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# GENDER MARKER

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**BRAC HUMANTARIAN PROGRAMME**

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## Acronyms

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BHP	BRAC Humanitarian Programme
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CEP	Community Empowerment Programme
DG-ECHO	Directorate-General for European Civil Protection and Humanitarian Aid Operations
DRR	Disaster Risk Reduction
ER	Emergency Response
GBV	Gender Based Violence
GJD	Gender, Justice and Diversity
HRLS	Human Rights and Legal Aid Services
HNPP	Health, Nutrition and Population
IASC	Inter-Agency Standing Committee
IHL	International Humanitarian Law
IUCN	International Union for Conservation of Nature
NAO	Needs Assessment, Activities and Outcome
NFI	Non-Food Item
PWD	Person with Disability
SADD	Sex, Age and Disability Disaggregated Data
SOP	Standard Operating Procedure
TC	Tropical Cyclone
UNDRR	United Nations Office for Disaster Risk Reduction



## Introduction

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The needs, requirements and interests of women, girls, men, and boys are different in regular life, as do their resources, capacities, and coping strategies in crises. Because of the consistent pre-existing inequalities women and girls are more likely to experience adverse consequences in crisis situations. Therefore, it is essential to integrate gender in all phases of the humanitarian programming to generate positive and sustainable outcomes.

The Gender Marker of BRAC Humanitarian Programme (BHP) is designed to track and measure the humanitarian initiatives. The Gender Marker is also a monitoring and accountability tool to track the gender equality in the Humanitarian Programme. This document will describe detail about the tool, its components, its application, as well as guidance on how to integrate gender and age concerns in humanitarian action and on how to apply the marker to humanitarian projects shared as checklists.

## Brief about Gender Marker of BRAC Humanitarian Program (BHP)

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The document has divided into Four sections. The first section is about the introduction and some basic about the Gender Marker. The second section is more about the Gender in Disaster and Gender in Humanitarian setup, Gender recognition by the universal humanitarian standards and about organizational and programmatic standpoints regarding Gender. The third section is detail about the Gender Marker itself and the fourth part is about implementation of the Gender Marker as sample of checklists.

## Section 1:

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### 1.1 Why Gender Marker?

BHP works in natural hazard induced humanitarian situation throughout Bangladesh. BHP recognizes the importance of gender equality, disability and inclusion for effective humanitarian actions planning and implementation. Therefore, BHP identifies participation of women and men from various age, social-economic backgrounds and of different capacities in all its activities and emergency response actions from the very beginning. The Gender Marker of BHP is the result of the goal to establish gender equality, disability, and inclusion in the humanitarian programme.

### 1.2 Methodology followed for developing the Gender Marker

The Gender Marker of BHP was developed primarily by literature review. The reviewed literatures include, the Inter-Agency Standing Committee (IASC) Gender Marker, the Directorate-General for European Civil Protection and Humanitarian Aid Operations (DG ECHO) Gender-Age Marker, CARE Gender Marker, and many more. In addition, some relevant policies of the organization e.g. Standard Operating Procedure (SOP) of BHP, BRAC Gender Policy, HNPP Gender Marker, Policy on Safeguarding, were consulted. The list of reviewed literature is available in the reference section. The draft document of the Gender Marker was reviewed by the Gender, Justice and Development (GJD) programme, BRAC. In consultation, reviewing by the GJD programme and re-reviewing by the core BHP Gender Marker consultation team the final document was developed.

## Section 2:

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### 2.1 Gender and Disasters

Different studies themed on Gender and Disasters on disaster vulnerable locations throughout the continents present that when it is about deaths in disasters, then there appeared a trend of women to be affected significantly more than men. International Union for Conservation of Nature (IUCN) study shows that women, boys and girls are 14 times more likely than men to die during a disaster. 1991 cyclone in Bangladesh, caused the death of 120,000 women that accounted for 90% of the total death. In 1970, the Bhola Cyclone claimed an estimated 300,000 victims in Bangladesh in which women victims outnumbered men 14 to 1. Cyclone Gorky, which hit Bangladesh in 1991, killed 14 women for every man (Improving Women's Odds in Disasters, 2013).

