

PROTECTION

GENDER EQUALITY IN PROTECTION INTERVENTIONS

Protection encompasses all activities aimed at obtaining full respect for the rights of the individual in accordance with the letter and the spirit of the relevant bodies of law. During emergencies, men, women, boys and girls face a broad range of protection challenges which can affect them differently. To ensure that all individuals within affected populations have access to their rights on an equal footing, humanitarian actors should take into account Age, Gender and Diversity (AGD). The AGD approach enables better identification and understanding of the multifaceted protection risks, priorities and capacities at the individual and community level. Applying the AGD approach is at the core of a fair and equal protection response. Through this approach, gender equality is effectively promoted to ensure the equal enjoyment of rights of boys, girls, men and women in any emergency situation.

Projects that analyse and take into consideration the specific needs, priorities and capacities of boys, girls, men and women are better targeted and therefore much more likely to maximise the protective impact of the response to affected populations. The IASC Gender Marker is a tool that codes, on a 0-2 scale, whether or not a humanitarian project is designed to ensure that boys, girls, men and women will benefit equally from it, and that it will contribute to enhancing gender equality. A full description of the IASC Gender Marker and its application can be found in the 'Gender Marker Overview Tip Sheet'.

NEEDS ASSESSMENTS → ACTIVITIES → OUTCOMES

A NEEDS ASSESSMENT is the essential first step in providing protection programming that is effective, safe and restorative of dignity. Integrating gender in needs assessments is critical to capture and thus better understand economic and social dynamics that may help or hinder the effectiveness of humanitarian aid. Gender-sensitive needs assessments allow identifying gender gaps, such as unavailability of or unequal access to protection services for male and female beneficiaries of different ages. Protection project ACTIVITIES should address identified gender gaps. Expected OUTCOMES of protection interventions, as indicated in the project description, should clearly state the change that is expected for boys, girls, men and women.

GENDER IN PROTECTION PROJECT NEEDS ASSESSMENTS	
✓	Integrate gender in the design and implementation of protection project needs assessments (for example: choice of indicators, selection of informants and collection methodology e.g. gender-balanced teams; female data collectors for specific groups; etc.). Be aware that gender dimensions may vary depending upon the target population, geographical areas, and protection issues which are surveyed as part of the needs assessments carried out for each protection project.
✓	Ensure, as much as possible, that all quantitative data is disaggregated by sex and age (for example: reported incidents of violence, or identified cases of isolated vulnerable persons or persons with specific needs separated from their families/ caretakers), and that analysis of this data captures differences, if any, between the boys/girls, men/women.
✓	Incorporate age and gender dimensions in the collection and analysis of all primary and secondary qualitative protection data, including: <ul style="list-style-type: none">- Demographics/baseline data, including estimates of persons with specific needs- Cultural/community practices harmful or discriminatory towards particular groups- community coping strategies and individual self-protection capacities- organization of and participation in community-level decision making- pre-existing human rights situation i.e. patterns in violations of rights
GENDER IN PROTECTION PROJECT ACTIVITIES	
✓	The design of protection projects (including monitoring and evaluation) is effectively informed by the analysis from needs assessments which integrate age and gender and take into account the diverse background of the population.
✓	The project registration system enables both male and female beneficiaries of different ages to register in their own name.
✓	Ensure that both female and male beneficiaries of all ages are consulted and participate in decisions relating to their situation throughout the project cycle by establishing appropriate and sustainable mechanisms for meaningful dialogue with different groups of beneficiaries.
✓	Provide all beneficiaries with the same benefits for their inputs and their work as part of the project i.e. ensure that both women's and men's work is equally paid.
✓	Complaint mechanisms should be set up to receive and investigate allegations of intimidation, unfair treatment, coercion, discrimination, violence and sexual exploitation and abuse experienced by women, girls, boys and men in receiving assistance. Complaint mechanisms should be staffed with both men and women.

GENDER IN PROTECTION PROJECT OUTCOMES

- ✓ Both female and male beneficiaries of all ages are provided with timely and appropriate protection through, for example, direct assistance to extremely vulnerable individuals and isolated persons with specific needs; referral systems; and information and legal counselling services.
- ✓ Women and men benefit equally from projects addressing issues of access to adequate housing, land and property.
- ✓ Gender equality is promoted through support for protection mainstreaming by other clusters and protection activities integrated into the response of other humanitarian sectors.
- ✓ Data collected through protection monitoring systems allow for a gendered analysis of the protection situation (risks, needs, incidents, trends) and for adapting the protection response accordingly.
- ✓ Advocacy, awareness-raising, training and capacity building project activities effectively integrate gender dimensions.
- ✓ Gender equality is promoted through greater gender-awareness among all project staff members.

DESIGNING MINIMUM GENDER COMMITMENTS

Adherence to a gender-responsive approach could be further demonstrated by protection clusters through the development and use of “minimum gender commitments”. These commitments constitute a set of core actions and/or approaches collectively developed and applied by all participants in the cluster. They should be practical, realistic and focus on improvement of current response, and they should be measurable for monitoring and evaluation purposes. The ADAPT and ACT-C Gender Equality Framework (see Gender Marker Overview Tip Sheet) can be a useful reference in designing minimum gender commitments. *The commitments, activities and indicators below are provided as samples.*

1. Collect data that allows for a gendered analysis of protection needs

Sample activity	Sample indicators
Collect data disaggregated by sex and age, and as much as possible on persons with specific needs such as persons with disabilities	Available sex and age disaggregated data Available data on persons with specific needs
Organise single-sex, age-segregated focus group discussions and key informants interviews with both male and female respondents	Number and types of focus group discussions Number of interviews with male and female informants

2. Design protection services to meet the needs of boys, girls, men and women

Sample activity	Sample indicators
Set-up referral services that effectively address protection needs of boys, girls, men and women	Referral services set-up effectively targeting all groups Number of referrals for boys, girls, men and women
Set-up a mechanism that enables all beneficiaries to provide feedback or submit a complaint about the services provided	Established feedback & complaint mechanism Number of feedback forms and complaints submitted by boys, girls, men and women

3. Ensure that women, men, boys and girls can access protection services equally

Sample activity	Sample indicators
Routinely monitor access to protection services through spot checks / routine control visits in project areas	Number of routine control visits and discussions carried out with boys, girls, men and women

4. Ensure that women, men, boys and girls have equal opportunities to participate in protection projects

Sample activity	Sample indicators
Consult with and involve women, men, boys and girls in decisions on the design, implementation, monitoring & evaluation of the project	Number of women and men of different ages who participate in project beneficiary committees

5. Ensure that women, men, boys and girls benefit equally from protection training or other capacity building initiatives

Sample activity	Sample indicators
Conduct protection trainings and capacity building activities with participation of men and women from different age groups	Number of men and women of different ages who participated in training or capacity building activities

For more information on the IASC Gender Marker: www.onereponse.info.

E-learning course on “Increasing Effectiveness of Humanitarian Action for Women, Girls, Boys and Men”: www.iasc-elearning.org

