain aware of the 'no harm' principle; interventions should avoid triggering new conflicts or aggravating existing conflicts and/or tensions.

Conflict-related sexual violence – Any act of a sexual nature committed without consent, or any act that specifically targets a person's sexual function or organs, that is linked, directly or indirectly (temporally, geographically or causally) to a conflict. This link may be evident in the profile of the perpetrator, the profile of the victim/survivor, in a climate of impunity or State collapse, in cross-border dimensions and/or in violations of the terms of a ceasefire agreement (UN Security Council Report S/2015/203).

Incidents or patterns of sexual violence may include rape, sexual slavery, forced prostitution, forced pregnancy, enforced sterilization or any other form of sexual violence of comparable gravity, against women, men, girls or boys when such incidents or patterns occur in conflict or post-conflict settings or other situations of concern (e.g. political strife).

For further details, see: http://www.sexualviolencedata.org/faq/ and https://peacekeeping.un.org/en/conflict-related-sexual-violence.

Early recovery – Early Recovery is an approach that addresses recovery needs that arise during the humanitarian phase of a crisis, using humanitarian mechanisms that align with development principles. It enables people to use the benefits of humanitarian action to seize development opportunities, builds resilience, and establishes a sustainable process of recovery from crisis.

Early Recovery is both an approach to humanitarian response which, through enhanced coordination, focuses on strengthening resilience, re-building or strengthening capacity, and contributing to solving rather than exacerbating long standing problems which have contributed to a crisis; and also a set of specific programmatic actions to help people to move from dependence on humanitarian relief towards development. See: http://www.europe.undp.org/content/geneva/en/home/library/crisis_prevention_and_recovery/guidance-note-on-inter-cluster-early-recovery-2016.html

Also see definition of recovery.

Empowerment of women and girls – The ability of a woman or girl to control her own destiny. This implies that she must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but that she must also have the agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions (Gender Equality, UN Coherence and You, n.d.)

Gender analysis – The systematic gathering and examination of sex and age disaggregated data and information to identify, understand and redress gender inequalities. Gender analyses should be integrated into all humanitarian needs assessments and situational analyses and used to inform the planning, implementation, monitoring and evaluation of all humanitarian interventions.

Gender equality – The equal enjoyment by women, girls, men and boys of rights, opportunities, resources and rewards. It does not mean that women and men 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 male (IASC Gender Handbook for Humanitarian Action, 2006.)

Gender equality targeted action – Addressing gender inequalities per se, through focused action to overcome the specific barriers and vulnerabilities experienced by women and girls, or, men and boys, in the exercise of their rights and in the redress of gender inequality.

Gender mainstreaming – A strategy for making women's as well as men's concerns an integral dimension of the design, implementation, monitoring and evaluation of policies, plans and programmes in all spheres - political, economic, social, environmental - so that women and men benefit equally and inequality is eliminated.

Masculinity – Different ideas of masculinity are captured with different terminology: biological determinism or essentialism, cultural or social constructionism and masculinity as a power discourse. Understanding masculinity as discourse broadens the focus beyond men and the biological or cultural bases of their masculine nature or identity. The challenge confronting development practitioners concerned with men's relationship to gender equality is to place this relationship in the context of relations of power not only between but also within the genders. Addressing masculinity as discourse (by whom? for what purposes?) helps this placement by clarifying the values and practices that create such hierarchies of power.

Misogyny, homophobia, racism and class/status-based discrimination are all implicated in a 'politics of masculinity' that is developed and deployed by men to claim power over women, and by some men to claim power over other men. Discursive perspectives on masculinity are interested in the ways that it becomes a site for these claims and contests of power. Such perspectives pluralize masculinity into masculinities and note the way that subordinate masculinities emerge in resistance to the power claims of hegemonic masculinities.

Pluralizing masculinity into masculinities is more than a way to explain there are many ways to be a man. It is useful for understanding the connections between masculinities and the distribution and effects of power and resistance among the different forms of masculinity. This has significant implications for development work on men and gender equality (Alan Greig, Michael Kimmel and James Lang, May 2000. "Men, Masculinities & Development: Broadening our work towards gender equality," Gender in Development Monograph Series #10.)

Patriarchy – A sociopolitical and cultural system that values masculinity over femininity. Patriarchy perpetuates oppressive and limiting gender roles, the gender binary, transphobia and cissexism, sexual assault, the political and economic subordination of women, and so much more. See: https://everydayfeminism.com/2014/11/what-is-patriarchy/

Recovery – Focuses on how best to restore the capacity of the government and communities to rebuild and recover from disasters and conflicts, and to prevent relapses. Recovery should be considered an integral part of ongoing developmental process at all levels: national, regional and local. Recovery is inextricably intertwined with poverty and the vulnerability of the affected states and communities before, during and after disasters. See: http://www.un.org/en/ecosoc/meetings/2005/docs/RECOVERY%20guidlines.pdf

Reconstruction and recovery are stages of post-disaster response following relief. Typical priorities in this period include relocation of affected communities to safer, sturdier temporary housing (for example, prefabricated settlements), large-scale repair and construction of permanent housing, restoration of running water, electricity, and sanitation and establishment of community health and education facilities. Relief efforts also include restoring food supplies (and food security in rural areas) and commercial activities. This stage typically lasts two to three years, depending on the level of damage sustained. See: https://www.thefreelibrary.com/Women%27s+participation+in+disaster+relief+and+recovery.-a0161394015

Tip Sheet 2. Key policy frameworks relevant to gender and recovery

Agenda 2030 and the Sustainable Development Goals

"This Agenda is a plan of action for people, planet and prosperity. It also seeks to strengthen universal peace in larger freedom. We recognize that eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development. All countries and all stakeholders, acting in collaborative partnership, will implement this plan. We are resolved to free the human race from the tyranny of poverty and want and to heal and secure our planet. We are determined to take the bold and transformative steps which are urgently needed to shift the world onto a sustainable and resilient path. As we embark on this collective journey, we pledge that no one will be left behind."

