United Nations Development Programme

Gender and Recovery Toolkit

Advancing Gender Equality and Women's Empowerment in Crisis and Recovery Settings

Updated 2024

UNDP works in about 170 countries and territories, helping to achieve the eradication of poverty, and the reduction of inequalities and exclusion. We help countries to develop policies, leadership skills, partnering abilities, institutional capabilities and build resilience to sustain development results.

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Contents

Acknowledgements

Acronyms and abbreviations

CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CRSV	conflict-related sexual violence
CSO	civil society organization
DPO	United Nations Department of Peace Operations
DPPA	United Nations Department of Political and Peacebuilding Affairs
DRR	disaster risk reduction
DRM	disaster risk management
GENCAP	Gender Standby Capacity Project
GBV	gender-based violence
HIV	Human Immunodeficiency Virus
IASC	United Nations Inter-Agency Standing Committee
IDP	internally displaced person
IPV	intimate partner violence
LGBTQIA+	lesbian, gay, bisexual, transgender, queer, intersex, asexual
M&E	monitoring and evaluation
NAP	national action plan
NGO	non-governmental organization
OCHA	United Nations Office for the Coordination of Humanitarian Affairs
OECD DAC	Organization for Economic Co-operation and Development, Development Assistance Committee
OHCHR	The Office of the High Commissioner for Human Rights (UN Human Rights)
PDNA	post-disaster needs assessment
PSEA	prevention of sexual abuse and exploitation
PTSD	post-traumatic stress disorder
SDGs	Sustainable Development Goals
SRSG	Special Representative of the Secretary-General
UN	United Nations
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNDRR	United Nations Office for Disaster Risk Reduction
UNFPA	United Nations Population Fund

UNHCR	United Nations High Commissioner for Refugees
UNHRC	United Nations Human Rights Council
UNSCR	United Nations Security Council Resolution
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UPR	Universal Periodic Review
WHRD	women human rights defenders
WPS	women, peace and security

Foreword

"Gender and Recovery Toolkit—a game-changer for putting gender equality front and center in every recovery effort"

Our world is at a tipping point — conflicts are lasting longer, climate disasters are hitting harder, and divides are growing deeper. For over two billion people living in fragile or conflict-affected areas, this isn't just big-picture talk; it's their everyday reality.

There is no denying that women are most affected.

80 percent of people displaced by climate change are women. And a shocking 70 percent of women living in humanitarian contexts have experienced gender-based violence in their lifetimes.

But amidst this grim outlook there is inspiration: women and girls aren't just enduring these challenges—they're stepping up, leading recovery efforts, and showing the way forward.

UNDPs sees and recognizes this. That's why 70 percent of our resources in crisis contexts are allocated to projects where gender equality is a significant or primary objective.

Enter the Gender and Recovery Toolkit—a game-changer for putting gender equality front and center in every recovery effort.

This toolkit isn't just about checking boxes; it's about rethinking systems to tackle the roots of inequality and build something better.

With fresh ideas, real-world success stories, and updated tools, the latest edition connects gender equality with climate action, peacebuilding, and innovation.

It's packed with insights to help your UNDP teams and partners empower women and create stronger, more inclusive communities.

Aligned with UNDP's big plans for the future, this toolkit is your go-to for turning today's challenges into opportunities.

Let's build resilience, spark innovation, and make every recovery effort count.

The future is equal—let's make it happen!

Shoko Noda
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Overview

This toolkit contains seven guidance notes to help develop gender-transformative recovery and resilience programming in fragile and crisis-affected settings:

01   GUIDANCE NOTE 1.
Prevent and respond to gender-based violence

Gender-based violence can escalate in fragile and conflict-affected settings, with severe consequences for women and girls and adverse impacts on community resilience and recovery. This guidance note provides advice on how to i) put a GBV lens on all work in recovery settings; ii) promote GBV prevention; iii) enhance quality responses to GBV; iv) support gender-responsive disarmament and mine action after conflict; and v) support institutions that ensure realization of women's economic, social and cultural rights.

02   GUIDANCE NOTE 2.
Promote transformative livelihoods and economic recovery to advance gender equality

Efforts to restore livelihoods and promote economic recovery must address underlying structural and gender inequalities to provide women with equitable access to productive resources and viable employment opportunities. This guidance note provides advice on how to i) ensure full gender responsiveness in immediate livelihoods restoration and access to socio-economic services; ii) promote integrated women's economic empowerment; and iii) ensure gender-transformative economic recovery.

03   GUIDANCE NOTE 3.
Promote the participation and leadership of women and women's organizations in crisis response and recovery

The meaningful participation and leadership of diverse women in recovery and resilience processes is essential to identify and address issues pertinent to both women and gender equality. This guidance note provides advice on how to i) promote women's engagement in crisis planning and recovery; ii) promote gender-transformative conflict and disaster prevention; and iii) build capacities and partnerships with women's civil society.

04   GUIDANCE NOTE 4.
Ensure women's access to justice, security and human rights

Women in crisis and recovery settings must be aware of their rights and have access to legal systems and services. This guidance note provides advice on how to i) promote and ensure gender-responsive transitional justice to address past human rights abuses; ii) introduce, re-establish and/or strengthen accountable and gender-responsive justice and security mechanisms; iii) increase women's access to justice; and iv) promote and ensure the legal empowerment of women.

05   GUIDANCE NOTE 5.
Enhance women's agency in peace processes and political institutions

Women's participation in peace processes and political transitions is essential to sustainable recovery, long-term resilience and conflict prevention. This guidance note provides advice on how to i) promote women's roles in peacemaking; ii)promote gender-responsive peace agreements; iii) promote women's role in conflict prevention; iv) promote women's role in preventing violent extremism; and v) enhance women's participation in political and public decision-making.

06   GUIDANCE NOTE 6.
Ensure gender equality is at the core of disaster risk reduction, recovery and resilience-building

Gender-responsive disaster risk reduction, recovery and resilience-building must address gender-differentiated impacts and empower women's civil society organizations and local women's networks to participate in all stages from preparedness to recovery. This guidance note provides advice on how to
i) secure gender responsive assessment of the disaster; ii) build back better with gender equality in recovery; and iii) facilitate the participation of women, women's organizations and those most affected to enhance disaster risk reduction mechanisms, and preparedness for recovery.

07   GUIDANCE NOTE 7.
Transform governance to deliver equally for all

Government-led gender-responsive recovery and resilience-building efforts must deliver for and include women. This guidance note provides advice on how to i) promote gender responsiveness in core government functions to ensure equitable service delivery; ii) promote the use of gender-responsive budgeting; iii) support an institutional mechanism to lead on gender equality; and iv) promote the establishment and implementation of a post-crisis social safety net and/or social security system that supports those most at risk.

01

Guidance Note 1.

Prevent and respond to gender-based violence.

ADOLESCENT GIRLS IN CONFLICT ZONES ARE

90%

MORE LIKELY TO BE OUT OF SCHOOL COMPARED TO GIRLS ELSEWHERE.
GIRLS ARE OFTEN KEPT OUT OF SCHOOL DUE TO CONCERNS AOBUT SAFETY.[1]

THERE IS DOCUMENTED INCREASE IN SEXUAL VIOLENCE FOLLOWING DISASTERS[2]

IN HAITI, INCIDENTS OF GENDER-BASED VIOLENCE SPIKED BY 377% DURING THE COVID-19 PANDEMIC, TROPICAL STORM LAURA, AND SOCIO-POLITICAL UNREST.[3]
MORE THAN 6,000 PEOPLE WERE EXPOSED TO SEXUAL VIOLENCE, AND 5,000 INTERNALLY DISPLACED. PERSONS WERE AT RISK OF SEXUALY TRANSMITTED INFECTIONS INCLUDING HIV AND AIDS.[4]

RATES OF CHILD MARRIAGE CAN INCREASE IN CRISIS SETTINGS

THE COVID-19 PANDEMIC PUT NEARLY 10 MILLION MORE GIRLS AT RISK OF CHILD MARRIAGE OVER THE NEXT DECADE.[5] CLIMATE-DRIVEN EXTREME WEATHER EVENTS INCREASE A GIRL'S RISK, WITH EVERY 10 PER CENT DEVIATION IN RAINFALL RAISING THE PREVALENCE OF CHILD MARRIAGE BY ABOUT 1%.[6]
IN CONFLICT COUNTRIES LIKE CHAD AND THE CENTRAL AFRICAN REPUBLIC, CHILD MARRIAGE IS THREE TIMES THE GLOBAL AVERAGE.[7]

APPROXIMATELY ONE IN THREE WOMEN WORLDWIDE HAVE EXPERIENCED PHYSICAL AND/OR SEXUAL INTIMATE PARTNER VIOLENCE, NON-PARTNER SEXUAL VIOLENCE, OR BOTH, AT LEAST ONCE IN THEIR LIFETIME,[8]
ALL OF WHICH INCREASE IN CONFLICT SETTINGS. FOR EXAMPLE, NON-PARTNER SEXUAL VIOLENCE IN CONFLICT-AFFECTED COUNTRIES IS 20-30%,[9] COMPARED TO THE GLOBAL AVERAGE OF 7%.[10]

DROUGHTS AND EXTREME WEATHER EVENTS LEAD TO AN INCREASE IN HARMFUL PRACTICES AGAINST WOMEN AND GIRLS, SUCH AS CHILD MARRIAGE, COURTSHIP RAPE, BRIDE PRICE AND FEMALE GENITAL MUTILATION.[11]
MIGRATION AND TRAVELLING LONGER DISTANCES TO COLLECT WATER PUT WOMEN AND GIRLS AT INCREASED RISK OF SEXUAL ASSAULT.[12]

THE PROLIFERATION OF SMALL ARMS AND LIGHT WEAPONS FACILITATES SEXUAL AND GENDER-BASED VIOLENCE. WEAPONS PROLIFERATION INCREASE TRAFFICKING AND KIDNAPPING FOR SEXUAL EXPLOITATION AND REVENUE BY ARMED GROUPS.[13]

0.3%

OF ODA FUNDING
WENT TO SUPPORT PROGRAMMES ADDRESSING GENDER-BASED VIOLENCE IN 2020-21.[14]

1 UNESCO, 2015. Humanitarian aid for education: Why it matters and why more is needed. http://en.unesco.org/gem-report/humanitarian-aid-education-why-it-matters-and-why-more-needed#sthash.jLQ0T3BW.dpbs

2 International Federation of Red Cross and Red Crescent Societies (IFRC), 2015. Unseen, unheard: Gender-based violence in disasters. Global study. https://www.ifrc.org/sites/default/files/2021-08/1297700-Gender-based%20Violence%20in%20Disasters-EN.pdf.

3 United Nations Office of Coordination and Humanitarian Affairs, 2021. Humanitarian Needs Overview at a Glance - Humanitarian Programme Cycle. https://reliefweb.int/report/haiti/haiti-humanitarian-needs-overview-glance-humanitarian-programme-cycle-2021-march-2021

4 UNFPA, 2021. Crises in Haiti leave women and girls ever more vulnerable. https://www.unfpa.org/news/crises-haiti-leave-women-and-girls-ever-more-vulnerable

5 Statistics Division of the United Nations Department of Economic and Social Affairs, 2022. The Sustainable Development Goals Extended Report. https://unstats.un.org/sdgs/report/2022/extended-report/Extended-Report_Goal-5.pdf

6 UNICEF, 2023. Is an end to child marriage within reach? Latest trends and future prospects. https://www.unicef.org/press-releases/global-polycrisis-creating-uphill-battle-end-child-marriage-unicef

7 UNFPA and UNICEF, 2018. Child Marriage in West and Central Africa. https://www.unicef.org/chad/media/246/file/Child-Marriage-in-WCA-At-a-Glance.pdf

8 UN Women, Facts and figures: Ending violence against women. https://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures

9 Murphy, M., Fraser, E., Lamb, G., Artz, L., 2022. "Evidence for Action: What Works to Prevent Conflict-Related Sexual Violence." What Works to Prevent Violence: Impact at Scale. https://www.sddirect.org.uk/sites/default/files/2024-04/14.%20CRSV%20Flagship%20Report.pdf

10 Nandini, S. R., Prem S., Kshitij R., Ravi S., Mohan M.M., 2022. Non-partner sexual violence victimization among female medical undergraduates. J Family Med Prim Care. 11(3):1158-1161. doi: 10.4103/jfmpc.jfmpc_1341_21. Epub 2022 Mar 10. PMID: 35495819; PMCID: PMC9051737.

11 Opondo, M., Abdi, U. and Nangiro, P., Assessing gender in resilience programming: Uganda. BRACED, Resilience Intel, January 2016, p.11. https://cdn.odi.org/media/documents/10215.pdf.

12 Le Masson, V., Gender and resilience: from theory to practice – working paper, 2016. BRACED Knowledge Manager, ODI, London. https://genderandsecurity.org/sites/default/files/Le_Masson_-_G_Resilience_.pdf

13 United Nations Security Council. Report of the Secretary-General on conflict-related sexual violence, 4 April 2024. S/2024/292. https://www.un.org/sexualviolenceinconflict/wp-content/uploads/2024/04/report/report-of-the-secretary-general-on-conflict-related-sexual-violence-202404-SG-annual-report-on-CRSV-EN.pdf

14 OECD, 2023. Official development assistance for gender equality and women's empowerment: A snapshot. https://www.oecd.org/dac/snapshot-oda-gender-2023.pdf

Why it matters?

Gender-based violence is a gross human rights violation that is endemic in all societies globally. But it increases dramatically in crisis contexts, seriously affecting sustainable and inclusive recovery. Civil and political unrest, high levels of violence and militarization, the breakdown of social networks and infrastructure, and migration and displacement exponentially increase the risk of gender-based violence in public and private spaces. Women and girls are particularly subject to this form of violence. Conflict-related sexual violence remains pervasive across many conflict zones, where it becomes part of the continuum of violence. It must therefore be addressed as part of a holistic approach to building resilience.

• **High rates of gender-based violence can affect stabilization and recovery.** It has direct consequences on sustainable development and democratic governance by undermining the ability of affected populations to participate meaningfully in the social, economic and political spheres, and perpetuating a culture of violence and insecurity.

• **Gender-based violence takes a toll on individuals and societies.** At the individual level, survivors suffer physical and psychological health consequences, social stigma, and loss of education and earnings. In the long run, these experiences hinder women's empowerment and participation in decision-making, making further conflict and instability more likely. The societal costs include an entrenching of gendered social roles and binary gendered narratives, lower productivity affecting economic output and growth, increased burdens on already compromised social and health infrastructures, greater violence, and further breakdown of social order. When men, and some women fighters, adapt a 'military' identity, they do not always revert easily to a less violent civilian identity and contribute to building back better.

• **A failure to address gender-based violence, including conflict-related sexual violence, can increase dysfunction at individual, family and community levels, affecting peace and recovery.** The intense trauma associated with incidents of conflict-related sexual violence affects women, girls, men and boys over the long term. It is important to address this issue at the highest political level with preventive and responsive measures that ensure redress for survivors and

children born from conflict-related sexual violence and equal access to resources.[15] Not addressing these issues can trigger new conflicts within and across communities.

• **Gender-based violence and women's empowerment have a complex interrelationship in crisis and conflict contexts.** Supporting women's economic and political empowerment in recovery processes can provide them with the protection, resources and capacities to resist and combat gender-based violence. Similarly, measures such as equal service provision and campaigns to challenge violent masculinities and change stereotypical attitudes and behaviour can create conditions for the greater empowerment of women and girls.[16] Conflict exacerbates harmful practices based on discrimination against girls, such as bride price, early marriage and female genital mutilation. For example, in South Sudan, extreme poverty caused by conflict has increased early marriage and abduction of girls.

• **A reversal of traditional gender norms can increase gender-based violence.** In post-conflict settings, women often adopt new roles that challenge pre-existing social norms attached to one's gender. For example, women heads of households and former combatants challenge the pre-conflict status quo, and often highlight the diminished role of men as main earners. Masculinities, in post-conflict settings, are also wrapped up around notions of violence, especially when there is unchecked proliferation of arms.[17] The tension between changed gender roles and values fuels gender-based violence, particularly intimate partner violence. When perpetrators of gender-based war crimes are not held accountable, gender-based violence is normalized and reinforced. The humanitarian aid community and peacekeepers must be held equally accountable, in line with United Nations provisions on the prevention of sexual exploitation and abuse.[18]

• **Unseen and new forms of violence.** Gender-based violence takes various forms, ranging from subtle 'slow violence'[19] to more common manifestations like intimate partner violence, extending to acts of aggression in online spaces. Concerns surrounding data safety and online harassment markedly obstruct women's digital access, hampering their engagement in peace-building and post-disaster recovery efforts. In Latin America, for example, potential breach of privacy and

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15 Women Organizing for Change in Bosnia and Herzegovina of the Women's International League for Peace and Freedom, July 2017. A Feminist Perspective on Post-Conflict Restructuring and Recovery: the Case of Bosnia and Herzegovina. https://wilpf.org/wp-content/uploads/2017/09/ExecutiveSummaryCaseofBosnia.pdf

16 Greig, A., Kimmel M. and Lang, J., Men, masculinities & development: broadening our work towards gender equality, Gender in Development Monograph Series #10, May 2000.

17 Women's International League for Peace and Freedom, 2017. Women for Disarmament, Summary Report. https://peacewomen.org/sites/default/files/LIMPAL_SummaryReport_WomeInDisarmament.pdf

18 United Nations Protocol on The Provision Of Assistance To Victims Of Sexual Exploitation And Abuse, 12 December 2019. https://www.un.org/en/pdfs/UN%20Victim%20Assistance%20Protocol_English_Final.pdf

19 'Slow violence' is defined as "a violence that occurs gradually and out of sight, a violence of delayed destruction that is dispersed across time and space, an attritional violence that is typically not viewed as violence at all". The term was coined by Professor Rob Nixon of Princeton University in his book, Slow Violence and the Environmentalism of the Poor (Harvard University Press, 2011).

harassment severely deter women in Guatemala and Mexico.[20] In conflict-affected countries like Libya, Myanmar, and Ethiopia, women face online abuse when they advocate for their rights. Addressing technology-facilitated gender-based violence is crucial to women's freedom of expression online.[21] The United Nations Human Rights Council emphasizes protecting online rights, especially in crisis contexts, which calls for robust data protection measures to safeguard survivors' confidentiality and prevent cyber threats from state and non-state actors.[22]

• The proliferation of conventional arms, especially small arms, can have direct and indirect effects on women as victims of conflict-related gender-based violence, and as protestors or actors in resistance movements.[23] While arms themselves are directly implicated in acts of gender-based violence, they are also correlated with an increase in gendered inequality and a generalized culture of violence, against women in particular. The proliferation of arms also worsens women's bargaining power in the household and curtails their mobility. The widespread possession and use of weapons tend to deter women from participating in public and political life and hinder their access to resources, business and employment opportunities.[24]

When state institutions are established in the aftermath of conflict, with high levels of mistrust and weapons in wide circulation, the easy access to small arms places women at increased risk of violence and insecurity and creates an environment that normalizes the perpetration of violence and the further militarization of societies.

• Landmines and explosive remnants of war (ERW) have considerable direct and indirect impacts on women and girls. Women and girls who suffer injuries and disabilities from landmines are more likely to face discrimination, isolation and stigmatization, in turn increasing their risk of gender-based violence. Women and girls also carry an additional care burden in the family when men are badly injured. Women-headed households and widowed women are particularly at risk of unequal access to land and land rights and of being dispossessed. The loss of land from contamination can have a devastating impact on women's livelihoods and families' wellbeing.

Understanding different gender roles is key to effective mine action. Because of the distinct roles and mobility patterns of women, girls, men and boys in a community, their exposure and knowledge of ERW hazards and risks will differ, as will their information on contamination.[25]

• Crisis and recovery settings provide unique windows of opportunity to address gender-based violence. In crisis and recovery settings, pre-existing social vulnerabilities increase; protection, security and justice systems are severely eroded; community support systems and safety nets are disrupted; and problems associated with weak infrastructure, social barriers and stigma are exacerbated.

The rebuilding of institutions and infrastructures and reforms of laws and policies can be gender-transformative[26] by developing capacities and allocating resources for the prevention of gender-based violence and strengthening social institutions to redress inequalities in the realization of women's economic, social and cultural rights. For example, the outbreak of the Ebola virus in Sierra Leone brought a halt to the discriminatory practice of female genital mutilation, offering institutions an opportunity to build on this development and advance gender equality and women's empowerments.[27]

• Disasters and conflict cannot be treated as separate types of humanitarian emergencies. The fact that disasters often occur in areas of conflict calls for greater attention to the intersections between gender-based violence, conflict and disasters.[28]

DATA ON GENDER-BASED VIOLENCE IN DISASTER CONTEXT

While there is increasing reporting of gender-based and sexual violence in post-conflict settings, such data is lacking in the context of disasters. Assume that gender-based violence is taking place, even if no reliable data are available.

20 UNDP Kazakhstan, 2021. Toward an equitable digital future: women and girls as active agents of change in digitalization. https://www.undp.org/digital/blog/toward-equitable-digital-future-women-and-girls-active-agents-change-digitalisation

21 UNFPA, 2021. Making All Spaces Safe. https://www.unfpa.org/publications/technology-facilitated-gender-based-violence-making-all-spaces-safe

22 Annual report of the United Nations High Commissioner for Human Rights and reports of the Office of the High Commissioner and the Secretary-General, 2022. https://documents.un.org/doc/undoc/gen/g22/442/29/pdf/g2244229.pdf?token=JDQHwB8LAQfYObF2Ri&fe=true .

23 United Nations, Committee on the Elimination of Discrimination against Women, 18 October 2013. General recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations. CEDAW/C/GC/30, paragraph 32. https://www.ohchr.org/sites/default/files/Documents/HRBodies/CEDAW/GComments/CEDAW.C.CG.30.pdf

24 Submission from the Women's International League for Peace and Freedom to the Office of the High Commissioner for Human Rights on the impact of arms transfers on human rights, 3 February 2017. https://www.ohchr.org/Documents/Issues/RuleOfLaw/ArmsTransfers/WomensInternationalLeaguePeaceAndFreedom.pdf

25 Interagency Standing Committee on Gender and Humanitarian Action, 2018. The Gender Handbook for Humanitarian Action. https://interagencystandingcommittee.org/sites/default/files/migrated/2019-02/2018-iasc_gender_handbook_for_humanitarian_action_eng_0.pdf

26 Gender transformative: Result contribed to changes in norms, cultural values, power structures and the roots of gender inequalities and discriminations. The aim was to redefine systems and institutions where inequalities are created and maintained. See UNDP Gender Results Effectiveness Scale, 2014. https://erc.undp.org
27 Ministry of Social Welfare, Gender and Children's Affairs, UN Women, Country Office-Sierra Leone, Statistics Sierra Leone, Oxfam GB/Sierra Leone, 2014. Report of the Multisector Impact Assessment of Gender Dimensions of The Ebola Virus Disease in Sierra Leone, 31 December 2014.

28 The International Federation of the Red Cross and Red Crescent Societies 2021. Unseen, unheard: Gender-based violence in disaster. Global study. https://www.ifrc.org/sites/default/files/2021-08/1297700-Gender-based%20Violence%20in%20Disasters-EN.pdf

What works?

• **Given that gender-based violence will inevitably increase in times of crisis, it is essential to adopt a preventative approach to interventions to bring about lasting social change.** Substantial evidence on effective prevention strategies in recent years shows that efforts must go beyond simple awareness-raising and address drivers and risk factors of violence against women and girls in crisis settings. By understanding the socio-economical model of risks, this approach includes actively and measurably transforming discriminatory attitudes and behaviour that enable violence, community norms, institutional practices and systems, and laws and policies[29] in addition to mitigating risks at the individual and interpersonal levels. SASA! Uganda[30] reduced intimate partner violence by 52 percent through a community mobilization programme that promoted a sharing of power between women and men over a period of three years. Girls in Kenya who participated in self-defence and empowerment training by Give Directly over nearly a year had 62 percent lower rates of rape than non-participants.[31] In Rwanda, the "Indashyikirwa" programme attained a 55 percent reduction in physical and/or sexual intimate partner violence by integrating SASA! and the couple curriculum module. UNDP in Iraq and UNDP in Lebanon have since replicated this innovative approach.[32]

• **While building back, probe the root causes of violence.** This requires addressing both causes and contributing factors, including discriminatory attitudes and beliefs and unequal social norms. It also needs a greater investment in social mobilization approaches which can confront vested political and economic interests that maintain inequalities.

• **Multi-level and multi- component interventions are more effective than** There are multiple causes and contributing factors of gender-based violence. For example, enhancing legal awareness without ensuring access to functional security and justice services will only put survivors at increased risk. Speaking out or reporting incidents of gender-based violence, without further protection – especially for women and girls – can lead to increased violence by the perpetrator and in some extreme cases to 'honour killing'.

Hence, interventions need to work at various levels to address both environmental and individual factors. A comprehensive strategy for coordination, implementation and monitoring is essential for effective interventions (e.g., a national strategy to prevent and respond to gender-based violence). Proven measures include working in partnership with security and justice actors, policymakers and implementers, men allies and civil society to ensure the realization of rights of women and girls and survivors have access to redress and adequate health and psychosocial support. Economic empowerment of those most at risk helps them leave violent environments where they are dependent on the perpetrator or their family.

• **Group or relationship-level interventions that engage men and women are unique opportunities to challenge gender inequalities and power dynamics between genders.** There is emerging evidence that interventions working with both genders are more effective than single-sex interventions. Rather than distinct interventions that target women's empowerment and men's perpetration, working with women and men simultaneously or sequentially can better address gender relationships. For example, in Iraq, embedding interventions to prevent gender-based violence in an economic empowerment project helped UNDP to foster gender-equitable attitudes and behaviours. About 90 percent of men reported an increased involvement in domestic tasks and 80 percent gained skills in anger management and prevention of violence.[33]

• **Research shows that prevention programmes work the best when they address multiple levels of the socioecological model of risk factors for gender-based violence.** Instead of tackling women's or men's individual attitudes, interventions that engage with both men and women and seek to influence interpersonal relationships with spouses and children have better gender-equitable outcomes. A community activism component involving local and faith leaders that complements individual and interpersonal interventions tends to increase a programme's chances of success in preventing gender-based violence.[34-35]

29   UN Women, et al., 2012. Report of the Expert Group Meeting on Prevention of Violence against Women and Girls, Bangkok (17-20 September 2012).

30   Raising Voices. The SASA! Approach. https://raisingvoices.org/women/sasa-approach/

31   World Health Organization, 2013. Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence. https://iris.who.int/bitstream/handle/10665/85239/9789241564625eng.pdf;jsessionid=D5ACD1157A0EA2216B34A794A0CC4AB9?sequence=1

32   Government of the Republic of Korea, UNDP Iraq and UNDP Lebanon, 2023. Adapting the Indashyikirwa Intimate Partner Violence Prevention Programme: Lessons Learned in Iraq and Lebanon. https://www.undp.org/publications/adapting-indashyikirwa-intimate-partner-violence-prevention-programme-lessons-learned-iraq-and-lebanon

33   UNDP, 2023. A New Approach to Ending Gender-Based Violence: Lessons on Integrating Prevention and Responses in Four UNDP Sectoral.

34   International Rescue Committee and The Global Women's Institute, The George Washington University, 2023. What works to prevent violence against women and girls in conflict and humanitarian crisis: Synthesis Brief. https://globalwomensinstitute.gwu.edu/sites/g/files/zaxdzs6206/files/2023-06/p868_irc_synthesis_brief_report_lr.pdf

35   UN Women, 2023. Men, Masculinities, and Humanitarian Settings. https://www.unwomen.org/sites/default/files/2023-08/men-masculinities-and-humanitarian-settings-en.pdf

Development Projects. https://www.undp.org/publications/new-approach-ending-gender-based-violence-lessons-integrating-prevention-and-responses-four-undp-sectoral-development-projects

•**Prevention measures must incorporate efforts to reduce the impact of small arms on women.** These can include integrating small arms control in UNSCR 1325 national action plans to ensure states are accountable for enforcing laws regulating their possession; supporting governments to implement SDG 16, which includes an indicator on reducing illicit financial and arms flows and combating all forms of organized crime; and promoting social change which reinforces positive masculinities and gender-responsive disarmament, demobilization and reintegration processes.

DON'T MAKE ASSUMPTIONS ABOUT PEOPLE WITH DISABILITIES

Practitioners should not assume that they know what a person with disabilities wants or feels, or that they know what is best. Do not assume that because a person has a disability, they are interested in participating in certain activities. Take time to consult with them, explore their interests and provide them with opportunities, as with other survivors of gender-based violence.

Source: United Nations Population Fund Asia and the Pacific Regional Office, July 2023. Disability Inclusion in Gender-Based Violence Programming: Promising Practices and Innovative Approaches from UNFPA Asia and the Pacific Country Offices. https://asiapacific.unfpa.org/sites/default/files/pub-pdf/unfpa_gb v_and_disability_inclusion_final_august_11.pdf

WHAT DOESN'T OR HASN'T WORKED YET?

Transforming gender attitudes and reducing IPV: Progress, challenges, and future directions Engaging Men through Accountable Practice is a programme in The Democratic Republic of the Congo designed to prevent intimate partner violence and transform gender attitudes among men. It involves 16 weeks of group discussions with men peers, guided by input from women's groups. While the programme led to positive shifts in men's attitudes and relationship quality, research found that addressing persistent intimate partner violence requires extended efforts and the incorporation of community-level interventions.

Source: Vaillant J, Koussoubé E, Roth D, et al. Engaging men to transform inequitable gender attitudes and prevent intimate partner violence: a cluster randomised controlled trial in North and South Kivu, The Democratic Republic of the Congo. BMJ Global Health 2020;5: e002223. doi:10.1136/ bmjgh-2019-002223. https://gh.bmj.com/content/bmjgh/5/5/e002223.full.pdf

How to do it?

This section outlines different ways to prevent and respond to gender-based violence. The first table suggests strategic entry points in UNDP's key areas of mandate. The following section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Put a GBV lens on all work in recovery settings. *(For a compilation of GBV interventions in all thematic areas of the Guidance Notes, see Tip Sheet 6)*	1. Incorporate qualitative and quantitative information on GBV in baseline studies and post-disaster needs assessments (PDNAs). 2. Ensure that none of the interventions trigger or aggravate incidents of GBV. 3. Integrate interventions that can contribute to a change in social norms and address drivers of GBV, which are mostly the same as those of gender inequality. 4. Ensure that all staff, including the implementers, receive training on gender, sexuality, GBV, human rights and social exclusion in a specific recovery context. 5. Provide survivors of GBV with information on legal frameworks and support services. 6. Inform all interlocutors about the UN PSEA provisions that guide all the work of UNDP.	• Baseline and PDNA are inclusive of GBV data. **(1)** • GBV integrated as an early warning indicator. **(2)** • Perception survey to measure the level of safety experienced by targeted communities. **(3)** • Number of UNDP projects that have integrated GBV prevention and response mechanisms. **(3)** • Percentage of total annual budget allocated to GBV work. **(3,4)** • Guidance package for all stakeholders and partners on how legal rights relate to GBV and how to access GBV services. **(5)** • Contracts with partners include provisions and reporting guidelines from the UN PSEA. **(6)**
Promote GBV prevention.	1. Empower communities to demand their rights, hold government accountable and lessen the vulnerabilities of women and those most at risk (e.g., refugees, IDPs, and people living with disabilities or HIV). 2. Establish community-sanctioned reporting/ security mechanisms to prevent incidents of GBV (e.g., transactional sex to receive basic goods and services, ID papers, forced marriage, trafficking). in precarious settings. 3. Introduce CSOs, governments and Communities to innovative approaches, e.g., how to trigger normative changes in power relations and how to foster new gender roles following crisis and / or conflict.	• Percentage of targeted population that do not approve of GBV (sex- and age-disaggregated). **(1)** • Percentage of targeted community members feeling safe (sex- and age-disaggregated). **(1, 2, 7, 8)** • Percentage of successful reintegration of child soldiers. **(5, 6)** • Number of formal and informal meetings between traditional leaders, community representatives and members of the security and justice sector to enhance the understanding of women and human rights. **(4, 5, 6)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote GBV prevention. *(continued)*	4. Extend outreach to men, especially young men in women-headed households, to secure their understanding and reinforce the gains they make in a new normative framework. 5. Support champions, men and women, to drive behavioural change and a social movement; encourage home-grown solutions. 6. Empower women to become effective members of traditional leader structures to lead on GBV prevention in post-crisis settings and promote behavioural change in line with international human rights. 7. Impart communication and conflict-resolution skills to all interlocutors to prevent the occurrence of GBV, including CRSV and harmful practices. 8. Reach out, train and recruit women, especially survivors of GBV, CRSV and those most affected (e.g., IDPs, women-headed households, persons with disabilities, people living with HIV) as part of cash-for-work interventions, including in mine clearance. 9. In the reconstruction phase, facilitate inputs and leadership by women, across all sectors, to ensure that new facilities provide safety for women and girls and the most affected members of the targeted communities. 10. Encourage interaction between communities and formal justice interlocutors to enhance mutual accountability in upholding human rights and women rights. 11. Include GBV as an early warning indicator to prevent possible renewed conflicts. 12. Support (through awareness raising, training, documentary production) responsible reporting by the media on issues of GBV to pave the way to zero tolerance.	• Zero tolerance of child and forced marriage in targeted communities. **(4,5,7,8)** • Percentage of traditional leaders, in targeted communities, that are women. • Measure levels of disarmament. **(5,6)** • Awareness materials on women and human rights developed in partnership with women, men and youth from target communities and widely disseminated. **(7)** • Number of journalists (sex- and age-disaggregated) producing GBV coverage that depicts the underlying causes of GBV, CRSV and harmful practices. **(12)** • Gender sensitization and gender analysis integrated in training sessions with journalists.
Enhance quality responses to GBV.	1. Strengthen training packages, toolkits and standard operating procedures for police, prosecutors, judges, correction officers and human rights commission officers to reflect understanding of gender issues and gender-sensitive handling of GBV, CRSV and harmful practice cases. 2. Promote women's recruitment and specialized training in all relevant institutions and services. 3. Support the creation of special units in the police, prosecutors' offices and courts.	• Percentage of reported GBV, CRSV and harmful practice cases resulting in conviction of perpetrators and reparation for survivors. **(1,2,3,4,11)** • Analytical report highlighting progress and challenges of stakeholders across the referral pathway to prevent and respond to GBV. **(1,2,4,5)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Enhance quality responses to GBV. *(continued)*	4. Institute integrated mobile justice units, in cooperation with relevant CSOs, to support holistic responses to GBV, CRSV and harmful practice cases and reach remote areas lacking relevant institutions and services. 5. Develop interventions, in cooperation with community leaders and security actors, that will secure the safety of people in compromised settings (e.g., IDPs, refugees, PwDs, minorities). 6. Establish a long-term mentoring programme to support CSO stakeholders, women community leaders, and security and justice actors to overcome difficulties in handling GBV cases in challenging conditions. 7. Provide access to trauma healing for survivors and relevant stakeholders supporting work with survivors of GBV, CSRV and harmful practices. 8. Support the economic empowerment of survivors of GBV, CRSV, harmful practices and mine accidents to ensure their reintegration. 9. Integrate legal aid for GBV survivors in recovery plans. 10. Support the review and development of legislation to strengthen prevention and response to GBV. 11. Institutionalize paralegals for formal and informal settings by securing formal recognition and certification. 12. Support the establishment and operationalization of a GBV coordination mechanism for effective case management, at national and sub-national levels, that includes relevant CSOs and human rights defenders. 13. Ensure sensitive and accurate reporting on cases of GBV and ensuring the confidentiality and safety of survivors and witnesses, to prevent triggering new conflicts or stressors. 14. Introduce yearly reports on the nature and outcomes of reported GBV cases to inform recovery interventions. 15. Ensure that all interventions are linked with the referral pathway led by UNHCR and UNFPA. (see Tip Sheet 7)	• Integrated national GBV database. **(1)** • Number of integrated mobile justice units established and operational in remote areas. **(4)** • Standard operating procedures in place and operationalized bringing together all stakeholders across the referral pathway. **(1, 12, 13, 15)** • Specialized training packages developed, accredited and integrated within relevant learning institutions. **(2,7,9)** • GBV strategy developed and budgeted for. **(3)** • Percentage of targeted community members feeling safe (sex and age disaggregated). **(7,8)** • GBV-related legislation passed. **(9,10)** • Monthly monitoring reports from coordination entities (GBV sub- cluster) and analysis (by government and CSOs jointly). **(14,15)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Support gender-responsive disarmament and mine action after conflicts.	1. Improve the availability and assessment of sex- and age-disaggregated data on armed violence, PTSD-related firearms crime, needs of witnesses and survivors, as well as the drivers and distribution of armed violence, to fully understand its gender dimension. 2. Support governments with updating arms control regulations to ensure the integration of gender analysis in their implementation. 3. Support governments, as part of their UNSCR 1325 NAPs, to commit to doctrines and planning that consider the impact on women and girls of every military deployment and operation, and the use of unarmed military protection as a preferable or complementary protection method.[36] 4. Support safer community projects, particularly those that address the root causes of GBV, along with disarmament, demobilization and reintegration interventions. 5. Promote women's participation in developing action plans for disarmament, demobilization and reintegration. 6. Promote women's employment in mine clearance and ensure gender-responsive measures to mitigate women's insecurity and vulnerability to GBV. 7. Ensure that mine-action personnel survey all gender and age groups to assess people's daily activities, reduce risk of contamination from landmines, and identify priorities for clearance.	• Design and introduction of national gender-transformative awareness campaigns on issues associated with firearms, mine clearance and practices that perpetuate GBV. (1,4,6) • Proportion of targeted communities that engage women, men and youth in viable, economic activities, disaggregated by sex and age. (1,4,5,6) • Proportion of empowered women in national and subnational mechanisms for control of small arms and light weapons. (5) • Percentage of surveyed communities reporting reduced risk of contamination from landmines after clearance activities. (7)
Support institutions that ensure realization of women's economic, social and cultural rights.	1. Prioritize investments in accessible, affordable and quality social infrastructure and essential services that reduce and redistribute women's unpaid care and domestic work. 2. Revise the structure of budgeting from project-based to long-term capacity building of state and non-state entities. 3. Adopt gender-responsive budgeting practices to highlight militarized state budgets and mitigate their destabilizing impact on peaceful societies and women's rights.	• Design and implementation of national gender-transformative awareness campaign on issues associated with firearms, mine clearance and practices that perpetuate GBV. (1) • Percentage of national and sub- national budgets informed by gender-responsive budgeting which include budget lines for social infrastructures and essential services. (1,3) • Number of media and social networks actively engaging with budgetary issues that reflect a gender-responsive analysis. (2)

36 UN Women, 2015. Preventing Conflict, Transforming Justice, Securing the Peace. A Global Study on the Implementation of the United Nations Security Council Resolution 1325. https://wps.unwomen.org/

Examples of innovative approaches to programming

Addressing the cascade of violence: a holistic approach.

The Safe at Home programme represents a significant step in addressing the complex and interconnected issues of family violence in crisis settings. By taking a holistic approach that recognizes the various forms of abuse affecting women and children, it stands out as a comprehensive solution. It combines prevention and response strategies across thematic areas like gender-based violence and child protection, while addressing shared risk factors and promoting the transformation of gender relations.[37] A cluster randomised controlled trial (2019-2021) with 394 men and women in North Kivu, The Democratic Republic of the Congo, revealed significant reductions in reported physical, sexual, and emotional intimate partner violence among women (86%, 74%, and 80% respectively). This approach offers a promising solution to violence in crisis settings.[38]

Engaging with faith groups to prevent gender-based violence.

Violence is common in the Democratic Republic of the Congo and evidence suggests that intimate partner violence increases in frequency and severity during conflict. Traditional and faith leaders, and informal justice systems more broadly, are often influential in rural communities and in places where formal, central government control is weak. **Faith leaders in the DRC** were sensitized and capacitated to challenge the social acceptance of violence by engaging with both men and women to change their attitudes. This resulted in a decrease in women's experience of domestic violence from 69 percent to 29percent after two years of intervention, and of non-partner sexual violence from 24 percent to four percent.[39]

The impact of cash transfers on intimate partner violence.

Cash transfers are a widely used policy tool for decreasing poverty and improving human capital, reaching up to one billion people across Latin America, Africa and Asia. Cash is often given directly to women, thus potentially changing power dynamics within the household. The scale and reach of cash transfers to the most affected populations have led many to ask, "If cash can change household well-being and power dynamics, can cash transfers also be used to decrease intimate partner violence?"

A literature review of 28 studies on the use of cash transfers in crisis settings found that 80 percent of reviewed studies had self-reported positive effects on intimate partner violence. However, most of them were not impact evaluations, limiting the conclusions that can be drawn from this evidence. An evaluation of an emergency, three-month) unconditional cash transfer in Syria found that it had increased women's food security and reduced negative coping strategies. However, married women reported increased IPV. [40]

37 International Rescue Committee and USAID, 2022. Safe At Home. https://www.svriforum2022.org/wp-content/uploads/2022/10/Sarah-Mosely-Impact-of-a-family-violence-prevention-trial-in-eastern-DRC.pdf

38 Ibid.

39 Palm S, le Roux E, Bezzolato E, Deepan P, Corboz J, Lele U, O'Sullivan V and Jewkes R, Rethinking relationships: moving from violence to equality. What works to prevent violence against women and girls in DRC, 2019. https://www.whatworks.co.za/documents/publications/361-rethinking-relationships-moving-from-violence-to-equality/file/document/1943/p856ircsyriacashtransfersreportlr.pdf

40 International Rescue Committee and UK Department for International Development, 2019. Cash Transfers in Raqqa Governorate, Syria: Changes over Time in Women's Experiences of Violence and Wellbeing, by Kathryn Falb, Alexandra Blackwell, Julianne Stennes, Jeannie Annan. https://www.rescue-uk.org/sites/default/files

Fostering women's leadership through nonviolent communication.

In Baidoa, Somalia, traditional justice systems and their customary law and processes are shaped by people's experiences and perceptions of reality that are subject to changes over time. It is not possible to change strategies, structures and systems without changing the thinking that produced them. To enhance access to justice through alternative dispute resolution centres, UNDP applied a nonviolence communication framework, a personal and collective development tool based on empathy that can support the emergence of a people-centred system. Using NVC techniques, elders and women leaders have come together to engage with remote villages and camps housing internally displaced persons, addressing issues such as female genital mutilation, forced marriage and jealousy. Preliminary results indicate a reduction in the rates of FGM and forced marriage. Transforming attitudes for lasting impact will require such approaches to be sustained over time.[41]

Safe space for survivors.

In Moldova, preventing and responding to gender-based violence was an integral part of efforts to promote women's livelihoods in Chirsova, a multi-ethnic community in the Autonomous Territorial Unit (ATU) of Gagauzia.
A local action plan developed in a participatory process committed to several concrete actions, including job creation and establishing a women's Safe Space where survivors and affected community members access psychological, legal and social assistance services. Established in 2020 with regional authorities' support, the Safe Space was the first centre of its kind in ATU Gagauzia. It offers a one-stop shop of services (including accommodation) for women and their children, survivors of GBV and counselling services for the broader community. Its mobile unit reached 59 percent of localities in Gagauzia, supporting 180 individuals in preventing and combating gender-based violence.

The initiative was part of the UNDP project funded by the Government of the Republic of Korea.
Among its key accomplishments were training 50 local professionals from 20 localities of ATU Gagauzia in national standards to combat gender-based violence; reaching 3,000 people with a year-round information campaign; and helping 15 women to get jobs with long-term contracts and 46 women with digital literacy courses.[42]

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41 UNDP Somalia, 2021. Nonviolent Communication. https://www.undp.org/somalia/publications/nonviolent-communication-adr-centres .

42 UNDP Moldova, 2022. Addressing violence against women in the Republic of Moldova: exploring and learning from local solutions. https://www.undp.org/moldova/projects/closed-addressing-violence-against-women-republic-moldova-exploring-and-learning-local-solutions

Checklist Addressing gender equality in the programme/project cycle

Throughout all phases of the project cycle, pursue active engagement with women (in all their diversity) and civil society organizations valuing their knowledge and expertise as active agents of change.

