Key Action for Gender Equality and Empowerment of Women and Girls (GEEWG) in Humanitarian Action in line with Inter-Agency Standing Committee Gender Policy and Accountability Framework (2017)

The following actions were developed based on the IASC Policy on Gender Equality and Women’s Empowerment in Humanitarian Action and its Accountability Framework. The goal is to mobilize inter-agency and inter-sector support within the Rohingya refugee response to make gender equality core to its humanitarian action.

1. Collect, analyse and use disaggregated data and analysis on gender, age and diversity and equally consult with women, girls and marginalized groups, including during assessments and in the overall response monitoring. Use both gender mainstreaming and targeted action for GEEWG in preparedness, response, and recovery. These should be rights-based and gender transformative, meet the specific needs and priorities of women, girls, and men and boys of all diversities¹.

2. Support women’s economic empowerment through livelihoods and skills development interventions (including cash-based programmes) which are accessible and minimize risk to women and girls. Adopt strategies that recognize, reduce and redistribute the unpaid care and household responsibilities assigned to women and girls.

3. Ensure the **leadership and meaningful equal representation of women and marginalized groups** in the overall response.

4. Prevent, mitigate and respond to gender based violence and sexual exploitation and abuse, through systematic gender mainstreaming that addresses harmful societal and institutional gender norms/practices. For this end, **work with men and boys** in achieving the goal of gender equality and the empowerment of women and girls in humanitarian action, and in promoting positive masculinities.

5. Collaborate and engage with the Ministry of Women and Children Affairs, as well as local and national women’s rights organizations and those working with persons with diverse Sexual Orientation, Gender Identity and Expression and Sexual Characteristics (SOGIESC), **and other marginalized groups**. Invest in their capacities to prevent, prepare for and respond to crises and disasters of all types, resource them financially, and protect the spaces in which they can operate, in support of localization. Ensure **gender balance and adequate numbers of trained international and national female staff in the overall response** and ensure they are provided with necessary safety and security measures.

6. Make financial provisions to fully resource GEEWG programming for both mainstreaming and targeted action, creating specific budget lines for the purpose.

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<th>Actors</th>
<th>Roles and Responsibilities</th>
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| **Co-Chairs of Strategic Executive Group** | • Demonstrate leadership on GEEWG in all aspects of humanitarian action, including in policy, planning, human and financial resourcing, monitoring and accountability. Consistently raise awareness of GEEWG and encourage ownership and coordinated action among all actors.  
• Continue to prioritize support to the Inter-Sector Gender in Humanitarian Action Working Group, with sufficient gender expertise and resources, and promote mutual learning and collaboration across SEG, ISCG and sectors, sub-sectors and inter-sector working groups.  
• Continue to ensure the provision of technical gender expertise through Inter-Agency GENCAP Advisor to support and enhance the capacity of SEG, ISCG and sectors, sub-sectors and inter-sector working groups.  
• Establish targets for gender parity in SEG, ISCG and sectors, sub-sectors and inter-sector working groups and other operational teams. |
| **Strategic Executive Group** | • Integrate GEEWG considerations in joint assessments, Humanitarian Needs Overviews, Joint Response Plans, joint appeals, Contingency Plans and other joint planning documents with appropriate budgets.  
• Include strategic GEEWG issues in SEG advocacy and communication materials, as well as in the agenda of meetings and other humanitarian coordination fora. |
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| Senior Coordinator | • Engage with national and local women’s rights organisations for better coordination, mutual learning, and impact on GEEWG in humanitarian action. Where possible, designate a seat on the SEG for a representative of such organisations.  
• Demonstrate leadership on GEEWG in all aspects of humanitarian action, including in policy, planning, human and financial resourcing, monitoring and accountability.  
• Consistently raise awareness of this and encourage ownership and coordinated action among all actors.  
• Continue to prioritise support to the Inter-Sector Gender in Humanitarian Action Working Group to promote mutual learning and collaboration across the ISCG and sectors, sub-sectors and inter-sector working groups. |
| Inter-Sector Coordination Group | • Fully mainstream GEEWG considerations in all inter-sector strategies, work plans, guidance and activities, such as needs assessments, analyses, planning, monitoring and evaluations.  
• Commission, coordinate and support joint participatory gender analysis, to inform planning and implementation by all sectors and partners at all levels.  
• Continue to promote and support the inter-sector use of technical gender expertise by the Inter-Agency GENCAP Advisor and Inter-Sector GiHA WG, and collaborate with the Ministry of Women and Children Affairs, women’s rights organisations and those working on SOGIESC persons on inter-sectoral issues.  
• Ensure integration of GE in ISCG forums and initiatives. |
| Sector, Sub Sector and Inter-Sector Working Group Leads | • Fully integrate GEEWG considerations in all sector strategies, work plans, needs assessments, planning, implementation, monitoring and evaluation, on the basis of the collection, use and analysis of sex, age and diversity disaggregated data and gender analysis.  
• Continue to promote GEEWG capacity development by working closely with the Inter-Sector GiHA WG and by collaborating with the Ministry of Women and Children Affairs, women’s rights organisations and those working with SOGIESC persons.  
• Ensure regular participation of gender focal points as members of the Inter-Sector GiHA WG.  
• Make GEEWG a standing agenda item at sector, sub-sector and inter-sector working group meetings. |
| Sector, Sub Sector and Inter-Sector Working Group Members | • Mainstream GEEWG considerations in all internal strategies, work plans, operational guidance, and implementation, with financial and other resources clearly allocated.  
• Raise GEEWG issues, and share information on GEEWG approaches, at sector, sub-sector and inter-sector working group meetings.  
• Contribute to, participate in and support the work of the Inter-Sector GiHA WG. |