



The Gender Tool Box gathers knowledge material and method support on gender equality in the form of Tools, Briefs and Thematic Overviews.

Gender equality is achieved when women and men, girls and boys and non-binary people have equal rights, life prospects and opportunities, and the power to shape their own lives and contribute to society

[TECHNICAL NOTE]

Gender Equality In Humanitarian Assistance

Gender equality and the empowerment of women and girls is central for upholding the humanitarian principles and goals of saving lives, alleviating human suffering and upholding human dignity.

In times of crises, pre-existing and intersecting inequalities mean that women and girls are more likely to experience adverse consequences. Effective humanitarian planning and assistance must contribute to gender equality by identifying and addressing the distinct and unique needs, capabilities, and priorities of women, girls, men, boys and non-binary persons in all their diversity. This calls for transformative approaches that promotes the empowerment and meaningful participation of women and girls in line with the [IASC Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action \(2024\)](#).

The purpose of this technical note is to support all Sida staff to systematically account for and integrate gender equality in humanitarian assistance.

KEY AREAS

To ensure that humanitarian assistance is pivoted on gender equality and the empowerment of women and girls, Sida's focuses on three key areas:

I. Ensure robust intersectional gender analysis and gender responsive programming

All Sida-funded humanitarian actions must at minimum be gender responsive. Meaning that all actors, regardless of sector, must have the necessary capacity and resources to ensure that gender equality is integrated into planning, design and evaluation

of humanitarian programming. Intersectional gender analysis based on robust disaggregated data enhances the quality of humanitarian action by addressing diverse needs, promotes accountability, and ensures that people in the most vulnerable situations are not left behind and their agency strengthened.

II. Promote women and girl's leadership and participation in decision-making

Sida is committed to strengthen the agency of crisis-affected people, in humanitarian coordination, planning and decision-making. This must be done by further supporting transformative action that promotes the meaningful leadership and engagement of women and girls and women's rights and women-led organisations (WRO/WLO).

III. Support early and sustained action to prevent, mitigate, and respond to Gender-Based Violence

GBV is one of the most pronounced expressions of unequal gender relations. Advancing gender equality is therefore deeply connected with preventing GBV. Sida strives for protection to be at the core of humanitarian action, with emphasis on the achievement of protection as an outcome (as defined by [IASC statement on the centrality of protection](#)). This means that activities shall respond to needs and contribute to reduce the risk of violence, coercion and deliberate deprivation, including GBV.

Humanitarian Crises Are Not Gender Neutral

In times of crises, pre-existing gender inequalities are often exacerbated, which leads to discrimination and impacts women's, girls' and non-binary persons' access to humanitarian assistance. A particular

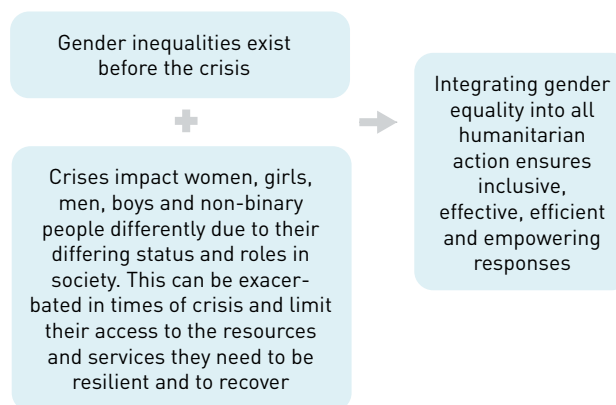
social group that was already discriminated against at the onset of a crisis, faces high risks of being disproportionately affected, disadvantaged or neglected by the humanitarian crisis and during the humanitarian response. That is unless a gender equality perspective is ensured when delivering aid.

Rapid Gender Inequality Figures

- [Evidence](#) shows that women and girls continue to disproportionately bear the brunt of humanitarian emergencies.
- Women and girls account for over half of the world's internally displaced people (IDP), and in many cases even more than that, e.g. in 2022, [82% of the IDP in Somalia were women and children](#).
- According to the Gender Snapshot 2024, under a [worst-case climate scenario](#), up to 158 million more women and girls could be pushed into extreme poverty by 2050, with nearly half of them in sub-Saharan Africa. Up to 236 million more women and girls may experience food insecurity.
- GBV affects 70% of women and girls in certain humanitarian settings; this is [twice the rate](#) of instances of GBV outside humanitarian contexts.
- [Sixty per cent](#) of preventable maternal mortality deaths take place in conflict, displacement and disaster settings. Every day, at least **500 women** and adolescent girls die from pregnancy and childbirth complications in emergencies.
- Adolescent girls in conflict areas are [90% more likely](#) to be out of school compared to girls in conflict-free regions.
- There are [150 million more food-insecure women](#) than men around the globe.