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Conduct community consultations with diverse groups of women, men and youth, including those most affected by GBV, to inform crisis/conflict assessments and to understand the broader protection factors that exacerbate the risks of GBV in specific settings (e.g., displacement). Whenever seeking personal information on GBV, ensure that consent has been secured by administering a consent form. ☐ Assess the capacity of security actors to collect and use information to mitigate the risks of GBV (e.g., ratio of men/women officers, existence and implementation of codes of conduct for security personnel, GBV-related policies, protocols and standard operating procedures, and confidential and secure environments for reporting that reduce re-victimization of survivors). ☐ Conduct a review of secondary data. Refer specifically to national data captured in reports of CEDAW, UNHCR, the UNSRSG for Sexual Violence in Conflict, UPR, Children and Armed Conflict, and country gender assessments on women's security. ☐ Collect and analyse all available sex- and age-disaggregated data relevant to women's security (e.g., violence statistics including on GBV and sexual assault, trafficking). Collect GBV indicators and use proxy indicators when these are not available (e.g., anecdotal data from CSOs). Fund special data collection when necessary, following standard gender-sensitive protocols for the protection of women's privacy and safety. ☐ Consult with the national gender machinery (the national women's ministry) and women's organizations and networks. ☐ Include GBV specialists in protection assessments.
Project design	☐ Ensure that project design reflects the expressed needs and proposed solutions of the target population, including women and girls. ☐ Assess risks and barriers to women's participation and reduce risks through project design elements that build in protection and enhance safety and resilience. ☐ Ensure that women are represented at a minimum of 30 percent and striving towards 50 percent in leadership and decision-making in all project mechanisms, including design team, project staff and recipients. (Assess the ratio of men/women protection personnel; participation in community-based protection programming; etc.) ☐ Work with the justice sector to reform sex- and, whenever possible, gender-discriminatory laws to protect human rights and ensure equal access to justice (including in areas such as land law) and consistently integrate gender concerns into legislative and policy frameworks on mine action and small arms and light weapons. ☐ Develop activities to ensure equal access to legal services and protection. ☐ Ensure that social institutions have the capacity to realize economic, social and cultural rights of all.

PROJECT CYCLE	STANDARDS
Project design *(continued)*	☐ Assess the capacity of formal and informal justice sector actors to safely and ethically respond to incidents of GBV (e.g., accessibility of free/low-cost legal aid services, protection of GBV survivors and witnesses in judicial processes, the handling of GBV cases in the informal justice system).
	☐ Review existing/proposed protection-related community outreach material to ensure that it includes basic information on reducing risk of GBV(including where to report risk and how to access care).
	☐ Incorporate relevant GBV prevention and mitigation strategies into the policies, standards and guidelines of targeted protection programmes (e.g., standards for equal employment of women, procedures and protocols for sharing protected or confidential information about GBV incidents, agency procedures to report, investigate and take disciplinary action in cases of sexual exploitation and abuse).
	☐ Align GBV information management systems across the humanitarian and recovery settings and ensure that updated data is managed by a relevant government entity.
	☐ Develop an exit strategy for a seamless and sustainable post-project transition.
Project implementation	☐ Ensure that programmes include women, girls and the most affected sections of the population as equal participants and that programme activities are appropriate to their needs and abilities.
	☐ Develop targeted programmes focused on women, girls and the most affected to address inherent discrimination in access to services.
	☐ Support stakeholders to develop campaigns to challenge violent masculinities and change stereotypical attitudes and behaviours on gender roles and responsibilities to promote gender equality.
	☐ Ensure that wherever vocational training and capacity building are provided, survivors of GBV are given priority.
	☐ Provide resources and support social services to mitigate women's disproportionate care-giving responsibilities.
	☐ Ensure a participatory/community-development approach which ensures direct involvement of women and women's CSOs in setting priorities, identifying beneficiaries and monitoring implementation.
	☐ Engage men and boys as clients, supportive partners and change agents in programming that targets or includes women and/or girls to enhance the protection and reduce backlash against women participants (including, where relevant, men and boys as survivors and perpetrators of GBV).
	☐ Support civil society organizations, including by developing the capacities of women's groups, that work to prevent and respond to GBV.
	☐ Ensure that GBV prevention and response is fully integrated in UNSCR 1325 NAPs.
	☐ Ensure that staff and partners have been made aware of the United Nations PSEA policy.
	☐ Implement strategies that safeguard those at risk of GBV during documentation, profiling and registration processes (e.g., ensure the participation of women, girls and at-risk groups in the processes, develop strategies that encourage affected populations to report their risk and/or history of GBV, prioritize programmes for women to receive, recover or replace personal documents, consider the need for special protection measures such as relocation and safe houses).

PROJECT CYCLE	STANDARDS
Project implementation *(continued)*	☐ Consult with GBV specialists to identify safe, confidential and appropriate systems of care (i.e., referral pathways) for survivors and ensure that protection staff have the basic skills to provide them with information on where they can obtain support. ☐ Ensure that when sharing information about reports of GBV within protection and other sectors partners abide by safety and ethical standards (i.e., shared information does not reveal the identity of or pose a security risk to survivors, their families or the broader community). ☐ Incorporate GBV messages (including where to report risk and how to access care) into protection- related community outreach and awareness-raising activities, using multiple formats to ensure accessibility.
Project monitoring and evaluation	☐ Include risk mitigation and protection outcomes in project monitoring and evaluation. ☐ Evaluate GBV risk-reduction activities by measuring programme outcomes (including potential adverse effects) and using the data to inform decision-making and ensure accountability. ☐ Include an indicator on collecting gender-sensitive information to ensure women's human rights, such as protection from violence including sexual violence, in the M&E framework where it is identified as a potential risk. ☐ Use impact indicators that measure participant well-being and protection outcomes at the household level (e.g., reduced exposure to violence, nutritional status, educational attendance/retention, savings rates and use of health services) rather than numbers trained or number of participants reached. ☐ Use gender-transformative indicators to assess changes in harmful attitudes and behaviors. ☐ Monitor changes in the participation rates of different groups in different domains. ☐ Evaluate the extent to which policies and programmes in political, economic and societal spheres are equally beneficial to women and men. ☐ Partner with local CSOs to support monitoring efforts and ensure that gender specialists and/or gender skills are included in the TORs of the M&E team. Engage women and at-risk groups as protection monitoring staff (including both paid and voluntary work) and ensure that they have opportunities to provide protection-related input.

Useful resources

Special report: The Spotlight Initiative to end violence against women and girls - Ambitious but so far with limited impact, EU, 2023. This report evaluates the impact of the Spotlight Initiative, a global partnership between the European Union and the United Nations to eliminate all forms of violence against women and girls. The report covers the period from 2019 to 2023 and focuses on the six thematic areas of the initiative: 1) legislative and policy frameworks; 2) institutions; 3) prevention and social norms; 4) services; 5) data; and 6) women's rights movements and civil society organizations. The report also assesses the relevance, effectiveness, efficiency, sustainability, and coherence of the initiative, and provides recommendations for improvement.

Guidelines on the Integration of Violence Against Women and Girls including Family Violence in Disaster Risk Management in the Caribbean, Spotlight Initiative and UNDP in Latin America and the Caribbean, 2023. These guidelines offer navigation tools that the Caribbean Disaster Emergency Management Agency and national and regional stakeholders can apply to address violence against women and girls and family violence as part of disaster risk management.

Addressing Weapons in Conflict-related Sexual Violence: The Arms Control and Disarmament Toolbox, UNIDIR, 2023. This research explores the links between conflict-related sexual violence and the proliferation of weapons, particularly Small Arms and Light Weapons, and introduces an arms control and disarmament toolbox that can be leveraged to prevent CRSV at all stages of conflict.

A New Approach to Ending Gender-Based Violence: Lessons on Integrating Prevention and Responses in Four UNDP Sectoral Development Projects, UNDP, 2023. This report provides a concise overview and actionable recommendations from four UNDP pilots, supported by the Republic of Korea, that aimed to prevent and address GBV by incorporating a GBV perspective into broader development initiatives.

Survivor-Centered Justice for Gender-Based Violence in Complex Situations, International Development Law Organization (IDLO), and the Global Women's Institute at George Washington University, 2022. The report draws on country case studies in Afghanistan, Honduras, Papua New Guinea, the Philippines, South Sudan, and Tunisia, to provide different perspectives of complexity in accessing justice and an analysis of diverse justice mechanisms dealing with GBV in situations of conflict, organized crime, climate disasters, and health emergencies.

Sexual Violence in Disasters, National Sexual Violence Research Center, 2021. This guide draws from research, reporting, and the lived experiences of survivors to explore the connections between sexual violence and disasters, the inequities that shape them both, the lessons to be learned from the resilience of survivors and their communities, and opportunities for all of us to prevent sexual violence before, during, and after disasters.

Violence against women and girls data collection during COVID-19, UN Women and WHO, 2020. This document, developed during the COVID-19 pandemic, contains principles for data collection on the impact of COVID-19 on violence against women and girls. These methodological, ethical and safety principles are can be useful in other contexts.

Institutional framework for addressing gender-based violence in crises, International Organization for Migration, 2018. The framework defines IOM's vision and scope through three institutional approaches involving mitigating the risk of gender-based violence in all crisis operations and doing no harm; supporting survivors with access to survivor-centred, multisectoral services; and addressing the root causes to progressively transform the conditions that perpetuate gender-based-violence.

Ethical and safety recommendations for intervention research on violence against women, WHO, 2016. This publication aims to guide researchers and practitioners in designing, implementing, and evaluating interventions that aim to prevent and respond to violence against women, while ensuring the respect, dignity, and safety of the research participants and the research team.

Gender Based Violence in Disasters, IFRC, 2015. This report examines the causes and consequences of gender-based violence in disasters and provides guidance for addressing it in disaster risk management and action.

Essential services package for women and girls subject to violence, UN Women, 2015. This publication provides a set of guidelines and standards for delivering essential services to women and girls who are subject to violence, in line with the WPS agenda, especially in low- and middle-income countries.

Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing risk, promoting resilience and aiding recovery, Inter-Agency Standing Committee, 2015. This report provides practical guidance and tools for humanitarians and communities to coordinate, plan, implement, monitor and evaluate essential actions for the prevention and mitigation of gender-based violence in all stages of humanitarian response, from preparedness to recovery.

How to Design Projects to End Violence Against Women and Girls. A step-by-step guide to taking action, UN Women Pacific Multi-Country Office and Australian Aid, 2015. This toolkit was developed by the UN Women Pacific regional facility fund to end violence against women in response to requests by stakeholders for practical, user-friendly materials and resources that would help to design and implement successful projects.

Toolkit on Eliminating Violence Against Women and Girls with Disabilities in Fiji, Pacific Disability Forum, 2014. This toolkit contains five modules with facilitator notes, additional information and worksheets to run sessions. It also contains checklists that can be used in programme assessment and planning for disability inclusion.

Gender-Based Violence Area of Responsibility. This website is a global forum for coordination and collaboration under the cluster approach on GBV prevention and response in humanitarian settings. The website brings together non-governmental organizations, United Nations agencies, academics and others with the shared objective of ensuring life-saving, predictable, accountable and effective GBV prevention, and risk mitigation and response in emergencies, both natural disasters and conflict-related humanitarian contexts. The website also works to strengthen systemwide preparedness and technical capacity to respond to humanitarian emergencies.

United Nations Security Council Resolutions on Women, Peace and Security. This Women's International League for Peace and Freedom (Peace Women) website provides overviews and translations of ten United Nations Security Council Resolutions on women, peace and security.

Stop Rape Now: UN Action Against Sexual Violence in Conflict. UN Action Against Sexual Violence in Conflict (UN Action) is a network of 25 UN entities that share the goal of ending sexual violence during and in the wake of armed conflict. It is a concerted effort by the United Nations system to improve coordination and accountability, amplify programming and advocacy and support national efforts to prevent sexual violence and respond effectively to the needs of survivors.

The Humanitarian Innovation Fund site: **http://www.elrha.org/hif/funding/gender-based-violence-gbv/current-gbv-projects/**

The Sexual Violence Research Initiative site: **http://www.svri.org/what-we-do/research-support/svri-gra-tvri-and-world-bank-innovations-prevent-gender-based-violence-building-evidence**

02

Guidance Note 2.

Promote transformative livelihoods and economic recovery to advance gender equality.

WOMEN'S INFORMAL EMPLOYMENT RATE IS

90% IN EXTREMELY FRAGILE CONTEXTS, AND 85% IN LESS FRAGILE CONTEXTS, COMPARED TO 50% IN OTHER DEVELOPING COUNTRIES AND TERRITORIES.[43] IN MALI, WOMEN'S PARTICIPATION IN THE ECONOMY IS 32% LOWER THAN THAT OF MEN. MOST WOMEN EARN HALF OF MEN'S WAGES FOR SIMILAR ROLES. IN PALESTINE, THE EMPLOYMENT-TO-POPULATION RATIO IS 11% FOR WOMEN, COMPARED TO 56% FOR MEN.[44]

11.1%
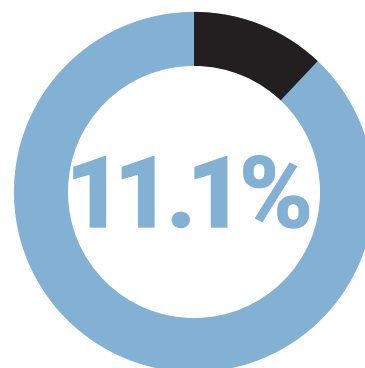
CONFLICT-AFFECTED COMMUNITIES THAT ACHIEVED THE MOST RAPID ECONOMIC RECOVERY AND POVERTY REDUCTION **HAD MORE WOMEN REPORTING HIGHER LEVELS OF EMPOWERMENT.**[45]

BEYOND CONTRIBUTING TO THE ECONOMY, **WOMEN ARE MORE LIKELY TO SPEND THEIR INCOME ON FAMILY NEEDS, INCLUDING HEALTH CARE AND EDUCATION,** THEREBY MAKING A PROPORTIONATELY LARGER CONTRIBUTION TO SOCIAL RECOVERY.[46]

IN FRAGILE CONTEXTS, WOMEN UNDERTAKE FOUR TIMES MORE UNPAID CARE WORK THAN MEN, COMPARED TO THREE TIMES IN OTHER DEVELOPING SETTINGS.[47] THIS INEQUALITY HINDERS WOMEN FROM FULLY USING THEIR HUMAN CAPITAL FOR ECONOMIC PRODUCTIVITY AND SOCIAL ENGAGEMENT.

40%

25%

2016   2018

CRISES EFFECT
TRADITIONAL GENDER ROLES AND HOUSEHOLD DYNAMICS.

FOR EXAMPLE, THE PROLONGED WAR IN YEMEN HAS PUSHED MORE WOMEN INTO THE WORKFORCE, DUE TO THE ECONOMIC CRISIS AND THE LOSS OF MALE BREADWINNERS RATHER THAN ANY PLANNED ECONOMIC EMPOWERMENT. [48]
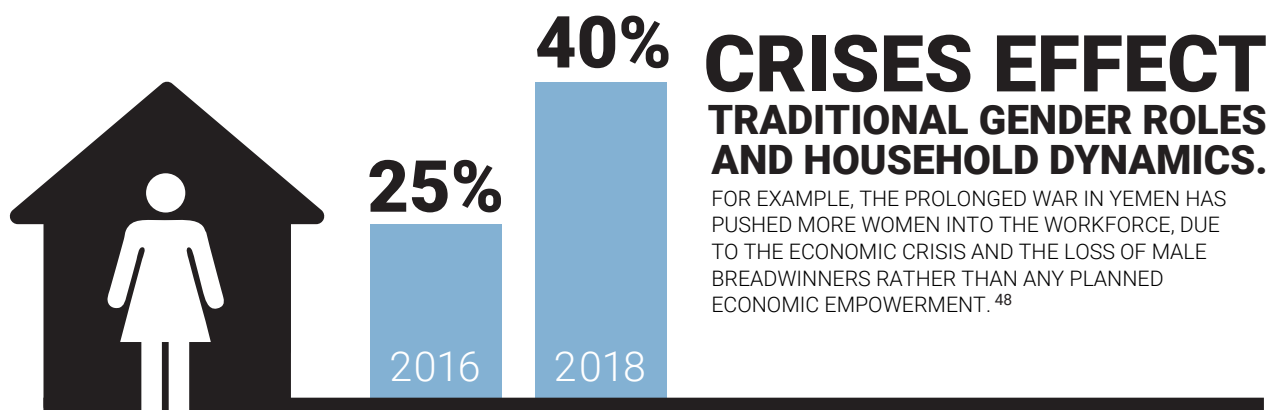
43 ILO, 2021. This is based on the most recent estimates available for all countries. Data for this indicator is available for a limited number of extremely fragile, fragile and other developing countries and territories. https://ilostat.ilo.org/topics/informality/

44 United Nations Security Council. Report of the Secretary-General on women and peace and security (S/2023/725). 28 September 2023. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf

45 UN Women, 2015. Preventing Conflict, Transforming Justice, Securing the Peace. A Global Study on the Implementation of the United Nations Security Council Resolution 1325. https://wps.unwomen.org/

46 UN Women and OHCHR, 2013. Realizing Women's Rights to Land and other Productive Resources. https://www.ohchr.org/sites/default/files/Documents/Publications/Realizing WomensRightstoLand.pdf

47 OECD,2022. How Fragile Contexts Affect the Well-being and Potential of Women and Girls. https://www.oecd.org/dac/2022-women-girls-fragility.pdf

48 UNDP Yemen, 2021. Recovery in Yemen possible despite fast-deteriorating situation. https://www.undp.org/yemen/press-releases/undp-recovery-yemen-possible-despite-fast -deteriorating-situation#

Why it matters?

Men and women often lose their employment and livelihoods when a disaster strikes or when they are displaced by conflict, leaving behind their assets and resources, small businesses and livelihood networks. Simultaneously, crises also tend to dismantle traditional gender roles and increase the number of women-headed households, leading women to assume new decision-making responsibilities.[49]

Changes in gender roles and, in the long run, gender norms, open new opportunities for everyone.[50] In situations of mass poverty and underemployment, as for instance in cities in developing countries, flexibility in the gendered division of labour may be crucial to a household which requires the earnings of all its members. In village communities, maximizing the total labour resources may be vital to prosperity or even survival.

Disasters and conflicts can therefore be a time of transformation in economic roles, as well as major shifts in access to and control over economic resources. The recovery period thus presents a window to build back better by ensuring that women are economically empowered and able to access a range of livelihood options.

Along with opportunities for advancement, however, women can also experience greater vulnerability to violence, abuse and harassment. Livelihoods programming must therefore ensure women's safety while supporting them in their new economic and leadership roles.[51]

Integrating gender equality in UNDP's livelihoods and economic recovery work is important for several reasons.

•Disaster and conflict can lead to changes in the gendered division of labour. In these contexts, the traditional economic roles of men and women can break down and women often assume new roles and take on additional responsibilities to help care and provide for their families. Livelihoods and economic recovery programmes in crisis and post-crisis settings should therefore aim to offer women livelihood options that are suited to the new circumstances, sustain the new economic spaces that may have opened for women and avoid further entrenching gender inequalities or a regression to disempowering traditional roles that limit their opportunities and agency. Certified training packages will enable women to acquire new skills and get employment in new domains (e.g., green, blue, digital, care and circular economy).

 Ideally training should be complemented with leadership and life skills training which also targets men. Fostering positive, non-militarized masculinities can sustain more compatible gender relations and contribute to a peaceful society.

•Women's economic participation can have a positive impact on broader peace and economic recovery processes. Several of the world's fastest growing economies, some of which have only recently emerged from conflict, owe part of their success to targeted initiatives to expand women's role in production, trade and entrepreneurship. Promoting girls' education, expanding women's access to agricultural extension and credit and addressing patriarchal structures and barriers to women's participation in the public and private spheres are just some of the strategies pursued by these countries. Supporting women to assume greater economic roles with upskilling and wider livelihood options can increase the number of people active in the labour force and contributing to their households, the national economy and the overall stability of the country, especially following conflict.

•Women face significant structural and normative barriers that reduce their access to labour markets and limit their livelihoods options. Despite the evidence that women's economic participation is good for peace, recovery and growth, many obstacles impede women from being economically active. For example, cutbacks in health and social support services add disproportionately to women's care burden, worsen their wellbeing and give them less time to participate in the productive economy. Women and girls often must take on the additional burden of providing for the family and care for survivors if the household breadwinner is injured or killed by a landmine or other explosive item.[52] Discriminatory laws, such as a lack of land rights also restrict women's economic participation and prevent their equal access to and control over economic and productive resources. Removing these obstacles requires a gender-transformative approach to economic recovery that addresses underlying inequalities in economic opportunities and resources. Special policy, legal interventions, and behavioural insights may be required to promote women's employment, especially in women-headed households, and to issue work permits for displaced and refugee women.

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49   For example, women may be trained in skills such as carpentry and masonry or take on leadership roles within the family, community and public offices.

50   Connell, R.W., The Role of Men and Boys in Achieving Gender Equality, p. 13. United Nations Division for the Advancement of Women, with ILO, UNAIDS and UNDP. Expert Group Meeting on "The role of men and boys in achieving gender equality." 21-24 October 2003, Brasilia, Brazil (EGM/Men-Boys-GE/2003/BP.1 7 October 2003). https://www.un.org/womenwatch/daw/egm/men-boys2003/Connell-bp.pdf

51   UNDP, 2018. "Livelihoods Programming and its Potential to Reduce Gender-based Violence for Refugee and Displaced Women and Girls: Lessons Learned from the Iraq/Syria Crises." https://www.sparkblue.org/system/files/2022-03/UNDP_Livelihoods%20Programming%20and%20its%20Potential%20to%20Reduce%20GBV%20for%20Refugee.pdf

52   Interagency Standing Committee on Gender and Humanitarian Action. 2018. The Gender Handbook for Humanitarian Action. https://interagencystandingcommittee.org/sites/default/files/migrated/2019-02/2018-iasc_gender_handbook_for_humanitarian_action_eng_0.pdf

•**Economically empowered women are better able to contribute to recovery processes.** When women are more active in the labour market, have greater control over their household income and are empowered in other ways, they are better able to ensure their and their family's security, engage in civil society and contribute to governance, particularly at the local level. This strengthens their contributions to family and community welfare and stability and can spur them to assume community leadership roles and engage in political or social activism, all of which help to advance gender equality and women's empowerment in recovery contexts.

•**Closing the gender tech gap for the future of work.** The digital gender divide is a persisting problem due to a complex interplay of social, economic, and cultural factors. Gender-based discrimination impedes women's and girls' access to technology and the internet, which perpetuates skills deficits and underrepresentation in technology-related roles and leadership positions. In times of crisis, building back better must bridge digital gender gaps by fostering women's participation in the technology sector with new economic opportunities.[53 -54]

•**UNDP has committed to supporting gender- transformative economic recovery.** In addition to the evidence that promoting productive livelihoods for women and men has proven economic and societal benefits UNDP has policy commitments that require it to undertake programming in this area. The United Nations 7-Point Action Plan on Women's Participation in Peacebuilding[55] stipulates that post-conflict and early recovery employment programmes should target women so that neither sex receives more than 60 percent of total employment benefits.

IMAN HADI: A TRAILBLAZING RENEWABLE ENERGY ENTREPRENEUR AND ASHDEN AWARD WINNER

Iman Hadi, a pioneering Yemeni entrepreneur in renewable energy, was honoured with the prestigious Ashden Award and recognized among BBC's 100 Most Influential Women in 2020.

In a country where women often face limited access to resources and opportunities, Iman and her team of nine women engineers defied societal norms by pioneering a solar micro-grid in northern Yemen's conflict-ridden Abs district. Over four years, this groundbreaking initiative brought affordable, clean electricity to 53 low-income households, significantly improving energy access while mitigating environmental impacts, and providing many income opportunities to women and youth.
What Iman did not expect was that she would also succeed in changing the traditional way the community views women. Before the solar micro-grid, the community and others were skeptical of the business, particularly that it was owned and operated by women.

"The project was not easy to get off the ground," explains Iman. 'We went through a lot to establish it because of the perspective Yemenis have on working women.". But with collective effort, patience, perseverance, and good business sense, Iman and her group of women have become a well-respected and beloved pillar of the community.

Source: Yemeni Climate Heroine, Iman Hadi, goes to COP 27 by UNDP Yemen - Exposure
UNDP Yemen wins acclaimed international Ashden Awards for Humanitarian Energy |
United Nations Development Programme

53   Race Communications, Bridging the Digital Gender Divide: Why It Matters and What We Can Do About It. https://race.com/blog/digital-gender-divide/.

54   OECD, 2018. Bridging the Digital Gender Divide. https://www.oecd.org/digital/bridging-the-digital-gender-divide.pdf.

55   United Nations, Report of the Secretary-General on women's participation in peacebuilding (A/65/354–S/2010/466). https://www.un.org/peacebuilding/sites/
www.un.org.peacebuilding/files/documents/seven_point_action_plan.pdf

What works?

Principles and approaches to keep in mind when designing and developing programming in this area:

• **Combine efforts to support women's economic empowerment with transformative approaches to economic recovery.** Although it is important to promote women's entrepreneurship with enablers such as access to savings and credit services, support to productive groups and cooperatives and provision of targeted vocational training, women should also benefit from large-scale employment and infrastructure programmes. This means ensuring that these investments create sustainable decent jobs for women and men. These types of economic activity can offer women steady incomes and greater opportunities for acquiring new skills and becoming more competitive in the post-recovery labour market. However, both men and women need to be consulted in identifying priorities and designing the new infrastructures to ensure that they meet gender-differential needs and safety concerns, such as appropriate water and sanitation amenities, markets with childcare facilities, provision of adequate lighting and accessible courts for women.

• **Provide resources to mitigate women's disproportionate care-giving responsibilitie**s. Any programming to increase women's economic empowerment or access to labour markets should be coupled with efforts to reduce their care- giving burden, which limits their opportunities for employment outside the home to mainly informal work with low wages and job security. In recovery contexts where social services and infrastructure are poor and family members may be recovering from violence or injuries, women's caregiving responsibilities may be particularly high, making this even more of a challenge. Strategies that work can include providing better and affordable childcare and eldercare options, infrastructure investments that enable women's safe mobility, and time savings through better water, sanitation and energy services.

• **Encourage legal reforms**[56] **to enhance women's access to land, credit and other resources**. It is important to support awareness-raising campaigns on the need for gender equality in access to and control over economic resources as integrated elements of economic empowerment programmes, including mine action. Working in partnership with women's organizations and self-help groups, the media and existing business leaders is key to highlight women's economic rights and advocate for greater legal rights and protections.

• **Advocate, and wherever possible, support strong social institutions and an economy for peace that guarantees women's economic, social and cultural rights.** Economic and social rights often constitute part of the root causes of conflict. Access to, and delivery of them, is therefore essential to post-conflict transitions. Inevitably, the rights to healthcare, employment, social assistance, housing and education are major post-conflict preoccupations. They area precondition for access to justice, participation and citizenship and are highly gendered.

• **Wherever required, encourage and institutionalize universal (or targeted) basic income during and after crises to secure resilience for those most disenfranchised.** Specifically support women with disabilities, and women and youth-headed households, including through universal basic income (or targeted basic income) and other forms of social protection adapted to the specific crisis.

• **Embracing feminist economics**[57] **is essential for establishing a fair, equitable, and socially just economic framework.** Feminist economics sheds light on the unequal distribution of resources, the impact of policies on women, and the relationship between gender equality and economic growth. It also critiques profit-driven practices in the private sector, and advocates for government intervention to rectify imbalances, particularly in areas like social welfare and caregiving.[58]

• **Economic empowerment of women takes place alongside men's acceptance of and adherence to new gender roles which reflect gender equality.** To ensure that economic opportunities for women do not worsen their relationships in the household and community, it is crucial to engage men, including relatives, community leaders and boys, as partners. It is common for women to experience resistance, including violent resistance, from men and the larger community when they are perceived to be favoured through women's economic empowerment projects in a context of high male youth unemployment. This can lead to increased levels of domestic and other forms of violence. This risk can be mitigated by taking a more holistic approach that considers the gender dynamics within communities and proactively aims to transform the gendered division of labour in recovery settings. For example, where women receive employment opportunities, young men and women can be trained and paid to care for children and people with disabilities.

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56   It is important to support local mediation initiatives – while acknowledging their limitations when attached to specific circumstances or a specific leader. Hence the need for legal reforms in access to and ownership of land to secure long-term change which is not dependent on the goodwill of a few local leaders.

57   Feminist economics is an economics that focuses on what is needed to produce a gender equal society. It argues that because modern economics is built around the idea of the "economic man", it is ideologically weighted towards normalizing men's lives and subsequently ignores the experience of women. What is Feminist Economics? - Women's Budget Group (wbg.org.uk)

58   Naila Kabeer, 2018. Why we need feminist economists. https://www.ecnmy.org/engage/why-we-need-feminist-economists/

SUICIDE TRENDS AMONG WOMEN IN SYRIA.

In Syria, the number of suicides tripled in 2022. Girls accounted for 40% of all suicides between early 2021 and mid-2022, followed by women at 31 percent. Moreover, 61 percent of suicide attempts during the same period were by women and girls. Socio-economic difficulties were a main factor behind suicidal ideation among women and girls. Other key triggers were issues linked to preserving honour in the family and community, restricted mobility due to lack of security and risk of gender-based violence, child marriage, early motherhood, and domestic violence. The phenomenon underscores the urgent need for comprehensive solutions to the economic challenges and social inequalities that exacerbate gender-based violence in crisis settings.

Source: World Vision International, 2022. Reaching the Final Straw.
https://www.wvi.org/sites/default/files/2022-12/W378-0159-002.pdf

• **Use livelihood interventions to reduce the susceptibility of women and girls to gender-based violence.** Young women and adolescent girls who benefit from livelihood interventions have a greater sense of safety and bargaining power, and less exposure to unwanted sex, risky sexual behaviour and early marriage. They also reduce their dependence on relationships with men for protection and basic needs. Economic empowerment can thus become a tool to transform the position of young women and girls in society. However, the impact of these interventions can be sustained only if young men are also given opportunities to develop masculinities not defined by violence and dominance, through personal development opportunities and increased participation in household chores and childcare.

• **Include access to trauma healing, life and conflict resolution skills within interventions**. Individual and community-based approaches are necessary to successfully address the crisis impacts and risks faced by specific sub-groups (e.g., migrant, refugee and internally displaced women; survivors of gender-based violence; women and girls associated with armed groups and armed forces; victims of land mines; women living with HIV or disabilities). It is also important to have similar support services for men and youth to help them overcome trauma and acquire the skills needed to navigate the terrain of new gender roles, to advance and sustain gender equality.

• **Involve gender experts in the development and design of national and local economic recovery strategies.** Support consultative and participatory planning processes, involving local experts on gender issues and men and women from marginalized groups, to identify needs and priorities for recovery plans. This helps to ensure that gender perspectives and women's economic empowerment are integrated into efforts to transform livelihoods and sets the framework and priorities for post-crisis recovery.

CHALLENGES IN ADDRESSING GENDER-BASED VIOLENCE IN LIVELIHOODS PROGRAMMING IN UGANDA

In Uganda, the efforts of a UNDP project to integrate the prevention of gender-based violence into broader community development endeavours in wetland restoration, community resilience, and alternative livelihoods like farming and fishing, have faced significant hurdles. Developing a common understanding of gender-based violence and its connection to livelihoods and environmental issues proved difficult, with some team members resisting the need to learn more. Insufficient support from government ministries and the impact of heavy workloads due to the COVID-19 pandemic further impeded progress. Over time, the project gained acceptance and secured budget allocation, with prevention of gender-based violence integrated into one district's strategic plan. However, it is a challenge to sustain funding for the growth of the project.

This underscores the importance of strengthening community awareness of the relevance of gender-based violence to livelihoods and the environment. Government support, adaptability in overcoming challenges, and long-term funding are essential to create an ecosystem and enabling environment for the prevention of gender-based violence as part of livelihood initiatives.

Source: Government of the Republic of Korea, UNDP Iraq and UNDP Lebanon, 2023. Adapting the Indashyikirwa Intimate Partner Violence Prevention Programme: Lessons Learned in Iraq and Lebanon. https://www.undp.org/publications/adapting-indashyikirwa-intimate-partner-violence-prevention-programme-lessons-learned-iraq-and-lebanon

How to do it?

This section outlines different ways to promote transformative livelihoods and economic recovery to advance gender equality. The first table suggests strategic entry points in UNDP's key areas of mandate. The second focuses on how to prevent and respond to gender-based violence across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Ensure full gender-responsiveness in immediate livelihoods restoration and access to socio-economic services.	1. Ensure equal participation (50 percent) of women in early recovery livelihoods projects related to debris and waste management, rehabilitation of community infrastructure, restoration of basic services and mine action programmes. Integrate specific measures to guarantee a safe environment, flexible work schedules to accommodate unpaid care responsibilities, provide nursery services for children, and facilitate women's participation in leadership and decision-making and leadership. 2. Target livelihoods projects that can have a transformative impact on gender relations, women's empowerment and improve protection and security for women, including through mine action programmes.[59] 3. Ensure that women and men's voices are equally, separately and jointly heard in project committees and mechanisms used to identify, implement and monitor progress and provide feedback. 4. Increase the capacities of project teams and institutional personnel to systematically collect and use gender-transformative impact indicators, along with gender analysis and sex- and age-disaggregated data on agricultural work and economic recovery programming. 5. Support women with agricultural and financial mechanisms to strengthen their resilience to natural disasters – e.g., crop and health insurance, skilling in climate-resilient farming, only-women banking services access to mobile technologies for early warning and market access.	• Improved access to basic socio- economic services for women and girls (health, education, markets, water, childcare, etc.). **(1,2,3)** • Number of women and men benefitting from immediate job creation initiatives. **(1,2,4)** • Monetary benefits from early recovery projects for men and women. **(1,2,4,5)** • Full-time equivalent jobs created for men and women with equal pay. **(1,3,4)** • Various SDG indicators related to employment and access to and control over land and other resources.[60] **(3)**

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59 United Nations Department of Peacekeeping, Mine Action Service, 2019. Gender Guidelines for Mine Action Programmes. https://www.unmas.org/sites/default/files/mine_action_gender_guidelines_web.pdf

60 For a list of SDG indicators, see Tip Sheet 3: Indicators and data sources.

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote integrated women's economic empowerment.	1. Ensure that programme strategies integrate the three components of women's economic empowerment: (i) economic advancement; (ii) voice and agency; and (iii) control over productive resources (and ensure that progress is monitored against them). 2. Support women's economic empowerment by strengthening employability (skills and vocational training, capacity-development incubators, access to technology, trauma healing, leadership training), and fostering entrepreneurship with access to finance (savings and credit, financial education) and markets. 3. Prioritize investments in accessible, affordable and quality social infrastructure and essential services that reduce and redistribute women's unpaid care and domestic work. 4. Adopt gender-responsive budgeting practices as a strategy to highlight and mitigate the destabilizing impacts of militarized state budgets on peaceful societies and women's rights. 5. Support women to exercise agency and participate in economic decision-making, peace and security, and mine action programming. 6. Encourage women, men and youth to take on non-traditional economic roles (such as in the construction industry or mine action) by providing specialist training and skills development initiatives. 7. Raise awareness about women's economic rights and their roles in economic recovery, particularly by involving men in advocacy efforts, and using diverse channels, such as radio, television, traditional and online media, social media and apps. 8. Provide targeted reintegration support for women and populations at risk (migrant, refugee and internally displaced women, GBV survivors, women and girls associated with armed groups and armed forces, victims of land mines, women living with HIV and/or disabilities, members of LGBTI communities). This entails, e.g., support with access to land, agricultural production linked with value chains, safe and accessible markets, participation in design and building of social infrastructures, shelters and houses, and access to finance and entrepreneurial mentorship.	• Number of women: (i) having the right skills; and (ii) effectively employed in non-traditional employment areas. **(1,2,8)** • Percentage of respondents who believe that projects serve men, women and youth community members, refugees and IDPs equally and enhance resilience and social cohesion. **(1,2,5,6,7,8)** • Proportion of project budgets benefitting women and those most at risk. **(1,8)** • Number of women actively engaged in advocacy for an enabling environment for women entrepreneurs. **(2,5,7,8)** • Number (or proportion) of women: (i) participating in self-help groups; (ii) developing a profitable economic activity; and (iii) able to decide on the allocation of earnings. **(2,8)** • Proportion of projects designed with at least 50 percent of women and community members at risk. **(2,8)** • Local and national governments have institutionalized gender- responsive budgets. **(3,4)** • Perception survey which captures attitudinal changes toward economic empowerment for all and to gender equality. **(5,6,7)** • Number of women with access to identity cards, and inclusive financial and business development services. **(5,7,8)** • Number of affected women and men reintegrated, by status (refugees, migrants, IDPs, former soldiers, survivors of CRSV, women-headed households, widows, women with disabilities, persons of diverse sexual orientation, gender identity). **(8)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Ensure gender-transformative economic recovery.	1. Ensure women have equal control and ownership of land and other financial resources in compensation and reallocation, including through gender-responsive land and inheritance law reform. 2. Integrate gender analysis in technical assistance provided to governments to formulate gender-responsive needs-based economic recovery frameworks and sector strategies for jobs and sustainable livelihoods. 3. Support the transition from emergency to sustainable employment for women and populations most at risk by addressing the specific vulnerabilities and capacities, providing skills building, job placements, mentorship and business support and guaranteeing their rights to social safety nets. 4. Strengthen the capacity of national women's machineries to advocate for the prioritization of women's needs in national and subnational planning and recovery frameworks for women's economic empowerment. 5. Undertake legal and policy reforms and address structural obstacles to create a more favourable enabling environment for women's entrepreneurship and economic empowerment. 6. Support systematization of data regarding participation in formal and informal economic activities (with sex, age and disability status disaggregated), and its analysis and distribution.	• Number of assessments, and planning and recovery documents that take gender issues into account in infrastructure, water, fuel, public spaces, shelters, transport, and construction. **(1,2,4)** • Number of legal and social policy reforms that address gender and disability discrimination and create an enabling environment for women's participation in the labour force, facilitate access to properties/land, and contribute to increased resilience. **(1,3,5)** • The UNSCR 1325 NAP has economic empowerment fully integrated and budgeted. **(3,4,5)** • National gender equality strategy integrates economic empowerment, legal and policy reforms for gender equality and women's empowerment, including land ownership and access to finance, paving the way to transformational change. **(3,4,5)** • Gender-transformative economic policies and interventions integrated in all key national and subnational government entities and captured by the national statistics office. **(6)**

A strategic approach to prevent and respond to GBV

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• The health impact of GBV on women and girls prevents them from being economically active, affecting productivity. • The lack of infrastructure to protect women on the way to and in the workplace (lighting, safe sanitation, etc.) can increase the risk of GBV for women outside the home. • During crisis situations, women may take on the role of the primary breadwinner, challenging traditional gender roles. Post-crisis, particularly during reintegration, some men may resist the shifts in norms and respond with violence. • Survivors of GBV are at risk of being further discriminated against and rejected by families and communities.	1. Ensure that women-headed households are included for economic empowerment interventions to enhance resilience and reduce the likelihood of GBV, early marriage and transactional sex. 2. Establish mutual referral systems among agencies to direct GBV survivors to the right place for livelihood assistance. 3. Ensure that women and those most affected are fully empowered and engaged with the design of GBV prevention and response mechanisms and the development of economic interventions. 4. Integrate GBV prevention and response strategies into livelihood interventions as an integral part of community-based GBV prevention plans and response mechanisms.[61] 5. Ensure that women's economic empowerment projects take a holistic approach by including trauma healing, conflict management and life skills for women and men. 6. Apply UNDP's 3x6 approach (promoting sustainable livelihoods for affected groups in transition countries and/or affected by crises triggered by disasters or violent conflicts[62]) with economic interventions to support livelihood interventions in stressful environments. 7. Introduce financial inclusion solutions (e.g., mobile banking, cooperatives) to curtail GBV by partners demanding control over the earnings of women in the household. 8. Ensure balanced participation between the sexes within income-generation activities. 9. Combine GBV and economic interventions with gender-related training to increase men's understanding of how women's participation and empowerment contributes to overall peace, recovery and long-term development processes.	• Percentage of livelihood programmes and other economic interventions with integrated activities relating to GBV prevention and response. **(1,2,3,4,6,7)** • Percentage of women from affected groups (refugees, IDPs, survivors of GBV) enrolled in vocational training and provided with employment opportunities. **(1,5)** • Percentage of targeted women who report a decrease in GBV and harmful practices. **(1,7,8,9)** • Policies in place to support survivors or those at risk of GBV with social security services. **(2)** • Functionality of one-stop centres and cross-practice referral mechanisms for integrated service delivery for GBV survivors (e.g., security, health, trauma healing, economic reintegration, judicial assistance). **(2,3,4)** • Percentage of targeted women and girls who report incidents of GBV and harmful practices and receiving quality support services. **(2,3,4)** • Baseline carried out to determine the economic cost of GBV. **(3)** • Percentage of existing workplace policies that have zero tolerance of GBV. **(3)** • Percentage of rehabilitated and newly built socio-economic infrastructures that incorporate measures to prevent GBV (e.g., better lighting, security patrols). **(3,4)** • Existence of community-led GBV prevention mechanisms and action plans. **(3,4,5)** • Percentage of targeted women, girls and LGBTIQ persons who report feeling more secure in their family and community. **(3,4,9)** • Percentage of men and women who support women's economic participation in recovery projects. **(9)**

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61 UNDP, 2018. "Livelihoods Programming and its Potential to Reduce Gender-based Violence (GBV) for Refugee and Displaced Women and Girls: Lessons Learned from the Iraq/Syria Crises. " https://www.sparkblue.org/system/files/2022-03/UNDP_Livelihoods%20Programming%20and%20its%20Potential%20to%20Reduce%20GBV%20for%20Refugee.pdf

62 he 3x6 approach consists of three organizing principles: 1) inclusiveness 2) ownership and 3) sustainability, and six fundamental steps implemented in three distinct phases: 1.1) engaging; 1.2) generating income; 2.1) savings; 2.2) joint venturing; 3.1) investing; and 3.2) accessing markets. https://www.undp.org/publications/global-toolkit-3x6-approach-building-resilience-through-jobs-and-livelihoods

Examples of innovative approaches to programming
that enhance gender equality

Building an ecosystem for women's economic empowerment.

A livelihoods programme in Iraq has succeeded in reducing gender-based violence by using a module that seeks to transform attitudes and behaviour. The khali netghair (let's change) module, adapted by UNDP from Rwanda's "Indashyikirwa," focuses on couples and community leaders and members. It employs a variety of activities, including interactive discussions, games, and take-home exercises.
The approach has proven effective in improving marital relationships, reducing intimate partner violence, changing gender roles, encouraging joint decision-making, enhancing communication skills, and facilitating effective problem-solving. Approximately 90 percent of men reported an increased involvement in domestic tasks, and 80 percent indicated improvements in anger management skills and the adoption of violence prevention strategies. An impact assessment showed a 40 percent increase in women participants' retention rates in livelihood activities. The results attest to the importance of addressing gender-based violence in achieving sustainable economic impacts, using an ecosystem approach that fosters an enabling environment. [63]

Bridging the digital gender divide.

In Afghanistan, Code to Inspire (CTI), founded by **Fereshteh Forough**, helps to transform the lives of women and girls by teaching them coding skills as a path to employment and financial independence. In a nation where many girls still lack educational opportunities and women face numerous obstacles to employment, CTI offers courses in game design, mobile apps, web development, graphic design, and blockchain technology. About 80 percent of graduates secure jobs working locally or remotely for international firms, sometimes earning three times as much as men in the family. Women and girls have gained respect and standing at home, transforming gender relations. Despite challenges, such as the Taliban's ban on girls' education, students continue their remote learning through Google Classroom.

ENHANCING SOCIAL COHESION

In refugee settings and IDP camps, one may find warring or competing parties.

In selecting participants for economic enhancement programmes, it is important not to exacerbate friction by following the Do No Harm principle.