See: https://sustainabledevelopment.un.org/post2015/transformingourworld

Beijing Declaration and Platform for Action

The Platform for Action is an agenda for women's empowerment. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and at removing all the obstacles to women's active participation in all spheres of public and private life through a full and equal share in economic, social, cultural and political decision-making. This means that the principle of shared power and responsibility should be established between women and men at home, in the workplace and in the wider national and international communities. Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. A transformed partnership based on equality between women and men is a condition for people-centred sustainable development. A sustained and long-term commitment is essential, so that women and men can work together for themselves, for their children and for society to meet the challenges of the twenty-first century.

It was adopted at the Fourth World Conference on Women, Beijing, China, 4 to 15 September 1995.
See: http://www.un.org/womenwatch/daw/beijing/platform/

Charter on Inclusion of Persons with Disabilities in Humanitarian Action, 2016

The Charter on Inclusion of Persons with Disabilities in Humanitarian Action aims to significantly improve living conditions of persons with disabilities during emergencies. The Charter's goal is to render humanitarian action inclusive of persons with disabilities, by lifting barriers they are facing in accessing relief, protection and recovery support and ensuring their participation in the development, planning and implementation of humanitarian programmes. Women and girls are identified as a group with their own needs, including specific empowerment and protection needs.

See: http://humanitariandisabilitycharter.org/

Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)

Known as CEDAW, the Convention is an international treaty adopted in 1979 by the United Nations General Assembly. Described as an international bill of rights for women, it was instituted on 3 September 1981 and has been ratified by 189 states.

See: http://www.un.org/womenwatch/daw/cedaw/

CEDAW general recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations

CEDAW, at its forty-seventh session in 2010, decided in pursuant to article 21 of the Convention on the Elimination of All Forms of Discrimination against Women, to adopt a general recommendation on women in conflict prevention, conflict and post-conflict situations. The primary aim and purpose of the general recommendation is to provide authoritative guidance to States parties on legislative, policy

and other appropriate measures to ensure full compliance with their obligations under the Convention to protect, respect and fulfil women's human rights. It builds upon principles articulated in previously adopted general recommendations.

See: http://www.ohchr.org/documents/hrbodies/cedaw/gcomments/cedaw.c.cg.30.pdf

Paris Agreement on climate change, 2015

The agreement sets out a global action plan to put the world on track to avoid dangerous climate change by limiting global warming to well below 2°C. When acting to address climate change, parties should respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity.

See: http://unfccc.int/files/essential_background/convention/application/pdf/english_paris_agreement.pdf

Sendai Framework for Disaster Risk Reduction 2015-2030

Disaster risk reduction practices need to be multi-hazard and multisectoral, inclusive and accessible in order to be efficient and effective. While recognizing their leading, regulatory and coordination role, Governments should engage with relevant stakeholders, including women, children and youth, persons with disabilities, poor people, migrants, indigenous peoples, volunteers, the community of practitioners and older persons in the design and implementation of policies, plans and standards. There is a need for the public and private sectors and civil society organizations, as well as academia and scientific and research institutions, to work more closely together and to create opportunities for collaboration, and for businesses to integrate disaster risk into their management practices.

See: https://sustainabledevelopment.un.org/frameworks/sendaiframework

Seven-Point Action Plan on Gender-Responsive Peacebuilding (2010)

The plan commits the United Nations to allocating 15 percent of post-conflict funds to projects principally aimed at addressing women's specific needs, advancing gender equality or empowering women.

UNDP Strategic Plan 2018-2021

Anchored in the 2030 Agenda for Sustainable Development and committed to the principles of universality, equality and leaving no one behind, the UNDP vision for the Strategic Plan 2018-2021 is to help countries achieve sustainable development by eradicating poverty in all its forms and dimensions, accelerating structural transformations for sustainable development and building resilience to crises and shocks. This Strategic Plan sets out a vision for the evolution of UNDP over the four year period, responding to a changing development landscape and the evolving needs of partners. The plan reinforces UNDP's commitment to working in partnership with governments, civil society and the private sector as a catalyst and facilitator of support from the United Nations System as mandated by the General Assembly.

One of the six signature solutions focuses on strengthening gender equality and empowering women and girls. This signature solution is to be delivered in partnership with sister agencies, recognizing in particular the role played by agencies such as UN Women and ILO in establishing norms and standards. UNDP will support, as requested, gender mainstreaming in development strategies to enable the gender-responsive implementation of the 2030 Agenda and related agreements.

See: http://undocs.org/DP/2017/38

United Nations Resolutions on Sustaining Peace (UNSC 2282 and UNGA 70/22)

These resolutions underscore the importance of women's leadership and meaningful participation in the prevention and resolution of conflict and peacebuilding, recognize the need to increase the representation of women at all levels of decision-making and call for strengthened partnerships with civil society, including women's organizations and women's peace activists.

See: http://www.un.org/press/en/2016/sc12340.doc.htm

United Nations Security Council Resolutions on Women, Peace and Security

- **1325** (2000): Addresses the importance of a gender perspective in United Nations peacekeeping; called on parties to conflict to protect women from gender-based violence.

- **1820** (2008): Addresses sexual violence in conflict and asked the Secretary-General to report on these crimes to the Security Council the following year.

- **1888** (2009): Strengthens efforts to end sexual violence in conflict.

- **1889** (2009): Urges States, United Nations bodies, donors and civil society to consider women's protection and empowerment during post-conflict needs assessment and planning.

