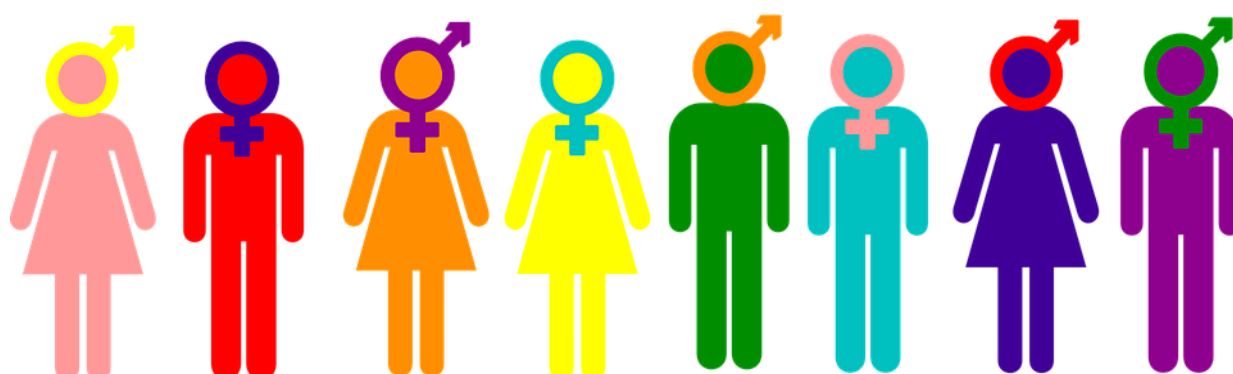


GENDER EQUALITY RESOURCE PACKAGE

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GENDER EQUALITY TOOLS

UNHCR Gender Equality Toolkit (forthcoming)

This resource package is designed to support colleagues and partners to integrate gender equality in the work and activities of UNHCR. It contains user-friendly guidance, tips, information, and resources that support the achievement of gender equality and are relevant to all staff, regardless of their function or the operational context.

The toolkit is organized in five parts:

1. The introduction reviews key gender-related frameworks and concepts in both UNHCR and the UN, and describes responsibilities for gender mainstreaming in the UN system.
2. Gender Focal Point roles and responsibilities describes the terms of reference of gender focal points and the opportunities and challenges they face as agents of change and advocates for gender equality.
3. Gender equality across the Operations Management Cycle (OMC) includes practical tip sheets on how gender can be integrated most effectively in each phase of the OMC.
4. A tool on gender in emergencies examines emergency preparedness and response, as well as UNHCR's leadership and coordination roles.
5. A gender analysis tool for cash-based interventions (CBI) in the operations management cycle, which focuses on how CBIs impact the lives of women and girls, and how they can facilitate a positive protection environment for persons of concern and contribute to transforming gender relations

In each section, the document provides minimum actions and tips for integrating gender equality throughout UNHCR's work, as well as examples of gender equality practices from the field.

IASC, [Gender handbook for humanitarian action \(2017\)](#)

The purpose of the handbook is to provide humanitarian actors with guidance on gender analysis, planning and actions to ensure that the needs, priorities and capacities of women, girls, men and boys are considered in all aspects of humanitarian response. The handbook also provides practical guidance for doing so across sectors. The handbook is organized in three parts. The first explains the basics of gender and why the integration of gender equality and women's empowerment is essential to effective, participatory and equitable humanitarian protection and assistance. The second part explains how to integrate gender into the different phases of a programme cycle, using the United Nations-led humanitarian coordination process as the working example. The third part provides specific guidance for 11 sectors. The handbook is available in [Spanish](#) and [English](#).