Engaging and developing interventions with participants considered most at-risk can help avoid negative outcomes. Including participants both from the refugee and host communities can further contribute to social cohesion.

A shared market is a good example of a peace dividend; markets can benefit a large group of women and men by bolstering an informal economy, while bringing new facilities to the host community.

63 UNDP Iraq, 2023. The Impact Assessment of Preventing GBV through Sustainable Livelihood Programming in Iraq. https://www.undp.org/iraq/publications/
    impact-assessment-preventing-GBV-in-iraq-2022

Examples of innovative approaches to programming that enhance gender equality

The STEM Sisters initiative in Somalia has provided STEM training and mentorship to more than 500 women and girls, showcasing the transformative potential of digital education in conflict-affected regions. From coding classes, mentorships and scholarships, participants acquire valuable skills in STEM (science, technology, engineering, and mathematics) to help them access job markets via a digital platform. The initiative has also trained refugees, internally displaced persons, and women and girls from the most affected communities.[64]

The GoGirls ICT Initiative, a civil society organization founded by young South Sudanese women, aims to advance women's and girls' skills in STEM fields through training and mentorship.

UNDP in South Sudan collaborates with the GoGirls ICT Initiative, training 20 university students to become mentors to young women students. Through mentoring, young women and girls are harnessing technology to identify and apply solutions to societal challenges and community transformation.[65]

The Women Innovators Programme (WIP) is a partnership between UNDP in the Arab States, and Four Years from Now (4YFN), the start-up platform of the global mobile operators' association, GSMA. WIP is a mentorship programme for women-led, digital, social impact-oriented start-ups in the Arab States. Since 2021, WIP has provided 500+ hours of mentorship to 50 start-ups from 16 countries across the Arab States. Participants have had the opportunity to pitch to international investors at an annual Demo Day event, participate in GSMA's Mobile World Congress, and join peer-to-peer and group learning sessions on topics of interest.[66]

STEM4ALL, a collaborative digital platform managed by UNDP and UNICEF, was established in the Europe and Central Asia region in 2022, to increase the participation and leadership of women and girls in STEM fields. More than an effort for women's economic empowerment, STEM4ALL aims to shape STEM ecosystems to design, enable and implement coordinated pathways to jobs of today and the future. The platform's multifaceted, global 'STEMinists Network' connects over 200 members in 36 countries, fostering a vibrant space for dialogue, mutual learning, and collaborative partnerships. Notably, in crisis contexts, such as Ukraine, Tajikistan and Turkmenistan, STEM4ALL emerges as a dynamic instrument to ensure the continuity of education and professional growth through reliable information dissemination, to facilitate connections through its global network, and to enhance resilience by offering mentorship and skilling/upskilling/reskilling opportunities.[67]

64 UNDP, 2023. Bridging the gender digital divide: A way out of crisis. https://www.undp.org/stories/bridging-gender-digital-divide-way-out-crisis

65 UNDP South Sudan, 2018. Propelling the Go Girls Together. https://undpsouthsudan.exposure.co/propelling-the-gogirls-together

66 UNDP Regional Hub in Amman, 2022. Women Innovators Inspire at 4YFN 2024. https://www.undp.org/arab-states/events/undp-4yfn-women-innovators-programme-arab-states

67 UNDP Istanbul Regional Hub. STEM4ALL: A regional platform to promote women and girls in STEM. https://stem4alleurasia.org/

Checklist Addressing gender equality in the programme/project cycle

Throughout all phases of the project cycle, pursue active engagement with women (in all their diversity) and CSOs, valuing their knowledge and expertise as active agents of change.

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Conduct community consultations with diverse groups of women and men from different age groups and combine participatory assessments with a gender-responsive crisis/conflict assessment, and gender conflict development analysis; consultations with key stakeholders and expert informants; and a review of secondary data (e.g., reports, census data, existing evaluations).
	☐ Review economic reform policies and adjustment measures to ensure that they do not undermine the progressive realization of economic, social and cultural rights, giving priority to safeguarding the enjoyment of minimum essential levels of economic and social rights by all those disproportionately impacted.
	☐ Analyze data considering available infrastructure and the capacity of involved institutions and actors, including security stakeholders.
	☐ Assess the extent to which the legal framework has been designed and implemented to ensure women's ownership, access to and control of resources; identify any national targets for women's access to and control of resources (most likely in a national gender equality strategy, legislative framework or development strategies).
	☐ Undertake a gendered and human rights-based analysis of the impacts of existing legal frameworks and practical initiatives.
Project design	☐ Ensure that project design reflects the expressed needs and proposed solutions of the target population, including diverse groups of women and girls, and those facing intersecting and multiple forms of discrimination.
	☐ Assess risks and barriers to participation and reduce risks through project design elements that build in protection and enhance safety.
	☐ Support economic recovery and reintegration efforts that give women equal livelihood opportunities, including access to land and credit while addressing social norms.
	☐ Ensure that women have access to jobs in service delivery, construction and other sectors with employment opportunities in post-crisis settings.
	☐ Enable women's access to financial markets and institutions through enhanced financial literacy, access to identification cards, and special provisions such as lower insurance and interest rates.
	☐ Enhance prevention and response to address heightened levels of GBV.
	☐ Conduct training on gender and traditional and harmful concepts of masculinity, and key principles of gender equality for stakeholders.
	☐ Consider innovative approaches to facilitate faster results for transformational change.
	☐ Create formal mechanisms to transmit women's demands into the decision-making process.
	☐ Develop guidelines for comprehensive human rights and social impact assessments of adjustment programmes.
	☐ Develop an exit strategy for a sustainable post-project transition.
Project implementation	☐ Ensure that programmes include women and/or girls, especially those most left behind, as equal participants and that programme activities are appropriate to their needs and abilities.
	☐ Develop targeted programmes for women and girls to address inherent discrimination and historical differential access to education, employment and health care (including, when relevant, stigma and discrimination against women living with or affected by HIV, or women with disabilities).

PROJECT CYCLE	STANDARDS

Project implementation *(continued)*

Whenever possible, extend the interventions to persons of diverse sexual orientation and gender identity.

☐ Engage men and boys

- Engage men and boys as clients, supportive partners and/or as change agents in programming that targets or includes women and/or girls, to enhance protection and reduce backlash against women participants (including, when relevant, men and boys as victims of violence and as perpetrators).

- Integrate, whenever possible, interventions that highlight and promote non-violent masculinities.

-Identify areas where men have been or could be gender champions for change in transforming government processes/policies/programming in access and control of resources and services.

☐ Women's economic empowerment

- Strengthen financial, social and human assets in programmes for women's empowerment, to increase their access to and control over resources and their ability to participate in community and leadership structures.

- Provide resources to mitigate women's disproportionate care-giving responsibilities.

- Address women's underemployment, precarious employment and concentration in the informal sector with targeted measures and dedicated training initiatives for women's economic resilience and budgeting.

☐ Apply a graduated approach when targeting the poorest and most affected for economic interventions and provide support for their basic needs while they build their human, social and financial assets.

☐ Promote appropriate social and labour policies underpinned by international labour standards, such as those that emphasize gender equality and social justice.[68]

☐ When money is disbursed as part of recovery initiatives, including cash-for-work programmes. Analyse the needs and spending patterns of women to ensure that they have control over these resources.[69]

☐ Integrate gender-responsive, child/family-friendly and pro-poor planning and budgeting throughout planning and infrastructure development processes.

Project monitoring and evaluation

☐ Systematically collect sex- and age-disaggregated data in all programmes to identify who is and is not being reached.

☐ Incorporate outcome indicators that go beyond counting women participants to assess the transformative impact of initiatives on diverse groups, focusing on changes achieved in attitudes, power dynamics and societal norms related to gender equality.

☐ Align, whenever possible, data collection and information management systems to ultimately build the capacity of national statistical institutions.

☐ Include risk mitigation and protection outcomes in project monitoring and evaluation.

☐ Use impact indicators focused on participant well-being (e.g., health, nutrition, savings, assets, consumption patterns, reductions in exposure to violence).

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68 International Labour Organization, 1998. Gender Guidelines for Employment and Skills Training in Conflict-Affected Countries, p. 2.

69 Ibid.

PROJECT CYCLE	STANDARDS
Project monitoring and evaluation *(continued)*	☐ Include a monitoring mechanism in economic reintegration programmes to track women and girls' access to programme resources and outputs, identify challenges and readjust the initiative accordingly.[70] ☐ Ensure that women and girls benefit equally in economic recovery, peacebuilding, leadership and disarmament, demobilization and reintegration programming efforts. ☐ Ensure that 15 percent of beneficiaries are persons with disabilities. ☐ Allocate at least 15 percent of the total budget for programmes with gender equality as the principal objective.
Coordination and partnerships	☐ Work with partners to ensure that gender is properly integrated in: (i) the IASC early recovery cluster in the humanitarian coordination system; (ii) recovery/stabilization coordination bodies; and (iii) national thematic groups on economic development. ☐ Maintain close links with government entities in charge of gender, enterprise development, mine action and national planning. ☐ Ensure UNDP presence in the IASC protection cluster. ☐ Support civil society organizations, including the capacity development of women's groups. ☐ Ensure that partners at all levels are committed to gender-responsive and ideally gender-transformative programming – i.e., ensure that gender is reflected across partners' programme objectives, activities and budgets; develop the capacity of gender focal points or encourage the establishment of these positions. ☐ Ensure that partners have codes of conduct that prohibit sexual exploitation and abuse, along with clear reporting mechanisms and investigation and response protocols.

70 Cordaid, 2016. Handbook on integrating gender in peacebuilding and statebuilding.

Useful resources

Practical Approaches to Women's Economic Empowerment Implementation as a Gender-Based Violence Intervention Strategy. A Guide to Developing Women's Economic Empowerment Initiatives, Spotlight Initiative and UNDP in Latin America and the Caribbean, 2023. The guide seeks to strengthen the capacity of gender and women's bureaux and related organizations to recognize and enrich existing programmes and design and develop innovative, context-specific ones with the capacity to transform attitudes and behaviours towards greater gender equality.

Building Resilience through Livelihoods and Economic Recovery, UNDP, 2023 This guidance note presents UNDP's updated approach to livelihoods and economic recovery programming in fragile and post-crisis/transition settings (FACTS). It highlights the UNDP role in strengthening livelihoods and catalyzing structural transformation toward inclusive and environmentally sustainable economies.

Behavioural Insights Framework for Gender Equality, UNDP, 2023 This document introduces a behavioural insights framework aimed at promoting a more equal distribution of unpaid car work between men and women within families and communities. The framework assists UNDP personnel in designing and implementing social and behavior change programmes in country offices, including India. It emphasizes the need for comprehensive, multi-year, multi-sectoral programming that addresses behavioural determinants at different levels.

Gender Analysis on Women's Economic Empowerment, UNDP, 2023 This analysis identifies best practices, lessons learned, and recommendations aimed at enhancing women's economic participation, leadership, and financial independence.

The Impact Assessment of Preventing GBV through Sustainable Livelihood Programming in Iraq, UNDP, 2023
This assessment is a component of UNDP's global project, 'Ending gender-based-violence and achieving Sustainable Development Goals', funded by the Republic of Korea. Its aim was to identify impacts and lessons learned from the adaptation of the 'Indashyikirwa' programme to prevent intimate partner violence in Rwanda to the Diyala Governorate in Iraq.

Systems, Power, and Gender: Perspectives on Transformational, UNDP, 2022 This report explains inclusive system transformation, with a focus on power dynamics and gender. It introduces the 'power dispersal dandelion' framework, which encompasses four change levers - structures, participation, data, and finance – for interventions from inception to realization.

Women's economic empowerment in the face of Covid-19 and displacement - restoring resilient futures, Humanitarian Policy Group, 2022 This research explores the impacts of the COVID-19 pandemic, particularly the compounding effects of displacement and gender discrimination on women affected by crises that result in a 'triple disadvantage'.

Guide for accessible communication for deaf women: Recommendations for adapting the care services offered through technological and face-to-face devices, Spotlight Initiative and the United Nations", 2020. This guide, developed by the Spotlight Argentina Initiative, highlights the hurdles faced by deaf women seeking help to escape gender-based violence. It outlines specific recommendations to adapt care services, making them inclusive for women experiencing gender-based violence, both through technology and in-person support.

Enabling Women's Economic Empowerment - New Approaches to Unpaid Care Work in Developing Countries, OECD, 2019
This report delves into strategies for addressing the unequal burden of unpaid care work on women. It examines policy options in four key areas: infrastructure, social protection, public services, and promoting shared responsibility within households.

United Nations gender guidelines for mine action programmes, 3rd edition, 2019 (United Nations Department of Peacekeeping). These guidelines are geared towards a project cycle management approach to mine action and explain how gender can be mainstreamed throughout the process of developing and implementing a mine action strategy, from project design, through implementation to monitoring and evaluation. Each section provides a checklist for practical implementation of the guidelines at every stage of the project management cycle.

UN Women's flagship report on Progress of the world's women 2019-2020: Families in a changing world, UN WOMEN, 2019 The report examines how laws, policies, and public action can support families in ways that enable women's rights and gender equality. It also analyses key issues such as family laws, employment, unpaid care work, violence against women, and families and migration.

Reports and Toolkits from the United Nations Secretary-General's High-Level Panel on Women's Economic Empowerment, 2018. The United Nations Secretary-General's High-Level Panel on Women's Economic Empowerment makes action-oriented recommendations on how to improve economic outcomes for women in the context of SDGs, promoting women's leadership in driving economic growth and galvanizing political willpower.

A 'How To' Guide To Measuring Women's Empowerment: Sharing experience from Oxfam's impact evaluations, Oxfam, 2017. A practical guide on experiences and lessons learned in measuring women's empowerment based on Oxfam's experiences over five years.

Gender equality and women's empowerment in fragile and conflict-affected situations: A review of donor support, OECD, 2017. This report examines how donors are addressing gender issues in fragile contexts and provides recommendations to enhance the effectiveness and coherence of their support.

UNDP Global Toolkit on the 3x6 approach: Building resilience through jobs and livelihoods, UNDP, 2016. UNDP's signature 3x6 approach has been applied in several country offices to generate sustainable livelihoods, create resilient communities and support the meaningful participation of crisis-affected people in local and national recovery. The 3x6 model proposes an innovative articulation of short-term temporary employment, promotion of entrepreneurship and inclusion into sustainable economic value chains.

Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action, Reducing risk, promoting resilience and aiding recovery, IASC, 2015. These guidelines assist humanitarian actors and communities affected by armed conflict, natural disasters and other humanitarian emergencies to coordinate, plan, implement, monitor and evaluate essential actions to prevent and mitigate gender-based violence across all sectors of humanitarian response. The section on livelihoods is of particular interest to this guidance note.

Crisis Response Package on Resilient Livelihoods, UNDP. An online toolbox (available through UNDP Sharepoint) providing key documents and a step-by step guide for Country Offices on the main actions to be carried out to set up crisis response and recovery initiatives in resilient livelihoods. It covers the following technical areas: debris management; rehabilitation of community infrastructure; municipal solid waste management; emergency employment; enterprise recovery; and cash-based interventions.
 The crisis response package is not a stand-alone product, but a tool for UNDP to start recovery activities as early as possible geared towards the implementation of a recovery and resilience framework in the medium and long term.

03

Guidance Note 3.

Promote the participation and leadership of women and women's organizations in crisis response and recovery.

WOMEN'S ENGAGEMENT IN DISASTER RISK REDUCTION AND PREPAREDNESS SAVES LIVES.

FOR EXAMPLE

1991

IN BANGLADESH, OF 140,000 PEOPLE AFFECTED BY CYCLONE GORKY IN 1991, WOMEN OUTNUMBERED MEN BY 14:1.

HOWEVER

2007

WHEN CYCLONE SIDR HIT IN 2007, THERE WERE ONLY 3,000 CASUALTIES AND THE GENDER GAP IN MORTALITY RATES FELL TO 5:1.

THIS WAS A RESULT OF IMPROVED HAZARD MONITORING AND COMMUNITY PREPAREDNESS AND ADRESSING GENDER **NORMS BY ENGAGIN WOMEN AS COMMUNITY MOBILIZERS AND CREATING WOMEN-ONLY SPACES IN CYCLONE SHELTERS.**[72]

COUNTRIES WITH WOMEN LEADERS EXPERIENCED SIX TIMES FEWER COVID-19 DEATHS.[74]

35%
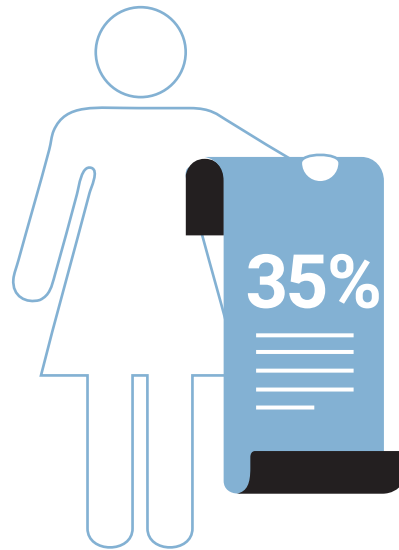
WHEN **WOMEN PARTICIPATE IN PEACE PROCESSES** THE RESULTING AGREEMENT IS **35% MORE LIKELY TO LAST** AT LEAST 15 YEARS.[71]
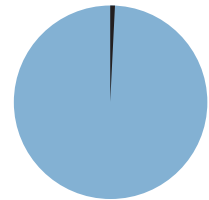
ONLY 0.3% OF BILATERAL AID WENT TO FEMINIST, WOMEN-LED, AND WOMEN'S RIGTHS ORGANIZATIONS AND MOVEMENTS IN FRAGILE SETTINGS IN 2021.[73]

THE 2023 EARTHQUAKE IN TURKIYE RESULTED IN 50,000 DEATHS AND 3.3 MILLION DISPLACED[75] **WOMEN PLAYED CRUCIAL ROLES IN FAMILY AND COMMUNITY SURVIVAL.** WOMEN'S ORGANIZATIONS WERE AMONG THE FIRST RESPONDERS, SHOWCASING A HIGHLY ORGANIZED CIVIC MOVEMENT.

THE GENDER SOCIAL NORMS INDEX IN NIGERIA (2017-2022) SHOWED **THAT 73% OF WOMEN AND 78% OF MEN BELIEVE THAT WOMEN HAVING THE SAME RIGHTS AS MEN IS NOT ESSENTIAL FOR DEMOCRACY,** AND/OR MEN MAKE BETTER POLITICAL LEADERS THAN WOMEN DO.[76]

71   Council on Foreign Relations, 2017. Women's Participation in Peace Processes, interactive report. https://www.cfr.org/womens-participation-in-peace-processes/

72   Aguilar, L., M. Granat and C. Owren. Roots for the future: The landscape and way forward on gender and climate change, 2015. International Union for Conservation of Nature and Global Gender and Climate Alliance.

73   United Nations Security Council, Report of the Secretary-General on women and peace and security (S/2023/725). 28 September 2023. https://documents.un.org /doc/undoc/gen/n23/279/08/pdf/n2327908.pdf

74   Deane, Thomas. "Countries with female leaders suffer six times fewer COVID-19 deaths." May 29, 2020. Medical Xpress. https://medicalxpress.com/news/2020-05-countries-female-leaders-covid-deaths.html

75   UNDP, 2023. Recovery and Reconstruction after the 2023 Earthquakes in Turkiye. UNDP Project Catalogue. https://www.undp.org/turkiye/publications/recovery-and-reconstruction-after-2023-earthquakes-turkiye-undp-project-catalogue

76   UNDP, 2023. GENDER SOCIAL NORMS INDEX, 2023. https://hdr.undp.org/content/2023-gender-social-norms-index-gsni#/indicies/GSNI

Why it matters?

Women's organizations can and often do play an integral role in advancing both women's participation and the inclusion of a gender perspective in times of crisis at all stages – from early warning through recovery. Women sustain families and communities amid violence and disaster. It is often women on the ground who are at the frontlines in rebuilding societies following crisis.

In active leadership roles, women articulate their interests and concerns, bringing to the table issues that may not be considered priorities by men in decision making. Promoting the participation and leadership of women in crisis preparedness and recovery and enhancing their agency in peace processes is thus an imperative in and of itself. For UNDP's work in crisis contexts, it is important for several reasons.

• **Women's participation and leadership can strengthen recovery processes.** There is growing evidence that women's participation increases the reach and impact of recovery efforts, revitalizes economies and builds stronger and more durable peace.[77] Research conducted in diverse conflict zones found that the participation of women's civil society organizations in peace processes makes the resulting agreement 35 percent more likely to last at least 15 years.[78] Women also play vital roles in peace building and recovery, from setting up underground schools and health clinics in Afghanistan, to supporting the reintegration of ex-combatants in Sierra Leone (see Guidance Note 5).[79]

• **Women's organizations support the emergence and mentoring of women leaders.** Women's organizations are key in mobilizing women and most at-risk population groups for disaster preparedness and recovery. Many women leaders emerge from civil society ranks to take more prominent roles as local or national government officials and politicians. Their support networks strengthen their capacity to ensure that government policies and programmes address gender-differential needs, leading to more effective crisis prevention and recovery.

• **Women's participation broadens the recovery agenda.** Ensuring women's participation broadens the post-crisis agenda to include everyday concerns in the lives of families and communities. By bringing attention to issues such as health, education, sanitation, safety and social services, women engage diverse constituencies whose contributions are essential to inclusive recovery.

• **Women's organizations play vital roles in recovery at local levels.** Women's organizations have close links with the communities in which they work, often building credibility and trust in their work at the grassroots level. They can thus help to mobilize communities, especially women, to support recovery processes. They facilitate women's enrolment and training in occupations such as carpentry, electricity and construction. Women in turn enter local decision-making structures, positively influencing policies, budgets and programmes. For example, after the 2015 earthquake in Nepal, women took a leading role in reconstruction, being trained as masons to build earthquake-proof houses. Women's groups advocated for gender equality in recovery efforts, leading to the Kathmandu Declaration on gender-responsive disaster risk management, endorsed by authorities and partners.[80]

• **Women's organizations can link the grassroots with national processes in recovery contexts.** Creating opportunities for dialogue between women's organizations and national policymakers can strengthen recovery with more inclusion and accountability. Formal institutions and processes tend to be prioritized in rebuilding and recovery, overlooking the local level and informal spaces where women mobilize, resulting in lost knowledge and capacity. Although women face significant structural obstacles in engaging with both formal and informal recovery processes, women's organizations can help to bring their perspectives to bear on recovery planning and management. During recovery, women's organizations also can monitor the delivery of critical services to women and those most in need.

• **Women human rights defenders including environmental human rights defenders play crucial roles in promoting peace and inclusive recovery, but are at high risk of discrimination, harassment, criminalization and violence.** Women defenders are more at risk than men because they are seen to be challenging not only cultures of impunity but accepted sociocultural norms about femininity, sexual orientation, and the role and status of women in society. An enabling environment must include a conducive legal, institutional and administrative framework; access to justice and an end to impunity for violations against defenders; policies and programmes with specific attention to women defenders.[81]

77   UN Women, 2015. Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325, p. 169. https://wps.unwomen.org/about/

78   Council on Foreign Relations. Women's participation in peace processes. https://www.cfr.org/interactive/womens-participation-in-peace-processes#Introduction

79   Action Aid International, 2012. From the Ground Up: Women's Roles in Local Peacebuilding in Afghanistan, Liberia, Nepal, Pakistan and Sierra Leone, p. 15. https://actionaid.org/publications/2012/ground-womens-role-local-peacebuilding-afghanistan-liberia-nepal-pakistan-and

80   The World Bank, 2019. Why we need to integrate gender equality and women's empowerment in disaster recovery – and how to do it! https://blogs.worldbank.org/sustainablecities/why-we-need-integrate-gender-equality-and-women-s-empowerment-disaster-recovery-and-how-do-it

81   United Nations General Assembly, Human Rights Council. Report of the Special Rapporteur on the situation of human rights defenders, 23 December 2013. A/HRC/25/55. https://documents.un.org/doc/undoc/gen/g10/178/70/pdf/g1017870.pdf?token=gvuMCCTgedldKzrtv6&fe=true

Even in imperfect conditions, coalitions of WHRDs, women's organizations and their allies can help sustain a vital space for communities to call for gender equality and respect for human rights. Given their important contribution to the promotion and protection of human rights, democracy, rule of law, development, and peace and security, the General Assembly has called for specific protection measures to be implemented by states for women defenders to be able to carry out their work safely and without fear of reprisals.[82]

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82   United Nations General Assembly, 30 January 2014. Resolution adopted by the General Assembly on 18 December 2013. A/RES/68/181. https://documents.un.org/doc/undoc /gen/n13/450/31/pdf/n1345031.pdf?token=v2naqj167wH6gzflyg&fe=true

What works?

Principles and approaches to keep in mind when designing and developing programming in this area:

• **Broad and inclusive consultation mechanisms facilitate women's participation.**[83] Throughout all stages of the recovery phase, women from all backgrounds must be consulted and engaged, recognizing their diversity and considering factors such as age, ethnicity, sexual orientation, disability, occupation and income level. Specific efforts must be made to engage groups most left behind, including their representative organizations (e.g., organizations representing women with disabilities, minorities and LGBTQIA+).

• **Forging alliances among women, women's networks, gender equality champions, and women human rights defenders.** Networks of women, women's organizations, gender equality champions, and women human rights defenders are vital to advance a common agenda that can secure transformational recovery, lasting peace and sustainable development. Supporting issue-based and regional networks and conducting participatory capacity-development programmes for women across the spectrum can contribute to more coordinated, inclusive and successful actions.

• **Work in partnership with civil society to strengthen connections with women at the community level.** Recovery initiatives should leverage partnerships with local women's groups and other civil society organizations which promote gender equality. Partnerships enable communities to drive their own recovery processes with a shared understanding of local needs. Such strategic alliances can propel durable civic-driven change to complement formal, state-led processes and enhance accountability.

• **Ensure that women's organizations have access to adequate, reliable and sustained funding.** Overcoming structural and cultural barriers that have existed for generations requires long-term engagement and financing. Women's organizations rarely have access to this type of funding and support, constraining their ability to bring about change. Innovative mechanisms (e.g., Women's Peace and Humanitarian Fund[84]), which can channel funds to community-based women's organizations, including for their core operating costs and capacities, over a sustained period, support women's organizations to gain credibility and undertake more effective programming strategies.

• **Holistic responses, which address a multitude of barriers, are vital to leverage the interconnections between social, economic, and political participation.** Interventions to support women's participation and leadership in recovery should include activities that address economic, political and social barriers to their participation, such as men-only decision-making spaces (e.g., disarmament) and lack of childcare services or control over household income. Simultaneous interventions, including affirmative measures and capacity-development, are essential to empower women to participate and take on leadership roles in decision-making processes.

• **Tackle structural barriers to women's participation and leadership.**[85] Effective strategies include increasing women's voice and bargaining power within the household through legal and socioeconomic reforms adopting quotas for women's participation across all peace and transitional justice processes and within governance, including the legislature and the judiciary. Education and awareness-raising programmes are key to address issues such as gender-based violence, conflict-related sexual violence, women's burden of unpaid care and the need for timely and effective provision of services (e.g., in the police, justice, health, and social sectors). These interventions should use diverse media to reach broad audiences on the important roles that women play during and in the aftermath of crisis.

ENGAGE WITH ORGANIZATIONS WORKING WITH MEN AND BOYS TO CHALLENGE NEGATIVE MASCULINITIES AND SUPPORT WOMEN'S PARTICIPATION AS EQUAL PARTNERS

Men can be powerful allies and change agents in supporting the increased participation and leadership of women in recovery. They are instrumental in challenging discriminatory attitudes and practices at the community level. Similarly, recognizing the negative impact of crisis on men and creating opportunities for more positive masculinities to emerge can help to prevent backlash against efforts to support gender equality and women's empowerment. Behavioural insights bring us many tools to advance these normative changes.

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83 For more detailed information, see Guidance Note 5: Enhance women's agency in peace processes and political institutions.
84 Women's Peace & Humanitarian Fund. https://wphfund.org/calls-for-proposals/
85 See Guidance Note 5: Enhance women's agency in peace processes and political institutions.

How to do it ?

This section outlines different ways to promote the participation and leadership of women and women's organizations in crisis recovery. The first table suggests strategic entry points in UNDP's key areas of mandate. The second focuses on how to prevent and respond to gender-based violence across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote women's engagement in crisis planning and recovery.	1. Ensure that disaster and crisis needs assessments include a gender analysis, and systematically engage women and gender experts from the outset of recovery programming. 2. Design and implement activities that build women's leadership skills in disaster risk reduction and recovery. 3. Map and engage with women's organizations in formulating, delivering and monitoring services at the local level through well-established community-based platforms, including trauma healing interventions. 4. Encourage community-based interventions to promote behavioural change and more positive interactions between men and women, across generations and sexual orientation and gender identity, for a more gender-responsive and inclusive recovery process. 5. Ensure accessible, affordable and quality social infrastructure and essential services that reduce and redistribute women's unpaid care and domestic work and enable their full participation in society.	• Inclusion of strong gender analysis in assessments (post-disaster needs assessments and recovery and peace building assessments) and recovery project planning and design. **(1)** • Level of satisfaction with public service delivery institutions among beneficiaries, disaggregated by sex and age, measured through feedback mechanisms. **(1,3,4)** • Percentage of women among those most at risk who have attained decision-making positions in local community development structures. **(2)** • Measures in place that address women's needs, such as childcare, clean domestic energy and time poverty, to enable women to participate in recovery efforts. **(3)** • Percentage of registered women's organizations that receive sufficient funding from government to deliver recovery services. **(3)** • Number of community and religious leaders sensitized on the importance of gender equality and women's empowerment. **(4)**

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote gender-transformative conflict and disaster prevention.	1. Apply a gender analysis to all crisis prevention efforts to capture and understand the underlying power structures and norms associated with conflict. 2. In partnership with UN Women and other United Nations agencies, support the development and implementation of a UNSCR 1325 NAP and ensure that relevant national legislation is harmonized with its key provisions 3. Promote financing for gender equality, e.g., gender-responsive budgeting and gender impact assessments, and include women in project design, implementation and follow-up. 4. Ensure that national and sub-national strategies, budgets and policy instruments and frameworks for conflict and disaster prevention, including disarmament and mine action, recognize the leadership, roles and needs of different categories of women (e.g., widows, refugees, IDPs, women with disabilities, HIV-positive women, women-headed households, ex-combatants, and survivors of CRSV and trafficking). 5. Establish equal representation of men and women, including those most left behind, in early warning interventions to prevent, resolve and manage recurring tensions and violence related to access and ownership of identity, elections, land and natural resources. 6. Empower women's advocates across government, civil society organizations and communities with training on gender, conflict resolution, disaster preparedness and leadership. 7. Strengthen support, knowledge sharing and safety of women's human rights defenders working to address the impacts of crisis and violence on women and girls. 8. Strengthen coordination between women's organizations, human rights defenders and champions for enhanced sharing of good practices to improve crisis prevention and preparedness.	• The Common Country Assessment reflects a strong conflict and gender analysis with sex- and age-disaggregated data. **(1)** • Recovery framework has gender indicators based on conflict analysis and sex- and age-disaggregated data. **(1)** • Number of conflict and disaster prevention interventions jointly implemented by national and local government and non-government actors addressing gender issues (civil society, religious leaders, traditional leaders, business representatives and women's groups). **(4,5,6,7,8)** • Number of gender-responsive and GBV-related indicators in early warning programmes. **(4,5,7,8)** • Number of participants in training who report using skills/knowledge, including on non- violent masculinities, economic empowerment and women's leadership on conflict prevention, over a period of six months, and one and two years. **(4,8)** • Number of early warning mechanisms with at least 30% women participants, women leading, and reflecting a strong gender-responsive analysis. **(5,6)** • Media coverage reflects transformative language and reaches women and those most at risk with vital information to prevent crisis. **(9,10)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote gender-transformative conflict and disaster prevention. *(continued)*	9. Support the implementation of information campaigns on preventing conflict and disaster, designed in coordination with women, girls and those most at risk in the target groups/communities. Prepare policymakers and civil society partners, especially women and women's organizations to engage effectively with the media, bringing to their attention gender perspectives and actions with impact at the community level, to produce more gender-responsive coverage on the causes of conflict and disasters.	
Build capacities and partnerships with women's civil society.	1. Leverage partnerships with local women's groups and other CSOs to work as protagonists of their own recovery and resilience. 2. Establish knowledge-sharing mechanism to ensure timely and transparent sharing of information with special efforts made to reach and engage local and remote communities and the most deprived community members. 3. Further empower women and build women's networks by providing safe spaces and platforms where women's organizations can build capacity, secure financial support, exchange information and experiences, strengthen constituencies to influence national issues and mentor young women and men to adhere to new gender norms that promote equality.	• Proportion of women's organizations skilled and engaged in planning and recovery processes. **(1)** • Percentage of women and men who understand the importance of gender equality to sustain peace and achieve recovery. **(1)** • Number of participatory and coordinated community monitoring mechanisms set up with not more than 60% and not less than 40% ratio for gender representation. **(1)** • Proportion of UNDP funding to women's grassroots organizations to engage in recovery programmes. **(1,3)** • Existence of an advisory board of women's CSOs to share knowledge and support UNDP senior management in informed programming, which responds to early warning signs. **(2,3)**

A strategic approach to prevent and respond to gender-based violence

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• The severe health impacts of GBV prevents women and girls from being economically active, affecting productivity. • A context of violence and the social norms that sanction GBV, with their health and psychosocial impacts on women, are key barriers to their participation in recovery efforts. • Fear of reprisals against women's human rights defenders and women leaders deters women from speaking out and being politically active.	1. Support women leaders and decision makers with evidence on the importance of including GBV, harmful practices and CRSV, where relevant, during recovery and when developing a disaster risk reduction framework. 2. Enhance protection systems, with the participation of women leaders and human rights defenders, to prevent women from becoming targets of violence as gender equality advocates. 3. In cooperation with government and civil society organizations, provide transformative leadership training that highlights drivers of GBV, CRSV and harmful practices, ways to prevent and respond to them, and engender positive engagement with men and boys to drive change. 4. Support women leaders in their advocacy to prevent and respond to GBV, CSRV and harmful practices. 5. Strengthen women's collaboration with men, girls, and boys for social change through, e.g., community mobilization to address social norms that normalize GBV and exacerbate violent masculinities in crisis settings. 6. Ensure that women leaders have agency and the space to design and monitor the implementation of the UNSCR 1325 NAP and the transitional justice process. 7. Ensure close working relationships with existing coordination mechanisms to address GBV, violence against women and harmful practices. In countries implementing the Spotlight Initiative, link with its steering committee, through the civil society reference group.	• Gap analysis carried out to identify legal and policy reviews pertaining to GBV prevention and responses, including in time of crisis and recovery. **(1)** • GBV services database developed and implemented in line with international norms and standards. **(1)** • GBV services database developed and implemented. **(1)** • Bi-annual assessment reports produced based on GBV database and services database. **(1)** • Comprehensive, budgeted legislation drafted/endorsed by parliament to prevent and respond to GBV. **(1,4)** • UNSCR 1325 NAP endorsed with budget allocation. **(1,4,6)** • GBV prevention and response strategy is in place, operational and accessible to all, also during crisis. **(2,3,4)** • Gender-responsive transformational justice process agreed upon, budgeted, implemented and monitored. **(3,4,6)** • Prevalence study, disaggregated by sex, age and vulnerability, to measure sense of security in targeted communities. **(3,5)** • CRSV and GBV included in the peace agreement and transitional justice plan. **(4)** • GBV fully integrated in the disaster risk reduction strategy. **(4)** • Coordination and monitoring mechanisms in place to support multi- sectoral and multi-level implementation of GBV interventions. **(6,7)**

Investigate innovative approaches to programming

"Bilan," Somalia's first all-women media unit provides women with a secure platform to work and share gender-responsive news. Since 2022, Bilan, established by UNDP, has brought new issues to light, with stories on HIV and AIDS and gender-based violence, menstruation hygiene in schools, and women in the digital sector. Bilan has published over one hundred articles, which have been viewed online by over fifteen million people and by millions more on TV and radio. Their coverage has sparked public debates on women's issues and gender relations. But further investigation is needed to assess whether there has been a shift in public attitudes.[86]

The Women's Situation Room (WSR) in Chad, launched during the political transition after April 2021, aimed to increase women's participation in political processes. Although women are 52 percent of the population, they have been underrepresented due to social and cultural barriers. Established by UNDP and the Ministry of Women, the WSR served as a platform for 266 women to actively engage in the National Inclusive and Sovereign Dialogue. This initiative led to key achievements, including the adoption of a national action plan for UNSCR 1325, promoting women in peace and security, and the creation of an Observatory for the Promotion of Equality and Gender. The WSR has played a crucial role in empowering women to shape Chad's future. The "peace hut" (Case de la Paix) initiative is another example from Chad of UNDP working strategically with women´s organizations and mediators in fragile and conflict-affected contexts. Preceding these activities with community engagement programmes that shift attitudes, perceptions, and pave the way has been crucial to ensuring impact and securing the commitment of all stakeholders.

The **"Alliance of Women for Lasting Peace",** supported by UNDP Iraq, comprises three networks: Together (Ma'an) Network for Sustainability, the Iraqi Network of UNSCR 1325 and the SDGs Network. Their aim is to promote a local framework centered on sustainable recovery and climate justice, linking UNSCR 1325 with the SDG agenda. The alliance intends to champion women's rights and gender equality by regularly monitoring laws and policies implementations, generating periodic review reports, conducting advocacy campaigns, forging partnerships with CSOs, and mobilizing the public to hold governments accountable for their commitments.[87]

In Pakistan, the **Social Innovation Platform** is used to create development portfolios and actions for systemic transformation with a participatory approach and human-centric design methodologies. It has helped to address persistent development challenges such as poor infrastructure, limited economic capacity, and inadequate access to education and healthcare in the Hushe Valley through a bottom-up approach. Starting with a deep listening phase that captures real-time experiences of women and the most affected groups through digital tools, the SLP gathered insights that guide co-creation sessions where communities actively design solutions. In response to the floods in 2022, UNDP used SIP to formulate gender-sensitive flood response and recovery actions. This interactive approach promotes women's leadership and enhances community resilience against crisis-related risks.[88]

86   UNDP Somalia, Bilan Media SOMALI WOMEN'S MEDIA PROJECT (SWOMP). https://www.undp.org/somalia/projects/somali-womens-media-project-swomp

87   UNDP Iraq, Women-led organizations forge alliance for lasting peace in Iraq. https://www.undp.org/iraq/blog/women-led-organizations-forge-alliance-lasting-peace-iraq

88   UNDP Pakistan, 2022. 4 Things We've Learned From Piloting Social Innovation Platform In Hushe Valley, Gilgit-Baltistan. https://www.undp.org/asia-pacific/social-innovation-platforms/blog/4-things-weve-learned-piloting-social-innovation-platform-hushe-valley-gilgit-baltistan

In Fiji, **femLINKpacific** spearheaded a Women's Weather Watch (WWW) after a 2009 cyclone, empowering women as first responders. Originally an SMS network, it has expanded into a communications platform connecting 350 women in Fiji through various community media channels, including radios, SMS, Viber, and Facebook. This two-way system enables the sharing and reception of vital information, amplifying the voices of the most left behind groups during disaster responses. The WWW has greatly helped gender-inclusive disaster management by highlighting diverse needs, enhancing visibility in media, and influencing government strategies.[89] A UNDRR 2022 assessment commended WWW and other similar initiatives for their pivotal role in bringing gender perspectives to disaster management and recommended greater investment in women-led early warning systems for their life-saving impact and transformative influence on society.[90]

In Haiti, women leaders have set up an innovative **disaster management network,** using an interactive mobile application developed by the General Directorate of Civil Protection. This platform enables trained women in communities to promptly report incidents, leading to a targeted and immediate crisis response. Their deep understanding of the context has enhanced the efficacy of early warnings and emergency responses.

In Hela and Southern Highlands, Papua New Guinea, **a UNDP-IOM project** has helped to mitigate climate-induced conflict risks, with a focus on the disproportionate impacts on women and girls.

Supported by the UN Peacebuilding Fund, the project, **"Preventing Climate-Induced Conflicts Through Empowered Women Leadership,"** is carrying out gender-transformative conflict prevention interventions.[91] Through gender-sensitive capacity building, community leaders advocate for conflict-sensitive resilience measures and have transformed previously restricted spaces into inclusive ones for collective decision-making, with the voice and participation of women and girls.

The project improved women's understanding of climate-related security risks from two percent of women to 52 percent and their ability to contribute to adaptation needs from five percent to 55 percent. Community perceptions in Hela and Southern Highlands also improved significantly, with inclusivity in dialogues rising from zero to 25 percent and 2.5% to 30 percent, respectively.
Overall, by addressing the climate-gender-conflict nexus, the project has helped to reduce the exposure to climate-induced security risks by increasing community resilience and strengthening social cohesion and confidence-building.

89 FemLinkPacific, 2020. Women's Weather Watch Amplifies Women's Role as First Responders. https://www.femlinkpacific.org.fj/newsupdates/womens-weather-watch-amplifies-womens-role-as-first-responders

90 United Nations Office for Disaster Risk Reduction (UNDRR), Regional Office for Asia and Pacific, 2022. Inclusive and Accessible Multi-Hazard Early-Warning System. https://www.undrr.org/publication/inclusive-and-accessible-multi-hazard-early-warning-systems-learning-women-led-early

91 UNDP Papua New Guinea, 2023. Climate Risk Assessment Report Focusing on Hela and Southern Highlands Provinces. ttps://www.undp.org/papua-new-guinea/publications/climate-risk-assessment-report-focusing-hela-and-southern-highlands-provinces.

Checklist Addressing gender equality in the programme/project cycle

Throughout all phases of the project cycle, pursue active engagement with women (in all their diversity) and CSOs, valuing their knowledge and expertise as active agents of change

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Assess how the legal framework has been designed and implemented. Were women, women human rights defenders and the most affected members of the communities empowered to fully engage and identify any national targets for women's representation in decision-making (most likely in national gender policy or law)? ☐ Prepare a detailed mapping and understanding of local conditions with the participation of women. ☐ Collect available sex-disaggregated data on people in decision-making roles at all levels. ☐ Conduct community consultations with target groups of women, men and youth in project areas representing a broad range of the most affected, i.e., migrant, displaced persons, refugees, PwDs, ethnic and religious minorities, rural poor, illiterate, those in disaster/ conflict-prone areas, survivors of GBV, women-headed households, the elderly, trafficking survivors and ex-combatants. Meet separately with groups of women at convenient times and places to ensure active participation. ☐ Consult with the national gender machinery (ministry or department of gender equality), women's civil society networks and leading national women's organizations.
Project design	☐ Design gender-responsive conflict/crisis assessment with target groups of women and men and youth in project areas. ☐ Ensure that women are represented at a minimum of 30 percent and striving towards 50 percent in leadership and decision-making in all project mechanisms including design team, project staff and beneficiaries. ☐ Create formal mechanisms to transmit women's demands to decision-making processes. ☐ Engage with men to instill an understanding of the benefits of gender equality in programmes and to advance positive masculinities. ☐ Support and build on local civil society initiatives. ☐ Ensure that at least 15 percent of all programme budget is allocated for gender equality and women's empowerment. ☐ Develop an exit strategy for a seamless conclusion and sustainable transition post-project.
Project implementation	☐ Ensure that government staff are trained in gender and on traditional and harmful concepts of masculinity and key principles of gender equality. ☐ Ensure that men and women participate in equal numbers in all capacity-development activities in government institutions. ☐ Employ targeted strategies where women are underrepresented, e.g., training courses and mentoring for women, family-friendly practices including childcare support, and transportation and safety. ☐ Include local women's groups and civil society groups in project implementation and oversight.