Intersectional gender analysis is essential for humanitarian action

An intersectional gender analysis enables humanitarian programmes to identify, understand, describe and take into account in programming, existing gender differences and the relevance of gender roles, power dynamics and unique harms experienced in a particular crisis. This is especially true for **women and girls with disabilities** who are impacted and experience the most rigid and complex service barriers in situations of emergencies, such as armed conflicts and natural disasters. Many women and girls with disabilities face a double barriers, with their gender and disability compounding one another, reinforcing unequal power relationships and exclusion mechanisms. For instance, women and girls with disabilities are ten times more likely to suffer violence during their lifetime when compared to women and girls without disabilities.¹



Adapted from: [The Gender Handbook for Humanitarian Action](#) IASC, 2018

Integrating gender equality is mandatory for all Sida-funded programmes

Embedding an intersectional gender analysis in humanitarian needs assessments and programming is essential to uphold the central commitment in the SDGs—**leaving no one behind**—and the humanitarian **principle of impartiality**—to ensure that aid is delivered based on need alone, without discrimination. **Gender-responsive humanitarian assistance** safeguards equal access to services and resources.

Gender blind – No attention to gender, fail to acknowledge the different needs of women, men, girls and boys in all their diversity. Women and girls are solely framed as victims or beneficiaries in need of protection.

Gender responsive – addresses the different needs using gender equality lens, addresses equitable distribution of benefits, resources, status, rights but does not address the root causes of inequalities. Recognizes women and girls as 'agents of change' with capacities and leadership to be leveraged and utilized.

Gender transformative – contributes to change of social norms, cultural values, power structures, and the roots of gender inequalities and discrimination.

For more definitions, see [IASC Gender Handbook](#)

Addressing intersectional vulnerabilities

Empowering women and girls and meeting their specific needs remains at the centre of gender equality work in humanitarian action, since they disproportionately bear the brunt of humanitarian emergencies and remain underserved. At the same time addressing the specific vulnerabilities and needs of men and boys and non-binary persons is also mandated by the **humanitarian principle of non-discrimination and should also be analysed in an intersectional gender analysis**. Increased attention to the unmet needs of a particular group should, however, not come at the cost of de-prioritizing **resources to services for women and girls. Especially since this area remain widely and woefully under-resourced.**

¹ UNFPA (2018), Young Persons with Disabilities: Global Study on Ending Gender-Based Violence and Realizing Sexual and Reproductive Health and Rights.

The “do no harm” principle means that humanitarian actors must ensure that their actions do not cause unintended harm or exacerbate risks. In practice, however, automatically assuming that ‘doing nothing’ is safer than ‘doing something’ can inadvertently lead humanitarian actors to perpetuate harm.² This is particularly true in contexts where diverse groups of women, girls and/or **lesbian, gay, bisexual, transgender, intersex and queer (LGBTIQ) people** face pre-existing violence, marginalisation or criminalisation. In such contexts, choosing inaction can harm individuals experiencing intersectional forms of discrimination during crises, as they are among the least likely to be able to access essential life-saving humanitarian assistance.

Despite increasing policy commitments by humanitarian actors, the engagement of and consideration for LGBTIQ people is largely [missing from humanitarian action](#). This includes in needs assessments, response plans and guidelines in emergencies. The reasons for this significant and [wide-ranging gap](#) are complex and in certain contexts the ‘do no harm’ principle warrants humanitarian actors to limit action. However this should not be a given notion when designing a ‘do no harm approach’.