CARE, [The Rapid Gender Analysis Toolkit](#)

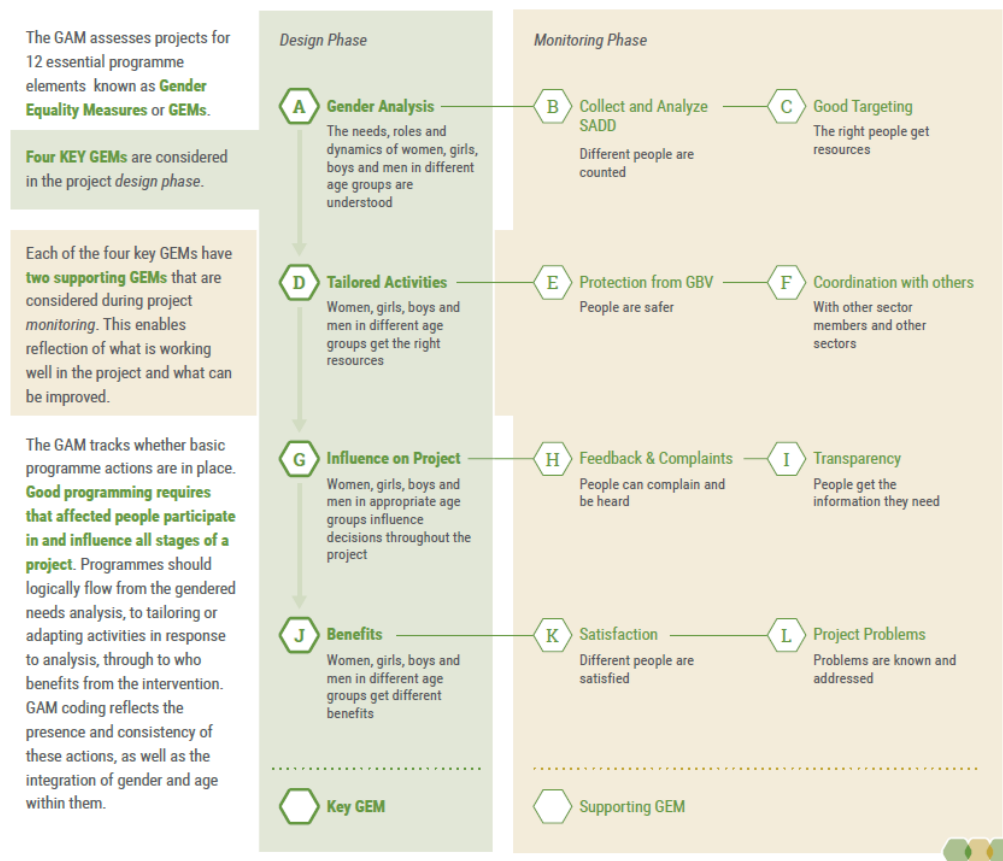
The Rapid Gender Analysis (RGA) toolkit contains guidance on how to do every step of a Rapid Gender Analysis, which provides information about the different needs, capacities and coping strategies of women, men, boys and girls in a crisis situation. The tools can be adapted to suit each operational context. In addition to the Guidance Notes, the RGA toolkit includes tools for primary data collection, secondary data review, analysing the data collected, and making recommendations. There is also a Report Template that should be used when drafting the RGA reports.

IASC, [Gender with Age Marker \(GAM\)](#)

A gender marker is a simple technical tool for checking whether projects or programmes have meaningfully considered gender equality. The GAM applies both gender and age considerations; and it assesses projects

at the design as well as the implementation stage. During the design of a programme or a project, the marker applies four key gender equality markers (GEMs) to assess whether gender and age considerations have been integrated. The remaining eight ‘supporting’ GEMs appear in the Monitoring Phase; they are used to reflect on which areas of the programme or project are working well and what needs to change to address gender/age gaps. The GAM codes projects and programmes on a 0 to 4 scale based on answers to questions about the Gender Equality Measures (GEMs) and suggests simple actions to improve programmes responsiveness and consistency. The GEM codes help us identify where attention to gender and age can be strengthened and where programming elements are missing. After a GAM code is generated users can generate an action plan to support programme improvements.

WHAT DOES THE GAM LOOK FOR?



