

Gender and Inclusion Guidance Note

1. RATIONALE

The gender and inclusion guidance note has been developed to guide IPPFs humanitarian efforts based on the understanding that investing in gender equality and inclusion is essential both as a means for fulfilling SRHR in emergencies and as an end in itself.

This document sits beneath the IPPF Humanitarian Strategy and IPPF Gender Strategy and Implementation plan¹. Gender and Inclusion is a key thematic priority in IPPFs Humanitarian Strategy and central to the efficacy of IPPFs humanitarian work.

“Gender equality means equality of opportunity for women, men, intersex and transgender people to realize their full rights and potential. It signifies an aspiration to transform structural inequalities, behavioral patterns and social norms, leading to social change and sustainable development. Gender equality requires specific strategies aimed at eliminating gender inequities.”²

We recognize that during an emergency, the needs and capacities of people³, in all their diversity, are different and distinct. In humanitarian emergencies, women and girls have a significantly increased risk of unwanted pregnancy, maternal death, gender-based violence and sexually transmitted infections, in particular HIV.⁵ A gender and inclusion approach keeps us accountable to ensure our responses reach all people equally, and avoids putting people at further risk. Gender responsive programming makes emergency response more efficient, with longer-term impacts.⁶

2. OUTCOMES

OUTCOME 1: GOVERNMENTS PROMOTE, RESPECT AND PROTECT GENDER EQUALITY AND WOMEN'S EMPOWERMENT TO FULFIL SEXUAL AND REPRODUCTIVE RIGHTS IN EMERGENCIES, ESPECIALLY SEXUAL AND GENDER MINORITIES AND PERSONS WITH DISABILITIES

Key components required for achieving this outcome include:

For IPPF global and regional levels:

- Advocacy for non-discriminatory disaster management legislation, policy and plans in place which includes gender equality and SRHR and sufficient resources allocated including budget lines at national level
- Promotion of systems for national health data disaggregated by sex, age and disability collected, analyzed and used in disaster management plans and policies
- Advocacy for mechanisms to meaningfully engage civil society organisations and networks in promoting and advancing gender equality and inclusion.
- Advocate for gender responsive approaches and inclusion of marginalized groups in humanitarian preparedness and coordination structures

¹ Gender Equality Strategy and Implementation Plan 2017,

² Gender Equality Strategy and Implementation Plan 2017, page 7. Also reflected in the IPPF Gender Equality Policy (2014)

³ Women, girls, boys and men, persons with disabilities, people with diverse sexual orientation, gender identity /expression and sexual characteristics (SOGIESC), persons living with HIV, marginalized groups and those living in geographically isolated locations.

⁴ Gender roles, identities and expectations are socially, culturally and politically constructed. Expectations about what it means to be a woman, man or transgender can vary over time and depend on context and differ between and within countries. They are also based on the power relations between men, women and those identifying with other gender categories – as well as through the power relations within these groups. Furthermore there is a need to recognise, respect, protect and fulfil the rights of gender non-conforming and non-binary individuals. As the norms, practices and beliefs that sustain gender inequality are a social construct means that change is not only just and desirable, but also possible (Note on terminology. Gender Equality Strategy and Implementation Plan, 2017)

⁵ United Nations Population Fund (UNFPA) 2015: The State of World Population 2015- shelter from the storm: a transformative agenda for women and girls in a crisis-prone world

⁶ **Gender-response** programming refers to programmes where gender norms, roles and inequalities in a given context have been considered. Such programmes go beyond raising sensitivity and awareness and include measures to actively address gender inequalities. For example if it is recognized in a community that GBV is stopping women from accessing SRHR services, gender responsive services would also include increasing counselling and support services available and seeking out alternative ways to provide SRHR services that reduce risk of exposing women to increased GBV.

Member Association level:

- Ensure sex, age, disability disaggregated data is consistently collected and analyzed, taking into account sexual and gender minorities
- Advocate for inclusion of gender equality measures in disaster management plans and policies by linking with local and national gender machinery and disaster management organisations
- Foster partnerships with key civil society organisations and networks, such as advocacy and service organisations focused on inclusion. Link these with humanitarian coordination structures and promote them as technical resources.
- Ensure preparedness and response plans have appropriate risk understanding, coordinated mapping of vulnerabilities and capacities of at-risk, under-served and marginalized populations based on sex, age and disability disaggregated data and contextual analysis

OUTCOME 2: ALL PEOPLE, ESPECIALLY WOMEN AND GIRLS, YOUTH AND UNDER-SERVED, AT-RISK GROUPS ARE EMPOWERED AND HAVE AGENCY TO REALIZE THEIR SRHR IN EMERGENCIES

Key components required for achieving this outcome include:

For IPPF, global and regional level:

- Participate in global and regional processes to promote measures that empower women and girls, in all their diversity, to know their sexual and reproductive rights and be empowered to demand and exercise them in emergencies
- Participate in global and regional processes to promote that men and boys, in all their diversity, are engaged as clients, partners and agents of change in emergencies
- Measures taken for elimination of harmful gender practices, including gender based violence, with specific focus on youth populations, persons with disabilities and their carers, sexual and gender minorities, persons living with HIV, marginalized ethnic groups and those living in geographically isolated and remote areas, in all global and regional plans.