In order to better serve LGBTIQ people in an inclusive, safe and empowering way, humanitarian organisations need to ensure meaningful engagement with local/national organizations representing LGBTIQ communities. Humanitarian actors should also address the gap by promoting more inclusive specialties, train more inclusive teams, strengthen capacity to conduct and use robust intersectional gender analysis, evidence-based advocacy, and safe programming.³

Addressing the needs of men and boys

The needs of men and boys in humanitarian crises are not always adequately addressed. This is due to a combination of factors, including traditional gender norms. **Gender stereotypes and assumptions** often portray men and boys as strong, resilient, and less affected by crises, which can hinder recognition of men’s and boys’ vulnerabilities and needs during emergencies. [Specific protection risks faced by men and boys](#) may include i.e. arbitrary arrests, illegal detention, torture, kidnapping, extra-judicial killings, hazardous labour, trafficking, and gendered barriers to accessing mental health and psychosocial services (MHPSS).

“Masculinity tends to be invoked only when focusing on violence perpetrated by men, not to analyse how masculine stereotypes mask violence perpetrated against men.”⁴ – InterAction

While GBV predominantly impacts women and girls, it is also perpetrated against men and boys – this is a deeply underreported issue.⁵ Male survivors often find it difficult to disclose their experiences of violence and seek help due to social taboos/stigma and expectations of masculinity, which conflict with the notion of being a victim. **Concerted efforts are needed to ensure confidential and safe services to meet the needs of all men and boys** in conflict settings and other humanitarian emergencies.⁶

Do We Have Time for Gender Considerations?

Humanitarian assistance is designed and delivered with the overall objective of saving lives and alleviating human suffering in an impartial manner. It is sometimes argued that “paying attention to gender issues may not be timely or practical on the ground”. This approach often referred to as the ‘tyranny of the urgent’, fails to consider the specific needs, vulnerabilities, and experiences of women, girls, men, boys and non-binary persons during crisis situations. As a consequence, humanitarian action that neglects a gender equality approach runs the risk of excluding groups, reinforcing harmful norms, whilst undermining local communities’ ability to respond appropriately to emergencies.

The principle of impartiality steers humanitarian actors to promote gender equality. As it requires humanitarian action to be based on a thorough understanding of crisis-affected peoples’ distinct and differential needs and discrepancies in their access to assistance.⁷

Sida-funded humanitarian programming must therefore be informed by an **intersectional gender analysis** that identifies and unpacks needs, risks, vulnerabilities, capabilities and priorities of crisis-affected people.

Careful consideration must be placed on ensuring that partners have adopted appropriate global policies and standards on protection and gender equality. **Dedicated resources** should be prioritised to ensure the implementation of relevant policy commitments in practice.

2 UN Women Intersectionality in Humanitarian Settings, p.17.

3 Edge Effect (2021) The Only Way Is Up

4 InterAction (2023), [A hidden reality: Data & Reporting on Sexual Violence Against Men & Boys Part II](#)

5 ICRC (2022) [“That never happens here”: Sexual and gender-based violence against men, boys, LGBTIQ+ people](#), p.13.

6 Women’s Refugee Commission (2021), [Addressing Sexual Violence Against Men, Boys, and LGBTIQ+ Persons in Humanitarian Settings](#).

7 Chatham House (2023), [Gender, inclusion and humanitarian principles in conflict contexts](#) p.3.

Gender-specific Funding at a Glance

Humanitarian Aid continues to have the lowest share of aid with gender equality objectives. The share of humanitarian aid that integrates gender equality among other objectives (policy marker score 1) is 15% and only 1% has gender equality as a principal objective (policy marker score 2) (OECD, forthcoming).

In 2023, funds for GBV prevention made up less than 1% of humanitarian aid, only 22.8 per cent or USD 336.6 million of the global GBV sector requirements were met according to the Financial Tracking System.

Why are disaggregated data and gender analysis so important?

Disaggregated data is key to ensure adherence to the principle of impartiality, where aid is provided solely based on need. Using **data disaggregated by sex, age, and disability** enhances the effectiveness and appropriateness of interventions. It ensure that assistance is directed towards those who have the greatest needs. Effective data collection serves as a tool to uncover gender inequality, promotes accountability and enhances the effectiveness and appropriateness of interventions. Given the increasing global funding gap, it is paramount to ensure that humanitarian action is directed towards those who have the most acute needs.

