Australia Assists Gender Equality Strategy

October 2018

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Photo credit: Carly Learson, RedR Australia

1. Strategy Overview

This Gender Equality Strategy and associated Gender Action Plan (GAP) outline targets and milestones for gender equality efforts under the Australia Assists program (the Program), covering the period 1 October 2017– 30 June 2024. As the organisation managing Australia Assists, RedR Australia (RedR) is responsible for the implementation of this Strategy and GAP, which have been developed in line with related monitoring, evaluation, accountability and learning (MEAL) deliverables for the Program.

Three clear priorities will guide RedR's approach to gender equality through Australia Assists. These priorities align with Australia Assists' End of Program Outcomes (EPOs) and are outlined in Table 1 below.

TABLE 1: This table articulates the link between the Australia Assists Program Logic (five EPOs) and the priorities outlined in the Australia Assists Gender Equality Strategy (this document).

AUSTRALIA ASSISTS END OF PROGRAM OUTCOMES (EPOs)		AUSTRALIA ASSISTS GENDER EQUALITY STRATEGY PRIORITIES
1	Improved ability of Australia and partner countries to reduce disaster risk, build resilience, and contribute to conflict mitigation.	
2	Improved ability of Australia and partner countries to prepare for and respond to disaster, fragility and conflict.	**Priority 1:** Enhancing women's voices in decision-making, leadership and peace building.
3	Improved ability of Australia and partner countries to stabilise, recover and rebuild following natural disaster, fragility and conflict.	**Priority 2:** Ending violence against women and girls.
4	Improved harmonisation of Australia's humanitarian efforts and advancement of humanitarian policy imperatives.	
AUSTRALIA ASSISTS MANAGEMENT OUTCOME (MO)		
5	Effective and efficient management by RedR Australia and DFAT of an integrated deployable civilian capability.	**Priority 3:** RedR will build organisational capacity in gender equality including developing improved policies, structures and systems to support quality gender programming.

The purpose of and rationale behind the development of this Strategy is outlined to provide context. This is followed by an overview of the strategies and tools that have guided Australia Assists' approach to gender equality and information on how RedR will monitor the gender equality outcomes that are realised through Australia Assists, as articulated in the GAP and MEAL Framework.

Resourcing plans for the implementation of the Strategy are also provided.

The GAP (Section 9) sets out the activities to be undertaken by RedR in line with the three identified priorities in this Strategy. The evidence and outputs required to measure these activities is then provided, as well as the related means of verification.

2. Introduction

Australia Assists is a global capability, funded by the Australian Government and implemented by RedR Australia, that responds to emerging humanitarian needs as they arise with a focus on the Asia-Pacific, Middle East and Africa regions. The overall goal of the Program is to save lives and alleviate suffering by building resilience and responding to disasters and conflict.

A key policy objective of the Program is to ensure gender, disability and protection are effectively addressed in humanitarian action. RedR is committed to the empowerment of women and girls and Australia Assists will complement and strengthen Australia's global leadership in prioritising gender equality in humanitarian action.

This Strategy covers the period from 1 October 2017–30 June 2024 and will be reviewed in line with RedR's broader policy cycles. The Gender Action Plan (GAP) covers the first three years of implementation and will be reviewed at 30 June 2020. RedR will track progress against this Strategy in line with Australia Assists annual reporting to DFAT.

2.1. Context

Since the 1990s, the gender dimensions of disasters have been gaining international attention. The Australian Government has committed to take action toward achieving gender equality, by adopting the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). The UN system has adopted CEDAW and the Beijing Platform for Action at the Fourth World Conference on Women, which established gender mainstreaming as a global strategy for the promotion of gender equality.[1] Gender is a cross-cutting principle of the Hyogo Framework for Action 2000-2015: Building Resilience of Nations and Communities to Disaster, which states that: "A gender perspective should be integrated into all disaster risk management policies, plans and decision making processes, including those related to risk assessment, early warning, information management and education and training."[2]

It is recognised globally, that humanitarian crises disproportionately impact women and girls. A crisis increases women's and girls' risks of HIV infection, unintended and unwanted pregnancies, maternal death, sexual and gender-based violence, child marriage and trafficking.[3] Women, girls, men and boys experience, and are impacted by, crises differently for multiple reasons including, but not limited to, age, ethnicity, disability, class, religion and gender.[4] Research undertaken by Action Aid found that women play a valuable role as first responders and this is increasingly being recognised as critical to successful disaster response.[5] Similarly, a CARE impact study also found that gender-sensitive DRR initiatives undertaken

1 UN Office of the Special Advisor on Gender Issues and the Advancement of Women, Gender Mainstreaming: An Overview, 2002.

