



FRAMEWORK ON INTEGRATION OF PRIORITY CROSS-CUTTING THEMES

Violence Prevention, Gender Equality and
Beneficiary Accountability



**CANADIAN
RED CROSS**

Canadian Red Cross International Operations

TABLE OF CONTENTS

Background to the document	3
Overview of the cross-cutting themes	5
Strategic framework	8
External minimum standards	9
Types of activities and methodological approach	11
Sample outcomes, outputs and indicators	12
Appendix 1: Sample tools	20
Appendix 2: IFRC Minimum Standard Commitments to Gender and Diversity in Emergency Programming	22

BACKGROUND TO THE DOCUMENT

Why has this document been developed?

From 2005-2015, three cross-cutting themes have emerged as consistent priorities within International Operations: a) violence prevention, b) beneficiary accountability and c) gender equality.

The initial drivers for violence prevention have been three decades of domestic expertise, successful integration since the Tsunami response, partnerships with over 25 National Societies, leadership within the Movement, and collaboration with the IFRC to support the development and implementation of the global Strategy on Violence Prevention, Mitigation & Response.

Integration of gender equality within the Canadian Red Cross has been driven by compliance to DFATD's Gender Equality Policy and growing evidence within the humanitarian sector that failing to consider the differential needs and women, girls, men and boys (and taking in account age, ability, socio-economic status) produces gaps in response or worse, accentuates suffering and can contribute to long term negative impacts.

The inclusion of beneficiary accountability has been driven by internal and external reviews highlighting the need for greater consultation and communication with and participation from beneficiaries and feedback and complaints mechanisms.

This document brings the cross-cutting themes together into one cohesive approach that will assist program teams to meet minimum standards while also determining where the Canadian Red Cross can go beyond minimum standards to achieve greater impact.

Who is this document for?

This document is for Canadian Red Cross International Operations' personnel involved in the management of projects including key steps such as assessments, project design and implementation, and monitoring and evaluation.

What does this document cover?

This document covers the high-level minimum standard outcomes, outputs and indicators for International Operations' priority cross-cutting themes: violence prevention, gender equality and beneficiary accountability. The minimum standards apply to development and emergencies. All International Operations' projects need to meet these minimum standards.

The document also includes an overview of the strategic framework within the IFRC and externally that supports importance of the cross-cutting themes. In addition, examples of practical activities and tools are included to help guide implementation.

What does this document not cover?

The document does not cover outcomes, outputs and indicators that go beyond minimum standards. Additional outcomes, outputs and indicators and general technical support can be accessed by the relevant technical advisors for each cross-cutting theme.

The document does not include detailed and specific outputs or indicators for integration within specific sectors whether in development or emergency situations. For instance, specific information on integration within health, psychosocial, shelter, livelihoods, migration, water and sanitation are not included in the main text of this document, however further information can be found through the tools listed within the document and the appendices.

Are minimum standards all that need to be addressed within projects?

Although this document covers only the minimum standards, it does not suggest that going beyond the minimum standards is not important, or even in some situations vital. In situations where more can be done to address violence, gender equality of beneficiary accountability that is an option and can lead to more effective results and better alignment with the Fundamental Principles. The decision to meet only minimum standards or to go beyond them is based on local capacities, priorities, needs and available resources.

Is each cross-cutting theme of equal importance?

Yes, each cross-cutting theme is of equal importance because all are minimum standards. However, the Canadian Red Cross leadership, added value and experience are strongest for addressing violence.

Wherever possible, program teams are encouraged to influence National Society partners to go beyond the minimum standards for violence prevention, gender equality and beneficiary accountability in order to achieve maximum operational results.

OVERVIEW OF THE PRIORITY CROSS-CUTTING THEMES

CROSS-CUTTING THEME	GOAL	DEFINITION	MAIN AREAS OF ACTION
Violence Prevention	Protection and Safety	The use of force or power, either as an action or omission in any setting, threatened, perceived or actual against oneself, another person, a group, a community that either results in or has a high likelihood of resulting in death, physical injury, psychological or emotional harm, mal-development or deprivation. ¹	<ul style="list-style-type: none"> - Child Protection - Gender-based violence - Community violence
Gender Equality	Equality	<p>Gender refers to the social differences between females and males throughout their life cycles. Although deeply rooted in every culture, the identified roles and responsibilities of males and females based on cultural traditions and behaviours are changeable over time, both within and between cultures.</p> <p>Gender equality, does not imply that women and men are the same; it acknowledges that they have differential needs, capabilities, constraints and opportunities.</p> <p>In every culture, gender norms determine males/females access to resources (land titles, aid, and safety), participation (staff, volunteers) and decision-making powers (family planning, mobility, adequate nutrition, camp committees, and leadership roles).²</p> <p>Achieving gender equality requires change in institutional practices and social relations through which disparities are reinforced and sustained.</p>	<ul style="list-style-type: none"> - Sex and age disaggregate data (SADD) - Gender norms, roles and responsibilities - Equal rights to access for all males and females to humanitarian services and project resources - Participation of all males and females in human resources and projects - Equal opportunities for all males and females in decision-making

¹IFRC. (2011). Strategy on Violence Prevention, Mitigation and Response. IFRC.

²IFRC. (2013). Strategic Framework on Gender Diversity Issues: 2013-2020. IFRC.

**CROSS-CUTTING
THEME**

GOAL

DEFINITION

**MAIN AREAS
OF ACTION**

**Beneficiary
Accountability**

Participation

Participation refers to the full, equal and meaningful involvement of all members of the community in decision-making processes and activities that affect their lives. The level of participation that different people will engage in will depend upon how rewarding they find the experience and whether they gain something from the process.³

The organisation needs to clearly communicate its program priorities and policies to beneficiaries in an accessible manner in order to minimize potential exploitation by humanitarian workers, and ensure everyone has access to the same information including criteria of eligibility for assistance.

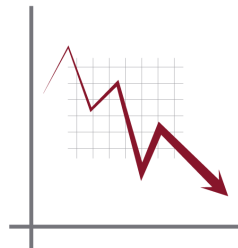
- Beneficiary participation in projects
- Beneficiary access to feedback systems / handling complaints
- Sharing information with beneficiaries about projects and feedback on results
- Continual learning and improvement within the organization

³Adapted from: UNHCR (2008). A Community-Based Approach in UNHCR Operations. UNHCR. As cited in: IFRC. (2015). Minimum Standard Commitments to Gender and Diversity in Emergency Programming. IFRC.

THE CONSEQUENCES OF NOT ADDRESSING THE PRIORITY CROSS-CUTTING THEMES



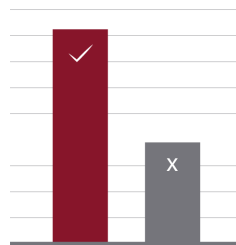
Ineffective projects



Unsustainable projects



Ethical, financial, reputational and legal costs



Inconsistent with international minimum standards and norms

STRATEGIC FRAMEWORK

WITHIN THE IFRC FOR ADDRESSING VIOLENCE, GENDER EQUALITY AND BENEFICIARY ACCOUNTABILITY



Strategy 2020: Strategic aim three (violence prevention)

Principles and Rules for Humanitarian Assistance: Sections 4.2 (violence prevention and gender equality) and 5.4 & 5.5 (beneficiary accountability)

OCAC: indicators 29 (violence prevention), 71 (beneficiary accountability) and 87 (gender equality)

Community Resilience, objective for social cohesion of communities includes violence prevention, gender equality and beneficiary accountability

Strategy on Violence Prevention, Mitigation and Response

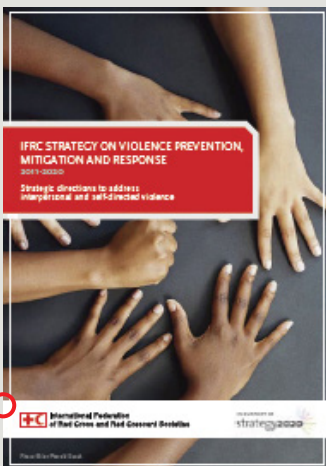
Strategic Framework on Gender and Diversity

IFRC Pledge on Gender, 31st International Conference of the Red Cross and Red Crescent, 2011

IFRC Pledge on Violence Prevention, 31st International Conference of the Red Cross and Red Crescent, 2011



OCAC



Gender Pledge (proposed for 31st International Conference of the Red Cross and Red Crescent)

For the years 2012-2015, we hereby pledge:

Armed conflicts, natural disasters, and other vulnerable situations have profoundly different impact on women, girls, men and boys. The risks and vulnerabilities each of the groups face differ and we must have a varied impact on them. Women, girls, men and boys have distinct and diverse strengths, needs and capacities which should be equally valued and inform effective and sustainable relief, recovery and development initiatives. It is essential for any effective humanitarian work to pursue equality of power, influence, opportunities and access to resources and services, between women, girls, men and boys.