Outnumbered women victims can be found not only in Bangladesh but also in other parts of the disaster vulnerable locations. In the 2004 Indian Ocean tsunami, 70 percent of the 250,000 fatalities were women (Oxfam). In one of the studies by Oxfam presented that in certain areas of Aceh 80 percent of the victims were female. Higher affected number of women in natural disasters also found in India and Sri Lanka. Similarly, during hurricane Katrina in the United States, most of the victims trapped in New Orleans were Afro-American women with their children who were the poorest demographic group in that part of the country (IUCN).

The brief data of casualties by natural disasters above clearly shows a gendered difference in the overall casualties.

### 2.2 Why there is a gendered difference in the impacts by natural disasters?



To understand why gendered dimensions are vital to consider in disasters for managing disaster risks below are a few basics about the concepts of gender and disasters itself.

Gender is the state of being human that is more inclined to the social and cultural differences rather than the biological. In other words, differences between women and men, their roles and responsibilities, access to and control over resources are socially and culturally constructed and change over time.

Disaster is according to the United Nations Office for Disaster Risk Reduction (UNDRR) – a serious disruption of the functioning of a community or a society at any scale due to hazardous events interacting with conditions of exposure, vulnerability, and capacity, leading to one or more of the following: human, material, economic and environmental losses, and impacts. For understanding disaster risks, it is very important to understand the components of vulnerability, exposure, and coping capacity of different groups of people. It is very important to note that the definition by UNDRR also indicates that disasters are not only directly related to development but also the disasters reveal the development failures and social concerns including dimensions of inequalities.

Thus, one of the components of disaster risk ‘vulnerability’ is also resulted by poverty and interconnected social and cultural background and identities, reflects the strong linkage of being female to heightened poverty, to limited access to and control over resources and information. Therefore, it can easily be said that disasters are no more gender blind. Disasters tend to exacerbate pre-existing gender inequalities, which is social, cultural and context specific.

For an instance, in situations where food is scarce, women are often expected to serve men and boys first, and they try to survive on the available rest or on empty stomach. Women often also have needs for healthcare and sanitation and tend to undertake specific household duties which makes them exposed to or vulnerable to natural disasters.

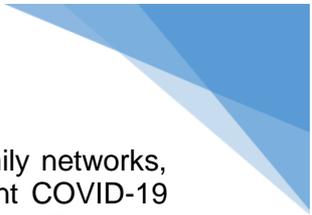
Regarding health, women are more likely to suffer from malnutrition because they have specific nutritional needs when they are pregnant or breast feeding, and some cultures have food hierarchies. For example, in south and south-east Asia, 45–60% of women of reproductive age are below their normal weight and 80% of pregnant women have iron deficiencies. Weaker health conditions also add to the disaster vulnerability of women.

Regarding gendered roles, it is found that in some cases, gender differences also increase men’s mortality in disaster situations. Many men are exposed to risky situations and even die because they believe that by being the “stronger sex” they need not take precautions and because society expects them to take heroic rescue action. For example, there were more immediate deaths among men when hurricane Mitch struck Central America, when men were engaged in open-air activities and also, they were less prepared to face the risk (IUCN).

In brief, from the above-mentioned statements it can be said that disasters exacerbate the pre-existing gender inequalities in the societies that results gender differences in vulnerabilities, exposure to disaster risks and coping capacities. However, disasters amid all these gendered inequalities also make the gender-based violence situations more critical.

### 2.3 Disasters and Gender Based Violence

Disasters do not only take lives and damage the properties but also disasters are known to have direct and indirect impacts on gender-based violence. Or more precisely, there is a trend of heightened violence, exploitation and vulnerability against the disaster survived women and girls found at the aftermath of disasters. Displacement, stress, and trauma are familiar features following a disaster and tend to intensify pre-existing risk factors for domestic abuse.



Many women and children end up in evacuation centres or with extended family networks, which can involve increased exposure to perpetrators of violence. The current COVID-19 pandemic is witnessing remarkably higher trend in GBVs and exploitations globally. Similarly, the 2010 Haiti earthquake offers an extreme example of this, with many reports of armed gangs targeting women and girls in displacement camps. The post cyclone Katrina witnessed threefold increased rate of gender-based violence toward displaced women in Mississippi during that same year.

It is important to note that sex and age disaggregated data is very essential to understand the gendered dimensions of various impacts of natural disasters including the situations of GBVs in a given context. More about the sex and age disaggregated data is available in the following sections.

Below is a brief about the importance of Sex, Age and Disability Disaggregated Data (SADD) in planning realistic DRR, DRM and emergency response.

