



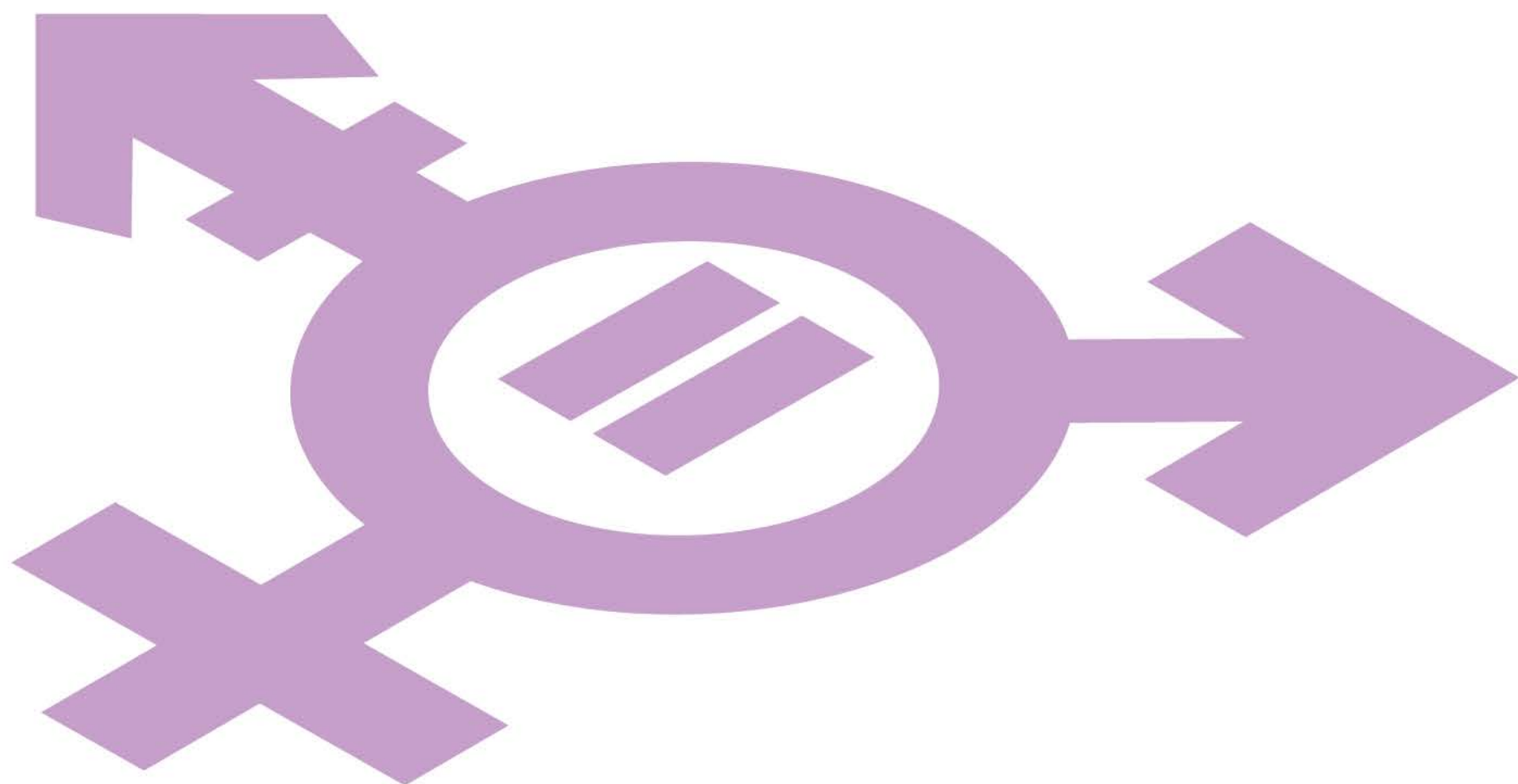
**Humanitarian
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A quick guide to

**Gender Equality in
Humanitarian Settings**

Why does Gender Equality matter for humanitarians?

Without Gender Equality there cannot be adequate and effective programming. This matters at all stages of the humanitarian programme cycle.



Our humanitarian mandate makes it a legal and quality requirement.

UN Security Council resolutions

Humanitarian and gender standards and guidelines

International and national law



Gender describes the socially constructed roles, behaviours and attributes that a given society considers appropriate for girls, boys, women, men, non-binary and gender non-conforming people.



Gender equality refers to an absence of discrimination and the equal enjoyment of rights, opportunities, resources and rewards regardless of gender



Gender norms can make people feel constrained. Women and girls can be responsible for a disproportionate amount of domestic chores and caregiving, affecting their ability to participate in other ways.



Men can feel inadequate or frustrated when they are unable to generate income for their families, and boys are frequently expected to drop out of school to start earning an income.



Gender-based Violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and is based on socially ascribed (i.e. gender) differences between males and females.

GBV includes acts that inflict physical, sexual or mental harm or suffering, threats of such actions, coercion and other deprivations of liberty.

Instances of GBV, particularly against people with intersecting identities (e.g. disability, adolescents/older people, girls/women, etc.) are likely to increase in humanitarian settings, and we must take action before receiving reports.

GBV is rooted in existing gender inequalities.

Inequalities exist before a disruption - so we need to understand them.



Practically speaking, here are some concrete actions to take:

Do a gender equality analysis

Train your staff

Make resources available

Prevent, mitigate and respond to instances of GBV

Tailor activities e.g. Distribute dignity kits, Girl-only spaces



Ensure all staff and communities are **aware of the PSEA (Prevention of Sexual Exploitation and Abuse) policy and the reporting process.**



Ensure **feedback and reporting mechanisms** are accessible to women and girls based on preferences, with door to door visits by women staff to consult women and girls that are homebound and/or illiterate.





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