2 https://www.brookings.edu/wp-content/uploads/2016/06/ND-Review-Chapter-4.pdf, accessed October 20, 2017

3 UNFPA, The State of World Population 2015: Shelter from the Storm: A transformative agenda for women and girls in a crisis-prone world.

4 Gender in Humanitarian Action, Asia and the Pacific Working Group: Integrating Gender into Humanitarian Action, Good practice from Asia-Pacific 5, October 2017.

5 Barclay, A, Higelin, M and Bungcaras, M 2016, On the Frontline: Catalysing Women's Leadership in Humanitarian Action, Action Aid.

in Vanuatu prior to Tropical Cyclone Pam had positive impacts on community level preparation, response and recovery efforts.[6]

Australia Assists supports Australia's commitment to implementing United Nations Security Council Resolution 1325 (S/RES/1325),[7] as outlined in the Australian National Action Plan on Women, Peace and Security 2012–2018.[8] The National Action Plan recognises the important role played by NGOs in relief and recovery from crises. Internationally, civil society organisations have vital involvement in peacebuilding, mediation and humanitarian action on the ground in conflict-affected situations. They provide support to women and girls that experience gender-based violence and advocate for the rights of women and girls to governments. They also engage in dialogue with policymakers on issues relating to the Women, Peace and Security agenda at regional and international levels.[9] Resolution 1325 also demonstrates a recognition in UN policy to engage more women in peacekeeping operations and recognises the role that women play in the prevention and resolution of conflicts, negotiations, peacekeeping, humanitarian responses and post-conflict reconstruction, and the need to integrate a gender perspective across all these areas.

In order for humanitarian preparedness and response to be effective, activities must include all people – women, children, people with disabilities, older people, minority groups and LGBTQI+ communities, as well as men and boys, in the participation of planning and responding to disasters. We recognise the urgent need to prioritise the needs of women in emergencies, particularly in addressing sexual and reproductive health and rights (SRHR) and to prevent sexual and gender-based violence (GBV) which is known to increase during a crisis.

3. Purpose

The Australia Assists Gender Equality Strategy and associated GAP have been developed to guide Program implementation. This Strategy outlines how Australia Assists will contribute towards gender equality, and how gender considerations will be further integrated throughout the program life cycle; from planning and implementation phases through to program monitoring, evaluation and learning.

RedR staff are responsible for the delivery of the Strategy and for ensuring that the organisation's culture and practices promote gender equality. This Strategy applies to all RedR staff members, associate trainers and volunteers that are involved in the implementation of RedR systems, programs and processes. It also serves as guidance to roster personnel on deployment. It is a living document that will be reviewed annually, in line with the Program annual planning cycle.

4. Rationale

Greater gender equality improves humanitarian response. Evidence has shown that considering differences in needs according to gender and age is crucial for effective relief and life-saving assistance.[10] As acknowledged at the 2016 World Humanitarian Summit, saving lives and addressing gender inequality are not mutually exclusive.

Recovery and re-building after a crisis will be more effective if based on a solid gender analysis. Additionally changing gender relations during and post crisis are an opportunity for women and girls to be supported to engage in 'building back better' and take up leadership roles. Women should be viewed as participants and current and future leaders and not as passive recipients of humanitarian assistance. Understanding the gender context helps humanitarian responders correctly target and design appropriate interventions based on the different needs of women, girls, men and boys.