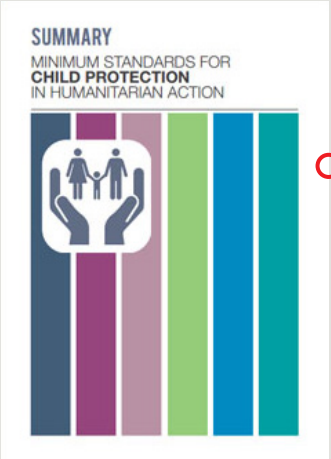
The Red Cross Red Crescent the IFRC hereby pledges to:

- implement the IFRC Gender Strategy;
- systematically integrate a gender perspective into all policy work;
- reinforce the policies and legislation that tackle violence and discrimination on the basis of gender, create conditions favourable for gender balance at all levels in governance, management and staff and for gender balanced representation in advisory bodies and funding, where possible;
- integrate a gender dimension when setting priorities;
- promote and encourage work to mainstream a gender perspective in international humanitarian law.

Proposed evaluation criteria (in 2015):

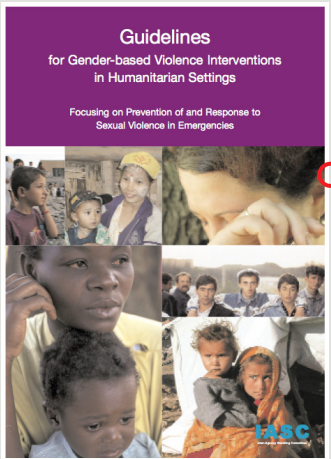
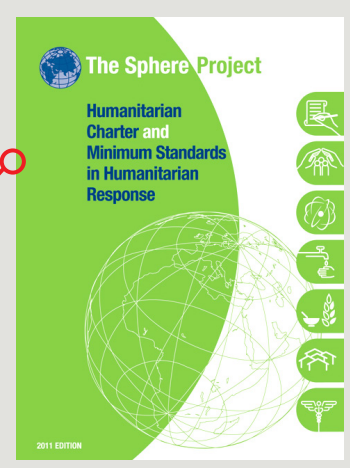
- At least 60 per cent of the National Societies sign up to the pledge;
- IFRC Gender Strategy including performance framework is implemented by at least 50 per cent of the National Societies;
- During regular updates of National Societies Summits and internal regulations include the goal of gender balance at all governance and management levels, including general staff, members and volunteers by the year 2020;
- IFRC and National Society policies adopted between 2012 and 2015 and subsequent work have a gender lens;
- Gender commitments are systematically included in annual IFRC and National Society programme work plans and budgets, reports and tools, with regular monitoring of achievement;
- Improved gender balance in advisory bodies and at statutory meetings;
- National Society activities on international humanitarian law undertaken between 2012 and 2015 include, as relevant, a gender perspective.

EXTERNAL MINIMUM STANDARDS



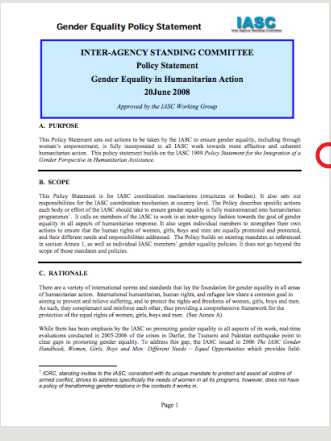
Sphere Project: Humanitarian Charter and Minimum Standards in Humanitarian Response (2011)

Minimum Standards for Child Protection in Humanitarian Action (2011; formal companion to Sphere Project)



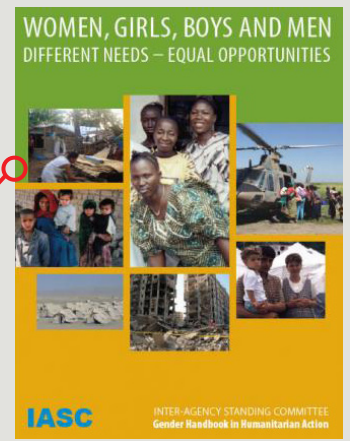
HAP Standards in Humanitarian Accountability and Quality Management (2010)

IASC Guidelines for Gender-based Violence Interventions in Humanitarian Settings (2015)

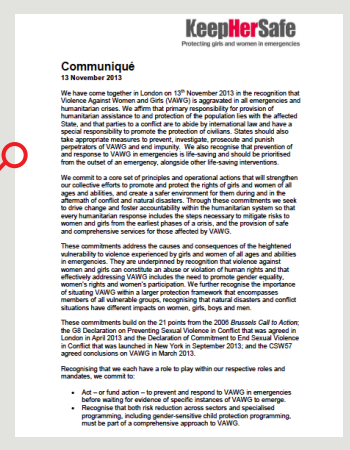


IASC Gender handbook - Women, girls, boys, and men: Different Needs, Equal Opportunities (2006)

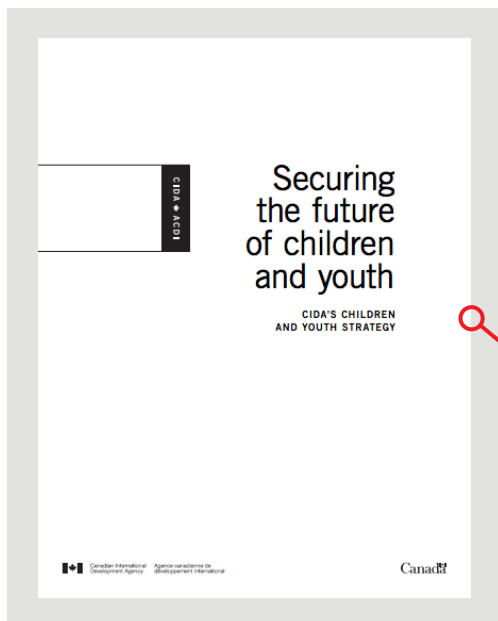
IASC Gender Equality Policy Statement (2008)



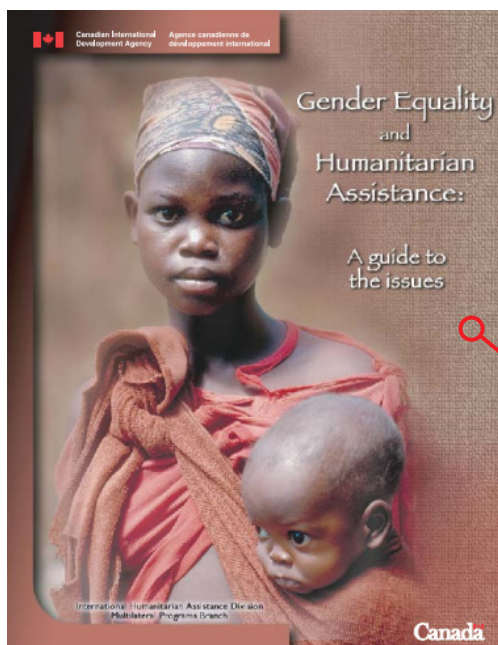
DFID Communique on preventing violence against women and girls in disasters and emergencies (2013)



DFATD COMMITMENTS



Violence prevention is a theme through child protection (e.g. CIDA's Children and Youth Strategy) and gender-based violence in emergencies



Gender equality is a policy and a mandatory cross cutting theme (e.g. CIDA's Operational Framework on Gender Equality and Peacebuilding)

Beneficiary accountability is not specifically stated but is assumed as part of the best practices expected of all humanitarian agencies

TYPES OF ACTIVITIES AND METHODOLOGICAL APPROACH

Canadian Red Cross approach to integration of cross-cutting themes into disaster and development programming.

IMPLEMENTATION	CONTENT	METHODOLOGY
Build National Society capacity	Address various forms of inter-personal violence and gender inequality and ensure minimum standards for accountability for beneficiaries	Ensure research-based approaches
Work through partnerships and consortiums where possible	Focus on prevention, mitigation and response based on local context and priorities	Use global minimum standards
Prioritize assessments and consultations with beneficiaries to drive action	Recognize vulnerabilities and capacities of all genders/sexes, ages and backgrounds	Evaluate or conduct lessons learned

SAMPLE OUTCOMES, OUTPUTS AND INDICATORS

The following sample outcomes, outputs, indicators and activities are based on IFRC and global minimum standards.