PROJECT CYCLE	STANDARDS
Project monitoring and evaluation	☐ Monitor the use of the 15 percent of budget allocated for gender equality and women's empowerment.
	☐ Undertake a gender and human rights-based analysis of the impacts of all reforms and programmes.
	☐ Ensure that the UNDP Gender Marker is properly assigned and tracked.
	☐ Secure gender differential components into the ME framework and ensure outcome and impact indicators disaggregate programme targets by sex and age and other categories (ethnicity, disabled, etc.). Include indicators at the household level identifying the impact on women, men, girls and boys.
	☐ Monitor changes in representation and participation of various categories of women in decision-making at different levels of programme intervention with updated sex- and age-disaggregated data and outreach.
	☐ Consider metrics like shifts in cultural attitudes, changes in organizational policies on gender equality, alterations in power distribution, societal acceptance, and quality and availability of services to gauge the impact of women's involvement in leadership roles.
Coordination and partnerships	☐ Work with other United Nations agencies at country level, through the United Nations Gender Theme Group and IASC Gender Focal Points, and partner with UN Women, UNICEF, UNFPA, UNHCR and WFP ender experts and focal points in developing the capacity of women's organizations.
	☐ Work with national government machinery, including the women, social policy, environmental, finance and planning ministries and foster their collaboration with civil society, particularly women's organizations at the local level.
	☐ Suggest creating commissions and consultative/advisory bodies with civil society participation to bring CSO experiences to inform programme implementation.

Useful resources

Feminist climate justice: A framework for action, UN Women, 2023 This paper unpacks the concept of feminist climate justice. It provides guidance on how to transition to low-emission economies that are resilient to a changing climate, while recognizing the leadership of women and gender-diverse people in driving change.

Crisis, Gender Role Congruency, and Perceptions of Executive Leadership, Cambridge University, 2023 Do crises offer women presidents and prime ministers opportunities to be perceived as competent leaders? Or do they prime masculinized leadership expectations and reinforce common conceptions that women are unfit to lead? The paper maintains that people's perceptions of crisis leadership will depend on whether the crisis creates role (in)congruity between traditional gender norms and the leadership expectations generated by a particular crisis.

They came together not to be silenced—gender-based violence in conflict & the role of women's rights organisations, The Kvinna till Kvinna Foundation, 2023. This study examines gender-based violence in conflict-affected countries and its long-term consequences, and the role of women's rights organizations in supporting survivors and preventing further violence. It presents four case studies (from Bosnia and Herzegovina, the Democratic Republic of the Congo, Iraq, and Ukraine), highlighting both differences and commonalities in survivor experiences and the challenges faced by women's rights organizations.

Gender-Responsive Early Warning Systems and Early Action , UN Women, 2022. This guide provides a simple checklist of recommendations for those planning, implementing or evaluating gender-responsive, community-led early warning initiatives.

Somali Women Forging Alliances to Safeguard Equal Rights for All, Ministry of Women and Human Rights Development, Somalia, 2020. The report sheds light on the remarkable resilience of Somali women in the face of challenges posed by insurgency and climate events. It presents crucial measures aimed at advancing gender equality and women's empowerment in Somalia, including implementing the Somali Women's Charter, ensuring gender equality in the national development plan, investing in women's education, removing economic barriers, addressing climate change impacts, and improving gender-related data.

Women, peace and human security: A guidance note on parliamentary engagement during and post-Covid-19, UNDP, 2020. This guidance note examines how parliaments can drive pandemic response and recovery aligned with the Women, Peace, and Security agenda. It envisions parliaments as stewards of inclusive human security and outlines development partners' role in supporting women's participation and leadership beyond the crisis, advancing towards 2030.

The Better Peace Tool, International Civil Society Action Network, 2018. An open-source guide offering practical steps for the effective inclusion of women peacebuilders and gender perspectives in mediation, conflict prevention, and peacemaking.

Women's leadership in resilience: eight inspiring case studies from Africa and Asia, ActionAid, 2017. This publication showcases women's courageous leadership in diverse resilience-building initiatives in eight countries in Africa and Asia. The stories exemplify women pivotal roles in enhancing community resilience.

What Member States Can Do to Ensure Women's Meaningful Participation in the United Nations System Women's International League for Peace and Freedom, 2017. Designed for Member State representatives, this booklet provides recommendations ranging from supporting women human rights defenders and women's organizations to ensuring gender and other forms of diversity in United Nations delegations.

Time for Women's Rights, Time for a United Feminist Europe – the State of Women's Rights in Central Eastern Europe, the Balkans and the Baltic States: Under Attack and Under Resourced, European Women's Lobby, 2018. This report analyses the challenges to gender equality in countries including the Republic of North Macedonia, Serbia, and Turkey and presents recommendations for European and national decision-makers.

A Feminist Perspective on Post-Conflict Restructuring and Recovery: The Case of Bosnia and Herzegovina. Women's International League for Peace and Freedom, July 2017. This paper examines post-conflict restructuring and recovery approaches in Bosnia and Herzegovina (BiH) by using feminist political economy approach. It also proposes a series of concrete recommendations for governments, international organizations, international financial institutions and donors, stressing the importance of prioritizing gender equality and socio-economic justice to achieve economic prosperity and sustainable and just peace in conflict-affected societies.

Handbook on Integrating Gender in Peacebuilding and Statebuilding, K. Barnes Robinson and Cordaid, 2016. An easy-to-use reference manual and guidance on integrating gender issues into peacebuilding and state building work.

Women in conflict and peace, International IDEA, 2015. Drawing from case studies in Afghanistan, Myanmar, the Philippines and Rwanda, this report examines the complex role that women play as agents in both peace and conflict and offers lessons for international and local communities in peace- and democracy-building initiatives.

04

Guidance Note 4.

Ensure women's access to justice, security and human rights.

85% OF CONSTITUTIONS EXPLICITY GUARANTEE EQUAL RIGHTS OR NON-DISCRIMINATION ON THE BASIS OF SEX AND/OR GENDER,[92] YET SIGNIFICANT CHALLENGES REMAIN, INCLUDING DISCRIMINATORY LAWS RESTRICTING WOMEN'S PROTECTION FROM VIOLENCE, AS WELL AS RIGHTS TO CITIZENSHIP, MOBILITY, PROPERTY OWNERSHIP AND EQUAL PAY.[93]

SURVEYS IN CONFLICT-AFFECTED AREAS REVEAL THAT WOMEN TEND TO BE LESS INFORMED AND REPORT LOWER LEVELS OF ACCESS TO BOTH FORMAL AND TRADITIONAL JUSTICE MECHANISMS THAN MEN. [101]

THE GLOBAL PACE OF REFORMS TOWARD EQUAL TREATMENT OF WOMEN UNDER THE LAW HAS SLUMPED TO A 20-YEAR LOW IN 2022.[94]

IT WILL TAKE 286 YEARS TO CLOSE GAPS IN LEGAL PROTECTION AND REMOVE DISCRIMINATORY LAWS. [95]

IN 27 COUNTRIES WOMEN ARE LEGALLY OBLIGED TO OBEY THEIR HUSBANDS.[96]

IN HIGH-FRAGILITY REGIONS LIKE THE ARAB STATES, COUNTRIES FAIL TO PROVIDE WOMEN WITH GENDER JUSTICE AND MINIMUM PROTECTION AGAINST VIOLENCE WOMEN.[97]

IN NEARLY 55 COUNTRIES, DAUGHTERS DO NOT HAVE THE SAME INHERITANCE RIGHTS AS THEIR BROTHERS.[98]

GLOBALLY, WOMEN MAKE UP JUST 15% OF AGRICULTURAL LAND HOLDERS.[99]

THIS IS EVEN WORSE IN CRISIS COUNTRIES (4.2% NIGERIA 2018), (1.2% PAKISTAN 2018), (4.8% SIERRA LEONE 2019), (5.8% ZAMBIA 2018).[100]

GLOBALLY, WOMEN ARE SIGNIFICANTLY UNDERREPRESENTED IN BOTH FORMAL AND INFORMAL JUSTICE SECTORS. IN 2017, 40% OF JUDGES WORLDWIDE WERE WOMEN, ONLY A 5% INCREASE SINCE 2008.[102] THE DISPARITY IS DIRE IN CRISIS AND POST-CRISIS CONTEXTS; IN AFGHANISTAN, WOMEN COMPRISED ONLY 8–10% OF JUDGES IN 2020.[103] THE RISE OF THE TALIBAN AGGRAVATED THIS SITUATION, RESULTING IN OVER 270 WOMEN LOSING THEIR JUDICIAL POSITIONS THE SUBSEQUENT YEAR. [104]

WOMEN AND GIRLS WERE THE MAIN TARGETS IN MORE THAN 3,200 POLITICAL VIOLENCE EVENTS WORLDWIDE IN 2022.[106] MORE THAN HALF OF THESE EVENTS OCCURRED IN CONFLICT-AFFECTED COUNTRIES. THE INCIDENCE OF POLITICAL VIOLENCE TARGETING WOMEN IN THESE COUNTRIES INCREASED 1.5 TIMES BETWEEN 2020 AND 2022. [107]

ANALYSIS OF MAJOR BILATERAL DONORS' FUNDING INDICATES THAT ONLY 3.93% (US$69.01 MILLION OUT OF $1,755.17 MILLION) OF AID DISBURSED FOR LEGAL AND JUDICIAL DEVELOPMENT IN 2021 WAS SPENT ON PROJECTS WITH GENDER EQUALITY AND WOMEN'S EMPOWERMENT AS A PRIMARY AIM. [105]

5%

92   World Policy Analysis Center, University of California at Los Angeles. Fact Sheet 3: Constitutional Equal Rights Across Gender and Sex 2020. https://www.worldpolicycenter.org/sites/default/files/Fact%20Sheet%203%20-%20Constitutional%20Equal%20Rights%20Across%20Gender%20and%20Sex.pdf

93   UN Women, 2011. Progress of the World's Women: In Pursuit of Justice. https://www.unwomen.org/en/digital-library/publications/2011/7/progress-of-the-world-s-women-in-pursuit-of-justice

94   World Bank Group, 2023. Women, Business and the Law 2023. https://openknowledge.worldbank.org/bitstreams/9bc44005-2490-41f8-b975-af35cbae8b9a/download

95   United Nations, 2023. The Sustainable Development Goals Report: Special Edition, 2023. https://unstats.un.org/sdgs/report/2023/The-Sustainable-Development-Goals-Report-2023.pdf

96   OECD, 2019. SIGI Global Report 2019: Transforming Challenges into Opportunities, Social Institutions and Gender Index. https://www.oecd.org/en/publications/sigi-2019-global-report_bc56d212-en/full-report.html.

97   UNDP, UNESCWA, UNFPA, UN WOMEN, The State of Gender Justice in the Arab Region. https://genderjustice.unescwa.org/

98   OECD, 2019. SIGI Global Report 2019: Transforming Challenges into Opportunities, Social Institutions and Gender Index. https://www.oecd.org/en/publications/sigi-2019-global-report_bc56d212-en/full-report.html.

99   FAO, 2018. The Gender Gap in Land Rights. https://www.fao.org/3/I8796EN/i8796en.pdf

100   The World Bank, Gender Data Portal, Ownership of land (%). https://genderdata.worldbank.org/indicators/sg-own-ld/

101   UN Women, 2015. Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325. https://wps.unwomen.org/

102   United Nations, Economic and Social Council, 21 December 2020. Report of the Secretary-General E/CN.6/2021/3. https://documents.un.org/doc/undoc/gen/n20/377/81/pdf/n2037781.pdf?token=JylzitaO0cAKUPmQkY&fe=true

103   CMI Insight, 2020. Antonio De Lauri, Women Judges in Afghanistan: An Interview with Anisa Rasooli. https://www.cmi.no/publications/7268-women-judges-in-afghanistan-an-interview-with-anisa-rasooli

104   Conference of Chief Justices, Assisting the Resettlement of Afghanistan's Women Judges and Other Vulnerable Justice System Refugees. https://ccj.ncsc.org/news/statement-on-afghanistan-women-judges

105   OECD.stat. Aid activities targeting gender equality and women's empowerment. https://stats.oecd.org/Index.aspx?DataSetCode=DV_DCD_GENDER#

106   According to ACLED's methodology, these events refer to cases of direct targeting of women, such as attacks, abductions, or riots and mob violence when the victims were predominantly or entirely women or girls.

107   Data from the Armed Conflict Location and Event Data Project (ACLED), accessed June 2023.

Why it matters?

Justice is a fundamental right, and a pre-requisite for achieving gender equality, as well as an enabler of other human rights. Discriminatory justice systems impede protection, accountability and reparation, and contribute to cycles of violence and cultures of impunity.[108] Women's access to justice and security is a cornerstone of the rule of law and a precondition for resilient, inclusive and peaceful societies. It is an imperative in crisis and recovery settings where systems of protection, security and justice are weakened which, in turn, perpetuate gender inequality and discrimination[109] and exacerbate insecurity.

The impacts of weak infrastructure, social barriers and stigma related to violence against women, including conflict-related sexual violence, are heightened when crimes on a massive scale have taken place during periods of conflict and violence or following major disasters. In many such situations women already lack housing, land and property rights, freedom of movement and access to economic assets or social benefits. For example, the right to identity cards may be denied, especially for widows, displaced persons, others most at risk and children born of sexual violence in conflict.

Challenges arising from a breakdown in the rule of law, adverse social norms, and practical barriers stemming from socio-economic inequalities are three key constraints preventing displaced women from realizing their housing, land and property rights.[110] They deepen an environment of insecurity for women and girls, even after peace has been established.

Taken together, women and those most at risk during crisis have the least access to justice and security at the time they need it the most to rebuild their lives and those of their families. Upholding the equal rights of women and girls and delivering transformative justice in the aftermath of disaster, conflict and violence is a vital step for recovery. Crisis and recovery contexts present a window of opportunity to build back better, and to put gender equality at the centre of national judicial, security and human rights systems, mechanisms and services. This opportunity is often missed, with grave consequences for both the effectiveness of interventions and long-term sustainable recovery.

Promoting women's access to justice, security and upholding their human rights is critical to UNDP's recovery work because:

• **Access to basic economic and social rights is essential for women to build resilience and participate in recovery processes.** In crisis and recovery contexts, discriminatory laws, social disintegration and shifts in household configuration hinder the realization of women's rights. For example, despite the rise in households headed by women and widows in crisis contexts, discriminatory land and inheritance laws make it difficult for women to own property, further jeopardizing resilience and recovery. Unable to survive on farming alone, many women may take up livelihoods in the informal sector, involving precarious activities in insecure places. Loss of documentation, difficulties with registration of children born out of rape and validating one's widow status are all additional constraints in accessing much needed social safety provisions. Improved security of tenure for land and property can ensure social and economic progress in rural and urban settings, supporting poverty reduction and furthering gender equality and peace and security.

• **Lack of physical security obstructs women's access to their economic and social rights.** A dysfunctional or non-existent formal and informal justice system, at national and community levels, increases levels of insecurity and mistrust. The ensuing lack of safety deters women from participating in economic recovery activities. In many instances, young girls will be kept out of school when security in route or within the school premises is deemed insufficient. Women and girls find it difficult to get jobs and social benefits, or access distribution points within camps to receive their food and non-food items. Corrupt practices in such settings may include pressure on women and girls to provide sexual favours in return for the issuance of official documents or entitlements. Comprehensive community security approaches to improve women's physical security, along with effective reporting and accountability mechanisms, are key to ensuring the human rights of women and girls.

108 UNDP, UN Women, UNODC and OHCHR, 2018. A Practitioner's Toolkit on Women's Access to Justice Programming, p.2. https://www.undp.org/content/undp/en/ home/librarypage/democratic-governance/access_to_justiceandruleoflaw/toolkit--women-s-access-to-justice.html

109 UNDP, 2017. Rule of Law Annual Report 2017: Strengthening the Rule of Law and Human Rights for Sustaining Peace and Fostering Development. p. 50. https:// www.undp.org/content /undp/en/home/librarypage/democratic-governance/access_to_justiceandruleoflaw/rule-of-law-annual-report-2017.html

110 Norwegian Refugee Council, Housing, land and property rights. https://www.nrc.no/what-we-do/speaking-up-for-rights/housing-land-and-property-rights/

• **Women, including those who face intersecting forms of discrimination such as sexual minorities and displaced women, encounter barriers in accessing justice and asserting their rights in formal or traditional justice mechanisms in conflict-affected areas.**[111] Formal justice systems are frequently geographically inaccessible, costly, and culturally unfamiliar for women and girls. Additionally, a lack of economic independence, time poverty,[112] and stigma resulting from discriminatory norms, attitudes and practices against women and girls, particularly at the community level, are hurdles to women's access to justice.

• **Traditional legal system and dispute mechanisms resurface or strengthen in crisis settings, with possible setbacks to gains in women's rights.** The weakening of formal justice systems in crisis or refugee settings results in mostly men, particularly tribal or religious leaders, adopting leadership roles in addressing community grievances. Patriarchal values may lead to actions setting back the rights of women and girls.

• **There is a window of opportunity for inclusive security and justice sector reform in transition contexts.** After crisis, there is a unique opportunity to put in place justice and human rights systems and mechanisms that enhance women's and girls' security and access to justice. Evidence shows that laws relating to gender-based violence and land and inheritance rights are crucial in recovery contexts. Gender-responsive reform of security and justice systems must be part of recovery frameworks, with provisions for women's increased representation and participation in justice, security and human rights institutions, including transitional justice mechanisms. Negotiating quotas and training women to participate in governance and public life and integrating measures into policies, constitutions and legal frameworks can be positive for justice reform.

• **Increasing women's meaningful participation in security, justice and human rights institutions can improve identification of and response to gender-differentiated justice and security needs.** Evidence shows that justice systems can become more gender-responsive by employing women on the frontlines of justice and security service delivery (e.g., as police, prosecutors, corrections officials, paralegals, legal representatives and court administrators), as well as at the highest levels of policy influence (as legislators, judges and in professional oversight bodies).[113]Simultaneously, the institutions instill a gender-equitable environment, free of discriminatory norms, attitudes and behaviours.

• **Laws are necessary but insufficient to ensure women's realization of rights and access to justice; specific measures are needed to turn de jure rights and protection of women into de facto justice and security.** Even where laws do exist, women may be unaware of their rights and many may not possess the social and economic resources to pursue claims, particularly when they must navigate unresponsive or gender-biased authorities and institutions. Additionally, enforcement of existing laws and implementation of gender-equitable justice, security and human rights policies may be lax. Targeted interventions are therefore required to identify the obstacles women and girls face in realizing their rights. Strengthening the capacity of human rights bodies, feminist movements, women's organizations and rights holders is essential to make duty-bearers accountable to upholding human rights.

• **Women human rights defenders (WHRDs) play a significant role in promoting sustainable recovery, yet are particularly at risk of discrimination, harassment, criminalization and violence, including degrading searches and arbitrary detention.** WHRDs are also at risk of stigma and revictimization if they report acts of violence.[114] By calling for greater respect for human rights, gender equality, fundamental freedoms and accountability, WHRDs voice critical perspectives and offer solutions. Because they challenge not only cultures of impunity but also social norms that restrict women's rights, they often face double discrimination. The safety and protection (including legal protection) of WHRDs is inherently linked to the security of the communities they represent and can be fully achieved only with a holistic approach involving deepening of democracy, fighting against impunity, reducing inequalities, and striving for social, economic and environmental justice.[115] Targeted legislation, policies and programmes may be required to ensure their safety and protect their rights and to bring accountability if those areas are breached.

111 UN Women, 2015. Preventing Conflict Transforming Justice Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325. https://wps.unwomen.org/

112 Time poverty is understood as a lack of time for rest and leisure after taking into account the time spent working, whether in the labour market or in the home. See, for example, Gender and Energy, Policy Brief 4, UNDP and Global Gender Climate Alliance, 2013. https://www.undp.org/sites/g/files/zskgke326/files/publications/PB4-AP-Gender-and-Energy.pdf

113 UNDP and UN Women, 2013. Improving Women's Access to Justice During and After Conflict: Mapping UN Rule of Law Engagement, p. 40. https://www.undp.org/sites/g/files/zskgke326/files/publications/ImprovingWomensAccessToJustice--UNDP-UNWomen-Mapping.pdf

114 United Nations Office of the High Commissioner of Human Rights, 2020. Women Human Rights Defenders - Information Series on Sexual and Reproductive Health and Rights. https://www.ohchr.org/sites/default/files/Documents/Issues/Women/WRGS/SexualHealth/INFO_WHRD_WEB.pdf

115 United Nations General Assembly, Human Rights Council, 2010. Report of the Special Rapporteur on the situation of human rights defenders, A/HRC /16/44, para. 103.

What works?

Principles and approaches to keep in mind when designing and developing programming in this area:

• **Tackle the underlying inequalities that make women and girls vulnerable to human rights violations.** Programming initiatives include: ensuring that justice and security institutions are gender-responsive; developing new legislation entrenching gender equality; promoting women's meaningful participation in shaping justice mechanisms; supporting women's access to justice, with specific initiatives such as legal aid, mobile clinics and low-cost justice delivery models; establishing specialized and accessible courts; and engaging with informal justice mechanisms to bring informal processes in line with human rights and gender equality standards. This can involve legislative reforms to overcome underlying socio-cultural norms that perpetuate discrimination and allow violations to occur with impunity.

• **Foster the active participation of women in all stages of security sector reform.** Security sector reform processes to improve a security agency's ability to respond to women's needs and issues rarely include women in decision-making. Involving women and women's civil society organizations in national and sub- national policy design and oversight of security provision (through, e.g., national security advisory bodies, human rights commissions, police review boards) can improve the identification of women's needs and challenges and strengthen partnership and communication between security actors and communities. Importantly, such measures can also give legitimacy to gendered security threats and link them to broader societal recovery, rather than relegating them to women's issues.

• **Working with informal justice providers is crucial, particularly in contexts with plural or hybrid legal systems**. Although justice and security reforms focus most often on formal institutions and actors, in recovery contexts it is also vital to address customary and informal legal systems, which tend to be seen as more familiar, accessible and offering greater legitimacy. Through processes of recognition, sensitization and reform, and by promoting women's participation in them, customary justice structures can be encouraged to respect women's rights and international norms.

• **Channel financial and capacity-development support to women's organizations working on justice and security issues.** Women's organizations often fill critical gaps and provide services, raise awareness around women's needs, priorities and rights, and advocate for greater women's representation institutions and influencing policy and legal reforms. Providing them with financial support, along with capacity enhancement interventions, can be a cost-effective and strategic way to increase access to justice and security at the community level.

• **Ensure that civil society organizations working on justice, security and human rights issues integrate gender-related priorities in their work.** It is vital that all civil society organizations support gender-transformative approaches to security and justice reform and recognize the gender-related obstacles linked to accessing justice and rights. Organizations leading legal support and awareness and peacebuilding initiatives should ensure gender-responsive awareness and skills among staff.

• **Establish an integrated database to monitor women's access to security and justice and promote a multi-sectoral and multi-level approach.** In recovery settings with non-existent or weakened data systems, integrated databases at the onset of justice and security sectors are key to measure the quality and impact of interventions. Integrated data systems will facilitate evidence-based interventions that identify and target specific areas of concern relating to gender inequalities.

How to do it?

This section outlines different ways to ensure women's access to justice, security and human rights. The first table suggests strategic entry points, focusing on UNDP's key areas of mandate. The second focuses on how to prevent and respond to gender-based violence across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote and ensure gender-responsive transitional justice to address past human rights abuses.	1. Strengthen state capacity to design, implement and resource a gender-responsive reparations programme covering the range of violations women may have experienced during conflict, including mass forced displacement, social and economic violations, disruption of education and GBV. 2. Ensure that the justice sector (courts, investigators and prosecutors) prosecuting domestic and international crimes, including GBV, provides for the specific needs of women. This includes witness protection, translation, transport, psycho-social, legal and medical services, education and life skills and childcare support, and revision of laws to ensure prosecution can be pursued. 3. Engage women, including women refugees, IDPs, survivors of GBV, diaspora and civil society organizations in the design, implementation (including awareness-raising activities) and monitoring of transitional justice mechanisms, including reparations programmes and truth and reconciliation commissions.	• Proportion of gender-differentiated issues identified, integrated and funded within transitional justice frameworks. **(1,2)** • Percentage of GBV-related crimes prosecuted, including as a percentage of total crimes reported. **(1,2)** • Inputs from consultations with women and women's organizations that have informed transitional justice measures. **(1,3)** • Conviction rates of GBV-related crimes. **(2)** • Number of women witnesses provided with protection and support. **(2)** • Number of survivors who received material or economic compensation, land restitution or benefitted from educational and healthcare support. **(3)**
Introduce, re-establish and/or strengthen accountable and gender-responsive justice and security mechanisms.	1. Prioritize efforts to strengthen constitutional and legislative processes and reforms to promote and protect women's rights and access to justice. 2. Ensure that inputs from women and gender equality champions are included in the development of legislation, policy, budgets and programmes to address discriminatory legislation and provisions. 3. Ensure that national legislation and informal justice systems and processes protect women's rights in the family and community, especially regarding access to inheritance, financial and land assets and divorce and family disputes.	• Number and significance of legislative and policy reforms with include specific provisions to protect women's rights, including as survivors of CRSV. **(1,2)** • Number of consultations with women advocates to inform legislative, policy, budget and programmes. **(2)** • Perception survey (with respondents disaggregated by sex and age) capturing the public's sense of security and justice. **(4)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Introduce, re-establish and/or strengthen accountable and gender-responsive justice and security mechanisms. *(continued)*	4. Advocate for the increased representation and participation of women at all levels of justice service delivery and in the security sector, across both formal and informal systems, including through quotas and support for women's legal education. 5. Engage with the security sector to investigate the roll out of gender-responsive community policing through the engagement of women police officers as a first point of entry to access to justice. 6. Establish, strengthen and contribute to referral and coordination mechanisms that link various pillars of the justice and security sectors to streamline prevention and response to GBV. 7. Strengthen the capacity of security and justice actors and civil society organizations to address women's needs and priorities, particularly in responding to GBV. 8. Institutionalize the principles of equality across all manuals, guidelines and standard operating procedures adopted by the security and justice sectors and complement with training, knowledge platforms and networks.	• Proportion of relevant institutions that have integrated normative measures for gender equality in their policies, training packages, standard operating procedures and operations. **(4,6,7)** • Retention and promotion rates of women security personnel by age and sex. **(5)** • Percentage of justice and security sector positions filled by women, and increase in grade of positions filled by women, including by temporary special measures. **(5)** • Access to justice is fully integrated, budgeted for and monitored in the UNSCR 1325 NAP. **(6)** • Percentage of gender experts in the pool of trainers in the security, justice and human rights sector who can conduct gender training for stakeholders. **(6,7)**
Increase women's access to justice.	1. Enhance community awareness of women's rights and protection needs to enhance capacities, especially of women, to hold formal and informal justice and security entities to account. 2. Support the establishment of one-stop centres and other facilities that offer GBV survivors integrated socio-legal and medical services, and access to trained staff who follow referral pathway guidelines, especially in refugee and IDP camps. 3. Promote specialized courts and gender- specialized units in formal and informal justice institutions and mechanisms. 4. Facilitate legal support and representation to those most at risk in securing access to land, housing, compensation, social security, credit and formal documentation and identity for children born out of CRSV. 5. Reduce the costs of pursuing justice for women, e.g., through free legal services, and legal aid provided by civil society organizations, paralegal schemes and human rights defenders, including in refugee and IDP camps. 6. Enhance the capacities of human rights defenders in camps and in settlements to enable access to legal information, representation for those most at-risk, especially women and girls, and reintegration in the communities.	• Percentage of human rights abuses suffered by women and girls reported, investigated and resolved by authorities. **(1,2,3,4,5,6,7,8)** • Number of women and most at-risk populations who have received shelter, legal advice and/or representation. **(1,3,6)** • Number of special protection units in the police, prosecutors' office and courts that deal specifically with GBV. **(2)** • Number of one-stop centres/legal aid centres/safe homes established that provide legal information, legal representation and safety. **(2,4,5)** • Funding allocated to law reform supporting women's access to justice as percentage of total funding to justice and security sector reform. **(3)** • Number of law and justice agencies with gender equality policies/strategies and evidence of implementation. **(3,7)** • Percentage of disputes resolved through traditional mechanisms where women leaders were involved. **(8)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Increase women's access to justice. *(continued)*	**7.** Enhance the capacities of human rights institutions, including women's rights entities, to address the human rights violations of women and girls and strengthen accountability. **8.** Support women to become leaders to address inequality in traditional dispute settings, particularly where formal justice mechanisms are not operational.	
Promote and ensure the legal empowerment of women.	**1.** Design and implement legal empowerment initiatives (e.g. legal literacy programmes through paralegals and self-help groups), with the support of women advocates, that increase women's knowledge of their rights and access to legal systems, which build women's confidence and trust in the justice sector, and which hold duty bearers accountable. **2.** Support the recruitment of women, if needed through the introduction of a quota, in the justice service chain and provide gender-responsive training to paralegals enabling them to provide legal information and conduct community education and rights awareness campaigns on how to access justice and protection afforded by the law. **3.** Advocate for and support the legal empowerment of women entering the informal justice and decision-making entities. **4.** Work with women to partner with men and youth to support the development of non-violent masculinities as part of their legal empowerment. **5.** Pursue women's economic independence as a strategy to improve their personal safety and advance their rights through programmes that strengthen and support women as economic actors.	• Number of people who have benefited from legal empowerment programmes and have successfully accessed legal protections (disaggregated by sex and age). **(1,4)** • Number of paralegals, human rights defenders, traditional leaders, human rights organizations, lawyers, members of the judiciary, prosecutors, court officials, members of human rights entities (ombudsman, human rights commission) and police trained on gender justice issues. **(2)** • Number of reforms adopted which directly address barriers women face in accessing their rights and justice. **(3,5)** • National and sub-national poverty reduction strategies include programmes to provide free and equal access to legal support, courts, tribunals and other dispute resolution mechanisms and the right to a fair trial. **(5)**

A strategic approach to prevent and respond to gender-based violence

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• A project with a focus on GBV prevention and response requires strong linkages with security, justice and human rights programmes to improve prevention and quality responses across all targeted sectors. • All GBV-related interventions should be linked with the GBV referral pathway (see Guidance Note 1). • Only a holistic approach, through the legislature, government agencies and all segments of society, will achieve results. • Addressing GBV will enhance the achievement and sustainability of peace and recovery.	1. Analyse the challenges faced by traditional dispute mechanisms and the formal justice sector in dealing with issues related to GBV. 2. Increase the awareness of women and girls of their legal rights, issues pertaining to GBV, and how to access key services securely. 3. Ensure the safety of human rights defenders. 4. Include interventions aimed at transforming norms on gender equality and women' empowerment to prevent GBV. 5. Prioritize the GBV agenda in access to justice work (e.g., institution building, special units, recruitment of women officers). 6. Integrate and institutionalize specific GBV courses in curricula for justice, human rights and security officials. 7. Coordinate all GBV interventions with stakeholders across the UNFPA/UNHCR referral pathway addressing health, shelter, social services and economic empowerment. 8. Support legislation, policy and interventions to prevent and respond to incidents of GBV as part of transitional justice work, in partnership with DPO, UN Women, UNHCR, OHCHR and the Office of the SRSG on Sexual Violence in Conflict.	• Percentage of high-level women officers across the security and justice sectors. **(1,4,5)** • Percentage of people feeling safe in their communities (prevalence study). **(2)** • Percentage of people that reject GBV as normal behaviour (per sex/age). **(2,4)** • Percentage of reported GBV cases that are successfully dealt with through the formal justice system (data base). **(3,4,5,6)** • Percentage of police stations with specific services provided by women officers for GBV survivors. **(5)** • Protection services in place for survivors, their children and witnesses. **(7)** • Legal and operational framework in place to prevent and respond to GBV incidents. **(8)**

TRANSITIONAL JUSTICE

Transitional justice is a response to systematic or widespread violations of human rights. It seeks recognition for victims and promotes possibilities for peace, reconciliation and democracy. Transitional justice is not a special form of justice, but justice adapted to societies transforming themselves after a period of pervasive human rights abuses. The aims of transitional justice will vary depending on the context, but these features are constant: the recognition of the dignity of individuals; the redress and acknowledgment of violations; and preventing their recurrence. Recognition, accountability and reparation for conflict-related sexual violence, mostly against women and girls, are an integral part of this process. UNDP plays a crucial role, alongside other United Nations agencies and national and international institutions, in advancing transitional justice.[116]

Examples of innovative approaches to programming

Gender Justice Platform

Since 2020, UNDP and UN Women have worked together to empower women, support their leadership and fulfil the promise of justice and human rights for all. In 2022, this partnership evolved into the Gender Justice Platform, a framework for strategic cooperation and upscaled joint initiatives. Guided by a people-centered approach, the Gender Justice Platform seeks to advance gender equality by enhancing women's access to justice and supporting women's meaningful participation and leadership in the justice and security sectors. Working closely with diverse stakeholders, including governments, civil society, academia, and UN organizations, the Gender Justice Platform facilitated access to justice for 43,000 individuals (84 percent of them women) in 18 crisis-affected countries. Additionally, it reached five million people through awareness-raising campaigns on women's rights and implemented gender-responsive monitoring and evaluation measures.[117] In Guatemala, Mali and South Sudan, the Gender Justice Platform prioritizes the rights of women, girls, and minorities in transitional justice efforts and enables their meaningful participation. In Burundi, the platform, with support from 277 lawyers, facilitated the provision of legal aid for 100 women, including returnees and internally displaced women, to address violence and land rights.

Using behavioural insights to enhance women's access to property rights

Innovation took centre stage when the UNDP Accelerator Lab in Syria collaborated with Magenta to address women's rights to inheritance, with all their complexities rooted in societal norms, community pressures, and entrenched gender roles. The partnership leveraged behavioural insights to empower women in claiming their rightful inheritance. The programme identified the influence of societal pressures on women's inheritance rights, underlining the need to engage influential community figures and bridge the gap between religious teachings and prevailing social norms. It highlighted the multi-dimensional nature of barriers -- psychological, sociological, and environmental -- which called for holistic, multi-faceted interventions going beyond legal considerations.[118]

116 International Centre for Transitional Justice, 2009. "What is Transitional Justice?" https://www. ictj.org/sites/default/files/ICTJ-Global-Transitional-

117 UNDP and UN Women, 2023, The Gender Justice Platform. https://www.undp.org/sites/g/files/zskgke326/files/2023-06/Gender%20Justice%20Platform%20Two-Pager.pdf

118 UNDP 2023. Her right to own and control Part 2. https://www.undp.org/syria/blog/her-right-own-and-control-part-2

Bridging the gender justice gap with mobile and e-justice

In Uganda, video-conferencing facilities[119] in courts have streamlined procedures, reducing costs and increasing efficiency by eliminating prisoner transfers. Supported by UNDP in Uganda, this innovative use of technology in the justice system also protects the most affected groups, particularly survivors of GBV, by enabling them to participate in court proceedings remotely. By minimizing the risk of re-traumatization and improving access to justice, it increases the likelihood of reporting crimes, contributing to a more equitable and humane legal system in Uganda.

In Mozambique, the mobile courts[120] initiative is another innovative example of using technology to expand access to justice services. Supported by UNDP, the project uses mobile units equipped with technological tools and legal expertise to deliver justice directly to remote communities, overcoming geographic barriers and expanding access to legal services, especially for women and girls.

Similarly, the mobile justice[121] experiment implemented by the UNDP Accelerator Lab in Guinea Bissau has yielded promising results, providing essential legal support, including for women and girls, in previously underserved regions. These successful examples demonstrate the transformative potential of mobile and e-justice initiatives in bridging gaps and ensuring that justice reaches those who need it the most. Addressing societal and technological barriers hindering access, biases within the system and resource limitations is critical to ensure the sustainability of their impact.

119 UUNDP, 2023. Enhancing access to justice for women and girls through technology. https://www.undp.org/uganda/blog/enhancing-access-justice-women-and-girls-through-technology

120 UNDP, 2021. Innovative 'mobile courts' to strengthen access to justice. https://www.undp.org/mozambique/news/innovative-mobile-courts-strengthen-access-justice

121   UNDP, 2023. Da Costa, I. B. L., From Experimentation to Transformation: Scaling Mobile Justice Across Guinea Bissau. https://www.undp.org/guinea-bissau/blog/experimentation-transformation-scaling-mobile-justice-across-guinea-bissau

Checklist Addressing gender equality in the programme/project cycle.

Throughout all phases of the project cycle, pursue active engagement with women (in all their diversity) and CSOs, valuing their knowledge and expertise as active agents of change.

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Assess how the policy and legal framework has been designed and implemented to meet women's legal, justice and security needs, ensure and enhance women's participation and identify national targets for women's representation in decision-making (most likely in the national gender equality strategy or legislative framework). ☐ Gender assessments should address the following issues: ○ How have state obligations been assessed with regard to women's access to justice, security and human rights and compliance with international human rights standards? ○ Has a gender analysis of national legislation been conducted to assess the human rights of women and girls? ○ How have de jure and de facto discrimination been identified with respect to women's access to justice, security and human rights? ○ How have customary, traditional or other legal practices been analysed through a gender lens? ○ How has impunity for violations of women's human rights, including GBV, been addressed through justice mechanisms? ○ What are the obstacles and bottlenecks women face in accessing justice? ☐ Conduct community consultations with diverse groups of women, men and youth. Combine participatory assessments with conflict development analysis incorporating gender analysis (including, when relevant, HIV and AIDS and health) in consultations with key stakeholders and experts. ☐ Conduct a review of secondary data. Refer specifically to national data from the UNSCR 1325 NAPs, Universal Periodic Reviews, CEDAW reports and country gender assessments where they touch on issues of access to justice, security and human rights. Analyse prevalence and perception studies (by sex and age) and review crime and incarceration statistics wherever available and reliable, including data on CRSV. When possible, assess the situation of ethnic /religious minorities, people living with disabilities and other affected groups. Use proxy indicators and anecdotal data from CSOs if there is a lack of data. Fund special data collection, when necessary, following standard gender-sensitive protocols. ☐ Ensure that post-disaster and conflict needs assessments identify the specific needs of women with disabilities and women with family members with disabilities to ensure their access to justice.
Project design	☐ Design gender-responsive conflict/crisis assessments with target groups of women and men and youth in targeted project areas. ☐ Work with the justice sector to reform sex- and gender-discriminatory laws and advance protection of human rights ensuring equal access to justice for all, including in areas such as land law. ☐ Develop activities to ensure equal access to legal/justice/security services and protection.

PROJECT CYCLE	STANDARDS
Project design *(continued)*	☐ Build women's trust in justice and security institutions and provide them with special/streamlined services to protect their rights and safety and address stigma, especially survivors of GBV. ☐ Partner with women allies to design mechanisms to strengthen women's needs in formal and informal justice frameworks. ☐ Develop an exit strategy for a sustainable post-project transition. ☐ Assess the capacity of formal and informal justice and security sector actors to safely and ethically response to incidents of GBV. ☐ Ensure that all programming aims for transformation with normative changes to achieve gender equality. ☐ Develop databases to inform evidence-based interventions.
Project implementation	☐ Engage in gender equality dialogues with men leading security and justice institutions, including the transitional justice systems. ☐ Harness the potential of young people, and traditional and religious leaders to promote normative changes to prevent conflict and violence. ☐ Ensure staff and partners have been made aware of and adhere to the United Nations policy on PSEA. ☐ Support the development of community-based protection strategies as part of programming (with due caution where this poses a potential security risk). ☐ Evaluate GBV risk-reduction activities by measuring programme outcomes (including potential adverse effects) and using the data to inform decision-making and ensure accountability.
Project monitoring and evaluation	☐ Include risk mitigation and protection outcomes in project monitoring and evaluation. Include an indicator to collect gender-sensitive information to ensure women's human rights, such as protection from violence including sexual violence, and include it in the M&E framework where it is identified as a potential risk. ☐ Secure gender-differential components in the M&E framework. Use sex- and age-disaggregated baseline data and outcome and impact indicators to measure programme targets including other categories as appropriate (e.g., ethnic minorities, refugee, migrant and IDP populations, people living with disabilities, and people living with HIV). ☐ Use impact indicators that measure the well-being and protection outcomes of beneficiaries at the household level, e.g., reduced exposure to violence, rather than numbers trained or number of participants reached. ☐ Include indicators (number and percentage) of policies/pieces of legislation/programmes that assesses the actual impact of these policies/legislation/programmes on gender equality and women's empowerment and reflect the transformative change in gender norms, power structures, and social dynamics, as well as enhanced access to services. ☐ Invest in a systematic disaggregation of data by sex, age, disability and vulnerability at the project and programme level.

PROJECT CYCLE	STANDARDS
Project monitoring and evaluation *(continued)*	☐ Ensure that the UNDP gender marker is accurately assigned and tracked to meet the minimum 15 percent budget for programming with gender equality as the principal goal. ☐ Partner with local CSOs to support monitoring efforts and ensure that gender specialists and/or gender skills are included in the TORs of the M&E team. Engage women and at-risk groups as protection monitoring staff (in paid and voluntary work) and ensure that they have opportunities to provide inputs.
Coordination and partnerships	☐ Ensure the close collaboration of UNDP ((as the Global Focal Point for Police, Justice and Corrections Areas in the Rule of Law in Post-Conflict and other Crisis Situations) with DPO, OHCHR, UN Women, UNODC,, United Nations Action against Sexual Violence in Conflict, the SRSG for Sexual Violence in Conflict and the Team of Experts on Rule of Law. ☐ Engage with the GBV coordination mechanisms in country to identify where GBV expertise is available, including in the GBV Area of Responsibility Working Group, co-led by UNICEF and UNFPA. ☐ Work closely with the Women's Protection Advisor and the Gender Advisor of the United Nations peacekeeping mission and members of the IASC Global Protection Cluster. ☐ Partner with relevant government officials, line ministries, judiciaries, national human rights institutions, police and corrections officers at the regional, national, subnational levels on issues relating to law reform, gender-responsive transitional justice and security sector reform. ☐ Seek partnerships with local women's groups and CSOs to provide survivors of GBV with holistic services and advocate for gender-responsive legislation and policies. ☐ Partner with statistical bodies to share information and build capacities to address data gaps (including gender-disaggregated data) on justice, security and human rights. ☐ Ensure that updated data on GBV prevalence is shared in meetings of the United Nations Country Team prevention platform as an early warning indicator of possible broader crisis.

Useful resources

Women, Business, and the Law, The World Bank, 2024 This report is the tenth in a series of annual studies examining the laws that affect women's economic opportunities in 190 economies.

E-Justice: Digital Transformation to Close the Justice Gap, UNDP, 2022 This paper examines the opportunities and risks of e-justice from a development lens, highlighting the trends in digitalization of the justice sector in recent years. It offers s parameters for responsible digitalization in the legal sector.

Women's Meaningful Participation in Transitional Justice: Advancing Gender Equality and Building Sustainable Peace, UNDP and UN WOMEN, 2022 This detailed research paper and synthesized policy brief explore what women's meaningful participation in transitional justice means and looks like in policy and practice.

Global Report on Gender Equality in Public Administration, UNDP, University of Pittsburgh, 2021 This report offers an overview of key trends and analysis on women's participation and leadership in public administration, based on evidence from UNDP and the University of Pittsburgh's GEPA database. It covers 170 countries and provides recommendations to enhance gender equality in public administration.

Handbook on Gender Responsive Law Making, UN Women and the Inter-Parliamentary Union, 2021. This handbook is a resource for lawmakers from around the world in designing gender-responsive laws.

Justice for Women, UN Women, IDLO, The World Bank and Task Force on Justice, 2020. This report explains the common problems faced by women in accessing justice and makes the case for increasing investments in strategies to bring justice closer to women.

Gender and Security Toolkit, DCAF, OSCE/ODIHR, UN Women, 2019 This toolkit is intended for use by policymakers and practitioners working in or with security and justice sector institutions to increase gender equality – within the institutions themselves or achieved through the work of the institutions in society.

Women's Access to Justice: A Guide for Legal Practitioners, European Union and Council of Europe, 2018 The document explores the multifaceted dimensions of access to justice concerning violence against women, incorporating legal principles, case law, international conventions, and practical guidance for practitioners dealing with these cases.

Guidelines for Access to Justice of Deaf Women Victims of Gender-Based Violence, UNDP Argentina, 2018 This document offers comprehensive guidance in addressing the challenges faced by deaf and hearing-impaired women who have suffered gender-based violence. It provides strategies for inclusive communication and recommendations for supporting them along the justice pathway, and emphasizes the need for an environment that enables deaf women to access justice and live without violence.