DFAT's Gender Strategy supports the implementation of UN Security Council resolutions relating to women, peace and security and ensures that women participate effectively at all stages of peace processes and reconstruction. This includes a stronger focus on gender equality in humanitarian crisis responses, and promoting women's participation in decision-making in response and recovery efforts.[11]

Greater gender equality contributes to stability and peace. Women are often instrumental in brokering ceasefires in conflict situations, and peacekeeping operations involving women as soldiers, police and civilian personnel have been demonstrated to be more effective. Greater equality can prevent disputes escalating to armed conflict.[12] Meaningful participation by women in peace negotiations and constitutional reform processes increases the likelihood that an agreement will be reached and implemented.[13] In fact, the probability of a peace agreement lasting at least 15 years is 35 percent higher when women participate in the process. Women's economic empowerment can also contribute to post-conflict recovery and reconstruction.[14] In addition, women play an important role in building peace, recovery and resilience at family, community and sub-national levels.[15]

Greater gender equality contributes to economic development. In times of crisis, women often end up with greater economic responsibility for the household yet they are normally less well equipped economically than men.[16] Despite these inequities in their access to, and control over, resources and income-generating opportunities, women make substantial contributions to a number of sectors, through direct labour and their work in markets. For example, over three-quarters (77 percent) of all economically active women in Vanuatu engage in subsistence agriculture and production. It was women who were the first to bring fresh fruit and vegetables to re-opened markets in Vanuatu following Cyclone Pam.[17]

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6 Webb, J, Damon, C, Shavua, I, Marango, J, Maliliu, E, Toto, M, Bill, J and Silas, S 2016, Does Gender Sensitive Disaster Risk Reduction make a Difference in Disaster Prone Communities?, CARE.

7 https://www.un.org/womenwatch/osagi/wps/#resolution

8 https://www.dss.gov.au/our-responsibilities/women/publications-articles/government-international/australian-national-action-plan-on-women-peace-and-security-2012-2018

9 Australian National Action Plan on Women, Peace and Security 2012-2018

10 SIDA, Gender Toolbox: Gender Equality in Humanitarian Assistance, March 2015.

11 DFAT 2016, Gender Equality and Women's Empowerment Strategy, p7.

12 M Caprioli, 'Primed for Violence: The role of gender inequality in predicting internal conflict', International Studies Quarterly (2005) 49, pp. 161–178.

13 Paffenholz et al., 2016; UN Women, 2015

14 Justino et al., 2012

15 Cardona et al., 2012; Georgetown Institute, 2015; Paffenholz, 2015; Stone, 2014; UN, 2015 UNSG, 2010; UN Women, 2015.", p21

16 CARE International 2020 Program Strategy

17 http://dailypost.vu/news/shefa-women-remain-strong/article_242fef31-7ee3-584e-9c9e-c7656a9e9d57.html

5. Approach to Gender Equality

RedR's approach to gender has been guided by a number of key strategies and tools:

- **DFAT Gender Equality and Women's Empowerment Strategy (2016)**
- **United Nations Security Council Resolution 1325 (S/RES/1325), as outlined in the National Action Plan on Women, Peace and Security 2012–2018**
- **DFAT Humanitarian Strategy (2016) and Gender Equality Humanitarian Strategy guidance note (2017)**
- **Sphere Handbook and Core Humanitarian Standard on Quality and Accountability**
- **UN Women Humanitarian Strategy (2014–2017)**
- **IASC Gender Handbook in Humanitarian Action (2006)**
- **CARE Rapid Gender Analysis Toolkit**

Alignment with DFAT policy

RedR's approach is in line with the guiding principles of DFAT's Humanitarian Strategy related to gender, namely; to integrate gender equality and social inclusion in all aspects of humanitarian action, promote diverse participation in leadership, and ensure the specific needs of vulnerable groups are addressed.[18] RedR is committed to integrating gender equality and social inclusion in all stages of the deployment cycle from recruitment to re-entry. RedR's training includes mandatory sessions on gender mainstreaming which is practical and includes case studies drawn from past deployments. RedR's training philosophy is action-oriented and designed to equip deployees across a range of positions with skills to apply gender analysis in their placements. RedR will share the IASC Gender and Age Marker Tool and Guidelines for Integrating Gender Based Violence Interventions as part of training and support deployees in the use of the Tool. RedR will also integrate questions from the Tool into our deployee reports. These reports will then inform organisational level reporting on gender as part of MEAL and annual reporting.