OUTCOME 1

Improved capacity and practice within the National Society to enhance the safety, equality and participation of staff, volunteers and beneficiaries.

Indicators

- Indicator: Percentage of staff, volunteers and beneficiaries who rate the Red Cross Red Crescent as safe from interpersonal violence.
- Indicator: Percentage of staff, volunteers and beneficiaries who rate the Red Cross Red Crescent as reflecting the interests and priorities of females and males equally.
- Indicator: Percentage of staff, volunteers and beneficiaries who rate Red Cross Red Crescent programming as being participatory.

Sample methodologies to measure indicators

Survey; semi-structured focus group discussion; location, gender and age; data collection tools; questionnaires..

Theory of change

If the themes of safety, equality and participation are effectively integrated into organizational systems *then* staff, volunteers and beneficiaries will have access to greater knowledge, tools and support on these themes and this will *result in* a higher percentage of staff, volunteers and beneficiaries who feel safer, more equal and have more opportunities to participate in relevant programming.

OUTPUT	SAMPLE INDICATOR	VP	GE	BA	SAMPLE ACTIVITIES
1.1 Organizational policies and procedures National Society internal organizational policies, procedures and trainings, supported by the Canadian Red Cross, include violence prevention, gender equality and beneficiary accountability	# of OD / internal organizational assessments that include the prevention of violence, gender equality and beneficiary accountability	X	X	X	Support inclusion of themes within OCAC, WFNS, etc. assessments / baselines
	% of projects with a situational gender analysis completed with indicators	X	X	X	Support completion of a situational gender analysis
	# of gender strategies in place	X	X	X	Based on gender analysis, support development of a gender strategy with related actions such as ensuring adequate human resources, mainstreaming across projects, etc.

OUTPUT

SAMPLE INDICATOR

VP GE BA

SAMPLE ACTIVITIES

	# of policies being implemented to prevent violence against staff, volunteers, beneficiaries	X		X	Support development / updating of code of conduct, child protection, anti-harassment or screening policies
	% of personnel who have signed the code of conduct and child protection policy	X		X	Support printing and sharing of policies Support creation, or integration into existing, databases to identify who has signed the policies
	% of managers educated on minimum standards for violence prevention, gender equality and beneficiary accountability	X	X	X	Support training of trainers to deliver workshops on the themes to managers Identify and make available online training
	# of managers and personnel who can give the name of at least one place where they can refer a survivor of violence	X	X	X	Support training of trainers to deliver workshops on the themes to managers Identify and make available online training
	# safe, accessible , confidential complaints mechanisms for staff, volunteers and beneficiaries	X	X	X	Support development of complaints / feedback mechanism
1.2 Operational capacity National Society Operations, supported by the Canadian Red Cross, integrate violence prevention, gender equality and beneficiary accountability	% of trained personnel who can list at least three specific actions they can take to integrate violence prevention, gender equality and beneficiary accountability into their services	X	X	X	Support training of trainers to deliver workshops on the themes to managers Identify and make available appropriate online training
	% of trained personnel who can identify three examples for differentiating the needs/ opportunities of women, men, girls and boys	X	X	X	Include VP/GE/BA in training simulations
	% of programs that gather and analyse sex and age disaggregated data		X	X	Support to integrate sex and age within relevant project databases and reporting tools
	% of sector projects where minimum standards on violence prevention, gender equality and beneficiary accountability are part of standardized monitoring and evaluation systems				Support integration into standard operating procedures (SoPs), policies, procedures and contingency plans Support inclusion into monitoring and reporting tools

OUTCOME 2

Improved capacity and practice within target communities to reduce the risk of violence, enhance gender equality and increase participation and beneficiary communication in programming.

Indicators

- Indicator: Percentage of women, men, girls and boys who rate their community as safe from interpersonal violence
- Indicator: Percentage of women, men, girls and boys who rate their differentiated interests and priorities are equally addressed
- Indicator: Percentage of women, men, girls and boys who rate their participation in Red Cross Red Crescent supported programming as having been satisfactory

Sample methodologies to measure indicators

Survey; sampling to factor number of communities; semi-structured focus group discussion; location, gender and age; data collection tools; questionnaires.

Theory of change

If the themes of safety, equality and participation are effectively integrated into community programming *then* target communities will have access to greater knowledge, tools and support on these themes and this will *result in* a higher percentage of women, men, girls and boys who feel safer, more equal and have more opportunities to participate in relevant programming.

OUTPUT

SAMPLE INDICATOR

VP GE BA

SAMPLE ACTIVITIES

2.1 Disaster preparedness / community development projects

National Society disaster preparedness and community development projects, supported by the Canadian Red Cross, integrate violence prevention, gender equality and beneficiary accountability

% of disaster preparedness / community development projects where violence prevention, gender equality and beneficiary accountability are integrated into *assessments*

X X X

Staff, volunteers and communities understand who is doing the assessment and why

Include themes within trainings and simulations such as DRCE

Support integration of themes into community mapping and assessment tools and processes such as VCAs

Information to determining the best ways of working with the community is gathered as part of the assessment.

Help map-out external partner agencies who are implementing VP/GE/BA services

OUTPUT

SAMPLE INDICATOR

VP GE BA

SAMPLE ACTIVITIES

% of disaster preparedness / community development projects where violence prevention, gender equality and beneficiary accountability are integrated into project *design and measurement frameworks*

X X X

Support efforts to inform communities about the Red Cross Red Crescent and its ways of working; ways of listening to (and acting on) community feedback; and channels for raising a complaint and being heard

Support integration of themes within project planning, monitoring, reporting and evaluation tools, templates and guidelines

Ensure specific indicators/ targets and activities are included for each cross-cutting theme

% of disaster preparedness / community development projects where violence prevention, gender equality and beneficiary accountability are integrated across *implementation with communities*

X X X

Support communication with beneficiaries to maximise transparency and to share information on project details and decisions

Support implementation of VP modules and resources such as within CBHFA, PSS, HIV, DRR, YABC, schools curriculum, etc.

Support training of trainers

Provide accompaniment to local staff, volunteers and personnel from partner agencies (e.g. schools, MoH, partner NGOs, etc.) to build capacity

Support local micro-projects that build institutional or community capacity

Support development of community action plans with equal representation by sex and socially excluded groups

OUTPUT

SAMPLE INDICATOR

VP GE BA

SAMPLE ACTIVITIES

2.2 Emergency response
National Society emergency responses, supported by the Canadian Red Cross, integrate violence prevention, gender equality and beneficiary accountability

% of disaster preparedness / community development projects where violence prevention, gender equality and beneficiary accountability are integrated into *monitoring and evaluation systems*

% of emergency responses where violence prevention, gender equality and beneficiary accountability are integrated into *assessments*

X X X

X X X

Support peace committees between conflicting groups with equal representation by sex and socially excluded groups

Support religious leaders and other key “influencers” to promote safety, equality and participation

Support integration of gender equality in messaging across all tools, trainings, processes and campaigns

Help prioritize beneficiary participation for the implementation of projects

Include within all baselines, midlines, endlines

Include within monitoring tools and processes

Support the measurement of relevant indicators

Support formal or informal lessons learned reviews

Inform beneficiaries lessons learned / evaluation results

Staff, volunteers and communities understand who is doing the assessment and why

Include within trainings and simulations such as IMPACT, ERU, RIT, NIT, PSS, etc.

Integrate into Damage and Needs Assessments

Integrate into assessment tools and processes within all settings including ERU hospitals and community-outreach initiatives

OUTPUT

SAMPLE INDICATOR

VP GE BA

SAMPLE ACTIVITIES

% of emergency responses where violence prevention, gender equality and beneficiary accountability are integrated into the project *design and measurement framework*

X X X

Map-out external partner agencies who are implementing VP/GE/BA services

Participate in protection and other relevant clusters

Ensure all personnel know local protection laws

Support efforts to inform communities about the Red Cross Red Crescent and its ways of working; ways of listening to (and acting on) community feedback; and channels for raising a complaint and being heard

Support integration within project planning, monitoring, reporting and evaluation tools, templates and guidelines

Ensure specific indicators/targets and activities are included for each cross-cutting theme

% of emergency responses where violence prevention, gender equality and beneficiary accountability are integrated into project *implementation with communities*

X X X

Communicate with beneficiaries to maximise transparency and to share information on project details and decisions

Support implementation of VP as part of PSS and CHM outreach with communities

Conduct training of trainers

Provide accompaniment to local staff, volunteers and personnel from partner agencies to build capacity

Support local micro-projects that build institutional or community capacity

OUTPUT

SAMPLE INDICATOR

VP GE BA

SAMPLE ACTIVITIES

2.3 Recovery programs
National Society recovery programs, supported by the Canadian Red Cross, include resources for violence prevention, gender equality and beneficiary accountability

% of emergency responses where violence prevention, gender equality and beneficiary accountability are integrated into *monitoring and evaluation systems*

% of emergency programs transitioned to a recovery context that include clear activities with sustained funding for integration of violence prevention, gender equality and beneficiary accountability

X X X

X X X

Support integration of gender equality in messaging across all tools, trainings, processes and campaigns

Ensure gender-balanced teams as far as possible

Prioritize beneficiary participation for the implementation of projects

Ensure beneficiaries have access to feedback/ complaints mechanisms

Include within all baselines, midlines, endlines

Include within monitoring tools and processes

Support the measurement of relevant indicators

Support formal or informal lessons learned reviews

Share results from lessons learned / evaluations with beneficiaries

Build into project proposals including specific outcomes and outputs (see 2.1)

Include as standardized line items within emergency appeals (see 2.2)

Include a specific line within budgets

OUTCOME 3

Improved capacity and practice among external decision-makers to integrate violence prevention, gender equality and beneficiary accountability.

