



Photo: Mohammed Awadh - Save the Children

**HUMANITARIAN GENDER
EQUALITY MARKER**



WHAT IS THE HUMANITARIAN **GENDER EQUALITY** MARKER (HGEM)

The Humanitarian Gender Equality Marker (HGEM) is an adaptation of the full version of the Save the Children Gender Equality Marker and is to be used **only** for proposals/concept notes for projects which are 12 months or less in rapid onset crises. **The full GEM applies to all other proposals/concept notes.**

The HGEM is a simple tool to be used at the design stage both as guidance to inform design and to measure whether the proposal/concept note meets the Save the Children **essential quality standard to be gender sensitive at minimum.**

Gender sensitive means that in the proposal/concept note we consistently **identify** and **respond to** the different and unique needs, interests, vulnerabilities and capacities of girls, boys, women and men by:

- Including gender equality considerations in the needs assessment;
- Including gender equality considerations in the project activities;
- Including financial resources and resourcing of personnel (inc. hiring of female staff) for gender equality;
- Including gender equality considerations within partnerships;
- Including gender equality considerations in the project's MEAL logframe/plan/framework.



Photo: Hedinn Halldorsson - Save the Children

WHY SHOULD WE USE THE HUMANITARIAN GENDER EQUALITY MARKER?

Gender equality is a basic human right and gender inequality is a barrier to all three of our breakthroughs and to achieving the objectives of our programmes.

Yet, gender inequality is pervasive, and in particular, puts women and girls at greater risk of gender-based violence and renders them less likely to participate in, and benefit from, our projects.

Gender inequalities are exacerbated in humanitarian settings as pre-existing gender inequalities are compounded, and families resort to negative coping mechanisms which are often gendered, for example child marriage.

Save the Children recognises that it is critical to advance gender equality in order to ensure that no harm comes to children, and to ensure women, men, girls and boys have equal access to, and benefit from, our programmes.

Gender equality is a non-negotiable principle of any humanitarian intervention. Gender sensitive and transformative programming is critical to **achieving our breakthroughs**, for **reaching the most deprived and marginalised children** and **ensuring high quality programming**.

THE HUMANITARIAN GENDER EQUALITY MARKER **A GUIDANCE AND ASSESSMENT TOOL**

The Humanitarian Gender Equality Marker is to be used at the design stage for two purposes:

- as guidance to inform design; and
- to assess where the programme sits on the gender continuum:

0-3 ticks =
GENDER UNAWARE

4-9 ticks =
SOME ELEMENTS OF
GENDER SENSITIVITY

10-13 ticks =
GENDER SENSITIVE

14-15 ticks =
GENDER SENSITIVE WITH SOME ELEMENTS
OF GENDER TRANSFORMATIVE*

*In a project which is 12 months or less we recognise the challenges of implementing a gender transformative programme, which is why the focus of the HGEM is to develop gender sensitive proposals/concept notes as a minimum and gender sensitive with some elements of gender transformative whenever possible.

INSTRUCTIONS

1. **Read the Checklist statements and tick [✓]** any of the statements that are explicitly present in the proposal. If the statements are implicit (implied but not stated), or only partially accounted for, do not tick the corresponding box.
2. **Count the number of ticked boxes** (one tick = one point) and write down the total number in the space provided at the bottom of the checklist (in the box titled 'Total').
3. **Add up the ticked boxes.** At least one check is required per section (Needs Assessment; Project Activities; Technical and Financial Resources; Partnerships; MEAL)

0-3 ticks	=	Gender Unaware
4-9 ticks	=	Some Elements of Gender Sensitivity
10-13 ticks	=	Gender Sensitive
14-15 ticks	=	Gender Sensitive with Some Elements of Gender Transformative



Photo: Jonathan Hyams - Save the Children

HUMANITARIAN GENDER EQUALITY MARKER (HGEM)

The HGEM will help you to determine whether gender equality considerations have been meaningfully considered and integrated within your proposal / concept note.

This tool is an adaptation of the full version of the Save the Children Gender Equality Marker and is to be used **only** for proposals/concept notes meant for **projects which are 12 months or less in rapid onset crises**.

The full Gender Equality Marker applies to all other proposals/concept notes.

	CHECKLIST	CHECKBOX
Needs Assessment	A gender analysis has been conducted to identify the specific needs, interests, capacities and vulnerabilities of girls, boys, women and men ¹ , including the risk of Gender-based Violence (GBV) ² . This can include a desk review of existing data ³ and/or sex-segregated focus group discussions with girls, boys, women and men.	
Project Activities	Specific activities/measures , informed by the gender analysis, are included in this proposal to address the specific needs, interests, capacities and vulnerabilities of girls, boys, women and men and to reduce barriers to accessing services and information (e.g Menstrual Hygiene Management supplies/materials, sex-segregated services including Girl Friendly Spaces, Mother Baby Areas, IYCF counselling corners/activities, safe artificial feeding programmes, proactive recruitment and retention of female staff, etc.)	

1. We also encourage considering people with non-binary gender identities and/or people that are at particular risk of rights violations due to the interaction of several power imbalances (i.e consider the specific risks and rights violations experienced by Lesbian, Gay, Bisexual, Trans and/or Intersex people, or people with disabilities, ethnic minorities, adolescents, people with albinism, widows, pregnant and lactating women/girls; married girls; etc.) Particularly those who identify as Lesbian, Gay, Bisexual, Trans and/or Intersex (LGBTI) may face much higher rates of exclusion and discrimination, which is why we encourage a deeper understanding of their specific needs, interests, vulnerabilities and capacities and respond accordingly. While we recognise that topics surrounding LGBTI individuals may not be possible to discuss openly in all contexts due to legal and social norms or other constraints such as lack of access and information, as a rights based organisation, it is incumbent upon us to consider intersectionality to the maximum extent the context permits.

2. Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated based on socially ascribed (gender) differences between males and females. The term 'gender-based violence' is used to explicitly recognise that gender inequality is a key driver of violence. Acts of GBV include sexual violence, sexual abuse and exploitation, intimate partner violence, child marriage, female genital mutilation and other harmful traditional practices.

3. Desk review documents can include: statistics and reports from government departments and ministries (e.g. demographic and health surveys), government policy documents, gender analysis conducted by other agencies e.g Care or Oxfam, qualitative reports and quantitative surveys from the World Bank, United Nations, and other parties, or program, project, or organisational documents. The analysis may consider the following topics (non-exhaustive): division of labour; decision making; access to and control over resources; mobility and access to public spaces and services; meaningful voice and participation; control over one's body; gender-based violence; aspirations.

	CHECKLIST	CHECKBOX
Project Activities	Specific activities/measures are included in this proposal to promote equitable and meaningful participation of girls, boys, women and men in the activities (e.g committees/clubs/trainings strive for 50% female/50% male participation, gender-sensitive complaints and feedback mechanisms with multiple channels, girls’ empowerment activities, changing discriminatory gender norms, women-only groups, etc.)	
	At least one activity/item/process is included to mitigate, prevent or respond to GBV (e.g. sufficient lighting, availability of security patrols, sex-segregated toilets with locks, engage men in advancing gender equality, development of GBV Standard Operating Procedures, etc.)	
	Training is included to increase skills and knowledge of all staff (and partner staff) on gender equality and GBV prevention, mitigation and response ⁴ , including training for all frontline staff on safe and ethical referrals.	
Technical and Financial Resources	Budget is included for the specific activities/measures/items/processes included in the proposal to address gender inequality (e.g financial support to ensure staffing of women, whether childcare or travel, etc).	
	Gender equality staff with relevant experience (e.g. knowledge of key tools; GBV experience for GBV programming) are included in the budget (in-country, surge or backstops)	
	A trained GBV focal point is included ⁵ (to ensure effective inter-agency coordination)	
Partnership ⁶	A mapping of and/or engagement with, women’s rights organisations - and organisations working on gender equality - is planned for.	

4. Topics to include: IASC GBV Guidelines, IASC Gender Handbook, GBV Guiding Principles, SC Gender Equality Marker, Humanitarian Gender Equality Marker

5. No additional budget required

6. Engagement should be during design, implementation and MEAL. If however partnerships in general are not possible in the CO/Response - because we are not engaging partners or if a partner mapping has been done and no suitable partners exist - this box should be automatically ticked

	CHECKLIST	CHECKBOX
Monitoring, Evaluation, Accountability and Learning	Specific measures have been included in the MEAL logframe/plan/framework to ensure the equitable and meaningful participation of women and girls and other marginalized groups in consultations and their suggestions are incorporated (e.g. safe locations, same sex interviewers, convenient times, single-sex spaces)	
	A safety audit and assessment is conducted with participation by women and girls, and other groups in situations of vulnerability, on an ongoing basis, to identify GBV risks and mitigating measures	
	A specific gender equality outcome and indicator is included	
	MEAL team and translators are gender balanced (to ensure female staff consult female stakeholders with female translators)	
	All data is disaggregated by sex and age at a minimum ⁷ (i.e. adding in disability, married/unmarried, ethnicity, rural/urban, refugee/host, etc.)	
	Sex and age disaggregated data is regularly analysed to enable adaptive programming for women and girls to have equal access to, and benefit from, our programmes (e.g. quarterly SMT/SLT meetings with a discussion of disaggregated programme data to identify who is benefiting and who is missing out)	
<p>TOTAL: Add up the ticked boxes</p> <p>Please note: at least one check is required per section (Needs Assessment; Project Activities; Technical and Financial Resources; Partnerships (see footnote); MEAL)</p> <p>0-3 ticks = Gender Unaware</p> <p>4-9 ticks = Some Elements of Gender Sensitivity</p> <p>10-13 ticks = Gender Sensitive</p> <p>14-15 ticks = Gender Sensitive with some elements of Gender Transformative</p>		

7. All data should be sex and age disaggregated where possible. For targets, this is always possible since we set them. For data that informs our response (needs analysis; statistics; etc.) this may not always be available, but should be included where it is possible. For instance, saying 5,000 children are out of school is important, but doesn't provide us with enough information. Knowing that 80% of refugee girls, 50% of host population girls, and 40% of refugee boys and 20% of host population boys are out of school helps us design higher quality activities.

RECOMMENDED READINGS ON GENDER EQUALITY IN HUMANITARIAN SETTINGS

- IASC GBV Guidelines: https://gbvguidelines.org/wp/wp-content/uploads/2015/09/2015-IASC-Gender-based-Violence-Guidelines_lo-res.pdf
- IASC Gender Handbook: https://reliefweb.int/sites/reliefweb.int/files/resources/iasc_gender_handbook_2017.pdf

QUESTIONS OR FEEDBACK?

PLEASE CONTACT SAVE THE CHILDREN'S GLOBAL GENDER
EQUALITY IN HUMANITARIAN SETTINGS TECHNICAL
WORKING GROUP (GEiHS HTWG)

EMAIL:

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WORKPLACE:

Gender Equality in Humanitarian Settings HTWG



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