- **1960** (2010): Establishes a monitoring and reporting mechanism on sexual violence in conflict.

- **2106** (2013): Focuses on accountability for perpetrators of sexual violence in conflict; stressed women's political and economic empowerment.

- **2122** (2013): Addresses persistent gaps in the implementation of the women, peace and security agenda; identifies UN Women as the key United Nations entity providing information and advice on participation of women in peace and security governance.

- **2129** (2013): Addresses terrorism and reaffirms the intention to increase its attention to women, peace and security issues in all relevant thematic areas of work on its agenda, including in threats to international peace and security caused by terrorist acts.

- **2242** (2015): Focuses on women's roles in countering violent extremism and terrorism; improved Security Council working methods on women, peace and security.

World Humanitarian Summit

Gender equality and women and girls' empowerment emerged as an overarching theme of the 2016 summit, with nearly 20 percent of all commitments addressing gender issues. This strong emphasis on gender reflects a firm desire for the World Humanitarian Summit to serve as a watershed moment whereby real change is achieved so that the needs of women and girls are systematically met and their roles as decision-makers and leaders are vigorously promoted.

See: https://www.agendaforhumanity.org/sites/default/files/resources/2017/Jul/WHS_commitment_to_Action_8September2016.pdf

Tip Sheet 3. Indicators and data sources

Developing SMART indicators along with appropriate data collection and monitoring mechanisms is an essential element of successful programming on gender and recovery. While data is lacking across the seven priority areas detailed in this Toolkit, and gender-sensitive and sex-disaggregated data tends to be systematically under-funded and over-looked, there are other ways to approach this gap and facilitate programme monitoring.

As highlighted in this Tip Sheet, many examples exist of indicators that can be drawn upon across the seven priority areas, and potentially incorporated into programme results frameworks and monitoring plans. Overlaps with the SDG indicators and the global indicators on UNSCR 1325 are highlighted below and can be used, particularly when time and resources are limited.

PRIORITY AREA	SDG INDICATORS	GLOBAL INDICATORS ON UNSCR 1325
End and prevent gender-based violence	**SDG 5.2.1** Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age **SDG 5.2.2** Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence **SDG 16.1.2** Conflict-related deaths per 100,000 population, by sex and age	**Indicator 1:** Incidence of sexual violence in conflict-affected countries **Indicator 14:** Index of women's and girls' physical security **Indicator 19:** Number and percentage of cases of sexual violence against women and girls that are referred, investigated and sentenced
Promote transformative livelihoods and economic recovery to advance gender equality	**SDG 2.3.2** Average income of small-scale food producers, by sex and indigenous status **SDG 5.a.1** (a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure **SDG 5.a.2** Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control	**Indicator 18:** Women as a percentage of the adults employed in early economic recovery programmes **Indicator 24:** Actual allocated and disbursed funding in support of programmes that address gender sensitive relief, recovery, peace and security programmes in conflict-affected countries **Indicator 25 (b):** Number and percentage of women and girls receiving benefits through reparation programmes, and types of benefits received **Indicator 26:** Number and percentage of female ex-combatants, women and girls associated with armed forces or groups that receive benefits from disarmament, demobilization and reintegration programmes
Promote the participation and leadership of women and women's organizations in recovery	**SDG 5.5** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life **SDG 16.7** Ensure responsive, inclusive, participatory and representative decision-making at all levels	**Indicator 23:** Proportion of the allocated and disbursed funding to civil society organizations, including women's groups, that is spent on gender issues in conflict-affected countries

PRIORITY AREA	SDG INDICATORS	GLOBAL INDICATORS ON UNSCR 1325
Ensure women's access to justice, security and human rights	**SDG 16.3.1** Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms	**Indicator 3 (a):** Number of violations of women's and girls' human rights that are reported, referred and investigated by human rights bodies **Indicator 3 (b):** Inclusion of representatives of women's and civil society organizations in the governance and leadership of human rights bodies **Indicator 5 (b):** Number and percentage of military manuals, national security policy frameworks, codes of conduct and standard operating procedures/ protocols of national security forces that include measures to protect women's and girls' human rights **Indicator 16:** Level of women's participation in the justice and security sector in conflict-affected countries **Indicator 20:** Number and percentage of courts equipped to try cases of violations of women's and girls' human rights, with due attention to victims' security **Indicator 25 (a):** Number and percentage of transitional justice mechanisms called for by peace processes that include provisions to address the rights and participation of women and girls in their mandates
Enhance women's participation in political processes and formal and informal institutions	**SDG 5.5.1** Proportion of seats held by women in (a) national parliaments and (b) local governments	**Indicator 8:** Number and percentage of peace agreements with specific provisions to improve the security and status of women and girls **Indicator 11 (a):** Level of participation of women in formal peace negotiations **Indicator 11 (b):** Presence of women in a formal observer or consultative status at the beginning and the end of peace negotiations **Indicator 12:** Level of women's political participation in conflict-affected countries **Indicator 15:** Extent to which national laws protect women's and girls' human rights in line with international standards
Ensure gender equality is at the core of disaster risk reduction and disaster recovery	**SDG 13.1.1** Number of deaths, missing persons and persons affected by disaster per 100,000 people **SDG 13.1.3** Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies	

PRIORITY AREA	SDG INDICATORS	GLOBAL INDICATORS ON UNSCR 1325
Ensure gender equality is at the core of disaster risk reduction and disaster recovery *(continued)*	**13.b.1** Number of least developed countries and small island developing States that are receiving specialized support, and amount of support, including finance, technology and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth and local and marginalized communities	
Transform governments to deliver for everyone equally	**SDG 1.b.1** Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups **SDG 5.1.1** Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex **SDG 16.6.2** Proportion of the population satisfied with their last experience of public services **SDG 16.7.1** Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service and judiciary) compared to national distributions **SDG 16.7.2** Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group **SDG 16.B.1** Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on a ground of discrimination prohibited under international human rights law	**Indicator 22:** Extent to which strategic planning frameworks in conflict-affected countries incorporate gender analysis, targets, indicators and budgets

Tip Sheet 4. Accountability for financing gender and recovery: UNDP's gender marker system

One of the ways in which UNDP measures gender mainstreaming is through the gender marker which allows UNDP to track and monitor how gender-responsive each financial allocation and expenditure is in its development programmes. The gender marker requires managers to rate project outputs against a four-point scale (GEN3, GEN2, GEN1 and GEN0) indicating its contribution towards the achievement of gender equality.