Indicators

- Indicator: Number of external decision-makers integrating specific actions to enhance safety from violence into their practice
- Indicator: Number of external decision-makers integrating specific actions to enhance gender equality into their practice
- Indicator: Number of external decision-makers integrating specific actions to enhance beneficiary participation into their practice

Sample methodologies to measure indicators

Survey; sampling to factor number of decision-makers; semi-structured focus group discussion; location, gender and age; data collection tools; questionnaires.

Theory of change

If the themes of safety, equality and participation are effectively integrated into humanitarian diplomacy initiatives with external decision-makers *then* greater knowledge and access to tools and support on these themes will *result in* a higher percentage of external decision-makers who support safer, more equal and more participatory approaches within their own work and within their spheres of influence.

OUTPUT	SAMPLE INDICATOR	VP	GE	BA	SAMPLE ACTIVITIES
3.1 Humanitarian Diplomacy National Society humanitarian diplomacy efforts, supported by the Canadian Red Cross, include messages on violence prevention, gender equality and beneficiary accountability	# of Red Cross Red Crescent publications that include violence prevention, gender equality and beneficiary accountability content	X	X	X	Support integration into advocacy publications such as: advocacy reports, position papers, lessons learned synthesis reports, case studies, national mapping reports, policy papers Develop advocacy publications specific to the themes Convene or participate in networking workshops with external organizations and stakeholders Facilitate dialogues with key with Movement or external stakeholders
	% of emergency programs transitioned to a recovery context that include clear activities with sustained funding for integration of violence prevention, gender equality and beneficiary accountability	X	X	X	Support sms campaigns Support social media / public service announcement campaigns Support integration into story lines of participatory radio / media programs Support mobile theatres

APPENDIX 1: SAMPLE TOOLS

VIOLENCE PREVENTION:



Emergencies

- IFRC and CRC Psychosocial and Violence Prevention Assessment Guide for Emergencies and Recovery
- IFRC Minimum Standard Commitments to Gender and Diversity in Emergency Programming
- IFRC Psychosocial trainings
- CRC Violence Prevention App for Disaster Responders

Health

- IFRC Community-Based Health & First Aid (CBHFA): Violence Prevention Module
- IFRC Psychosocial Handbook
- CRC modules for IMPACT and ERU
- Jamaica Red Cross HIV: Violence Prevention Module

Organizational Development

- IFRC Organizational Capacity Assessment & Certification (OCAC)
- IFRC Child Protection Briefing Module (online)
- IFRC and CRC Ten Steps to Creating Safe Environments
- ICRC Safer Access

Children and Youth

- IFRC Youth as Agents of Behavioural Change (YABC)
- CRC school-based courses on bullying prevention (“Beyond the Hurt”), child maltreatment prevention (It’s Not Your Fault” and “Be Safe!”), and healthy youth relationships
- Norwegian Red Cross “Street Mediation” program
- See IFRC Principles & Values website for a detailed list of tools to address violence:
<http://www.ifrc.org/en/what-we-do/principles-and-values/non-violence/>

GENDER EQUALITY:



Emergencies

- Australian Red Cross: Gender and Disaster Management
- IFRC Guide to Gender-Sensitive Approaches to Disaster Management
- IFRC Minimum Standard Commitments to Gender and Diversity in Emergency Programming
- IASC Gender Handbook in Humanitarian Action
- Gender and Disaster Network: Gender Equality in Disaster – Six Principles for Engendered Relief and Reconstruction (and other briefing papers including Men and Masculinities)

Health

- IFRC Maternal, Newborn and Child Health in the Americas: A Report on Commitments to Women's and Children's Health
- IFRC Guidance Note, 2014, Integrating Gender and Diversity into Community Health
- IFRC Partnership for MCNH, 2011, Eliminating Health Inequalities: Every Women, Every Child Counts
- IFRC 2013, Operational research on menstrual hygiene kits for emergencies, Burundi

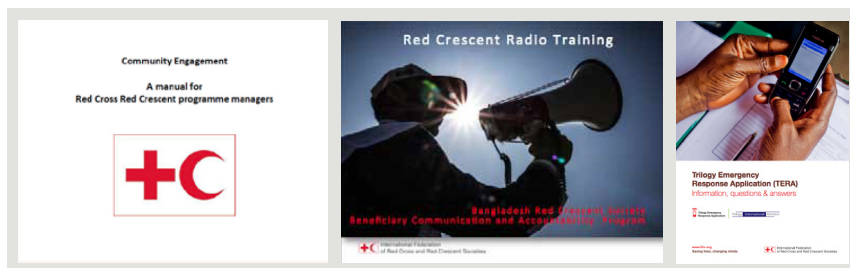
Organizational Development

- IFRC Gender Questionnaire for Program Managers and Coordinators
- Australian Red Cross: Organizational Gender Assessment Tool
- DFATD: Tip Sheet No. 5 - Gender Equality Results and Indicators
- World Bank: Guidance Note 5 - Gender Mainstreaming in Recovery and Reconstruction Planning

Other

- Australian Red Cross: Gender briefing papers

BENEFICIARY ACCOUNTABILITY:



Trainings

- IFRC Beneficiary Communication Training Manual and a four-day training
- IFRC Radio Red Cross Red Crescent (four-day training)
- HAP Training of Trainers on Accountability to Beneficiaries (four-day training)
- HAP Complaints and Response Mechanisms (four-day training)

Tools

- Trilogy Emergency Response Application (TERA): An application that is capable of sending SMS to targeted geographical areas at a speed of up to 100,000 messages per hour

APPENDIX 2: IFRC MINIMUM STANDARD COMMITMENTS TO GENDER AND DIVERSITY IN EMERGENCY PROGRAMMING

GENDER & DIVERSITY IN EMERGENCY HEALTH PROGRAMMING

COMMITMENTS

STANDARDS

Dignity

Consulting rooms and separate toilets for females and males provide maximum privacy and dignity.

Health services and facilities are culturally-appropriate for females and males of all ages, including older people and people with a disability, to use.

Health services are confidential and the affected population trust that they are.

Examinations and treatment are undertaken with the patient's informed consent.

Access

The beneficiary selection and prioritisation criteria for accessing health services and facilities is informed by a gender and diversity analysis to ensure that the most marginalised have access.

Interpreters are made available to those who need them in order to understand health information.

Health services are available and health facilities are accessible at times, in locations and with appropriate staffing levels and gender/diversity composition to ensure females and males of all ages have equitable access.

In consultation with the community, the constraints or barriers faced by females and males of all ages, including those from marginalised groups, in accessing health services and facilities are identified and action taken to respond to them.

Everyone, including those from marginalised groups, has access to confidential and culturally-appropriate reproductive health services.

Survivors of sexual violence are supported to seek and referred for clinical care and have access to psychosocial support.

Participation

People living with HIV AIDS receive or are referred for [continued] care and medication.

The affected community is informed of their entitlements in terms of healthcare and such information is disseminated widely in relevant language(s) and picture format at the health point and around displacement camps/shelter sites.

Violence is included in health surveillance forms and includes checking for bruises, broken bones, lacerations, anxiety issues, fear, increased alcohol and sexually transmitted diseases, etc.

The health facility meets the 'minimum initial service package' (MISP) for reproductive health in crisis situations (i.e. referral to health, psychological and social support systems, post-exposure prophylaxis (PEP) kits, antibiotics to prevent and treat STIs, Tetanus toxoid/ Tetanus immunoglobulin, Hepatitis B vaccine, emergency contraception (where legal and appropriate)).

