actionaid

Safety with Dignity

A women-led community-based protection approach in humanitarian and protracted crises

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Preface

Since 2005, ActionAid has been pioneering and evolving community-based protection efforts in times of crisis. **A Women-Led Community-Based Protection Approach** in Humanitarian Crises represents the next phase in our work.

This approach builds on local **women's strengths**, knowledge and experience. It recognises **women's capability to drive their protection**, identifying problems and solutions and creating community-based support structures that can better protection women's rights in times of crisis. It represents **stand-alone protection programming** as its primary focus in the protection of women's rights, safety and dignity. Integral to the approach is the recognition of the **pre-existing inequalities and barriers** that diverse women face, which increase protection risks and threats in times of crisis. It sees emergencies as **a catalyst for change** in addressing gender inequality and other forms of discrimination.

Over the next five years, our goal is to scale up this approach through ActionAid's humanitarian response efforts around the world. This will ensure that women from crisis-affected communities are driving their own protection, and that the protection of their rights in crisis is prioritised and appropriately resourced. The women-led community-based protection approach builds on a rich base of protection programming that has been piloted in countries such as Haiti, Jordan, Kenya, Lebanon, Palestine, Philippines, Somaliland and Vanuatu. These examples have demonstrated the incredible potential in driving a more sustainable and gender-transformative approach to protection.

This manual outlines the theory and core components of ActionAid's women-led, community-led protection approach. It builds on ActionAid's feminist, human rights based model seeking to build women's individual and collective power, transform systems and structures, and strengthen access to rights, services and resources. It is accompanied by a hands-on toolkit for practitioners. It is our aspiration that by 2020 this approach will be systematically integrated into ActionAid's humanitarian response efforts. We also hope it may serve as a model for other humanitarian actors committed to driving a feminist humanitarian agenda that seeks to "build back better" in ways that work for women.

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Table of Contents

1. Introduction to Women-Led Community-Based Protection 6

1.1 Women-led community-based protection in brief 6

1.2 Contextualising the WLCBP approach within the broader protection agenda 7

1.3 Rationale for women-led community-based protection 9

2. ActionAid's Framework – Principles and Approaches 11

2.1 Introduction 11

2.2 ActionAid's humanitarian signature 11

2.3 Safeguarding 12

2.4 ActionAid's principles to ensure women's rights and leadership in humanitarian contexts 13

2.5 The CHS on quality and accountability 14

2.6 Protection problems 16

2.7 Protection continuum and the humanitarian-development nexus 16

2.8 Intersectionality 17

2.9 Humanitarian contexts 18

3. International Framework and Guidelines 19

3.1 Understanding rights 19

3.2 Humanitarian responsibilities 21

3.3 Humanitarian architecture 22

4. ActionAid's WLCBP Programming in Humanitarian Action 24

4.1 Theory of change and core components of the WLCBP approach 24

4.2 ActionAid's role and way of working in WLCBP programming 26

4.3 WLCBP process and steps 27

4.4 WLCBP programming elements 27

Domain 1: Building individual and collective power 28

4.4.1 Community-generated evidence 28

4.4.2 Community-based protection mechanisms 32

4.4.3 Safe spaces 34

4.4.4 Psychosocial support 37

4.4.5 Alliance building with women's organisations and allies 42

4.4.6 Policy influencing, advocacy 43

Domain 2: Transforming systems and structures 45
4.4.7 Changing gender norms 45
4.4.8 Women's formal representation 50
4.4.9 Do no harm/safeguarding 52
Domain 3: Access to rights, services and resources 55
4.4.10 Information, accountability, communications 55
4.4.11 Referral pathways 57
4.4.12 Cash 59
4.4.13 Livelihoods 64
4.5 Monitoring, evaluation, accountability and learning 66

Glossary 71

Annex 1: Acronyms and Abbreviations 75
Annex 2: Human Rights and Legal Framework Relating to Women and Adolescent Girls in Humanitarian Crises 76
Table 1: CHS commitments relevant to effective protection programming 15
Table 2: Core rights under the law (legal instruments) 20
Table 3: State responsibilities for women's protection under international law 21
Table 4: Activities in WLCBP programmes in MHPSS 40
Table 5: Key mechanisms in facilitating two-way communication 56
Table 6: Domains and outcome measures 67

Figure 1: International human rights, humanitarian and refugee law explains the relationship between rights and responsibilities 19
Figure 2: Cluster system in international humanitarian coordination 23
Figure 3: The women-led community-based protection framework 26
Figure 4: The IASC MHPSS intervention pyramid 41
Figure 5: Gender-responsive programming principles 46
Figure 6: Circles of influence 47

1 Introduction to Women-Led Community-Based Protection

1.1 Women-led community-based protection in brief

This feminist women-led community-based protection (WLCBP) approach aims to promote, enable and support the role, agency and leadership of women in humanitarian action. The approach emphasises the essential role of women leaders - in preparedness, response, connecting to longer-term development – as critical to strengthening community resilience. It advocates for women's rights and women-led response in all interventions, with the underpinning of safety and dignity for all, in keeping with protection mainstreaming.

However, the WLCBP approach primarily constitutes "stand-alone" protection programming because it aims to meet specific protection outcomes for women and girls. It addresses the unrelenting gendered discrimination and barriers affected women and local women's organisations face at all levels and aspects of humanitarian crises and action. It capitalises on the understanding that emergencies can be a catalyst for transformational change in overcoming longstanding inequality, violence and discrimination towards women and girls.

The WLCBP approach in humanitarian crises is informed by feminist theory and analyses local women's experiences and leadership. It is based on the understanding that the protection risks and threats confronting women and girls are caused by gender hierarchies and gender inequality. It responds to the fact that pre-existing conditions of social, economic and political inequalities inherent in gendered power structures are exacerbated by disasters and conflicts, including in slow onset disasters and protracted conflicts, so that women and their rights are disproportionately at risk in crises. The approach has its starting point and emphasis on women and girls, although it recognises that men and boys are an important stakeholder group to support, champion and sustain the necessary changes for an equal society. The community-based lens incorporates men and boys into the sensitisation and awareness-raising efforts and also draws on the potential of young people, in particular, to be positive catalysts for change in their community, harnessing support and activism through a range of channels.

The goal is to enable and support women's leadership and agency – both of local women's organisations and of women directly affected by the disaster or conflict – to achieve respect for women's rights in safety and dignity. While acknowledging that loss, disruption and disaster/conflict induce increased vulnerability of affected women, the approach fundamentally rejects assumptions that women now lack competency or agency. It draws on affected women's experiences as first responders in an emergency, and recognises their strengths, knowledge and evident capacity. It asserts the capability of women to be drivers in their own recovery and in the recovery of their community, not simply recipients of humanitarian assistance. The approach privileges the perspectives of affected women, and of local women's organisations in owning and defining the problems and solutions. It seeks individual and collective empowerment of women and the transformation of the social and structural dimensions of women's inequality and subordination[1] which underpin protection risks and threats. It also recognises the critical importance of social life and community in achieving women's human rights in safety, security and dignity.

WLCBP approach puts into practice ActionAid's commitment to localising humanitarian action, shifting power and agency as well as financial and technical capacity to local and national women's groups and organisations. Women's organisations bring contextual knowledge, skills and resources to emergency preparedness, response and resilience building. Promoting and enabling women's role and right to be central actors in humanitarian action will help reduce the current male-dominated and gender biased international humanitarian system and make responses to humanitarian crises more effective and gender transformative.

ActionAid's principle to drive a transformative

agenda for women's rights and shifting power is embodied in the role of ActionAid staff in WLCBP programming, by living up to our values and being accountable. If affected women and local organisations are to take the central role, then the position and responsibility of ActionAid staff must be as facilitators and enablers, working with women to: strengthen capacity; widen and deepen alliances; facilitate access, particularly to the "humanitarian system" for women's meaningful participation in decision-making bodies and advocacy and to resources, including funding. ActionAid staff has a direct role in engaging with the international humanitarian system to advocate and campaign for structural change, and the just and equal role of women at all levels of humanitarian action.

With this in mind, the guiding components of the WLCBP approach are:

Women-led: Providing space and equipping women and girls to have a lead role and decision making in the humanitarian response.

Community-based: Applying a rights-based approach where the community meaningfully participates and is recognised as an agent for change, not a passive beneficiary. We believe that youth have an important role to play in this.

Transformative: Addressing root causes to affect long-term and lasting change.

Holistic: Recognising that wellbeing, safety and realization of rights require a range of programme options/service providers and ensuring that the necessary links are made.

Non-linear: Responding across the humanitarian/development nexus, as and when the opportunity arises for preparedness, response and resilience building.

Intersectional: Analysing converging axes of oppression (commencing with gender, race and class) that compound vulnerability, and applying this information to ensure effective targeting and accessible services and support.

The WLCBP approach aligns with ActionAid's theory of change, which outlines three domains:

Domain of change 1: Building power of people living in poverty and exclusion by strengthening individual and collective power of women affected by humanitarian crises to protect their rights through advancing women's leadership and agency. Programming focuses on: Safe spaces; alliance building; community-based protection mechanisms; community-generated evidence; policy influencing and campaigning; and psychosocial support.

Domain of change 2: Creating the enabling environment to transform systems and structures by analysing the changes needed, both in the humanitarian system and a country's crisis response, to tackle the restriction, denial or violation the rights of women and other excluded groups in times of crisis, and to shift power dynamics in favour of those most affected. Programming focuses on: Challenging gender norms (invisible power); women's formal representation (visible power); and 'Do no harm' (hidden power).

Domain of change 3: Greater access to rights, services, and resources to support women's own protective capacity and longer-term resilience. Programming focuses on: Information, communications, accountability; referral pathways (rights and resilience); and cash and livelihoods (redistribution and resilience):

1.2 Contextualising the WLCBP approach within the broader protection agenda

The Inter-Agency Standing Committee (IASC) definition of protection states: "The concept of protection encompasses all activities aimed at obtaining full respect for the rights of the individual in accordance with the letter and the spirit of the relevant bodies of law (i.e. human rights law, humanitarian law and refugee law)."[2]

In 2013, the Principles of the Inter-Agency Standing Committee (IASC) affirmed that all humanitarian actors have a responsibility to place **protection at the centre of humanitarian action**. This is to ensure that the protection of all persons affected and at-risk is factored into their preparedness efforts, immediate and life-

saving activities, and throughout the duration of a crisis and beyond, as articulated in the protection mainstreaming principles.[3]

All key protection standards and guidelines recognise that in a world of ever-increasing humanitarian crises, including disasters, armed conflicts, displacement and protracted crises, there is a disproportionate impact on women and girls due to profound gender discrimination and inequality.[4] Women and girls of all ages and abilities face increased risks, and specific and complex rights violations, such as an increased risk of violence. Despite this knowledge, humanitarian efforts persistently overlook or ignore the distinct critical and urgent needs of women and girls which aggravate existing vulnerabilities.

- **Women and girls are 14 times more likely to die in a natural disaster than men.[5]**
- **The health needs of women are still often neglected in crises – 60% of maternal deaths occur in countries affected by conflict or disaster[6]**
- **It is estimated that 35% of women worldwide have experienced either physical and/or sexual intimate partner violence or sexual violence by a non-partner (not including sexual harassmsent at some point in their lives.**
- **Of 64 women with disabilities interviewed in post-conflict Northern Uganda, one third reported experiencing some form of GBV and several had children as a result of rape (HRW, 2010).**
- **Between 1992-2011 women comprised only 9% of negotiators in formal peace processes and 2% of chief mediators, despite global commitments to women's participation in peace building.[8]**

The IASC Guidelines for Integrating GBV Interventions in Humanitarian Action[9] note that GBV is happening everywhere and is under-reported worldwide. It exhorts all humanitarian personnel to: assume GBV is occurring and threatening affected populations; to treat it as a serious and life-threatening problem; and to take actions regardless of the presence or absence of concrete 'evidence' (p2). Nonetheless, protection has been one of the lowest-funded areas of intervention in emergencies. According o the UNOCHA Financial Tracking Service (UNOCHA FTS), it has been almost consistently less than 40% funded between the years 2011 and 2018.[10] With an estimated 64.3 million women and girls in humanitarian crises as of end of 2017,[11] explicit women's rights interventions in humanitarian crises are urgently needed. While the evidence shows that engaging with national actors is critical for successful humanitarian work, especially in gender equality and GBV as these programmes may challenge prevailing cultural norms,[12] in fact local women's organisations receive a small fraction of the funding available, severely curtailing women's opportunities to lead protection work in communities or to actively engage with the system and influence decision-making or resource allocation.

- **In 2014, inside Syria – one of the largest humanitarian crises the world has ever seen – only one project specifically addressed Violence Against Women and Girls out of 67 funded by the pooled funding mechanism.[13]**
- **In 2015, only one percent of all funding to fragile states went to women's groups or government ministries of women.[14]**

For a humanitarian response to be protection-oriented, it is essential to understand and seek to prevent, mitigate or end actual and potential risks, thereby reducing the harm that affected persons experience during conflict or disaster. This requires the continuous analysis of: (1) the risks people face; (2) threats, vulnerabilities and the capacities of affected persons; *and* (3) the commitment and capacities of duty bearers to address risk factors. Humanitarian actors must identify measures to both reduce risks and avoid exacerbating risk. This includes stopping and preventing rights violations, avoiding reinforcing existing patterns of violence, abuse, coercion or deprivation, and restoring safety and dignity to people's lives. This analysis provides the evidence-base for programming, as well as for advocacy and dialogue in order to influence and change behaviours and policies

in support of a more favourable protection environment.

Stakeholders attending the United Nations World Humanitarian Summit (WHS) in 2016 highlighted the urgency to put people affected by crises at the centre of the decision-making processes in humanitarian actions: Those affected by crises should not only be informed and consulted, but be treated as partners, rather than just beneficiaries. The Core Humanitarian Standard was highlighted as a practical way to improve humanitarian effectiveness.[15] [16] For the Summit's "Grand Bargain" commitment to localisation to be realised, power must be shifted from North to South, from international to local and from a male-dominated system to one where women play a more central role.

The Coalition of Feminists for Social Change also reflects the importance of supporting and expanding the work of local actors to advance women's rights and addressing violence against women and girls (VAWG), aiming for transformative change.[17] They warn against technocratic approaches which are typically used in the humanitarian context. These focus largely on the recovery of individuals through health, psychosocial, legal, and security programmes delivered in line with standard operating procedures. Such approaches ignore the fact that much of effective protection is community-based and community-led, and that women are always the first responders,[18] living side-by-side with women when violations happen.

The community-based protection approach promoted by UN agencies and many NGOs provides a means for this kind of engagement. Ideally under the leadership of crisis-affected communities supported by humanitarian actors, those affected are able to identify protection risks and self-protection capacities and make plans addressing protection problems both before and during crises. Linked to this, protection actors seek to mainstream an age, gender and diversity approach to aim for the equal enjoyment of rights by all crisis-affected people, and to integrate this into accountability frameworks.[19]

1.3 Rationale for WLCBP

ActionAid champions the WLCBP approach in prioritising women's rights, leadership and agency in emergency preparedness and response, and linking to longer-term development programming. Promoting women's leadership in emergencies is a central component of ActionAid's Human Rights Based Approach (HRBA) in emergencies and ActionAid's wider agenda and commitments to advance and protect women's rights and drive transformational change for gender equality and social justice. ActionAid believes that a shift is needed in humanitarian response to position women, women's organisations and young people at the forefront. Their contextual knowledge, skills, resources and experiences are crucial to emergency preparedness, response and resilience-building. The protracted nature of humanitarian situations today means that adolescent girls in particular could remain in crisis situations for up to 20 years with consequences for their education, health and livelihood opportunities.[20] It is therefore vital that they are empowered as young people to affect change in and through the difficult and long-lasting fragile contexts in which they are growing up.

ActionAid is concerned with protection of women's rights in humanitarian crises based on the knowledge that, universally, women have less power than men in our societies. The overwhelming evidence from research as well as from the voices of women themselves is that women are disproportionately affected by all types of humanitarian crises. Patriarchy is at the heart of why women's rights are violated globally as well as within a humanitarian context. Protection problems arise from power inequalities.[21] Protection problems often pre-date the crisis due to gender inequalities at the household and community level, and in national laws and policies. They also result from the emergency itself, and from humanitarian action that directly or indirectly poses protection problems. The impacts of environmental disaster, displacement, armed conflict and protracted crises aggravate existing inequalities and weaken or break down existing protection mechanisms. These complex realities demand a comprehensive approach.

In crises, individual, family, social network and community coping mechanisms are weakened, exposing women and adolescent girls to greater risk of protection problems. Disasters, and sudden and protracted conflict and displacement can also increase violence within families, communities and between social groups, which is typically directed at women and girls, or at those who provide assistance, weakening their capacity

even further. If the state is unable or unwilling to protect rights, perpetrators of violence within the family, social network and community may be able to abuse without fear of repercussion or punishment.[22] While the concept of "gendered vulnerability" is important for understanding the different ways in which women and men are affected by humanitarian crises, it must not be forgotten that there is nothing natural about this vulnerability. Rather, it is caused by the social and economic disadvantage that women experience as a result of socially constructed gender roles, systematic discrimination against women and the power imbalance between women and men. It is vital to avoid stereotyping women as inherently vulnerable, passive recipients of humanitarian assistance and protection.

Promoting women's leadership envisages community-based protection led by women so that communities act to achieve respect for women's rights in safety and dignity. It is critical to recognise the central role communities[23] play in supporting women and girls affected by crisis or at risk of harm, by helping to reduce exposure to harm, and assisting them to access necessary services to prevent, respond and recover from protection problems. Recovery is also a social process in a context of loss and where social relationships have been fragmented and social networks disrupted. At the same time, community members can directly or indirectly cause protection problems for women and girls, for example, through community power dynamics, exclusion and discrimination, which can harm, neglect or isolate women and girls, increasing their vulnerability to other risks. The typical male domination of community leadership, structures and processes means that affected women's voice and issues go unheard. This is reinforced by the tendency of humanitarian planners and implementers to consult only male leaders for "local knowledge" which reinforces existing power imbalances, diminishing women's knowledge, and overlooking the needs, capacities and rights of women and girls. Similarly, treating affected women and girls as one homogenous group ignores differences in power and vulnerability linked to intersecting inequalities in income, location, disability, age, race, caste, ethnicity, class, sexual orientation and gender identity which may result in women and girls most at risk of harm not being included.