## 2.4 Gender equality in Humanitarian Response

Effective humanitarian response is centered around considering gender equality within it. However, before placing the importance of gender equality in humanitarian actions it is important to know what exactly the gender equality is.

Gender equality as the name presents according to UNWOMEN, refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same. On the other hand, gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. It is important to note that Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

During crisis created by disasters, it is found that in many circumstances the pre-existing gender roles and responsibilities and power dynamics change. This change could be temporary or for long based on the individualistic context. In addition, as mentioned in the section before women, men, girls, and boys have different needs, requirements, capacities, vulnerabilities, and exposures to various disaster risk factors based on age and their individual context. In many times, women and children take on new roles or responsibilities to fill the gap left by men who was the guardian of the family.

Therefore, effective humanitarian actions must not only consider the different needs and capacities of women and men but also should consider the existing and changed (due to disasters) power relations that affect their respective abilities to access supports and adaptation capabilities with the crisis times. Important to note that, the social cultural background and identities of the disaster survivors also plays a significant role in abilities to access supports and adaptation capabilities in the crisis times.

From the brief discussion above, it is expected to understand that gender equality is neither a luxury nor a matter of giving privilege to women over men, or vice versa. Hence, gender equality is ensuring of the protection and assistance provided in emergencies; gender equality is a planned action that benefits both women and men equally of different age and socio-economic backgrounds; gender equality is those planned humanitarian actions that are based on an analysis of differing needs and capacities of women and men equally of different age and socio-economic backgrounds.



## 2.5 Sex, Age and Disability Disaggregated Data (SADD)

To establish gender equality in humanitarian actions and to analyse gendered scenarios in the pre, during and post disaster times it is very important to have sex and age disaggregated data in hand. Sex and age are two of the most powerful indicators of how individuals experience a disaster. However, in reality the available documents present a lack of availability of such data and therefore present a rising demand of collection of SADDs especially regarding humanitarian situations.

To design an effective humanitarian action, we need who is affected — women or men, girls, or boys; who among them is most at risk; who needs what. Therefore, we need data on the population affected by the disasters should always be broken down by age and sex and other relevant socio-economic factors based on the context. For instance, in early 2014 some good practices were found in more effective and sustainable humanitarian response based on SADD by Tongan government's response to Tropical Cyclone (TC) Ian in Ha'apai . In this response the national and provincial authorities collected the SADD and were equally informed about the specific needs of women and girls.

Therefore, as suggested by the experts, practice of Gender and General analysis is highly essential to provide an effective humanitarian assistance.

## 2.6 Gender equality in humanitarian and in relevant other standards

Gender equality is one of the core priorities of humanitarian actions that has been presented in the prior sections of this document. It is also mentioned in the section before that disaster and its impacts represents weaknesses in existing development situations which directly influences existing dimensions of gender inequalities in that society. To establish a gender responsive humanitarian action, it is also essential to endorse gender concerns by the humanitarian and relevant other development standards.

The landmark UN Declaration, adopted by the General Assembly on 10 December 1948, reaffirms that “All human beings are born free and equal in dignity and rights” and that “everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, birth or other status.”

In 1979, the General Assembly adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which is often described as an International Bill of Rights for Women. In its 30 articles, the Convention explicitly defines discrimination against women and sets up an agenda for national action to end such discrimination. It is the first human rights treaty to affirm the reproductive rights of women.

Protection for women in times of conflict is enshrined in International Humanitarian Law (IHL), which is binding on both States and armed opposition groups. This body of law, which includes the Fourth Geneva Conventions of 1949 and their two Additional Protocols of 1977, provides protection for women as civilians and as captured or wounded combatants. In addition, IHL includes a specific protection regime for women, primarily in respect to their health and hygiene needs and their role as mothers.

Human rights law and refugee law provides further protection for women in times of violence.

The 1993 General Assembly Declaration on the Elimination of Violence against Women contained “a clear and comprehensive definition of violence against women [and] a clear statement of the rights to be applied to ensure the elimination of violence against women in all its forms”. It represented “a commitment by States in respect of their responsibilities, and



a commitment by the international community at large to the elimination of violence against women”.

The Beijing Conference on Women, in 1995, asserted women's rights as human rights and committed to specific actions to ensure respect for those rights. The 1995 Beijing Platform for Action<sup>1</sup> identifies specific actions for governments to take to prevent and respond to violence against women and girls. It explicitly draws attention to the gender and sexual violence that impacts women in both armed conflict and natural disaster situations.

