



GENDER EQUALITY, MENTAL HEALTH & PSYCHOSOCIAL SUPPORT

MHPSS Task Force Meeting, 14 March 2023

AGENDA

01

Gender, MHPSS,
and Humanitarian
Action

02

Framework for
Gender-Equality
Programming

03

GEM Tip Sheet to
Strengthen Gender
in MHPSS
Programs

GENDER vs SEX



WHAT DOES GENDER HAVE TO DO WITH HUMANITARIAN ACTION?



Crisis impacts diverse
women, men, girls & boys
differently



Humanitarian response is
not neutral



Gender-responsive
programs
can be more effective



Attention to gender
strengthens **Nexus**
approach

WHAT DOES GENDER MEAN FOR MHPSS SECTOR?

Crises have different impacts on diverse women, men, girls and boys' mental health and affect their:

- risks & vulnerabilities
- coping strategies
- help-seeking behaviors
- access to support services

Ways of expressing mental well-being and mental distress **vary across cultures and between groups:**

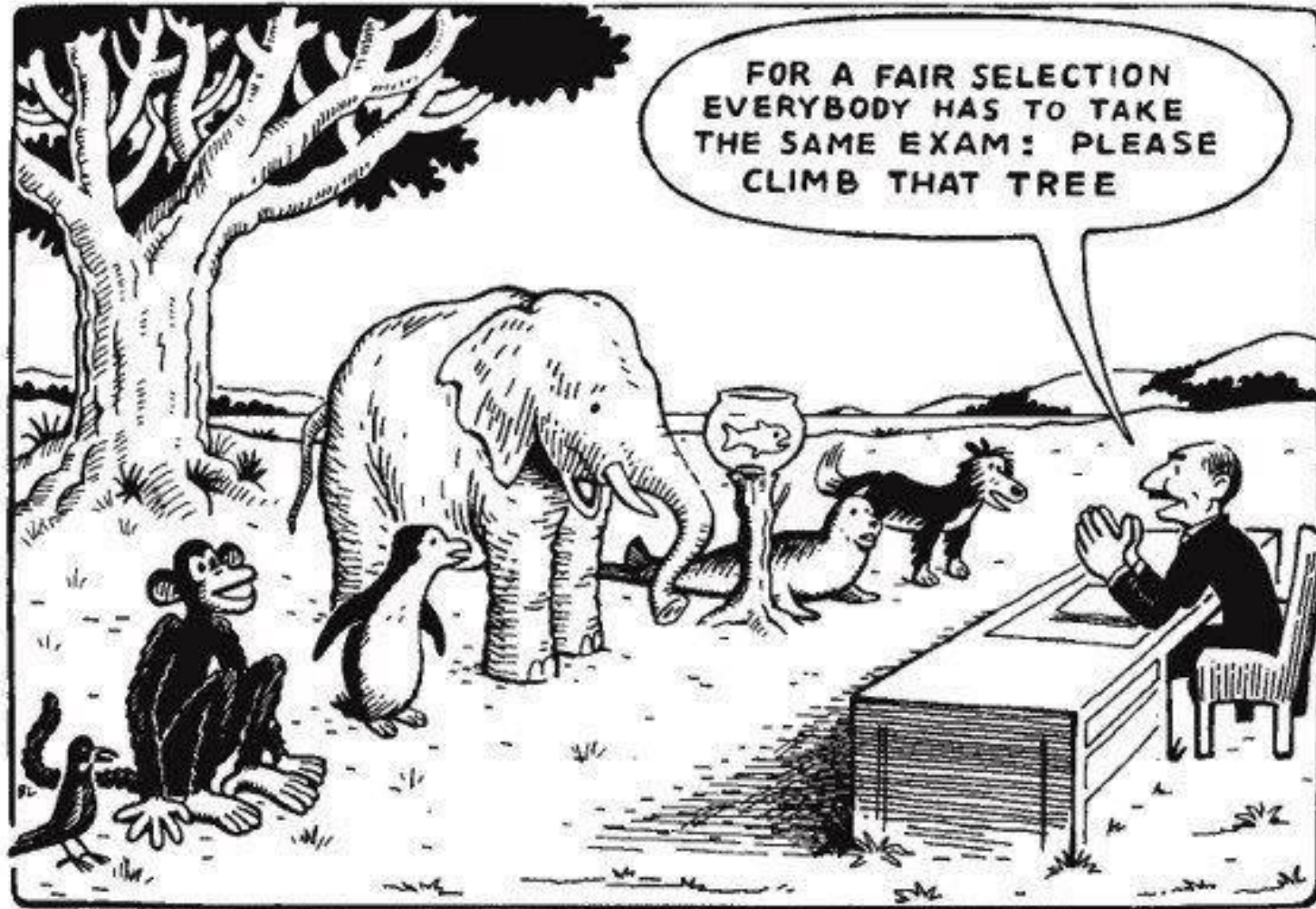
- Cultural expressions of mental health are often gendered

EVERYONE
IS AT RISK OF
PSYCHOLOGICAL
DISTRESS...