Humanitarian crises create potential spaces to challenge the status quo, and to build back in better ways that transform gender relations and empower women. WLCBP approach builds upon women's existing leadership, knowledge and skills and supports and facilitates women's organising and mobilising efforts, including increased access to resources for women's groups, and for economic empowerment. These interventions will ultimately build women's power to influence other actors and access decision-making and resources, strengthening accountability and resilience. Provision of humanitarian assistance/services alone can only have a limited or even negative effect on the lives of vulnerable women and girls if dependency is created or harmful gender norms are entrenched further. The effectiveness and sustainability of programmes is increased when a women-led community-based protection approach pursuing transformational change is adopted - addressing the links between power, poverty and gender and supporting women leaders as agents of change, seeking to shift power to affected women and local/national women's organisations and away from the Western-led humanitarian agenda which is failing to meet their needs. The approach recognises that challenging power will always have repercussions and there is a potential for backlash against woman. Analysis of risk and strategies to reduce and mitigate potential harm is therefore integral to the approach.

2 ActionAid's Framework – Principles and Approaches

This section presents the framework which underpins the work of ActionAid in promoting a WLCBP approach in humanitarian crises.

2.1 Introduction

ActionAid's humanitarian work is guided by our Human Rights Based Approach (HRBA) as well as our Humanitarian Signature. The WLCBP approach aligns with and contributes to ActionAid International's "Strategy 2028: Action for Global Justice". Women affected by humanitarian crises have the right to assistance which is both immediate and meets basic needs/rights. At the same time, it is essential to address underlying inequalities and promote transformational change. ActionAid's rights-based approach promotes the leadership, engagement and agency of women who are poor and excluded, ensuring they are at the centre of humanitarian response. Integrating the WLCBP approach with ActionAid's HRBA offers an alternative to the conventional humanitarian paradigm which tends to focus on saving lives and alleviating suffering. Although this is ActionAid's overarching goal, the process of how this is achieved is just as important and has lasting impacts beyond the immediate outputs of service delivery. By working towards strengthening the leadership, agency and ability of women and their communities to recognise, challenge and transform the unjust and unequal power relations/ structures that dictate their vulnerability, their resilience will be greatly strengthened.

The four key pillars of ActionAid's Human Rights Based Approach (HRBA)[24] are core to WLCBP programming:

- **Empowerment:** Human rights can only be realised if people living in poverty have active agency. Empowerment includes supporting people living in poverty to: build critical awareness of their situation (conscientisation); organise and mobilise for individual and collective action, with ActionAid supporting and strengthening organisations and movements; monitor public policies and budgets; develop communication skills and platforms; respond to vulnerability and needs through rights-based approaches to service delivery.
- **Campaigning** creates and harnesses people's power around a simple and powerful demand, to achieve a measurable political or social change to the structural causes of poverty. It has many elements including: building a research/evidence base; advocacy; lobbying; mass mobilisation; mass communications to engage key people and motivate others to act.
- **Solidarity** involves people and organisations sympathetic to the struggles of people living in poverty supporting and sustaining a movement for change, with people living in poverty taking the lead. Solidarity takes several forms for ActionAid: sponsoring children and donating money; linking different struggles; taking action through demonstrations or letter writing; using communications to raise the visibility of an issue; building broader alliances.
- **Alternatives:** Rather than only fighting against poverty it is critical to work towards lasting solutions – exploring, documenting, sharing and activating alternatives. ActionAid works with people living in poverty and our partners and allies, finding and popularising new ways of doing things, challenging dominant paradigms, promoting innovation, piloting, innovating and being solutions-oriented. Even more than that, our commitment to work on alternatives is also a commitment to find the space to dream, to build visions of another world, to escape from present boxes and labels, to think laterally and to imagine a different future which can inspire action today.

2.2 ActionAid's humanitarian signature

ActionAid's WLCBP approach contributes to the achievement of the three core components of ActionAid's Humanitarian Signature, which focus on women's leadership, shifting the power to women and accountability.

1. Women's leadership
Women are the worst affected in emergencies, as well as the first responders. The WLCBP commitment to advance women's leadership in emergencies - with local women leaders and women's organisations – supports targeted, poor, marginalised and excluded women to take leadership, and recognises the diversity of women and their communities who are affected by disasters. The WLCBP approach supports women's active participation in decision-making processes in appointed leadership roles, informal leadership roles, and collective leadership. Women and their organisations are equipped with the capacity, information and knowledge to lead and support other women and their communities to protect and achieve their rights in humanitarian contexts, and to make decisions that will ensure their resilience in the long term.

2. Shifting the power to women
The WLCBP approach aims for power to be shifted to women in order to address existing power imbalances at all levels, by promoting the leadership of women who are affected by the crisis and strengthening their capacity. It supports female leaders in challenging patriarchy, and unequal power relations and power structures, with the aim of achieving gender equality and advancing women's rights. This includes supporting local women leaders to access national funding and advocacy opportunities.

3. Accountability to affected women and their organisations
Effective humanitarian response means that all stakeholders and actors must be accountable to affected communities. Accountability is a critical process that seeks to enable crisis-affected women and communities to hold duty bearers accountable and thus shift power dynamics in their favour. In WLCBP, ActionAid works with women affected by crises and local women organisations to support them to hold powerful actors (including national governments, donors and INGOs) to account, so that they respond appropriately to the needs expressed by women themselves. This also includes ActionAid living its values and being accountable to women by putting women affected by the disaster at the centre of decision-making; being transparent in what we are doing and how we are spending funds; respecting women's rights; keeping promises; meeting the needs of affected women; and opening ourselves up to scrutiny by women's organisations and communities by setting up appropriate mechanisms through which affected women can measure the adequacy of interventions, express their concerns and complaints.

2.3 Safeguarding

Embedded in ActionAid's protection work is a core approach to sexual harassment, exploitation and abuse (SHEA) and other safeguarding concerns (including child abuse and abuse of adults at-risk). ActionAid has a range of critical policies that outline our approach to SHEA and Safeguarding. These are three core SHEA and safeguarding policies: Protection from Sexual Exploitation and Abuse (PSEA); Sexual Harassment Policy; and the Child and Adult at-Risk Safeguarding Policy. These are supported by the whistleblowing and complaints policy, and all of these are underpinned by the AAI Code of Conduct which clearly outlines the expected standards of behaviour for staff and other representatives. These hold equal importance and must all be practically understood in each context and adhered to in designing and implementing all humanitarian work, including the WLCBP approach.

ActionAid expects its staff to uphold the highest level of personal and professional conduct and has a policy of zero tolerance to any form of sexual exploitation and abuse of affected populations in times of conflict, disasters and occupation. ActionAid recognises that the majority of those who face sexual exploitation and abuse are women and girls, and that our SHEA and safeguarding approach must counteract this, but it is important to emphasise that sexual exploitation and abuse can be carried out towards women and men, girls and boys, and gender non-binary people. The attitudes and behaviours consistent with ActionAid's safeguarding principles demands constant interrogation of the prevailing organisational culture and its ways of working, particularly in relation to the expressed commitments to embedding feminist leadership, women's rights and gender equality in every aspect.

Our SHEA and safeguarding approach takes an intersectional feminist approach, is survivor-centred and carries out all actions with an analysis of power dynamics and the different ways that power functions within the organisation.

ActionAid is committed to:

- Creating a safe working culture that upholds the rights and dignity of all, founded on AAI's values and mission and our Feminist Leadership approach
- Ensuring that our approach continuously learns from the voice and experience of marginalised and oppressed groups, challenging destructive systems of power, and working collaboratively with others to create transformative structures that uphold the rights of all and enables people to live to their fullest capability
- Demonstrating our zero-tolerance approach to sexual harassment, exploitation and abuse and other safeguarding concerns by carrying out robust prevention and response work, and holding those responsible to account
- Ensuring that all allegations of sexual harassment, exploitation and abuse and other safeguarding concerns are responded to in a timely, robust, and survivor-centred manner
- Ensuring that our approach is survivor-centred. This means we are committed to upholding the power and dignity of survivors by respecting their confidentiality and their right to make decisions over what happens to them, where it is safe and appropriate for them to do so.

ActionAid expects partners to abide by the Code of Conduct and with the SHEA and Safeguarding policies referenced within it. This expectation is outlined in the MOU signed by the partner. The three core SHEA and Safeguarding policies provide further details about the role and responsibility of partners including how to manage SHEA and safeguarding concerns raised by and about partners, and about ensuring that any training delivered on SHEA and safeguarding is also made available to partners.

2.4 ActionAid's principles to ensure women's rights and leadership in humanitarian contexts

ActionAid has committed to ten guiding principles to practical programming to ensure women's rights and leadership in humanitarian contexts. This is underpinned by the people who work with and for ActionAid upholding its safeguarding policies and diligently adhering to the humanitarian signature.

1. Women's rights are non-negotiable

Advancing women's rights in emergencies is a central pillar of ActionAid's Human Rights Based Approach in humanitarian action, recognizing that disasters and conflict increase women's vulnerability to violations and denial of human rights, including exclusion from decision-making and access to resources. Humanitarian response should be based upon gender, power and vulnerability analysis and identify pre-existing inequalities that can be targeted through the response.

2. We take sides with women living in poverty

ActionAid actively promotes the leadership of women living in poverty and exclusion in its humanitarian and longer-term resilience building efforts, seeking to shift the power not only from men to women, but also from those with greater access to resources and power to those who are denied these rights. ActionAid recognises that women are disproportionately affected due to pre-existing inequalities and have existing capacities. ActionAid's resources support the leadership of women living in poverty and exclusion to define and drive their own agenda and engage with communities and existing power structures.

3. We build on women's existing capabilities

While disasters and conflict increase the denial and violations of women's rights, women demonstrate leadership and are among the first responders to humanitarian emergencies, often due to their gender roles, and have existing capabilities that largely go unrecognised and undervalued. ActionAid builds upon women's existing agency and capacities, to empower and strengthen the capacity of women to play an active role in humanitarian leadership as they themselves decide. We support women's groups and organisations for disaster and conflict preparedness and response.

4. We promote women's equal participation in leadership

ActionAid and all local partners will work to ensure that at least 50% of all humanitarian staff are women, and that women make up at least 50% of right holders engaged in community decision making and consultation processes. ActionAid will actively promote women's leadership in all stages of preparedness and response.

5. We address barriers to women's leadership
Engaging women living in poverty and exclusion in leadership requires analysing, responding to and confronting the social, cultural and economic factors and power relations (hidden and invisible) that exclude women from leadership. This includes looking at how women's unpaid work, safety and security, and unequal access to and control over resources impacts women's ability to participate in leadership roles. We will work with women to identify strategies to address these barriers and challenge structural causes.

6. We strengthen women's access to resources
Access to resources and public services is a critical priority for advancing women's leadership in emergencies. ActionAid will provide institutional support for women's organising and collective efforts and support women's economic empowerment through access to and control over resources.

7. We support safe spaces for women
ActionAid will promote safe, inclusive, women-only spaces where women can come together to develop leadership, agency and collective capacity to negotiate with duty bearers. These can also facilitate psychosocial care, access to information and support responses to increased violence and exploitation in times of crisis. ActionAid will support women to link with other women's rights alliances and collectives to strengthen their power with others in claiming their rights.

8. We facilitate community-based, women-led protection mechanisms
ActionAid will have stand-alone protection programming as a core part of its humanitarian response, led by women for women, recognising that women face increased risks of violence, exploitation and abuse in public and private spaces during conflict and disaster. This will include women-led assessment of protection risks across other sectoral priorities and facilitate women's capacity and agency to identify vulnerabilities and appropriate responses and demand accountability for their rights.

9. We campaign against structural causes of women's rights violations
ActionAid will empower women to analyse and build evidence of the structural causes that increase the violation of women's rights in disasters and conflict. We will work with women-led organisations and alliances at local, national, and international levels to challenge these injustices. We will systematically integrate these issues into our global policy, campaigning and advocacy work.

10. We drive a gender-transformative agenda
ActionAid will always use the opportunity presented by emergencies to intensify challenges to unequal power relations and discrimination against women. ActionAid's long-term humanitarian and resilience programmes will be designed to drive a transformative agenda for women's rights and shifting power.

2.5 The CHS on quality and accountability

The Core Humanitarian Standard on Quality and Accountability (CHS) is the key international standard in guiding the work of all humanitarian actors (including ActionAid) in promoting protection in humanitarian settings.[25] It is located within the broader international legal framework for protection. See section 3: International Framework and Guidelines for more details on international law.

The CHS sets out three fundamental principles guiding humanitarian action:[26]

- **Humanity:** All people have intrinsic dignity and must be treated humanely in all circumstances, protecting life and health and ensuring respect for the human being.
- **Impartiality:** Assistance must be given on the basis of needs alone, regardless of the race, creed or nationality of the recipient and without adverse distinction of any kind; priorities are calculated in proportion to need.
- **Independence:** Assistance is provided based on need alone and organisations must not act as instruments of foreign or domestic government policy.

The CHS lists nine commitments to communities and people affected by crisis stating what they may expect from organisations and individuals delivering humanitarian assistance.[27] Table 1 indicates those CHS commitments which are relevant to protection mainstreaming principles:[28]

Table 1: CHS commitments relevant to effective protection programming

Protection Mainstreaming Principle	Relevant CHS Commitment(s) for Protection	Quality Criterion	Examples of WLCBP approach in ActionAid's response
Prioritise Safety and Dignity and Avoid Causing Harm	Commitment 1: Communities and people affected by crises receive assistance appropriate to their needs.	Humanitarian response is appropriate and relevant	Safe spaces; community generated evidence; policy influencing and campaigns; community-based protection mechanisms; women's formal representation; information, communications, accountability, and referral pathways; cash and livelihoods, psychosocial support.
	Commitment 3: Communities and people affected by crises are not negatively affected and are more prepared, resilient and less at-risk as a result of humanitarian action	Humanitarian response strengthens local capacities and avoids negative effects	Safe spaces; alliance building; community generated evidence; policy influencing and campaigns; community-based protection mechanisms; women's formal representation; challenging gender norms; do no harm; information, communications, accountability, and referral pathways; cash and livelihoods, psychosocial support. ActionAid's Prevention of Sexual Exploitation and Abuse and other safeguarding policies commit to avoiding negative effects.
Meaningful access	Commitment 1 above		
	Commitment 2: Communities and people affected by crisis have access to the humanitarian assistance they need at the right time	Humanitarian Response is effective and timely	Safe spaces; alliance building; community generated evidence; policy influencing and campaigns; community-based protection mechanisms; women's formal representation; challenging gender norms; do no harm; information, communications, accountability, and referral pathways; cash and livelihoods, psychosocial support.
Accountability, participation & empowerment	Commitment 3 (above)		
	Commitment 4: Communities and people affected by crises know their rights and entitlements and have access to information and participate in decisions that affect them.	Humanitarian response is based on communication, participation and feedback	Safe spaces; alliance building; women's formal representation; challenging gender norms; information, communications, accountability, and referral pathways.
	Commitment 5: Complaints are welcomed and addressed	Complaints are welcomed and addressed	Safe spaces; Community generated evidence; policy influencing and campaigns; community-based protection mechanisms; do no harm; information, communications, accountability, and referral pathways. ActionAid's commitment to prevention of sexual exploitation and abuse of women affected by crisis and other safeguarding policies will be promoted with all staff, with zero tolerance of non-compliance.

2.6 Protection problems

ActionAid's WLCBP approach addresses all threats to the protection of women and girls in emergencies. This includes problems that existed before the emergency, which are typically aggravated by the crisis, including domestic violence, or early marriage; those problems that are caused by or resulting from the disaster or conflict, such as sexual assaults in temporary shelters; as well as protection problems that are created by humanitarians themselves. These can be direct threats such as demands of sex for food, or more indirect, inadvertent protection issues created by the actions of humanitarians (such as women being put in unsafe positions when they have to walk long distances for distributions). Problems can be interlinked.

Protection problems are the risk, threat and occurrence of:[29]

- **Violence** - the act or threat of physical, sexual or psychological abuse.
- **Coercion and exploitation** - forcing a woman or girl to do something against her will.
- **Deprivation and neglect** - preventing women and girls from accessing the goods and services they need to survive and thrive. This can be deliberate or unintended, direct or indirect. It includes discrimination.

Using a WLCBP approach, women define their own protection needs in terms of identifying, analysing and responding to these threats to their safety and dignity. Women's leadership of this process puts the power in their hands to develop effective community-based protection mechanisms which directly respond to their priorities and experiences.

In working with women, inevitably child protection problems are a key concern. Please note that this manual does not address child protection, and generally ActionAid's approach is to collaborate with child-focused agencies. The WLCBP approach will however, work with adolescent girls (10-19) at times such as in the women safe spaces and special consideration is to be taken with necessary links and referrals. Adolescent girls face heightened protection risks in emergencies including sexual and reproductive health and rights, sexual and gender based violence (SGBV), female genital mutilation (FGM), forced marriage and other harmful practices.[30]

2.7 Protection continuum and the humanitarian-development nexus

The protection continuum

The protection continuum spans three levels of protection programming: Protection mainstreaming, integration and stand-alone.[31]

- **Protection mainstreaming**

  Protection mainstreaming is the process of incorporating protection principles and promoting safety and dignity, meaningful access, accountability, participation and empowerment in humanitarian aid (as indicated in the table above (Table 1: CHS commitments relevant to effective protection programming.)

  It is a way of designing and implementing all programmes so that protection risks and potential violations are taken into consideration.

- **Protection integration**

  Protection integration is the design of humanitarian activities to incorporate both protection and assistance objectives into the programming of other sector- specific responses (i.e. beyond the protection sector response) to achieve protection outcomes. It can therefore support the system-wide commitment to the centrality of protection because it relies of different actors (i.e. protection and non-protection) to work individually and together as part of a multi-sector humanitarian response. For example: Livelihood activities with both economic and protection objectives (such as to increase income and prevent negative coping mechanisms including transactional and survival sex, exploitative/ hazardous labour, child labour).

- **Stand-alone**

  Stand-alone protection programmes and projects actively focus on safety with dignity and have specific activities, objectives and indicators focused on protection outcomes. It includes specialized and/or specific protection activities and services, such as monitoring compliance with international humanitarian law, rule of law

programmes, registering refugees, and medical, legal and psychosocial care for survivors of sexual violence.

ActionAid considers WLCBP to be a stand-alone protection model, in which affected women are the experts on their own protection needs and in designing and implementing community-based mechanisms and activities which they can apply to their every-day lives to increase safety with dignity.