On the GAM website you can find a number of useful resources on how to apply the GAM to your projects and programmes:

- [GAM overview](#)
- [GAM coding logic](#)
- [Gender Equality Markers \(GEMs\)](#)
- [Sector tip sheets](#)
- [GAM PowerPoint presentation](#) (useful for in training of colleagues)
- [Test version of the marker](#)

Columbia University and IRC, A Toolkit for Integrating Menstrual Hygiene Management into Humanitarian Response

A toolkit that provides streamlined guidance to support organizations and agencies seeking to rapidly integrate MHM into existing programming across sectors and phases

GENDER EQUALITY E-LEARNING AND TRAINING MATERIALS FOR STAFF

[UNHCR Sexual and Gender-Based violence \(SGBV\) e-learning](#) (level 1-3)

Level I covers the key concepts that will help you recognize and understand SGBV. You will start exploring what UNHCR can do to prevent, mitigate and respond to common types of SGBV in displacement settings. Level II covers the key approaches you should adhere to when addressing SGBV, as well as why addressing SGBV is a legal obligation. In addition, this level covers multi-sectoral measures to prevent, mitigate and respond to Sexual and Gender-Based Violence in emergency settings. Level III covers prevention and response strategies in greater detail.

[UNHCR Age, Gender and Diversity Approach](#)

Over the course of two modules the course looks at what the Age, Gender and Diversity Approach mean and how the AGD approach is implemented.

[Different Needs – Equal Opportunities](#) (IASC)

An Online course on Gender Equality developed by the Inter-Agency Standing Committee. The course takes the learner to the fictive country of Hatuk where torrential storms have killed thousands of people. In this emergency setting the course takes the learner through basic and critical steps to promote gender equality and to develop a gender sensitive response to the emergency. The course is 3 hours long and is built on the IASC Gender Handbook in Humanitarian Action

[I Know Gender](#) (UN Women)

The first three modules of this online course covers key gender concepts, international frameworks for gender equality; and how gender equality is promoted throughout the UN System. A number of additional modules are available on more specific topics such as women's economic empowerment; women's leadership and decision-making; women, peace and security etc.

[2030 Agenda for Sustainable Development and Gender Equality](#) (UN Women)

The Gender Equality in the 2030 Agenda for Sustainable Development training course aims to develop and strengthen awareness of gender equality and women's empowerment issues within the context of the 2030 Agenda for Sustainable Development.

[Understanding violence against women and girls](#) (UN Women)

The course provides an understanding of violence against women and girls, its extent, drivers and impact. It also provides evidence-based guidance for policy-makers and stakeholders in complementary fields to better understand the key pillars for preventing it from occurring in the first place and responding to it when it does occur.

REPORTS AND PROMISING PRACTICES FROM THE FIELD

[UNHCR: Learning from Experience to Advance Gender Equality – promising practices in Asia \(2019\)](#)

The report documents promising practices on gender equality from four UNHCR operations in Asia. The case studies cover access to land rights in Sri Lanka, SGBV coordination in Sri Lanka, livelihoods and community-based protection in Malaysia and IDP registration and national identification in Pakistan

[UNHCR: Gender Equality Promising Practices Syrian Refugees in the Middle East and North Africa \(2018\)](#)

This report contains in-depth information on seven gender equality promising practices that are part of the United Nations High Commissioner for Refugees' (UNHCR's) response to the Syria crisis in the Middle East and North Africa (MENA).

[Age, Gender and Diversity Accountability Report \(2017\)](#)

The 2017 AGD Accountability Report presents the activities undertaken by UNHCR to implement the AGD approach. It is structured around the key challenges that were reported by diverse groups of concern during participatory assessments, and provides examples of promising practices and innovative projects that were implemented by UNHCR and partners to overcome these challenges.

AGD accountability reports from previous years are available on the UNHCR website.

[Tearing Down the Walls: Confronting the Barriers to Internally Displaced Women and Girls' Participation in Humanitarian Settings \(2019\)](#)

Research study on barriers to IDP women and girls' meaningful participation in humanitarian settings. The study is based on fieldwork in Niger and South Sudan and includes a number of recommendations to strengthen the meaningful and equal participation of internally displaced women and girls in decision making and leadership processes.

[Her Turn: It's Time to Make Refugee Girls' Education a Priority \(2018\)](#)

Global level UNHCR report highlighting some of the key challenges and barriers women and girls face in accessing education. It also includes recommendations for how to address some of these challenges and ensure that girls have equal access to education.