

Gender and Diversity in Emergencies

Quick and easy steps for accountability to affected people

ASSESSMENTS + MONITORING



- **GUARANTEE GENDER BALANCE** (ie both men and women) in assessment team
- **SPEAK** directly with affected women, men, boys and girls (separately if needed) about their needs, and priorities, and plan consults at times and venues that will allow both men and women to attend
- **COLLECT AND RECORD** data broken down by age and sex (avoid generic terms like “people” and “household”)

Analyse Data And Monitor Implementation

- **REFLECT** on the assessment (was it done adequately and in a consultative way?)
- **REVIEW** and REASSESS your priorities based on the information
- **DESIGN** your assistance based on the priorities
- **FEEDBACK** assessment outcomes to the community

- **SHARE** data on the specific needs, vulnerabilities, capacities of men, women, boys and girls

Ask questions such as:

- **WHO** is affected? (sex, age, location)
- **WHAT** are the specific needs and priorities of men and women, boys and girls? (list some)
- **HOW** are people coping with the situation? WHO is not coping well? (age, gender, geographic location)
- **WHO** owns, accesses and controls resources? (gender, age, class, status)
- **WHO** participates in decision-making? (therefore list who does not participate)
- **HOW** can you promote participation in leadership/ decision-making of those who are less represented?
- **WHICH** local organisations/associations already exist to help people in need (disability support groups, domestic violence services, men’s civil society groups)? (Make contact)

SHELTER



- **CONSULT** women, men, boys and girls (incl. people with disability and the elderly) in shelter design, including on their needs for safety and privacy
- **APPOINT** a gender balanced evacuation centre or shelter committee – this group gives feedback on issues of discontent, privacy concerns, protection risks
- **USE** assessment approach above for shelter programming
- **ENSURE** that survivors/victims of sexual violence have shelter needs met based on their needs

- **CONSIDER** vulnerability in distributions – consider how to reach not only male headed households, but also women, elderly people, people who may have trouble accessing distribution. Also identify who might need additional training to use tools and shelter materials (e.g. tailor assistance to women heads of household, to people with disabilities or anyone who is not normally engaged in construction roles).
- **IMPLEMENT** a confidential complaints mechanism which allows ALL people to register complains about existing services/staff, and to request additional or targeted assistance
- **LIAISE** with protection actors regarding whether discriminatory land ownership policies exist – such as exclusion of women from allocation of plots of land

GENDER BASED VIOLENCE

- **RECRUIT** staff and volunteers in a manner that will discourage sexual exploitation and abuse
- **ENSURE** all staff and volunteers are briefed on (and have signed and understood) the Code of Conduct. Sexual violence and assault are crimes under national law
- **LINK** with protection teams to establish how you will refer survivors/victims of gender based violence to healthcare, counselling and/or legal services

- **IMPLEMENT** confidential complaints mechanisms
- **ENSURE** that survivors of gender based violence have safe and confidential access to shelter
- **ENSURE** that sexual violence related health services and community based psychological and social support is provided for survivors
- **DISSEMINATE** information about available services for survivors of violence or women/children presently experiencing domestic violence