The humanitarian-development nexus

As the number of displaced people continues to increase as a result of increasing complex and protracted crises, there is now a greater recognition for coherent action between humanitarian and development programmes and actors. The "humanitarian-development nexus," originally a concept linking relief, rehabilitation and development (LRRD), now represents an integrated contextual analysis that includes political, security, and conflict analysis.[32] "Changing People's Lives: From Delivering Aid to Ending Need"[33] expresses a commitment on the part of humanitarian actors and donors to recognise the broader landscape in which humanitarian aid is provided. "Humanitarian aid does not take place in isolation. Gone are the days when crises were seen as accidents on the road to development to be cleaned up with humanitarian aid. Crises are complex, displacements are prolonged, and in protracted crises, people's needs extend far beyond immediate, life-saving support."[34]

WLCBP initiatives aimed at strengthening women's protection and resilience recognise the need to invest in long-term relationships with a wide spectrum of relevant actors, including collaborating with women and their organisations in the long term in order to be sustainable. These initiatives need to be flexible so that as new impacts, risks, hazards and disturbances appear, associated actions can be implemented accordingly. This is important when planning for the unpredictability of disasters, conflict and protracted crises. Stand-alone protection initiatives in humanitarian response must build on longer-term development programming as critical to strengthening women's and community resilience.

Protection requires an integrated approach. It requires holistic thinking about women's protection risks and vulnerabilities, coupled with governance, livelihoods and future uncertainty. This kind of analysis will reveal the underlying gendered causes of risks and vulnerability and affirm that protection and resilience-building initiatives need to work together with political, social, economic and environmental systems and sectors. Tackling women's protection risks and reducing vulnerabilities requires interventions not only at the local level but also at higher levels of governance. The power to effect change (for instance, in village communities) often lies with district authorities, and many drivers of risk and vulnerability are a result of national and international policies.

WLCBP approach inherently bridges humanitarian-development work through taking a comprehensive and sustainable approach – grounded in supporting and strengthening women's leadership and agency - so women can meet their protection needs by linking prevention, response and mitigation initiatives. The organisation, mobilisation and increased capacity and resilience of women increase women's power to engage in transformational change in the unequal power structures that keep women vulnerable to violations of their rights through violence and discrimination and leads into long term development programming.

2.8 Intersectionality

Feminist intersectional analysis is critical in ActionAid's WLCBP programming as it reveals the differences and inequalities among women and enables identification of the groups of women and girls who are most at risk of harm. Intersectionality refers to the multiple identities such as gender, race, class, sexual orientation etc that converge to contribute to structures of privilege, disadvantage or oppression.[35]

Women's experiences vary significantly within countries and communities based on their position in society, power dynamics and social norms, among other factors. Particular groups of women, including women with disabilities, women of different ages (adolescence and older people), women who are part of a minority ethnic or racial group, of diverse sexual orientations and gender identities, women living in extreme poverty, and women with lower hierarchical status in caste systems (such as Dalit women in India) are likely to experience increased risk or rights violations and protection concerns. They typically experience additional barriers to realising their rights, including their right to participate in decision-making that affects their lives.

The multiple intersections of identity can drastically intensify and compound women's marginalisation from leadership in humanitarian action and increase their risk of violence and discrimination. For example, women with disabilities face additional physical and communication barriers to participating in public meetings and decision-making forums which silences and excludes them from leadership. Yet the specific needs of women with disabilities and their families are rarely considered in the planning, implementation and monitoring of humanitarian response. Women with disabilities offer unique knowledge and skills, which will be essential to removing barriers to aid and achieving the UN's commitment to "leave no-one behind."[36]

2.9 Humanitarian contexts

In recent decades, more people than ever have been affected by a growing number of complex and protracted humanitarian emergencies leaving people vulnerable and in need of humanitarian assistance for decades.[37] ActionAid's humanitarian work has spanned a range of differing contexts, including **sudden onset** disasters like the Nepal earthquake in 2015 and flooding across South Asia in 2017 and **protracted crises** which include situations like the **armed conflict** in Syria, in the Kasai in DRC or in Gaza, Palestine, after Israel's 2014 military offensive; **slow onset disasters** such as drought across the Horn of Africa; **refugee and IDP contexts** like the Rohingya crisis in Bangladesh/ Myanmar 2017-18; **military occupation** such as in Palestine. ActionAid defines a **protracted crisis** as having the following characteristics: Long term in nature, lasting 5+ years, in part or all of a country; poor governance/weak state/ contested legitimacy; disruption of livelihoods/ food security systems; high and often increasing levels of poverty; disrupted social norms and largely informal economy; volatility and uncertainty about future; strong impact on women and youth; large number of humanitarian and development actors - often with declining resources.

ActionAid is committed to ensuring that WLCBP mechanisms become part of our core humanitarian response across these differing contexts, and, in particular, part of our core approach to responding in protracted crises.

3 International framework and guidelines

This section outlines the international legal framework and institutional systems within which humanitarian action takes place. Critical awareness of this context is vital if local women's organisations and local women leaders are to meaningfully participate in formal decision-making processes and hold duty bearers and stakeholders accountable for fulfilling their responsibilities to protect the rights of disaster and conflict affected women and girls. To break through the structural constraints in the humanitarian system that are deeply rooted in an unequal gender hierarchy, along with patriarchal cultural bias,[38] women need to know the system in order to navigate it. In this regard, it is equally essential to be aware of national disaster management structures and plans, though this is not covered in this manual.

3.1 Understanding rights

Women and girls have the right to safety, to be treated with dignity, to make choices about their lives in freedom and to be able to access and enjoy services and opportunities and have a legal claim to protection, derived from human rights law. International human rights law, international humanitarian law and refugee law provide the international legal framework for the protection of women affected by humanitarian crises, along with the responsibilities of actors to protect, respect and fulfil those rights. See Figure 1 below.

Each branch of international law comprises a number of conventions and customary international law principles that define the bundle of rights that affected people may have.[39] Table 2 sets out core rights in this area together with key UN Security Council resolutions in relation to the Women, Peace and Security (WPS) agenda call for the full and equal participation of women. The resolutions concern issues that range from conflict prevention to post-conflict reconstruction, peace and security; special measures to protect women and girls from gender-based violence during conflict; and the incorporation of gender perspectives in UN peacekeeping and security efforts, including UNSCR 1889 (2009) and UNSCR 2122 (2013).[40] The WPS agenda establishes links between the protection of women's rights and women's empowerment, their leadership in all aspects of peace and security processes, and international peace and security.[41] This links closely with General Recommendation 30 under The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) which concerns women in conflict prevention, conflict and post conflict situations (2013).

Protection rights and obligations can also be found in national laws, regional instruments and soft law instruments such as the UN Guiding Principles on Internal Displacement.[42]

Figure 1: International human rights, humanitarian and refugee law explains the relationship between rights and responsibilites

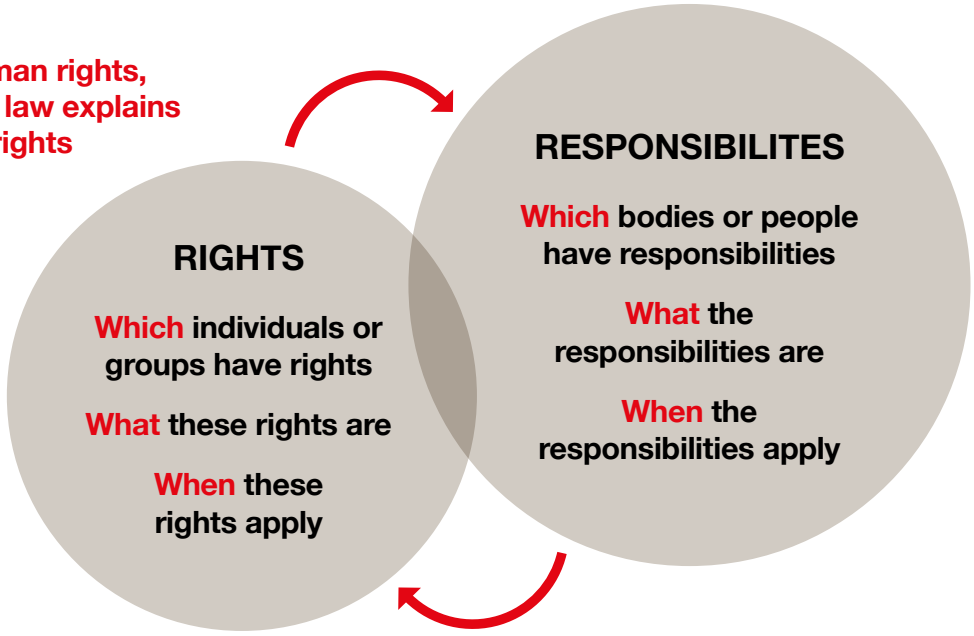


Table 2: Core rights under the law (legal instruments)

A Quick Guide to Key Rights and Responsibilities[43]				
	Human Rights Law International	**Humanitarian Law**	**Refugee Law**	**Women, Peace and Security (WPS)**
Treaties	Universal Declaration of Human Rights (UDHR), International Covenants on Civil and Political Rights (ICCPR) and Economic, Social and Cultural Rights) (ICESER). Treaties for women e.g. Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)	1907 Hague Conventions and Regulations, 1949 Geneva Conventions and their 1977 Additional Protocols, Mine Ban Treaty (Ottawa Treaty), Cluster Munitions Convention, 1998 Rome Statute of the International Criminal Court.	1951 Refugee Convention and 1967 Protocol.	United Nations Security Council Resolution 1325, and additional resolutions: 1820, 1888, 1889, 1960, 2106, 2122 and 2242
Core aim	To set out the human rights of all people/ women based on the principles of non-discrimination and dignity.	To regulate armed conflict.	To provide a framework for people applying for asylum.	To achieve the full and equal participation of women in all aspects of peace and security process
When does this apply?	At all times, including in conflict and occupation situations. Some rights can be temporarily suspended in times of emergency.	During internal and international armed conflict, including occupation.	When people fleeing persecution cross an international border and claim asylum.	In conflict prevention, during conflict and in post-conflict reconstruction, peace and security
Who has rights?	Everyone has rights. Women, children people with disabilities have special treaties outlining their rights which make provisions for the specific abuse, violence and discrimination that these groups can face.	IHL does not set out rights the way that human rights instruments do. Rather specific groups of people not taking part in conflict are considered 'protected persons'. Parties to a conflict must take steps to limit or reduce the exposure of these groups to war. Protected persons include civilians, detainees held in relation to the armed conflict, including prisoners of war and medical personnel.	Owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his/ her nationality and is unable, or owing to such fear, is unwilling to avail him/herself of the protection of that country; or who, not having a nationality and being outside the country of their former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.	Women and girls

Which rights?	Rights include: Protection of life, security of person, physical integrity; rights to the necessities of life; rights to participation in cultural, economic, social and political life.	Obligations of the parties to the conflict to spare civilians from the effects of hostilities, in particular prohibition of direct or indiscriminate attack, humane treatment at all times and the prohibition of torture and other forms of ill-treatment.	Non-refoulement (states cannot return someone to a state where they fear persecution). Right to seek asylum. Rights for refugees who obtain legal status in country of asylum.	Rights to participation, to protection from GBV particularly rape and other forms of sexual abuse and violence in situations of armed conflict, right to recourse to justice, right to services for women affected by conflict.
Who has responsibilities?	States. Some individuals have responsibilities, such as parents for their children (under the CRC).	States and non-state parties to an armed conflict and international peacekeepers where they are directly participating in hostilities.	State hosting asylum seekers and refugees.	All parties to the armed conflict.
What responsibilities?	States must respect, protect and fulfil their responsibilities under the treaties.	Parties to an armed conflict must only direct attacks at military targets and take all feasible measures to protect civilians from the effects of hostilities.	Asylum states cannot return someone to a state where they fear persecution (non-refoulement).	States must protect women and girls from GBV, prevent GBV in conflict, prevent use of girls/children in armed conflict, put an end to impunity and prosecute those responsible for sexual and other VAWG

For more detail, see Annex 1: The human rights and legal framework relating to women's protection in humanitarian crises.

3.2 Humanitarian responsibilities

States: The primary responsibility to ensure people are protected from harm and that their basic rights are upheld lies with states. Table 3 below sets out their responsibilities to respect, protect and fulfil the rights and dignity of all people. States are responsible for maintaining security, acting to prevent and stop abuse, investigating, prosecuting and punishing perpetrators. States must provide protective services for women, and support and assist survivors of abuse/violence against women. States may be directly engaged in abuse, harm and

Table 3: State responsibilities for women's protection under international law

States have three different types of responsibilities:	
Respect rights	Must ensure different state bodies do not violate women's human rights. For example: Soldiers do not rape refugee women; hospitals must provide services for women and not discriminate in provision.
Protect rights	Must ensure different state bodies do not violate women's human rights. For example: Soldiers do not rape refugee women; hospitals must provide services for women and not discriminate in provision.
Fulfil rights	Must take all possible measures to ensure women can access and enjoy their rights by developing legal and administrative frameworks. For example: Police trained to support survivors of domestic violence.

exploitation of their population, or may condone these actions by individuals or groups. States may also be unable to protect their civilians or prevent abuses by other actors due to lack of resources or capacity.

Armed groups: States and armed groups that are party to an armed conflict have a legal responsibility to spare civilians from the effects of hostilities during situations of armed conflict. This responsibility is spelt out in international humanitarian law, (also known as "law of war" or "law of armed conflict"), such as the Geneva Conventions.

Individuals, families and communities: Individuals are responsible for protecting and respecting and not abusing the rights of other people. Some individuals also have special protective functions. For example, parents have a legal responsibility for the care and protection of their children.

Humanitarian actors have a responsibility to respond to situations of humanitarian crises. They have responsibilities to protect and assist women and girls at risk of or experiencing protection problems, ensure their human rights are respected, and ensure that harm is not caused by their actions. When States are unable or unwilling to meet their responsibilities, humanitarian actors play an important role in advancing protection of populations affected by emergencies.[44] This includes:

- Peacekeepers which follow UN Security Council Resolutions
- Humanitarian agencies/workers and international NGOs which are self-mandated and their responsibility is moral and ethical and as such, being able to act is at the discretion of the State
- Mandated protection agencies that have specific legal mandates:
  - ICRC is mandated to assist and protect persons affected by armed conflict and other situations of violence.
  - UNHCR is mandated to lead and coordinate international action for the worldwide protection of refugees and the resolution of refugee problems. UNHCR is also authorized to work with returnees, internally displaced people; and stateless persons.
  - UNICEF is mandated to advocate for the protection of children's rights, to help meet their basic needs and to expand their opportunities to reach their full potential.
  - OHCHR is mandated to promote and protect the enjoyment and full realisation, by all people, of all rights established in the Charter of the United Nations and in international human rights treaties.
  - OCHA is mandated to mobilise and coordinate effective and principled humanitarian action in partnership with national and international actors in response to complex emergencies and natural disasters.

3.3 Humanitarian architecture

The coordination of humanitarian actors and actions is critical to the effective protection of women and girls. Engaging with this system is important if power is to be shifted to women; if women's voice and perspectives are to be heard in decision-making bodies and influence broader change; and if women are to access to resources, including funding.

UN Humanitarian Coordinator/ Humanitarian Country Team

The UN Humanitarian Coordinator (HC) is responsible for assessing whether or not an international response to crisis is warranted. The HC leads the Humanitarian Country Team (HCT), which is a strategic and operational decision-making and oversight forum comprising representatives from the UN, IOM, international NGOs, and the International Red Cross and Red Crescent Movement. Agencies that are also designated Cluster leads should represent the Clusters as well as their respective organisations. In refugee contexts, UNHCR runs humanitarian coordination mechanisms through sector-specific working groups. When the emergency or humanitarian response is contained within a country, the UN Office for the Coordination of Humanitarian Affairs (OCHA) acts as the coordination lead and operates through working groups referred to as *clusters*.

Humanitarian cluster system

Clusters are groups of humanitarian organisations (UN and non-UN) working in

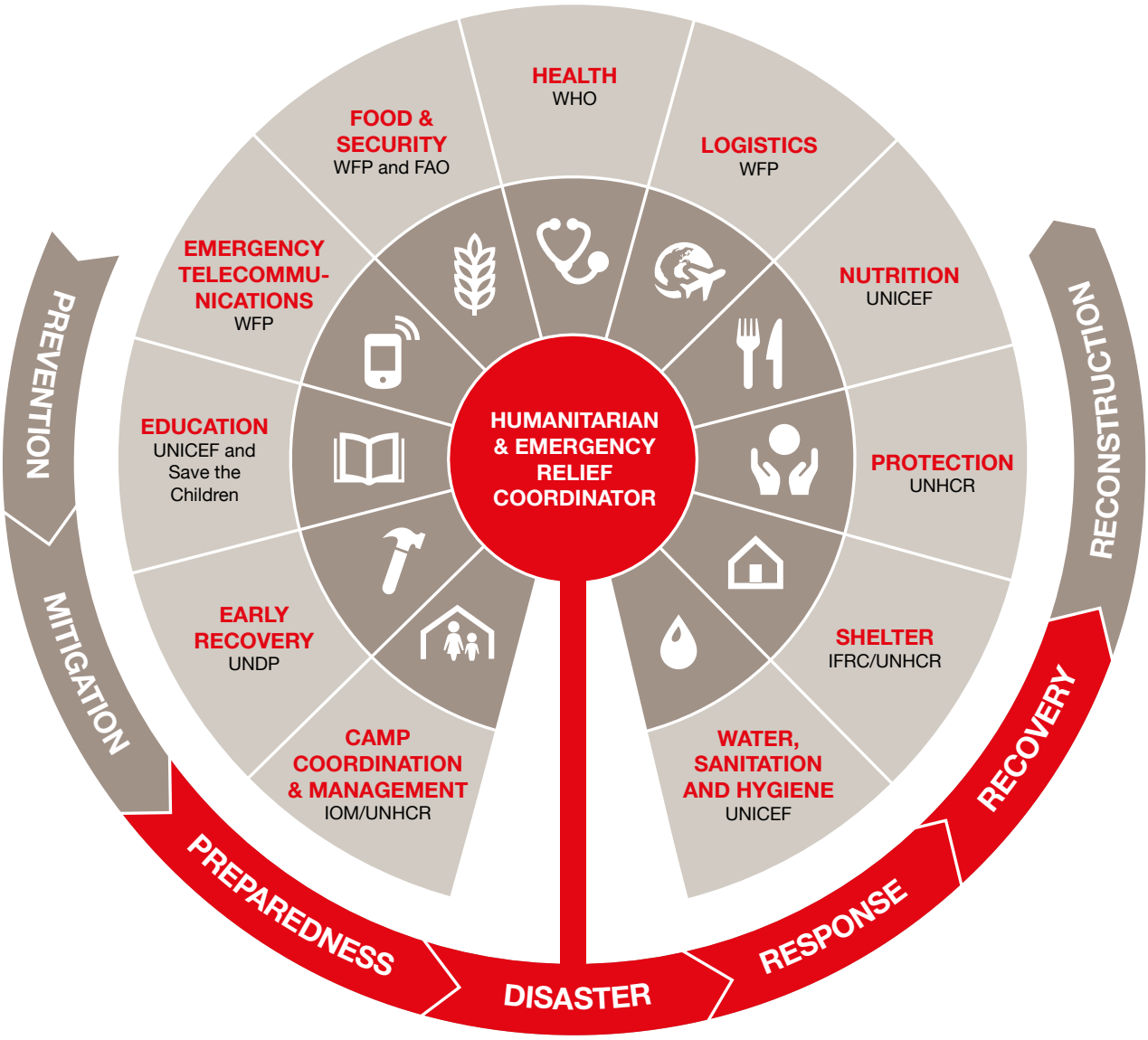
the main sectors of humanitarian action, such as shelter and health,[45] as shown below in Figure 2: Cluster system in international humanitarian coordination.[46] Clusters are created when clear humanitarian needs exist within a sector, when there are numerous actors within sectors, and when national authorities need coordination support. Clusters provide a clear point of contact and are accountable for adequate and appropriate humanitarian assistance. The aim of the cluster approach is to strengthen system-wide preparedness and technical capacity to respond to humanitarian emergencies and provide clear leadership and accountability in the main areas of humanitarian response. For women's rights and protection in humanitarian crises programming and coordination, it is important to engage in both the Protection Cluster, as well as the Gender-based Violence Working Group.[47]

The Humanitarian Programme Cycle (HPC)

This is a framework for humanitarian agencies to work together in a coordinated series of actions to help prepare for, manage and deliver humanitarian response, in order to meet the needs of people affected by disasters and conflict quickly, effectively and in a principled manner.[48]

Active participation in the HPC and cluster meetings is essential in enabling ActionAid and local women partners to have influence in the humanitarian system and to access to resources such as the Central Emergency Response Fund (CERF) and the Country-based Pooled Funds (CBPFs) which are managed by OCHA for the rapid provision of assistance in humanitarian emergencies.