In 2010, the Humanitarian Charter and Minimum Standards in Disaster Response was updated to better define the minimum standards of humanitarian action in order to provide better quality assistance to individuals impacted by crisis, especially women and girls. The UN Economic and Social Council recognizes strengthening of humanitarian actions by mainstreaming a gender perspective into all aspects of the humanitarian response in the resolutions E/RES/2012/3, E/RES/2013/6 and E/RES/2014/2 in 2012, 2013 and 2014.

The Sendai Framework was adopted at the Third UN World Conference on Disaster Risk Reduction (DRR) in Sendai, Japan, on March 18, 2015. This is a legally binding agreement between 193 sovereign states, it aims to substantially reduce the economic, physical, social, cultural, and environmental impacts from disasters. Sendai Framework is the first UN Disaster Risk Reduction (DRR) framework to explicitly include a gendered perspective. According to Sendai Framework “Women ... are critical to effectively managing disaster risk” and their participation is essential in “designing, resourcing, and implementing gender-sensitive disaster risk reduction policies, plans and programs.” Indeed, the Sendai Framework could not be clearer.

Gender equality and social inclusion is placed at the center in humanitarian standards, humanitarian laws, in Disaster Risk Reduction and relevant other standards. Though ‘women’ were highlighted in these standards more than men while focusing gender because of the trend of discrimination against women for ages. However, the term gender includes both men and women, girls and boys of different age, capacities and of socio-economic backgrounds.

From the brief discussion above on various relevant standards it is clearly visible that gender equality is endorsed by many humanitarian, Disaster Management, and relevant other standards.

## 2.7 Gender equality in BRAC and in Humanitarian Programme

BRAC from the initiation of the organization is aligned with the Charter (No. 4) of the *International Humanitarian Charter* that states “offer our services as humanitarian agencies on the basis of the principle of humanity and the humanitarian imperative, recognizing the rights of all people affected by disaster or conflict – women and men, boys and girls”. BRAC is committed to ensure gender equality and gender sensitivity in all forms and all activities including humanitarian actions. Promoting gender equality and women’s empowerment is one of the strategic priorities and goals identified in BRAC’s strategy 2016-2020.

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<sup>1</sup> The Beijing Declaration and Platform for Action of 1995 is a visionary agenda for the empowerment of women. This landmark text was the outcome of the Fourth World Conference on Women, held in Beijing, China, in September 1995. Representatives of 189 Governments agreed to commitments that were unprecedented in scope. The Platform for Action covers 12 critical areas of concern that are as relevant today as 20 years ago: poverty; education and training; health; violence; armed conflict; economy; power and decision-making; institutional mechanisms; human rights; media; environment; and the girl child. For each critical area of concern, strategic objectives are identified, as well as a detailed catalogue of related actions to be taken by Governments and other stakeholders, at national, regional and international level. At the twenty-third special session of the General Assembly in June 2000, held to review the implementation of the Beijing Declaration and Platform for Action, Governments agreed on further actions to accelerate implementation of the Platform for Action and to ensure that commitments for gender equality, development and peace were fully realized.



BRAC's strategy 2016-2020 places gender equality as a foundational principle of BRAC's overall vision of social transformation. BRAC commits to achieve four overarching gender goals –

1. Substantive reduction in violence.
2. Increase in men's engagement.
3. Support for gender equality in the community.
4. Increased gender parity and gender equality within the organization.

Moreover, inclusiveness is one of BRAC's core values and it has always focused on supporting those experiencing poverty, illiteracy, disease, and social injustice. BRAC defines the value of 'inclusion' as a commitment to engaging, supporting, and recognizing the value of all members of society, regardless of race, religion, gender, nationality, ethnicity, age, physical or mental ability, socioeconomic status, and geography. In addition, BRAC recognizes the contribution of the people with disabilities. Therefore, BRAC aims to mainstream inclusion of people with disabilities by institutionalizing disability inclusion both at the organizational and at the programmatic levels.

Similarly, BRAC Humanitarian Programme prioritizes on establishing gender equality and inclusion from the initiation of the programme in 2017. The revised SOP (2020) of the Humanitarian Programme has dedicated a section on 'gender equality with diversity and safeguarding' issues together regarding the emergency response. The mentioned SOP not only addresses inclusion of social and cultural dimensions of gender and diversity but also includes right based dimensions of the gender and diversity issues in the emergency response actions.