As part of UNDP's new and mandatory quality assurance standards for programming, all projects are to conduct a gender analysis to inform the design of gender-specific outputs, indicators and activities that are sufficiently resourced as evidenced by the gender marker rating. The gender marker rating should be assigned based on a rigorous gender analysis throughout the project cycle – from design and appraisal, implementation and monitoring and closure stages – and that all gender interventions are marked at least GEN2 or GEN3. The gender marker rating scale is as follows:

- **GEN3:** The achievement of gender equality and/or the empowerment of women are an **explicit objective** of the output and the main reason that this output was planned. Narrowing gender inequalities or empowering women is the main reason this initiative is being under taken.

- **GEN2:** Gender equality is not the main objective of the expected output, but the output promotes gender equality in a **significant and consistent way.** There must be evidence that a gender analysis has been done, that there will be change related to gender equality/women's empowerment and there are indicators to measure/track this change. Sometimes these are called 'gender mainstreamed' initiatives, where gender equality is adequately integrated as a cross-cutting issue by the rationale, activities, indicators and budget associated with the output.

- **GEN1:** Gender equality is not consistently mainstreamed and has not been critical in the project design and output at the project level contributes in a **limited rather than significant way** to gender equality. Some aspect(s) of the output (activities) at the project level are expected to promote gender equality but not in an explicit way.

- **GEN0:** Outputs at the project level are **not contributing** to gender equality and are considered gender blind. No activities or components of the output contribute to the promotion of gender equality and they do not take the different needs and interests of women and men into account.

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1   See *UNDP Gender Marker: Tracking Gender-Related Investments and Expenditures in ATLAS. A Guidance Note for UNDP Staff,* 2016.

2   See *How to Conduct a Gender Analysis: A Guidance Note for UNDP Staff,* 2016

Tip Sheet 5. Innovation – Testing new ways of programming for more impact

Increasingly, UNDP is fostering innovation with young women and men as part of their contribution to the recovery process in post conflict and crisis settings. Innovation can bring a much faster recovery, especially for those most left behind. While technological challenges are vast, there are several developments taking place that are successfully addressing some of these challenges.

Questions related to innovation include: How can we improve our work with and for affected communities? How can we test new ways to support speedier recovery with opportunities to build back better and curtail barriers to achieving gender equality and women's empowerment?

Innovation is not about employing specific technologies or even merely embracing a new way of working. It is about testing what works better to create significant positive impact. At each step, it will be important to question the gender differential implication of testing new ways of working and how they can aggravate or solve issues.

Below is a list of principles for innovation in development, endorsed by UNDP and many other international organizations. Practitioners should consider putting these principles into action when testing new ways of working to improve our impact.

1.	Design with the user	Involving the end user from the outset of the approach is necessary to ensure the technology meets and responds to their needs. Hence, involve the user meaningfully in all stages of product development, testing, implementation and evaluation. This goes beyond consultation and means approaching the people affected by development challenges as partners and as people with the capabilities to solve their own problems. It also means investing in understanding how the user experiences the problem and the existing solutions.
		Practical guidance to generate insights about the users, to co-design and prototype is available here – in the UNDP Project Hackers' Kit. (Download the file 'Toolkit' and have a look at the question cards as well.)
2.	Understand the existing ecosystem	Give due consideration in the design of interventions to issues of access and control over ICT, the digital divide and who this impacts upon most. Embrace politics and power and invest in understanding the respective political economy and power relations. Innovation is about changing the status quo, and some will have an interest in changing it and some an interest in maintaining it.
		Practical guidance to develop stakeholder maps can be found here -tool 1, to undertake an Institutional Context Analysis here and initial guidance to design a systems map here.
3.	Design for scale	From the start, ask: Who wants our idea? What evidence can be produced that proves the effectiveness of our work? Who can help bring it to larger scale?
		Consider if you intend to design for a scale that reaches millions of people (scaling-up) and/or if you want to reach the most marginalized, i.e. solving so-called last-mile challenges (scaling-down).
		Guidance to design for scale can be found here – tools are in category 8 in the Toolkit.
4.	Build for sustainability	Factor in financial sustainability from the outset. This includes the need for collaboration with a wide range of partners and the need for solid evidence that your solution has impact and has value for the end-user. (An innovation reminder: what's needed is not always wanted.)
		Focus on solutions that have low costs, that have the potential for profit-generation (if applicable).
		Guidance to design for sustainability can be found here – Insights on Scaling Innovation, co-produced by UNDP.