Figure 2: Cluster system in international humanitarian coordination



4 ActionAid's WLCBP Programming in Humanitarian Action

This section highlights the way that ActionAid puts WLCBP programming into practice in humanitarian action. It describes ActionAid's theory of change and outlines how core components of the WLCBP approach relate to it. Each core component is presented, detailing the rationale, transformative potential, approach, programming activities, and risks and mitigation associated with it.

4.1 Theory of change and core components of the women-led community-based protection approach

The WLCBP approach aligns with ActionAid's broader theory of change that bridges the humanitarian and development divide, using a human rights lens to examine women's issues. This approach works to empower those most impacted by humanitarian crises and meet their immediate needs for protection, while working towards longer-term shifts in unequal power embedded in existing systems and structures, including the humanitarian system itself. Increasing access to rights, services and resources is fundamental to the ability of communities to protect their rights, safety and dignity in times of crises and strengthen their resilience.

The theory of change comprises three domains of change. Each has key components that contribute to a comprehensive WLCBP programme. Although these components are located under one of the domains, they can contribute to achieving change across all three.

Domain of change 1: Building power of people living in poverty and exclusion

The first domain focuses on building the individual and collective power of women affected by humanitarian crises to protect their rights; nurturing the leadership and agency of women affected by crises to build their individual and collective power to drive their own protection action plans to address their protection risks and vulnerabilities; working with alliances; and generating learning and knowledge from the bottom up. This includes building knowledge, awareness and critical consciousness, as well as the capacities of the women affected by crisis and their organisations to claim and protect their rights.

Core WLCBP components to achieve individual and collective power include:

- **Community-generated evidence** – through data collection, analysis of and learning from women's experience and local knowledge about their protection vulnerabilities, risks, capacities, community-based protection strategies and mechanisms, it is possible to create shared visions and women-led alternatives that challenge existing narratives and perceived wisdoms and provide evidence to influence government policy and strategy.
- **Community-based protection mechanisms** – these relate to women-led community mobilisation to prevent and respond to violence, exploitation and abuse of women and girls in times of crises.
- **Safe spaces** – these are physical places where interventions and opportunities can be facilitated with and for women. This enables them to collaborate, actively participate, build their collective leadership and organise to address and challenge the threats they face in the crisis, including strengthening capacity and accessing information to increase knowledge, skills and capacities and consciousness of their rights.[49]
- **Psychosocial support** – activities and approaches are designed to reduce distress and promote the wellbeing of women and girls through community support structures, group activities and one-to-one support.
- **Alliance building** – strengthening women's community-based groups/organisations, and building alliances of women's organisations, movements and networks, including at the

international level, is central to strengthening women's collective power to increase participation in decision-making processes that affect them, at different levels, and to have greater influence and capacity to make change happen.

- **Policy influencing and campaigning** – women's increased capacities are developed and mobilised around strategies and tactics to claim and advocate for the protection of their rights.

Domain of change 2: Creating the enabling environment to transform systems and structures

This domain focuses on the changes that need to occur - both in the humanitarian system and a country's crisis response and planning - to shift power dynamics in favour of those most affected, transforming systems and structures which restrict, deny or violate the rights of women and other excluded groups in times of crisis. As part of an effective protection approach it is important to tackle the three faces of power over the longer term: visible power, invisible power and hidden power.

Core WLCBP components to transform systems and structures include:

- **Challenging gender norms (invisible power):** Gender norms devalue and discriminate against excluded groups of women. This is achieved by tackling male domination in the humanitarian space, addressing the barriers to, and supporting women's leadership and organisations in times of crises and ensuring that do no harm approaches do not reinforce existing inequalities, providing a gender-sensitive humanitarian response.

- **Promoting women's formal representation (visible power):** This relates to how women are represented in the humanitarian system and national response mechanisms, as well as their active participation and influence in conflict resolution, state-building and peace building processes. This includes: increasing the accountability of institutions to address the protection of women's rights in humanitarian emergencies; the prevention of gender-based violence and other forms of sexual exploitation and abuse; influencing changes in structures, such as formal spaces where women from affected communities engage with humanitarian coordination mechanisms and policies and laws focused on the protection of women's rights.

- **Do no harm and safeguarding (hidden power):** This concerns challenging the privileging of international actors over local actors by strengthening local capacities, working with local power structures to 'do no harm', decrease resistance and enable community-based protection infrastructure and social capital, instituting safeguarding policies and practices.

Domain of change 3: Greater access to and control over services, and resources

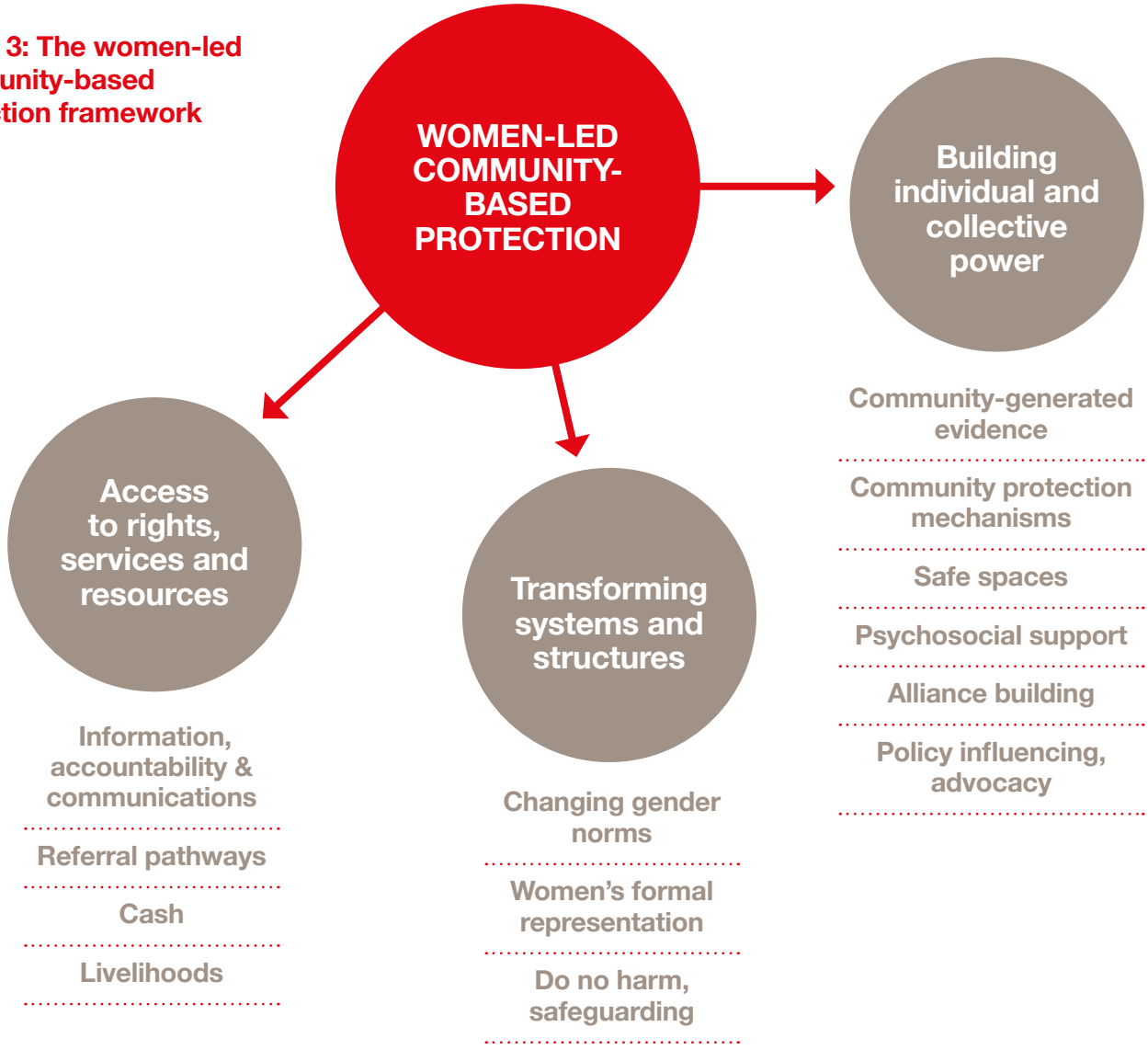
This domain focuses on tangible changes in women's lives, through increased access to rights, services and resources. It is a major factor in supporting women's own protective capacity and longer-term resilience. Humanitarian crises also provide moments to redistribute resources through cash transfers and recovery livelihoods, which can have longer-term gains in enabling women to protect their rights and strengthen their resilience.

Core WLCBP components to increase access to rights, services and resources include:

- **Information, communications, accountability, and referral pathways (Rights and Resilience):** This concerns women's increased access to: information and communications enabling active engagement in humanitarian action and greater accountability of the state and other humanitarian actors; services – including referral pathways to specialist services for GBV, reproductive health; and resources – cash and/or assets for livelihoods. Women impacted by disasters, conflict or protracted crises enjoy institutional protection mechanisms and infrastructure which prevent and respond to violence and abuse and increase individual and community resilience.

- **Cash and livelihoods (Redistribution and Resilience):** Affected women have access to an equitable share of resources in disaster preparedness and response such as cash and assets for livelihoods to withstand and recover from crisis to reduce their vulnerability to protection risks; funding for local women's organisations.

Figure 3: The women-led community-based protection framework



4.2 ActionAid's role and way of working in WLCBP programming

It is vital that ActionAid works with local women's organisations in a way that models a commitment to be a partner in sharing and shifting power. Any work centring on WLCBP will have limited efficacy if it is not grounded in a culture of practice that consistently and coherently promotes and applies ActionAid's expressed values and signature.

This is expressed in a number of ways. Firstly, the WLCBP approach positions the primary role of ActionAid staff as a facilitator, supporting local women to develop local solutions. A core and non-negotiable principle is therefore the use of participatory methods to facilitate processes for protection. These kinds of methods build on affected women's unique experiences, strengths and resources, common aspirations and goals, with women driving the process, enabling them to become their own 'managers'. The approach focuses on the resources of women's agency and power, and of the enabling aspects of culture and community. Other key roles are strengthening local partners' capacity where needed; facilitating linkages and their entry into and participation in decision-making processes – particularly in formal/appointed leadership roles, and providing ongoing accompaniment and support in alliance building, access to resources, advocacy and campaigns, and holding duty bearers to account.

Secondly, ActionAid's commitment to localisation brings a focus on strengthening the capacity, skills and leadership of local women's organisation partners. This is crucial in informing humanitarian preparedness and response, and achieving better representation, voice and recognition, as well as accessing funds. The "Strategic Humanitarian Assessment and Participatory Empowerment" (SHAPE) framework[50] provides a humanitarian

capacity self-assessment that emphasises the importance of power in the humanitarian system. It helps organisations to:

- Identify competencies required to deliver a powerful humanitarian response
- Understand their strengths and weaknesses in relation to the key components of humanitarian programme management, and ability to influence design and delivery of humanitarian response
- Foster ownership and commitment to improving humanitarian capacity
- Prioritise areas for capacity strengthening support
- Review the progress of humanitarian capacity strengthening initiatives.

Thirdly, ActionAid staff (together with likeminded partners) has a direct role to advocate and campaign for structural change in the international humanitarian system and to engage with national disaster management authorities.

ActionAid must review its own expertise, capacity and resources to facilitate and enable local women's organisation partners and affected women to undertake WLCBP programming in emergency preparedness, assessment, planning, design, implementation and monitoring. The integration of protection principles across all ActionAid's humanitarian work is critical to ensure the safety and dignity of women and girls.

4.3 WLCBP process and steps

WLCBP programming is integrated into the continuum of humanitarian action, spanning preparedness, response and longer-term development and resilience-building. The approach also engages with the steps in the project cycle including the identification and analysis of protection problems, the identification and analysis of protection strategies, prioritisation, action planning, implementation, accountability and learning.

In practice, it is likely that changes occurring in the context or in terms of how priorities are seen impact on WLCBP programming such that humanitarian action rarely follows a linear trajectory. In reality it will be necessary to implement some components simultaneously and to move backward and forward between components, depending on the changing situation and the needs of affected women and girl so that the programming is adapted appropriately.

4.4 WLCBP programming elements

The core components in WLCBP programming are presented under the three domains of ActionAid's meta-theory of change.

Domain 1: Building individual and collective power

4.4.1 Community-generated evidence

4.4.2 Community-based protection mechanisms programme design process

4.4.3 Safe spaces

4.4.4 Psychosocial support

4.4.5 Alliance building with women's organisations and allies

4.4.6 Policy influencing, advocacy

Domain 2: Transforming systems and structures

4.4.7 Changing gender norms

4.4.8 Women's formal representation

4.4.9 Do no harm/safeguarding

Domain 3: Access to rights, services and resources

4.4.10 Information, accountability, communications

4.4.11 Referral pathways

4.4.12 Cash

4.4.13 Livelihoods

ActionAid Somaliland organised with the community and its partner WAAPO (Women Action Advocacy Progress Organization) various women led emergency distribution of food and dignity kits in Qoyta village, Togdheer region, as part of the 2017 drought response. Women led the identification of beneficiaries, complaints handling, conflict resolution and resource distribution. Safe spaces for women created environments for women to discuss women's rights, access information, discuss GBV issues, and gain confidence to take part in decision-making circles. Despite facing initial resistance from men to women playing leading roles in the response, after numerous meetings with the community, village leaders, women's collectives, religious leaders and government authorities, AA Somaliland and partners have seen significant changes in men's attitudes. The meetings helped build trust and understanding and resulted in women and men working together and complementing each other.

Domain 1: Building individual and collective power

4.4.1 Community-generated evidence

1. Community-generated evidence as a core element of WLCBP

This component supports women in communities and local women's organisations to build evidence of the protection risks that women and girls face due to discrimination and power inequalities. This can be used to identify the changes they want to see in their communities, and/or in the services and support they receive. It also provides the evidence for advocacy. Supporting women to develop their skills and abilities to undertake assessments/research and evidence issues of concern, increases the capacity and confidence of women individually and in groups to successfully argue the need for, and achieve positive change.

2. Rationale for community-generated evidence

This component supports women to build community-generated evidence of protection risks and deepen analysis of interagency protection assessments. Assessments, participatory action research and evaluation that highlight gender discrimination, inequalities or injustices are important tools that can underpin women-led, community-based programming, policy influencing and advocacy for women's protection and reform of the humanitarian system.

3. Transformative potential of community-generated evidence

Where assessments and research are defined, undertaken, analysed and documented by women of the affected community themselves, there is potential for transformation in individuals and communities. These processes are usually led by outsiders who extract information on and about affected women. However, promoting a women-led approach increases the capacity and confidence of those women, individually and collectively, to drive change.

4. Approach

Assessments, participatory action research and evaluation are important tools in enabling women to design and implement community-based programme activities (including women's safe spaces), as well as provide the evidence to drive the changes they prioritise for women's protection and reform of the humanitarian system, through policy influencing and advocacy. For example, the women's protection needs assessment is based on affected women's analysis of their needs and capacities. It includes an assessment of women's protection risks, vulnerabilities and capacities prior to the emergency (pre-existing), as well as those caused by the crisis and/or by humanitarian actors in the response. (See subsection 5 for more details about building evidence in preparedness and response.)

In WLCBP, the protection needs assessment is a dialogue, not an extractive process. While ActionAid requires data to design and implement effective, appropriate response programmes and generate funding proposals, the primary purpose of the women's protection needs assessment is to facilitate affected women to identify and analyse their protection problems, risks, vulnerabilities and capacities, prioritise and identify solutions, and implement their community-based protection mechanisms. In addition, women use this evidence to undertake advocacy to bring about change in the policies and practices of the international humanitarian system and national disaster management bodies.

ActionAid staff working in disaster risk reduction and emergency response must coordinate and collaborate with Women's Rights and Local Rights Programme (LRP) staff so that women's protection in the event of humanitarian crises will be integrated with existing women's rights work and women's forums. For example, ActionAid's existing work in the prevention of VAWG must be adapted and extended to address VAWG that typically increases in the wake of disasters and conflicts. Recognising the possibility that local women may have low levels of literacy, women's organisations and ActionAid may offer assistance with documentation, ensuring that the final product is validated by affected women.