In addition, the SOP of the Humanitarian Programme clearly set up some benchmarks to ensure equality, sensitivity, inclusiveness regarding gender equality in emergency response operations. The benchmarks are as follows-

- Different needs and capacities/coping strategies of women and men, boys and girls need to be addressed in proposed interventions.
- Acknowledge differences in women and men's roles and responsibilities regarding access to humanitarian support/assistance, food preparation/nutrition, water and fuel collection, household's hygiene, building and maintaining of shelters and any private or communal latrines, etc.
- Identify socio-cultural practices, taboos or beliefs that may affect women/men differently, e.g. mobility restrictions outside of the household compound, the need to be accompanied to medical facilities.
- Identify persons responsible for livelihood and household resources for all households.
- Consult/interview women and men while assessing needs and providing support/assistance.

Moreover, for the commitment of safeguarding staff, target group and all possible stakeholders the Humanitarian Programme also follows the 'Zero Tolerance' policy in all spheres of its work. In addition, BRAC Humanitarian Programme based on its commitment to the organization's goals has a dedicated Gender Focal, Focal for Disability inclusion and a Safeguarding Champion who are responsible to establish the respective tasks in the Humanitarian programme planning and implementation. Regarding BHP's commitment for handling GBV incidents during humanitarian crisis, BHP will closely monitor at the ground and would cooperate with the respective BRAC Programmes (CEP, HLRS and others) and would refer the cases to them for further actions where required. The Gender Marker is an advanced step of action by the Humanitarian Programme to establish gender equality, disability, and inclusion in the programme. The more about the Gender Marker is available in the next chapter.

## 2.8 Gender Marker of BHP and contemporary Gender Markers - A relative approach

The Gender Marker of BHP is simple to code, easy to understand and easy to visualize for all. It is aligned not only with the (latest) SOP of the Humanitarian Programme but also with BRAC strategic priorities at large. Unlike the available Gender Markers, for coding this Gender Marker will follow three colors, green, yellow and red. This pattern of color coding is also followed by BRAC HNPP Gender Marker. In this regard it can be said that Gender Marker of BHP not only integrates relevant concerns regarding humanitarian actions but also integrates organizational priorities, commitments and preferences that makes this Gender Marker unique in nature.

## Section 3:

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### 3.1 BRAC Humanitarian Programme Gender Marker

The Gender marker in brief:

- It is a tool for tracking gender equality, disability, and inclusion in Humanitarian Programme (both in the yearly planned actions and in the emergency responses).
- It is a tool to track GBV incidents during humanitarian response times.
- This tool will also measure, and track gender equality of those actions implemented jointly by BHP and other programme/s.
- The Gender marker has three distinct colors for coding. i.e. Green, Yellow and Red.
- Green reflects strong establishment of Gender equality.
- Yellow reflects the medium establishment of Gender equality.
- Red reflects the gender-blind nature of the BHP actions.
- The gender marker will be applied in three stages of Humanitarian Programmes: (a) Need assessment, (b) Activity (design and implementation), and (c) Outcome.
- The Gender Analysis will be conducted in the needs assessment phase (where appropriate).
- Sex, Age and Disability Disaggregated Data (SADD) would be the base of the Gender Marker of BHP.

Following the Humanitarian Standards mentioned in the previous chapter and BRAC's policies and targets-

- Gender Marker considers Gender as women and men of different age.
- Gender Marker considers disability as physical and psychological special abilities.
- Gender Marker considers inclusion as people from physical and psychological special abilities and of different social-economic and cultural background.

### 3.2 Purpose of the Gender Marker

The Gender Marker is developed for –

- Measuring and/or tracking inclusion of gender equality, disability, and inclusion in the humanitarian actions.
- To design the humanitarian actions that can be useful and beneficial for women, girls, boys and men of different age, social-economic and cultural backgrounds including for those people with special physical and psychological capacities.

- To integrate different needs of women and men, girls and boys of different age, background including of special physical and psychological capacities in the humanitarian actions.
- To integrate gender equality, disability and inclusion in humanitarian programme planning, implementation in the humanitarian actions.
- To provide guidance on how to improve the processes of BHP initiatives.

### 3.3 Time/phase of application of Gender Marker

The Gender Marker of BHP is applicable for-

- Actions of and by Humanitarian Programmes (actions of any length of time).
- Joint actions by Humanitarian programmes with other programmes (actions of any length of time).