5.	**Be data driven**	Design projects so that impact can be measured at discrete milestones with a focus on outcomes rather than outputs. Put in place monitoring systems that provide you with timely feedback on the effectiveness of the interventions and be open to pivot to achieve the desired outcomes.
		An important paradigm for innovation: focus on the change you want to achieve, not the solution.
		When possible, leverage data as a by-product of user actions and transactions for assessments. Consider also how data produced can help affected women and men – how can the dichotomy of data producer and data user be overcome?
		If using new and emerging data sources, also for real-time monitoring – here is A Guide to Data Innovation for Development.
6.	**Use open standards, open data, open source and open innovation**	If your solution includes software, invest in it as a public good. Ask partners and vendors to develop software to be open source by default with the code made available in public repositories and supported through developer communities.
		Consider leveraging open innovation methods, i.e. asking innovators to propose solutions to your specific challenges.
		UNDP has a dedicated Innovation Challenge Prize policy. Guidance on how to design such Prize Challenges and details on the policy can be found here in the POPP (log-on credentials required).
7.	**Reuse and improve**	Use, modify and extend existing tools, platforms and frameworks, when possible. Develop in modular ways, favouring approaches that are interoperable over those that are monolithic by design.
8.	**Do no harm**	As a minimum, interventions should do no harm, protect the privacy and security of women and girls and avoid reinforcing harmful gender roles that contribute to GBV.
		Consider the context and needs for privacy of personally identifiable information when designing solutions and mitigate accordingly.
9.	**Be collaborative**	Ensure that you engage a range of diverse expertise in designing your solution – across disciplines and industries and with women and men represented.
		Document your work, your hypothesis and approach to test it, the results and lessons and share them widely.
		Publish materials under a Creative Commons license by default, with a strong rationale if another licensing approach is taken.

Tip Sheet 6. The strategic mainstreaming approach to GBV prevention and response

Please find below a compilation of all the tables that were included in the thematic guidance notes on different ways to support GBV prevention and response.

Promote transformative livelihoods and economic recovery to advance gender equality   (Note 2)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
• The negative health impact of GBV on economic productivity prevents women and girls from working and being economically active. • The lack of infrastructure to protect women on the way to and in the workplace (lighting, safe sanitation, etc.) can increase the risk of GBV for women outside the home. • During crisis situations, women may take on the role of the primary breadwinner, challenging traditional gender roles. Post-crisis, particularly during reintegration, some men may resist the shifts in norms and may respond with violence. • Victims of GBV are at risk of being further discriminated and rejected by families and communities.	1. Ensure female-headed households are included for economic empowerment interventions to enhance resilience and reduce the likelihood of GBV, early marriage and transactional sex. 2. Establish mutual referral systems among agencies to direct GBV survivors to the right place for livelihood assistance. 3. Ensure that women and those most vulnerable are fully empowered and engaged with the design of GBV prevention and response mechanisms and the development of economic interventions. 4. Integrate GBV prevention and response strategies into livelihood interventions as an integral part of community-based GBV prevention plans and response mechanisms.[12] 5. Ensure women's economic empowerment projects take a holistic approach by including trauma healing, conflict management and life skills for women and men. 6. Apply UNDP's 3x6 approach (which promotes sustainable livelihoods for vulnerable groups living in transition countries and/or affected by crises triggered by disasters or violent conflicts[13]) in rolling out economic interventions to support livelihoods interventions in stressful environments. 7. Introduce financial inclusion solutions (e.g. mobile banking, cooperatives) to curtail GBV by partners demanding control over female household members' earnings. 8. Ensure balanced participation between the sexes within income generation activities. 9. Combine GBV and economic interventions with gender-related training to in-crease men's understanding of how women's participation and empowerment contributes to overall peace, recovery and long-term development processes.	• Percentage of livelihood programmes and other economic interventions with integrated activities relating to GBV prevention and response. **(1,2,3,4,6,7)** • Percentage of women from vulnerable groups (refugees, IDPs, survivors of GBV) enrolled in vocational training and provided with employment opportunities. **(1,5)** • Percentage of targeted women who report a decrease of GBV and harmful practices. **(1,7,8,9)** • Policies in place to support survivors or those at risk of GBV with social security services. **(2)** • Functionality of one-stop centers and cross-practice referral mechanisms for integrated services delivery to GBV survivors (e.g. security, health, trauma healing, economic reintegration, judicial assistance). **(2,3,4)** • Percentage of targeted women and girls who report incidents of GBV, harmful practices and receiving quality support services. **(2,3,4)** • Baseline carried out to determine the economic cost of GBV. **(3)** • Percentage of existing workplace policies that have zero tolerance to GBV. **(3)** • Percentage of rehabilitated and newly built socio-economic infrastructures that incorporate the prevention of GBV (e.g. better lighting, security patrols). **(3,4)** • Existence of community-led GBV prevention mechanisms and action plans. **(3,4,5)** • Percentage of targeted women, girls and members of LGBTI communities who report feeling more secure in their family and community. **(3,4,9)** • Percentage of men and women who support women's economic participation in recovery projects. **(9)**

