

Gender Equality Measures in CCCM

This Tip Sheet offers interventions, guiding questions and an example of how 4 Key Gender Equality Measures (GEMs) support gender equality in Camp Coordination & Management projects and programs. The IASC GAM identifies the extent to which these elements are consistently present in proposals or implemented projects.

Conflicts and natural disasters affect women, girls, boys and men differently; they face different risks and have different priorities. Humanitarian actors need to understand these differences to ensure that services benefit all segments of the population and do not put some people at risk.

Crises often leave people homeless, in need of protection and assistance. Camp management provides the interface between the displaced population and the humanitarian assistance being delivered, to ensure everyone has access to services. It does this through information management, advocacy and liaison; by developing coordination forums for identifying gaps; by developing partnerships with those involved; and by mobilizing camp residents to participate in leadership and decision-making structures. However, providing facilities and services alone does not guarantee their optimal or positive impact. Only a gender-sensitive, participatory approach at all stages of the project cycle can ensure that an adequate, efficient response is provided. CCCM interventions can make assistance responsive and fair by:

- ✓ Ensuring reception & registration is equally accessible and welcoming of women, girls, boys and men
- ✓ Consulting equally with males and females of appropriate ages on matters that affect them
- ✓ Reviewing ways of working to ensure that views and priorities of all groups are reflected in design of the camp and its programmes
- ✓ Making sure all gender and age groups can participate and benefit equally from assistance and services
- ✓ Analyzing security risks and problems with (separate) focus groups of women and men; agreeing and implementing with them targeted protective actions to increase safety.

Questions to Inspire Action

Needs Analysis Set	<p>Needs Analysis Set</p> <p>Gender Analysis (Key) What are the demographics of the camp population, including proportion of single adult- and child-headed households? How have typical roles and activities of women and men changed in the camp setting? What are their respective workloads and division of labour?</p> <p>Sex and Age Disaggregated Data (SADD) Are camp populations and access to services routinely analyzed by gender and age? Which groups are potentially at-risk in the camp? How does mobility and access to services vary by gender and age? Good Targeting Are CCCM interventions aimed at everyone or do certain groups need targeting? How do gender and age affect ability to access project services? What efforts are made to ensure services are accessible to people with disabilities? Are protection services designed with, and located so those who need them can access safely?</p>
Adapted Assistance Set	<p>Adapted Assistance Set</p> <p>Tailored Activities (Key) What arrangements are needed to enable all gender and age groups, including people with special needs, to participate in and benefit from all aspects of camp management and service delivery?</p> <p>Protect from GBV Risks What steps are taken to reduce the risk of sexual violence and exploitation in public and private settings? Are girls and boys asked where they feel safe? Is there a GBV/SEA referral pathway? Are men and women seen equally as partners in protection and prevention?</p> <p>Coordination Does the project fit with the cluster response plan & complement other clusters' actions? Is the gender analysis and data shared?</p>
Adequate Participation Set	<p>Adequate Participation Set</p> <p>Influence on Project (Key) Is there fair representation of women and men on camp management committees? Is affirmative action needed so women can participate meaningfully in governance? Are adolescent boys and girls able to contribute? Do women and men have equal opportunities for employment? Feedback Is there a process where women, men, boys and girls can safely raise issues, including complaints? Are these issues dealt with and responded to appropriately? Transparency Is information about camp facilities, services and security accessible, appropriate and easy to understand for different gender and age groups?</p>
Review Set	<p>Review Set</p> <p>Benefits (Key) Are targets and indicators disaggregated by sex and age? Do they demonstrate the project is reaching those it needs to? Do women and men get similar benefits? Satisfaction Are males and females of different age groups asked about their satisfaction with facilities and services? Are they equally satisfied? Project Problems Do camp residents identify barriers or unintended negative consequences? Are these different depending on gender or age? Are discrimination and exclusion issues dealt with promptly? Are there plans to improve?</p>