RedR understands gender equality as women and men, girls and boys, enjoying the same rights, resources, opportunities and protections. Gender equality is a fundamental human right which is central to our responsibility to protect and assist disaster-affected communities. As an agency that works in partnership, RedR understands that the responsibility for addressing gender inequalities is shared by us and our partners. Our vision is that all those affected by humanitarian crisis receive the support they need and that both women and men, girls and boys benefit equally from our activities.

Dual approach

RedR applies a dual approach to addressing gender equality, including mainstreaming across the program and targeted activities. Targeted actions have the advantage of providing high visibility examples of how to do gender work and can contribute to organisation wide learning. Mainstreaming gender is also important as it allows for cross-sector benefits. Deployees support the active participation of all gender and age groups in disaster planning and response and prioritises the protection and empowerment of women. This is reviewed and assessed through deployment reporting, monitoring and evaluation activities, as set out on the Program MEAL framework. RedR is also committed to building our own capacity as an organisation in gender equality.

A summary of Australia Assists approach to gender equality:

Gender equality includes work with men and boys	Reference to 'gender' does not refer to 'women' only. We understand that achieving gender equality also requires working with men and boys and that women are not solely responsible for working on gender equality.
DFAT policies and priorities	The program aligns with DFAT's policies and priorities on gender including DFAT's Gender Equality and Women's Empowerment Strategy and DFAT's Humanitarian Strategy.
Participation	The program emphasizes the importance of women's meaningful participation and leadership, as well as the need to identify the socially excluded across all sectors.
Identify and address barriers	RedR will design policies and attempt to influence our partners to address the barriers to gender equality. Approaches taken to achieve this include: the prioritisation of gender specialist roles (especially at policy and HQ level), and ensuring that most or all TORs include the mainstreaming of gender.
Targeting women	Some activities will specifically target women, for example, for positions where we may seek to encourage more female applicants.
Supporting local community leadership	We will engage with our partners to support and encourage community leadership and foster dialogue around gender equality and social inclusion.
Support women's leadership	The program will recognise the role that women play as first responders in humanitarian crises and more broadly throughout humanitarian action, and support an increased role for women in humanitarian leadership.
Monitor, evaluate and learn	We will monitor and evaluate how our actions have reached and benefitted women and girls, as well as monitor for negative unintended consequences, and adjust activities as required.
Support and encourage organisational level learning	The Australia Assists program budget will resource organisational capacity building in gender equality through training and professional development opportunities, utilisation of roster and sector experts, and practical learning.

18 DFAT Humanitarian Strategy, 2016, p6.

6. Program Priorities

Priority 1	**Enhancing women's voices in decision-making, leadership and peacebuilding.**
Priority 2	**Ending violence against women and girls.**
Priority 3	**RedR will build organisational capacity in gender equality including developing improved policies, structures and systems to support quality gender programming.**

The GAP (Section 9) outlines the activities and outputs to be undertaken in order to achieve the three priority objectives.

The first two priorities guide program implementation on gender equality. These priorities are connected and apply across different contexts and are also cross-cutting across all four End of Program Outcomes (EPOs). These are set out in the program design for Australia Assists and are informed by DFAT's Gender Equality and Women's Empowerment Strategy 2016.

Protecting the rights and dignity of populations affected by humanitarian crisis is an essential component of Australia Assists and the Program will be guided by DFAT's Protection in Humanitarian Action Framework. The Program will employ a do no harm approach and ensure that deployment strategies are underpinned by contextualised analysis that considers the different threats and vulnerabilities that women, girls, boys and men are exposed to, and support strategies that local populations use to protect themselves.[19]

RedR has added a third, internal priority to the Strategy. In line with EPO 5: Program Management: Effective and efficient management by RedR and DFAT of an integrated deployable civilian capability that meets Australian humanitarian policy imperatives, RedR will improve organisational capacity and the systems to support gender equality outcomes. RedR has established a gender and inclusion working group to take forward specific activities under this priority.

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19 DFAT, AusResponse Design Document 2017-2024, Approved April 11, 2017

7. Monitoring, Evaluation, Accountability and Learning

RedR will monitor gender equality outcomes of Australia Assists as outlined in the Australia Assists Gender Action Plan and MEAL Framework. Qualitative and quantitative data will be gathered from multiple sources and include both qualitative and quantitative indicators and will capture unintended negative consequences as well as tracking progress and learning. RedR will also collect illustrative case studies during monitoring visits and annual reporting, which will include a gender analysis.