SPECIFICS
VARY

- **Women and girls survivors** of gender-based violence may suffer depression, self-harm, shame, PTSD.
- Parents (women) suffering from depression may be less likely to take good care of their **children**. Children may lose sense of safety.
- **Men's** loss of traditional breadwinner role may lead to depression, substance abuse, increase in Intimate Partner Violence
- **Youth**, with mental health issues, are at greater risk for abuse and exploitation.
- **Elderly** people suffer higher rates of depression, exacerbated in context of displacement
- In emergency settings, the rights of people with **pre-existing mental health conditions** are often violated, even more pervasively than in stable situations.

WHAT HAPPENS WHEN GENDER NOT TAKEN INTO ACCOUNT?



WHAT IS GENDER EQUALITY PROGRAMMING (GEP)?

- Based on **analysis of different needs, roles, relationships & experiences** in assessment, planning, implementation & review of assistance.
- **Increases effectiveness** of humanitarian action & upholds our **moral and legal obligations** to protect **dignity & rights** of all people through principle of **non-discrimination & serve the most vulnerable**.
- Facilitates design of rights-based responses that benefit all sectors of affected population.
- Highlights opportunities and resources within affected communities.
- Facilitates smoother transition from humanitarian to peace and development programming.
- Men and boys are seen as powerful allies: can also face specific discrimination.
- **Not more, but smarter.**
- Contributes to improved humanitarian outcomes.

FRAMEWORK FOR GENDER EQUALITY PROGRAMMING [GEP]



Gender Needs Assessment & Analysis

SAAD

Consultations with women and men

Women participation and leadership

Gender equality objectives

Gender sensitive budgets

Gender sensitive assistance

Protection

Gender-balanced humanitarian teams

Partnerships with WLO & WRO

Gender-sensitive reporting

Gender-sensitive M & E

Accountability

Coordination

GENDER EQUALITY MEASUREMENT TIP SHEET (IASC)

- 1. What Do We Know?**
 - **Needs Assessment & Analysis**
- 2. What Do We Do About It?**
 - **Adaptive Assistance**
- 3. How Do We Work Together?**
 - **Adequate Participation**
- 4. What Do We Do Well And What Should We Change?**
 - **Review/Monitoring**



Needs Assessment and Analysis

1. Gender Analysis

Looks at the impact of emergencies on women, girls, men and boys and verifies that the humanitarian response meets their distinct needs and priorities.

2. Sex, Age and Diversity Disaggregated Data

Enables actors to adjust programming to meet the needs of diverse women, girls, men and boys and to assess who actually benefits of assistance and if it reaches the population proportionately.

The Role of Culture

Ways of expressing mental well-being and mental distress **vary across cultures** and between groups

GENDER ANALYSIS: QUESTIONS TO ASK

- Have **demographics** changed since the crisis? Are there **shifting gender and social roles that may affected levels of psychosocial distress**?
- What groups have **greatest MHPSS support** needs? What **barriers** exist to their participation? What are distinct MHPSS **needs, capacities & aspirations**?
- What **psychosocial coping strategies** have been adopted? Are these putting people at risk?
- **Decision making**: who participates and who doesn't have a voice?
- What are the **local and culturally specific understandings** of mental health and well-being, as well as of the **culturally specific gender expressions of mental health and well-being**?
- Are **diverse groups** of people being **consulted** in the co-creation of the intervention?
- Is there **disaggregated data** on sex, age, & other diversity factors (ability, ethnicity, gender identity, sexual orientation, religion)

Carry out gender analysis throughout program cycle: assessment, monitoring & evaluation phase.



Adaptive Assistance in MHPSS

3. Tailored Activities

Gender mainstreaming interventions aim to assist everyone in need while adapting activities to address the roles and priorities of women and men in different age groups:

- *Couples curriculum to improve household relationships; identify & managing difficult emotions.*

Gender targeted interventions: target actions to address specific discrimination or gaps:

- ✓ *Safe spaces for women and girls*
- ✓ *Peer networks or support groups for men and boy survivors, or LGBTQI+ groups*
- ✓ *Mentoring sessions for fathers to build parenting and interpersonal-relationship skills*

4. Protection from GBV: people are safer

**ADAPTED
ASSISTANCE:
QUESTIONS
TO
ASK**

Tailored Activities

- Should MHPSS intervention be **general** for everyone or do certain groups need **targeting**?
- Are there **barriers to participation** & opportunities to strengthen participation in MHPSS programs?
- Are there **qualified MHPSS staff** & supervision in place?