In addition, the Gender Marker will be followed at the following steps of the Humanitarian Programme-

- Regular programme action/activity planning phase.
- Emergency response designing phase.
- Designing of all action proposal phases to the donors.
- Designing of yearly planned programme budget and of Emergency Response budget
- Implementation of planned actions.
- During emergency response/s.
- Designing of the core monitoring format.
- Regular monitoring processes.

### 3.4 The Gender Coding system

The Gender Marker will follow the gender coding in three distinct colors e.g. Green, Yellow and Red. The colors are set up in such a way that are widely used for different reasons, easy to understand its meaning, easy to code and track and overall easy to visualize the result of the humanitarian actions.

Meaning	Gender Code	Description
The action does not directly deal with affected population.	N/A	
Gender equality, disability and inclusion issues and concerns are not integrated in the initiative/action.	Red	The action meets only 1 or no criterion.
Gender equality, disability and/or inclusion are reflected in the action to certain extent.	Yellow	The action meets (2) criteria.
Gender equality, disability and inclusion are reflected strongly in the action to certain extent. It has a potential to contribute significantly to gender equality at large.	Green	The action meets all 3 criteria

Note: Sex and age data should be collected in places where it is applicable.

The Gender Marker will be applied in major three components of humanitarian programming that includes-

- a. Need assessment.
- b. Activities.
- c. Outcomes.



In short it also can be named as a NAO string (Need Assessment, Activities and Outcome). The total numbers of the check marks in the NAO string against each gender code will guide the programme about the status of that action. Below is an example of the proposed gender coding in the NAO string-

Need assessment	Activities	Outcomes	No. of checkmarks	Gender code	Meaning
✓	✓	✓	3		Gender equality and diversity are reflected strongly in the action to certain extent. The green will be translated as - It has a potential to contribute significantly to gender equality at large.
✓	x	x	1		Gender equality and diversity are not considered in the action. The yellow will be translated as the action near to reach gender equality
x	x	✓	0		No evidence of gender equality or a gender-blind action. The red will be translated as gender- and diversity-blind action
0	0	0	0	N/A	The action does not directly deal with affected population

### 3.5 Gender analysis

Gender analysis is an important part for conducting the needs assessment for the Gender Marker. Collection of sex and age disaggregated data is a significant part of gender analysis which also needs to consider where it is required. The mentioned SOP of the Humanitarian Programme also addresses the importance of age and sex disaggregated data in the humanitarian actions. Hereof, the Gender Marker integrates not only gender but also diversity issues together to promote gender equal humanitarian actions. Therefore, the sex and age disaggregated data in gender analysis will guide in gender and diversity friendly action design.

Note: samples checklist for conducting gender analysis is shared in the annexure section of this document

### 3.6 Who will code the Gender Marker?

Gender Marker of BHP is an action tracking tool for ensuring gender equality and diversity. Therefore, this tool should be followed by all respective programme people responsible for the actions from planning till monitoring. Therefore, primarily the programme people will code the Gender Marker relevant to their tasks. For final coding and evaluating the codes the

representative/s of the Monitoring and Evaluation team and the BHP Gender focal will actively contribute in it. Though the BHP Gender focal can/will contribute to the Gender Marker both at the primary and at the final stage of coding. Regarding the joint actions between and among the programmes, BRAC Humanitarian Programme will take the lead and coordinate the application of the proposed Gender Marker.

## Section 4:

### 4.1 Implementation of Gender Marker

The Gender Marker will be followed in all the planning, actions/activities and outcomes including the actions regarding emergency response initiated by the Humanitarian Programme. Some sample checklists are shared below for the application and tracking of the Gender Marker. For tracking the gender marker, the gender equality and diversity checklists are divided into three sectors, a. humanitarian planning, b. humanitarian preparedness and c. emergency response. Sample checklists are based on the designed action plan of the Humanitarian Programme, 2020.

