

Gender Tip Sheets

Cash Sector



Access to winter-specific assistance will be ensured for vulnerable groups (including older persons, persons living with disabilities, women and children) to mitigate the effects of the harsh winter. While in-kind assistance will be maintained, either to support collective accommodation centers or vulnerable households, Cash-Based Interventions (CBI) will be prioritized to enable refugees to meet their basic needs and move toward inclusion in national social protection schemes.



Needs Assessments and Analysis

> Collect and analyze sex, age and diversity disaggregated data (SADDD) and conduct a participatory gender analysis to understand different cash assistance needs, capacities, barriers and aspirations within the refugee and Host communities.

- Look at gender roles and power dynamics; knowledge, skills and access to resources for women, girls, men and boys; cultural norms and practices; protection risks; and intersectional issues.

> Conduct a participatory gender analysis to identify the gaps in the cash assistance response.

- Access to cash assistance. Timings, location, distance and safety particularly for older men and women.
- Mechanisms/types of cash assistance. Culturally appropriate; do men and women (particularly older persons) have the skills/technology and other requirements (i.e. identification documents) to do these and receive transfers; are amounts and frequency of transfers putting women or men at risk.
- Cash Sector members, staff & volunteers. Specific training needs, knowledge of gender, knowledge of GBV, existence of code of conduct for cash assistance staff on Protection from Sexual Exploitation and Abuse (PSEA), training and support for female staff; strong reference check for recruitment.
- Cash Sector policy/plan. Specific gender considerations in the cash sector policy/plan.

> Ensure a gender balance in the cash assistance assessment and analysis teams to enhance effective, safe and inclusive consultations with women, girls, men and boys.

- Gender analysis should be done by analyzing SADDD and consulting with women, girls, men and boys in an inclusive and participatory way. Sex-disaggregated focus groups, plan time/location/facilities that ensure participation from all (i.e. child-care facilities for women with young children).



Strategic Planning

> Reflect gender analysis in the planning documents and situation reports, using SADDD.

> Consult with women, men, girls, boys, and other at-risk groups (older men and women, persons with disabilities, other marginalized groups) to design these activities to ensure they meet their needs and address intersectional issues.

> Ensure equal and inclusive access to cash assistance that address the specific needs of women, girls, men, boys and other marginalized populations (older persons, persons with disabilities..etc) as well as the socio-cultural context (Do No Harm).

- Access. Safe and accessible location of cash assistances; accessible for persons with disabilities; appropriate timings of services; safety.
- Cash assistance and transfer mechanisms/types. Gender and age specific cash assistance; culturally appropriate and safe cash assistance; amount/frequency/method of transfers limit protection risks; potential for home-based cash assistances for at-risk population; Initiatives are based on the existing skills of men and women; diversified initiatives options to meet the needs and constraints of different groups (pregnant/lactating mothers, older persons, PWD).
- Gender-balanced cash assistance staff/volunteers/committees. Recruit, train and retain female staff.

> Work with other sector to holistically plan interventions that address the barriers to accessing Cash Initiatives by women, girls, men and boys. e.g. food security, education, child protection, GBV, PSEA, Gender Taskforce.

- Address barriers to women's, girls', men's and boy's participation in cash assistance. Provisions to ensure women's participation (i.e. childcare, home-based cash assistances); ensure cash assistances are appropriate given women's double time burden; ensure safety of women in markets and create women corner in markets; provide financial, business and marketing trainings.
- Community awareness and social norm changes. Messaging and community outreach on women's economic empowerment; community awareness on the importance of women's participation in Cash initiatives; gender sensitization of male household members, community members and other actors on women's mobility and access to markets; messaging and outreach on division of household chores; messaging and outreach for more equal access and control over resources.

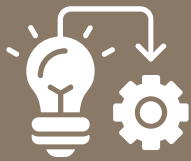
> Develop indicators to measure change for women, girls, men and boys.

- Use sex and age disaggregated indicators so gaps between groups can be identified and assessed.
- Use IASC Gender with Age Marker (GAM) to assess program planning.



Resource Mobilization

- > **Provide SADDD, information and key messages on the specific needs of women, girls, men and boys to the cash sector so that priority areas are funded.**
- > **Engage in advocacy with donors and regularly report on the gender resource gaps in cash assistance.**
- > **Apply the GAM to cash assistance program design to assess and highlight its contribution to Gender equality and Empowerment of Women and Girls.**



Implementation and Monitoring

- > **Involve women and men equally and meaningfully in decision-making, implementation and monitoring of the cash assistance programs/projects.**
 - Ensure gender balance in and responsiveness of the implementing and monitoring staff of the project. E.g. involve community groups such as women's, and youth organization in program implementation and monitoring, ensure equal participation of women by providing childcare services.
 - Ensure the safety of staff and volunteers, especially female staff/volunteers. e.g. put measures in place to respond to potential threat, intimidation, and harassment of female staff.
 - Ensure women, girls, men and boys are aware of the available services, how to access those, the agency providing them and ways to influence their design and delivery.
 - Develop and maintain feedback and complaint mechanisms that are child- and adolescent- friendly, gender-responsive, inclusive and confidential (including for SEA reporting). e.g provide feedback and complaint boxes, provide hotline services including UNHCR hotline, do gender and age segregated Focus Group Discussion (FGD)s.
- > **Regularly monitor for any changes, including in risks, access or social norms and roles, that may limit the participation of women, girls, men and boys in the program.**
- > **Monitor access to cash assistance by women, girls, men and boys.**
 - Data protection methods and systems must be applied.
- > **Contribute to the Refugee Response Plan's gender-specific outcome and all other gender- transformative outcomes through coordinating with other actors and other sectors about implementation efforts, achievements and lessons learned.**
 - Apply the GAM to assess and improve gender equality programming.



Operational Peer Review and Evaluations

> Share information, SADDD, good practices and key messages to others on the specific needs, capacities and aspirations of women, girls, men and boys in cash assistance.

- The Gender Taskforce can support in reviewing and disseminating information, reports and other materials.

> Review project in the cash assistance sector and assess if all women and girls, men and boys from affected populations were reached and identify possible gaps.

- Use GAM to assess the program's contribution to gender equality and the empowerment of women and girls (GEEWG).

| Key Resources | Protection Working Group Key Actors |
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| <p>Education Specific:</p> <ul style="list-style-type: none">● The Gender Handbook for Humanitarian Action, Section on Cash, p. 94● UN Women: How to Promote Gender Equality in Humanitarian Cash and Voucher Assistance: Guidelines for Grand Bargain Cash Workstream | <p>Sector Lead and Gender focal Point: Armenuhi Hovakimyan ahovakimyan@unicef.org</p> |