“With humanitarian funding unable to meet the current needs, investment in disaggregated data analysis and use is critical to implement evidence-based and impartial programming that targets and addresses the needs of the most vulnerable.”⁸

Despite the criticality, [Development Initiatives](#) found that in 2022, 18 out of 46 UN-coordinated appeals provided disaggregated data on the number of people in need by sex.⁹ The recent report [“Sex, age \(and more\) still matter”](#)¹⁰ found that although progress have been made in data collection and analysis in the humanitarian community, we still have a long way to go in terms of using SADD and gender analysis for programming. We also remain hesitant around how to consider LGBTIQ in data collection.

The report found that gaps persisted due to “lack of accountability for existing standards, a lack of gender-specific expertise and capacity in crisis contexts, and increasing data collection at the project level that is not being communicated to the cluster or wider system level.”¹¹

Therefore, investing in relevant data disaggregation and in tools such as Rapid Gender Analysis, as well as gender-specific expertise is crucial. Accountability is also needed to ensure that the task of gender mainstreaming is not viewed as a “one person’s job”. All staff, across all sectors, should integrate gender equality in their work.

The meaningful participation and leadership of Crisis-Affected Women and Girls

While it is essential to recognise the intersectional vulnerabilities of women, referring to them only as “vulnerable” in humanitarian settings [perpetuate harmful stereotypes and undermine their voice and agency](#).

The meaningful participation and leadership of crisis-affected people, in particular women and girls in all their diversity, must be promoted throughout the humanitarian programme cycle. This is integral to the humanitarian system’s commitment to Accountability to Affected Populations (AAP). Systematically empowering local actors, and putting community priorities, capacities, risks, and resilience at the centre of humanitarian programming, ensures a more holistic, relevant, accountable, and sustainable humanitarian system.¹² This requires empowering women and girls and transforming unequal power structures to ensure women and girls meaningfully inform decision-making and access leadership roles. Humanitarian agencies are increasingly committed to gender transformative approaches to this end, e.g. OCHA in its [2021-2025 Policy Instruction on Gender Equality](#):

“Anchored in the broader recognition of a feminist transformative approach, which aims to shift unequal power structures and dismantle gender discriminatory practices by facilitating space for women’s voice, representation, and access to leadership and decision-making, in addition to access to services and assistance, and promoting women’s protection as well as empowerment.”

⁸ D. Mazurana, A. Marshak, K. Spears (2023), [Sex, Age \(and more\) still matter](#).

⁹ Development Initiatives, 2023. [Global Humanitarian Assistance Report 2023](#)

¹⁰ Care, Tufts Univ, UN Women, 2023. [Sex, age \(and more\) still matter: Data collection, analysis, and use in humanitarian practice](#).

¹¹ Ibid 13, p.48.

¹² OCHA, [Flagship Initiative](#), Reimagining humanitarian action

Support to local/national Women's Rights & Women-led Organisations (WROs/WLOs)

Local/national WROs/WLOs are critical humanitarian actors at the forefront of crisis response and gender equality work. They play key roles in early response and assisting crisis-affected people including, in hard-to-reach areas, and making sure that humanitarian assistance equitably reaches those in need. WRO/WLO actors have wide networks, proximity and unique understanding of the context-specific vulnerabilities, risks and agency of the affected people. They collaborate and lead on the provision of needs-based humanitarian assistance and reach protection outcomes.

Despite increasing recognition of the critical role they play, WROs/WLOs remain underfunded and marginalized from humanitarian decision-making. WROs/WLOs representing e.g. refugee communities, people with disabilities (OPDs) and LGBTIQ often face additional barriers. However, important concerted efforts are ongoing to rectify this.

In Sida's briefs [on locally-led humanitarian action](#) and on [support to WRO's and Feminist movements](#), Sida reaffirms the importance of supporting local and national actors, including WROs/WLOs.

The promotion of gender equality is not in conflict with the humanitarian principle of neutrality

The application of humanitarian principles in practice is an ongoing and continuously evolving challenge. Furthermore, there is no international agency that determines 'compliance' with the humanitarian principles.¹³ However, while the principles of impartiality and humanity are ends in and of themselves, independence and neutrality are operational principles which are there to enable humanitarian assistance that is impartial and therefore based on needs alone. Sida therefore recognises that the neutrality principle should never prevent humanitarian actors from promoting gender equality and the empowerment of women and girls. Since this can leave people with the most urgent needs behind barriers to access lifesaving assistance. This is critical in contexts where gender-based discrimination is systemic. Given the increase in autocratic and authoritarian contexts as well as the [gender backlash globally](#) further highlights its urgency.