5. Community-generated evidence for programming activities: Preparedness and response

Women's assessments and research regarding power and gendered discrimination, violence, exploitation and deprivation provide women with the evidence they need to design community-based mechanisms and to argue for change in services and support. This evidence should be generated in

(i) preparedness – pre-crisis

(ii) during or after the crisis.

(i) Preparedness: Pre-crises analyses of women's protection risks, vulnerabilities and capacities

The key analysis to be undertaken as part of emergency preparedness planning looks at women's existing protection risks and vulnerabilities, that is, the threats present in the every-day context of women's lives in "ordinary times", before the onset of the humanitarian crisis. The analysis to be undertaken collaboratively by AA, staff from partner women's organisations and community women is prepared pre-crisis so the information is immediately available to be incorporated into the Rapid Women's Protection Assessment, which is needed in the initial days/weeks after the emergency. The analysis can also highlight the protection issues that are likely to emerge during and/or after the crisis.

The analysis could draw from existing AA programme documents and secondary sources which analyse gender power relations and issues relevant to women's protection in case of a humanitarian crisis.

As part of this process, AA and partner staff could facilitate an analysis with women of their pre-crisis/pre-existing protection risks and vulnerabilities. The analysis report should be a brief document presenting information on gender power relations in terms of women's participation, access to and control over resources, mobility, leadership, role in decision-making, violence against women prevalence, protection risks. An overview of sex, age and disability disaggregated data (SADDD) should be included indicating demographics before the crisis.[51] It will enable a better understanding of the needs of the affected/displaced population, as well as to compare changes in demographics later in the humanitarian crisis. Changes in the population are crucial to track, as they can signpost humanitarian actors to information about protection concerns and rights violations. There can either be one report covering the country, or one for each LRP/project area.

(ii) Response: During/post-crisis analyses of women's protection risks, vulnerabilities and capacities

Affected women may generate evidence of women's protection situation during or post-crisis in the following ways:

- protection assessments
- feminist participatory action research (see section 4.5)
- monitoring, evaluation and learning (see section 4.5).

This section focuses on the assessment of protection problems impacting women.

There are three levels of protection assessments related to the period of time following the onset of the humanitarian emergency, using information to inform emergency response programming.[52] Women's protection assessments contribute an important component to ActionAid's overall emergency needs assessments. They are as follows:

(i) **Rapid women's protection assessment** – this should be done immediately after the onset of the crisis, (0-4 weeks) and is primarily desk-based.

(ii) **Women's protection needs assessment** – this should be done within weeks of the onset of the crisis, and includes data drawn from preliminary engagement with affected women and women's organisations

(iii) **Detailed women's protection needs assessment** – this should be done within six months of the onset of the crisis, it updates and deepens the women's protection needs assessment, based on affected women's experience and analysis and changes in the post-crisis context. In the case of protracted conflict, the assessment should also include an analysis of the Women, Peace and Security provisions and the ground realities.

It is important that ActionAid and women's organisations coordinate and engage with the inter-agency humanitarian needs assessment for the Protection Cluster. This ensures the experience, needs and voice of local women are included and that women actively participate in the humanitarian programme cycle. If there are appropriate standardised tools, these could be used in the assessments undertaken by ActionAid so the results can feed into inter-agency work on women's protection.

(i) Rapid women's protection assessment

A rapid women's protection assessment is the immediate appraisal of women's protection risks, vulnerabilities and capacities following the onset of a humanitarian emergency. The assessment, based on the findings of affected women, should provide the following information:

- What are the women's key protection risks?
- How many, and who are the women affected, who are vulnerable and require protection?
- What are the capacities of women to respond to the crisis?
- What are the available women's protection services and who has access?

The rapid women's protection assessment report comprises:

A. The analysis of women's pre-existing protection risks and vulnerabilities, pre-crisis (see point (i) in this section) undertaken as part of emergency preparedness.

B. Data from secondary sources (government/ clusters/media reports) regarding the extent and severity of the crisis.[53]

C. Data from ActionAid field offices or partners in the affected area providing sex, age and disability disaggregated data (SADDD), or if unavailable in the early days of the emergency, use of census or other reliable demographic statistics to estimate the number of women and girls in the affected population.

D. Any information from meetings with women or girls in the affected communities.

E. What agencies are doing what and where, usually available from UNOCHA or UNHCR. This will be referred to as the 5Ws.

F. Assumptions about the likely increase in violence against women and girls.

(ii) Women's protection needs assessment

A women's protection needs assessment relates to the protection problems impacting affected women within weeks of the onset of a crisis. It is not meant to be exhaustive or completely comprehensive. The emphasis here is to facilitate a space for women to inform and lead the process as soon as is feasible, without doing harm. It is important to ensure that a diverse range of community women is part of the assessment team. They should be supported in doing assessments using a range of techniques to reach a broad selection of women and girls as well as selection of relevant questions. Depending on the timeframe and the operational context, some of the assessment tools could be used later, as part of the detailed women's protection needs assessment.

Following the 2017 Kenya drought, AA Kenya established **women-led disaster management committees to lead local level response**. The committees were supported in conducting assessments, planning, making decisions on response implementation and in monitoring. The committees also influenced the wider response by connecting with county and sub-county steering groups.

Timely evidence can be shared through the humanitarian system locally or at regional level e.g. through the Clusters or humanitarian action review platforms hosted by government or other CSOs.

(iii) Detailed women's protection needs assessment

A detailed women's protection needs assessment provides a comprehensive coverage of women's protection problems, capacities and resources. With a longer timeframe, this assessment covers a detailed range of tools across the project cycle, ensuring that these are undertaken at regular intervals to assess changes in gender roles and the specific risks and protection concerns women, adolescent girls and vulnerable groups (such as women-headed households, women with disabilities, older women, etc), are facing as the crisis unfolds and the context changes. For example: What are the changes and developments in the security situation? What impact has aid and planned activities had on the safety of women and girls?

Photo: ActionAid

In March 2015, Cyclone Pam struck the island nation of Vanuatu, leaving more than 60% of the population (166,000 people) in need of emergency assistance. ActionAid placed women at the centre of the national disaster response by setting up safe spaces for women in the worst affected areas, in partnership with the Vanuatu Government's Department of Women's Affairs and UNFPA. Over three months, more than 8,000 women used these women's information centres which became known as 'the blue tents.' They reported their most urgent needs and access information about the support that was available to help people rebuild their communities and their lives.

Several months after the cyclone, ActionAid continued to provide women with safe spaces to support them and to increase their awareness and understanding of their rights. The blue tents have transformed into community women's forums, called 'Women Tok Tok Toketa' (Women Talk Talk Together), with a membership of more than 4,010. Women are developing in confidence and skills to represent themselves and others in the community forums. They are preparing to address the protection of women and the risks they face, and are also developing strategies to generate their own incomes, giving them greater independence and influence at home and beyond.

"*I want to send a very clear message from the women in Vanuatu to governments, UN agencies and humanitarian actors that women from communities like mine want to be part of decision-making in disaster response. We need support, we need resources, we want training, but most of all we want to participate and be involved in decision-making. It is not sufficient to just consult us, we want space on the table.*"
Mary Jack, Community leader, Vanuatu

(iv) Publishing community-generated findings

Publishing the findings of women's community-generated evidence is an important step in influencing women's rights and protection concerns in a humanitarian context. This encompasses decisions about funding and programming and in terms of how priorities are identified. There is potential to influence donor pledging, and/or the way in which humanitarian actors deliver aid and are held to account. The findings can be published via reliefweb.int and humanitarianresponse.info and/or shared directly with governments and with UN working groups. Initial analyses should be regularly updated, subject to resources and time being available to do this and depending on the phase of the emergency. For example, in the early stages of an emergency there will be an acute need for accurate information supplied in a timely fashion. In stages which are more stable or less acute and in protracted crises, there is less demand and updates can be less frequent, unless there are significant shifts in context, crisis or displacement.

6. Risks and mitigation

In a humanitarian crisis, whether protracted, slow or rapid onset, women's work and the protection problems they face increase. Against these demands, participating in assessments as described here takes time. Meeting with women and asking questions may cause risks too. Asking about women's needs can potentially raise expectations. Power dynamics within communities due to such factors as class, ethnicity, disability, age may make it difficult to access the most vulnerable women. It is important that women from different groups are able to engage at times and in places which are safe for them. They should be provided with the necessary information, tools and techniques to support the work they are doing. Including women's identified needs, gaps and capacities in the Protection Cluster assessment can raise awareness of, and response to, unmet demands for assistance.

4.4.2 Community-based protection mechanisms

1. Community-based protection mechanisms as a core element of WLCBP

This component recognises and values affected women's strengths, knowledge and capacities to be agents in their recovery and that of their community. It builds on women's experience as first responders, and as leaders to organise and facilitate effective community-based protection mechanisms.

2. Rationale for community-based protection mechanisms

This component is grounded in women's lived experiences, analyses and actions, women's leadership and collective action. It aims to prevent and respond to the protection needs of women and girls arising from violence, coercion and deprivation in families, social networks, camps or communities.

3. Transformative potential of community-based protection mechanisms

Women leading community-based protection mechanisms to address the root causes of violence, coercion and deprivation against women and girls has the potential to transform gender relations and empower women. It systematically challenges the structural barriers to women's leadership and active engagement in humanitarian action and deepens localisation of humanitarian action. This recognition of women's leadership and the creation of organising spaces can strengthen community prevention and response mechanisms at the local level, building individual and community resilience, self-reliance and long-term, sustainable capacity to face future protection problems.

4. Approach

Community-based protection is a community-led process that engages community members to address local protection problems and root causes, to achieve respect for rights in safety and dignity. The approach is: community centred and participatory; rights-based, where individuals are recognised as agents of change not passive beneficiaries; and links with short, medium and long-term processes. The process targets individuals, families, social networks, communities and governments at all levels, in partnership with CBOs, NGOs, local networks, UN agencies and the state. It is based in international human rights, humanitarian and refugee law and recognises the legal responsibilities of states for protecting, respecting and fulfilling rights.

Women-led design and development of community-based protection mechanisms essentially follows the project cycle, using inclusive, participatory processes and tools.

5. Community-based protection mechanisms programming activities

(i) Preparedness: Building protective capacities

Activities include:

- Strengthening the capacity of women leaders and women's organisations in using participatory methods, and to facilitate the identification and analysis of protection problems and local strategies to increase safety with dignity.
- Establishing community-based structures in preparation
- Integrating community-based mechanisms with disaster preparedness plans.

(ii) Response: Community-based protection processes and mechanisms

Activities include:

- Supporting local women leaders to work with women and girls affected by the crisis, to identify and analyse protection problems. Male community leaders and members are involved as appropriate. Capacity strengthening could include training, linkages with humanitarian actors and processes, coordinating with partners, communications, etc. Selecting the most appropriate methods of support will be informed by the tools and processes to be used and the action plan agreed for the task.
- Assessing community-based processes and mechanisms (if this has not already been done as part of protection needs assessments, see section 4.2.1 above, Community-generated evidence). Steps include:
  - Identification of women's protection problems and analysis of the legal framework
  - Analysis of protection problems, threats, vulnerabilities, capacities,
  - Analysis of current protection strategies
  - Analysis of actors and responsibilities to protect
  - Protection problem prioritization
  - Action planning
  - Risk analysis.

To establish community-based mechanisms/ initiatives, assessments would also include (i) what women can do themselves; (ii) what they need from other community members, (iii) what they need from government, and (iv) what they need from other humanitarian actors. This includes access to resources. In some circumstances, if women/communities in one area have already initiated community-based protection mechanisms, they could link with and support women/communities in other areas where these are yet to be established.

Community-based protection mechanisms include: Watch committees, communications networks, working with community/religious leaders, identifying male champions, community campaigns, water tanks, food baskets, community escorts, women's safe spaces run by community women, women task forces charged with the responsibility of monitoring and reporting instances of violence against women, or women-led relief distribution committees, which ensure that all women are included and that their safety and dignity is respected through these processes.

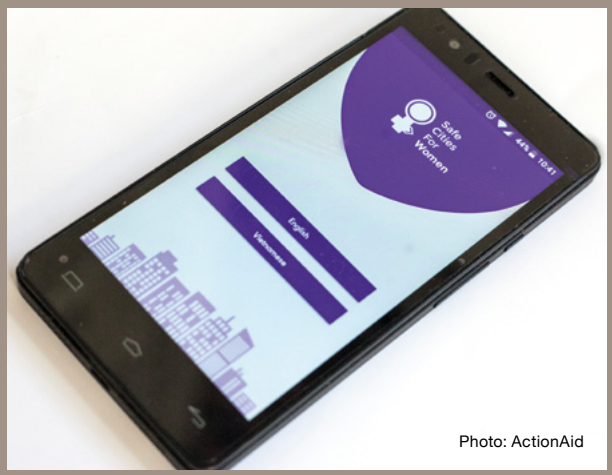


Photo: ActionAid

Safe-City App is a community-based initiative supported by ActionAid teams in Myanmar, Vietnam and Cambodia. It is a mobile application that lets women and girls identify safe and unsafe pubic areas in their city, and rate the quality of public services they use. It is designed for every citizen or visitor who cares about their city and wants to stop violence against women and girls in public spaces. It offers functions such as mapping, safety alerts, emergency calls, assessing public services and reporting where sexual harassment occurs

6. Risks and mitigation

Engaging with communities may require consent from one or more actors such as village leaders or councils, camp managers and/or government officials. Protection problems can be caused by family members, social networks and community members. It is important women consider potential risks and how to mitigate them.

4.4.3 Safe spaces

1. Safe spaces as a core element of WLCBP

Creating safe spaces is an important strategy in the protection and empowerment of women affected by crisis. It also provides the foundation for building the individual and collective power of women, which underpins the WLCBP approach and is also a core element of ActionAid's broader HRBA. A safe space is a formal or informal space where women feel physically and emotionally safe, and where women have the freedom to express themselves without the fear of judgment or harm. Safe spaces can be created through women-friendly spaces in emergency settings as long as they observe the principles outlined below.

2. Rationale for safe spaces

Creating safe spaces where women can organise and mobilise around their protection priorities plays a crucial role in rights-based programming. This is particularly the case in spaces that protect women's privacy and enable them to speak freely as they develop confidence and relationships together. In many societies affected by crisis, women have limited space to meet, and men inhabit public spaces while women face limited mobility or their right to safety in public space is undermined. While the primary aim of safe spaces in community-based protection is to strengthen women's leadership and agency, these women-only spaces can also be sites for providing direct access to information, humanitarian relief, cash, psychosocial support and other services, as well as referral to specialised services for GBV and other needs. In safe spaces, women can analyse the protection problems they face, and design and implement women-led community-based protection mechanisms to prevent and respond to violence, exploitation and abuse. They can establish their own mechanisms for monitoring and report instances of violence against women, and for facilitating safe, women-led relief distributions, which ensure that all women are included and that their safety and dignity is respected. Physical spaces can also enable women from affected communities to link with other women's rights alliances and collectives to strengthen their collective power.

Photo: ActionAid

"It's very important for women to play a leadership role during emergencies. This can prevent serious violations like violence against women, including sexual violence, psychological violence. Women's presence itself is a deterrence which safeguards women's rights. Aid also reaches local people more when local women's organisations are involved. Sometimes men also use aid for exploitation, for example demanding sexual favours." Nadège Pierre, OFASO, Haiti. Hurricane Matthew Response

3. Transformative potential of safe spaces

Supporting and strengthening existing women's groups or facilitating the formation of new groups among the affected population have the potential to catalyse women's collective action in driving social change, tackling the root causes of the gendered protection problems they face and transforming their situation through leadership and action. Collectively, women can also engage in environment building actions to influence decision-making in emergencies to transform humanitarian systems and structures with women's leadership, and influence resource allocations and decision making, and ensuring increased respect, protection and fulfilment of women's rights.

4. Approach

ActionAid's approach to establishing safe spaces includes the following core principles, which are designed to ensure the leadership of women from affected areas in the design, implementation, monitoring and evaluation of the space:

- Support the **leadership and empowerment of women** from affected areas
- **Safe and secure** with appropriate lighting, privacy and security
- **Centrally located** to support easy access and close proximity to hygiene facilities
- **Accessible** to all women without physical or other barriers to access
- **Inclusive** of all women, including the most marginalized and excluded groups
- **Women-only** spaces that are **child friendly** or offer a separate child-friendly space with supervised care
- **Contextually appropriate** and tailored to the context
- Provide **non-judgmental and factual** information and support
- Facilitate **access to information, services and support**
- **Coordinated** with other actors and host communities to ensure streamlined support.

In developing safe spaces in emergency contexts, consideration should be given to whether permanent or temporary spaces should be created, based on the situation and whether the community is likely to face protracted or recurrent crises. Permanent structures can provide a site for women's collective organising well beyond the immediate crisis, although appropriate transition and exit strategies should be developed with local women's organisations to ensure sustainability.

5. Safe spaces programming activities: Preparedness and response

The following steps can be taken in establishing safe spaces to support a WLCBP approach:

After Hurricane Matthew devastated southwest Haiti in October 2016, ActionAid Haiti and their partner, Konbit Peyizan Grandans (KPGA), launched a women-led humanitarian response. Protection volunteer groups were formed in the temporary shelters to share messages and support women immediately after the hurricane. Safe spaces were created for and by women, as hubs for women's rights and protection work and providing a refuge from the disaster. In the safe spaces, women-led community committees determined beneficiary criteria, and then planned and undertook response activities. This operational approach devolves power and funding to the most vulnerable women affected by a disaster. It puts into practice ActionAid's call for a more localised international humanitarian system and locally led responses to specific crises.

Preparedness

"Reflect circles" which operate in most of the communities in which ActionAid works provide an existing safe space that can be used to foster WLCBP. As women analyse problems and power relations, they can consider threats to their protection in times of crisis and identify strategies that enable them to address these threats and reduce vulnerability. These groups can then be activated in times of crisis to drive WLCBP in their own communities or to support neighbouring villages and communities.

Initial assessment

This should be done with the active participation of women from affected communities in assessing safety and security, choice of location, timing and scope of activities. This process can also help identify potential women from the affected community who can take on leadership and facilitation roles in the safe space, alongside any specialised staff. This phase should also look at forming partnerships with other stakeholders, including formal women's organisations and services.