The health facility tracks the number and sex- and age-disaggregation of incidents of sexual and physical violence. In all cases, only the number of disaggregated data is retained, with no identifying information on the survivor/victim.

Information on post-violence (rape, physical assault, suicide, etc.) care and access to services is disseminated to the community.

Females and males of all ages, including those from marginalised groups, are consulted and involved in the design of all health services and facilities. Where necessary, carry out single-sex focus group discussions with same-sex facilitators.

Assessment and response teams have balanced/fair representation of female and males, including from marginalised groups.

Community health committees or equivalent have fair/balanced representation of females and males, including those from marginalised groups. Where it is not possible to have one single, mixed-sex committee, then two committees may have to be established to address female and male health issues separately.

Both female and male health workers are hired and trained. Where this is difficult, the community has been consulted about appropriate action to be taken and/or action is taken to hire and train the under-represented sex.

Safety

Sector-specific safety issues

There is adequate lighting in and around the health facility, including ERU field hospitals, separate female and male toilets, etc.

With the involvement of the community, the accessibility of health facilities has been assessed, including safety travelling to/from the facility, cost, language, cultural and/or physical barriers to services, especially for marginalised groups, including older people and people with a disability.

Where data on sexual and physical violence is recorded, only the number of incidents and sex- and age-disaggregated data on the survivors/victims is retained. No identifying information on the survivor/victim is retained.

Gender-based violence (GBV) prevention and response and child protection

Those at greatest risk of GBV are involved in the siting, design and construction of health facilities and services.

Specific actions are taken to reduce the risk of GBV. For example, involve women and/or women's organisations, other at-risk groups and coordinate with other relevant sectors, such as WASH and shelter and settlements in the design of the facilities and services.

GBV specialists, if available, are consulted to identify safe, confidential and appropriate systems of care for survivors and to ensure staff has the knowledge and skills to provide basic care.

All Red Cross Red Crescent personnel involved in the health response carry an updated list and contact details of agencies and professionals on GBV, child protection and psychosocial support services to which they can refer survivors of GBV or violence against a child who reveal an incident to them.

Messages on preventing and responding to GBV and child protection are included in consultation rooms and in health outreach activities, e.g. dialogue with patients or poster messages in consultation rooms.

Internal Protection Systems***Prevention of sexual exploitation and abuse***

Beneficiary feedback and complaints system is established and is accessible for females and males, including those from marginalised groups. For example, both female and male staff are available to address complaints; the system

COMMITMENTS

STANDARDS

does not rely solely on written complaints for those with higher levels of illiteracy; consideration is given to the times of day the complaints' desk/office is open to accommodate greater access for everyone; and the location of the complaints' desk/office has been considered from a safety and confidentiality point of view.

Clear, consistent and transparent guidance is available on people's entitlements to healthcare in order to minimise the potential for sexual exploitation and abuse by humanitarian actors. Public notices in writing and with pictures remind the affected population of their exact entitlements and that these require no return favours.

Groups and/or individuals that rely on others for assistance in accessing health services and facilities (e.g. women, children, older people and people with disabilities) are monitored closely to ensure that they receive their entitlements and are not exploited or abused.

Code of Conduct and Child Protection Policy

All Red Cross Red Crescent personnel have signed the Code of Conduct, are aware of the Child Protection Policy and have received a briefing(s) in this regard.

COMMITMENTS

STANDARDS

Dignity

Food services and distribution facilities are culturally-appropriate for females and males of all ages, including those with special nutritional requirements, such as pregnant and lactating women, older people and people with a disability or chronic illness.

Food distributions take into account any food restrictions, requirements and taboos within the affected community and specific groups therein.

The distribution process is organised in a way that it allows people to queue, to wait, to receive and to carry food away from the distribution points in a dignified manner.

Access

The beneficiary selection and prioritisation criteria for accessing food distribution and all food security activities (e.g. food-for-work, food vouchers) is informed by a gender and diversity analysis to ensure that the most vulnerable have access.

In consultation with the community, the constraints or barriers faced by females and males of all ages, including those from marginalised groups, in accessing all food security activities, including distributions, trainings, cash/food-for-work, income-generation activities, etc., are identified and action taken to respond to them.

Distribution points are designed and adapted so that everyone, especially pregnant and lactating women, older people and people with disabilities, can access them.

Households have access to culturally-appropriate cooking utensils, fuel, potable water and hygiene materials.

Those who cannot prepare food or feed themselves have access to carers to prepare appropriate food and administer feeding where necessary.

The affected community is informed of their entitlements in terms of food assistance and such information is disseminated widely in relevant language(s) and picture format at the distribution point and around displacement camps/shelter sites.

Participation

Males and females, including those from marginalised groups, are consulted about their specific nutritional needs and priorities to inform the design of all food security activities and projects. Where necessary, single-sex focus group discussions with same-sex facilitators are carried out.

Safety

Assessment and response teams have balanced/fair representation of females and males, including from marginalised groups.

Food security committees have fair/balanced representation of females and males, including those from marginalised groups. Where mixed-sex committees are not culturally acceptable, two committees are established to address female and male's distinct food security needs.

Females and males, including those from marginalised groups, all have equal opportunities to participate in training/employment/volunteering opportunities. If this requires that special measures (timing, location/venue, same-sex instructors, etc.) need to be taken, then these are included in the project activities.

Sector-specific safety issues

Distribution sites are safe and the community feels safe coming to the sites. Measures to ensure safety for all might include allocation during daylight, lighting around the distribution sites, close proximity of distribution site(s) to accommodation, clearly marked and accessible roads to and from distribution sites, male and female distribution teams, etc.

Stoves, fuel and equipment used in the preparation of food are safe.

Commodity- and cash-based interventions that minimise possible negative impacts are designed/selected (e.g. transfer modalities meet food requirements needs; food ration cards assigned without discrimination or, with agreement of community leaders and with full explanation and transparency, given to women; girls and boys included in school feeding programmes; etc.)

Gender-based violence (GBV) prevention and response and child protection

Those at greatest risk of GBV are involved in the siting, design and management of food security distribution sites and services.

Specific actions are taken to reduce the risk of GBV. For example, food distribution is done by a distribution team made up of male and female members, distributions are carried out during daylight hours and in locations that women and girls in particular have said that they feel safe travelling to/from.

GBV specialists, if available, are consulted, to identify safe, confidential and appropriate systems of care for survivors who may share with food security staff that they have experienced violence and ensure staff has the basic knowledge and skills to provide information to survivors on where they can obtain support.

All Red Cross Red Crescent personnel involved in the food security response carry an updated list and contact details of agencies and professionals on GBV, child protection and psychosocial support services to which they can refer survivors of GBV or violence against a child who reveal an incident to them.

Messages on preventing and responding to GBV and child protection are included in community outreach activities during food distributions, e.g. dialogue or poster messages in distribution lines and activities with children and youth while they wait for their parents.

Internal Protection Systems

Prevention of sexual exploitation and abuse

Beneficiary feedback and complaints system is established and is accessible for females and males, including those from marginalised groups. For example, both female and male staff are available to address complaints; the system does not rely solely on written complaints for those with higher levels of illiteracy; consideration is given to the times of day the complaints' desk/office is open to accommodate greater access for everyone; and the location of the complaints' desk/office has been considered from a safety and confidentiality point of view.

Clear, consistent and transparent distribution systems are established for food, cash-for-food and/or voucher systems in order to minimise the potential for sexual exploitation and abuse by humanitarian actors. The distribution of food items is done by a sex-balanced team, distributions are carried out during daylight hours and/or at times that do not discriminate one sex over another, public notices in writing and with pictures advise of the distribution time and location and remind the affected population of their exact entitlements and that these require no return favours.

Groups and/or individuals that rely on others for assistance in accessing food distributions and services (e.g. women, children, older people and people with disabilities) are monitored closely to ensure that they receive their entitlements and are not exploited or abused.

Code of Conduct and Child Protection Policy

All Red Cross Red Crescent personnel have signed the Code of Conduct, are aware of the Child Protection Policy and have received a briefing(s) in this regard.

COMMITMENTS

STANDARDS

GENDER & DIVERSITY IN WASH PROGRAMMING

Dignity

Sanitation facilities are culturally-appropriate for all – females and males of all ages, including older people and people with a disability – to use.

Latrine and bathing facilities ensure maximum privacy and dignity.

Women and adolescent girls are consulted about their personal hygiene management practices.

Culturally-appropriate sanitary materials and underwear are distributed to women and girls of reproductive age in sensitive ways (e.g. distribution through women’s groups, distribution directly after school when girls are together) and appropriate disposal or care (washing and drying) facilities provided. Pre-packaged materials for distribution are clean and unopened.