*"[T]he normative anchor of humanitarian action is humanity and when the principle of neutrality is applied to avoid meeting the needs of marginalised people, agencies are less likely to be working in accordance with the principle of humanity."*¹⁴ – Chatham House

A stark example where this is a reality is Afghanistan, where the de-facto authorities have issued a ban on all female national employees from working in national and international NGOs and UN Agencies. The humanitarian community collectively agreed that it was a humanitarian imperative to advocate for the central role women have to humanitarian operations, not least to ensure impartiality, non-discrimination and 'do no harm'. Indeed, the humanitarian community made clear that **there is no contradiction between pursuing a human rights—notably women's rights—approach and delivering humanitarian assistance** that responds to the needs of the most vulnerable people, regardless of gender. Indeed, these two goals are mutually supportive.

International Humanitarian Law (IHL) and Gender

Gender inequality persists in all countries worldwide and tends to be more severe in conflict-affected contexts. The objective of IHL is to limit the impact of armed conflicts on civilians. IHL protects people who are not or are no longer participating in hostilities and restricts the means and methods of warfare. In order to reduce civilian harm, practitioners of IHL must therefore understand the different ways women, girls, men and boys in all their diversity are impacted by armed conflict. To learn more about gender and IHL visit [ICRC](#).

A Gender Transformative Approach

A gender transformative approach seeks to challenge the root causes underpinning gender inequalities, e.g. power dynamics within communities and the humanitarian system itself as well as social norms.¹⁵

Sida recognises the importance of gender transformative approaches in humanitarian action, especially in context where there is systematic gender-based discrimination, with the aim to:

- **Contribute to collective** protection outcomes.
- **Empower** the roles of women and girls and groups marginalized in their communities, in humanitarian leadership, representation and decision-making.
- **Remove** barriers to ensure equal access to humanitarian assistance and services.

Impartial humanitarian action delivered in line with the principle of non-discrimination will effectively be transformative in places where systematic gender-based discrimination exists. For instance, by empowering women through livelihood activities, or promoting the inclusion of women in humanitarian leadership roles. Advancing gender transformative efforts in humanitarian action can also be lifesaving. This is achieved by mitigating, preventing and

¹³ Chatham House (2023), [Gender, inclusion and humanitarian principles in conflict contexts](#)

¹⁴ Ibid, p.4.

¹⁵ See Sida (2022) [Gender Transformative Change](#)

responding to GBV and Sexual Exploitation, Abuse and Harassment (SEAH), or transforming harmful social norms that create barriers to access life-saving assistance such as the [minimal initial service package \(MISP\)](#) for sexual and reproductive health services in emergencies.

Engaging Men through Accountable Practice (EMAP) Sexual reproductive health and rights (SRHR) needs and injustices are exacerbated in humanitarian crises - with staggering consequences.

The International Rescue Committee (IRC)'s [Engaging Men in Accountable Practice](#) programme supported by Sida reduces violence against women and girls by engaging men in examining and challenging destructive notions of masculinity, gender and power and improving men's accountability, while being guided by voices and experiences of women and girls. The programme has *inter alia* worked with men in humanitarian settings to build their knowledge on SRHR through attitude transformation approaches. This contributes to the achievement of women and girls SRHR, encompassing efforts to eliminate preventable maternal and neonatal mortality and morbidity to ensure quality SRH services.

Gender Equality and Gender-Based Violence

GBV is intrinsically rooted in gender inequality, the abuse of power and harmful norms. GBV is a serious violation of human rights and a life-threatening health and protection issue.

Sida remains committed to continue promoting the mitigation, response and prevention of GBV, from the onset of an emergency. This is in line with the priorities set in the [Call to Action on Protection from GBV in Emergencies](#) – launched in 2013 by Sweden and the United Kingdom. The Call to Action's roadmap 2021-2025, underscores the crucial role of WRO/WLOs as first responders and sustainable providers of comprehensive GBV services. Subsequently, it calls for strengthened WRO/WLO leadership and resourcing.