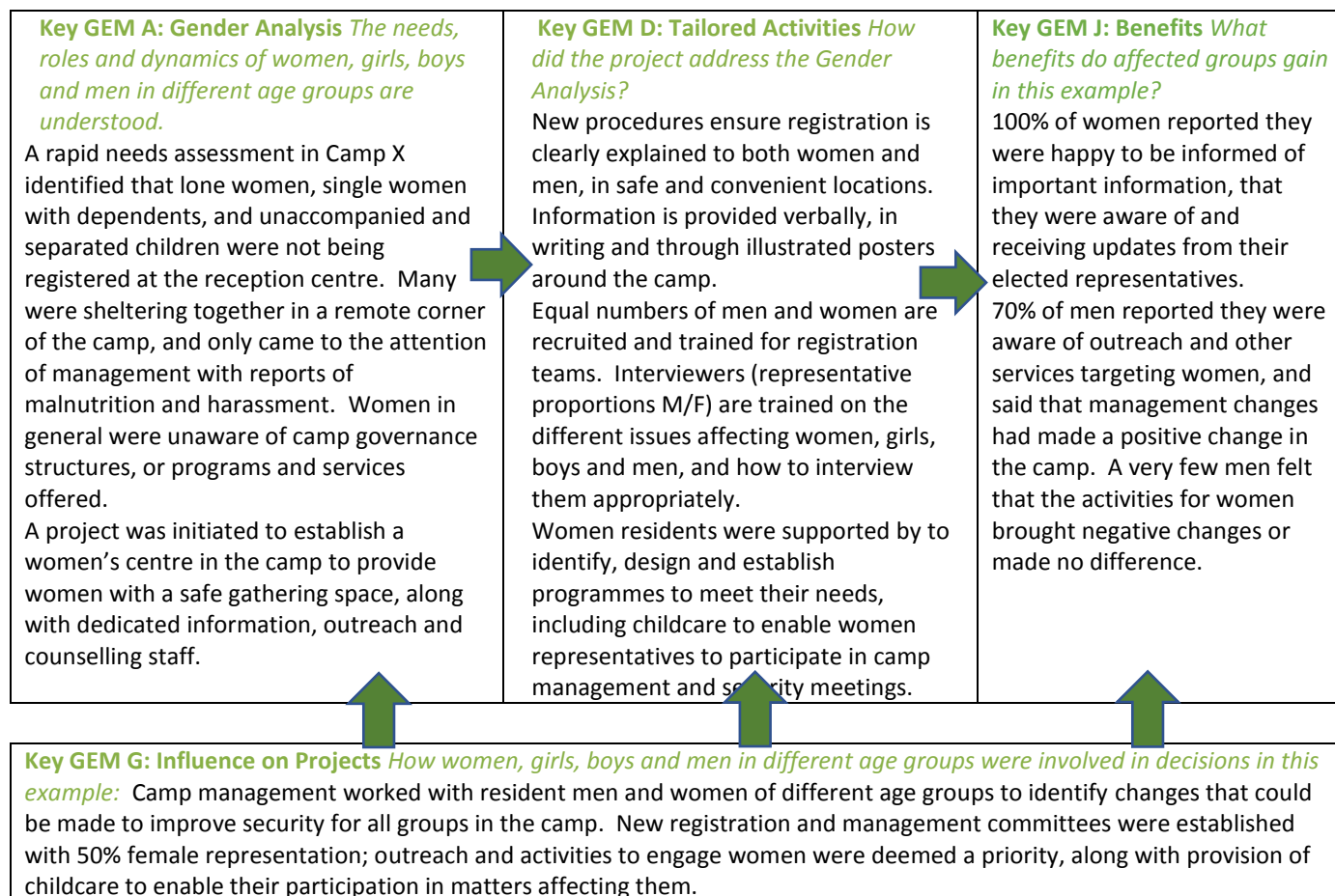
IASC Gender with Age Marker (GaM):

The GAM tracks whether the key gender equality measures above (Needs Analysis, Tailored Activities, Influence on the Project and Benefits) demonstrate attention to gender equality across age groups, throughout the project. These building blocks are the foundation of quality programming. The GAM codes projects on a 0-4 scale. The code will be highest when a project demonstrates that gendered needs, roles and dynamics are considered for different age groups; that activities have been designed and tailored in response to this analysis; that affected groups benefit fairly; and that they influence all stages of the project. The GAM is applied in both project design and in monitoring. Four key GEMs are considered in design, while all twelve GEMs are reviewed in project monitoring.

Some Camp interventions may target actions to address specific discrimination or gaps resulting from gender norms and expectations (Targeted Actions or T). For example, a project may focus solely on supporting at-risk female households in the camp, or it may focus on addressing social norms that exclude women from leadership bodies. However, most humanitarian interventions will aim to assist everyone in need while considering and adapting activities to meet the distinct priorities and roles of girls and boys (or women and men) in different age groups (Gender Mainstreaming/M). An example would be an information campaign aimed at everyone, with different activities and messages for different gender and age groups. The GAM information sheets explain coding in more detail.

Example of Good Gender Equality Programming in Camp Coordination & Management

(GAM Code 4T – can you work out why? See the GAM Overview)



Using Gender Equality Measures in projects or cluster programs leads to better quality programming, responsive to gender and age differences.

GOOD TO GO? Apply the **IASC Gender with Age Marker** to your proposal or project.

WANT MORE INFORMATION? Check out the resources below