*\*\* In this section the term 'humanitarian action' represents both the yearly planned actions and the actions regarding emergency response. The term 'Gender' represents both the gender and diversity concerns and issues itself.*

### 4.2 Gender equality, disability, and inclusion checklist for humanitarian planning

- Gender equality checklist for humanitarian project design and planning:

Checklist	Yes	No	N/A
1. Do the baseline/primary data for humanitarian action planning reflects gender (including age) and diversity sensitive context and information?			
2. Do the humanitarian action proposals reflect the background context, gaps, vulnerabilities, and information through the lens of gender and diversity?			
3. Do the humanitarian action proposals proposes gender and diversity friendly needs/, support/, services/, and measures for solution?			
4. Do the BHP risk matrix reflects gender concerns and indicators?			
5. Do the monitoring tools contain relevant indicators to measure/track the gender and diversity friendly progress, output/s or outcome/s of the actions			
<b>Total</b>			

### Reading for the Gender Marker:

<b>Max number of yes</b>	
<b>Min numbr of yes</b>	
<b>Total of No</b>	

- Gender equality, disability, and inclusion checklist for DRR mainstreaming in other programmes:



Checklist	Yes	No	N/A
1. Are men and women equally participating in decision-making/s from the different programme/s?			
2. Are the partner programme/s focuses on gender equality in their programme?			
3. Are the partnered programme (BHP and other) aligned with each other's gender priorities?			
4. Do both the partnered programme (BHP and other) reflect gender aspects in all the programme plans?			
5. Are both the partnered programme's (BHP and other) budget reflects gender friendly components?			
6. Are the monitoring tool/s of both the programmes contain relevant indicators to track and monitor the activities, progress and outputs?			
<b>Total</b>			

**Translating to Gender Marker:**

<b>Max number of yes</b>	
<b>Min number of yes</b>	
<b>Total of No</b>	

**4.3 Gender equality, disability, and inclusion checklist for humanitarian preparedness actions**

Checklist	Yes	No	N/A
1. Do the yearly action plans reflect gender-sensitive risk assessments?			
2. Does the programme conduct gender-based vulnerability analysis?			
3. Are the programme identified different roles that men and women play during disaster and during regular life?			
4. Is the awareness raising messages reflect the need and context of women and men of different ages?			
5. Are both the community women and men receiving the awareness raising and early warning messages?			
6. Is the DRR resilient marker includes gender sensitive lens in it?			
7. Are the Community Risk Assessments report reflect gender sensitive information of the assessed communities?			
8. Are the community based DRR measures are gender friendly?			
9. Is there active equal participation of both women and men in the capacity building trainings and orientation sessions?			
10. Is there active participation of women in the field level coordination meetings?			
11. Does the accountability framework for humanitarian response integrates gender friendly dimensions?			
12. Is the Emergency Operation Centre (EOC)/Control Room gender and diversity friendly?			
13. Is there active equal participation in the simulation exercises?			
14. Are the contingency (cyclone and flood) plans reflect gender and diversity friendly components?			

15. Are the collected and distributed NFI packages gender and diversity friendly?			
16. Are the knowledge products reflect gender and diversity friendly issues, context, and findings?			
<b>Total</b>			

**Translating to Gender Marker:**

<b>Max number of yes</b>	
<b>Min numbr of yes</b>	
<b>Total of No</b>	

#### 4.4 Gender equality, disability, and inclusion checklist for humanitarian response

Checklist	Yes	No	N/A
1. Are the emergency response supports reached both women and men from different age, social and especially able persons?			
2. Are the women and men from different age, social and especially able persons treated with respect and dignity by the programme people while receiving support?			
3. Are the location/s of support distribution secured enough for the women and men from different age, social and especially able persons?			
4. Are the time of support distribution secured enough for the women and men from different age, social and especially able persons?			
5. Are the system of support distribution secured enough for the women and men from different age, social and especially able persons?			
6. Was the time of distribution secured enough for the women and especially able programme person/s?			
7. Was the location/site of distribution secured enough for the women and especially able programme person/s?			
8. Was there occurred any incident/s of harassment between the programme person/s regarding the emergency response (before, during and after ER)?			
9. Was there occurred any incident/s of harassment by the programme person/s to the support recipient/s regarding the emergency response (before, during and after ER)?			
10. Was there occurred any incident/s of harassment between the programme person/s and the partner/s regarding the emergency response (before, during and after ER)?			
<b>Total</b>			

**Translating to Gender Marker:**

<b>Max number of yes</b>	
<b>Min numbr of yes</b>	
<b>Total of No</b>	

#### 4.5 Gender equality, disability and inclusion checklist in knowledge and media products

Checklist	Yes	No	N/A
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1. Are the BHP knowledge products reflect the gender differences including underlying factors that contributed to the gender differences?			
2. Are the BHP knowledge media coverage reflect the gender dimensions and vulnerabilities?			
3. Are the BHP photos and viarees reflect gender vulnerabilities, gaps, concerns, and achievements?			
<b>Total</b>			