Access

The beneficiary selection and prioritisation criteria for participation in all WASH activities is informed by a gender and diversity analysis to ensure that the activity reaches the most vulnerable.

Water and sanitation facilities are designed or adapted so that all people can use and access them, especially older people and people with disabilities.

The size and volume of water containers are appropriate for use by women, children, older people and others with restricted strength or mobility.

Water points are located so that people do not have to walk unreasonable distances or gradients and they are located in areas that the community deems unsafe.

Sanitary materials are distributed to individuals, not households.

The affected community is informed of their entitlements in terms of WASH assistance and such information is disseminated widely in relevant language(s) and picture format at distribution points and around displacement camps/shelter sites.

Participation

Females and males, including those from marginalised groups, are consulted about their specific needs and priorities and this information informs the design of all WASH facilities and services. Single-sex focus group discussions with same-sex facilitators are carried out.

Safety

Assessment and response teams have balanced/fair representation of females and males, including those from marginalised groups.

Community water and sanitation committees have fair/balanced representation of females and males, including those from marginalised groups. Where mixed-sex committees are not culturally acceptable, single-sex committees are set up to address female and males' distinct WASH needs and priorities.

Females and males, including those from marginalised groups, have the same opportunities, as is culturally appropriate, to learn how to operate and maintain water and sanitation infrastructure.

Sector-specific safety issues

Latrines and bathing facilities are segregated for females and males, are secure, with internal locks, lighting in and around the facilities, are in close proximity to shelters, etc.

Separate latrines and bathing facilities are safely and easily accessible for females and males, including those with special needs, such as people with disabilities, older people, etc.

Gender-based violence (GBV) prevention and response and child protection

Those at greatest risk of GBV are involved in the siting, design, construction and management of water and sanitation facilities.

Specific actions are taken to reduce the risk of GBV. For example, the distribution of hygiene materials is done by a sex-balanced team, distributions are carried out during daylight hours and in locations that women and girls in particular have said that they feel safe travelling to/from.

GBV specialists, if available, are consulted to identify safe, confidential and appropriate systems of care for survivors who may share with WASH personnel that they have experienced violence and ensure such personnel have the basic knowledge and skills to provide information to survivors on where they can obtain support.

All Red Cross Red Crescent personnel involved in the WASH response carry an updated list and contact details of agencies and professionals on GBV, child protection and psychosocial support services to which they can refer

survivors of GBV or a child who reveal an incident of violence to them.

Messages on preventing and responding to GBV and child protection are included in all community outreach activities, e.g. during WASH-related NFI distributions, dialogue and/or posters at distribution lines, etc.

Internal Protection Systems

Prevention of sexual exploitation and abuse

Beneficiary feedback and complaints system is established and is accessible for females and males, including those from marginalised groups. For example, both female and male staff are available to address complaints; the system does not rely solely on written complaints for those with higher levels of illiteracy; consideration is given to the times of day the complaints' desk/office is open to accommodate greater access for everyone; and the location of the complaints' desk/office has been considered from a safety and confidentiality point of view.

Clear, consistent and transparent distribution systems are established for WASH materials in order to minimise the potential for sexual exploitation and abuse by humanitarian actors. The distribution of WASH materials is done by a sex-balanced team, distributions are carried out during daylight hours and/or at times that do not discriminate one sex over another, public notices in writing and with pictures advise of the distribution time and location and remind the affected population of their exact entitlements and that these require no return favours.

Groups and/or individuals that rely on others for assistance in accessing WASH distributions and services (e.g. women, children, older people and people with disabilities) are monitored closely to ensure that they receive their entitlements and are not exploited or abused.

Code of Conduct and Child Protection Policy

All Red Cross Red Crescent personnel have signed the Code of Conduct, are aware of the Child Protection Policy and have received a briefing(s) in this regard.

COMMITMENTS

STANDARDS

GENDER & DIVERSITY IN EMERGENCY SHELTER PROGRAMMING

Dignity

Site layout, household and collective shelter design and layout provide privacy and dignity.

Settlement planning and shelter design are culturally appropriate for all occupants, including older people and people with disabilities.

Appropriate materials for internal subdivision are provided to individual households.

In collective shelters, families or social groups such as unaccompanied women are grouped together and materials to screen personal and household space are provided.

In all types of shelter, family unity is considered in the house size and layout and, therefore, larger families are accommodated accordingly.

Access

The beneficiary selection and prioritisation criteria for participation in all shelter activities is informed by a gender and diversity analysis to ensure that the activity reaches the most vulnerable.

Consideration has been given to how to support people such as female- and child-headed households, older people, people with disabilities in the construction/repair of shelter.

All shelters and infrastructure are designed or adapted so that all people can physically access them, especially older people and people with disabilities. Avoid steps or changes of level close to exits and provide handrails for all stairways and ramps. Allocate space on the ground floor, adjacent to exits or along access routes for occupants with walking or vision difficulties. Internal design allows appropriate access to cooking, washing and sleeping arrangements.

Shelter quality is consistent across diverse groups, such as majority and minority ethnic groups, within the affected population.

Considerations to ensure that separate living areas for groups such as women, people with disabilities, transgender people and children are 'safe' include: safe and central location area such as near families; lighting of entry points to the shelter; higher windows that cannot be looked into; lockable doors; and water and sanitation facilities in close proximity. All decisions on design of the shelter should be taken in consultation with the relevant group.

The affected community is informed of their entitlements in terms of shelter assistance and such information can be transmitted by radio, on a poster – in all relevant languages

Participation

and picture format - at distribution points, at reception areas and around displacement camps/shelter sites.

Females and males of all ages, including those from marginalised groups, are consulted about their specific shelter needs and priorities, tenure arrangements and this information informs the design of all shelter facilities, services and activities. Where necessary, carry out single-sex focus group discussions with same-sex facilitators.

Assessment and response teams have balanced/fair representation of females and males, as well as marginalised groups.

Shelter/community committees have fair/balanced representation of females and males, including those from marginalised groups. Such representative committees are involved at all stages of the shelter programme, including settlement planning, beneficiary selection, design and implementation of all shelter activities.

Females and males have equal or appropriate opportunities for involvement in all aspects of shelter construction.

Where relevant, females and males receive equal pay for equal work.

Females and males have equal opportunities for involvement in shelter training activities.

Safety

Sector-specific safety issues

Shelter is secure, with internal locks, lighting in and around communal areas, including latrines and bathing facilities, close proximity to accommodation, etc.

Separate and safe areas have been established for children to play.

A separate and safe area has been established for women to congregate.

Systems are in place to protect unaccompanied children and young women (e.g. registration, separate safe shelter, access to basic services and goods, screened personnel to watch-over them, etc.)

Assess risks related to shelter safety including overcrowding; location of shelter; partitions for privacy and/or cultural purposes; locks and lighting; and cost of rent.

Gender-based violence (GBV) prevention and response and child protection

Those at greatest risk of GBV are involved in the siting, design, construction, management and coordination of shelter facilities.

Specific actions are taken to reduce the risk of GBV accessing shelter and settlement services and facilities. For example, involve women and/or women's organisations, other at-risk groups and coordinate with other relevant sectors, such as WASH and health in the design of the facilities and services.

GBV specialists, if available, are consulted to identify safe, confidential and appropriate systems of care for survivors who may share with shelter personnel that they have experienced violence and ensure such personnel have the basic knowledge and skills to provide information to survivors on where they can obtain support.

All Red Cross Red Crescent personnel involved in the shelter sector carry an updated list and contact details of agencies and professionals on GBV, child protection and formal and informal psychosocial support services to which they can refer survivors of GBV or a child who reveals an incident of violence to them.

Messages on preventing and responding to GBV and child protection are included in all community outreach activities, e.g. dialogue or poster messages in registration and communal areas, etc.

Internal Protection Systems***Prevention of sexual exploitation and abuse***

Beneficiary feedback and complaints system is established and is accessible for females and males, including those from marginalised groups. For example, both female and male staff are available to address complaints; the system does not rely solely on written complaints for those with higher levels of illiteracy; consideration is given to the times of day the complaints' desk/office is open to accommodate greater access for everyone; and the location of the complaints' desk/office has been considered from a safety and confidentiality point of view.

Clear, consistent and transparent distribution systems are established for shelter materials, cash-for-rent and/or voucher systems in order to minimise the potential for sexual exploitation and abuse by humanitarian actors. The distribution of shelter materials is done by a sex-balanced team, distributions are carried out during daylight hours and/or at times that do not discriminate one sex over another,

COMMITMENTS

STANDARDS

public notices in writing and with pictures advise of the distribution time and location and remind the affected population of their exact entitlements and that these require no return favours.