Member Association level:

- Targeted messaging on sexual and reproductive health in emergencies for people in all their diversity
- Position awareness-raising on empowerment of people in all their diversity, especially women and girls, within disaster contexts to overcome exacerbated pre-existing gender based discrimination and inequalities, including messaging on addressing gender-based violence
- Ensure preparedness plans include components based on building resilience of socially marginalized and geographically isolated groups that reduces chronic vulnerability, specific emphasis on ensuring persons with disabilities and their carers.

OUTCOME 3: QUALITY INTEGRATED GENDER-SENSITIVE, RIGHTS-BASED AND STIGMA-FREE SERVICES DELIVERED WITHOUT DISCRIMINATION IN DISASTER CONTEXTS

Key components required for achieving this outcome include:

For IPPF, global and regional level:

- Guidelines, tools and good practice for healthcare providers and support staff to provide gender-sensitive, rights-based, stigma-free client-centered life-saving SRH services in emergencies
- Emergency response is based on a variety of quality and life-saving service delivery models in that meet diverse client needs in emergency context, with emergency response providers trained to address needs of people, in all their diversity
- Develop tools and systems to ensure that response plans and strategies are based on and use client-based data, disaggregated by sex, age, disability, capturing sexual and gender minorities, routinely collected and analyzed

- Engagement in global and regional processes, such as Call to Action on GBV, Inter-Agency Working Group on Reproductive Health, GBV Area of Responsibility, Global Compact for Refugees and others, to ensure sexual and gender-based violence is minimized and survivors supported.

Member Association level:

- Build mechanisms that empower and assist women and girls and marginalized groups, in all their diversity, disproportionately affected by disasters, through life-saving SRH service delivery, which needs to be adaptable to the particular context facing those groups
- Support safety-net mechanisms to address gender-based violence through comprehensive preparedness efforts including linking service providers and referrals to social and protection mechanisms
- Build capacity of staff and partners on inclusion on persons with disabilities, sexual and gender minorities and provision of gender responsive life-saving SRH service delivery. This includes values-clarification.
- Systematically collect, analyse and use data disaggregated by sex, age and disability and ensure service delivery if based on this information.
- Develop and disseminate gender inclusive standards, codes and guidelines for comprehensive service delivery, including measures to address gender-based violence through coordination and partnerships

OUTCOME 4: A GENDER TRANSFORMATIVE, ACCOUNTABLE AND UNIFIED MANAGEMENT OF HUMANITARIAN PROGRAMS, TAKING INTO ACCOUNT UNDER-SERVED, AT RISK, MARGINALIZED GROUPS, SUCH AS PERSONS WITH DISABILITIES, SEXUAL AND GENDER MINORITIES, PERSONS LIVING WITH HIV

Key components required for achieving this outcome include:

For IPPF, global and regional level and Member Association level:

- Standard Operating Procedures and response mechanisms based on gender-responsive approaches
- Staff and volunteers involved in humanitarian assistance receive gender and inclusion training and/or sensitization to ensure gender transformative approaches are used
- Response strategies and workplans use gender markers
- Humanitarian response staff and teams are gender and disability balanced
- Gender Advisor and GBV Advisor ready to deploy within 72 hours of a L3 emergency, Gender and GBV expertise advising all localized and large-scale responses

3. GUIDING PRINCIPLES

- Transforming gender norms is based on commitment to human rights and to women's and girls' empowerment, equitable participation of women and girls, in all their diversity, from all socio-economic groups, in all aspects of our work will empower and enable them to acquire the relevant skills and confidence to promote their sexual and reproductive health and rights
- Local, evidence-based solutions, using research and best practice approaches and local context understanding to advance gender equality
- Partnership and collaboration, especially with women's, sexual and gender minorities and intersex persons, persons with disabilities organisations, networks and civil society groups that advocate for gender equality and inclusion, at all levels, to leverage action and improve impact
- Measures in place to ensure that needs of marginalised groups, such as persons with disabilities, sexual and gender minorities, persons living with HIV, ethnic groups and persons living in geographically remote and isolated areas are met and that interventions are built on their capacities and based on principles of do no harm.
- IPPF aligns itself to and is guided by:
 - a. IASC Policy on Gender Equality and Empowerment of Women and Girls in Humanitarian Action (2017)
 - b. Accountability Framework for IASC Policy on Gender Equality and Empowerment of Women and Girls in Humanitarian Action (2017)
 - c. IASC Guidelines for Integrating Gender-Based Violence in Humanitarian Settings (2015)



- d. IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action (coming end 2018)
- e. Humanitarian Inclusion Standards for Older Persons and People with Disabilities (2018) HelpAge and Humanity&Inclusion

4. RESOURCING TO ACHIEVE STRATEGIC AMBITIONS

Staffing

The Humanitarian Hub consists of one FTE position, Gender & Inclusion Advisor, with support from CO Senior Gender Advisor. Subject-matter specialists, consultants and researchers from a wide network will be engaged as required. Active participation in various working groups within Inter-Agency Standing Committee, Inter-Agency Group on RH in Crisis (IWAG) and Gender-Based Violence Area of Responsibility (GBV AOR) will be used to leverage work.