RedR will do this through:

- Building gender equality questions into performance evaluation reports and annual reviews including questions related to the IASC Gender and Age Marker.
- Reporting against the IASC Gender Marker at the program level.
- Including specific activities and indicators for gender in assignment TORs.
- Ensuring all data is sex, disability and age disaggregated so we can assess whether women, girls, men and boys are benefiting appropriately.
- Developing in-depth case studies of good practice to inform organisational learning.
- Measuring improvements in RedR capacity through annual organisational gender audits.
- Identifying and effectively managing risks to achieving gender equality objectives.

Quantitative indicators are measures of quantity, for example, the number of NDMOs or other program partners that have included gender inclusion as an objective in their TOR requests, or the number of gender specialists deployed in one year.

Qualitative indicators refer to judgements and perceptions. For example, whether deployees have been able to provide adequate support to host organisations on gender equality policy and practice in humanitarian action.

8. Partnership Strategy

RedR deployments are enabled by 11 agreements with UN agencies. RedR is committed to forming alliances with partners that are committed to gender equality and currently provides support to organisations with a strong gender equality vision and mandate including UN Women, UNFPA and International Planned Parenthood Federation (IPPF).

RedR has partnered with UNFPA since 2015, to support sexual and reproductive health rights with a focus on emergencies. RedR supports UNFPA's capacity to respond in order to meet the reproductive needs of refugees, internally displaced and other groups affected by emergencies. RedR is committed to maintaining a standby capability in priority areas of emergency response including SRH and GBV experts. RedR has partnered with UN Women since 2016, facilitating six deployments to host nations and communities to support gender priorities before, during and after crises to date. RedR is supporting greater participation and leadership of women by enhancing UN Women's staffing and capacity in disaster risk management and conflict risk reduction.

RedR will continue to explore opportunities for establishing new partnerships with specialist agencies who may enhance our organisational learning in gender equality and in exchange to whom we may add value. For example, RedR is working in partnership with EdgeEffect to provide training and capacity support for staff and in sexual and gender minorities in humanitarian contexts.

RedR has partnered with the Humanitarian Advisory Group (HAG) to help facilitate learning and networking events as part of the Australia Assists Communities of Practice (CoP), some of which will have a focus on capturing innovative practice and learning to improve gender equality in humanitarian practice.

RedR's partnerships with UN agencies such as WFP and WHO are aimed at supporting capacity development and influencing organisational practices. For example, as part of our gender mainstreaming approach, RedR has deployed specialists with experience in gender policy development to improve policies and influence the wider UN system. Outcomes of this work will be detailed in relevant, individual deployment reports and summarised in Program annual reports.

9. Australia Assists Gender Action Plan (GAP)

OBJECTIVES	ACTIVITY	EVIDENCE / OUTPUT	MEANS OF VERIFICATION	TIMEFRAME
Priority 1: Enhancing women's voices in decision-making, leadership and peace building				
Support our partners (NDMOs, UN agencies) to facilitate women's participation across the disaster cycle through targeted capacity support	Increase the numbers of gender specialists and women, peace and security (WPS) specialists on the RedR roster and on deployment	Increase in % of gender specialists on Roster	Roster records	Annually
		At least four gender specialists deployed per year	Deployment PERs	
		At least one WPS specialist deployed per year	Post Deployment Review reports	
	Develop case studies that highlight capacity development support successes	At least two case studies of capacity support developed per year	Published case studies	
	Discuss gender equality during the Annual Standby Partnership meeting, chaired by RedR	RedR's Gender Equality Strategy and GAP shared with SBP	Meeting communique	February 2019
Building awareness of ways to support women's leadership across all deployments	Develop pre-deployment package that includes RedR's Gender Equality Strategy	Pre-deployment packs and processes include RedR's Gender Equality Strategy	Pre-deployment packs and notes	By December 2018
	Review RedR training modules on gender equality and ensure they are included in all humanitarian training.	All RedR humanitarian training conducted includes gender equality components	Training modules, course reports and course outcomes follow up through qualitative interviews	
Proactively develop deployment TORs with host organisations to include gender equality objectives	Review all TORs for gender equality objectives and discuss, including where they are absent	At least 50% of TORs have a specific gender equality objective by Year 2	Deployment TORs	Ongoing