Groups and/or individuals that rely on others for assistance in accessing shelter and settlement distributions and services (e.g. women, children, older people and people with disabilities) are monitored closely to ensure that they receive their entitlements and are not exploited or abused.

Code of Conduct and Child Protection Policy

All Red Cross Red Crescent personnel have signed the Code of Conduct, are aware of the Child Protection Policy and have received a briefing(s) in this regard.

COMMITMENTS

STANDARDS

Dignity

Livelihoods programmes are culturally-appropriate for all – females and males of all ages, including older people and people with a disability – to participate (e.g. respecting traditional clothing requirements, different levels of freedom in movement, offers alternative livelihoods options).

Access

The beneficiary selection and prioritisation criteria for participation in all livelihoods activities is informed by a gender, age and diversity analysis to ensure that the activity reaches the most vulnerable.

In consultation with the community, identify and respond to the distinct constraints and/or barriers faced by females and males, including those from marginalised groups, in accessing all livelihoods activities.

Livelihoods programmes are designed or adapted so that everyone – female and male adults and youth, older people and people with a disability – can access appropriate income-generating activities.

The affected community is informed of their entitlements in terms of livelihoods and such information is disseminated widely in relevant language(s) and picture format at the project site, at distribution points and around displacement camps/shelter sites.

Participation

Females and males, including those from marginalised groups, are consulted about their specific livelihoods needs and priorities and this information informs the design of all livelihoods activities and projects. Where necessary, carry out single-sex focus group discussions with same-sex facilitators.

Assessment and response teams have balanced/fair representation of females and males, including those from marginalised groups.

Specific livelihoods programmes are designed that meet the needs of female heads of households, adolescent girls and boys, displaced females and males, people with disabilities, older people, survivors of GBV, etc.

Livelihood/community committees have fair/balanced representation of females and males, including those from marginalised groups.

Females and males, including those from marginalised groups, all have equal opportunities to participate in training

Safety

opportunities. If this requires that special measures (timing, location/venue, same-sex instructors, etc.) need to be taken, then these are included in the project activities.

Sector-specific safety issues

Safety and access issues have been assessed, including safety travelling to/from the livelihoods/training site, childcare provisions, same-sex supervisors/trainers, location and time of day of work/training, backlash from family or community members where women start earning money. Gender-based violence (GBV) prevention and response and child protection

Those at greatest risk of GBV are involved in the siting, design, construction, management and coordination of livelihoods activities and have access to and sufficient control over income generated through livelihoods programmes.

Specific actions are taken to prevent the risk of GBV. For example, specific income-generation activities are designed for women and girls so that they are not economically dependent on others and do not have to exchange sex for money, housing, food or education.

GBV specialists, if available, are consulted to identify safe, confidential and appropriate systems of care for survivors who may share with livelihoods personnel that they have experienced violence and ensure such personnel have the basic knowledge and skills to provide information to survivors on where they can obtain support.

All Red Cross Red Crescent personnel involved in the livelihoods sector carry an updated list and contact details of agencies and professionals on GBV, child protection and formal and informal psychosocial support services to which they can refer survivors of GBV or a child who reveal an incident of violence to them.

Messages on preventing and responding to GBV and child protection are included in all community outreach activities, e.g. dialogue and/or poster messages in livelihoods locations and training facilities, etc.

Internal Protection Systems***Prevention of sexual exploitation and abuse***

Beneficiary feedback and complaints system is established and is accessible for females and males, including those from marginalised groups. For example, both female and

male staff are available to address complaints; the system does not rely solely on written complaints for those with higher levels of illiteracy; consideration is given to the times of day the complaints' desk/office is open to accommodate greater access for everyone; and the location of the complaints' desk/office has been considered from a safety and confidentiality point of view.

Clear, consistent and transparent guidance is available on livelihoods beneficiary selection criteria in order to minimise the potential for sexual exploitation and abuse by humanitarian actors. Public notices in writing and with pictures advise of the selection criteria and remind the affected population of their exact entitlements and that these require no return favours.

Groups and/or individuals that rely on others for assistance in accessing livelihoods and training facilities and services (e.g. women, children, older people and people with disabilities) are monitored closely to ensure that they receive their entitlements and are not exploited or abused.

Code of Conduct and Child Protection Policy

All Red Cross Red Crescent personnel have signed the Code of Conduct, are aware of the Child Protection Policy and have received a briefing(s) in this regard.

COMMITMENTS

STANDARDS

Dignity

Non-food items (NFIs), including hygiene kits, clothing and kitchen sets, are culturally-appropriate to everyone.

Culturally-appropriate sanitary materials and underwear are distributed to women and girls of reproductive age in sensitive ways (e.g. distribution through women’s groups, distribution directly after school when girls are together) and appropriate disposal or care (washing and drying) facilities are provided.

The distribution process is organised in a way as to allow people to queue, to wait, to receive and to carry NFIs away from the distribution points in a dignified manner.

All affected people have access to sufficient changes of clothing to ensure their thermal comfort, dignity, health and well-being.

The most vulnerable (children, people living with HIV AIDS and other chronic diseases, pregnant and lactating women, older persons and people with disability) have additional clothing and bedding to meet their needs.

Access

The beneficiary selection and prioritisation criteria for participation in NFI distribution is informed by a gender, age and diversity analysis to ensure that the activity reaches the most vulnerable.

Distribution points are designed or adapted so that everyone can use and access them, especially older people and people with disabilities.

Household entitlement cards and ration cards are issued in the name of the primary female and male household representatives.

The affected community is informed of their entitlements in terms of NFI distribution and such information is disseminated widely in relevant language(s) and picture format at the distribution point and around displacement camps/shelter sites.

Participation

Females and males of all ages, including those from marginalised groups, are consulted about their specific needs and priorities to inform the design of NFI distribution and the rate of consumption. Where necessary, carry out single-sex focus group discussions with same-sex facilitators.

Dignity

Assessment and response teams have balanced/fair representation of females and males, including from marginalised groups.

NFI/community committees have balanced/fair representation of females and males, including those from marginalised groups.

Females and males, including those from marginalised groups, have equal opportunities to participate in training opportunities. If this requires that special measures (timing, location/venue, same-sex instructors, special provisions for people with a disability, etc.) need to be taken, then these are included in the project activities.

Safety

Sector-specific safety issues

NFIs are familiar to and safe to use by for females and males of all ages, including those with special needs. Technical guidance and instruction should be provided when required in relevant languages and/or pictorial format.

Distribution sites are safe and the community feels safe coming to the sites. Measures to ensure safety for all might include allocation during daylight, lighting around the distribution sites, close proximity of distribution site(s) to accommodation, clearly marked and accessible roads to and from distribution sites, male and female distribution teams, etc.

Gender-based violence (GBV) prevention and response and child protection

Those at greatest risk of GBV are involved in the siting, design and management of NFI distribution points.

Specific actions are taken to reduce the risk of GBV in accessing NFI distributions. For example, women and/or women's organisations, other at-risk groups are involved in the design of the facilities and services.

GBV specialists, if available, are consulted to identify safe, confidential and appropriate systems of care for survivors who may share with NFI personnel that they have experienced violence and ensure such personnel have the basic knowledge and skills to provide information to survivors on where they can obtain support.

All Red Cross Red Crescent personnel involved in the NFI sector carry an updated list and contact details of agencies and professionals on GBV, child protection and formal and informal psychosocial support services to which they can

refer survivors of GBV or a child who reveal an incident of violence to them.

Messages on preventing and responding to GBV and child protection are included in all community outreach activities during NFI distributions, e.g. dialogue with adults in distribution lines and activities with children and youth while they wait for their parents.

Internal Protection Systems

Prevention of sexual exploitation and abuse

Beneficiary feedback and complaints system is established and is accessible for females and males, including those from marginalised groups. For example, both female and male staff are available to address complaints; the system does not rely solely on written complaints for those with higher levels of illiteracy; consideration is given to the times of day the complaints' desk/office is open to accommodate greater access for everyone; and the location of the complaints' desk/office has been considered from a safety and confidentiality point of view.

Clear, consistent and transparent guidance on the beneficiary selection criteria in order to minimise the potential for sexual exploitation and abuse by humanitarian actors. The distribution of NFIs is done by a sex-balanced team, distributions are carried out during daylight hours and/or at times that do not discriminate one sex over another. Public notices in writing and with pictures advise of the selection criteria, distribution times and locations and remind the affected population of their exact entitlements and that these require no return favours.

Groups and/or individuals that rely on others for assistance in accessing NFI distributions (e.g. women, children, older people and people with disabilities) are monitored closely to ensure that they receive their entitlements and are not exploited or abused.