Promotion of the safe space

The strategy for promoting the safe space within the community needs to be established to

ensure women are aware of the space and its purpose, and that any barriers to participation are addressed in a timely manner. This may include building acceptance of the space with local leaders and men in the community. It may include active targeting of marginalised groups to facilitate their access, and it may require careful attention to signage to avoid any negative perceptions of the space.

Focus of the safe space

The key goal of safe spaces in the WLCBP approach is to support women to build rights awareness and facilitate processes where women can define and respond to their own protection needs. This could include capacity strengthening and training of emerging women leaders, local women's CBOs and local networks in women's rights, protection and leadership. Women-led processes, for example, involved in community generated evidence (see section 4.4.1) and in the development of community-based protection mechanisms (see section 4.4.2) take place in safe spaces and are essential activities for women's protection. As part of building women's collective power, they also provide a space for women to socialise and rebuild their social networks and support structures.

Integration with other activities and services

Safe spaces can be used for complimentary protection purposes, including:

- Providing psychosocial support and recreational activities as a means of supporting women to reduce distress, support recovery, mental health and wellbeing (see section 4.4.3)
- Providing access to information and awareness raising (see section 4.4.10)
- Designing and promoting appropriate complaints mechanisms
- Providing respite from the high demands of women's unpaid work
- Enabling privacy for lactating mothers
- Facilitating distribution of relief items such as hygiene kits and safe distributions of food and cash (see section 4.2.11)
- Facilitating referrals to GBV and other specialized services without judgment (see section 4.4.11)
- Supporting women's economic empowerment and access to resources through the provision of cash transfers, vocational training and livelihood recovery programmes.

Safe spaces checklist

- ✓ Ensure women and girls are involved in all decision-making in relation to the space, including leading the establishment and running of the space and determining the timing of activities.
- ✓ Coordinate with the government and women's organisations as well as the Protection Cluster and GBV coordination mechanism.
- ✓ Establish effective referral pathways that will ensure women can access support across sectors.
- ✓ Support women to engage communities, parents, husbands, and community leaders in key decisions.
- ✓ Make the space accessible and inclusive for women and girls.
- ✓ Ensure that complaints mechanisms are developed with women and actively promoted, and that all staff and volunteers understand and adhere to ActionAid's code of conduct.
- ✓ Ensure that all activities are women-led and that the space is protected as women-only.
- ✓ Plan for sustainability and/or appropriate exit strategies.

Photo: Sharon Lovell/ActionAid

In ActionAid's women safe spaces in Amman, the environment has encouraged Jordanian and Syrian women to livelihoods opportunities. They receive training on money management and capacity development in cosmetics and food trading, two areas they have identified as business opportunities. The women will be in a position to apply for funds to start up their businesses.

6. Risks and mitigation

This work requires staff to be mindful of women's responsibilities, as in crisis-affected communities unpaid care work tends to increase and there are additional time burdens – such as attending distributions and caring for injured relatives. It is imperative at all times to safeguard the privacy of women who choose to attend, particularly if using these spaces for any data gathering or communications. Developing confidential feedback and complaints mechanisms as indicated in the checklist above provides a means for women to give feedback on improvements needed to the space or concerns about the broader humanitarian response.

In Somaliland in the response to the 2017 drought, safe spaces for women created environments for women to discuss women's rights, access information, discuss GBV issues, and gain confidence to take part in decision-making circles. Women led the identification of beneficiaries, complaints handling, conflict resolution and resource distribution. Despite facing initial resistance from men to the idea of women playing leading roles in the response, AA Somaliland and partners saw significant changes in men's attitudes. This was achieved after numerous meetings with the community, village leaders, women's collectives, religious leaders and government authorities. The meetings helped build trust and understanding and resulted in women and men working together and complementing the work each group was undertaking.

4.4.4 Psychosocial support

1. Psychosocial support as a core element of WLCBP

Psychosocial support builds the power of women and girls to reduce their vulnerability to protection risks and increases their resilience through strengthened social networks and relationships, positive routines and self care as well as emotional and mental health.

2. Rationale for psychosocial support

Psychosocial wellbeing reflects the interaction between social and psychological factors in people's lives. Social factors include, for example, personal relationships, family and community connections, cultural and religious norms and values, economic status, etc. Psychological factors relate to how people function in terms of their thoughts, emotions, behaviours, knowledge, etc.[54] Psychosocial support is therefore relevant to both collective and individual dimensions of women's lives. Disasters cause significant distress at multiple levels, making it challenging for women and girls to cope and function as mothers, daughters, sisters and colleagues. Psychosocial support seeks to strengthen the protective supports, networks and relationships which are crucial in providing a safe environment for women and girls in families, the community and wider society.

3. Transformative potential of psychosocial support

Psychosocial support, when addressed in tandem with protection, is a crucial component of resilience building. It helps to bring women and girls together to gain skills, knowledge and connections which help to restore hope and

confidence and regain voice and agency over the threats and risks which they face in the immediate, medium and long-term. When women and girls come together to share experiences and support one another they recognise themselves as agents of change rather than victims – a crucial distinction for a sense of wellbeing.

4. Approach

Psychosocial activities may vary widely, but they should always be based on the following core principles:

- human rights and equity
- active participation of affected populations
- do no harm
- building on available resources and local capacities
- integrated support systems
- multi-layered supports.[55]

Psychosocial support as an element of the WLCBP approach emphasises family and community support, noting that the majority of women and girls can cope and heal alongside and in solidarity with their peers, community groups and family networks. Disasters cause significant emotional distress and some women and girls may need more focused support. Specialised help may be needed for a small percentage of individuals in affected communities experiencing severe and enduring difficulties.

5. Psychosocial programming activities: Preparedness and response

Integration of psychosocial support into WLCBP requires both preparedness and response programming, with women taking the lead and partners or ActionAid providing support or capacity building, when needed.

(i) Preparedness approach to psychosocial programming

Before response activities commence, ActionAid should work with local women's organisation, partners or community members to identify social norms, networks, needs and capacities. This includes:

a) Identifying appropriate terminology to describe distress and mental health

b) Mapping what wellbeing means to women and girls.

c) Identifying and equipping women's groups to undertake needs assessments

d) Assessing and analysing existing social support structures.

a) Identifying appropriate terminology to describe distress and mental health

Language to describe distress varies significantly across cultures. It is vital to identify the terms that are used locally to describe aspects of distress and mental health. In this process it is important that terms are agreed that reflect dignity and agency and avoid negative labels that undermine confidence and victimise (e.g. replacing victim with survivor). Discussions should enable community members, partners and staff to recognise the power of words and established social norms.

b) Mapping what wellbeing means to women and girls[56]

It is important to define what a sense of wellbeing means to women and girls, including common reactions of distress. Mapping local perspectives of psychosocial wellbeing therefore addresses how people usually cope with distress (socially and individually) and the problems associated with this. Mapping is best undertaken using participatory methods and may involve women's leaders with in-depth knowledge of their communities as well as community members themselves. Questions for mapping wellbeing may include:

- In normal circumstances, how do community members do for one another to reduce upset/ distress?
- How would you know if a woman/girl is in distress in this community?
- What do women/girls do to reduce stress/cope with grief?
- Which kind of reactions have you had since the crises happened? How has it made you feel?
- Have you noticed changes in your ability to cope with daily tasks and functioning?

Findings from mapping feed into subsequent psychosocial programme planning, taking account of social, emotional and psychological factors affecting women and girls. ActionAid or women-led partners can include this information as part of the preparation for those conducting assessments.

c) Identifying and equipping women to undertake needs assessments

At the preparedness stage, it is important to identify and equip women and local partners with the necessary skills required to carry out basic assessments. Women undertaking assessments should have basic understanding of psychosocial issues, excellent communication skills and always be trained in safeguarding and confidentiality. Consider locations or accessibility measures for the assessments, noting that many women and girls will not be mobile or permitted to leave their homes in the crisis period (e.g. older women, or those living with a disability). A mapping of where these women and girls may be found will be useful at this stage as well.

d) Assessing and analysing existing psychosocial support structures

Assessment and analysis of existing psychosocial support structures are conducted using the format outlined above in section 4.4.1 community-generated evidence. It is important to place this assessment within the wider framework of protection risks and capacity to respond. In terms of preparedness, this means identifying formal and informal social networks and structures. These are the natural "go to" focal points for women and girls. Including them in assessments enables them to be incorporated into preparedness planning with potential for additional resources to be made available. In this process, informal women's networks may need to be given support and encouragement to come forward.

Questions for assessments may include:

- Are there any women's networks or focal point that women would go to in order to seek support/advice or assistance?
- Is there a place(s) where women and girls can go to discuss problems together? If not, what could be done to create a safe and dignified environment for women and girls?
- What kind of skills and resources do women and girls have that could be drawn upon to help other women, their families and the wider community cope with distress?

Not all pre-existing or functioning social support structures positively contribute to women's safety or empowerment. If structures are predominately patriarchal, consider how these might be addressed through the changing circumstances, gaps and opportunities which may arise subsequently in immediate, medium and long-term responses.

(ii) Psychosocial programming in humanitarian crises

In emergencies, women and girls are affected in different ways and require a range of interventions. There are some groups of women, however, that are more vulnerable that others, and thus are a priority to be included in WLCBP programming. Vulnerable women include: pregnant and lactating mothers, single (young) women and girls, divorced women, women from minority groups, female-headed households, widowed women, older women and those with pre-existing mental and physical disabilities.

The key to organising psychosocial support is to develop a layered system of complementary supports that meet the needs of different groups at all stages of response. The IASC MHPSS Guidelines illustrates this approach to programming using the Intervention Pyramid shown in Figure 4. The WLCBP approach focuses on the first three layers of the pyramid: Everyone should receive basic services and security "in participatory, safe and socially appropriate ways that protect local people's dignity, strengthen local social supports and mobilise community networks."[57] Some women and girls will need additional support from community and family members. Fewer still will need focused, non-specialised supports and a small minority will need specialised mental health services.

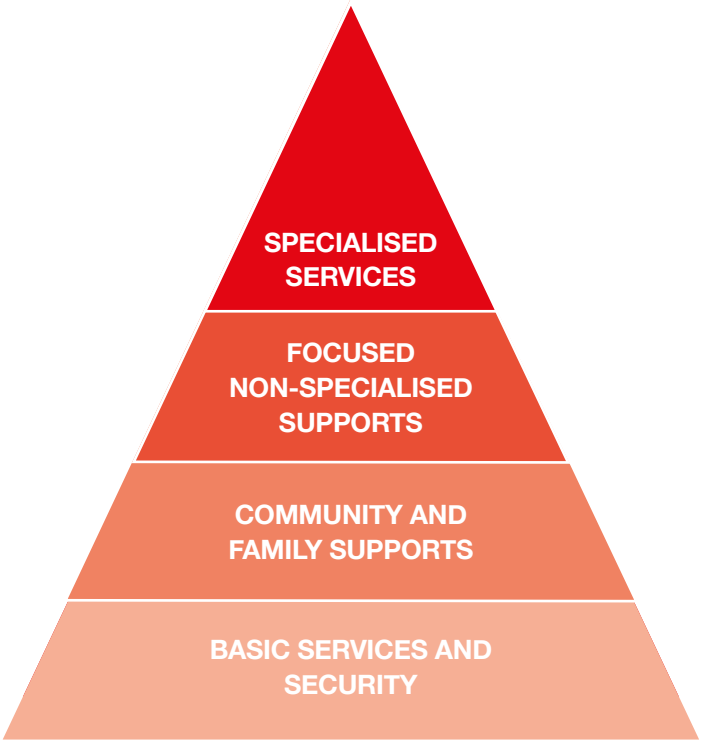
Table 4: Activities in WLCBP programmes in MHPSS

Intervention Level IASC MHPSS terminology	Key Activities in WLCBP Programmes	Who?
Basic services and security (provided for everyone)	Basic services such as food, shelter, WASH, health are done in participatory, safe, socially and culturally appropriate ways. Mobilise women's networks and ensure their inputs on decision-making or leadership in the intervention.Local women's groups/networks can also play an important role in documenting the impact of the delivery of these services on the mental health and psychosocial wellbeing of affected women and girls. They can also advocate if services are not being provided in a way that is empowering of women and girls.	Women-led responders in emergencies
Community and Family Supports (offered to those to promote their wellbeing)	Communal healing practices* Supportive parenting and foster care programmes* Creation of mother-child groups for discussion and to provide stimulation for smaller children* Child/women friendly spaces* Recreational activities tailored to needs, availability and interests of women and girls* Activities that facilitate the inclusion of isolated individuals and family reunification (orphans, widow/ers, older people, people with severe mental disorders or disabilities or those without families) into social networks* Women's support and activity groups* Support for communal spaces or meetings for women and girls to discuss* Re-establishment of normal cultural and religious events* Activities that promote non-violent handling of conflict e.g. discussions, drama and songs, joint activities by members of opposing sides.	Women and girls from the community – volunteers, leaders.
Focused, non-specialised supports (offered to a smaller group who additionallyrequire more focused individual, family or group interventions)	Psychological First Aid (PFA)* Setting up self-help groups, para- and group counselling for women and girls* Supporting survivors of gender-based violence.	Non-specialised women community counsellors and focal points, trained and supervised workers.
Specialised Services (offered to a small percentage of the affected population who have severe and/ or enduring difficulties in basic daily functioning)	Psychological or psychiatric specialist service providers. Note: Women who are trained on focused, non-specialised supports should know which specialised services are locally available and how to refer women and girls safely and confidentially.	Specialist agencies/services including WHO, IMC or trained mental health practitioners in local hospitals/ health clinics

In the response phase, a particular priority will often be psychosocial support for women and girls who have been exposed to violence. The erosion of the social fabric in situations of adversity increases risks of misuse of alcohol/drugs, trafficking, gender-based violence and breakdown in social norms and traditions. Women and girls bear the brunt of these consequences. Adolescent girls living in crisis are at increased risk of sexual violence and exploitation, intimate partner violence and early and forced marriage. Building networks of support, increasing knowledge and access to life-saving GBV services are crucial ways to reduce risk and respond effectively.

Psychosocial support forms one of the four basic service areas which are urgently required post incident alongside services from medical, legal and security actors. This multi-sectoral approach calls for holistic inter-organizational and inter-

Figure 4: The IASC MHPSS Intervention Pyramid[58]



agency efforts that promote participation of people of concern, interdisciplinary and inter-organisational cooperation, and collaboration and coordination across key sectors.[59] VAWG undermines feelings of safety and control and therefore psychosocial support is best provided to survivors by women.

Trained responders must have necessary skills on running safe spaces and be provided with protocol on safe referrals and up to date information on referral agencies/services (see also section 4.4.11 referral pathways.)

6. Risks and mitigation

Including psychosocial support as an element of WLCBP may expose women who may be conducting community-based assessments or psychosocial support initiatives to increased levels of distress themselves. As members of the same community and having experienced similar patterns of violence, abuse, coercion or deprivation, those women with responsibilities for asking assessment questions or offering support will benefit from peer support and training in self-care. Training in psychological first aid (PFA) is advised to everyone to strengthen capacities in responding to those affected by crisis events. Women undertaking assessments should always be equipped with up-to-date information on relevant services and referral pathways in order to link up the respondent if they are visibly distressed, in danger or need specific support (see 4.4.11 referral pathways.)

Photo: Stephanie Ross/ActionAid

Samium Jahan, attends psychosocial and awareness-raising sessions in the women safe spaces as part of ActionAid's Rohingya Response programming in Bangladesh. She reflects on her distressing experiences and the difference the programmes have made to her wellbeing:

"My mother-in-law and brother-in-law were both shot in crossfire when we fled the violence in Myanmar. Our time in Myanmar was really insecure - we never knew what was about to happen. If there were any girls in the house, the army were raping women and giving sexual harassment, we were really scared about that. There was firing, bombs, missiles, it was a war. We felt so unsafe.

In Myanmar we were so silent. We couldn't talk. But here I have involvement, I can talk to staff, to other girls in the women safe space. We are doing drama and talking about issues on child marriage. Before we couldn't move. We had no freedom. Here, we can go outside, I am enjoying the freedom that I have only just found. And it's up to me to help other girls keep that freedom, because it is so important. When we talk to the men about this kind of information, they learn, they understand I am very happy here. I have my own space. It has changed me in my heart".

4.4.5 Alliance building with women's organisations and allies

1. Alliance building as a core element of WLCBP

Building partnerships and alliances among women's community-based groups and women's organisations and other allies builds collective agency. It strengthens women's "power within" in addressing protection concerns and advocating for gender-responsive humanitarian action and protection.

2. Rationale for alliance building

Through building alliances and movements women have greater power to influence change to prevent or respond to protection problems at community, national or international level. Strengthening collective action and relationships among women's community-based groups and women's organisations develops their collective capability and moves the focus beyond individual women.

3. Transformative potential of alliance building

Building women's alliances addresses the roots causes of women's exclusion, invisibility and lack of voice to push for change on their protection concerns and claim their rights. Alliances and networks are also a bridge in building long-term resilience with and for women.

4. Approach

Through women organising in safe spaces or in their communities and mapping out and strengthening relationships with women's groups and other "compatible" women's organisations, there is the potential to develop a strong voice, able to leverage influence or advocate for gender-responsive humanitarian action and protection. Fostering partnerships and new alliances across feminist networks in the global South, for example, may help to legitimise and reinforce influencing work within global spaces and can lead to new alliances. (See more about policy influencing and advocacy in section 4.4.6). The priority for alliance building initially is at local and national level, but to achieve systemic change in humanitarian action, alliances at regional or international level should be developed.

5. Alliance building programming activities

Alliance building can be a part of disaster preparedness work, following similar activities as those outlined below in the context of humanitarian response. Coordination and collaboration with women's rights teams and existing AA women organisation partners is crucial to ensure the coherent integration between humanitarian and development practice. It is important to encourage strong women's organisations who are working on gender equality and VAWG but not already linked to humanitarian action to engage with the humanitarian system, and support capacity strengthening if required. Within safe spaces or in their communities, women can mobilise and organise to identify and address protection problems impacting women and girls in the humanitarian crisis. With women's community-generated evidence (see 4.4.1 above) and on the basis of shared experiences, women can come together to collectively work on common issues and problems.

Practical steps in alliance building[60] in situations where there is no common platform for women to mobilise include:

- Building alliances early to ensure shared ownership and to make full use of complementary skills and experience.
- Starting with a small core alliance and growing it gradually. This is advised particularly if partners have limited experience and time.
- Agreeing together what the alliance is for. Is it mainly for sharing information through networking, for example, or to coordinate with others, by planning activities together for maximum impact? Is it for close cooperation whereby allies pool part of their resources and divide up the work based on a shared campaign platform? It is important that all parties involved agree on the degree of commitment required and shared expectations.
- Identifying key actors and agree on which groups or organisations can contribute most effectively to the alliance, for example by using the humanitarian actor mapping to identify targets.