Support to early and sustained action to prevent, mitigate, and respond to GBV should be in the form of targeted support or integrated into programmes whenever relevant. Such interventions may focus on the provision of response services to GBV survivors, including SRHR, Mental Health and Psycho-Social Support (MHPSS) and access to justice. It may also focus on the mitigation of GBV through measures such as ensuring sufficient lighting in displacement camps, or gender-segregated and lockable toilets. Prevention of GBV include e.g. strategies that seek to change unequal power relations, including through trainings, livelihood opportunities, access to education, community awareness and working with men and boys in promoting gender equality.¹⁶

To learn more, please read Sida's brief and technical note (forthcoming) on GBV and Sweden's commitment to work against all forms of GBV.

Gender Equality and Prevention and Response to Sexual Exploitation, Abuse and Harassment (PSEAH)

The involvement of humanitarian workers in acts of sexual exploitation and abuse is a grave violation of humanitarians' responsibility to do no harm and protect people affected by crisis. SEAH is deeply rooted in gender-based inequalities and power imbalances. A robust framework for the PSEAH is essential to guide humanitarian organisations in identifying and mitigating risks. Prevention and response to SEAH can support broader empowerment by challenging harmful social norms.

Sida works to prevent and respond to sexual exploitation, abuse and harassment, in line with international commitments and recommendations. To learn more, please read [Sida's approach to preventing and responding to SEAH](#).¹⁷

Sida supports the IASC Championship on [PSEA 2024 Priorities](#) that focuses on a victim and survivor-centred approach, 18 organisational culture change and leadership, and continued capacity building.

Linking Humanitarian Assistance, Peace and Development

Persistent gender inequalities limit the positive impact of humanitarian assistance, development actions, and peace processes. Thus, gender equality is essential to the successful use of a Humanitarian-Development-Peace Nexus ("nexus") approach, as well as strengthening the interlinkages with the [Women, Peace and Security Agenda](#).

As humanitarian crises become protracted, the distinction between humanitarian and development actions become blurred. Increased collaboration and joint approaches by humanitarian, development, and peace actors are necessary,¹⁸ in order to strengthen resilience, address the main drivers of crisis and reduce the needs and risks of the most vulnerable.

The **nexus approach** and the **localisation agenda** – promote accountability of rights-holders and the leadership of local communities/actors in humanitarian action. This includes women and girls and can be important entry points for gender transformative work, if the gender equality perspective is integrated.

¹⁷ [Sida's approach to preventing and responding to sexual exploitation, abuse and harassment \(SEAH\)](#), August 2022.

¹⁸ "Victim/survivor-centred approach: an approach in which the victim/survivor's wishes, safety and well-being remain a priority in all matters and procedures" ([CHS Alliance 2023](#))

¹⁹ OECD-DAC (2021), [Gender equality across the Humanitarian-Development-Peace Nexus](#).

¹⁶ Oxfam (2019), Making gender-transformative humanitarian action a reality

Further reading:

- [IASC Gender in Humanitarian Action Handbook](#)
- [The Inter-Agency Standing Committee Policy on Gender Equality and the empowerment of Women and Girls 2024](#)
- [IASC Gender Policy and Accountability Framework](#)
- [The IASC Gender Reference Group](#)
- [IASC Gender with Age Marker \(GAM\)](#)
- [IASC Gender Standby Capacity Project \(GenCap\)](#)
- [The Call to Action on Protection from GBV in Emergencies](#)
- [The GBV Area of Responsibility](#)
- [UN Action Against Sexual Violence in Conflict Network](#)
- [The UN Inter-Agency Network on Women and Gender Equality \(IANWGE\)](#)
- [The Women, Peace and Security Focal Points Network](#)
- [OECD-DAC Gender Equality Policy Marker](#)

ACTIONS TO SUPPORT INTEGRATION OF GENDER EQUALITY IN HUMANITARIAN ASSISTANCE

Below are dialogue questions and tools to help inform Sida staff for what is expected regarding integrating gender equality, and serve as a baseline for further efforts to strengthen gender equality aspects in programmes.

To strengthen your understanding and skills please complete [Sida's e-learning](#).

→ Organisational capacity assessment

Sida plays an important role in supporting humanitarian partners to ensure they have the capacity to work on gender equality and deliver gender responsive humanitarian programmes. Gender equality should be integrated at both HQ and in the field, with gender transformative objectives as relevant. Sida's programme managers are key actors in this work. This includes ensuring that the partners' policy commitments are reflected in their operational work, including following up on relevant results.