A Practitioner's Toolkit on Women's Access to Justice Programming, UNDP, UN Women, UNODC and OHCHR, 2018. Designed primarily for staff of the United Nations system, this toolkit presents a menu of options for responding to the current deficits in women's access to justice and the growing demand for technical assistance in this area. It consolidates and complements existing resources and aims at stimulating bolder gender-responsive justice interventions for the full realization of the rights of women and girls in all countries.

Useful resources

UNHCR Handbook for the Protection of Women and Girls, UNHCR, 2008. The handbook outlines strategies to address the protection challenges faced by women and girls, sets outs legal standards and principles to guide protection work and outlines the different roles and responsibilities of States and other actors.

International Women's Rights Action Watch (Asia Pacific) Resources The resource hub provides toolkits, publications, and resources on a range of topics relevant to countries worldwide, including access to justice, international women's rights treaties, international covenants, and United Nations institutions.

The Gender and Security Publications, South Eastern and Eastern Europe Clearinghouse for the Control of Small Arms and Light Weapons (SEESAC), UNDP and Regional Cooperation Council (RCC) Joint Initiative These publications cover diverse aspects of security sector reform, including gender training in Montenegro, armed violence monitoring in Southeast Europe, and guidelines for integrating gender perspectives in military education.

Gender Justice Portal, ESCWA, UNDP, UNFPA and UN Women The Gender Justice Portal provides Member States, researchers and civil society organizations with an updated presentation and analysis of legal frameworks relating to gender equality and the law.

Toolkit on Disability for Africa: Access to Justice for Persons with Disabilities, United Nations Division for Social Policy Development and the Department of Economic and Social Affairs, 2017 Across Africa, persons with disabilities encounter considerable obstacles in access to justice. The toolkit explores barriers and offers approaches to overcome them.

UN Women Virtual Knowledge Centre to End Violence Against Women and Girls This global Virtual Knowledge Centre offers users tools and evidence on what works to address violence against women and girls. Drawing on expert recommendations, programme evaluations and assessments, and practitioners' experiences from around the world, it presents modules on justice, security, legislation and 'conflict/post-conflict' with guidance on design, implementation and monitoring of programming interventions.

05

Guidance Note 5.

Enhance women's agency in peace processes and political institutions

35%↑
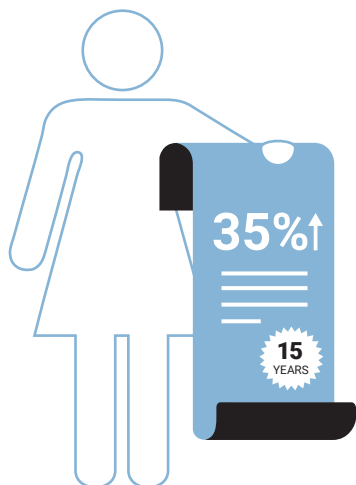
15 YEARS

WHEN WOMEN ARE INCLUDED IN PEACE PROCESS THERE IS **35% INCREASE IN** THE PROBABILITY **OF AN AGREEMENT LASTING 15 YEARS.**[122]

IN POST-CONFLICT COUNTRIES WHERE QUOTA-BASED SYSTEMS HAVE NOT BEEN USED, **JUST 17% OF PARLIAMENTARIANS, ON AVERAGE, ARE WOMEN.**[125] This is even lower in some countries such as Yemen (0%), Papua New Guinea (2.7%) Nigeria (3.9%).[126]

BETWEEN 1992 AND 2019, WOMEN WERE ON AVERAGE JUST 13% OF NEGOTIATORS, 6% OF MEDIATORS, AND 6% OF **SIGNATORIES IN MAJOR PEACE PROCESSES AROUND THE WORLD.**[123]

>13%

17%
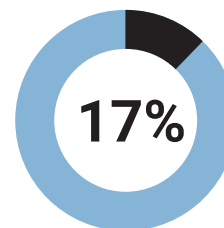
IN POST-CONFLICT COUNTRIES THAT USE QUOTAS, **WOMEN CONSTITUTE NEARLY 27% OF LEGISLATURES.**[127]
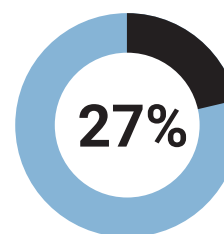
107 COUNTRIES

AS OF JULY 2023, 107 COUNTRIES AND TERRITORIES HAD ADOPTED NATIONAL ACTION PLANS TO IMPLEMENT UNSCR 1325. ONLY 26% OF THEM INCLUDED A BUDGET AT THE LAUNCH OF THE PLAN. IN SOME COUNTRIES, SUCH AS IN LIBYA, POLITICAL ACTORS HAVE SUCCESSFULLY MOBILIZED AGAINST THE ADOPTION OF A NATIONAL ACTION PLAN.[124]

27%

IN 2022, WOMEN PARTICIPATED AS NEGOTIATORS OR DELEGATES ON BEHALF OF PARTIES TO CONFLICT IN FOUR OUT OF FIVE ACTIVE PEACE PROCESSES LED OR CO-LED BY THE UNITED NATIONS. HOWEVER, THEIR LEVEL OF REPRESENTATION WAS ONLY 16%, A DROP FROM 19% IN 2021 AND 23% IN 2020.[128]

ONLY ONE OUT OF 18 PEACE AGREEMENTS WAS SIGNED OR WITNESSED BY A REPRESENTATIVE OF A WOMEN'S GROUP OR WOMEN'S ORGANIZATION IN 2022.[129]

13 COUNTRIES LAUNCHED FEMINIST FOREIGN POLICIES, YET FEW FULLY EMBEDDED FEMINIST PRINCIPLES.[130]

0.1% OF BILATERAL AID SPENT ON CONFLICT, PEACE AND SECURITY WAS DEDICATED TO GENDER EQUALITY AS THE MAIN OBJECTIVE IN 2020-2021.[131]

HIGHER LEVELS OF **GENDER EQUALITY ARE ASSOCIATED WITH A LOWER PROPENSITY FOR CONFLICT,** BOTH BETWEEN AND WITHIN STATES.[132]

WHEN AT LEAST 35% OF A COUNTRY'S LEGISLATURE ARE WOMEN, THE RISK OF A RELAPSE TO CONFLICT IS CLOSE TO ZERO. WHEN WOMEN ARE UNREPRESENTED IN PARLIAMENTS, THE RISK INCREASES OVER TIME.[133]

122 UN Women, 2015. Preventing Conflict, Transforming Justice, Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325. p. 41-42. https://wps.unwomen

123 Council on Foreign Relations, Women's Participation in Peace Processes. https://www.cfr.org/womens-participation-in-peace-processes/

124 United Nations Security Council. Report of the Secretary-General on women and peace and security (S/2023/725). 28 September 2023. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf UN Women calculations based on IPU and UN Women, Women in politics: 2023. https://www.ipu.org/resources/publications/infographics/2023-03/women-in-politics-2023

125 United Nations Security Council. Report of the Secretary-General on women and peace and security (S/2023/725). 28 September 2023. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf UN Women calculations based on IPU and UN Women, Women in politics: 2023. https://www.ipu.org/resources/publications/infographics/2023-03/women-in-politics-2023

126 Inter-Parliamentary Union, National Parliaments. https://www.ipu.org/national-parliaments

127 United Nations Security Council. Report of the Secretary-General on women and peace and security (S/2023/725). 28 September 2023. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf United Nations Gender Quota Portal, https://genderquota.org/

128 United Nations Security Council, ibid. International Discussions and the peace processes relating to Libya, the Sudan and the Syrian Arab Republic, but not Yemen.

129 United Nations Security Council. Report of the Secretary-General on women and peace and security (S/2023/725). 28 September 2023. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf. Data from PA-X Peace Agreement Database, v.7. PeaceRep, University of Edinburgh

130 This includes 13 Member States applying or developing feminist foreign policies - Sweden (2014, announced withdrawal in 2022), Canada (2017), France (2019), Mexico (2020;), Spain (2021), Luxembourg (2021), Germany (2021), The Netherlands (2022), Scotland (2022), Colombia (2022), Slovenia (2023), Chile (2023), and Liberia (committed 2024). https://eca.unwomen.org/sites/default/files/2023-07/streamlining_the_global_path_to_gender_equality.pdf

131 OECD, 2023. Official development assistance for gender equality and women's empowerment: A snapshot. https://www.oecd.org/dac/snapshot-oda-gender-2023.pdf

132   Mary Caprioli, 2003. Gender Equality and State Aggression: The Impact of Domestic Gender Equality on State First Use of Force, International Interactions, 29:3. https://www.tandfonline.com/doi/abs/10.1080/03050620304595

133 Jacqueline H.R. Demeritt, Angela D. Nichols and Eliza G. Kelly, 2014. Female Participation and Civil War Relapse, Civil Wars, 16:3. https://www.researchgate.net/publication/271224381_Female_Participation_and_Civil_War_Relapse

     Council on Foreign Relations, Women's Participation in Peace Processes. https://www.cfr.org/womens-participation-in-peace-processes/

     Transforming Justice, Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325. p. 41-42. https://wps.unwomen.org/

Why it matters?

Peace negotiations set the stage for post-conflict recovery by granting amnesties, rebuilding government institutions, establishing transitional justice mechanisms, planning elections and initiating power-sharing arrangements. They are thus crucial opportunities to influence policies, laws and budgets so that women's rights and interests are protected.

Women bring different and unique perspectives, raising issues that are often ignored or under-prioritized, yet which are crucial to the effectiveness of peace and recovery efforts, such as the gender impacts of disarmament, demining and demobilization, and reintegration programmes for women and child soldiers.[134] Women's involvement in peace talks, therefore, can broaden both the peace dividends and constituencies vested in bringing about peace, and lead to a more just and inclusive recovery process.

As women tend to be more actively engaged at the community level, they are closer to the root causes of conflict. Women have access to information and community networks that can inform negotiation positions and areas of agreement.[135] Their involvement in the implementation of peace agreements can foster community ownership. Yet women are typically denied a seat at the table at peace talks, which tend to be dominated by men in most contexts.

Targeted actions are essential to ensure that political and peace processes are open to women and reflect their priorities and gender perspectives more broadly. This is important for the following reasons:

• **Women's participation contributes to stronger and more sustainable peace processes.** Empirical data shows that when women's groups exercise meaningful influence at all levels of peace processes – from national dialogues and mediation talks to the implementation of peace accords – the chances of an agreement being reached, implemented and sustained over time are much higher.[136] This is especially the case when women participate in different spaces simultaneously, such as at the negotiating table, as observers and monitors and in community-based consultations.

• **The meaningful inclusion of women can be a form of conflict prevention.** Effective conflict prevention should start by addressing the broad and deep insecurities that permeate women's and men's lives prior to conflict, along with the ways that pre-conflict structural inequalities can facilitate violence and insecurity.[137] Prevention measures must recognize that when women are excluded from early warning systems and community-level mediation, important perspectives and sources of information are muted. Their meaningful participation in designing and implementing conflict prevention initiatives is an essential component of preventing the re-emergence of conflict.

• **Local women play important roles in preventing violent extremism, but these roles may put them at risk.** Research has found that women are often more willing to preventviolent extremism as they may be among the first targets of fundamentalism, which constrains their rights and, in many cases, increases domestic violence before violence escalates to open armed conflict.[138] Women with children can be vital partners in preventing extremism because they can identify warning signs of radicalization in their homes. However, such efforts can put women at greater risk of violence. Risk mitigation strategies should therefore be part of any intervention.

134   Paffenholz, Thania et al, 2016. Making Women Count - Not Just Counting Women: Assessing Women's Inclusion and Influence on Peace Negotiations, Geneva: Inclusive Peace and Transition Initiative. https://www.inclusivepeace.org/ (The Graduate Institute of International and Development Studies) and UN Women.

135   Council on Foreign Relations, https://www.cfr.org/interactive/womens-participation-in-peace-processes/why-it-matters.

136   UN Women, 2015. Preventing Conflict, Transforming Justice, Securing the Peace: A Global Study on the Implementation of United Nations Security Council Resolution 1325. pp. 41-44. https://wps.unwomen.org/

137   UNDP, 2016. Africa Human Development Report: Accelerating Gender Equality and Women's Empowerment in Africa. https://www.undp.org/publications/africa-human-development-report-2016#:~:text=August%2028%2C%202016,Africa%20Human%20Development%20Report%202016

138   Karima Bennoune, 2014. Your Fatwa Does Not Apply Here: Untold Stories from the Fight Against Muslim Fundamentalism, W. W. Norton & Company, 2014. Also see International Peace Institute, Bennoune: Support Muslims Resisting Fundamentalism, October 2, 2013. https://www.ipinst.org/2013/10/bennoune-support-muslims-resisting-fundamentalism

• **Women face specific obstacles to participating in formal and informal political institutions that need to be addressed through targeted programming.** Women face, many social and structural barriers rooted in gender-based discrimination and exacerbated by cultural, traditional and religious practices. A lack of coalition building due to continued political party loyalties also tends to supersede women's interests. Most women lack the skills and resources required to meaningfully influence decisions. Gender disinformation and hate speech are additional obstacles - false narratives and online abuse reinforce discrimination, silencing women's voices and deterring them from involvement in politics.[139] Women also face significant time constraints given their multiple roles and responsibilities in the household.

• **Women are significantly under-represented in political processes.** Globally, women hold only 26.5% of parliamentary seats. In conflict-affected countries, this figure is lower, at 23 percent. Although relatively higher in local government, women's representation is only 35.5 percent in local deliberative bodies worldwide and 24.5 percent in conflict-affected countries.[140]

Although women's representation does not always translate into greater support for gender equality, their presence in political institutions, including legislative and executive branches of government, can help to bring gender perspectives to legislative and policy processes. This is particularly vital in a recovery context of legal and policy reforms aimed at creating a post-crisis political landscape.

• **Women's political representation broadens the range of issues covered in political processes.** Women bring different and unique perspectives to discussions, raising issues that are often ignored but are crucial for communities and beneficial to the economy.[141] For example, studies reveal that in Europe and Central Asia, a 10 percentage-point rise in women's representation in parliament correlates with a 0.74% increase in GDP growth.[142]

In Rwanda, gender quota policies have boosted women's presence in parliament, leading to legislative initiatives on women's labour rights and land ownership, and preventing gender-based violence. Despite these gains, women face persistent challenges such as the limited enforcement of gender equality laws, financial barriers in electoral campaigns, inadequate training, and pervasive gender stereotypes. Addressing them requires targeted actions alongside gender quota policies.[143]

139 UNDP Istanbul Regional Hub. Equal Future, Redefining Power: Amplifying Women's Impact in Politics and Public Administration. https://www.equalfuture-eurasia.org/.

140 United Nations Security Council. Report of the Secretary-General on women and peace and security (S/2023/725). 28 September 2023. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf]

141 See Guidance Note 3: Promote the participation and leadership of women and women's organizations in crisis and recovery.

142 Mirziyoyeva, Z. and Salahodjaev, R. Does representation of women in parliament promote economic growth? Considering evidence from Europe and Central Asia. Frontiers in Political Science, 5, 1120287, 2023. https://www.frontiersin.org/journals/political-science/articles/10.3389/fpos.2023.1120287/full.

143 Dutta, R, 2003. Rwanda's 30 percent gender quota led to the world's largest share of women in parliament. New York University Center on International Cooperation. https://www.sdg16.plus/policies/rwandas-30-percent-gender-quota-led-to-the-worlds-largest-share-of-women-in-government/#policy-reference-5.

What works?

Principles and approaches to keep in mind when designing and developing programming in this area.

- **Support peace negotiation processes with gender expertise.** Various measures can be put in place to ensure that gender experts and diverse women's voices are meaningfully engaged in peace negotiations. It is critical that such expertise feeds into the technical aspects of peace deals. These interventions can be complemented by gender training for mediators and negotiators.

- **Earmark funds to support women's participation** and/or tie international aid to the participation of women in peace agreements and transitional processes. Additional supportive measures for women political candidates are fundraising, and providing subsidies, as men, who are the primary donors, tend to fund men in electoral campaigns.[144]

- **Adopt temporary special measures, including quotas.** While quotas and other forms of affirmative actions are not sufficient to ensure transformative change, they can be instrumental in increasing the representation of women in political institutions. Although subsequent efforts are still required to translate representation into effective participation, quotas have helped to raise the number of women parliamentarians in crisis and recovery contexts. In conflict-affected countries where legislated gender quotas are in place, the proportion of women legislators is 27 percent,[145] ten percentage points higher than in those without quotas.[146] The difference is greater for women's representation at the local level: 29 percent versus 16 percent.[147] Quotas can also promote women's representation in transitional bodies, constitutional councils and peace talks.

Engage men and women in early warning and response to prevent, resolve and manage recurring tensions. This could take the form of financial, technical and political support for leadership training for both men and women to foster a culture of non-violence, including non-violent masculinities, and support for women insider mediators.

- **Integrate gender-responsive monitoring and evaluation in all efforts to counter violent extremism,** including gender-specific indicators, and the collection of sex- and age-disaggregated data to generate gender analysis and ensure that initiatives are not putting women and girls at risk.

- **Invest in capacity- and coalition-building to support women's political empowerment.** Supporting women's caucuses, women's wings in political parties and women's networks with training on gender equality, peacebuilding and conflict prevention, can help women to surmount some of the barriers they encounter once in office. In post-crisis contexts, women may face obstacles moving from informal peace activism into formal politics and targeted support can help with this transition. It is crucial to integrate trauma healing and conflict resolution interventions in environments where many women are survivors of gender-based and conflict-related sexual violence, are supporting surviving relatives and friends, or who have children born from rape.

- **Advance women's political participation in partnership with men.** Influencing men in politics to promote and encourage women's political participation is vital. As gatekeepers of most political parties, men need to become allies in the cause of women's political empowerment, by opening doors and providing women with the necessary support to turn their representation into effective engagement and gender equality.

WOMEN LEADERS AS MENTORS FOR YOUTH

Women leaders can help break the barriers that exclude youth from decision-making processes by mentoring young leaders – aspiring women who face multiple forms of discrimination particularly – in their constituencies.
In 2020, only 2.2% of parliamentarians were under 30 years old, and less than one percent were young women.
Source: Inter-Parliamentary Union, Call to Action- On young women's political participation and leadership.

https://www.ipu.org/news/call-action-young-womens-political-participation-and-leadership

144   UNDP Istanbul Regional Hub. Equal Future platform, Access to Resources. https://www.equalfuture-eurasia.org/barriers/access-to-resources

145   United Nations Gender Quota Portal. https://genderquota.org/ Data as of 1 January 2023.

146   Inter-Parliamentary Union, 2023. IPU and UN Women map on Women in politics: 2023.

147   United Nations Security Council. Report of the Secretary-General on women and peace and security (S/2023/725), 28 September 2023. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf Data on proportion of women in national parliaments and local government from Sustainable Development Goals global database. https://unstats.un.org/sdgs/dataportal

THE IMPORTANCE OF INSIDER MEDIATORS

The Women, Peace and Security Agenda has recognized the disproportionate impacts of war on women as well as the pivotal role of women in conflict management and resolution and in peacemaking. In the words of United Nations Secretary-General Antonio Guterres, "Inclusive processes with strong participation and leadership of women are systematically more comprehensive and lead to more sustainable solutions, whether in domestic political decision-making or in peace negotiations." By expanding the definition of mediation beyond the narrow realm of peace negotiations, the Secretary-General has helped acknowledge how power manifests at all levels of society, while simultaneously recognizing women's capacity to serve as change-agents, whether as peace negotiators or insider mediators. An Insider Mediator is "an individual or group of individuals who derive their legitimacy, credibility and influence from a socio-cultural and/or religious – and, indeed, personal - closeness to the parties of the conflict, endowing them with strong bonds of trust that help foster the necessary attitudinal changes amongst key protagonists which, over time, prevent conflict and contribute to sustaining peace.

Resource: UNDP 2020. Engaging with insider mediators: sustaining peace in an age of turbulence.
https://www.undp.org/publications/engaging-insider-mediators-sustaining-peace-age-turbulence

How to do it?

This section outlines different ways to support women's agency in political processes across formal and informal institutions. The first table suggests strategic entry points, focusing on UNDP's key areas of mandate. The second focuses on how to prevent and respond to gender-based violence across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote women's role in peacemaking.	1. Support women with training and capacity development to enable them to participate effectively in formal and informal peace processes, including mediation and negotiations. 2. Strengthen understanding, especially among decision-makers, of gender equality and women's empowerment as a pre-condition for sustainable peace and inclusive recovery. 3. Formalize the participation of civil society in peace processes; consult with CSOs and build strategic alliances to strengthen constituencies; support women's engagement in political processes and preventive diplomacy. 4. Support women to participate effectively in monitoring implementation of peace agreements, including at the community level, by developing capacities, building coalitions and addressing practical barriers.	• Proportion of women among mediators, negotiators and technical experts in formal peace negotiations.[148] **(1)** • Women's participation in official observer status, at the beginning and the end of formal peace negotiations. **(1)** • Number of women in platforms to implement the provisions of the peace agreement. **(1)** • Proportion of men engaged in formal peace talks who vocalize and implement their support for women's participation. **(2,3)** • Percentage of women among participants in donor conferences. **(2,3)** • Diversity of women represented in formal and informal peace talks (i.e., considering religion, ethnicity, caste, LGBTIQ communities, indigenous peoples, people with disabilities). **(3)** • Number of women's groups engaged in political dialogue as a result of financial and capacity-building support provided. **(3,4)** • Existence of a women's caucus or network that supports the development, implementation and monitoring of the UNSCR 1325 NAP. **(4)**

148 UNSCR 1325 Indicator 11a. For the full list of indicators, including those used in this table, see PeaceWomen, Indicators and Monitoring: Women, Peace and Security. http://www.peacewomen.org/security-council/WPS-indicators-and-monitoring

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote gender-responsive peace agreements.	1. Strengthen the technical capacities of stakeholders (e.g., mediators, CSOs, government) to address gender issues and conflict-related human rights abuses of women in the main components of peace agreements. 2. Include provisions in peace agreements that address the specific needs of women ex-combatants and support gender-equitable reintegration programmes. 3. Establish and support government gender mechanisms with the necessary mandate, funding, capacity, political influence and leadership to drive gender-transformative initiatives and implement and monitor peace agreement provisions. 4. Support women leaders to engage with youth, men and peace and security networks to reinforce transformational leadership that advances gender equality and new masculinities and inclusive and transparent governance.	• Number of gender provisions, including specific provisions to improve the security and status of women, included in peace agreements. **(1,2)** • Number of post-conflict initiatives by CSOs that address the specific needs of women and girls. **(2)** • Number of women ex-combatants and women associated with armed groups who register for and complete disarmament, demobilization and reintegration programmes, as a percentage of the planned total. **(2)** • Percentage of benefits (monetary equivalent, estimate) from reparation and disarmament, demobilization and reintegration programmes received by women and girls.**(2,3)** • Existence of a monitoring and accountability mechanism to track the funding for and implementation of gender-specific provisions of the peace agreements. **(3)** • Existence of a monitoring and accountability mechanism to track the funding for and implementation of gender-specific provisions of the peace agreements. **(4)**
Promote women's role in conflict prevention.	1. Support the development and implementation of budgeted UNSCR 1325 NAPs with provisions on all four pillars, including prevention. 2. Promote the meaningful participation of women in the design and implementation of early warning systems, by e.g., training women and women's organizations and giving them access to technology. 3. Provide technical and financial support to expand space for civil society, including targeted capacity development for women's organizations, and provide women with platforms to share their knowledge and experiences on conflict prevention within and across sectors.	• Number of UNSCR 1325 NAPs with budgeted and implemented components supporting women's roles in conflict prevention. **(1,2)** • Existence of gender-specific strategies in early warning systems. **(2)** • Research conducted on the efficacy of public campaigns and the use of media in preventing conflict and promoting women's role in prevention.**(3)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote women's role in conflict prevention. *(continued)*	**4.** Invest in research and data on women's roles and involvement in conflict prevention to inform evidence-based responses, policies and tools. **5.** Ensure women's participation and leadership in developing strategies to prevent conflict by giving them livelihood and leadership skills, and educational opportunities for women survivors.	
Promote women's role in preventing violent extremism.	**1.** Ensure women's participation and leadership in preventing violent extremism, with corresponding strategies to mitigate associated risks. **2.** Invest in research and data on women's roles and involvement in preventing violent extremism, to inform evidence-based responses, policies, tools and platforms. **3.** Provide technical and financial support to expand space for civil society, including targeted capacity development for women's organizations, and provide women with platforms to share their knowledge and experiences in preventing violent extremism.	• Sex- and age-disaggregated data on deaths and injuries from violent extremism. **(1)** • Percentage and number of women and girls in terrorist groups. **(2)** • Research conducted on the efficacy of public campaigns and the use of media in countering violent extremism. **(2)**
Enhance women's participation in political and public decision-making.	**1.** Support political parties to ensure that they adopt measures to advance women's participation as candidates in political party and leadership structures, and gender equality policies in their manifestos. **2.** Support legal reforms for the adoption of temporary special measures or quotas for women's participation in constitutional processes, transitional councils, parliaments, and government bodies. **3.** Support women candidates with mentoring, coalition-building and capacity development to encourage them to stand for elections at all levels, including local and district levels, considering their safety and security when doing so. **4.** Support campaigns to raise awareness of women's rights, contributions and abilities to lead at all levels of government. **5.** Support men and women political actors to integrate and advance gender equality and women's empowerment as part of their political and electoral platforms. **6.** Support women's political networks and coalitions to strengthen peer learning and networking to advance a gender equality agenda.	• Proportion of seats and heads of committees held by women in national parliament and local government. **(1)** • Percentage of women who stand for election in post-conflict contexts. **(1,2,5)** • Adoption of temporary special measures promoting women's participation in decision-making positions. **(1,5)** • Drafting and passing of budgeted legislation on women's empowerment or gender equality. **(1,5)** • Percentage of campaign financing provided to women candidates and allocated to issues important to women voters. **(1,3,4,5)** • Percentage of candidates at national and sub-national levels who include gender equality in their platforms. **(4,5)**

A strategic approach to prevent and respond to gender-based violence

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• The health and psychosocial consequences of GBV can limit women's ability to engage in the public sphere, and women politicians and peacebuilders may be targeted with GBV.	1. Ensure enhanced security for women's participation as candidates, and voters in elections and political campaigns, while combating gendered disinformation and hate speech targeting women politicians. 2. Strengthen women's organizations' understanding of the drivers of violence and inequality and help them to develop a common agenda (e.g., UNSCR 1325 NAP) to inform the peace process that includes reparations and justice for survivors of CRSV. 3. Empower women to influence the development and implementation of transitional justice mechanisms to address grievances related to CRSV.	• Integrate trauma healing, conflict resolution and leadership skills at all levels of interventions to support peaceful and constructive political participation, especially by survivors of GBV and CRSV. • Measures to provide redress for GBV and CRSV are integrated in the peace agreement. (1,2,3,4) • A UNSCR 1325 NAP is developed, funded and implemented. (2) • The proportion of women, men, boys and girls who feel that concerns presented by women leaders are important and support sustainable recovery processes. (2,3) • Number of transitional justice measures that address CRSV. (3) • Gender-responsive conflict resolution and leadership skills manuals and training are developed with national accreditation. (2,3,4) • Trauma healing interventions are fully integrated and funded in peace and transitional justice processes. (4)

SUPPORTING WOMEN INSIDER MEDIATORS IN THE PHILIPPINES

Women insider mediators play an increasingly critical role in changing the attitudes and behaviours that promote violence, forging consensus and creating vital spaces for dialogue.

In the Philippines, the Women Insider Mediators – Rapid Action and Mobilization Platform works to shift attitudes that fuel conflicts, while promoting roles for women in national dialogues and peacebuilding.

Since its inception in 2021, the platform, supported by UNDP and the Bangsamoro Women's Commission, has grown from 30 to over 80 members. It has engaged with more than 40 leaders of the Bangsamoro Women's Auxiliary Brigade, trained 40 young women in transformational leadership, and conducted over 1,700 community outreach programmes.

The platform's significance transcends its immediate outcomes. Its influence on policy and practice is evident in the recognition of women's pivotal roles in conflict prevention and peacebuilding. With member-driven initiatives, including council appointments and the establishment of advocacy organizations, the platform has had tangible impacts on the ground.

It owes its success to critical factors: a deep understanding of the region, a transformative approach that targets the root causes of violence, efficient coordination and networking, including with opposition groups, and a comprehensive strategy that weaves together humanitarian efforts, peace initiatives, strategies against violence, and community development. Its proactive approach involves recommendations aimed at enhancing mediation skills, ensuring the safety of women mediators in conflict zones, and establishing digital networking hubs to further its goals.[149]

Examples of innovative approaches to programming

BEHAVIOURAL INSIGHTS TO PREVENT VIOLENT EXTREMISM

In Yemen, a behavioural insight initiative to prevent violent extremism has been tested in three districts in Aden. It focuses on youth, to mobilize them to join a community support programme, the Yemen Stabilization Programme.

By testing hypotheses and tools to increase outreach and participation, the UNDP team developed key behavioural "nudges" and protection messages that are spread via SMS, social media and videos. The programme developed behaviourally informed interventions, including psychosocial support and trauma healing, for especially for women and youth affected by the ongoing violence. [150]

149 UNDP Asia and the Pacific. Women Insider Mediators Platform. https://www.undp.org/asia-pacific/tolerance-and-diversity/women-insider-mediators-platform-0

150 UNDP, 2018. Moonshots and Puddle Jumps: UNDP Innovation Facility 2017-2018 Year in Review. https://www.undp.org/publications/undp-innovation-facility-year-review

Checklist Addressing gender equality in the programme/project cycle

Throughout all phases of the project cycle, pursue active engagement with women (in all their diversity) and CSOs organizations, valuing their knowledge and expertise as active agents of change.

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Include staff with gender expertise in assessment teams to assist in the collection, analysis and reporting on gender issues in each functional area. ☐ Apply a gender analysis to conflict analysis including the impacts of conflict, and the roles and needs of men and women, boys and girls in peacebuilding, highlighting and targeting structural and power inequalities that would otherwise remain invisible. ☐ Draw on the UNSCR 1325 NAPs (where they exist) for gender analysis as they often contain data, priorities and recommendations. Linking the NAPs with other post-conflict frameworks for joint implementation and monitoring strengthens coherence and streamlines data collection and budgeting. ☐ Conduct community consultations with target affected population groups in project areas, e.g., migrants, IDPs, refugees, people with disabilities, ethnic and religious minorities, rural poor, the illiterate, survivors of GBV, women-headed households, the elderly, trafficked women and ex-combatants. Meet separately with groups of women at times and places convenient for them to enable them to attend and actively participate in discussing sensitive issues, such as their personal security, which may be difficult to discuss with men present. ☐ Consult specifically with the national gender machinery (ministry or department of gender equality) and active women's civil society networks at national and grassroots levels.
Project design	☐ Design gender-responsive conflict/crisis assessments with target population groups, ensuring the equal participation of women and youth in project areas. ☐ Ensure that women are represented at a minimum of 30% (strive for 50%) in leadership positions in all project mechanisms, including the planning team, project staff, implementation and beneficiaries. ☐ Identify and explore ways to use traditional conflict-resolution mechanisms to de-escalate tensions. ☐ Work with all stakeholders, including religious institutions, the military and the business community, and mobilize their resources and expertise to promote non-violence. ☐ Assess risks and barriers to participation of all affected population groups in project activities to promote peace. Ensure that local men and boys participate actively so that husbands/partners/fathers/brothers/sons and other men in the family support the participation of wives/partners/sisters/daughters. ☐ Work with CSOs to develop effective indicators and a common strategy to address the root causes of conflict. ☐ Develop an exit strategy for a seamless conclusion and sustainable post-project transition.

PROJECT CYCLE	STANDARDS
Project implementation	☐ Advocate for a 'gender quota' for representation in peace discussions; support women negotiators to strengthen their expertise and advocacy.
	☐ Implement targeted actions to increase women's representation in training and programme activities, e.g., providing training courses, mentoring, childcare support, and transport and ensuring safety. Adjust the timing and type of activities to maximize their participation.
	☐ Ensure gender-equal participation in all training and capacity-development activities in government bodies, with a focus on ex-combatant, refugee, migrant and IDP women, as well as women-headed households, LGBTIQA+ and other excluded groups.
	☐ Ensure that women ex-combatants, child soldiers and survivors of GBV have women interviewers and service providers, with gender-specific training and expertise.
	☐ Assess the prevalence and impact of GBV and work closely with specialists to provide specialized interventions for prevention and response.
	☐ Identify areas where men – in politics, religion, media or business – have been or could be gender champions for transforming government processes and policies.
	☐ Develop alliances at national and local levels between women in civil society, government and parties to the conflict. Create a cross-sectoral action plan to include gender perspectives and women's rights issues in all aspects of peace talks.
	☐ Partner with and support existing networks of women's groups to raise awareness about conflict prevention. Consult with them regularly to learn about conflict trends at the community level and their impact on women and identify women's potential roles in mitigating violence.
	☐ Use qualitative methods, e.g., polls, interviews, community roundtables and focus groups with women, before, during and after an initiative to counter violent extremism.[151]
	☐ Publicize CEDAW General Recommendation No. 30[152] and UNSCRs on Women, Peace and Security[153] that mandate women's inclusion in peace processes and compliance by the state.
Project monitoring and evaluation	☐ Monitor the use of the minimum 15 percent budget for gender equality and women's empowerment programming.
	☐ Ensure that the UNDP Gender Marker is properly assigned and tracked.
	☐ Secure gender-differential components in the M&E framework.
	☐ Develop programme outcome and impact indicators[154] with disaggregation by sex, age and other categories as appropriate (ethnicity, occupation, disability, sexual orientation), and include indicators at the household level.
	☐ Use proxy indicators when lacking data and revise the programme framework to include capacity building for data collection, particularly among local authorities and community-based women's organizations.
	☐ Include an indicator to collect gender-sensitive information to ensure women's human rights (such as protection from violence, including sexual violence) in the M & E framework where it is identified as a potential risk.
	☐ Periodically assess risks of exacerbating gender inequalities or increasing women's vulnerabilities throughout programme implementation.
	☐ Partner with local actors including CSOs in monitoring and ensuring that gender skills are included in the terms of reference of the M & E team.

PROJECT CYCLE	STANDARDS
Coordination and partnerships	☐ Work with members of the United Nations Action Against Sexual Violence in Conflict network to foster multi-stakeholder responses to sexual violence during and after conflict. ☐ Work with UN DPPA, DPO and UN Women on technical support to women in peacemaking and multi-track mediation efforts. ☐ Work with DPPA, UN Women, and other institutions such as IPU and IDEA to support women's participation in political processes, including elections. ☐ Partner with women's caucuses and cross-party women's groups in national legislatures, as well as national women's machineries, to ensure that political processes are inclusive and advance women's rights. ☐ Partner with women's organizations and human rights advocates to strengthen leadership skills among women electoral candidates, promote inclusive political processes and accountability, and support advocacy campaigns to combat gendered disinformation, hate speech, and violence against women in politics. ☐ Work with government line ministries, such as finance, planning, internal/home affairs, defence, justice, women's affairs and foreign affairs, as well representatives from truth and reconciliation commissions, constitutional or electoral reform commissions, human rights bodies, law reform commissions and governance reform bodies.

151 For more good practices, see: Global Counter Terrorism Forum, Good Practices on Women and Countering Violent Extremism, The Hague.

152 The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) http://www.ohchr.org/documents/hrbodies/cedaw/ gcomments/cedaw.c.cg.30.pdf.

153 See Tip Sheet 2: Key policy frameworks relevant to gender and recovery.

154 Impact indicators refer to measurements evaluating lasting and qualitative changes over an extended period, moving beyond immediate numerical counts to gauge sustained effects and societal shifts resulting from interventions.

Useful resources

Supporting the introduction of Temporary Special Measures (TSMs) | Guidance for UNDP Country Offices, UNDP, 2023.
This guidance note draws on a range of resources to provide examples of good practices on advocacy for TSMs, with three case studies (Lebanon, Ethiopia and Georgia) that illustrate UNDP efforts to promote TSMs as part of electoral assistance projects.

The WPS-HA Compact Accountability Report, WPS-HA Compact, UN Women, 2022. The first report on the Women, Peace, and Security and Humanitarian Action Compact tracks progress and accountability for actions aimed at empowering women and girls in conflict and crisis settings.

Policy Brief: Digital inclusion in the Women, Peace and Security Agenda in Africa, UNOAU, Government of Sweden, 2022.
This policy brief explores the opportunities and challenges for women's digital inclusion in the Women, Peace and Security agenda in Africa.

Women, peace, and security and the United Nations Global Focal Point for the Rule of Law, UNDP, UN WOMEN 2022
This guidance note offers analysis and recommendations on how to leverage the platform of the UN Global Focal Point for the Rule of Law to advance the implementation of the Women, Peace, and Security agenda.

Women's meaningful participation in transitional justice: Advancing gender equality and building sustainable peace, UNDP, UN Women, 2022 This research paper and policy brief explore what women's meaningful participation in transitional justice means in policy and practice, focusing on barriers women face as a result of gender-based discrimination.

Guidance note: Gender-responsive conflict analysis, UN WOMEN, 2022 This paper offers recommendations on how to apply a gender lens in political and conflict analysis in a way that allows the integration of gender as a variable of power across social, political, and economic analysis of conflict.

Gender-inclusive peace processes: Strengthening women's meaningful participation through constituency building, UN Women, 2021 This report explores current challenges, best practices, and recommendations on how best to leverage constituencies to promote gender-inclusive peace.

Inclusive Electoral Processes: A Guide for Electoral Management Bodies on Promoting Gender Equality and Women's Participation, UNDP and UN Women, 2021. This guide provides EMBs in the Arab States with strategies for women's effective participation in these institutions, as well as in electoral processes and elections.

Strengthening women's participation in peace processes: What roles and responsibilities for states?, UN WOMEN, 2021
This report reflects on women's roles in peace and mediation processes and opportunities to eliminate the persistent barriers they encounter. It synthesizes the main arguments presented during a high-level seminar organized by UN Women with the Ministry of Foreign Affairs and International Cooperation, Government of Italy (Rome, 3-4 December 2019).

Engaging with Insider Mediators - Sustaining peace in an age of turbulence, UNDP and the European Union, 2020.
This guidance note explores the relevance of insider mediation in the 21st Century practice-policy landscape to deepen an understanding of the theoretical and practical underpinnings of the 'insider mediation' concept. It uses case studies to offer practical knowledge and a step-by-step guide to engaging with insider mediators.

Gender in Political Parties' Strategic Plans, IDEA, 2019 This factsheet illustrates the integration of gender in political parties' programmes and operational policies, processes and practices. It shows how gender equality can be intrinsic to the conceptualization, development and implementation of a party's strategic plan.

Incusion of Women and Effective Peace Processes: A Tookit OSCE, 2019 This toolkit takes actionable proposals for OlCE structures, mediation actors, and participating States on increasing women's inclusion in official negotiation processes in the OSCE area to support conflict resolution efforts.

The Better Peace Tool, International Civil Society Action Network, 2018 An open-source guide offering practical steps for the effective inclusion of women peacebuilders and gender perspectives in mediation, conflict prevention and peacemaking.

Improving the impact of preventing violent extremism programming: A toolkit for design, monitoring and evaluation, UNDP and International Alert, 2018 This toolkit provides development practitioners and specialists with guidance to improve the design, monitoring and evaluation of programmes that focus on preventing violent extremism.

Women's Rights in Constitutions: Global Good Practices in Advancing Gender Equality and Women's Empowerment in Constitutions, UNDP, 2016 This policy guidance presents a range of options for advancing gender equality in the content of constitutions. It provides technical support for a range of partners and national stakeholders involved in constitution-making, including legislatures, constituent assemblies, constitutional review committees or commissions, civil society organizations and legislative drafters, among others.

Promoting Women's Participation in Peace Negotiations and Peace Processes, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), 2014 This toolkit focuses on how development agencies can promote women's participation in peace processes and peace negotiations.

Georgetown Institute for Women, Peace and Security website The Georgetown Institute for Women, Peace and Security produces the Women Peace and Security Index , ranking 177 countries on women's inclusion, justice, and security.

Peace Processes Case Studies, Council on Foreign Relations This qualitative analysis documents how women participate in peace processes—whether in official negotiating roles or through grassroots efforts—and why their inclusion advances security.

Women's Participation, UN Peacemaker This webpage provides resources and guidance on how to ensure women's participation in all aspects of peace processes, from mediation to implementation.

iKnow Politics Partner Resources Women are still discriminated against in law and practice, making their access to and continuation in leadership positions challenging. This thematic page documents stories of women political leaders with access to material that supports women in their political journeys.

06

Guidance Note 6.

Put gender equality at the core of disaster risk reduction and recovery.

WOMEN AND CHILDREN FACE AN OVERWHELMING BURDEN DURING AND AFTER CRISES.[155]

MORE THAN 90% OF PEOPLE KILLED BY A 6.3-MAGNITUDE EARTHQUAKE IN WESTERN AFGHANISTAN WERE WOMEN AND CHILDREN BECAUSE THEY WERE AT HOME WHEN BUILDINGS FELL.[156]

WOMEN'S RISK OF BEING KILLED DURING DISASTERS IS LINKED TO THEIR SOCIO-ECONOMIC STATUS AND TRADITIONAL GENDER ROLES.[157]

(THIS IS DUE TO LACK OF INFORMATION, ECONOMIC RESOURCES AND FREEDOM OF CHOICE).

WOMEN AND CHILDREN ARE 14X MORE LIKELY THAN MEN TO DIE DURING A DISASTER[158]

JUST 1%

AMID INCREASINGLY COMPLEX CRISES AND GENDER BACKLASH, DEVELOPMENT FUNDING FOR WOMEN'S GROUPS OR WOMEN'S MINISTRIES WAS JUST 0.5% IN 2020-2021,[159] HALF OF WHAT IT WAS IN 2015.
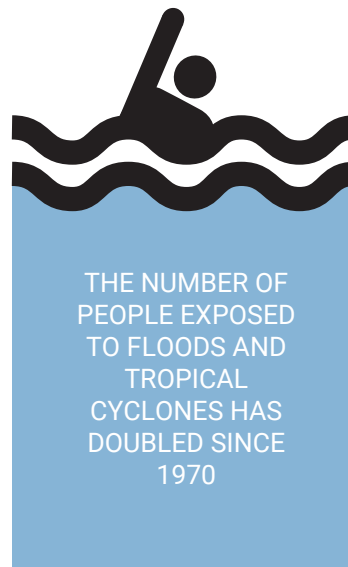
THE NUMBER OF PEOPLE EXPOSED TO FLOODS AND TROPICAL CYCLONES HAS DOUBLED SINCE 1970

SDG DATA SHOWS A CORRELATION BETWEEN DISASTER CONTEXTS AND GENDER-BASED VIOLENCE.[160]

IN HAITI, THERE WAS A 377% SPIKE IN GENDER-BASED VIOLENCE DUE TO THE COVID-19 PANDEMIC, TROPICAL STORM LAURA AND SOCIO-POLITICAL EVENTS.[161]

155 United Nations Office for Disaster Risk Reduction, 2011. Global Assessment Report on Disaster Risk Reduction: Revealing Risk, Redefining Development. https://www.undrr.org/publication/global-assessment-report-disaster-risk-reduction-2011

156 The Christian Science Monitor, 12 October 2023. Why were 90% of people killed by Afghanistan quake women and children? https://www.csmonitor.com/World/Middle-East/2023/1012/Why-did-the-impact-of-Afghanistan-quake-have-a-gender-dimension

157 Ayeb-Carlesson, S, 2020. When the disaster strikes: Gendered (im)mobility in Bangladesh. Climate Risk Management, 29. https://discovery.ucl.ac.uk/id/eprint/10141516/

158 Peterson, K., 2007. Reaching Out to Women when Disaster Strikes, White Paper, Soroptimist.

159 OECD, 2023. Official development assistance for gender equality and women's empowerment: A snapshot. https://www.oecd.org/dac/snapshot-oda-gender-2023.pdf

160 United Nations Office for Disaster Risk Reduction, 2022. Global Assessment Report on Disaster Risk Reduction. https://www.undrr.org/media/79595/download?startDownload=true

161 United Nations Office for Coordination and Humanitarian Affairs, 2021. Humanitarian Needs Overview at a Glance - Humanitarian Programme Cycle. https://reliefweb.int/report/haiti/haiti-humanitarian-needs-overview-glance-humanitarian-programme-cycle-2021-march-2021

Why it matters?