Key questions include:

1. Which women's groups and organisations are currently working on the women's protection issue or have knowledge and skills relevant to the issue? Women's groups might be an obvious source for

knowledge, but not necessarily the only one.

2. Which technical skills (e.g. media work, social research techniques) are missing in the women's groups or within a newly formed alliance, and which organisations/allies can contribute these skills?

3. Which groups or organisations are key stakeholders in the issue?

4. Which groups or organisations represent or are close to the target audience that is to be influenced?

5. Which groups or organisations can mobilise large numbers of diverse supporters?

6. What are the relative costs and benefits of setting up an alliance? Balance the number of and expected benefits from potential campaign partners against the effort, time and money related to managing a large alliance. It takes time and resources for all alliance members to learn to work together in a gender-sensitive manner. Any organisation invited to join a campaign will balance expected benefits against the resources it will need to invest. If the campaign appears unattractive and potentially ineffective, it may be difficult to find useful partners.

6. Risks and mitigation

Affected women need to exercise care in growing an alliance to ensure they maintain leadership. ActionAid, as the better-resourced partner, must be aware of power imbalances and take care not to instrumentalise women and women's groups. Linking the alliance to the humanitarian system is a strategy to mitigate risk, if any serious difficulties arise.

4.4.6 Policy influencing, advocacy

1. Policy influencing as a core element of WLCBP

Women-led policy and campaigning work is a critical component in achieving women's protection and dignity. Influencing governments, public bodies, donors and other actors operating within global, regional, national and local level humanitarian systems is a key output in the action planning process. This work helps meet the immediate needs and rights of affected women and girls, and also aims to change and consolidate political, social, cultural, institutional and legal norms conducive to developing a protection environment. Women speak for themselves and not through intermediaries.

2. Rationale for policy influencing

Advocacy can increase the confidence and skills of affected populations and excluded groups to participate effectively in decision-making, and to claim their rights. It can also lead to tangible changes in actions, policies, legislation and decision-making processes, which may reduce the range of threats and vulnerabilities women and girls experience. Community-generated evidence (see section 4.4.1) of protection threats provides the evidence base for advocacy work. This influences changes at a governmental level, as well as within the policies and practices of the humanitarian system and national disaster management bodies that cause or exacerbate the violence, coercion and exploitation, deprivation and neglect that women and girls experience.

3. Transformative potential of policy influencing

Advocacy aims to create awareness and grow consciousness on key issues, influence attitudes, and change behaviours. Drawing on power analysis, policy analysis, and community-generated evidence, feminist advocacy promotes women's rights by explicitly challenging unequal power relations between men and women, and inequitable distributions of power and resources, which exclude women and other marginalised groups. As such, feminist advocacy challenges both the ideologies and institutions, which sustain inequality. Building on operational collaboration with women-led and women's organisations, advocacy and policy influencing can advance women's individual and collective empowerment to bring about change in structural inequalities which violate women's rights.

4. Approach

Advocacy aims to support a collective and targeted response to protection problems women and girls experience, related to the policies and practices of the state, humanitarian actors or other actors, both within and beyond the community. This work uses community-generated evidence (see section 4.4.1) regarding women's protection problems in order to influence decision makers at various levels. Clarity about policy analysis - the analysis of the state's commitments under international human rights and humanitarian law

and the nation's legal frameworks - provides the basis on which the state can be held accountable. It should be one of the first and key steps in any work for policy/institutional change, as institutional rules and practice are to a large extent determined by relevant policies. Policy analysis reveals the gaps and problems in existing policies in the broader sense – i.e. including legislation – that need to be addressed in order to end violence and discrimination against women and girls. This needs to be light touch to categorise the protection issues raised by women, but if a deep policy analysis is needed, this might require working with national women organisations that have specific legal expertise.

A crucial role for ActionAid with national women organisation partners is to facilitate women's policy analysis and the development of their policy influencing/advocacy strategy. This is involves negotiating space and creating opportunities for community women's/ national women's organisations' voices to be heard, ensuring it is affected women who present their own concerns to duty bearers to influence policies and practices. This includes addressing inclusivity within institutions in relation to the policies and procedures that impact the recruitment and retention of women into positions of leadership.

Advocacy should also form a part of ActionAid's programme and partner's work including calls for the humanitarian system to: ensure direct funding to women-led organisations to support their emergency preparedness and response activities; scale up women's training opportunities; commit to gender parity in representation structures at all levels; establish a UN mechanism that focuses explicitly on gender equality in humanitarian response; respond to the increased burden of women's unpaid work during crises; commit to long-term support for women's leadership capacity; improve gender and age disaggregated data; and prioritise protection from violence against women from the onset of an emergency.

5. Policy influencing programme activities

A policy influencing/advocacy strategy is a plan developed with and by women in communities and other actors. ActionAid and/or national women's organisation partners may need to provide training to support women's knowledge and skills in advocacy work and understanding the humanitarian system.

Policy analysis

An initial activity, as indicated above, is to undertake an analysis of the legal framework. The analysis of laws and policies is essential to develop a clear understanding of women's rights and where the gaps exist in laws and policies or their implementation. This is a brief overview of the relevant laws, policies and institutions in the country which provide for women's protection and for disaster response. It includes: constitutional provisions; UN conventions which have been ratified; laws; the institutional framework - ministries, departments, commissions or councils concerned with gender and women's protection; policies. In particular, if there are: specific laws, policies or institutions to address the exacerbation of violence against women after disasters.

It is important to be aware that changes in the legal framework may occur during a humanitarian crisis. For example, a government may declare a state of emergency and some rights and freedoms may be suspended. (Please note, however, that there are certain core rights that cannot be suspended according to international law.) The United Nations, mainly through the Security Council, or mandated regional organisations can also respond to a crisis situation in a country by passing resolutions which have protection implications, such as sending a peacekeeping mission with a protection of civilians' mandate.

Developing an advocacy strategy

Process: An advocacy plan maps out the protection problem as prioritised by individual women and women's community groups who are the key agents in identifying problems of concern, engaging in awareness raising or mobilising people at the community level on an issue, supported by local women organisation partners. ActionAid and other allies may engage if appropriate/relevant. This could include NGOs, local institutions, academics, UN agencies, human rights commissions, and at times, government departments could also be involved, depending on the context. (See section 4.4.5 Alliance building.) Women may work towards their key objective after they have built trust and rapport.

Key steps:

i. Define goals: Facilitate women to consider: What needs to change? State and define the

issue. Why is change necessary? Why is the issue important? (Scope and severity of the problem, other aspects that make the issue important from a public policy perspective, e.g. public health, rule of law, etc.). What areas of policy are relevant to the issue? What is the existing policy on the issue and what are the main problems about current policy (i.e. current laws, rules, policies and their implementations)? What is the current knowledge of the issue?

ii. Outline the approach: What is women's alternative? How do women know the alternative(s) they propose will work? How can it be translated into practice? Outline an implementation strategy. How can constraints and potential resistance be overcome? What is the timeframe for change? Consider if immediate action is needed or if women are building awareness of an issue with the goal of longer-term, environment-building change?

iii. Define the target(s) and actors: Map actors to identify those directly or indirectly involved or who have influence over a particular women's protection problem and can make change happen. This process analyses the activities, motives and interests of actors on the problem – positive and negative - as well as their relationship with other actors. It facilitates an examination of the potential political, economic and social power dynamics operating on a protection problem and where women's groups and organisations might best engage to effect change. It also highlights who is accountable for the protection of women's rights. Mapping should consider: CBOs, NGOs, local media, women's organisations, clubs and groups, academics, social networks, village or community leaders, charities, religious institutions, local businesses, unions.

iv. Articulate the advocacy message: Women's messages must focus on how they may be able to influence or persuade the target(s) to take action to create the change they are seeking.

v. Define tools, tactics and opportunities: Advocacy can use a range of tactics and a progression of messages. This step identifies the most effective and safe way to access and persuade the target, and includes visible forms, low profile forms, public versus private forms of action. Tools for advocacy can include local mobilisation, research and evidence, meetings, coordination meetings, seminars and media and campaigns.[61] It is important to identify opportunities to maximize impact. For example, when a law is going to be passed in parliament, the launch of a relevant report should be planned some weeks before. Tactics should also include exploring other allies who can create an enabling environment and/or support the change agenda, for example, women Members of Parliament.

vi. Identify committed people and financial resources. This is an important step in any advocacy plan but is often not detailed.

6. Risks and mitigation

Risks and dangers from different approaches must also be considered and a risk assessment of the advocacy plan is needed to prevent or mitigate potential threats and risks of harm. Certain issues or the timing of a publicly or privately delivered message may be very sensitive and could cause harm to affected women or women's organisations. Women's rights defenders are at risk of backlash in many volatile contexts. This can be somewhat mitigated or reduced by working in alliances.

Domain 2: Transforming systems and structures

4.4.7 Changing gender norms

1. Changing gender norms as a core element of WLCBP

Gender norms are ideas about what is expected, allowed, and valued in a woman or a man in a given context, and determine gender roles, responsibilities, opportunities, privileges and limitations. Gender norms shape the unequal power relationships between men and women which are the fundamental cause of violence and violations of women's rights. Deeply rooted gender norms and unequal power relationships is considered the root cause of SGBV.[62] Lesbian, gay, bisexual, transgender and/or intersex (LGBTI) individuals who are regarded as not conforming to traditional gender norms and roles often face a wide range of challenges and threats in their everyday lives and these can worsen in crisis settings. Gender norms change over time and across cultures. As gender norms are not fixed, these norms can also be changed by a society, a community, a family or

an individual. Whilst the imperative to address the immediate protection needs of women is vital in a humanitarian setting, work is necessary to mitigate the harmful impacts of violence and prevent future violence, discrimination and human rights violations against women and girls.

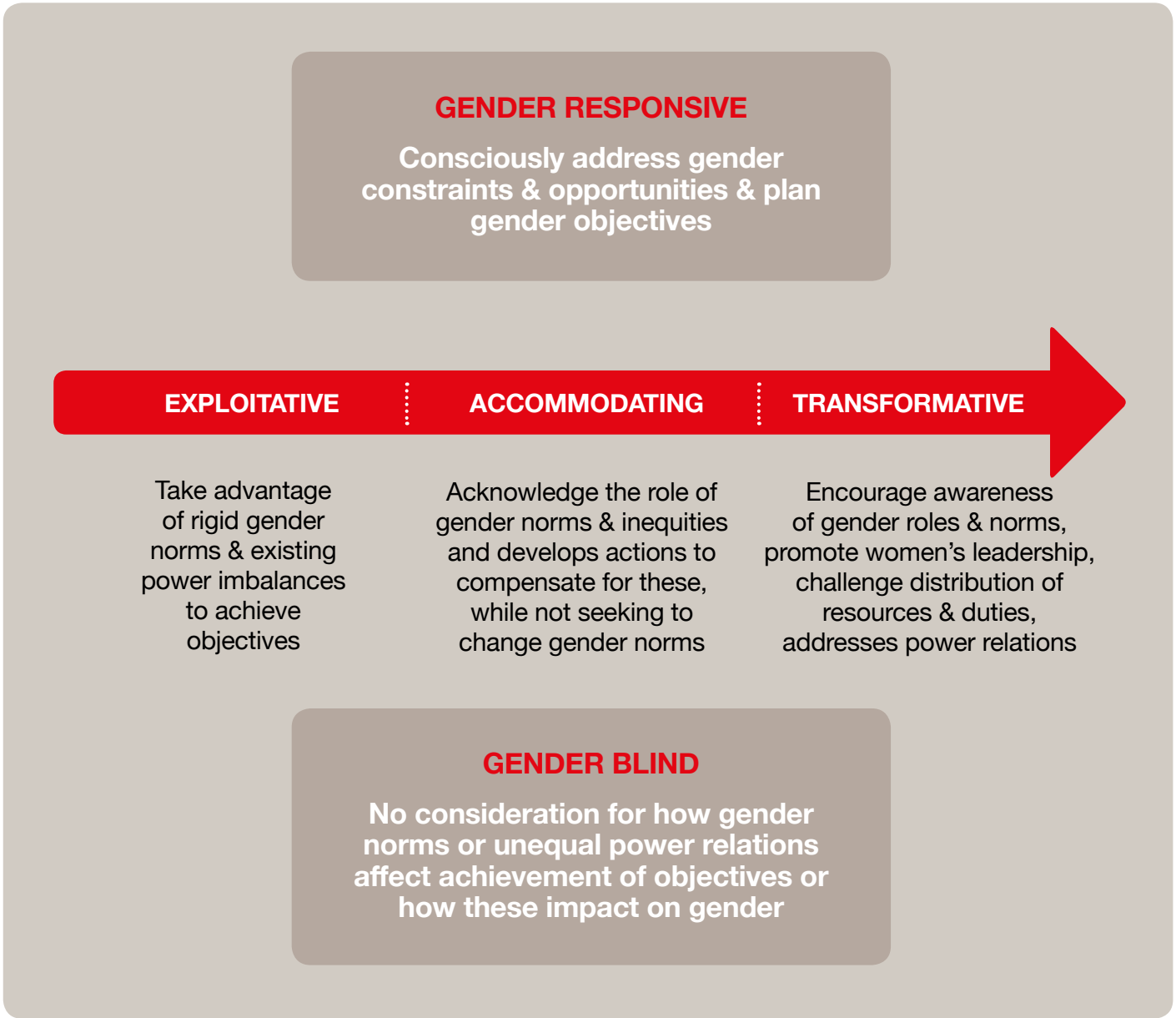
2. Rationale for changing gender norms

The construction of binary gender identities and gender norms are a clear driver of the protection problems happening at different levels. To be most effective, WLCBP must treat both the cause as well as the symptom and seek to tackle and transform the systems and structures which perpetuate gender and power inequalities and underpin the protection problems women and girls experience.

3. Transformative potential of changing gender norms

The focus on gender norms is in line with gender-responsive programming principles that aim to consciously address gender constraints and integrate clear gender objectives, as shown in Figure 5 below.[63] The WLCBP approach is an example of transformative programming aiming to actively encourage awareness of gender roles and norms, and challenge these by supporting women's leadership and ownership in determining protection priorities and appropriate responses. It goes beyond mainstream programming which acknowledges these norms but does not seek to challenge and change them. "Building back better" aims to address the root causes of patriarchy and male norms to transform gender relations.

Figure 5: Gender-responsive programming principles

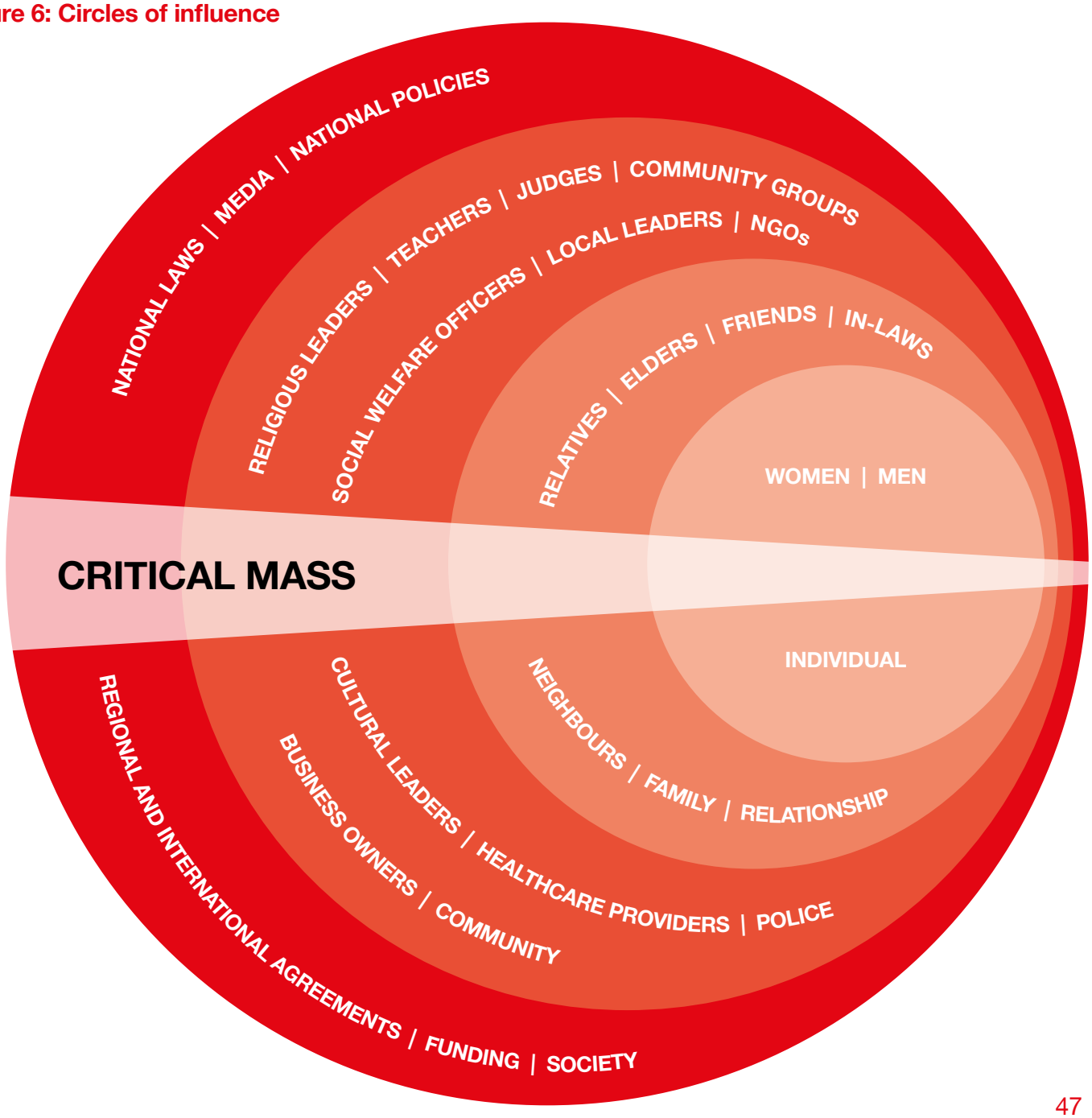


4. Approach

Changing gender norms is integrated into all WLCBP components and ways of working. Gender norms set the stage for what a community considers acceptable, normal, and desirable behaviour and are powerful in shaping individual and collective behaviour. Fearing disapproval and in some cases punishment, individuals will conform to acceptable behaviour standards – even if this behaviour is harmful to their wellbeing. Shaming, shunning or ostracising people who do not conform to these gender norms is common, as is the use of violence as a form of punishment. Often, traditional social and cultural gender norms make women vulnerable to violence from intimate partners; place women and girls at increased risk of sexual violence; condone or support the acceptability of violence. Similarly common is the homophobic violence and discrimination against people who do not conform to binary gender identities.