How?

- i Engage in normative dialogue²⁰, and prioritise dialogue questions together with the strategic partner.
- ii Provide financial support to strengthen capacity building on gender equality if needed.
- iii Seek technical support from Sida's gender advisors and Sida-funded gender helpdesk.

→ **Needs assessments** are the first entry point and a precondition for Sida's humanitarian funding. Sida Humanitarian Crises Analyses should be based on an intersectional gender analysis.²¹ This means that the analysis takes the different needs and opportunities of women, men, girls, boys and non-binary individuals into account, including through the collection, analysis and use SADDD to inform programming.

How?

- i Look beyond the HNOs/HRPs²² that are of limited scope. Consult relevant gender analysis reports developed at country.
- ii Consult the Humanitarian Country Team regarding Gender Strategy/Action Plan (if not in place, follow up).
- iii Request support from Sida's policy advisors on how to strategically address unique challenges and opportunities in the crisis.
- iv Assess if Sida supports programmes that involve WLOs/WROs, if not why? Have WLOs/WROs been meaningfully engaged at HCT level and in programme design? Is there a meaningful AAP framework in place?
- v Request feedback on the needs-assessment and prioritisation tools and request technical assistance to review as necessary.

²⁰ Normative dialogue is any effort to strategically engage in dialogue about desired change with the explicit purpose of seeking to influence or safeguard universal norms as reflected in Swedish priorities, policies, and strategies".

²¹ The main objective of annual HCA is to explain the rationale behind Sida's humanitarian allocation to the respective crises and to outline the programmatic priorities.

²² HNO: Humanitarian Needs Overview. HRP: Humanitarian Response Plan.

→ **Gender equality has to be integrated throughout the programme cycle**—in planning, implementation, monitoring and evaluation. This is a requirement for all Sida funded interventions.

How?

- i Since 2019, the [IASC Gender with Age Marker \(GAM\)](#) has been used to screen all humanitarian projects seeking funding under an active HRP. The GAM tracks and assesses how gender-related activities are incorporated into humanitarian projects at the organizational, country and global levels. Wherever relevant, you can request the GAM results.
- ii Assess whether the commitments to gender equality are well-staffed and resourced. If partners have not prioritised funding for dedicated gender equality advisors, follow up to see how this is covered.
- iii Pay attention to gender in annual reports, e.g. language, data, analysis.
- iv Promote the systematic collection, reporting and use of SADD to inform programming, if not visible in the annual report request the information.

→ **Gender audit is an important tool.** It highlights gaps and challenges in addressing gender equality within humanitarian programmes and projects and ensuring accountability to communities receiving assistance. Gender audit is a tool and process based on a participatory methodology that assesses and checks the institutionalisation of gender equality into organisations, including in policies, programmes/projects and activities, organisational culture, structures, and budgets.

How?

- i As relevant, discuss with country offices to see if there is a need to conduct a gender audit.
- ii Request Sida's gender helpdesk to support strategic partners to conduct gender audits (this may also be included in programme/project budget). Consult policy advisor on gender equality.

Quick Gender assessment of humanitarian interventions

- Was the intervention designed in ways that respond to the needs and priorities of women, girls, men, boys and non-binary persons in all their diversity? If so, how? or why not?
- To what extent was gender equality/intersectionality considered in the needs assessment and prioritisation of the programme/project?
- To what extent were women and girls/WLOs/WROs consulted and engaged in the design of the project/programme?
- To what extent are WROs/WLOs consulted and engaged in the response, and if not, why?
- To what extent has the implementation of the partner's gender strategy been translated into sustainable results at the organisational and programmatic levels?
- What factors have hindered or enabled the achievement of results pertaining to gender equality?
- Does the implementing partner have capacity on PSEAH? E.g. policy, code of conduct, reporting mechanism, training. Is there dedicated staff/resources available?
- Are there adequate capacities to deliver on gender equality? What is missing, e.g. human and/or financial resources, clear guidelines, training, accountability, technical expertise, leadership, etc.
- Are there gender transformative goals included in the humanitarian response? Why/why not and how can we better accelerate and support results?