Disasters have profoundly different impacts on women, girls, men and boys. Women's vulnerability is exacerbated by the way they receive early warning information, their lack of access to resources and assets and restrictions on their mobility. As a result, women and children are more likely to die during a disaster. Women and children also suffer more from indirect impacts in the aftermath, being at risk of sexual and gender-based violence, early and forced marriage, loss of livelihoods and education, deterioration in sexual and reproductive health, and increased workload. In Haiti in 2021, when a food crisis affecting 46 percent of the population was followed by an earthquake, women, children, the elderly, people with disabilities, and marginalized LGBTQIA+ communities suffered the most. They could not meet their nutritional needs and faced sociocultural barriers in accessing limited food distribution.[162]

In Pakistan, in the aftermath of monsoon rains, floods, and landslides in 2022, women of reproductive age were nearly one-fourth of 33 million people affected. About 650,000 pregnant women in flood-affected areas required maternal health services, and damage to nearly one million houses raised the risk of gender-based violence for many women and girls.[163]

When women die in high numbers, the impact is felt for generations to come. Fewer women in a population puts pressure on girls to marry and bear children earlier and drop out of school. This triggers intergenerational poverty. Women and girls are also expected to carry an even greater burden of care work.

The disproportionate impact of disasters on women is linked to existing gender norms and inequalities – e.g., boys are often given preferential treatment during rescue efforts and women and girls suffer more from food shortages following disasters. Disasters also worsen pre-existing challenges for certain groups, such as the physically challenged and the elderly, in terms of mobility and access to services and relief.

As women tend to be over-represented in under-paid and insecure jobs, and in the informal and agricultural sectors usually the first to be affected by disasters, their losses are often not measured at times of compensation and cash transfers. Disaster damage and loss assessments are usually recorded in terms of productive resources, which tend to be owned by men.[164]

Most disasters increase the already high burdens placed on women and girls who are responsible for care giving, providing food and water for the household and other unpaid chores.

In refugee camps, women and girls are exposed to higher risks than men, including through conflict over scarce resources, and sexual and gender-based violence. Social strains in such situations aggravate stress levels in the family, which may increase the incidence of domestic violence. Crisis situations may alter social and cultural structures, including within the family, and transform women and men's status in their communities. Therefore, it is crucial in disaster planning and response to include an analysis of the relationships between men and women, boys and girls, their gender roles, their access to and control over resources and assets, decision making and the constraints they face. The Sendai Framework for Disaster Risk Reduction (2015-2030) underscores the importance of empowering women in disaster risk reduction and recovery, noting that women's participation is critical to effectively manage design and implement gender-transformative strategies and policies, plans and programmes. Ensuring that gender equality is at the core of UNDP's disaster risk reduction (DRR), disaster risk management (DRM) and recovery work is important for several reasons:

• **Gender-blind post-disaster needs assessments result in missed opportunities for more inclusive recovery.**
The post-disaster needs assessment (PDNA) is a mechanism for joint assessment and recovery planning following a disaster. The PDNA is a critical opportunity to understand the impacts of a disaster on the social, productive and infrastructure sectors of the economy and on cross-cutting issues such as gender, environment, governance and livelihoods. It also assesses the macroeconomic and human impacts of the disaster, estimating recovery and reconstruction needs across sectors and the resources required to build back better. In addition to social and infrastructure losses, PDNAs focus on the loss of productive resources, which are often owned by men. The losses encountered in the informal sector and subsistence farming, where women are predominantly active, are frequently overlooked and, if assessed, prove challenging to quantify accurately. This oversight results in a significant under-evaluation of the impact and opportunity costs for women. PDNAs often lack accurate sex- and age-disaggregated data that would enable a sound gender-responsive analysis of damage and loss.

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162 UN Women, 2021. Rapid gender analysis in Haiti reveals earthquake-related impacts on women and girls. https://data.unwomen.org/features/rapid-gender-analysis-haiti-reveals-earthquake-related-impacts-women-and-girls

163 UNFPA, 2022. Women and girls bearing the brunt of the Pakistan monsoon floods. https://pakistan.unfpa.org/en/news/women-and-girls-bearing-brunt-pakistan-monsoon-floods

164 Oxfam International, 2005. Briefing note: The Tsunami's Impact on Women, p. 4. https://policy-practice.oxfam.org/resources/the-tsunamis-impact-on-women-115038/

It is therefore crucial to systematically collect and assess sex- and age-disaggregated data both before and during the PDNA process to set baselines and inform assessments. Gender analysis should accompany data collection to provide a comprehensive understanding of needs and priorities. More and better data helps evidence-based policymaking and builds resilience to future shocks. Additionally, cost breakdowns for loss, damage, and recovery activities must consider gender proportion of informal and small enterprises, which are often the worst hit by disasters. Women are also over-represented in low-paying jobs with little security and their family labour remains unpaid. The majority of the unemployed in the post-disaster phase are women, and they remain unemployed longer. The post-disaster period, with school closures and lack of childcare services, forces women to work even harder in unpaid and caring roles. For all these reasons, recovery and resilience programming, especially and insurance schemes and social protection initiatives, must adopt a gender lens to assess gendered impacts and ensure that gender-differential needs are addressed.

• **Disaster recovery presents opportunities to redress inequalities.** Recovery can be a transformative opportunity to empower women and introduce gender-equitable strategies. For example, women can assume the roles of economic providers or heads of households and emerge as leaders and decision-makers in their communities. Girls who may not have had a chance to attend school may do so and men can take on expanded roles in childcare. Recovery programmes that are responsive to the needs of women and girls and involve them as equal partners in building resilience can leverage these opportunities and contribute to the emergence of progressive gender roles and relationships. During the recovery phase after the Asian tsunami of 2004, the governments of Indonesia and India provided men and women with joint titles to newly reconstructed houses, thereby establishing a policy of equal ownership of all social housing programmes. Numerous post-disaster recovery programmes have demonstrated that women's active involvement in post-disaster recovery increased women's resilience, enabling them to maintain their livelihoods and better cope with losses In future disasters.

• **Placing gender at the centre of recovery planning and coordination helps governments to build back better and leave no one behind.** Recovery planning typically de-prioritizes gender issues, partly because institutions responsible for gender equality and inclusiveness are not part of it. This can result in gender dynamics across sectors such as shelter, water, sanitation, hygiene, nutrition, education, and livelihoods.

• **Gender inequalities shape the experience of disasters and the ability to recover at the individual and community level.** Gender roles and responsibilities define who has access to and control over what resources, who faces what kinds of risks and who does what in the household and community. All these factors influence the ability to cope during and in the aftermath of disaster. In countries with high levels of pre-existing gender inequalities, vulnerabilities to the impacts of disasters are likely to be higher for women and girls. In addition, women own a significant equality being an 'add on' to the main disaster planning and recovery efforts, affecting comprehensive and gender-responsive support for the most affected. Putting gender equality at the centre of recovery planning and coordination helps to ensure that recovery efforts address the gender-differentiated needs and capacities of all disaster-affected populations. For instance, involving women as engineers and masons in housing programmes builds their skills, and their participation in housing recovery programmes allows women members of households to have a say in reconstruction.

• **Incorporating gender perspectives into disaster risk reduction and disaster risk management increases equitability, effectiveness and sustainability.** A gender-transformative DRR strategy helps governments to better address women's vulnerabilities in specific cultures while recognizing their capabilities in preparing for, confronting and recovering from disasters. For example, after the 1993 earthquake in Latur, India, a network of women's self-help groups addressed risk reduction and practical needs, such as credit, livelihoods, water and sanitation, health and education. As part of this network of 3,500 women's groups in over 1,064 villages, women acquired knowledge of earthquake-safe building, the 'dos and don'ts' of relief, recovery and rehabilitation, information on assets and properties, and access to emergency credit.

• **The growing climate-related risks on peace and security have gender dimensions.** Climate change can exponentially increase the risks of violent conflict, endangering human security, conflict recovery and peacebuilding in different contexts. In many parts of the world, women and girls are significantly affected by the compounding impacts of climate change and conflict, especially on agricultural livelihoods and natural resource management. They can also be agents of change in addressing the combined challenges of climate change, and peace and security. It is essential to prioritize gender-responsive investments in climate security and peacebuilding. WPS national action plans need to a stronger focus on women and girls' participation in actions to address climate-related security risks plans. In Yemen, women's groups played a pivotal role in addressing the environmental risks posed by the FSO Safer, a decaying oil tanker containing over a million barrels of crude oil. Through their advocacy and strategic collaboration with international organizations, these groups helped elevate global awareness of the impending threat. Their efforts culminated in coordinated actions that prevented a potential massive oil spill in the Red Sea, thereby preventing a humanitarian and environmental catastrophe.

HOW GENDER AND STATUS INTERSECT TO AFFECT LIFE EXPECTANCY

The higher women's status, the smaller the differential negative effect of natural disasters on women's life expectancy relative to that of men. What this means is that when the socioeconomic status of women is high, men and women will die in roughly equal numbers during and after natural disasters, whereas when the socioeconomic status of women is low, more women than men die (or women die at a younger age).

SOURCE: Eric Neumayer and Thomas Plümper, 2007. The Gendered Nature of Natural Disasters: The Impact of Catastrophic Events on the Gender Gap in Life Expectancy, 1981–2002 (tandfonline.com)

What works?

Principles and approaches to keep in mind when designing and developing recovery programmes in this area:

• Ensure that women and girls have access to early warning information. Women are often left out of networks that share early warnings and lack access to mobile technology to receive such information. They may also not be aware of procedures to follow in the event of a disaster, particularly relating to evacuation, and be constrained in their ability to leave their homes because of family responsibilities. Accessible sources of early warning are vital to allow women to respond in time and save themselves and their families. During the aftermath of Tropical Cyclone Pam in Vanuatu in 2016, in communities where women and men contributed equally to an inclusive community response to the disaster, casualties and destruction were limited and recovery speedier than in communities where gender-differential issues, women's leadership and community-driven approaches were ignored.[165]

• Support participatory approaches to recovery planning and coordination. In the aftermath of a disaster, it is vitally important to strengthen the capacities of affected populations to influence decisions that concern their lives and those of their communities. For example, women can be empowered in areas such as managing livelihoods and crops, or the design and delivery of infrastructures and services. Women's greater visible engagement can translate into increased respect and propel them to leadership roles in the community, thereby transforming gender norms. Ensuring that local, national and global efforts are responsive to differentiated community needs will result in effective disaster risk management, sustainability and long-term resilience.

• Use recovery programming as an opportunity to challenge traditional gender roles. In the aftermath of a disaster, women may have access to capacity building or new livelihood opportunities outside of their previous traditional responsibilities. Promoting these new roles and opportunities in post-disaster responses will empower women and support them to assume leadership roles in their communities.

• Ensure that women have access to resources and livelihood opportunities. Ensuring women's equitable access to and control over economic and financial resources during the recovery process is an important goal. It also contributes to economic growth, poverty eradication and the well-being of families and communities. Microfinance services and instruments and community-led funding can facilitate access to resources when disasters strike and build women's resilience and leadership.[166] In cultures where women traditionally adopt community management roles, providing them with the space, resources and authority to develop and manage government-funded recovery initiatives not only improves outcomes, but can enhance government credibility. Handing over deeds for land and new housing to women-headed households strengthens women's equality in socio-economic rights. Ensuring access to renewable energy helps to ease women's burden of housework and fosters their participation in new livelihood opportunities in a green transition. Women's participation as designers and users of technological innovations can greatly increase their access to vital early warning information.

• Ensure that women's specific sanitation and safety needs are addressed. In the aftermath of a disaster, it is essential to involve women in the planning so that their personal and safety needs can be secured from the onset. It is important to ensure safe access to sanitation (hygienic toilet and bathing facilities and reproductive health needs) and safety in camps, shelters, streets and neighbourhoods to prevent gender-based violence and other crimes.

WOMEN BUILDING BACK BETTER

In Zimbabwe, in the aftermath of Cyclone Idai in 2019, women stood at the forefront of community rebuilding efforts, despite bearing the brunt of the disaster's impact. Working alongside men, women leaders defied societal gender norms, and facilitated the return of children to school, revitalized livable housing, and restored essential infrastructure. By actively participating in the reconstruction process, these women played a crucial role in not just restoring what was lost, but also in creating stronger, more resilient and inclusive communities for the future.

UNDP, 2022. When women are involved, we can build back better.

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165 CARE, 2016. Does gender responsive Disaster Risk Reduction make a difference when a category 5 cyclone strikes? Preparation, response and recovery from Tropical Cyclone Pam in Vanuatu. https://careclimatechange.org/wp-content/uploads/2016/10/Vanuatu-DRR-Impact-Study-Summary_12-Oct-2016-3.pdf

166 For example, the Community Resilience Fund is a flexible financial mechanism capitalized by the Huairou Commission through donor grants that channels money to grassroots women's organizations, enabling them to prioritize resilience-building actions to sustain and scale up community resilience efforts. In drought-hit Marathwada, India, such a fund has served as a safety net for women's networks when other financial institutions deny them loans for their farms or enterprises. https://huairou.org/community-resilience-funds/

How to do it?

Below is an overview of different components in the process of recovery and disaster risk reduction. With each passing disaster, more effective preparedness and recovery should lead to fewer casualties and destruction and better recovery. The leadership of women and active engagement of populations most at risk is critical to achieving these positive outcomes.

DISASTER & PREPAREDNESS
- Early warning reaches all.
- Women and girls are more resilient.
- Casualty rates are down for all genders.

ASSESSING & PLANNING
- Gender analysis: sex- and age-disaggregated data.
- Gender experts.
- Women empowered and participate in assessments & planning.

DESIGN/UPDATE DISASTER RISK REDUCTION FRAMEWORK
- Gender expert.
- Women at all levels and across communities empowered and their knowledge maximized for the benefit of local and national DRR plans.
- DRR plans integrate also gender-differential issues.

RECOVERY= BUILDING BACK BETTER
- Women and women's organizations empowered and participate in recovery work.
- Women engage in new areas of social, economic and political developments.
- Men and boys are active partners for change.
- Budgets aligned with gender differential needs-
- Women's machinery empowered to lead cross institutional coordination and implementation.

MONITORING & EVALUATION
- Sex- and age-disaggregated data.
- Gender expert.
- Gender budget analysis.
- Women, women's groups, and women machinery empowered to monitor.
- Women trained and part of the monitoring and evaluation teams.

How to do it?

This section outlines different ways to put gender equality at the core of disaster risk reduction and recovery. The first table suggests strategic entry points, focusing on UNDP's key areas of mandate. The second focuses on how to prevent and respond to gender-based violence across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Secure gender-responsive assessment of the disaster.	1. Support PDNA processes with gender expertise(e.g., gender advisor from the Surge Capacity Roster and from the UNDP gender expert roster). 2. Develop gender-responsive practical tools and methodologies for costing the recurrent key gender components in PDNAs and related assessments and ensure the participation of gender experts and women's organizations in these assessments. 3. Develop the capacities of women and women's organizations in cross-sectoral issues (e.g., collecting baseline data in all affected areas such as access to basic services, ownership of assets, loss of household goods, crops and livestock) to enable them to design gender-responsive PDNAs. 4. Include women and representatives of those most affected in developing recovery plans, based on individual and community needs.	• Surge and assessment teams include at least one gender specialist.**(1)** • PDNA clearly captures needs differentiated by sex, age and vulnerability, across all sectors and at individual and community levels. **(1,2,3)** • Proportion of budget allocated to needs disaggregated by gender, age and type of vulnerability. **(1,3)** • Proportion of women involved in carrying out the PDNA. **(1,2,4)** • Proportion of women trained to carry out PDNAs. **(3)** • Proportion of women consulted during PDNAs. **(2,3,4)** • Plans reflect gender-differential needs and have the necessary budget to address them. **(2,4)**
Build back better through gender equality in recovery.	1. Train government counterparts and partners to ensure that women's needs and priorities, as per the PDNA, are planned, budgeted for and monitored, from the outset of the disaster response. 2. Monitor the impact of inter-sectoral and multi-level recovery coordination mechanisms on gender inequality. 3. Address the financing gap for gender-responsive recovery through dedicated budget allocations at national and local levels. 4. Secure the training and empowerment of women, and those most affected, to enhance their capacities to engage in the recovery process in ways that challenge drivers of inequality and aim for transformational outcomes. 5. Ensure that women, particularly the most affected, have equal access to livelihoods and economic options as well as cash grants, social insurance and credit programmes. 6. Ensure that access to energy, especially renewable energy, is provided equitably following a disaster to help in building back better – by enabling women to gain new livelihood opportunities and protecting women and girls from harm by providing light in homes, neighbourhoods and camps.	• Number of recovery plans developed with analysis based on sex- and age-disaggregated data on damages and losses caused by disasters. **(1,2)** • Baseline on deaths and injuries from disasters and the impact on different groups of men and women, including the physically challenged, ethnic and religious minorities, LGBTQIA+ landless and single-headed households, against which to measure progress. **(1,2,4,5)** • Percentage of women and men that respond positively to recovery support. **(1,2,5,6,7,8)** • Loss, damage and compensation forms identify and assess the financial and replacement value for shelter, businesses, and household objects necessary for daily living such as cooking, cleaning, living and sleeping. **(3,5)**

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Build back better through gender equality in recovery. *(continued)*	7. Enable women to be part of search and rescue teams and take on other roles in disaster risk reduction and response that challenge gender stereotypes and broaden opportunities. 8. Address disasters in post-conflict settings with additional attention to securing safe haven for all, with continued access to required services. 9. Ensure that disaster recovery interventions for gender equality and women's empowerment benefit host and refugee communities equally. 10. In previously mined areas, review the presence of mines following a disaster to ensure the safety of all and inform women to be vigilant, with targeted awareness-raising campaigns.[167]	• Percentage of women who receive training and credit for economic empowerment as part of recovery interventions addressing underlying causes of inequality. **(4,5,6)** • Proportion of women trained and engaged in new technological endeavours aimed at sustainable income generation as part of recovery processes. **(6,8)** • Proportion of women and men accessing trauma services. **(7)** • Increase in women's income and decrease in gender wage gap. **(7,8)** • Percentage of women who benefit from credit and social insurance. **(7,8)** • Percentage of women aware of actions that can be undertaken to avoid injuries or death from the movement of mines following a disaster in a previous cleared mined area. **(10)**
Facilitate the participation of women, women's organizations and those most affected to enhance disaster risk reduction mechanisms, and preparedness for recovery.	1. Ensure that DRR national strategies and policy frameworks have dedicated initiatives for gender equality with budget allocations and monitoring mechanisms. 2. Integrate gender into national and community preparedness and mitigation plans and ensure women's representation in decision-making bodies for reconstruction of housing, livelihoods/ income and business opportunities. 3. Strengthen the capacity of local women and women's organizations, while valuing their knowledge and expertise to understand and articulate the risks that affect them, linking national women's machinery to disaster risk assessments at the local and national level. 4. Strengthen the capacity of local women and women's organizations to mobilize communities to lead and participate in recovery programmes. 5. Strengthen the capacity of local women and women's organizations to mobilize communities to lead and participate in recovery programmes. 6. Ensure women's informed engagement in the preparation of disaster preparedness plans, with different vulnerabilities captured in all community-based DRR plans and programmes.	• Percentage of budget allocation to trauma healing for survivors of disasters (disaggregated by sex and age). **(1)** • Percentage of gender-specific components in DRR management policies and plans. **(1,2,7)** • Number of gender-specific DRR assessments undertaken. **(1,2,3,5)** • Percentage of women involved in the development and implementation of, and having access to, early warning and early response systems and preparedness plans at national and community levels. **(2,3,4,5,7)** • Percentage of women and girls who report being better prepared following the implementation of new DRR and DRM plans. **(3,4,5,6,7)** • Percentage of targeted women and girls who are informed and are prepared as per DRR guidelines. **(3,6,7,8,9)** • Percentage of total budget allocated to women and gender-specific DRR interventions in DRR and DRM programmes. **(4,5)**

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167 After landslides or floods, underground mines resurface.

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Facilitate the participation of women, women's organizations and those most affected to enhance disaster risk reduction mechanisms, and preparedness for recovery. *(continued)*	7. Train women's groups and civil society organizations in disaster preparedness (mapping, assessment, planning and early warning) and response (search and rescue, water and sanitation, shelter management and relief distribution) to ensure their full engagement in all roles in time of disaster. Strengthen peer learning and mentorship among women. 8. Support DRM institutions with capacity development to ensure full compliance with building regulations and environmental impact assessments and consult with women and community groups to build back better. 9. Generate public awareness on disaster risk through educational campaigns with gender-sensitive information secured with women's inputs and active engagement.	

A strategic approach to prevent and respond to gender-based violence

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
GBV can spike during and in the aftermath of disasters; women are particularly vulnerable due to displacement and the lack of shelter and basic resources.	1. Empower women and women's networks to engage in developing local and national DRR plans and integrate interventions to prevent incidents of GBV in DRR strategies and budgets. 2. Ensure that systems are in place at evacuation centres and other locations of displacement to prevent and respond to GBV. 3. Incorporate sex- and age-disaggregated data related to GBV in the PDNA. 4. Meet with women separately to assess their post-disaster personal hygiene needs and risk / incidents of violence and integrate appropriate GBV prevention and response mechanisms in DRR plans.	• Percentage of budget allocated in DRR and DRM strategies to prevent and respond to GBV. **(1,2,3,4)** • Number of measures in DRR strategies addressing GBV among at-risk groups of women and men in post-disaster situations. **(1,3,4,5)** • Percentage of women and girls experiencing GBV in the aftermath of disaster. **(3,4)**

Examples of innovative approaches to programming that enhance gender equality

Numerous big data analytics (geospatial information, digital transaction logs, internet activity) can help fill gaps in the availability of national sex- and age-disaggregated data to generate information on gender disparities in various social and economic risks. **UN Global Pulse, in partnership with the University of Leiden,** has developed a tool capable of capturing gender-based, cross-cultural data globally through X (formerly Twitter), which identifies signals of mental health issues in near real-time. The tool may prove particularly useful for informing national responses to "acute events of social stress such as recessions, political crises and natural disasters" or enabling immediate community-level responses that may be achieved through automated means, such as online counselling resources.[168] While big data offers vast quantitative insights, it cannot capture the nuanced and contextual aspects of gender dynamics in crisis contexts. Local gender-responsive conflict or crisis analyses employ qualitative methods and tap social media channels to delve into the intricacies of gender experiences and cultural variations in specific contexts. This approach enriches the understanding of diverse gender needs that might be overlooked by purely quantitative big data analysis.

The Crisis Risk Dashboard (CRD) is a gender-responsive tool for data aggregation and visualization that supports contextual risk analysis in UNDP and the broader UN system. It enhances evidence-based assessments by integrating various datasets, using visuals, graphs, and maps. It facilitates continuous gender-responsive analysis, providing easily accessible data for informed decision-making in crisis and fragile situations globally. Overall, the CRD is an asset to UNDP teams working on gender-responsive crisis prevention, response and recovery.[169]

Social movements can be a source of transformational change in urban and rural settings. **Swayam Shikshan Prayog** (learning from one's own experiences) in India and Kadın Emeğini Değerlendirme Vakfı (foundation for the support of women's work) in Turkey are two non-profit organizations each with more than 25 years' experience working with women and poor communities. Both organizations grew out of social movements in their countries; they empowered women to organize economic activities and participate in local development following natural disasters, setting in motion transformational change (e.g., women owning land, women leading the design and the construction of houses, women participating in government planning processes.)[170]

168 Data 2x, 2017. Big Data and the Well-Being of Women and Girls: Applications on the Social Scientific Frontier. https://eprints.soton.ac.uk/407908/1/Big_Data_and_the_Well_Being_of_Women_and_G

169 UNDP Global SDG Integration, Crisis Risk Dashboard. https://sdgintegration.undp.org/crisis-risk-dashboard

170 Kadın Emeğini Değerlendirme Vakfı - KEDV. https://www.kedv.org.tr/. Swayam Shikshan Prayog. https://swayamshikshanprayog.org/resources-news/

Climate Change Adaptation and Disaster Risk Reduction in Bangladesh is a **women-centered initiative** implemented by ActionAid Bangladesh that helps communities adapt to climate change by addressing extreme weather conditions such as cyclones and flooding, as well as the consequences of increased salinity conditions in agriculture. Through this initiative, women-led groups conduct vulnerability assessments and develop action plans, which they then implement together. The women have had improved cooking-stoves installed in 110 households, reducing carbon emissions by 40 per cent, ten dams built to preserve fresh water and prevent salinity and raised roadside plantations of multipurpose fruit trees, generating additional income for households.

This initiative was one of the winners of the 2023 UN Global Climate Action Awards.[171]

Gender-smart risk financing and insurance solutions aim to address gender-based differences in vulnerability and exposure to hazards.[172] In Mali, OKO collaborated with UN Women and UNCDF to provide women farmers with a financial safety net to overcome droughts, floods, and other catastrophic weather events. OKO reduced the gender gap in insurance adoption by 15 percent and registered 1,100 women farmers for crop insurance.[173]

171 UNFCCC, 2023. Climate Change Adaptation and Disaster Risk Reduction in Bangladesh, 2023. https://unfccc.int/climate-action/un-global-climate-action-awards/winning-projects/activity-database/climate-change-adaptation-and-disaster-risk-reduction-in-bangladesh

172   UNDP and Insurance and Risk Finance Facility, Gender Commitment, 2023. /irff.undp.org/sites/default/files/2023-03/undp-irff-gender-commitment_0.pdf.

173 Micro Insurance Network, OKO for UN WOMEN & UNCDF: Case study, 2023. https://microinsurancenetwork.org/resources/oko-for-un-women-and-uncdf-case-study.
LinkedIn post, Innovative Finance for Women in Rural Africa. https://www.linkedin.com/posts/florence-raes-34157427_case-study-by-oko-un-women-and-uncdf-on-activity-6977739966885863424-zgsK?utm_source=share&utm_medium=member_desktop

Checklist Addressing gender equality in the programme/project cycle.

Throughout all phases of the project cycle, pursue active engagement with women (in all their diversity) and CSOs, valuing their knowledge and expertise as active agents of change.

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Conduct community consultations with diverse groups of women, men and youth. Combine participatory assessments with conflict development and gender analysis (including, where relevant, HIV and health) in consultation with key stakeholders and expert informants.
	☐ Conduct a review of secondary data. Refer to CEDAW reports, country gender assessments, census data, recovery assessments, and national legislative frameworks and policies for gender equality for data on women's participation and leadership in DRR and recovery, loss and damage in recent disasters, and the prevalence of gender-based violence, child marriage and school drop-out rates for girls.
	☐ Consult with the national gender machinery, i.e. the national women's ministry and women's organizations and their networks.
	☐ Collect sex- and age-disaggregated data for loss, compensation and assistance, as well as deaths and injuries, sub categorized by ethnic /religious / sexual minorities and disability, where possible. Use proxy indicators and circumstantial data from CSOs. Fund special data-collection programmes, if necessary, following standard gender-sensitive protocols.
	☐ Assess how the legal framework has been designed and implemented to enhance women's participation in DRR and recovery and identify relevant national targets (e.g., in a national gender equality strategy or legislative framework).
	☐ Ensure that PDNAs identify the specific needs of women with disabilities and women with family members with disabilities to provide access to rapid assistance for evacuation and services.
Project design	☐ Design gender-responsive conflict/crisis assessments with target groups of women and men and youth in targeted project areas.
	☐ Ensure that project design reflects the expressed needs and proposed solutions of women and girls in the target population.
	☐ Consult with women's groups, particularly those representing the most affected/at risk, to assess women's immediate needs and devise strategies.
	☐ Assess risks and barriers to participation and reduce risks through project design elements that build in protection and enhance safety.
	☐ Ensure gender focal points in PDNA sectoral teams and include gender programming skills in the TOR of lead project staff.
	☐ Ensure that women are represented at a minimum of 30 percent and striving towards 50 percent in decision-making in all project mechanisms, including design team, project staff and recipients.
	☐ Include detailed plans for protecting, preserving and replacing assets, and providing continued access to financial, health and social services and resources. DRR plans should inform the selection of projects and project sites.
	☐ Develop continuity plans in project design and implementation to protect equipment, resources and participants in case of disaster.

PROJECT CYCLE	STANDARDS
Project design *(continued)*	☐ Build women's trust in justice and security institutions and provide them with special/streamlined services to protect their rights and safety and address stigma, especially survivors of GBV. ☐ Consult with the national women's machinery as a key partner. ☐ Increase the representation of women in all disaster planning, management and response decision-making bodies. ☐ Include the most at-risk groups in disaster planning committees. ☐ Strengthen women's access to information on early warning, preparedness, response and control of resources (land, assets and services). ☐ Consider pre-existing gender inequalities to inform a DRR plan that addresses them and provides for building back better in the social, infrastructure and productive sectors.
Project implementation	☐ Include local women's groups and civil society groups in project implementation and oversight. ☐ Ensure that programmes include women and girls as equal participants and activities address their needs and abilities. ☐ Develop targeted programmes for women and girls to address inherent discrimination and disparities in access to services. ☐ Ensure that all capacity-development activities, including with government, on preparedness, disaster risk management, response and recovery include men and women along a 60/40 divide; there should never be more than 60 percent of one gender. ☐ Ensure a participatory/community-development approach that enlists women and women's civil society organizations in setting priorities, identifying target groups and monitoring implementation. ☐ Consider the use of radio networks and other forms of mass communication to educate local women about recovery processes and services. ☐ Implement targeted actions to address women's underrepresentation, such as women-specific training courses and mentoring, and provide resources to mitigate women's disproportionate care-giving responsibilities. ☐ Engage men and boys as clients, supportive partners, and/or change agents in programming that targets women and girls to protect and reduce backlash against women participants (including, where relevant, men and boys as victims of violence as well as perpetrators). ☐ Hold community workshops to provide affected populations with training to understand their rights, including the rights of women and girls and international commitments on gender equality (as derived from national laws, CEDAW, United Nations Security Council Resolutions on Women, Peace and Security. ☐ Promote women's participation and leadership in DRR processes as well as climate change adaptation plans. ☐ Strengthen data collection in damage, loss and compensation processes to ensure that disaster impacts on women are equally acknowledged and registered. ☐ Ensure that capacity and vulnerability analyses and community-based disaster risk management activities identify groups most at risk and organize separate meetings for those groups (e.g., those in the most disaster-prone areas, rural and isolated communities, the illiterate, the disabled, ethnic/religious /sexual minorities, LGBTQA+I, women-headed households, the elderly).

PROJECT CYCLE	STANDARDS
Project implementation *(continued)*	☐ Ensure gender responsive, child/family friendly and pro-poor planning considerations throughout planning and infrastructure development processes. ☐ Allocate at least 15 percent of the total project budget to interventions with gender equality as a principal objective.
Project monitoring and evaluation	☐ Include risk mitigation and protection outcomes in project monitoring and evaluation. Include an indicator to collect gender-sensitive information pertaining to women's rights, such as protection from SGBV, and integrate it in the M&E framework when it is identified as a potential risk. ☐ Use impact indicators that measure participants' well-being and protection outcomes at the household level (e.g., reduced exposure to violence, nutritional status, educational attendance/retention, savings rates and use of health services), rather than tracking numbers trained or number of participants reached. ☐ Secure gender-differential components into the M&E framework. Use sex- and age- disaggregated baseline data and outcome and impact indicators that disaggregate programme targets by sex and age and other categories as appropriate (e.g., ethnic/religious/sexual minorities, people with disabilities, LGBTQIA+, refugees, migrants, IDPs). ☐ Ensure that the UNDP gender marker is properly assigned and tracked to meet the minimum 15 percent of total budget used for programming with gender equality as the principal objective. ☐ Partner with local CSOs to support monitoring efforts and ensure that gender specialists and/or gender skills are included in the TORs of the M&E team. ☐ Obtain inputs from women and at-risk groups by engaging them as protection monitoring staff (in paid and voluntary work).
Coordination and partnership	☐ Work in collaboration with members of the United Nations Gender Theme Group and the Inter-Agency Standing Committee Reference Group on Gender and Humanitarian Action to ensure flexible and coordinated assessment of early recovery needs. ☐ Partner with local organizations to carry out aspects of the Gender Sector Assessment when gaps in data exist. ☐ Engage with the national gender and development coordination mechanism (e.g., the Gender Coordination Group or other group) comprising representatives of the national gender machinery, women's/civil society organizations, multilateral agencies and donors throughout the PDNA process to ensure alignment with existing national gender equality efforts. If no such coordination mechanism exists, the PDNA process could be used to promote its establishment. ☐ Ensure that the PDNA builds on assessments carried out during the humanitarian response phase by drawing on information gathered through, e.g., the Multi-Cluster/Sector Initial Rapid Assessment, secondary data reviews, rapid gender assessments or analyses carried out by other organizations and sectors. Depending on the context, the gender expert, in coordination with the PDNA Team, should establish linkages with the national humanitarian coordination mechanism. ☐ Engage with established partnership arrangements in the United Nations and other organizations, e.g., the Capacity for Disaster Reduction Initiative and the Global Preparedness Partnership.

Useful resources

Feel. See. Hear. Run. Toolkit for Tsunami Preparedness, UNDP, the Government of Japan, 2023
This is a dynamic, online and interactive repository of tools and activities for students to prepare for and act during a tsunami.

Scoping study on the use of CEDAW General Recommendation no. 37 on gender-related dimensions of disaster risk reduction in a changing climate, UNDRR, 2023 This report aims to reinforce the foundations of gender-responsive approaches to disaster risk by examining the connections between women's international human rights and disaster risk reduction.

Accelerating action on gender equality in disaster risk reduction by 2030, UNDRR, 2023 This report is an analysis of gender and social inclusion priorities in country, regional and thematic reports prepared for the midterm review of the Sendai Framework.

Thematic report on gender equality and social inclusion in disaster risk reduction in the Pacific, UNDRR, 2023
This report illustrates pathways for community resilience that integrate gender equality and social inclusion in disaster risk reduction, with examples of good practice in Pacific Island countries. It also identifies gaps and areas where progress is most needed.

A Review of Gender and the Sendai Framework, UNDRR 2023 This review makes the case that gender is such a fundamental part of the social organization in all societies that gender inequality is a key driver of disaster risk, requiring much greater attention and more focused action and resources.

Gender, Crisis and Conflict Analysis Tool, UN Women, 2022 By showing how to conduct a step-by-step gender and crisis analysis, this tool aims to fill t gaps in guidance for UN Women, Resident Coordination Offices, United Nations Country Teams, other UN entities and UN partners in the Europe and Central Asia region.

Policy brief: Gender-responsive disaster risk reduction, UNDRR, 2022 This policy brief underscores the importance of considering the influence of gender dynamics on disaster impacts and argues that disaster risk reduction efforts must harness women's capacities, knowledge and skills to be effective.

Global Assessment Report on Disaster Risk Reduction, UNDRR, 2022 This report focuses on the transformation of structures to enhance systemic risk management, highlighting the evolution of governance systems to encompass the interconnected values of individuals, the environment, and socioeconomic well-being.

Gender Analysis in Technical Areas, Climate and Disaster Risk Finance and Insurance, UN Women, 2022 This guide focuses on climate and disaster risk finance and insurance, a thematic area largely lacking in gender analysis. It is part of an initiative aimed at enhancing the capacity of sector specialists and gender focal points to produce and use gender analysis in this area of work.

'How can I make this better?' Profiles of women's leadership in disaster risk reduction in Asia and the Pacific, UNDRR - Regional Office for Asia and Pacific, Women's International Network for Disaster Risk Reduction, 2022 This collection seeks to recognize and celebrate some of the dynamic women leading disaster risk reduction efforts across Asia and the Pacific to inspire other women to do the same.

'How can I make this better?' Profiles of women's leadership in disaster risk reduction in Asia and the Pacific, UNDRR - Towards gender equality and women's leadership for resilience to disaster risks in Latin America and the Caribbean, UNDRR Regional Office for the Americas and the Caribbean, UN Women, 2022 This reference document aimed to inform intergovernmental discussions during the Latin America and the Caribbean regional consultations in preparation for the Commission on the Status of Women session in March 2022 (CSW66). Topics include the knowledge and guiding principles necessary to promote gender equality and women's participation in disaster risk-informed development processes and the state of investments in DRR policies and actions with a gender perspective.

Inclusive and accessible multi-hazard early-warning systems: learning from women-led early-warning systems in the Pacific, UNDRR Regional Office for Asia and Pacific, Women's International Network for Disaster Risk Reduction, Shifting the Power Coalition, ActionAid Australia, 2022 This report aims to support governments and partners in developing inclusive and accessible MHEWS by drawing on lessons from the success of several women-led and disability-inclusive systems established in the Pacific region.

Accelerating action on gender equality in disaster risk reduction by 2030, UNDRR, 2023 This report is an analysis of gender and social inclusion priorities in country, regional and thematic reports prepared for the midterm review of the Sendai Framework.

Women's Resilience to Disasters Programme in the Pacific, UN WOMEN, 2021 This brief describes the programme's comprehensive package to strengthen the resilience of women and girls and their livelihoods to disasters and threats.

Women's Leadership in Disaster Risk Reduction: Examples from the Arab States, UNDRR, Regional Office for Arab States, 2021 The report documents gender-responsive disaster risk reduction and lessons learned from across the Arab States region, and describes initiatives aimed at reducing the impact of disasters on women.

Gender Equality and Women's Empowerment in Disaster Recovery, GFDRR, IRP, WB, UN Women, EU, 2021 This guidance note aims to provide government officials and other key decision makers with action-oriented guidance in facing post-disaster challenges and incorporating gender-responsive recovery and reconstruction efforts across all sectors.

Gender and age inequality of disaster risk, UNICEF, UN Women 2019 This research paper examines evidence at a global level, and in three countries, the Dominican Republic, Malawi, and Nepal. It concludes that examples of differential impact are context- and event-specific; there are huge gaps in disaggregated quantitative data at a global level, which reinforce exclusion; and data gaps on marginalized groups in all data sets, including at census level, meant that they were often invisible in analysis, policy, and practice.

Gender and disaster risk reduction: a workshop guide, UNDP and UN Women, 2018 This guide is designed for facilitators and trainers working to incorporate gender perspectives in disaster risk reduction programmes and initiatives. It is meant to help practitioners and officials from the United Nations, national governments, and civil society organizations gain an understanding of the gendered impact of disasters and plan, implement, monitor and evaluate gender-responsive disaster risk reduction programmes.

Post Disaster Needs Assessment (PDNA) guidelines: volume B - gender, UN Women, 2017 These guidelines provide gender experts participating in PDNAs with practical advice on how to identify and integrate gender equality issues across sectors and stages: pre-disaster baseline information, disaster impacts, the estimation of the economic value of damage and loss, the disaster's impact on the economy and human development, and identification of recovery and reconstruction needs, including building back better and its cost.

07

Guidance Note 7.

Transform governance to deliver equally for all.
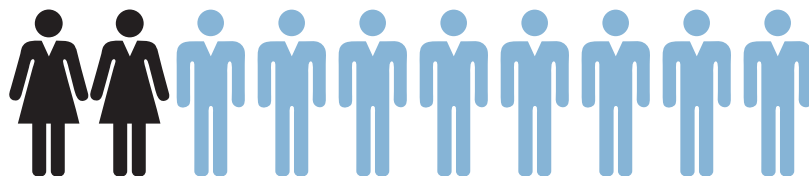
COUNTRIES EXPERIENCING OR VULNERABLE TO CONFLICTHAVE AVERAGE LEVELS OF **WOMEN IN DECISION-MAKING POSITIONS THAT ARE 10−19%** LOWER THAN NON-CONFLICT COUNTRIES (35%).[174]

ON AVERAGE, WOMEN ARE JUST 17%[175] OF PARLIAMENTARIANS IN POST-CONFLICT COUNTRIES WHERE QUOTA-BASED SYSTEMS HAVE NOT BEEN USED, COMPARED TO **27%**[176] **IN COUNTRIES WHERE THEY HAVE QUOTA SYSTEM.**

EVIDENCE FROM AROUND THE WORLD SUGGESTS THAT **WOMEN IN LOCAL GOVERNMENT ADVANCE NOT ONLY WOMEN'S RIGHTS, BUT ALSO BROADER SOCIAL ISSUES.**[177]

26%

AS OF JULY 2023, 107 COUNTRIES AND TERRITORIES HAVE NATIONAL ACTION PLANS TO IMPLEMENT UNSCR 1325. **ONLY 26%OF THEM INCLUDED A BUDGET AT THE LAUNCH OF THE PLAN.**[178]

>1% $

BILATERAL AID SUPPORTING FEMINIST, WOMEN-LED, AND **WOMEN'S RIGHTS** ORGANIZATIONS AND MOVEMENTS **IN FRAGILE AND CONFLICT-AFFECTED COUNTRIES REMAINS LOW, AND WAS 0.3 PER CENT OF BILATERAL AID IN 2021.**[179]

AS OF 2021, THERE IS PROGRESS ON **GENDER-RESPONSIVE BUDGETING,** BUT GAPS REMAIN.

26% OF COUNTRIES HAVE COMPREHENSIVE SYSTEMS TO TRACK GENDER BUDGET ALLOCATIONS.

59% OF COUNTRIES HAVE SOME FEATURES.

15% OF COUNTRIES LACK MINIMAL ELEMENTS TO TRACK GENDER BUDGETS.[180]

174 UNDP and University of Pittsburgh, 2021. Global Report on Gender Equality in Public Administration. https://www.undp.org/publications/global-report-gender-equality-public-administration

175 UN Women calculations based on IPU and UN Women, Women in politics: 2023. https://www.ipu.org/resources/publications/infographics/2023-03/women-in-politics-2023

176 United Nations Gender Quota Portal. https://genderquota.org/. Data as of 1 January 2023.

177 United Nations Gender Quota Portal. https://genderquota.org/. Data as of 1 January 2023.

178 United Nations Security Council, 2023. Report of the Secretary-General on women and peace and security (S/2023/725), para. 88. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf?token=uLvsgnmjSNT6Nrm26q&fe=true

179 Ibid.

180 UN Women, 2022. Progress on the Sustainable Development Goals: The Gender Snapshot 2022. https://www.unwomen.org/sites/default/files/2022-09/Progress-on-the-sustainable-development-goals-the-gender-snapshot-2022-en_0.pdf

GUIDANCE NOTE 7. TRANSFORM GOVERNANCE TO DELIVER EQUALLY FOR ALL.

116

Why it matters?

Post-crisis periods are opportunities for governments to be more responsive to the gender dimensions of recovery and reconstruction. However, gender equality considerations are frequently ignored, under-prioritized or delayed until later in the recovery process. The misconception that immediate crisis response and gender-responsive measures are sequential processes impedes both the effectiveness of short-term interventions and long-term sustainable recovery.

Restoring a government's capacity to deliver for the needs of its population and serve the interests and priorities of women and the most affected communities is a critical governance priority of the post-crisis period. It is vitally important to ensure that a gender perspective underpins all efforts in this direction – e.g., creating a professional public administration and civil service, rebuilding representative and inclusive political institutions and establishing effective mechanisms for oversight, accountability and financial control.

Addressing gender parity across public administration is necessary to make women visible in all levels of governance, including decision-making. Parity, however, will not guarantee women's empowerment or gender equality, and cannot be a substitute for gender-transformative recovery efforts. To bring about substantive change, measures such as gender-responsive planning and budgeting are key, as they help to ensure that assessments and recovery plans consider the differential needs of all population groups from the outset. Participatory planning processes, from the local governance level, strengthen ownership and empower rights holders who, by monitoring implementation, can increase accountability.