Promote the participation and leadership of women and women's organisations in recovery (Note 3)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
• The negative health impact of GBV on economic productivity prevents women and girls from working and being economically active. • Violence and the social norms that underpin GBV limit opportunities for women to participate and lead recovery efforts due to health and psychosocial problems. • The fear of violence against women's human right defenders and female leaders can act as a disincentive for women to speak out and be politically active.	1. Support women leaders and decision makers to speak with one voice, based on evidence, on the importance of including GBV, harmful practices and conflict-related sexual violence (CRSV), where relevant, during recovery and when developing a disaster risk reduction framework. 2. Enhance protection systems, with the participation of women leaders and human rights defenders, to prevent women from becoming targets of violence as gender equality advocates. 3. Provide, in cooperation with government and civil society organizations, transformative leadership training that highlights drivers of GBV, CRSV and harmful practices, ways to prevent and respond to GBV and secure a positive engagement with men and boys to drive change. 4. Support women leaders in their advocacy to prevent and respond to GBV, CSRV and harmful practices. 5. Enhance women's capacity to partner with men, girls and boys for social change. Through their participation in community mobilization interventions they can address underlying social norms that normalize GBV and violent masculinities often exacerbated in crisis settings. 6. Ensure women leaders are empowered and are given the space to lead the design of and monitor the implementation of the UNSCR 1325 National Action Plan and the transitional justice process. 7. Ensure close working relationships with existing coordination mechanisms covering GBV, violence against women and harmful practices. Where the Spotlight Initiative is in place, link with the Multi-Stakeholder Country-level Steering Committee, through the Country-level Civil Society Reference Group.	• Gap analysis carried out to identify legal and policy reviews pertaining to GBV prevention and responses, including in time of crisis and recovery. **(1)** • GBV database developed and rolled out in line with international norms and standards. **(1)** • GBV services database developed and rolled out. **(1)** • Six-monthly assessment reports based on GBV database and services database. **(1)** • Comprehensive, budgeted legislation drafted/endorsed by parliament to prevent and respond to GBV. **(1,4)** • UNSCR 1325 National Action Plan endorsed with budget allocation. **(1,4,6)** • GBV prevention and response strategy is in place, operational and accessible to all, also during crisis. **(2,3,4)** • Gender responsive transformational justice process agreed upon, budgeted, implemented and monitored. **(3,4,6)** • Prevalence study, disaggregated by sex, age and vulnerability, to measure sense of security in targeted communities. **(3,5)** • CRSV and GBV included within the peace agreement and transitional justice plan. **(4)** • GBV fully integrated in the disaster risk reduction strategy. **(4)** • Coordination and monitoring mechanisms in place to support a multi-sectoral and multi-level roll out of GBV interventions. **(6,7)**

Ensure women's access to justice, security and human rights (Note 4)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
• A project with a specific focus on GBV prevention and response requires strong linkages with security, justice and human rights programmes to improve prevention and quality responses across all targeted sectors. • All GBV-related interventions should be linked with the GBV referral pathway (see Guidance Note 1). • Only a holistic approach, rolled out through the legislature, governance and across all segments of society, will achieve results. • Addressing GBV will enhance the achievement and sustainability of peace and recovery.	1. Analyse the challenges within the traditional dispute mechanisms and the formal justice sector to deal with issues related to GBV. 2. Increase women and girls' awareness of their legal rights, of issues pertaining to GBV and of how to access key services in a secure way. 3. Ensure the safety of human rights defenders. 4. Include interventions aimed at transforming norms in relation to gender equality and women empowerment to prevent GBV. 5. Prioritize the GBV agenda within access to justice work (institution building, special units, recruitment of women officers). 6. Integrate and institutionalize specific GBV courses in curricula for justice, human rights and security officials. 7. Coordinate all GBV interventions with stakeholders across the referral pathway, led by UNFPA and/or the United Nations High Commissioner for Refugees (UNHCR), addressing health, shelter, social services and economic empowerment. 8. Promote and support legislation, policy and interventions to prevent and respond to incidents of GBV, as part of transitional justice work, in partnership with the Department of Peace Operations (DPO), UN Women, UNHCR, the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the Office of the Special Representative of the Secretary-General (SRSG) on Sexual Violence in Conflict.	• Percentage of high-level female officers across the security and justice sectors. **(1,4,5)** • Percentage of people feeling safe in their communities (prevalence study). **(2)** • Percentage of people that reject GBV as part of normal behaviour (per sex/age). **(2,4)** • Percentage of reported GBV cases that are successfully dealt with through the formal justice system (data base). **(3,4,5,6)** • Percentage of police stations with specific services provided by female officers to attend to GBV victims and survivors. **(5)** • Presence of prosecutors and judges solely dedicated to address GBV cases. **(5,6)** • Protection services in place for survivors, their children and witnesses. **(7)** • Legal and operational framework in place to prevent and respond to GBV incidents. **(8)**

Enhance women's participation in political processes across formal and informal institutions   (Note 5)

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
The health and psychosocial consequences of GBV can limit women's ability to engage in the public sphere, and female politicians and peacebuilders may be targeted with GBV.	1. Ensure enhanced security for women's participation as candidates, and voters in elections and political campaigns. 2. Empower women to understand the drivers of violence and inequality and help them develop a common agenda (e.g. UNSCR 1325 National Action Plan) to inform the peace process that includes reparations and justice for victims and survivors of conflict-related sexual violence. 3. Secure the participation of women and empower them to influence the development and roll out of transitional justice mechanisms to address grievances related to conflict-related sexual violence. 4. Integrate trauma healing, conflict resolution and leadership skills at all levels of interventions to support peaceful and constructive political participation. Those interventions are key in an environment where many women carry the weight of being survivors of gender-based and conflict-related sexual violence, or are supporting surviving relatives and friends, or who have children born from rape.	• Measures to provide redress for gender-based and conflict-related sexual violence are integrated within the peace agreement. **(1,2,3,4)** • A UNSCR 1325 National Action Plan is developed, funded and implemented. **(2)** • The proportion of women, men, boys and girls who feel that concerns presented by their women leaders are important and support sustainable recovery processes. **(2,3)** • Gender-sensitive conflict resolution and leadership skills manuals and training are developed with national accreditation. **(2,3,4)** • Trauma healing interventions are fully integrated and funded within peace and transitional justice processes. **(4)**