OBJECTIVES	ACTIVITY	EVIDENCE / OUTPUT	MEANS OF VERIFICATION	TIMEFRAME
Priority 1: Enhancing women's voices in decision-making, leadership and peace building				
Promote equality and maintain women's participation in the program	Maintain gender balance on roster and deployments	There is gender balance on roster and deployments (with 10% margin)	Deployment and roster records, as reported in the Program Annual Report	Ongoing
Build awareness of roster members in gender issues across multiple technical areas through training and pre-deployment briefings	Ensure gender specialists are engaged in developing and conducting gender training for roster members	Gender training modules are reviewed and specialists employed to conduct training	Training modules and evaluation	Annually
	Discussions about gender issues specific to individual deployments are included in deployment briefings	Briefing templates and notes include gender discussions	Briefing templates and notes	By December 2018
Priority 2: Ending violence against Women and Girls				
Provide demand-driven support through gender specialist positions	Actively recruit gender and women, peace and security specialists to the roster	At least four gender specialists are deployed per year	Deployment records	Annually
	Conduct discussions with host organisations to actively seek gender specialist roles	At least 50% of deployments per year demonstrate gender equality outcomes, including building capacity of partner agency	Deployment PERs

Monitoring reports | |
| **RedR deploys GBViE and SRH sector specialists** | Actively recruit GBViE and SRH specialists to the roster | At least two GBViE or SRH specialists are deployed per year | Deployment records | Annually |
| **RedR is instrumental in strengthening the approaches of program partners to increase gender-related specialist roles** | Conduct discussions with program partners to actively seek GBViE or SRH specialist roles | MEAL snapshots from partner meetings reference gender-based discussions | MEAL snapshots | As conducted |

OBJECTIVES	ACTIVITY	EVIDENCE / OUTPUT	MEANS OF VERIFICATION	TIMEFRAME
Priority 2: Ending violence against Women and Girls				
RedR has expanded and/or deepened collaboration with a range of partners committed to gender equality	Build partnerships with organisations committed to gender equality	At least one new MoU, or expansion of existing MoU, where specific activities on gender are considered throughout partnership strategy is developed each year	MoUs	Annually
Effective knowledge sharing and communications for promoting gender equality	Conduct at least one event per year focussed on promoting gender equality and good practice and mainstream gender into all other events held	At least one Community of Practice event/public forum, annual event held, potentially aligning with International Women's Day or other key events

All RedR event planning considers gender equality | Event concept notes, plans and reports | Annually |
| **RedR Communications prioritises the promotion of gender equality gaps and progress** | Develop communications materials, including website which promote gender equality success in the Australia Assists program | At least two communication materials released per year which communicate Australia Assists program contribution towards gender equality

Australia Assists website references the Gender Equality Strategy and mainstreams gender equality throughout content | Communications materials and RedR website, including blogs, posts, tweets and written publications and linked with above events | Annually |

OBJECTIVES	ACTIVITY	EVIDENCE / OUTPUT	MEANS OF VERIFICATION	TIMEFRAME
Priority 3: RedR will build organisational capacity in gender equality including developing improved policies, structures and systems to support quality gender programming.				
RedR policies, structures and systems are aligned with RedR's organisational policies on gender	Update policies and systems to align with the gender strategy and train staff in their implementation	All key RedR policies are aligned with the Gender Strategy Gender Strategy training takes place for staff on a regular basis, at least annually and all staff are expected to attend	RedR policies Staff training records and reports	By 30 June 2019
Recruitment, advertising and performance reports identify and promote gender equality	Review recruitment advertisements for gender sensitivity	At least 20% of recruitment advertisements reference gender equality	Recruitment advertisements	By 30 June 2019
	Amend performance reporting templates to include gender-based performance objectives and train staff to develop these	At least 50% of annual individual performance assessments reference how staff are contributing to the Gender Strategy	Performance review templates and reports	
RedR is capturing examples and learning of good gender practice	Develop case studies highlighting good gender practice	At least two case studies are developed per year that highlight good gender practice	Published case studies	Annually
Capacity development of RedR staff in cross cutting themes including gender	Provide training and professional development opportunities for staff and roster members in gender equality	At least 50% of RedR staff and at least ten roster members attend some form of training or professional development opportunity	Staff training records	Annually
RedR finalises and socialises a GBV policy and code of conduct	Finalise the policy and conduct staff training in its implementation	RedR's GBV Policy document is finalised and approved by Board At least 40% of staff participate in GBV training	RedR GBV Policy document Staff training records	By 30 June 2019