Transforming governance to deliver equally for all is important to UNDP's recovery work for several reasons:

• **A gender perspective leads to more inclusive and responsive governance.** A consultative approach to public sector reform, involving participation by a broad cross-section of the population, can help to accurately identify gender-differential needs and priorities in the recovery period. This can lead to building back better by enhancing the responsiveness of government services, e.g., reducing gender-specific barriers to access that may otherwise be overlooked, especially for those most disenfranchised, seeking and responding to citizen feedback, and setting up consultative mechanisms with users It is also important to support the work of public service commissions and anti-corruption bodies to address the gender dimensions of bribery – e.g., the seeking of sexual favours affects women employees and end-users of government services, especially basic services. Together, these measures can result in gender-transformative governance outcomes.

In refugee camps, women and girls are exposed to higher risks than men, including through conflict over scarce resources, and sexual and gender-based violence. Social strains in such situations aggravate stress levels in the family, which may increase the incidence of domestic violence. Crisis situations may alter social and cultural structures, including within the family, and transform women and men's status in their communities. Therefore, it is crucial in disaster planning and response to include an analysis of the relationships between men and women, boys and girls, their gender roles, their access to and control over resources and assets, decision making and the constraints they face. The Sendai Framework for Disaster Risk Reduction (2015-2030) underscores the importance of empowering women in disaster risk reduction and recovery, noting that women's participation is critical to effectively manage design and implement gender-transformative strategies and policies, plans and programmes. Ensuring that gender equality is at the core of UNDP's disaster risk reduction (DRR), disaster risk management (DRM) and recovery work is important for several reasons:

INCLUSIVE INSTITUTIONS AND PREVENTING VIOLENT EXTREMISM

A police that employs women in substantial numbers can better access and engage with all members of local communities and reduce the push or pull factors that drive individuals into violent extremism.

If women are not promoted in security institutions, and women and men are not sensitized to gender-specific issues, the strategies employed by these institutions to build the capabilities to prevent the spread of violent extremism will risk overlooking critical perspectives.[181]

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181 Georgetown Institute for Women, Peace and Security, 2017. Promoting Inclusive Policy Frameworks for Countering Violent Extremism, Bridging Theory and Practice: A Pakistani Policewomen Case Study, by Allison Peters and Jahanara Saeed. https://giwps.georgetown.edu/wp-content/uploads/2018/04/Pakistan-CVE-Case-Study.pdf

• **Post-crisis institutional reforms provide a window of opportunity for more inclusive and gender-transformative governance.** In countries emerging from crisis, the focus tends to be on the immediate response to political, economic and security challenges, with gender considerations often ignored or under-prioritized. This means that the critical moment to put gender equality at the centre of national systems, services, aid delivery and support to local governance is missed, with consequences for the effectiveness of interventions and long-term sustainable recovery. Adopting targeted measures (e.g., increasing women's participation and representation in all public institutions; providing widespread gender equality training; and establishing / developing a dedicated national women's machinery) are key an to ensuring that public institutions are attentive to gender equality as part of their recovery planning and programming processes. Recognizing and addressing intersectionality – how gender combines with factors such as age, ethnicity, occupation, disability, displacement, and socioeconomic status to create opportunity or deprivation – is crucial to comprehensive policy response that encompasses the needs of all.

Collaboration between the government, civil society, international agencies, and the private sector can accelerate a holistic approach to addressing disparities. Such partnerships leverage diverse expertise and resources, enhancing capacities to implement multisectoral interventions for gender equality in different domains.

• **Gender-responsive budgeting mechanisms enhance accountability in the recovery process.** Gender-responsive budgeting is essential both for gender justice and fiscal justice, especially in a recovery context with many competing priorities for government spending. It involves analysing government budgets for their effect on different genders and the norms and roles associated with them, and the relationship between genders. It also involves transforming these budgets to ensure gender-equitable distribution of resources and realize gender equality commitments.[182]

Effective gender-responsive budgeting requires capacity development of relevant government personnel, and collaboration with parliamentarians, CSOs, marginalized gender groups, and advocacy coalitions to ensure accountability.

MERIT-BASED RECRUITMENT AND THE ADVANCEMENT OF GENDER EQUALIT

The principle of merit-based recruitment and promotion is fundamental to public administration. Attention to gender equality should not be interpreted as compromising this principle. South Africa offers a case in point.
The country's commitments to gender equality and women's equal participation and merit-based appointments are viewed as complementary, not contradictory. The South African Public Service Act (1994/2007) makes equal participation in decision-making a priority and stipulates that when making appointments and filling posts in the public service, "the evaluation of persons shall be based on training, skills, competence, knowledge and the need to redress the imbalances of the past to achieve a public service broadly representative of the South African people, including representation according to (…) gender."

Source: UNDP, 2014. Gender Equality in Public Administration, p. 33.

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182 Women's Budget Group and Oxfam International, 2018. A guide to gender-responsive budgeting. https://www.wbg.org.uk/wp-content/uploads/2024/05/gt-guide-gender-responsive-budgeting-280218-en.pdf

What works?

Principles and approaches to keep in mind when designing and developing programming in this area:

• **Adopt a multi-sectoral and multi-level approach to promote gender equality in public institutions in recovery settings.** It is critical to build an understanding of gender equality issues across all recovery sectors, with targeted capacity-development measures carried out over the medium term. For example, civil servants working in infrastructure, energy, labour and employment, defence, public finance and other sectors are vital to recovery efforts. Gender expertise should be an indispensable part of the capacities of staff implementing recovery plans in these areas. Similarly, those working in the gender or social welfare ministries should receive training and support to engage effectively on crisis, recovery and disaster risk reduction issues. Where resources and capacities are limited, creating networks of gender focal points and gender champions across ministries that convene regularly, addressing barriers to women's participation in recovery efforts and producing gender-sensitive reporting can be effective strategies to build expertise in different sectors.

• **Co-designing with communities leads to more effective service delivery.** Gaps in service delivery can be acute in crisis contexts, and this can especially be the case in relation to the different needs of men and women. It is important that services are designed and delivered in collaboration with the populations that they are intended to serve. Although this can be difficult in recovery contexts (where there may be a lack of resources, limited government capacity to deliver, poor infrastructure, insecurity and high levels of displacement) adopting a participatory approach leads to more effective service delivery with gender-transformative outcomes. A good starting point is the implementation of PDNAs and/ or recovery and peacebuilding assessments conducted in partnership with the government. If carried out in a participatory manner, these assessments capture the key challenges and opportunities for an inclusive governance that delivers for all. They can also form a baseline for government to measure progress in service delivery for men, women, young people, children and most-at-risk populations.[183]

• **Promote the integration of gender quotas in the legislature and public institutions as a means towards a more inclusive society.** Evidence shows that women's participation in peace processes increases the likelihood of a sustainable peace.[184] Women's participation in national and local institutions advances rights and protections for women and social issues.[185]

In conflict-affected countries where legislated gender quotas are in place, the proportion of women legislators is 27 percent.[186] This figure is 17 percent in conflict-affected countries without quotas.[187] The difference is also reflected at the local level, with women's share at 29 percent and 16 percent respectively.[188] In some countries, such as South Sudan, the constitution broadens the scope of equal participation for employees, and to top elected and appointed posts. In other countries, such as Nepal and Colombia, legislation facilitates the same developments.[189]

• **Invest in building capacities for the collection of data with a gender perspective to inform policy and programming.** Gender data is not only sex- and age-disaggregated but also captures vulnerabilities rooted in factors such as employment, unpaid work, race, ethnicity, migration status and disability. It must be based on concepts and definitions that reflect the diversity of women and men and capture all aspects of their lives, and collection methods must consider stereotypes and social and cultural factors that may induce gender bias in the data. Gender statistics are crucial in reducing gender stereotypes, advancing data-based gender analysis and research, assessing gender gaps, and monitoring progress towards gender equality and the equal enjoyment of all human rights and fundamental rights by women and girls.[190] Integrating a gender perspective into data collection involves a review of the entire data collection process, from selecting the topic, questionnaire design, sample design, training of interviewers, and coding and editing. These measures are crucial in addressing the inherent gender bias in the three main sources of official data at the country level - administrative records or registries, household surveys and population censuses.[191] Building these capacities in government and civil society is a strategic component of recovery programming.

183 See Guidance Note 5: Enhance women's agency in peace processes and political institutions.

184 Jana Krause, Werner Krause and Piia Bränfors,2018. Women's Participation in Peace Negotiations and the Durability of Peace, International Interactions, 44:6, 985-1016. https://doi.org/10.1080/03050629.2018.1492386

185 UNICEF, 2007. "Equality in politics and government", in The State of the World's Children 2007, Women and Children: The Double Dividend of Gender Equality.

186 United Nations Gender Quota Portal. https://genderquota.org/.

187 Inter-Parliamentary Union and UN Women, Women in politics: 2023. https://www.ipu.org/resources/publications/infographics/2023-03/women-in-politics-2023

188 United Nations Security Council. Report of the Secretary-General on women and peace and security (S/2023/725). 28 September 2023. https://documents.un.org/doc/undoc/gen/n23/279/08/pdf/n2327908.pdf. Data on proportion of women in national parliaments and local government from the Sustainable Development Goals global database. https://unstats.un.org/sdgs/dataportal

189 UNDP, 2014. Gender Equality in Public Administration, p. 30.

190 United Nations Department of Economic and Social Affairs, 2016. Integrating a gender perspective into statistics (Studies in Methods, Series F, No.111). https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/Integrating-a-Gender-Perspective-into-Statistics-E.pdf

191 UN Women, undated. Women Count Training syllabus, Curriculum on Gender Statistics Training. Module 5: Methods for Gender Data Collection and Estimation. https://data.unwomen.org/sites/default/files/documents/Asia-Pacific-Training-Curriculum/Module5/Module5_Syllabus_Methods%20for%20data%20collection%20and%20estimation.pdf

•**Strengthen monitoring and oversight mechanisms to support gender-transformative efforts.** The lack of accountability and limited political will and resource allocation for gender-related commitments mean that structures and policies for gender equality may not tangibly improve the performance of public institutions or advance women's empowerment. It is critical to put in place monitoring and oversight mechanisms that systematically involve diverse women's civil society organizations, gender expertise across recovery sectors, statisticians, and grassroots networks at different levels to apply pressure for reform, monitor the impact of measures introduced and hold governments to account for implementing gender-related commitments in national legislation and the SDGs, CEDAW, WPS resolutions and the Sendai Framework for Disaster Risk Reduction.

•**What gets financed gets done.** Adopting gender-responsive budgeting practices is an essential step towards ensuring that gender-related priorities and programmes are adequately financed and that the impact of government spending on men and women can be monitored. In recovery contexts, public finances tend to be limited, with many competing priorities for funding. Gender-responsive budgeting involves analysis of budget programmes, identifying gender-differentiated impacts of expenditures, gender equality gaps and adjusting budgetary decision-making and priorities from a gender perspective. Ensuring that gender-specific allocations are integrated into budget formulation and sector spending plans from the outset increases the likelihood of subsequent reforms being designed in a way that advances gender equality.

GUIDANCE NOTE 7. TRANSFORM GOVERNANCE TO DELIVER EQUALLY FOR ALL.

120

How to do it?

This section outlines different ways to transform governance to deliver for all. The first table suggests strategic entry points, focusing on UNDP's key areas of mandate. The second focuses on how to prevent and respond to gender-based violence across selected interventions. The third and last section highlights innovative interventions that enhance empowerment, inclusiveness and accountability.

Suggested strategic entry points

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote gender-responsiveness in core government functions to ensure equitable service delivery.	1. Promote women's participation as decision makers in the public sphere and, as appropriate, lobby for temporary special measures to ensure women's representation. 2. Support national and local governments, with training as needed, to collect and analyse data from a gender perspective, including, but not limited to, sex- and age-disaggregated data and statistical findings. 3. Strengthen the capacity of national ministries and local entities to integrate a gender perspective in their planning and delivery of crisis prevention and recovery budgets, services and policies. 4. Introduce innovative methods such as e-governance, mobile outreach and one-stop centres for service delivery, particularly for GBV response, to improve accessibility for remote and disenfranchised populations. 5. Work with public service commissions and anti-corruption bodies to address issues related to bribery and abuse of power (including sexual favours), and run advocacy campaigns to educate and encourage the public to report instances of corruption during crisis. 6. Address structural barriers to women's entry to public institutions and create more favourable environment for their participation in reconstruction processes. 7. Integrate a code of conduct for all public servants on the prevention of sexual exploitation and abuse (which often increases in times of crisis) and make it publicly known. 8. Promote and support the development of a gender equality and social inclusion policy for the public service. 9. Support the development of a fast-track education and training system for women in the public service, both at national and sub-national levels, to facilitate their engagement in recovery sectors. 10. Provide government employees with training on gender-responsive legislative reforms to ensure that women have equal access and control over resources (such as land), information, employment opportunities and services.	• Baseline in place with sufficient detail to assess women's presence in and access to leadership roles, including in the public administration. **(1,2)** • Proportion of women in public institutions (national and local legislatures, public service and judiciary) compared to national distribution. **(1,2,6,8)** • Percentage of women in poor households in contact with local administration in the last 12 months who have experienced corruption directly, compared with men in the same circumstance.[192] **(5)** • Number of government planning documents that address and budget for the multisectoral needs of women, men, boys and girls, with timelines and identification of responsible parties for implementation. **(3,7)** • Percentage of local government resources allocated to social service delivery, especially for the most affected women and men. **(4,5)** • Number of public institutions that introduce changes in operational procedures (including human resources management and procurement policies) to promote gender-responsive recruitment and service delivery. **(8,9,10)** • Gender analysis incorporated in the curriculum of the national civil service training academy. **(9)**

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192 UNDP, 2015. User's Guide to Measuring Corruption and Anti-Corruption, p. 44. https://www.undp.org/sites/g/files/zskgke326/files/publications/Users-Guide-Measuring-Corruption-Anticorruption.pdf

AREA OF INTERVENTION	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
Promote the use of gender-responsive budgeting.	1. Work with ministries of finance and planning, women machineries, budget departments and statistics offices to improve financial allocations for gender equality and women's empowerment, including in disaster risk reduction and crisis management frameworks. 2. Support efforts towards gender-responsive planning manuals and programme-based budgeting and establish mechanisms for the systematic analysis of the impact of policies on gender equality and women's empowerment across all recovery-related sectors. 3. Work with bilateral and other multilateral organizations to ensure that gender budgeting is included in all joint assessments, planning and programming. 4. Train government officials, particularly in key recovery-related sectors, on gender budgeting methodologies to ensure targeted and effective resource allocations and transparency in policy implementation to advance gender equality.	• Proportion of budget allocated to achieve gender equality targets in strategic planning frameworks (e.g., UNSCR 1325, indicator 22b) and recovery sectors. **(1,2,4)** • Number of gender-responsive and participatory local development and recovery strategies developed and adequately budgeted for. **(2,3,4)** • Number of pieces of legislation and policies related to national and local budgeting that have been informed by gender analysis and analysed from a gender perspective. **(4)** • Percentage of local government resources allocated to gender- responsive service delivery. **(4)**
Support an institutional mechanism to lead on gender equality.	1. Review the capacity of state institutions to deliver for and with women, and the most marginalized, to ensure that planning, budgets and implementation address differential needs. 2. Place a gender specialist in the national women's machinery to assist with immediate planning of priorities and to build national capacity within the agency (use Surge, GenCAP, Crisis Prevention and Recovery consultant roster). 3. Provide the gender equality machinery at national and sub- national levels with guidance on effective and inclusive coordination with CSOs for gender-transformative crisis prevention and recovery.	• Number of joint planning and monitoring activities between government gender staff and relevant civil society organizations. **(2,3)** • Budget allocation to civil society organizations working closely with women and those most left behind to promote prevention and resilience. **(2,3)**
Promote the establishment and implementation of a post-crisis social safety net and/or social security system that supports those most at risk.	1. Support the development of an effective social safety net, including social security policies and services, for those most at risk (e.g., widows, people living with disabilities, IDPs, women-headed households, survivors of GBV and CRSV). 2. Establish policies and systems to ensure that those most affected (e.g., widows, IDPs, refugees, children born from CRSV, women-headed households) receive identity cards or other documentation to allow them to claim their political, social and economic rights, including accessing services, credit and resources. Note that a focus on land registration and related administrative processes may be necessary in many instances to facilitate women's access to housing, land and property rights.	• Percentage of surveyed men and women who report sufficient support from government in times of crisis. **(1,2)** • Percentage of most affected and displaced population lacking or with limited documentation receiving social security benefits within six months of establishing the support mechanism. **(1,2)** • Percentage of most affected population that have identity cards. **(2)**

GUIDANCE NOTE 7. TRANSFORM GOVERNANCE TO DELIVER EQUALLY FOR ALL.

122

A strategic approach to address prevent and respond to gender-based violence

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	HOW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• GBV affects women, girls and most vulnerable populations in a disproportionate way and compounds already existing traumas. • Resources and capacity allocated to prevent and respond to GBV are inadequate and there is little accountability for governments to implement commitments.	1. Ensure the involvement of members of national and local mechanisms responsible to prevent and respond to GBV and incidents of trafficking in the development of crisis responses, with capacities to monitor the impact. 2. Facilitate the integration of GBV interventions and budgets in all crisis plans. 3. Raise awareness of GBV in times of crisis by targeting and involving women, girls, men and boys in delivering information, especially to those most affected. 4. Facilitate a close working relationship of the government with CSOs and the private sector to ensure mutual accountability and quality service delivery to prevent and respond to GBV. 5. Include GBV survivors as beneficiaries of the social security system. 6. Ensure that safe places are budgeted for in crisis plans. 7. Work closely with CSOs and government entities to collect sex- and age-disaggregated data to support access to justice during peace and recovery. 8. Integrate UN PSEA provisions in all agreements with government, CSOs and service providers.	• The PDNA has incorporated GBV risk factors and prevalence rates. (1) • Recovery plans incorporate budgets and monitoring mechanisms for the implementation of GBV strategies at national and sub-national levels. (1,2,6) • Specialized units and experts are in place to enhance access to justice for survivors of GBV, access to social benefits and economic interventions. (1,2,3,4,5,6,7) • Survey to measure the level of perceived safety among women following a crisis over the short and medium term. (4,5,6,8)

Examples of innovative approaches to programming

The EQUANOMICS approach to gender equality. Using the triangulated approach of EQUANOMICS, UNDP supports governments in the creation of gender-responsive tax policies, budgets and institutions. The logic of EQUANOMICS is that policies cannot be separated from the institutions that develop and implement them. Gender-responsive tax policies and services can be sustained only if ministries of finance and tax administrations align their regulations, practices and operations with the principles of gender equality and implement actions to strengthen their capacities for gender-responsive policy development and delivery.

EQUANOMICS countries work to advance the gender-responsiveness of their tax systems through analytical work and reforms at the level of tax policies and taxpayer services and build their capacities to do so by implementing the UNDP Gender Equality Seal for Public Institutions in ministries of finance and tax administrations. EQUANOMICS is applied in many fragile and crisis countries such as Bangladesh, and Nigeria. [193]

The Gender Equality Seal for Public Institutions
The Gender Equality Seal for Public Institutions is a voluntary UNDP programme for public institutions globally to advance gender equality and women's empowerment. The awards programme recognizes institutions that make measurable progress against internationally recognized standards to address and incorporate, in all aspects of their work, the concerns of the people they serve. It can be a powerful tool to support the institutional transformation required to sustain inclusive and gender-responsive governance reforms. As of June 2024, more than one hundred institutions in over thirty countries are implementing the Seal, including the Democratic Republic of the Congo, Malawi, Guatemala, and Honduras.[194]

InfoSegura for gender-responsive citizen security
The UNDP InfoSegura Regional Project in Central America (Belize, Costa Rica, El Salvador, Guatemala and Honduras) and the Dominican Republic integrates gender perspectives into citizen security policies, employing data analysis, monitoring tools for violence prevention, awareness campaigns, and AI tools like Sara and Maria chatbots. In Honduras, these chatbots offer 24/7 confidential support, providing initial contact and tailored assistance, including legal advice and emergency planning. Sara, the AI digital assistant that provides information and guidance on the risk of violence against women, girls and adolescents, had 457 users, with 2,113 messages and a conversational success rate of 96.28% from January to November 2023.[195]

193 UNDP Gender Equality Seal. Making taxation work for gender equality: EQUANOMICS induction trainings for UNDP Country Offices, 2023. https://www.genderseal publicinstitutions.org/making-taxation-work-for-gender -equality-equanomics-induction-trainings-for-undp-country-offices/

194 UNDP Gender Equality Seal for Public Institutions. https://www.gendersealpublicinstitutions.org/

195 USAID and UNDP, INFOSEGURA. https://infosegura.org/

Transparency in budget allocations for gender equality

In Guatemala, budget allocations for gender equality are publicly accessible through thematic classifier monitoring reports on the Ministry of Public Finance website.

In the Democratic Republic of the Congo, data on the gender-responsive budget forecast and associated budget allocations/ expenditures are made publicly available. For the financial year 2020, budget forecast data for gender equality, as compared to overall expenditure, identified a spend rate of 16.4%. This showed a large gap between identified budgetary needs to implement gender-responsive policies and actual spending.

Pakistan's Ministry of Finance publishes budget-related documents in Urdu and English on its website, including allocations for gender equality, after approval by parliament.
Ukraine annually publishes budget information, including on gender equality, on the Ministry of Finance website, in compliance with the Budget Code.[196]

DIA: Bridging the digital divide in Ukraine's citizen services

In 2020, Ukraine introduced a Digital, Inclusive, Accessible (DIA) initiative to revolutionize citizen-state interactions. Through the DIA support project, UNDP collaborates with the Ministry of Digital Transformation to identify and deliver essential services digitally, catering to women, the elderly, persons with disabilities, and those in rural and conflict-affected areas. Using human rights-based approaches, DIA ensures that citizen needs remain central to service development, bridging the digital gap and fostering inclusivity in Ukraine's digital landscape. [197] [198]

196 UN Women, 2023. Strengthening public finance management systems for gender equality and women's empowerment, Technical Brief, 2023. https://www.unwomen.org/sites/default/files/2023-06/Strengthening-public-finance-management-systems-for-gender-equality-and-womens-empowerment-en.pdf

197 UNDP, 2024. Digital, Inclusive, Accessible: Support to Digitalisation of Public Services in Ukraine (DIA Support) Project. https://www.undp.org/ukraine/projects/digital-inclusive-accessible-support-digitalisation-public-services-ukraine-dia-support-project

198 UNDP, 2021. Embedding inclusiveness into digital transformation in Ukraine, blog by Volodymir Brusilovskyy and Manal Fouani. https://www.undp.org/ukraine/blog/embedding-inclusiveness-digital-transformation-ukraine

Checklist Addressing gender equality in the programme/project cycle

Throughout all phases of the project cycle, pursue active engagement with women (in all their diversity) and CSOs, valuing their knowledge and expertise as active agents of change.

PROJECT CYCLE	STANDARDS
Situation analysis	☐ Refer to national SDG reports, national gender policy, CEDAW reports, Country Gender Assessments, gender-based violence prevalence reports, census data, PDNAs, UNSCR 1325 NAPs, CSO perspectives, and national disaster planning/mitigation action plans, as available. ☐ Assess national legislation and relevant gender policies for national targets for women's representation in decision-making. ☐ Assess legislation and policy frameworks on women's political, social and economic rights, including land rights. ☐ Assess barriers to women's equal access to decision-making in government agencies. ☐ Conduct community consultations with target groups of women and men and youth in targeted project areas, representing a broad range of those most vulnerable (e.g., migrants, IDPs, refugees, disabled groups, ethnic, racial, and religious minorities, the rural poor, the illiterate, survivors of GBV, women-headed households, the elderly, trafficked women and ex-combatants. Meet separately with groups of women at convenient times and places to ensure their attendance and active participation, especially to discuss sensitive issues such as GBV. ☐ Include staff from the national gender machinery (ministry or department of women or gender) and national women's networks and CSOs in developing the situation analysis, needs assessment and all planning processes.
Project design	☐ Design gender-responsive conflict/crisis assessment with target groups of women and men and youth in project areas. ☐ Ensure that women are represented in leadership and decision-making roles in all project mechanisms, including the design team, and project staff and recipients. Representation should be a minimum of 30 percent, striving for 50 percent. ☐ Include the national women's machinery as a key partner. ☐ Include national and/or international gender specialists in the design team and be sure gender programming skills are part of the TORs of lead project staff. ☐ Assess risks and barriers to participation of all affected groups of men, women, boys, girls and sexual minorities. ☐ Review and ensure the commitment of all partners to embrace gender-transformative approaches that address the root causes of inequalities. Provide training and mentoring sessions as needed. ☐ Leverage UNDP's coordination role with the United Nations and the wider development community to ensure that national and local CSOs are brought into recovery discussions on gender equality. ☐ Include capacity development on gender equality for government and non-government actors as part of any programme activity.

PROJECT CYCLE	STANDARDS
Project implementation	☐ Analyse collected data and use a gender lens to inform programming interventions.
	☐ Ensure that men and women participate in equal numbers in capacity-development activities in government bodies. If not, a 60/40 divide should be secured, meaning no more than 60 percent of any gender should be represented.
	☐ Ensure that when policy and legislation are reviewed, a gender specialist is included in the review team, in addition to a representative of the national gender ministry/department.
	☐ Identify areas where men have been, or could be, champions for change in transforming government processes/ policies/programming in the area for gender equality.
	☐ If adequate numbers of women are not put forward by government, seek advice from the women's ministry/department, United Nations Gender Theme Group, UN Women, and leading women's CSOs to suggest qualified women to be project leaders.
	☐ Include training on gender equality and empowerment for both men and women to promote normative changes which will benefit both women and men.
	☐ Include training on gender equality and empowerment for both men and women to promote normative changes which will benefit both women and men.
	☐ Implement targeted actions such as training courses and mentoring where women are underrepresented; provide childcare support and transportation and ensure safety to enable women to attend training/programme activities.
	☐ Include gender-sensitive, child-/family-friendly and pro-poor considerations throughout planning and infrastructure development processes.
	☐ Share and draw on experiences from other country offices addressing similar issues.
Project monitoring and evaluation	☐ Ensure that a minimum 15 percent of the project budget is allocated to gender equality and women's empowerment programming, and that expenditures are tracked.
	☐ Ensure that the Gender Marker is properly assigned and tracked.
	☐ Secure gender-differential components in the M&E framework, including collecting sex- and age-disaggregated baseline data and setting outcome and impact indicators that disaggregate programme targets by sex and age and other factors (e.g., ethnicity, disability, occupation). Include indicators at the household level to identify impacts on women, men, girls and boys.
	☐ Update all sex- and age-disaggregated data is updated to monitor changes in representation and participation of men and women from different groups and at different levels of programme intervention.
	☐ Include indicators (number and percentage) for policies/legislation/programmes to assess their impact on gender equality and women's empowerment and reflect any transformative change in gender norms, power structures, and social dynamics, as well as enhanced access to services.
	☐ Include an indicator to collect gender-sensitive information on women's human rights, such as protection from violence including GBV, in the M & E framework where it is identified as a potential risk.

PROJECT CYCLE	STANDARDS
Coordination and partnerships	☐ Support effective and inclusive coordination among the gender machinery at national and sub-national levels, other key government entities and relevant civil society organizations to promote, guide and monitor gender-responsive governance during crisis prevention and recovery.
	☐ Engage national and local civil society groups as key partners. Leverage UNDP's coordination role in the United Nations and the wider development community to ensure that national and local CSOs are brought into recovery discussions on gender equality.
	☐ Engage national gender and development coordination mechanisms, e.g., the Gender Coordination Group, where it exists. This is usually comprised of representatives from the national gender machinery, women's/civil society organizations, multilateral agencies and donors.

Useful resources

Addressing Gender Responsive Budget Implementation, International Budget Partnership, 2023. This paper collects case studies on how civil society organizations are monitoring and advocating for gender-responsive budgeting in different contexts. It provides insights and recommendations for enhancing accountability and transparency in public finance management from a gender perspective.

Strengthening public finance management systems for gender equality and women's empowerment: Promising practices and remaining gaps, UN Women, 2023 This technical brief analyses data on SDG Indicator 5.c.1 (proportion of countries with systems to track and make public allocations for gender equality and women's empowerment) reported by 105 countries from 2018 to 2021. It presents country examples in gender-responsive budgeting and identifies strategies and entry points for more effective gender mainstreaming in policy setting, budget allocation, budget execution, and data transparency.

Action kit: Engaging parliaments in gender-responsive budgeting, UN Women, 2022 This is a practical tool for unpacking gender-responsive budgeting and engaging parliaments and parliamentarians in strengthening scrutiny and oversight of budget formulation, execution, and evaluation.

Global Report on Gender Equality in Public Administration, UNDP, 2021 This report offers an overview of key trends and analyses on women's participation and leadership in public administration, based on evidence from UNDP and the University of Pittsburgh's GEPA database. It covers 170 countries and provides recommendations to enhance gender equality in public administration.

Technical guidance note: Mainstreaming gender equality in Integrated National Financing Frameworks, UNDP, UN Women, 2021 This guidance note by UNDP and UN Women is part of the resources made available by the INFF facility (managed by UNDP, UN WOMEN, UNICEF and UN DESA) to respond to the demand for support from countries developing INFFs. It facilitates knowledge exchange and provides access to technical guidance to help governments and their partners apply the INFF approach to transform national financing systems and accelerate progress towards the SDGs.

A Framework for Enhancing Gender and Poverty Integration in Climate Finance, UNDP, 2021 This framework provides practical guidance to enhance the integration of gender and poverty considerations into climate finance strategies and projects for more equitable outcomes.

Gender Budgeting: Step-by-step toolkit, European Institute for Gender Equality, 2020 The toolkit aims to assist managing authorities in the European Union to apply gender budgeting tools in the processes of the EU Funds under shared management. For each step of the process, users will be able to access a variety of tools and promising practices from Member States.

Gender-Responsive Budgeting: Analysing Budget Programmes from a Gender Perspective, UNDP SDG Integration This manual, from UN Women, can be used by public authorities at all levels of government. It is especially useful for programme analysis at the level of the state budget, oblast budgets and local budgets.

Guidance Note: Supporting Civil Service Restoration and Reform in Fragile and Conflict-Affected Settings, UNDP, 2018 This note provides practitioners with useful guidance as they deliver policy and programme advice to national counterparts, design and implement evidence-based programming and support countries in conflict-affected settings to restore and/or reform the civil service.

Social Protection and Resilience. Supporting Livelihoods in Protracted Crises and in Fragile and Humanitarian Contexts, FAO, 2017. This paper examines the role of social protection in saving livelihoods while enhancing the capacity of households to respond to and withstand threats and crises. It focuses on the role of social protection systems in humanitarian contexts, with a closer look at protracted crises.

(Re)Building Core Government Functions in Fragile and Conflict Affected Settings, Joint Principles for Assessing Key Issues and Priorities, United Nations and The World Bank, 2017 This paper provides government and donor partners with an overview of the main priorities and actions needed to re-establish core government functions in the immediate aftermath of conflict.

Women Count Training Syllabus, Curriculum on Gender Statistics Training. Module 5: Methods for Gender Data Collection and Estimation. UN Women, undated. This syllabus has been designed to guide trainers in conducting training on methods of data collection and estimation from a gender perspective. Part of a wider module on gender statistics, it can be used by anyone wishing to learn about this topic.

Core Government Functions, Crisis Response Package on Resilient Livelihoods, UNDP 2017 This online toolbox (available only on UNDP's Sharepoint) is a step-by-step guide for UNDP Country Offices on the main actions to be carried out to set up crisis response and recovery initiatives in resilient livelihoods. In addition to core government functions, the package covers debris management; rehabilitation of community infrastructure; municipal solid waste management; emergency employment; enterprise recovery; and cash-based interventions.

Integrating a gender perspective into statistics, United Nations Department of Economic and Social Affairs, 2016. This manual provides national statistical systems with the information needed to achieve a comprehensive coverage of gender issues in data production activities, incorporate a gender perspective in the design of surveys or censuses, improve data analysis and data presentation, and deliver gender statistics in a format easy to use by policymakers and planners.

Tip Sheet 1. Key concepts and definitions

GENDER-BASED VIOLENCE

Violence that targets individuals or groups based on their gender. The Committee on the Elimination of Discrimination against Women, in its General Recommendation 19, defines it as "violence that is directed against a woman because she is a woman or that affects women disproportionately." This includes acts that inflict physical, mental or sexual harm or suffering, the threat of such acts, coercion and other deprivations of liberty, as well as the killings of women for their gender (femicide) in private/domestic and public spheres. The terms 'sexual violence', 'violence against women', and 'gender-based violence' are often used interchangeably. This does not mean that all acts against a woman are gender-based violence, or that all victims of gender-based violence are female. For instance, a man could be the victim of sexual violence if he is harassed, beaten, raped or killed because he does not conform to the view of masculinity, which is accepted by his society.

Types of gender-based violence *

There are five types of gender-based violence: sexual violence, physical violence, emotional and psychological violence, harmful traditional practices and socio-economic violence.

SEXUAL VIOLENCE

1. **Rape and marital rape** – The invasion of any part of the body of the victim or of the perpetrator with a sexual organ, or of the anal or genital opening of the victim with any object or any other part of the body by force, coercion, taking advantage of a coercive environment or against a person incapable of giving genuine consent (International Criminal Court).

2. **Child sexual abuse, defilement and incest –** Any act where a child is used for sexual gratification. Any sexual relations/sexual interaction with a child.

3. **Forced sodomy/anal rape –** Forced/coerced anal intercourse, usually male-to-male or male-to-female.

4. **Attempted rape or attempted forced sodomy/anal rape -** Attempted forced/coerced intercourse; no penetration.

5. **Sexual abuse –** Actual or threatened physical intrusion of a sexual nature, including inappropriate touching, by force or under unequal or coercive conditions.

6. **Sexual exploitation –** Any abuse of a position of vulnerability, differential power or trust for sexual purposes. This includes profiting momentarily, socially or politically from the sexual exploitation of another (including performing in a sexual manner, forced undressing and/or nakedness, coerced marriage, forced childbearing, engagement in pornography or prostitution, sexual extortion for the granting of goods, services, assistance benefits, sexual slavery). Sexual exploitation is one of the purposes of trafficking in persons.

7. **Forced prostitution (also referred to as sexual exploitation) –** Forced/coerced sex trade in exchange for material resources, services and assistance, usually targeting highly vulnerable women or girls unable to meet basic human needs for themselves and/or their children.

8. **Sexual harassment –** Any unwelcome, usually repeated and unreciprocated sexual advance. Unsolicited sexual attention, demand for sexual access or favours, sexual innuendo or other verbal or physical conduct of a sexual nature, display of pornographic material, when it interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment. Sexual violence as a weapon of war and torture – Crimes against humanity of a sexual nature, including rape, sexual slavery, forced abortion or sterilization or any other forms to prevent birth, forced pregnancy, forced delivery and forced child rearing, among others.

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Sexual violence as a form of torture is defined as any act or threat of a sexual nature by which severe mental or physical pain or suffering is caused to obtain information, confession of punishment from the victim or third person, intimidate her or a third person or to destroy, in whole or in part, a national, ethnic, racial or religious group.

Also see definition of conflict-related sexual violence.

* Definitions at: https://www.thenewhumanitarian.org/feature/2004/09/01/definitions-sexual-and-gender-based-violence.

PHYSICAL VIOLENCE

1. **Physical assault –** Beating, punching, kicking, biting, burning, maiming or killing, with or without weapons; often in combinations with other forms of sexual and gender-based violence.

2. **Trafficking, slavery –** Selling and/or trading in human beings for forced sexual activities, forced labour or services, slavery or practices like slavery, servitude or removal of organs.

EMOTIONAL AND PSYCHOLOGICAL VIOLENCE

1. **Abuse/humiliation –** Non-sexual verbal abuse that is insulting, degrading, demeaning; compelling the victim/survivor to engage in humiliating acts, whether in public or private; denying basic expenses for family survival.

2. **Confinement –** Isolating a person from friends/family, restricting movements, deprivation of liberty or obstruction/restriction of the right to free movement.

3. **Slow violence' -** 'a violence that occurs gradually and out of sight, a violence of delayed destruction that is dispersed across time and space, an attritional violence that is typically not viewed as violence at all'. The term was coined by Professor Rob Nixon of Princeton University in his book, Slow Violence and the Environmentalism of the Poor (Harvard University Press, 2011).

4. **Technology-facilitated gender-based violence (TFGBV) -** an act of violence perpetrated by one or more individuals that is committed, assisted, aggravated and amplified in part or fully by the use of information and communication technologies or digital media, against a person on the basis of their gender.

   See https://www.unfpa.org/resources/brochure-what-technology-facilitated-gender-based-violence.

HARMFUL TRADITIONAL PRACTICES

1. **Female genital mutilation –** Cutting of genital organs for non-medical reasons, usually done at a young age. Female genital mutilation ranges from partial to total cutting, removal of genitals and stitching, whether for cultural or non-therapeutic reasons. This can occur several times during a lifetime, i.e., after delivery or if a girl/woman has been a victim of sexual assault.

2. **Early marriage –** Arranged marriage under the age of legal consent (sexual intercourse in such relationships constitutes statutory rape, as the girls are not legally competent to agree to such unions).

3. **Forced marriage –** Arranged marriage against the victim's/survivor's wishes. The victim may be exposed to violent and/or abusive consequences if he/she refuses to comply.

4. **Honour killing and maiming –** Maiming or murdering a woman or a girl as a punishment for acts considered in appropriate with regards to her gender and which are believed to bring shame on the family or community (e.g., pouring acid on a woman's face for attempting to marry someone not chosen by the family), or to preserve the honour of the family (i.e., as redemption for an offence committed by a male member of the family).

5. **Infanticide and/or neglect** – Killing, withholding food from and/or neglecting female children because of the perception that they are of less value in a society than male children.

6. **Denial of education for girls or women** – Removing girls from school, prohibiting or obstructing access of girls and women to basic, technical, professional or scientific knowledge.

SOCIO-ECONOMIC VIOLENCE

1. **Social exclusion/ostracism based on sexual orientation** – Denial of access to services or social benefits, prevention of the exercise and enjoyment of civil, social, economic, cultural and political rights, imposition of criminal penalties, discriminatory practices or physical and psychological harm and tolerance of discriminatory practices, public or private hostility to homosexuals, transsexuals or transvestites.

2. **Discrimination and/or denial of opportunities, services** – Exclusion, denial of access to education, health assistance or remunerated employment; denial of property rights.

3. **Obstructive legislative practice** – Prevention of the exercise and enjoyment of civil, social, economic, cultural and political rights by women.

A range of concepts related to gender-based violence

Abuse – The misuse of power through which the perpetrator gains control or advantage of the abused, using and causing physical or psychological harm or inflicting or inciting fear of that harm. Abuse prevents persons from making free decisions and forces them to behave against their will.

Coercion – Forcing, or attempting to force, another person to engage in behaviour against her or his will by using threats, verbal insistence, manipulation, deception, cultural expectations or economic power.

Consent – A person consents when he or she makes an informed choice to agree freely and voluntarily to do something. There is no consent when agreement is obtained using threats, force or other forms of coercion, abduction, fraud, deception or misrepresentation.

Threatening to withhold, or promising to provide a benefit, to obtain the agreement of a person constitutes an abuse of power. Any agreement obtained in such a way, or from a person who is below the legal (statutory) age of consent, or is defined as a child under applicable laws, is not considered to be consensual.

Gender – The term used to denote the social characteristics assigned to men and women and boys and girls in a society or culture. These social characteristics are constructed based on different factors, such as age, religion, national, ethnic and social origin. They differ both within and between cultures and define identities, status, roles, responsibilities and power relations among the members of any culture or society. Gender is learned through socialization. It is not static or innate, but evolves to respond to changes in the social, political and cultural environment. People are born female or male (sex); they learn how to be girls and boys, and then become women and men (gender). Society teaches expected attitudes, behaviours, roles, responsibilities, constraints, opportunities and privileges of men and women in any context. This is learned behaviour known as gender identity.

Perpetrator – A person, group or institution that directly inflicts, supports and condones violence or other abuse against a person or a group of persons. Perpetrators are in a position of real or perceived power, decision-making and/or authority and can thus exert control over their victims.

Power – The capacity to make decisions. All relationships are affected by the exercise of power. When power is used to make decisions regarding one's own life, it becomes an affirmation of self-acceptance and self-respect that, in turn, fosters respect and acceptance of others as equals. When used to dominate, power imposes obligations on, restricts, prohibits and makes decisions about the lives of others.

Sex – Biological characteristics of males and females. The characteristics are congenital, and their differences are limited to physiological reproductive functions."

Violence – A means of control and oppression that can include emotional, social or economic force, coercion or pressure, as well as physical harm. It can be overt, in the form of physical assault or threatening someone with a weapon, or covert, in the form of intimidation, threats, persecution, deception or other forms of psychological or social pressure. The person targeted by violence is compelled to behave as expected or to act against her or his will out of fear.

An incident of violence is an act or a series of harmful acts by a perpetrator or a group of perpetrators against a person or a group of individuals. It may involve multiple types of and repeated acts of violence over time, with variable durations. It can take minutes, hours, days or a lifetime.

Conflict prevention – Crisis, following disasters, can generate serious conflicts due to a presence of multiple stressors. When planning for and implementing disaster risk reduction, it is essential to apply the 'do no harm' principle; interventions should avoid triggering new conflicts or aggravating existing conflicts and/or tensions.

Conflict-related sexual violence – Any act of a sexual nature committed without consent, or any act that specifically targets a person's sexual function or organs, that is linked, directly or indirectly (temporally, geographically or causally) to a conflict. This link may be evident in the profile of the perpetrator, the profile of the victim/survivor, in a climate of impunity or State collapse, in cross-border dimensions and/or in violations of the terms of a ceasefire agreement (United Nations Security Council Report S/2015/203).

Incidents or patterns of sexual violence may include rape, sexual slavery, forced prostitution, forced pregnancy, enforced sterilization or any other form of sexual violence of comparable gravity, against women, men, girls or boys when such incidents or patterns occur in conflict or post-conflict settings or other situations of concern (e.g., political strife).

See http://www.sexualviolencedata.org/faq/ and https://peacekeeping.un.org/en/conflict-related-sexual-violence

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Early recovery – Early recovery is an approach that addresses recovery needs that arise during the humanitarian phase of a crisis, using humanitarian mechanisms that align with development principles. It enables people to use the benefits of humanitarian action to seize development opportunities, builds resilience, and establishes a sustainable process of recovery from crisis.

Early recovery is both an approach to humanitarian response which, through enhanced coordination, focuses on strengthening resilience, re-building or strengthening capacity, and contributing to solving rather than exacerbating longstanding problems which have contributed to a crisis; it is also a set of specific programmatic actions to help people to move from dependence on humanitarian relief towards development.

See https://www.undp.org/geneva/global-cluster-early-recovery-gcer
Also see definition of recovery.

Empowerment of women and girls – The ability of a woman or girl to control her own destiny. This implies that she must not only have equal capabilities (such as education and health) and equal access to resources and opportunities (such as land and employment), but that she must also have the agency to use these rights, capabilities, resources and opportunities to make strategic choices and decisions

https://unsdg.un.org/resources/gender-equality-un-coherence-and-you

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Gender analysis – The systematic gathering and examination of sex and age disaggregated data and information to identify, understand and redress gender inequalities. Gender analyses should be integrated into all humanitarian needs assessments and situational analyses and used to inform the planning, implementation, monitoring and evaluation of all humanitarian interventions.

Gender backlash – Efforts to create gender equality and end gender-based violence often generate backlash, or push back, from individuals and systems that benefit from the patriarchal status quo. Backlash includes the harassment or aggression feminist activists experience when they challenge unequal power structures, and male violence against women.

 https://cofemsocialchange.org/wp-content/uploads/2018/11/TS9-Backlash-What-is-it-and-how-do-we-address-it-safely.pdf

Gender equality – The equal enjoyment by women, girls, men and boys of rights, opportunities, resources and rewards. It does not mean that women and men are the same but that their enjoyment of rights, opportunities and life chances are not governed or limited by whether they were born female or male (IASC Gender Handbook for Humanitarian Action, 2006.)

https://interagencystandingcommittee.org/sites/default/filesmigrated/2019-02/2018-iasc_gender_handbook_for_humanitarian_action_eng_0.pdf

Gender equality-targeted action – Addressing gender inequalities per se, through focused action to overcome the specific barriers and vulnerabilities experienced by women and girls, or, men and boys, in the exercise of their rights and in the redress of gender inequality.