#### Translating to Gender Marker:

<b>Max number of yes</b>	
<b>Min number of yes</b>	
<b>Total of No</b>	

#### 4.6 Checklist regarding the concerns of Gender Based Violence (for ER actions)

Checklist	Yes	No	N/A
1. Do the women (colleagues and participants) have access to separate toilet/s?			
2. Are the adolescent girls have access to separate toilet/s			
3. Are there separate arrangements for women, girls and PWDs made for receiving support/s?			
4. Have you heard/received of any conduct by BRAC's colleague/s to the participants while distributing support that are against of BRAC's zero tolerance?			
5. Have you heard/received of any conduct among/between BRAC's colleague/s that are against of BRAC's zero tolerance?			
6. Have you reported of any (verbal or physical abuse, attack, or threats by external person/s to the participant/s?			
7. (if the reported incident/s available) was the local focal safeguarding/GBV focal point persons made informed about the incident/s?			
8. (if the reported incident/s available) was there any monitoring and follow-up of reported zero tolerance/ GBV incidents?			
<b>Total</b>			

## Conclusion

BHP believes in respecting gender, disability, inclusion and safeguarding of the staff and the stakeholders. The Gender Marker is an attempt to enhance the quality of the initiatives of the humanitarian programme, to establish gender equality, disability, and inclusion in all its actions and initiatives, and to make it more at large gender and inclusion friendly.

## Glossary

**Gender Equality:** All human beings both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles or prejudices. Gender equality means that the different behaviors, aspirations and needs of



women and men are considered, valued, and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female.

**Gender Analysis:** Gender analysis is the study of differences in the conditions, needs, participation rates, access to resources and development, control of assets, decision-making powers, etc., between women and men in their assigned gender roles. Conducting a gender analysis allows for the development of interventions that address gender inequalities and meet the different needs of women and men.

**Gender-Based Violence (GBV):** Gender-based violence (GBV) refers to such harmful act/s that is perpetrated against a person's will, and that is based on socially ascribed differences between females and males. Examples include sexual violence, rape, sexual exploitation, abuse, forced prostitution and domestic violence; trafficking; forced or early marriage etc. The nature and the extent of GBV varies across culture and context. GBV is a serious violation of human rights and therefore is a threat for achieving gender equality.

**Safeguarding:** Safeguarding is translated by BRAC as protection of all the employees including partners, participants, suppliers and client organizations against abuse, sexual harassment, intimidation and violence, bullying, humiliation and discrimination, neglect and exploitation.

The most at-risk category of people as identified by BRAC are, children, adolescents, adults with special needs, women among participants and women among employees.

Safeguarding policy applies to above mentioned incidents between BRAC employees, between BRAC employees and participants and between the participants within BRAC's span of control or sphere of influence.

The employees and associated personnel must not-

- Violate the Code of Conduct
- Violate the Sexual Harassment Elimination (she) Policy
- Violate the Child and Adolescent Protection Policy
- Violate the Adults with Special Needs Policy

**Inclusion:** Inclusiveness is one of BRAC's core values. BRAC defines the value of 'Inclusion' as a commitment to engaging, supporting, and recognising the value of all members of society, regardless of race, religion, gender, nationality, ethnicity, age, physical or mental ability, socioeconomic status, and geography. In addition, BRAC recognizes the contribution of the people with disabilities. Therefore, BRAC aims to mainstream inclusion of people with disabilities by institutionalizing disability inclusion both at the organisational and at the programmatic levels.

## Annexure

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Annex 1: Sample checklist for gender analysis (not limited to these only)-

Examples of sample questions to be asked when conducting gender analyses –

- Who is the target (both direct and indirect) of the proposed action? Women, men or both?
- Who will benefit from this action, who may lose? Women of which role of the family? Men of which role of the family?
- Have women and men who are vulnerable to disaster risk been consulted about its solution? Have they been involved in sharing their voices for the solution?
- Who agrees what? What are women and men are when there is no disaster?
- What are women and men are at the time of the disasters?
- Who has what? Who has access to and control of resources, services, and decision-making?
- Are the proposed action/s potentially challenge the existing division of tasks, responsibilities and resources among men and women?
- How are activity, access and control patterns shaped by the socioeconomic context, structural factors (demographic, legal and institutional) and by cultural and religious aspects?
- Where are opportunities or entry points for change exist? And how can they best be used?

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