Ensure gender equality is at the core of disaster risk reduction and recovery (Note 6)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
GBV can spike during and in the aftermath of disasters; women are particularly vulnerable due to displacement and the lack of shelter and basic resources.	1. Ensure that women, organizations and women's networks are fully empowered and engaged in the development of local and national DRR plans so that interventions to prevent incidents of GBV are fully reflected in the policies, strategies, plans and budgets related to DRR. 2. Ensure that systems are in place at evacuation centres and other locations of displacement to prevent and respond to GBV. 3. PDNAs should include sex and age disaggregated data related to GBV. 4. Meet with women and men separately to assess their post-disaster needs to enable a sensitive approach to deal with possible issues of violence and ensure GBV prevention and response mechanisms are included in plans. 5. Lessons learned regarding prevention and responses to GBV during disaster are reflected in disaster risk management plans.	• Percentage of budget allocated in disaster risk reduction and management to support GBV prevention and responses. **(1,2,3,4)** • Number of references to at-risk groups of women and men in post-disaster situations when designing strategies to address specific GBV needs. **(1,3,4,5)** • Percentage of women and girls experiencing GBV in the aftermath of disaster. **(3,4)**

Transform government to deliver for all equally   (Note 7)

| KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED?
• GBV affects women, girls and most vulnerable populations in a disproportionate way and compounds already existing traumas. • Resources and capacity allocated to prevent and respond to GBV is inadequate and there is little accountability for governments to implement commitments.	1. Ensure that members of national and local mechanisms responsible to prevent and respond to GBV, including incidents of trafficked women and girls, are involved in the development of crisis responses and have the capacity to monitor the impact. 2. Facilitate the integration of GBV interventions and budgets across all crisis plans. 3. Contribute to awareness around the prevention of GBV in times of crisis by targeting and involving women, girls, men and boys in delivering the information, especially to those most vulnerable. 4. Facilitate an ongoing close working relationship of the government with civil society organizations and the private sector to ensure mutual accountability and quality service delivery to prevent and respond to GBV. 5. Include GBV survivors as beneficiaries of the social security system. 6. Ensure that safe places are integrated in crisis plans and budgets. 7. Work closely with civil society organizations and government entities to collect sex and age disaggregated data to support access to justice during peace and recovery. 8. Integrate protection from sexual exploitation and abuse provisions in all agreements with government, civil society organizations and service providers.	• The PDNA has incorporated GBV risk factors and prevalence rates. (1) • Recovery plans incorporate budgets and monitoring mechanisms for the implementation of the GBV strategy at national and sub-national levels. (1,2,6) • Specialized units and experts are in place to enhance access to justice for survivors of GBV, access to social benefits and economic interventions. (1,2,3,4,5,6,7) • Survey to measure the level of perceived safety following a crisis over the short- and mid-term. (4,5,6,8)

Tip Sheet 7. The gender-based violence referral pathway

The referral pathway sets out steps to support survivors of GBV in a comprehensive and effective manner (see the graph below). While UNDP works across a few sections of the referral pathway, as per its mandate, the organization needs to do so in an integrated manner that enables a holistic approach in responding to GBV. The integration of UNDP interventions should trigger better overall outcomes for the prevention of GBV and better responses for survivors.

In times of recovery, there is a GBV sub-cluster group that functions under the protection cluster of the humanitarian sector, under the leadership of the government, UNFPA and UNHCR. In addition, there may be a joint GBV intervention that brings key United Nations development actors together to deliver as one. UNDP, through its recovery work, is well placed to act as a bridge and plant the seeds for institutionalization of holistic methodologies from the onset.

Working along the referral pathway is essential to address GBV in a multi-sectoral and multi-level way and in the most coordinated and effective manner possible.

Model of a referral pathway[1]
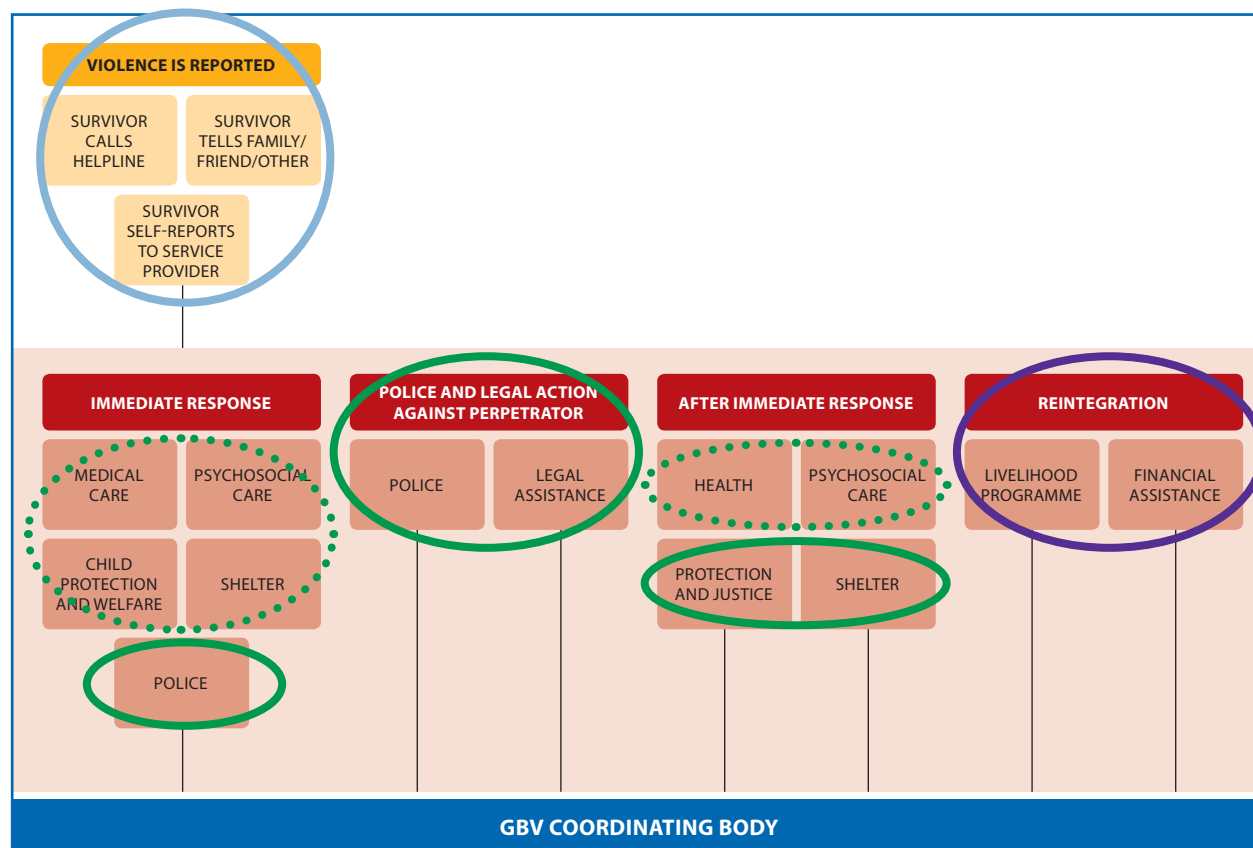
The circled components in the above graph are the areas where UNDP's contributions, across the referral pathway, can take place.