Gender mainstreaming - The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The goal is to achieve gender equality. (Economic and Social Council Agreed Conclusions 1997/2)

Gender transformation – Strategies that challenge and change the underlying power dynamics, social norms, and structures that perpetuate gender inequality. A gender-transformative approach seeks to address the root causes of inequality by reshaping societal norms, values, and power relations to create more equitable and just societies for all genders.

Gender-responsive conflict analysis - A systematic study of the gendered causes, structures, stakeholders and dynamics of conflict and peace. It explores systems of power, institutions, and stakeholders, and root causes, triggers, and drivers of conflict and peace with a gender lens.

See Guidance note: Gender-responsive conflict analysis | Publications | UN Women – Headquarters

Gender results effectiveness scale (GRES)

• GRES was created to capture variations in the type of gender results in five categories:
• Gender negative: Result had a negative outcome that aggravated or reinforced gender inequalities and norms.
• Gender blind: Result had no attention to gender and failed to acknowledge the different needs of men, women, girls and boys, or marginalized populations.
• Gender targeted: Result focused on the number or equity (50/50) of women, men or marginalized populations that were targeted.
• Gender responsive: Result addressed differential needs of men or women and equitable distribution of benefits, resources, status and rights but did not address root causes of inequalities in their lives.
• Gender transformative: Result contributed to changes in norms, cultural values, power structures and the roots of gender inequalities and discriminations. The aim was to redefine systems and institutions where inequalities are created and maintained.

See https://erc.undp.org/pdf/GRES_English.pdf.

Insider mediation – The process of supporting negotiations - as well as a variety of other forms of dialogue - to prevent, manage and resolve conflict at different levels of society. It differs from more traditional, 'Western' forms of mediation is that it involves credible figures, groups or institutions internal to a conflict, who use their influence and credibility to play a role – often largely behind the scenes or in undefined capacities – which directly or indirectly influences the trajectory of conflict in a constructive manner.

Supporting Insider Mediation: Strengthening resilience to turbulence and conflict, UNDP and UNDPA 2020.

Intersectionality – A term that recognizes that people's lives are shaped by their identities, relationships, and social factors. These combine to create intersecting forms of privilege and oppression depending on a person's context and existing power structures such as patriarchy, ableism, colonialism, imperialism, homophobia, and racism." Intersectionality Resource Guide and Toolkit: An Intersectional Approach to Leave No One Behind.

Masculinity - Refers to the roles, behaviours and attributes that are considered appropriate for boys and men in a given society. Masculinity is constructed and defined socially, historically and politically, rather than being biologically driven. It conveys the social expectations and practices of manhood which are reinforced everyday by women and men, as well as by institutions, such as the law, the economy, religion, education and the media. The roles, behaviours and attributes that are associated with masculinity are usually considered superior to those associated with femininity; there is not only a difference between masculinity and femininity but also a hierarchy, in many aspects of life. National Democratic Institute | The meaning of masculinities.

Patriarchy – A sociopolitical and cultural system that values masculinity over femininity. Patriarchy perpetuates oppressive and limiting gender roles, the gender binary, transphobia and cissexism, sexual assault, the political and economic subordination of women, and so much more.

See: https://everydayfeminism.com/2014/11/what-is-patriarchy/

Recovery – Focuses on how best to restore the capacity of the government and communities to rebuild and recover from disasters and conflicts, and to prevent relapses. Recovery should be considered an integral part of the ongoing developmental process at all levels: national, regional and local. Recovery is inextricably intertwined with poverty and the vulnerability of the affected states and communities before, during and after disasters.

See: http://www.un.org/en/ecosoc/meetings/2005/docs/RECOVERY%20guidlines.pdf

Reconstruction and recovery are stages of post-disaster response following relief. Typical priorities in this period include relocation of affected communities to safer, sturdier temporary housing (for example, prefabricated settlements), large-scale repair and construction of permanent housing, restoration of running water, electricity, and sanitation and establishment of community health and education facilities. Relief efforts also include restoring food supplies (and food security in rural areas) and commercial activities. This stage typically lasts two to three years, depending on the level of damage sustained.

See: https://www.thefreelibrary.com/ Women%27s+participation+in+disaster+relief+and+recovery.-a0161394015

Tip Sheet 2. Key global agreements relevant to gender and recovery

Agenda 2030 and the Sustainable Development Goals

"This Agenda is a plan of action for people, planet and prosperity. It also seeks to strengthen universal peace in larger freedom.
We recognize that eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development. All countries and all stakeholders, acting in collaborative partnership, will implement this plan. We are resolved to free the human race from the tyranny of poverty and want and to heal and secure our planet.
We are determined to take the bold and transformative steps which are urgently needed to shift the world onto a sustainable and resilient path. As we embark on this collective journey, we pledge that no one will be left behind."

See: United Nations, Sustainable Development Goals, 2030 Agenda, Preamble. https://sdgs.un.org/2030agenda

Beijing Declaration and Platform for Action

The Platform for Action adopted by 189 countries at the Fourth World Conference on Women (4-15 September 1995) is the most comprehensive and transformative global agenda for the achievement of gender equality and the empowerment of women and girls. It explicitly recognizes women's rights as human rights and sets out an ambitious roadmap for achieving equality between women and men. This includes concrete goals and targets in 12 inter-related critical areas in which a need for urgent action was identified, namely: poverty; unequal access to education and training; inequalities in health care; violence against women and girls; effects of armed conflict; economic empowerment; power and decision-making; mechanisms to promote women's advancement; women's human rights; the media; the environment; and persistent discrimination and violation of the rights of the girl child.

See: Beijing Declaration and Platform for Action, Fourth World Conference on Women. http://www.un.org/womenwatch/daw/beijing/platform/

Charter on Inclusion of Persons with Disabilities in Humanitarian Action

The Charter on Inclusion of Persons with Disabilities in Humanitarian Action, adopted ahead of the World Humanitarian Summit in 2016, aims to significantly improve living conditions of persons with disabilities during emergencies. The Charter's goal is to render humanitarian action inclusive of persons with disabilities, by lifting barriers they are facing in accessing relief, protection and recovery support and ensuring their participation in the development, planning and implementation of humanitarian programmes. Women and girls are identified as a group with their own needs, including specific empowerment and protection needs.

See: http://humanitariandisabilitycharter.org/

Convention on the Elimination of all Forms of Discrimination Against Women

Known as CEDAW, the Convention is an international treaty adopted in 1979 by the United Nations General Assembly. Described as an international bill of rights for women, it was instituted on 3 September 1981 and has been ratified by 189 states.

See: United Nations Office of the High Commissioner on Human Rights. Convention on the Elimination of all forms of Discrimination against Women. https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-elimination-all-forms-discrimination-against-women

CEDAW General Recommendation No. 30 on women in conflict prevention, conflict and post-conflict situations

The Committee on the Elimination of all forms of Discrimination against Women, at its forty-seventh session in 2010, adopted this general recommendation to provide authoritative guidance to States parties on legislative, policy and other appropriate measures to ensure full compliance with their obligations under the Convention to protect, respect and fulfil women's human rights. It builds upon principles articulated in previously adopted general recommendations.

See: http://www.ohchr.org/documents/hrbodies/cedaw/gcomments/cedaw.c.cg.30.pdf

Paris Agreement

The agreement sets out a global action plan to put the world on track to avoid dangerous climate change by limiting global warming to well below 2°C. When acting to address climate change, parties should respect, promote and consider their respective obligations on human rights, the right to health, the rights of indigenous peoples, local communities, migrants, children, persons with disabilities and people in vulnerable situations and the right to development, as well as gender equality, empowerment of women and intergenerational equity.

See: UNFCCC. Gender and Climate Change Brief for the Adaptation Committee.
https://unfccc.int/sites/default/files/resource/Brief_Gender%20in%20the%20work%20of%20the%20AC.pdf

Sendai Framework for Disaster Risk Reduction 2015-2030

The Sendai Framework guides global efforts to reduce disaster risk and enhance resilience. The framework aligns with broader international commitments to promote gender equality and empowering women, such as SDGs, particularly SDG 5 on gender equality. It recognizes the importance of building the capacity of all stakeholders, including women and girls, to understand and address disaster risks.

The Gender Action Plan (Sendai GAP) launched in March 2024 sets out nine key objectives on gender-responsive disaster risk reduction, aligned with the four priorities of the Sendai Framework. It includes 33 recommended gender equality actions, with practical examples, for use at national and local levels by governments and other stakeholders.

See https://sustainabledevelopment.un.org/frameworks/sendaiframework
See: UNDRR. Gender Action Plan to support implementation of the Sendai Framework for Disaster Risk Reduction 2015–2030 (Sendai GAP).
https://www.undrr.org/publication/gender-action-plan-support-implementation-sendai-framework-disaster-risk-reduction-2015

Seven-Point Action Plan on Gender-Responsive Peacebuilding

The plan contains seven gender-related commitments for the United Nations, including allocating 15 percent of post-conflict funds to projects principally aimed at addressing women's specific needs, advancing gender equality or empowering women.

See United Nations Security Council. Report of the Secretary-General on Women's Participation in Peacebuilding (A/65/354–S/2010/466.
https://www.un.org/peacebuilding/sites/www.un.org.peacebuilding/files/documents/seven_point_action_plan.pdf

UNDP Gender Equality Strategy 2022-202

The strategy is grounded in UNDP's commitment to eradicating poverty, reducing inequalities and exclusion, and supporting the empowerment of all women. See Gender Equality Strategy 2022-2025 | UNDP

UNDP Strategic Plan 2022-2025

The Strategic Plan is grounded in UNDP's continued commitment to eradicating poverty, accompanying countries in their pathways towards the SDGs and the Paris Agreement. Its goals aim to tackle multidimensional poverty, energy access, elections participation and development financing, through six signature solutions. The signature solution on gender equality addresses structural obstacles to gender equality while strengthening women's economic empowerment and leadership.

See UNDP, 2022. Strategic Plan 2022-2025. https://strategicplan.undp.org/

United Nations Resolutions on Sustaining Peace (UNSCR 2282 and UNGA 70/22)

These resolutions underscore the importance of women's leadership and meaningful participation in the prevention and resolution of conflict and peacebuilding, recognize the need to increase the representation of women at all levels of decision-making and call for strengthened partnerships with civil society, including women's organizations and women's peace activists.

See: United Nations, Meetings Coverage, Security Council. 27 April 2016. http://www.un.org/press/en/2016/sc12340.doc.htm

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United Nations Security Council Resolutions on Women, Peace and Security

- **1325** (2000): Addresses the importance of a gender perspective in United Nations peacekeeping; called on parties to conflict to protect women from gender-based violence.

- **1820** (2008): Addresses sexual violence in conflict and asked the Secretary-General to report on these crimes to the Security Council the following year.

- **1888** (2009): Strengthens efforts to end sexual violence in conflict.

- **1889** (2009): Urges States, United Nations bodies, donors and civil society to consider women's protection and empowerment during post-conflict needs assessment and planning.

- **1960** (2010): Establishes a monitoring and reporting mechanism on sexual violence in conflict.

- **2106** (2013): Focuses on accountability for perpetrators of sexual violence in conflict; stressed women's political and economic empowerment.

- **2122** (2013): Addresses persistent gaps in the implementation of the women, peace and security agenda; identifies UN Women as the key United Nations entity providing information and advice on participation of women in peace and security governance.

- **2129** (2013): Addresses terrorism and reaffirms the intention to increase its attention to women, peace and security issues in all relevant thematic areas of work on its agenda, including in threats to international peace and security caused by terrorist acts.

- **2242** (2015): Focuses on women's roles in countering violent extremism and terrorism; improved Security Council working methods on women, peace and security.

World Humanitarian Summit

The first World Humanitarian Summit (Istanbul, 23-24 May 2016) produced five core commitments on gender equality aligned with the core responsibilities in the Secretary-General's Agenda for Humanity – empower women and girls as change agents and leaders; ensure universal access to sexual and reproductive health and reproductive rights, in particular for all women and adolescent girls in crisis settings; implement a coordinated global approach to prevent and respond to gender-based violence in crisis contexts; ensure that humanitarian programming is gender responsive; and fully comply with humanitarian policies, frameworks and legally binding documents related to gender equality, women's empowerment, and women's rights.

See
https://agendaforhumanity.org/summit.html?_gl=1*1dieebc*_ga*NjI3NzY2NDY1LjE2ODcxODQ5MzA.*_ga_E60ZNX2F68*MTcwNDE2MDIyMi4yMi4xLjE3MDQxNjAyMjkuNTMuMC4w

Tip Sheet 3. Indicators and data

Developing SMART (Specific, Measurable, Achievable, Relevant and Time-bound) indicators with appropriate data collection and monitoring mechanisms is an essential element of successful programming on gender and recovery. Indicators from global frameworks can be used to address data gaps in the seven priority areas of this toolkit, and incorporated into programme results frameworks and monitoring plans. SDG indicators and the global indicators on UNSCR 1325belowcan be used, particularly when time and resources are limited.

PRIORITY AREA	SDG INDICATORS	GLOBAL INDICATORS ON UNSCR 1325
Prevent and end gender-based violence.	**SDG 5.2.1** Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age. **SDG 5.2.2** Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence. **SDG 16.1.2** Conflict-related deaths per 100,000 population, by sex and age.	**Indicator 1:** Incidence of sexual violence in conflict- affected countries. **Indicator 14:** Index of women's and girls' physical security. **Indicator 19:** Number and percentage of cases of sexual violence against women and girls that are referred, investigated and sentenced.
Promote transformative livelihoods and economic recovery to advance gender equality.	**SDG 2.3.2** Average income of small-scale food producers, by sex and indigenous status. **SDG 5.a.1** Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure. **SDG 5.a.2** Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control.	**Indicator 18:** Women as a percentage of the adults employed in early economic recovery programmes. **Indicator 24:** Actual allocated and disbursed funding in support of programmes that address gender sensitive relief, recovery, peace and security programmes in conflict-affected countries. **Indicator 25 (b):** Number and percentage of women and girls receiving benefits through reparation programmes, and types of benefits received. **Indicator 26:** Number and percentage of female ex-combatants, women and girls associated with armed forces or groups that receive benefits from disarmament, demobilization and reintegration programmes.
Promote the participation and leadership of women and women's organizations in recovery.	**SDG 2.3.2** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life. **SDG 2.3.2** Ensure responsive, inclusive, participatory and representative decision-making at all levels.	**Indicator 18:** Proportion of the allocated and disbursed funding to civil society organizations, including women's groups, that is spent on gender issues in conflict-affected countries.

PRIORITY AREA	SDG INDICATORS	GLOBAL INDICATORS ON UNSCR 1325
Ensure women's access to justice, security and human rights.	**SDG 16.3.1** Proportion of victims of violence in the previous 12 months who reported their victimization to competent authorities or other officially recognized conflict resolution mechanisms	**Indicator 3 (a):** Number of violations of women's and girls' human rights that are reported, referred and investigated by human rights bodies. **Indicator 3 (b):** Inclusion of representatives of women's and civil society organizations in the governance and leadership of human rights bodies. **Indicator 5 (b):** Number and percentage of military manuals, national security policy frameworks, codes of conduct and standard operating procedures/ protocols of national security forces that include measures to protect women's and girls' human rights. **Indicator 16:** Level of women's participation in the justice and security sector in conflict-affected countries. **Indicator 20:** Number and percentage of courts equipped to try cases of violations of women's and girls' human rights, with due attention to victims' security. **Indicator 25 (a):** Number and percentage of transitional justice mechanisms called for by peace processes that include provisions to address the rights and participation of women and girls in their mandates.
Enhance women's participation in political processes and formal and informal institutions.	**SDG 5.5.1** Proportion of seats held by women in (a) national parliaments and (b) local governments	**Indicator 8:** Number and percentage of peace agreements with specific provisions to improve the security and status of women and girls **Indicator 11 (a):** Level of participation of women in formal peace negotiations **Indicator 11 (b):** Presence of women in a formal observer or consultative status at the beginning and the end of peace negotiations **Indicator 12:** Level of women's political participation in conflict-affected countries **Indicator 15:** Extent to which national laws protect women's and girls' human rights in line with international standards

PRIORITY AREA	SDG INDICATORS	GLOBAL INDICATORS ON UNSCR 1325
Ensure that gender equality is at the core of disaster risk reduction and recovery.	**SDG 13.1.1** Number of deaths, missing persons and persons affected by disaster per 100,000 people. **SDG 13.1.3** Proportion of local governments that adopt and implement local disaster risk reduction strategies in line with national disaster risk reduction strategies. **13.b.1** Number of least developed countries and small island developing States that are receiving specialized support, and amount of support, including finance, technology and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth and local and marginalized communities.	
Transform governance to deliver for everyone equally.	**SDG 1.b.1** Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups. **SDG 5.1.1** Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex. **SDG 16.6.2** Proportion of the population satisfied with their last experience of public services. **SDG 16.7.1** Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service and judiciary) compared to national distributions. **SDG 16.7.2** Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group. **SDG 16.B.1** Proportion of population reporting having personally felt discriminated against or harassed in the previous 12 months on a ground of discrimination prohibited under international human rights law.	**Indicator 22:** Extent to which strategic frameworks in conflict-affected countries incorporate gender analysis, targets, indicator budgets.

Tip Sheet 4. Accountability for financing gender and recovery: UNDP's gender marker system.

UNDP uses the gender marker to track and monitor the extent to which budget allocations and expenditures in development programmes contribute to gender equality. The gender marker requires managers to rate project outputs against a four-point scale (GEN3, GEN2, GEN1 and GEN0), indicating their contribution towards the achievement of gender equality.

As part of UNDP's mandatory <u>quality assurance standards</u> for programming, all projects are to conduct a gender analysis to enable the design of gender-specific outputs, indicators and activities that are funded in line with the gender marker attribution. In all crisis response and recovery programming, the gender marker <u>(no less than GEN2 or GEN3)</u> should be assigned based on a rigorous gender analysis throughout the project cycle – from design and appraisal, implementation and monitoring and closure. The gender marker scale is as follows:

- **GEN3:** The achievement of gender equality and/or the empowerment of women are an explicit objective of the output and the main reason that this output was planned. Narrowing gender inequalities or empowering women is the main reason this initiative is being undertaken.

- **GEN2:** Gender equality is not the main objective of the expected output, but the output promotes gender equality in a significant and consistent way. There must be evidence that a gender analysis has been done, that there will be change related to gender equality and women's empowerment, and there are indicators to measure/track this change. Sometimes these are called 'gender-mainstreamed' initiatives, where gender equality is adequately integrated as a cross-cutting issue by the rationale, activities, indicators and budget associated with the output.

- **GEN1:** Gender equality is not consistently mainstreamed, has not been critical to the project design and output at the project level and contributes in a limited rather than significant way to gender equality. Some aspect(s) of the output (activities) at the project level are expected to promote gender equality but not in an explicit way.

- **GEN0:** Outputs at the project level are not contributing to gender equality and are considered gender blind. No activities or components of the output contribute to the promotion of gender equality and they do not take the different needs and interests of women and men into account.

Simply dedicating a budget or targeting women does not necessarily lead to the transformative change needed to address the root causes of gender inequality. It's crucial to evaluate the extent to which project activities make a measurable difference and move beyond addressing symptoms. Using transformative indicators – such as shifts in power dynamics, changes in social norms, and improvements in access to resources and opportunities for all genders – are essential to measure deeper impact.

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1 UNDP, 2016. UNDP Gender Marker: Tracking Gender-Related Investments and Expenditures in ATLAS. A Guidance Note for UNDP Staff.
https://www.undp.org/sites/g/files/zskgke326/files/migration/tr/Annex-9.pdf

2 UNDP 2016. How to Conduct a Gender Analysis: A Guidance Note for UNDP Staff.

Tip Sheet 5. Innovative programming for greater impact

UNDP is increasingly fostering innovation by young people to strengthen recovery in post-conflict and crisis settings. Innovation can help speed up recovery, especially for those left behind, using solutions that both harness technology and overcome its challenges.

Questions related to innovation include: How can we improve our work with and for affected communities? How can we to support speedier recovery and build back better? How can we test new ways to break down age-old barriers to gender equality and women's empowerment?

Innovation is not just about employing specific technologies or even merely embracing a new way of working. It is about testing what works better to create significant positive impact. At each step, it will be important to question the gender-differential implication of testing new ways of working and how they aggravate or advance gender equality.

The following list of principles for innovation in development, endorsed by UNDP and other international organizations, can guide practitioners when testing new ways of working to improve impact.

1.	Design with the user	Involving the end user from the outset is necessary to ensure that the technology meets and responds to their needs. Involve the user meaningfully in all stages of product development, testing, implementation and evaluation. This means going beyond consultation and approaching people affected by development challenges as partners with the capabilities to solve their own problems. It also means investing in understanding how the user experiences the problem and uses existing solutions. Practical guidance to generate insights about users, to co-design and prototype is available here – in the UNDP Project Cycle Hackers' Kit. (Download the toolkit and have a look at the question cards as well.)
2.	Understand the existing ecosystem	Give due consideration in the design of interventions to issues of access and control over ICT and the digital divide and who these affect most. Invest in understanding the political economy and power relations. Innovation is about changing the status quo, and some will have an interest in maintaining it. Practical guidance to develop stakeholder maps can be found here, to undertake an Institutional Context Analysis here and initial guidance to design a systems map here.
3.	Design for scale	From the start, ask: Who wants our idea? What evidence can be produced that proves the effectiveness of our work? Who can help bring it to a larger scale? Consider if you intend to design for a scale that reaches millions of people (scaling up) and/or if you want to reach the most marginalized, solving so-called last-mile challenges (scaling down). Guidance to design for scale can be found here – tools are in category 8 in the Toolkit.
4.	Build for sustainability	Factor in financial sustainability from the outset. This includes the need for collaboration with a wide range of partners and the need for solid evidence that your solution has impact and value for the end user. (An innovation reminder: what's needed is not always wanted.) Focus on solutions that have low costs and potential for profit generation (if applicable). Guidance to design for sustainability can be found here (Strategy to Scale Innovation for Development, produced by UNDP and Columbia University).

5.	Be data driven	Design projects so that impact can be measured at discrete milestones with a focus on outcomes rather than outputs. Put in place monitoring systems that provide you with timely feedback on the effectiveness of the interventions and be open to pivot to achieve the desired outcomes.
		An important paradigm for innovation: focus on the change you want to achieve, not the solution.
		When possible, leverage data as a by-product of user actions and transactions for assessments. Consider also how data produced can help those affected – how can the dichotomy of data producer and data user be overcome?
		If using new and emerging data sources, also for real-time monitoring, here is A Guide to Data Innovation for Development.
6.	Use open standards, open data, open source and open innovation	If your solution includes software, invest in it as a public good. Ask partners and vendors to develop software to be open source by default with the code made available in public repositories and supported through developer communities.
		Consider leveraging open innovation methods, e.g., asking innovators to propose solutions to your specific challenges.
		UNDP has a dedicated Innovation Challenge Prize policy. Guidance on how to design such challenges and details on the policy can be found here in the POPP (log-on credentials required).
7.	Reuse and improve	Use, modify and extend existing tools, platforms and frameworks, when possible. Develop in modular ways, favouring approaches that are interoperable over those that are monolithic by design.
8.	Do no harm	At a minimum, interventions should do no harm, protect the privacy and security of women and girls and avoid reinforcing harmful gender roles that contribute to GBV.
		Consider the context and the need for privacy of personally identifiable information when designing solutions and mitigate challenges accordingly.
9.	Be collaborative	Ensure that you engage diverse expertise in designing your solution – across disciplines and industries and with women and men represented.
		Document your work, your hypothesis and approach to test it, the results and lessons, and share them widely.
		Publish materials under a Creative Commons licence by default and provide a strong rationale if another licensing approach is taken.

Tip Sheet 6. Strategic approaches to prevent and respond to gender-based violence

Below is a compilation of all the tables from the thematic guidance notes that set out different ways to prevent and respond to gender-based violence.

Promote transformative livelihoods and economic recovery to advance gender equality (Note 2)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	OW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• The health impact of GBV on women and girls prevents them from being economically active and affects economic productivity. • The lack of infrastructure to protect women on the way to and in the workplace (e.g., lighting, safe sanitation) can increase the risk of GBV for women outside the home. • During crisis situations, women may take on the role of the primary breadwinner, challenging traditional gender roles. Post-crisis, particularly during reintegration, some men may resist the shifts in norms and respond with violence. • Survivors of GBV are at risk of being further discriminated against and rejected by families and communities.	1. Ensure that women-headed households are included in economic empowerment interventions to enhance resilience and reduce the likelihood of GBV, early marriage and transactional sex. 2. Establish mutual referral systems among agencies to direct GBV survivors to the right place for livelihood assistance. 3. Empower women and those most vulnerable to engage in designing GBV prevention and response mechanisms and developing economic interventions. 4. Integrate GBV prevention and response strategies into livelihood interventions as an integral part of community-based prevention plans and response mechanisms. 5. Ensure that women's economic empowerment projects take a holistic approach by including trauma healing, conflict management and life skills for women and men. 6. Apply UNDP's 3x6 approach (which promotes sustainable livelihoods for vulnerable groups living in transition countries and/or affected by crises triggered by disasters or violent conflicts) in implementing economic interventions to support livelihoods programming in stressful environments. 7. Introduce financial inclusion solutions (e.g., mobile banking, women's cooperatives) to curtail GBV by partners demanding control over women's earnings in households. 8. Ensure balanced participation between the sexes in income-generation activities. 9. Combine GBV and economic interventions with gender-related training to increase men's understanding of how women's participation and empowerment contributes to overall peace, recovery and long-term development processes.	• Percentage of livelihood programmes and other economic interventions with integrated activities to prevent and respond to GBV. **(1,2,3,4,6,7)** • Percentage of women from vulnerable groups (refugees, IDPs, survivors of GBV) enrolled in vocational training and provided with employment opportunities. **(1,5)** • Percentage of targeted women who report a decrease of GBV and harmful practices. **(1,7,8,9)** • Policies in place to support survivors or those at risk of GBV with social security services. **(2)** • Functionality of one-stop centres and cross-practice referral mechanisms for integrated services delivery to GBV survivors (e.g., security, health, trauma healing, economic reintegration, judicial assistance). **(2,3,4)** • Percentage of targeted women and girls who report incidents of GBV, harmful practices and receiving quality support services. **(2,3,4)** • Baseline carried out to determine the economic cost of GBV. **(3)** • Percentage of existing workplace policies that have zero tolerance of GBV. **(3)** • Percentage of rehabilitated and newly built socio-economic infrastructures that incorporate measures to prevent GBV (e.g., better lighting, security patrols). **(3,4)** • Existence of community-led GBV prevention mechanisms and action plans. **(3,4,5)** • Percentage of targeted women, girls and members of LGBTIQA communities who report feeling more secure in their family and community. **(3,4,9)** • Percentage of men and women who support women's economic participation in recovery projects. **(9)**

Promote the participation and leadership of women and women's organizations in crisis response and recovery   (Note 3)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	OW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• The health impact of GBV on women and girls prevents them from being economically active and affects economic productivity. • A context of violence and social norms that sanction GBV, with their health and psychosocial impacts on women, are key barriers to their participation in recovery efforts. • Fear of reprisals against women human rights defenders and women leaders deters women from speaking out and being politically active.	1. Support women leaders and decision makers with the necessary evidence to articulate the importance of including GBV, harmful practices and CRSV, where relevant, during recovery and disaster risk reduction planning. 2. Enhance protection systems, with the participation of women leaders and human rights defenders, to prevent women from becoming targets of violence as gender equality advocates. 3. Provide, in cooperation with government and CSOs, transformative leadership training that highlights drivers of GBV, CRSV and harmful practices, ways to prevent and respond to GBV, and secure a positive engagement with men and boys to drive change. 4. Support women leaders in their advocacy to prevent and respond to GBV, CSRV and harmful practices. 5. Enhance women's capacity to partner with men, girls and boys for social change through, e.g., community mobilization to address social norms that normalize GBV and exacerbate violent masculinities in crisis settings. 6. Empower women leaders to lead the design of and monitor the implementation of the UNSCR 1325 NAP and the transitional justice process. 7. Ensure close working relationships with existing coordination mechanisms for GBV, violence against women and harmful practices; link with the Spotlight Initiative Multi-Stakeholder Country-level Steering Committee, through the Country-level Civil Society Reference Group.	• Gap analysis carried out to identify legal and policy reviews pertaining to GBV prevention and responses, including in time of crisis and recovery. **(1)** • GBV database developed and rolled out in line with international norms and standards. **(1)** • GBV services database developed and rolled out. **(1)** • Six-monthly assessment reports based on GBV database and services database. **(1)** • Comprehensive legislation to prevent and respond to GBV endorsed and budgeted for by parliament. **(1,4)** • UNSCR 1325 NAP endorsed with budget allocation. **(1,4,6)** • GBV prevention and response strategy is in place, operational and accessible to all, also during crisis. **(2,3,4)** • Gender-responsive transformational justice process agreed upon, budgeted for, implemented and monitored. **(3,4,6)** • Prevalence study, disaggregated by sex, age and vulnerability, to measure the sense of security in targeted communities. **(3,5)** • CRSV and GBV included in the peace agreement and transitional justice plan. **(4)** • GBV fully integrated in the disaster risk reduction strategy. **(4)** • Coordination and monitoring mechanisms in place to support multi- sectoral and multi-level implementation of GBV interventions. **(6,7)**

Ensure women's access to justice, security and human rights (Note 4)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	OW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• A project with a focus on GBV prevention and response requires strong linkages with security, justice and human rights programmes to improve prevention and quality responses across all targeted sectors. • All GBV-related interventions should be linked with the GBV referral pathway (see Guidance Note 1). • Only a holistic approach, implemented through the legislature, government and all segments of society, will achieve results. • Addressing GBV will help to achieve and sustain peace and recovery.	1. Analyse the challenges faced by in traditional dispute mechanisms and the formal justice sector in dealing with issues related to GBV. 2. Increase women and girls' awareness of their legal rights, issues pertaining to GBV and how to access key services in a secure way. 3. Ensure the safety of human rights defenders. 4. Include interventions aimed at transforming norms in relation to gender equality and women's empowerment to prevent GBV. 5. Prioritize the GBV agenda in access to justice work (institution building, special units, recruitment of women officers). 6. Integrate and institutionalize GBV courses in curricula for justice, human rights and security officials. 7. Coordinate all GBV interventions with stakeholders across the referral pathway (led by UNFPA and/or UNHCR), addressing health, shelter, social services and economic empowerment. 8. Promote and support legislation, policy and interventions to prevent and respond to incidents of GBV, as part of transitional justice work, in partnership with DPO, UN Women, UNHCR, OHCHR and the Office of the SRSG on Sexual Violence in Conflict.	• Percentage of senior women officers in various levels of the security and justice sectors. **(1,4,5)** • Percentage of people feeling safe in their communities (prevalence study). **(2)** • Percentage of people who reject GBV as part of normal behaviour (disaggregated by sex and age). **(2,4)** • Percentage of reported GBV cases that are successfully dealt with in the formal justice system (data base). **(3,4,5,6)** • Percentage of police stations with specific services provided by women officers for GBV survivors. **(5)** • Presence of prosecutors and judges dedicated to addressing GBV cases. **(5,6)** • Protection services in place for survivors, their children and witnesses. **(7)** • Legal and operational framework in place to prevent and respond to incidents of GBV. **(8)**

Enhance women's agency in peace processes and political institutions. (Note 5)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	OW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• The health and psychosocial consequences of GBV can limit women's ability to engage in the public sphere, and women politicians and peacebuilders may be targeted with GBV.	1. Ensure enhanced security for women's participation as candidates and voters in elections and political campaigns, while combating gendered disinformation and hate speech targeting women politicians. 2. Strengthen women's organizations' understanding of the drivers of violence and inequality and help them to develop a common agenda (e.g., UNSCR 1325 NAP) to inform the peace process that includes reparations and justice for survivors of CRSV. 3. Empower women to participate in and influence the development and implementation of transitional justice mechanisms to address grievances related to CRSV.	• Integrate trauma healing, conflict resolution and leadership skills at all levels of interventions to support peaceful and constructive political participation, especially by survivors of GBV and CRSV. **(1,2,3,4)** • A UNSCR 1325 NAP is developed, funded and implemented. **(2)** • The proportion of women, men, boys and girls who feel that concerns presented by their women leaders are important and support sustainable recovery processes. **(2,3)** • Gender-responsive conflict resolution and leadership skills manuals and training are developed with national accreditation. **(2,3,4)** • Trauma healing interventions are fully integrated and funded within peace and transitional justice processes. **(4)**

Ensure that gender equality is at the core of disaster risk reduction and recovery (Note 6)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	OW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• GBV can spike during and in the aftermath of disasters; women are particularly vulnerable due to displacement and the lack of shelter and basic resources.	1. Empower women's organizations and networks to engage in developing local and national DRR plans and integrate interventions to prevent incidents of GBV in DRR strategies and budgets. 2. Ensure that systems are in place at evacuation centres and other locations of displacement to prevent and respond to GBV. 3. Incorporate sex- and age-disaggregated data on GBV in the PDNA. 4. Meet with women separately to assess their post-disaster personal hygiene needs and risk / incidents of violence and integrate appropriate GBV prevention and response mechanisms in DRR plans. 5. Lessons learned on preventing and responding to GBV during disasters are reflected in disaster risk management plans.	• Percentage of budget allocated in DRR and DRM strategies to prevent and respond to GBV. **(1,2,3,4)** • Number of references in DRR strategies addressing GBV among at-risk groups of women and men in post- disaster situations. **(1,3,4,5)** • Percentage of women and girls experiencing GBV in the aftermath of disaster. **(3,4)**

**Transform governance to deliver equally for all.** (Note 7)

KEY ISSUES	WHAT KIND OF ACTIONS MAKE A DIFFERENCE?	OW CAN PROGRESS AND IMPACT BE MEASURED TAKING INTO ACCOUNT DIFFERENT INTERSECTIONALITIES?
• GBV disproportionately affects women, girls and most vulnerable populations and compounds already existing traumas. • Resources and capacity allocated to prevent and respond to GBV are inadequate and there is little government accountability to implement commitments.	1. Ensure the involvement of members of national and local mechanisms responsible for preventing and responding to GBV and trafficking in women and girls in developing crisis responses, with capacities to monitor the impact. 2. Integrate GBV interventions and budgets in all crisis plans. 3. Raise awareness of preventing GBV in times of crisis by targeting and involving women, girls, men and boys in delivering information, especially to those most vulnerable. 4. Facilitate a close working relationship of the government with CSOs and the private sector to ensure mutual accountability and quality service delivery to prevent and respond to GBV. 5. Include GBV survivors as beneficiaries of the social security system. 6. Ensure that safe places are budgeted for in crisis plans. 7. Work closely with CSOs and government entities to collect sex- and age-disaggregated data to support access to justice during peace and recovery. 8. Integrate UN PSEA provisions in all agreements with government, CSOs and service providers.	• The PDNA has incorporated GBV risk factors and prevalence rates. (1) •Recovery plans incorporate budgets and monitoring mechanisms to implement the GBV strategy at national and sub-national levels. (1,2,6) • Specialized units and experts are in place to enhance access to justice, social benefits and economic interventions for survivors of GBV. (1,2,3,4,5,6,7) • Survey to measure the level of perceived safety among women following a crisis over the short and medium term.(4,5,6,8)

Tip Sheet 7. Strategic approaches to prevent and respond to gender-based violence

The referral pathway sets out the essential steps to support survivors of gender-based violence in a comprehensive and effective manner (see graph below), working across sectors. UNDP must take an integrated approach to its work on the sections of the referral pathway that are in line with its mandate, to trigger better overall outcomes in preventing gender-based violence and responding to survivors.

In times of recovery, a GBV sub-cluster group functions under the protection cluster of the humanitarian sector, under the leadership of the government, UNFPA and UNHCR. In addition, there may be a joint GBV intervention that brings key United Nations development actors together to deliver as one. UNDP can strengthen the institutionalization of holistic methodologies from the outset, as part of its recovery work.

Model of a referral pathway[1]
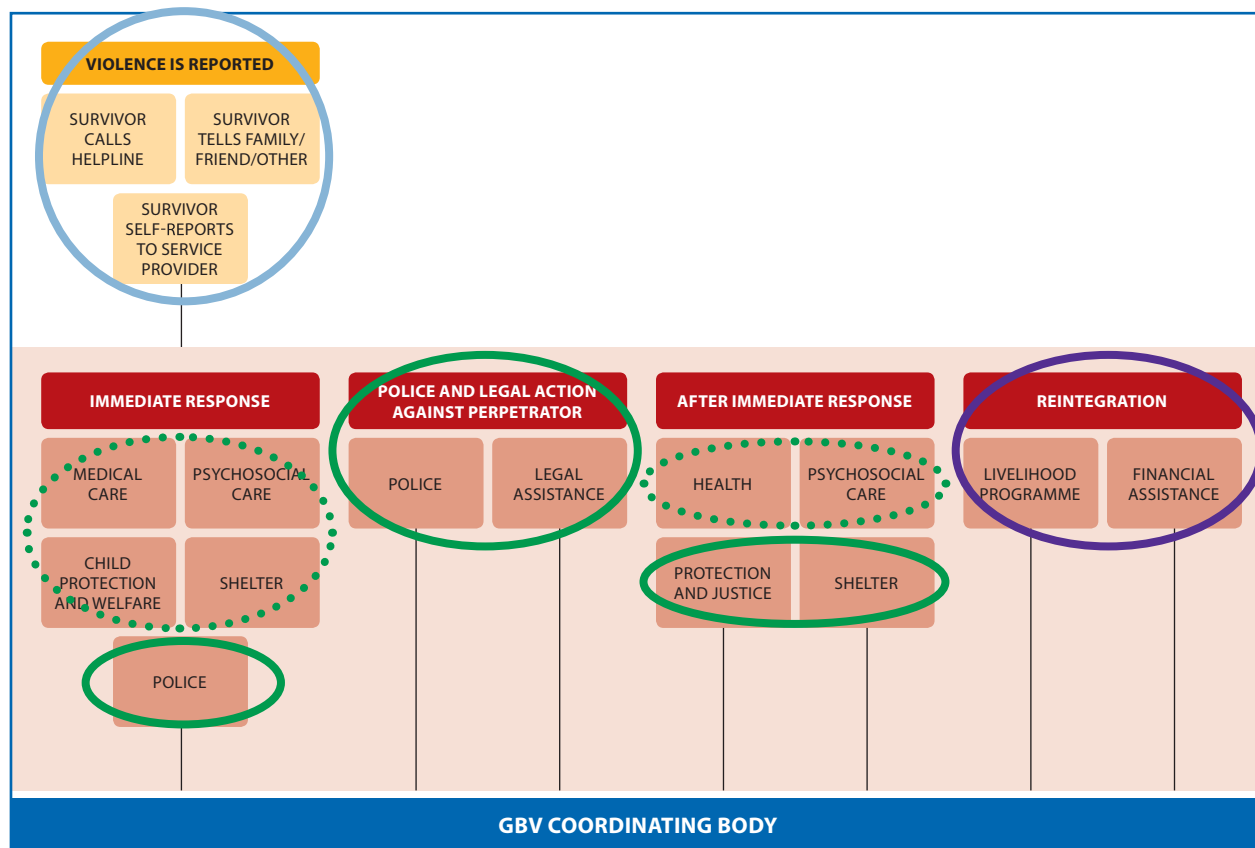
The circled components in the above graph are the areas where UNDP's contributions, across the referral pathway, can take place.

1 Interagency Standing Committee (IASC), 2015. Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action: Reducing risk, promoting resilience and aiding recovery. https://gbvguidelines.org/wp/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines_lo-res.pdf

1. **REPORTING**

   Working with communities and human rights defenders can bring about attitudinal change and improve reporting of incidents of gender-based violence.

2. **IMMEDIATE RESPONSE**

   Police and legal aid - UNDP takes the lead in working with the police to enhance their capacity to deal with incidents of gender-based violence, in providing legal aid to survivors and strengthening capacities in the justice system to deal with perpetrators.
   Medical care, psychosocial care, child protection and welfare and shelter - UNDP provides support under immediate response only when other relevant agencies are not able to do so – e.g., when working with refugees and IDPs which is the purview of UNHCR and UNFPA.

3. **AFTER THE IMMEDIATE RESPONSE**

   UNDP continues its work with the police, justice system and shelters and focuses on institutionalization through policy work and capacity-development interventions, fully informed by gender-differential needs.
   Health and psychosocial work should be in the hands of specialized agencies, such as WHO and UNICEF.

4. **REINTEGRATION**

   Both prevention and response to GBV are addressed during reintegration phases. The effort should be to support survivors to become economically empowered and leave abusive relationships. Social protection systems should provide support to those vulnerable to gender-based violence who cannot secure economic independence.

Real-Time Accountability Partnership on GBV in Emergencies

Following the World Humanitarian Summit (2016), UNDP was tasked with strengthening its linkages with humanitarian work to facilitate a more effective transition into recovery. The Real-Time Accountability Partnership (RTAP) is an initiative that promotes shared accountability to gender-based violence by securing high-level commitments to a set of minimum actions in emergencies and recovery. Its main tool, the Action Framework, pulls into one place leadership-level actions that fall within the responsibility of donors, humanitarian coordinators, humanitarian country teams, cluster leads, GBV coordination leads and non-governmental organizations. This matrix of actions is drawn from existing IASC and other international and agency-specific guidance.[2]

The RTAP Action Framework and the partnership are intentionally broader than the GBV sector, emphasizing the distinct but inter-related roles of a variety of humanitarian stakeholders in preventing and responding to violence against women and girls.

GBV coordination leads represent one of the six stakeholder groups in the RTAP Action Framework. RTAP is not a coordination function and does not seek to duplicate or replace the work of the GBV sub-cluster. The action framework should support the GBV sub-cluster with benchmarks for success in the process of identifying priorities for the GBV coordination leads. In addition, because RTAP requires other stakeholders across the humanitarian system to prioritize programming to address gender-based violence and strengthen its integration and coordination, success in these areas should bolster the work of the GBV sub-cluster.

2 See: Interagency Standing Committee, 2016. Real-Time Accountability Partnership on GBV in Emergencies.
https://interagencystandingcommittee.org/system/files/rtap_announcement_-_june_2016.pdf.

Below is an example of mutually reinforcing priorities in the RTAP Action Framework that advance and support the work of the GBV sub-cluster:

ENTITIES WITH SPECIALIZED GBV PROGRAMMING	**GBV COORDINATION LEADS**	**HUMANITARIAN COUNTRY LEADS**
Support the GBV coordination mechanism to track and identify GBV funding shortfalls and resource needs to inform high-level advocacy.	Regularly track and identify GBV funding shortfalls and resource needs and advocate with donors and the Humanitarian Country Team (HCT) to fill gaps.	Require monitoring and tracking of sector specific funding requirements and contributions through the Financial Tracking Service (FTS) to determine shortfalls of GBV funding.

The RTAP Action Framework captures the key responsibilities of the Humanitarian Coordinator and the Humanitarian Country Team (HCT) in ensuring that programmes to prevent and respond to gender-based violence are adequately resourced and prioritized. This echoes the HCT Compact3 at the global level, which includes gender-based violence as an accountability area and collective responsibility that cuts across all sectors and organizations. The action framework pulls from this sample HCT Compact and other existing guidance for leadership.

Cluster and sector leadership play critical roles in efforts to reduce risks of gender-based violence. In 2015, the Inter-Agency Standing Committee provided updated guidance for 13 sectors of humanitarian response, outlining specific actions addressing gender-based violence to be integrated into assessments, planning, resource mobilization, coordination, implementation and monitoring. RTAP seeks to reinforce the application of these guidelines and sector guidance (Thematic Area Guides). In the RTAP Action Framework, cluster and sector leads fall into the stakeholder category of Agencies with a Responsibility to Mainstream GBV. This stakeholder category is inclusive of United Nations agencies and CSOs that may not lead a cluster or sector but have commitments to address gender-based violence in all their programming.