10.1 Appendix 1: Definitions

Gender refers to the socially-constructed roles, behaviours, activities and attributes that a society considers appropriate for a person based on his or her assigned sex at birth.[20] Gender is learned, changes over time and varies within and across cultures.

Gender analysis refers to the process of understanding the relationships between females and males and their access to and control of resources, their roles and the constraints they face relative to each other. A gender analysis is important to ensure that gender-based inequalities are not exacerbated by humanitarian interventions and that where possible greater equality and justice in gender relations are promoted.

Gender balance is a human resource issue that refers to the equal participation of women and men in all areas of work (staff and roster members) at all levels, including at senior levels and in programs and partnerships that the agency initiates and/or supports.

Gender-Based Violence (GBV) includes acts that inflict physical, sexual or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private.

Gender equality is about equal opportunities, rights and responsibilities for women and men, girls and boys. This does not mean that women and men are the same. Gender inequality is a result of unequal power distribution between women and men, exacerbated by ongoing discrimination, weaknesses in laws, policies and institutions, and social relations that normalise inequality.[21]

Gender mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities – policy development, research, advocacy/dialogue, legislation, resource allocation, and planning, implementation and monitoring and evaluation of programmes and projects. It also includes integrated interventions (aimed at changing or shaping mainstream policies, sectors initiatives and government systems).

Gender relations refers to the economic, social and power relations between genders that are constructed and reinforced by the rules and practices of social institutions.

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20 Adapted from World Health Organization Gender Women and Health, What is Gender www.who.int/gender/documents/overview_activities_2004-5.pdf
21 DFAT 2016, Gender Equality and Women's Empowerment Strategy, p. 3

10.2 Appendix 2: Acronyms

COP	Community of Practice
DFAT	Department of Foreign Affairs and Trade
DRC	Democratic Republic of the Congo
DRR	Disaster Risk Reduction
EPOs	End of Program Outcomes
GAP	Gender Action Plan
GBV	Gender-Based Violence
GBViE	Gender-Based Violence in Emergencies
HAG	Humanitarian Advisory Group
IASC	Inter-Agency Standing Committee
IPPF	International Planned Parenthood Federation
MEAL	Monitoring, Evaluation, Accountability and Learning
MENA	Middle East and North Africa
MOU	Memorandum of Understanding
NDMO	National Disaster Management Office
NGO	Non-Governmental Organisation
PER	Performance Evaluation Report
SRHR	Sexual and Reproductive Health and Rights
TOR	Terms of Reference
UN	United Nations

10.3 Appendix 3: Supporting Documents

- Australian National Committee for UN Women, Women, Peace and Security: An Introductory Manual (2014)
- Australian National Action Plan on Women, Peace and Security (2014–2018)
- CARE Gender Rapid Appraisal Toolkit
- DFAT, Women in Leadership Strategy, (2015)
- DFAT Gender Equality and Women's Empowerment Strategy (2016)
- DFAT Humanitarian Strategy and core humanitarian standards (2016)
- Hyogo Framework for Action 2000–2015
- IASC Gender Handbook in Humanitarian Action
- IASC Gender Marker
- IASC Guidelines for Integrating Gender–Based Violence Interventions in Humanitarian Actions
- SIDA Gender Toolbox, 2015
- Sphere Minimum Standards in Disaster Response
- The Sustainable Development Goals (SDGs) (2015)
- The Sendai Framework Agreement for Disaster Risk Reduction (2015–2030)
- UN Security Council resolution 1325 on women, peace and security (2000) and resolution 2242 (2015)
- UN Women, Humanitarian Strategy, (2014-2017)

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