Code of Conduct and Child Protection Policy

All Red Cross Red Crescent personnel have signed the Code of Conduct, are aware of the Child Protection Policy and have received a briefing(s) in this regard.

COMMITMENTS

STANDARDS

Dignity

Systems of evacuation include specific measures for women and girls within the context of any gender/cultural constraints such as mobility.

Community-based early warning systems involve and engage female and male of all ages, including those from marginalised groups, to ensure procedures are sensitive to both female and male needs, including privacy and security in evacuation communal shelters.

Access

Beneficiary selection and prioritisation criteria for accessing DRR activities is informed by a gender and diversity analysis to ensure that the most vulnerable have access.

Women, girls, boys and men, including those from marginalised groups, have equal access to early warning systems training.

In consultation with the community, the constraints or barriers faced by females and males of all ages, including those from marginalised groups, in accessing DRR activities have been identified and inform an appropriate response.

Warning dissemination chains ensure that females and males of all ages, including those from marginalised groups, receive information.

Warning communication technology is accessible and reaches females and males equally and information on hazards, vulnerabilities, risks and how to reduce impacts are disseminated to everyone including those from marginalised groups in a language/format they can understand.

The affected community is informed of their entitlements in terms of DRR activities and such information is disseminated widely in relevant language(s) and picture format at the public spaces.

A system to verify that warnings have reached females and males of all ages, including those from marginalised groups, equally is established.

Participation

Females and males of all ages including those from marginalised groups, are consulted and involved in risk-assessments and in all levels of disaster preparedness, including early warning systems, education, communication, information and networking. Where necessary, carry out single-sex focus group discussions with same-sex facilitators.

Safety

Proportional representation of females and males from diverse groups in the decision-making process of community-based DRR and preparedness activities is promoted to ensure the social, cultural and economic aspects of risk reduction for all groups and sub-groups in the community are being addressed.

The local knowledge of females and males of all ages, including those from marginalised groups, is accessed and used when designing and implementing an early warning system.

Local government officials and community leaders are encouraged to involve females and males, including those from marginalised groups, equally in disaster risk management activities and decision-making.

Cooperation with existing local organisations that represent women and diverse groups, such as youth and people with disabilities, is strengthened in order to encourage community participation in the promotion, planning or implementation of the programme.

Assessment and response teams have balanced/fair representation of women, and men, including those from marginalised groups.

DRR committees or equivalent have fair/balanced representation of women and men, including those from marginalised groups.

Both female and male DRR coordinators are hired and trained. Where this is difficult, the community has been consulted about appropriate action to be taken to hire and train the under-represented sex.

Sector-specific safety issues

The safety needs and concerns of females and males of all ages, including those from marginalised groups, are included in the community vulnerability assessments conducted for all relevant natural hazards.

Consideration has been given to access features to, into and within the evacuation centres, especially for those with special mobility restrictions, including older people, people with a disability, pregnant women, etc.

Gender-based violence (GBV) prevention and response and child protection

Those at greatest risk of GBV are involved in the design, construction, management and coordination of DRR activities.

Specific actions are taken to prevent the risk of GBV within evacuation centres. For example, location, partitions for privacy, separate sanitation facilities for females and males, etc.

All Red Cross Red Crescent personnel involved in the DRR sector carry an updated list and contact details of agencies and professionals on GBV, child protection and formal and informal psychosocial support services to which they can refer survivors of GBV or a child who reveal an incident of violence to them.

Messages on preventing and responding to GBV and child protection issues are included in all community outreach activities, e.g. dialogue and/or poster messages in training facilities, evacuation centres, etc.

Internal Protection Systems

Prevention of sexual exploitation and abuse

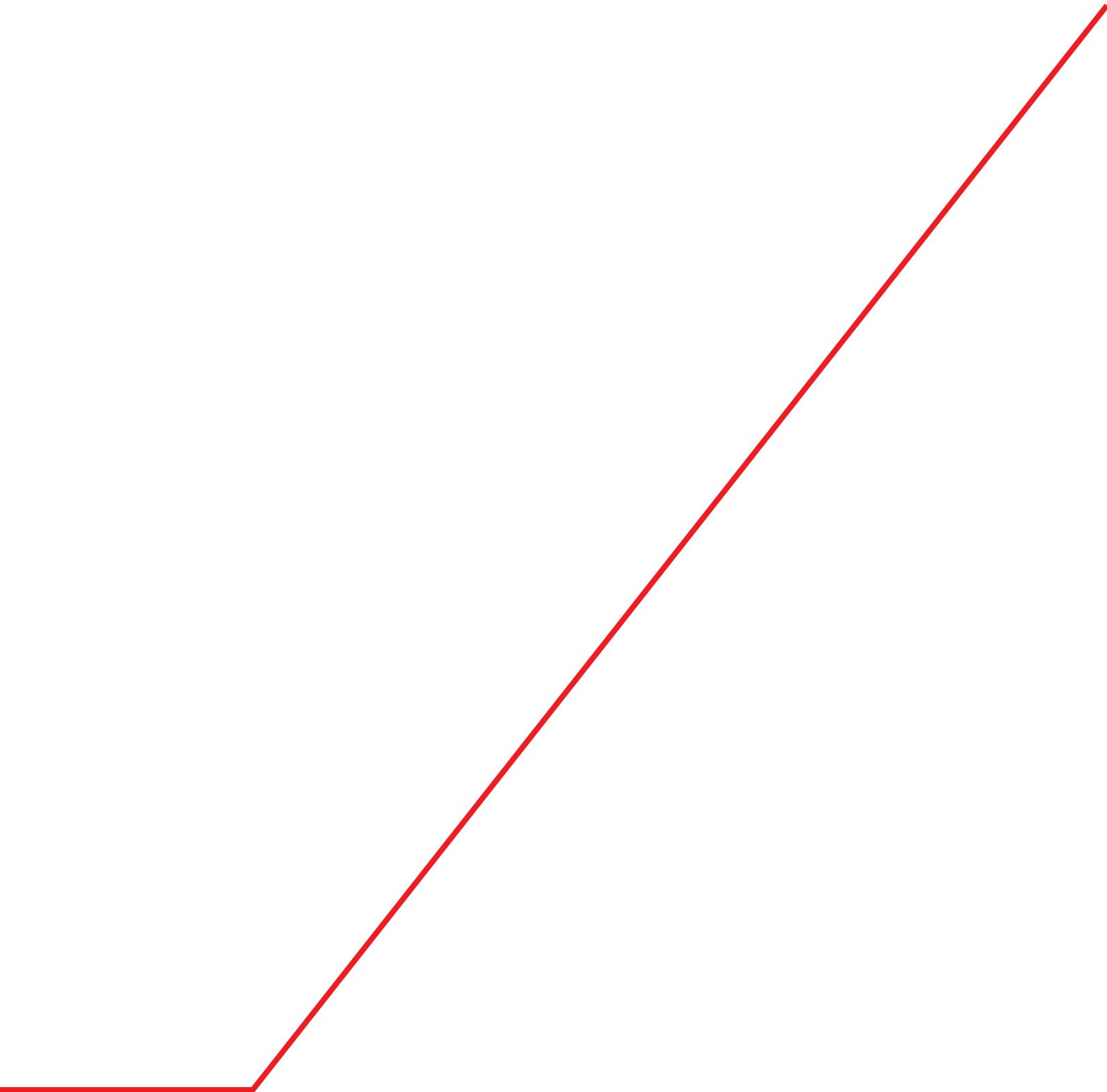
Beneficiary feedback and complaints system is established and is accessible for females and males, including those from marginalised groups. For example, both female and male staff are available to address complaints; the system does not rely solely on written complaints for those with higher levels of illiteracy; consideration is given to the times of day the complaints' desk/office is open to accommodate greater access for everyone; and the location of the complaints' desk/office has been considered from a safety and confidentiality point of view.

Clear, consistent and transparent guidance is available on DRR beneficiary selection criteria in order to minimise the potential for sexual exploitation and abuse by humanitarian actors. Public notices in writing and with pictures advise of the selection criteria and remind the affected population of their exact entitlements and that these require no return favours.

Groups and/or individuals that rely on others for assistance in accessing DRR facilities and services (e.g. women, children, older people and people with disabilities) are monitored closely to ensure that they receive their entitlements and are not exploited or abused.

Code of Conduct and Child Protection Policy

All Red Cross Red Crescent personnel have signed the Code of Conduct, are aware of the Child Protection Policy and have received a briefing(s) in this regard.



**CANADIAN
RED CROSS**

Canadian Red Cross International Operations