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1   Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing risk, promoting resilience and aiding recovery. New York: IASC, 2015. https://gbvguidelines.org/wp/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines_lo-res.pdf

1. **REPORTING**

   Focusing on both prevention and response, work with communities and human rights defenders can enhance attitudinal change while enhance reporting of incidents. The latter can have an impact on the perception on GBV.

2. **IMMEDIATE RESPONSE**

   Police and legal aid - UNDP takes the lead in working with the police in terms of enhancing their capacity to deal with incidents of GBV, in providing legal aid to survivors and enhancing the capacity of the justice system to deal with perpetrators.

   Medical care, psychosocial care, child protection and welfare and shelter - UNDP only provides support under immediate response when other relevant agencies are not able to do so. This is especially the case when working with refugees and IDPs which is the purview of UNHCR, together with UNFPA.

3. **AFTER THE IMMEDIATE RESPONSE**

   UNDP will continue its work with the *police, justice system and shelters* and will increasingly focus on institutionalization through policy work and capacity-building interventions, fully informed by gendered sensitivities.

   Health and psychosocial work should be in the hands of specialized agencies, such as WHO and UNICEF.

4. **REINTEGRATION**

   Both prevention and response to GBV are addressed during reintegration phases. Vulnerable groups will become *economically empowered* allowing them to leave abuse relationships or to reintegrate after having survived GBV. *Social protection systems* will provide support to those vulnerable to GBV and who cannot secure economic independence, be it temporarily or permanently.

Real-Time Accountability Partnership on GBV in Emergencies

Following the World Humanitarian Summit (2016), UNDP is tasked to strengthen its connection with humanitarian work to facilitate a more effective transition into recovery. One interesting initiative that promotes shared accountability to GBV by securing high-level commitments to a set of minimum actions in emergencies and recovery is the Real-Time Accountability Partnership (RTAP). The main tool used in the RTAP, the Action Framework, pulls into one place leadership-level actions that fall within the responsibility of donors, humanitarian coordinators, humanitarian country teams, cluster leads, GBV coordination leads and non-governmental organizations. This matrix of actions is drawn from existing IASC and other international and agency-specific guidance.[2]

The RTAP Action Framework and the partnership itself are intentionally broader than just the GBV sector, emphasizing the distinct but inter-related roles that a variety of humanitarian stakeholders hold in response and prevention of violence against women and girls.

GBV Coordination Leads represent one of the six stakeholder groups within the RTAP Action Framework. RTAP is not a coordination function and does not seek to duplicate or replace the work of the GBV Sub-Cluster. To the contrary, the process of identifying priorities for GBV Coordination Leads within the Action Framework should support that body by laying out clear benchmarks for the GBV Sub-Cluster's success. In addition, because RTAP asks other stakeholders across the humanitarian system to take action and support GBV prioritization, integration and coordination, success in these areas should ultimately bolster the work of the GBV Sub-Cluster.

2   See: https://interagencystandingcommittee.org/system/files/rtap_announcement_-_june_2016.pdf.

Below is an example of priorities within the RTAP Action Framework that are mutually reinforcing, and ultimately advance and support the work of the GBV Sub-Cluster:

ENTITIES WITH SPECIALIZED GBV PROGRAMMING	GBV COORDINATION LEADS	HUMANITARIUM COUNTRY LEADS
Support the GBV coordination mechanism to track and identify GBV funding shortfalls and resource needs to inform high-level advocacy.	Regularly track and identify GBV funding shortfalls and resource needs and advocate with donors and the HCT to fill gaps.	Require monitoring and tracking of sector specific funding requirements and contributions through the Financial Tracking Service (FTS) to determine shortfalls of GBV funding.

As the above illustrates, the RTAP Action Framework captures priority responsibilities of the Humanitarian Coordinator and the Humanitarian Country Team (HCT) in ensuring GBV is adequately resourced, prioritized and addressed. This echoes the new sample HCT Compact3 at the global level, which includes an accountability area specific to GBV as a collective responsibility that cuts across all sectors and organizations. The Action Framework pulls from this sample HCT Compact and other existing guidance for leadership.

Cluster and sector leadership play a critical role in efforts to reduce risks of GBV. In 2015, the Inter-Agency Standing Committee provided updated guidance for 13 sectors of humanitarian response, outlining the GBV-specific actions they should integrate into assessments, planning, resource mobilization, coordination, implementation and monitoring. RTAP seeks to reinforce the application of these guidelines and the sector guidance (Thematic Area Guides). Within the RTAP Action Framework, cluster and sector leads fall into the stakeholder category of Agencies with a Responsibility to Mainstream GBV. This stakeholder category is inclusive of United Nations agencies and NGOs that may not lead a cluster or sector but have commitments to GBV mainstreaming.