Protect from GBV Risks

- How do **vulnerability factors**, including sexual exploitation and abuse, affect psychosocial resilience?
- Are staff aware of **reporting and referral pathways** for both GBV and SEA?

✓ *Do not assume that all will benefit equally from MHPSS programming.*

✓ *Ensure MHPSS programs do not perpetuate negative gender or cultural stereotypes.*

✓ *Take special measures to facilitate access of vulnerable groups.*

✓ *Ensure access to childcare.*



Adequate Participation

5. Influence/Meaningful participation :Females and males in appropriate age and/or disability groups influence decisions throughout the project

6. Feedback Processes: People can complain and be heard. there is a confidential complaints process that considers gender, age and disability and is responsive to requests for changes

7. Communication with Communities/ Transparency: People get the information they need –information strategies adapted to different needs

WHAT SHOULD WE CHANGE?



Review/Monitoring

8. **Benefits:** Different groups of concern (gender, age, disability) get different benefits; no one will be left behind

9. **Satisfaction:** Different gender/age/disability groups are satisfied

10. **Project Problems:** problems are known and addressed

GENDER IN HUMANITARIAN ACTION PRINCIPLES



COORDINATION

to effectively address the diverse needs of affected women, girls, men and boys



PARTICIPATION

to encourage all affected women, men, girls and boys to influence key decisions that affect their well-being, family and community



GENDER BASED VIOLENCE

to ensure that all people affected by the crisis are protected and to uphold to "Do no harm"



TRANSFORMATIVE CHANGE

to challenge and change pre-existing gender roles, power dynamics and structural inequalities

KEY TAKE-AWAYS



Disasters and humanitarian crises are **not gender neutral**



The **interaction between sex, gender and diversity** (ethnicity, sexual orientation, ability, etc.) can affect how people prepare for, respond to and recover from crises



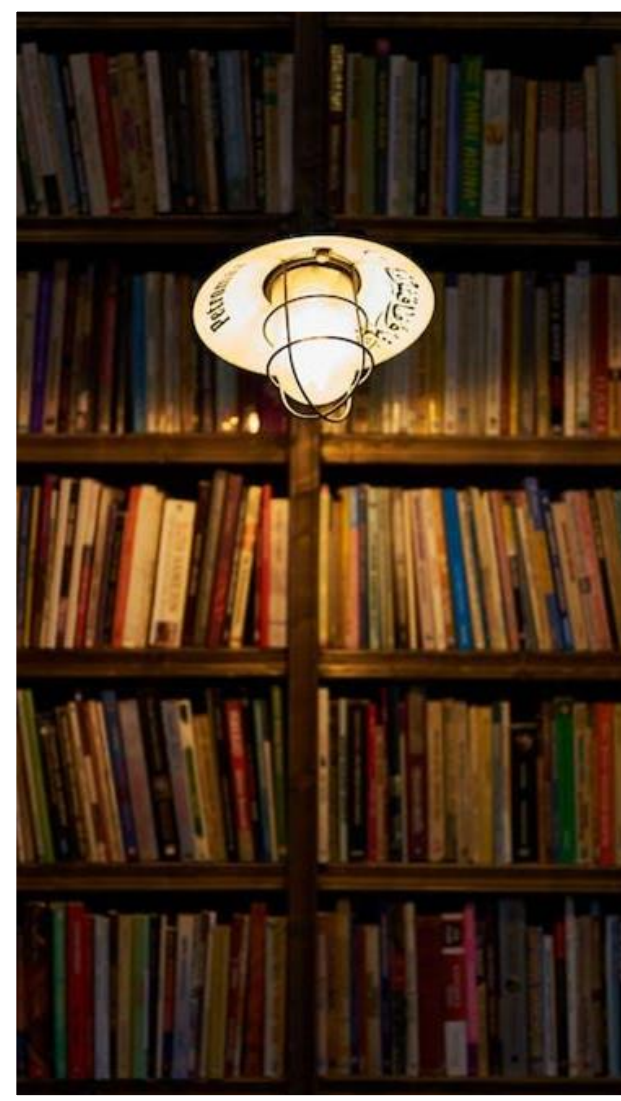
The way MHPSS programs are delivered matters. “One size fits all” programs may result in uneven access to assistance and resources, exacerbate existing inequalities and affect resilience and ability to recover



Crises can bring **new opportunities to promote gender equality and transformative change**

RESOURCES

- 👉 Self-Paced Training “I Know Gender 1-2-3”
- 👉 Self-Paced Training “Gender in Emergencies”
- 👉 Gender with Age Marker Sector Tip-Sheets
- 👉 Checklist on Gender Mainstreaming in Eng
- 👉 Checklist on Gender Mainstreaming in Ro
- 👉 GiHA Training for Frontliners



THANK YOU!

We are happy to support!

GENDER TASK FORCE

GENDER MAINSTREAMING INTO REFUGEE RESPONSE