PROGRAMME: PROSPECTS 2.0

GENDER EQUALITY TIP SHEET

Par tners : UNHCR, UNICEF, ILO, World Bank, IFC

Countries: Kenya, Uganda, Sudan, Ethiopia

Year: 2026

1. INTRODUCTION

PROSPECTS 2.0 is a four-year, multi-partner initiative (2024–2027) funded by the Government of the Netherlands.

Implemented by UNHCR, UNICEF, ILO, the World Bank, and IFC, the programme aims to strengthen protection and advance durable solutions for forcibly displaced persons and host communities through inclusive, multi-sectoral approaches.

The programme is structured around four core pillars: Education and Learning; Economic Inclusion; Protection, Social Protection, and Inclusion; and Critical Infrastructure. Gender equality is a cross-cutting priority across all pillars and is essential to achieving equitable, sustainable, and accountable outcomes.

Gender Equality in PROSPECTS 2.0

Gender inequality intersects with displacement, poverty, age, disability, and legal status to shape unequal access to education, livelihoods, services, and decision-making.

Women and girls (particularly adolescent girls, women with disabilities, female-headed households, and survivors of violence) face systemic barriers that limit their participation and outcomes.

Within PROSPECTS, gender equality goes beyond numeric parity. It requires intentional design choices, institutional accountability, and continuous adaptation to address power relations, gender norms, and structural barriers across the programme cycle.

Purpose of the Gender Equality Tip Sheet

This tip sheet has been developed by the Regional Community of Practice (CoP)on Cross-Cutting Aspects to support PROSPECTS partners in systematically mainstreaming gender equality across all pillars and phases of programming.

It provides:

- Practical guidance for staff and partners;
- Clear entry points across the project management cycle;
- Pillar-specific gender considerations; and
- Alignment with donor accountability, learning, and reporting expectations.

This document complements the AAP Tip Sheet and should be applied together with disability inclusion and youth engagement guidance.

2. GUIDANCE ACROSS THE GENDER EQUALITY CONTINUUM

Gender-Blind → Gender-Sensitive

Avoid assumptions of "neutral" impact.
Use gender analysis to understand differential needs and risks.

Gender-Responsive

Actively address gender-based barriers.
Allocate resources and adapt delivery modalities.

Gender-Transformative

Challenge harmful gender norms.
Promote women's leadership, agency, and decision-making power.
Engage men and boys as allies.

> ***Partners are encouraged to progress along the continuum rather than remaining at minimum compliance.*

3. GUIDANCE FOR PARTNERS ACROSS THE PROJECT MANAGEMENT CYCLE

PHASE	GENDER EQUALITY ACTIONS
PHASE 1: Assessment & Analysis	**Objective :** Understand gendered needs, risks, roles, and power dynamics • Conduct gender-responsive assessments that capture differences by sex, age, disability, and displacement status. • Analyze gender roles, care burdens, safety risks, and access to resources across all pillars. • Identify barriers to participation (mobility, norms, literacy, unpaid care, safet y). • Map existing women-led, Refugee-led, and community-based organizations. • Share assessment findings with women, men, girls, and boys in accessible and culturally appropriate formats.

PHASE	GENDER EQUALITY ACTIONS
PHASE 2: Programme Design	**Objective :** Design interventions that address gender gaps and promote equitable outcomes. • Co-design interventions with women, girls, men, and boys, including those with disabilities. • Integrate gender-specific objectives and indicators across all pillars. • Allocate budgets for gender-responsive measures (childcare, accessibility, outreach). • Define clear roles and accountability for gender equality within partner agreements. • Ensure safeguarding and GBV risk mitigation are embedded from the outset.
PHASE 3: Implementation & Monitoring	**Objective :** Deliver gender-responsive interventions and track results . • Implement activities in ways that reduce participation barriers (flexible schedules, safe venues, proximity). • Ensure staff and partners are trained on gender equality and safeguarding. • Monitor participation and outcomes using sex- and age-disaggregated data (SADD). • Track unintended negative effects (e.g. backlash, increased care burden). • Engage women's groups and RLOs in delivery and monitoring
PHASE 4: Review, Learning & Adaptation	**Objective :** Learn from results and adjust programming. • Include women and girls in programme reviews and learning forums. • Analyse outcome data to assess whether gender gaps are narrowing. • Document good practices and lessons learned on gender equality. • Adapt interventions based on evidence and community feedback. • Report gender equality results transparently to donors and communities.

4. GENDER EQUALITY CONSIDERATIONS ACROSS PROSPECTS PILLARS

PILLAR	KEY ACTIONS
Education & Learning	• Promote retention and transition of girls, especially adolescents. • Address safety, dignity, and menstrual hygiene needs. • Engage mothers and female caregivers in school governance. • Support pathways for re-entry and alternative education.
Livelihoods & Economic Inclusion	• Promote access to non-traditional and higher-value skills for women. • Address care constraints through flexible modalities. • Support women's entrepreneurship and access to finance. • Prevent exclusion through transparent selection criteria.
Protection & Social Protection	• Integrate GBV risk mitigation across all interventions. • Ensure survivor-centred referral pathways. • Strengthen women's access to legal identity and social protection. • Support community-based protection mechanisms led by women.
Critical Infrastructure	• Design infrastructure that improves safety, privacy, and accessibility. • Prioritise women's input in site selection and design. • Promote women's participation in governance and maintenance structures. • Link infrastructure investments to protection and livelihoods outcomes.

5. ACCOUNTABILITY, MONITORING, AND REPORTING

To demonstrate accountability and learning gender equality, partners should:

- Use sex, age, and disability disaggregated indicators.
- Track both participation and outcome-level change.
- Document how gender considerations influenced programme decisions.
- Integrate findings into donor reports, learning products, and CoP exchanges.

> ***Gender equality is not an "add-on" but a core measure of programme quality and impact.*

6. CONCLUSION

Gender equality in the PROSPECTS program requires deliberate, sustained, and well-resourced actions across all pillars and programme phases.

When gender equality is mainstreamed effectively, programmes are more relevant, safer, and more impactful for displaced populations and host communities alike.

By embedding gender equality into analysis, design, implementation, and learning, PROSPECTS partners contribute not only to equitable outcomes, but also to durable solutions grounded in rights, dignity, and shared accountability.

Contact: For more information please contact the East Africa Regional CoP Co chairs:
Katie Ogwang - Senior Community Based Protection Officer at Ogwangk@unhcr.org,
Lydia Atiema - AAP & Gender Equality officer at Atiemao@unhcr.org,
Gloria Kaberia, Regional Adolescent and Youth Specialist at gkaberia@unicef.org,
Chiedza Chinakwetu, Gender specialist at cchinakwetu@unicef.org