Social norms during emergencies and humanitarian crises may be weakened, but their existence beforehand shapes VAWG. For instance, if it is socially acceptable to marry a child before conflict, there may be a link to: (1) the increase in child marriage during and after a humanitarian crisis; and (2) the number of abductions and subsequent sexual slavery of girls during conflict. Changing social norms before conflict begins, or in areas of cyclical violence, should therefore be seen as a preparedness measure. Other gender norms

Figure 6: Circles of influence



to be addressed could include keeping girls in school and women's inheritance rights.

Key approaches include:

- Supporting women's leadership shifts the gender role of women's subordination to male decision-making
- Enabling gender-diverse voices to be heard which can express a range of perspectives on gender issues.
- Working with community leaders such as religious leaders to create and promote change in behaviour and in social norms
- Developing strategies to promote social change, such as enabling women, their families and other community members to play an active role in deciding key locally-significant messages and approaches that would foster a change in attitudes, knowledge and cultural practices on gender norms.

In responding to gender norms, the circles of influence model (see figure 6 on the previous page) shows how women's groups and women's organisations can engage with different layers of influence in a community to prevent violence.[64]

5. Programming interventions to foster changing norms

Women-led community-based assessments (see section 4.4.1) provide the awareness and evidence of protection problems. This forms the basis for social norms change strategies. Analysis of the protection assessments, participatory action-research and women's contextual knowledge will inform these actions:

i. Identify the target social norm(s) women want to change. Women will need to decide whether they want to mobilise a new norm or weaken a negative norm. For example, they may want women to be leaders in a culture which does not allow this (mobilising a new norm); or they may decide to promote girls getting married at an older age (weakening a negative norm). Any efforts to diminish negative norms must be accompanied by strategies that build new norms to replace the existing ones.

ii. Identify and analyse different target groups/ target audiences within a given community (specific sub-groups/sub-cultures), in order to ensure that key messages can speak directly to their issues and needs. This may have already been done as part of developing community-based protection mechanisms (see section 4.4.2).

iii. Identify social norms messages that are relevant to the different target groups within a given community rather than developing messages for the community as a whole. Messages must be salient to the intended audience, with recall triggers for the intended audience so that in a moment of decision (e.g. when a man is contemplating raising his hand to strike his wife), the message is remembered and influences a change in behaviour (e.g. the man remembers that it is not acceptable to beat one's wife and does not do so).

iv. Test messages through pilot projects.

v. Identify potential avenues to channel community members into opportunities to practise a new norm, for example through creative activities such as oral history and storytelling, painting and drawing and/or theatre workshops. Embed specific behavioural recommendations in these activities to facilitate learning and action on new social norms. Strategies must take into account the sanctions—both real and perceived—that exist for not conforming to social norms, in order to ensure compliance with the new social norm.

vi. Develop an action plan for community mobilisation, outlining how the key messages are to be transmitted, and the processes to be used to reach the different target groups, using various short-term and individual approaches in an intentional and strategic way to effect long-term change on a broader societal level. This is based on the theory that, "An individual can only sustain a change in behaviour if the community around that person endorses the change and supports its maintenance through an enabling social environment".[65]

vii. Establish a baseline for tracking progress and future evaluations.

Six guiding principles inform the community mobilisation approach when the social norm to be addressed is VAWG:

- Community ownership – engaging community members to take on issues and become activists themselves, so that the ideas are not being imposed by outsiders. For example,

train representatives from various community groups (religious leaders, young men) to act as change agents on GVB and VAWG so that they can bring ideas back to their groups and communities.

- Focus on prevention – focusing on the root causes of GBV (women's inferior status and lack of power), and addressing and engaging the entire community in examining the roots and impacts.
- A holistic approach – taking into account individual, relationships, community, and societal levels of influence on a phenomenon. Prevention efforts are aimed at each of these levels accordingly.
- Repeated exposure to ideas – gradually shifting the climate of a community and helping to build a critical mass.
- A process of change – acknowledging that changing long-held beliefs is a slow and gradual process that cannot occur overnight, and communities and individuals should be supported through this process in an empowering way. They do this by: (1) promoting personal reflection, rather than telling people what to think or imposing new ideas or beliefs on them; (2) stimulating critical thinking; (3) encouraging practical change; (3) solidifying and normalize these changes to help them become routine; (4) placing emphasis on ideas, not messages.
- Human rights framework – engaging state and non-state actors in supporting human rights for all people, focusing on the benefits for the community and society at large that come from women enjoying basic human rights.[66]

Once a large number of people within a community begin to endorse and start to advocate for certain beliefs or values, such as challenging VAWG, a critical mass is reached, and change becomes more visible. In order to reach this critical mass, community approaches must address all levels – individual, relational, local community, and broader national and cultural.

6. Risks and mitigation

The risk of violent backlash to challenges to and disruption of gender norms is very real. Taking action against violence, advocating inclusion

Photo: Stephanie Ross/ActionAid

ActionAid has set up Women Friendly Spaces as part of their Rohingya Response Programme in Bangladesh. Women attend awareness sessions in the spaces and report positive shifts in gender norms as they go out into their communities with new knowledge. Ambia Khatun, mother of nine notes:

I have attended awareness sessions, now I know about why child marriage is bad, this is a big learning for me. I am also a participant of the homestead gardening training. The community as a whole has improved – beforehand many young girls were given away in child marriage but this does not happen now. The community is jointly managing it, we should not do it, it's not good for the girls' health. Imagine – the women here learn a lot of things and they share it with their husbands and other (male) family members. They also share with the Maji (Rohingya male head of each community) when there are early marriages, and so the Maji now takes action against that and protects people in this situation. This is a very big change. People coming here, they don't know anything about these things, they have lost a lot of things, and they are trying to find themselves again, find a new community. When we were in Myanmar, our husbands were not supportive of us, they would react negatively to many things. But once we arrived in Bangladesh, we are sharing a lot more with our husbands, and now they are much more positive.

of diverse gender identities, etc. can lead to increased threats of and actual violence by community members and people within their own families and increase vulnerability to harm. For example, LGBTI individuals may be exposed to homophobic violence and discrimination. Do no harm and measures to ensure safety and dignity are crucial, if women, girls and LGBTI individuals are to participate safely (see section 4.4.9). This is likely to include a clear articulation of the rationale on emphasis of women and girls as agents of change but with the understanding that men and boys are brought alongside as key advocates on women's rights and examples of positive masculinity. Approaches that include working with the wider community and religious leaders can help to avoid backlash, as can working with alliances and allies.

Humanitarian action directed at social change can be challenged as violating the principles of impartiality and neutrality. Ensuring strong community leadership can mitigate such accusations.

4.4.8 Women's formal representation

1. Women's formal representation as a core element of WLCBP

Promoting and supporting women's leadership in emergencies is a central component of ActionAid's Human Rights Based Approach (HRBA) in emergencies. A core commitment of the Agenda for Humanity "Women and Girls: Catalyzing Action to Achieve Gender Equality" is to "empower women and girls as change agents and leaders, including by increasing support for local women's groups to participate meaningfully in humanitarian action."[67] A core element in WLCBP is the concerted strategy to shift the power to women community leaders and local women's organisations. This requires significant reform in a male-dominated humanitarian system, so that new structures are created opening central roles for women in humanitarian decision-making, including priorities for resource allocations.

2. Rationale for women's formal representation

Women have the right to their full and equal participation and representation at all levels of decision- making, including in humanitarian response, and within broader peace and state building processes. These principles have been enshrined within the WPS agenda and related UNSCR resolutions, as well as the Sendai Framework for Disaster Risk Reduction 2015-2030, which recognises the critical importance of women's leadership and participation in the formulation and management of all disaster risk polices, plans and programmes. Not only is women's representation and leadership in these contexts intrinsically valuable from a rights-based perspective, when women's perspectives and experiences are effectively integrated within formal decision-making platforms and spaces, they can support the delivery of more effective and equitable humanitarian response. Women's meaningful representation also increases the likelihood that the protection needs and concerns of women and girls are prioritised and translated into relevant commitments, and can promote more inclusive, satisfactory and sustainable peace.

3. Transformative potential of women's formal representation

Humanitarian crises are characterised by physical and social upheaval. They can be catalytic moments,[68] creating space for major social transformations that would ordinarily take decades, such as transformation of gender power relations. Humanitarian crises can disrupt gender roles and routines and the lines between the private and public spheres. The urgency of survival-linked tasks can facilitate opportunities for women to challenge and transgress traditional gender roles and norms such as taking leadership roles alongside men and influencing decision-making on a larger scale.

4. Approach

Engaging the transformative potential of women's formal leadership involves recognising and valuing the existing leadership women provide as first responders in times of crises, and the unique skills and knowledge they bring to humanitarian action that can increase the effectiveness and impact of responses. Building upon women's existing leadership and capabilities and strengthening women's power within can build women's power to influence other actors. This includes investing in women's organising and mobilising potential and efforts, including increased access to resources for women's groups, The approach must recognise and address the significant barriers women face to their leadership and meaningful participation and support in the development of skills and technical knowledge to engage. Evidence shows that in many cases, women who access and influence

within formal platforms have a higher education, political connections, and have had experience 'leading' in civil society.

5. Women's formal representation programming activities

If women are to be at the centre of disaster preparedness, response and peace building efforts, there must be a shift in thinking - including listening, talking, and engaging the women who are affected. Supporting women's leadership and formal representation requires concerted and targeted actions to dismantle the significant barriers that obstruct women's leadership in emergencies. This includes action to:

(i) Create spaces for women's inclusion in formal decision-making structures and processes, ranging from disaster preparedness planning and early warning to national, regional and global spaces where these issues are being discussed.

(ii) Tackle gender inequalities in unpaid work and provide alternatives so women have the time and resources to engage in leadership.

(iii) Strengthen women's capacity and confidence to engage equally with men in humanitarian action.

(iv) Provide women access to economic resources to address women's urgent survival needs and enabling women the opportunity to raise their voices through community engagement.

(v) Raise women's awareness of their rights and their potentials for engendering transformative change and develop strategies to address patriarchal attitudes and gender norms which create barriers to women's participation, restricting their mobility and access to public space and decision-making in some contexts.

(vi) Address barriers and enable active engagement resulting from multiple forms of discrimination which can drastically intensify women's marginalisation from leadership in humanitarian action. For example, women from ethnic and religious minorities and those with disabilities face additional physical, social, cultural and communication barriers to participating in public meetings and decision-making forums, which silences and excludes them from leadership. Similarly ensuring a diversity of women can contribute with safety and dignity.

(vii) Influence other actors such as the national disaster response mechanisms, clusters, etc. to scale up support for women's leadership in preparedness and response activities.

Photo: Stephanie Ross/ActionAid

Somira is a Rohingya Muslim who fled Myanmar in late 2017 after army attacks and a campaign of violence against the Rohingya community. Since arriving in a refugee in the camps in Southern Bangladesh, she has volunteered to become a member of an ActionAid-supported Health Committee (part of our site management work in the camp).

"We generally give advice on health issues, pregnancy, nutrition, give people education, show them they should not discriminate between male and female children. Today's training is about DRR, how to manage during landslides or floods (these camps are particularly prone).

I volunteered to take part in the committee because it sounded interesting. Whatever I learn in the group, it is my responsibility to discuss with my block (there are about 2,000 houses per block). If another person comes into the community and tells them to do something, they will not accept it. But they will listen to me, because I am part of the same community and they trust me because I do good for them. It makes me feel proud to do this work."

6. Risks and mitigation

One of the key risks in supporting women's formal representation is the instrumentalising of women, whereby they are given tokenistic or visible leadership positions without any access to power

or decision-making. For example, getting women to distribute emergency relief items without giving them any say in determining which items are needed or in designing the distribution process. It is imperative that efforts to support women's leadership in humanitarian emergencies are not undermined by social and cultural norms, or by systemic discrimination in access to decision-making and resources.

Supporting women's leadership can also increase women's workload in times of crisis, as they balance these roles with their existing and often increased unpaid workload. It is crucial that humanitarian actors work with women to ensure appropriate support and resourcing is in place to reduce this burden. Another risk is connected to the increased visibility of women in relation to their connection to contentious issues and programming (e.g. women's rights-focused norm change), which might result in targeted attacks/backlash. Evidence shows the high level of violence that women in politics experience. Humanitarian actors need to be careful not to create a backlash in gender relations that can hamper the creation of new roles for women.[69] This can be mitigated by working with community leaders.

4.4.9 Do no harm and safeguarding

1. Do no harm and safeguarding as a core element of WLCBP

Do no harm is a conceptual framework for risk analysis within protection programming that needs to be applied at regular intervals throughout the programme cycle. It aims to identify all threats which could arise and be inflamed by humanitarian action/responders and seeks to minimise these with a range of actions primarily in programmatic activity. SHEA and Safeguarding is one such action which aims to address gendered forms of sexual violence and abuse of power such as sexual harassment, exploitation and abuse and child abuse. These risks are heightened in emergencies, both in programme-based work and organisationally.

Humanitarian responders have a responsibility to act in situations of emergency, conflict and humanitarian crises. This responsibility brings with it a large amount of power; the power to feed a family; the power to provide shelter; the power to provide health services, etc. With this power comes the ability to abuse it, such as committing rape or sexual assault in exchange for goods and service or other resources.[70] Humanitarian responders who commit incidents of rape and sexual assault, whether as individual incidents or as prolonged and repeated abuse, do so knowing that the survivor and the community may feel powerless to report the situation. Under-reporting perpetuates a cycle of impunity for perpetrators and increases their power over survivors and community members. Perpetrators can be "found in every type of humanitarian, peace and security organisation, at every grade of staff, and among both locally recruited and international staff."[71] [72]

2. Rationale for do no harm and safeguarding

The concept of 'Do No Harm' appears as a key pillar/principle in sector-wide protection guidance because it is a precursor and fundamental accompaniment to protection programming. It identifies the unintended negative impact that aid response and actions can have on peoples' safety and dignity. "Failure to take action against violations of women's rights represents a failure by humanitarian actors to meet their most basic responsibilities for promoting and protecting the rights of affected populations. Inaction and/or poorly designed programmes can also unintentionally cause further harm. Inaction may serve to perpetuate the cycle of violence or reinforce patriarchal norms. In some cases, inaction can indirectly or inadvertently result in loss of life."[73]

3. Transformative potential of do no harm and safeguarding

A thorough, do no harm analysis to assess risk, fundamentally challenges the assumption that the effects of humanitarian interventions are always effective, constructive and predictable. It provides opportunity for community members involved in protection programming as well as other women's rights holders to vocalise and challenge assumptions, methodologies and actions planned. It also can be transformative in its agenda to challenge the humanitarian system and its structures that enable or entrench power imbalances, and address internal failings, threats and misunderstandings that put women and girls at increased risk.

Safeguarding measures ensure that aid actors (ActionAid partners and community groups) work with integrity and that anyone who comes into contact with them is protected from any form of

injustice and discrimination, specifically gendered or sexual violence. It provides a framework to ensure that protection issues are raised with duty bearers and that subsequent advocacy and coordination can take place with relevant actors to enhance protective environments for women and girls and diverse groups.

4. Approach

ActionAid's approach is informed by the following principles:

- The Global Protection Cluster within Protection Mainstreaming, principle 1:

  "Prioritize safety & dignity and avoid causing harm: Prevent and minimize as much as possible any unintended negative effects of your intervention which can increase people's vulnerability to both physical and psychosocial risks."[74]

- Sphere Protection Principle is: "Avoid exposing people to further harm as a result of your actions. Those involved in humanitarian response take steps to avoid or minimise any adverse effects of their intervention, in particular the risk of exposing people to increased danger or abuse of their rights."[75]

  Elements of this principle include:

  - The form of humanitarian assistance and the environment in which it is provided do not further expose people to physical hazards, violence or other rights abuse.
  - Assistance and protection efforts do not undermine the affected population's capacity for self-protection.
  - Humanitarian agencies manage sensitive information in a way that does not jeopardise the security of the informants or those who may be identifiable from the information.

- The ECHO Gender and Age Marker's third of four criteria for consideration includes:

  - Potential negative effects of the action on different gender and age groups identified and prevented (e.g. stigmatisation, violence or tensions between groups)
  - Major gender- or age-related negative effects arising from the context identified and mitigated (e.g. discrimination, forced recruitment or sexual- and gender-based violence).[76]

In particular, SHEA and Safeguarding procedures and policies to guard against and address specific concerns (including sexual harassment, exploitation and abuse, child abuse and abuse of adults at risk) ensure that all people that ActionAid staff and other representatives, partners or other community responders work with and for, are safe and protected from any abusive or exploitative actions of behaviours. These measures minimise the threat of abuses of power and privilege which can be particularly heightened in humanitarian response.

5. Do no harm and safeguarding programming activities

(i). 'Do No Harm Analysis'

ActionAid and partner women's organisations have the responsibility to ensure gender and power are taken into account and fully understood in order to ensure the best possible programming is provided and that do no harm is adhered to. A 'Do No Harm Analysis' should be undertaken at regular intervals to understand, mitigate and prevent risks towards women and girls and other vulnerable groups within programme design. This will primarily commence with an overview of the main connectors (things which bring the community together) and dividers (those which cause conflict or harm). The WLCBP approach requires clear protection risk assessments to be embedded within and/or accompany the Do No Harm Analysis. This will outline sexual exploitation and abuse safeguarding risks (including risks to children and adults at risk) within the programme. It will put in place measures addressing those risks in programme plans (e.g. looking at where and when activities take place, assessing staff, including drivers, partners, etc., detailing awareness of risks, ensuring activities and services are safe and accessible, etc.)[77] Analysis must explore both internal (organizational) and external risks.

(ii) Reporting mechanisms

All humanitarian agencies and staff have a responsibility to prevent incidents of sexual exploitation and abuse committed by UN, NGO and inter-governmental organisation personnel against affected populations. Confidential

reporting mechanisms which are easily accessible to women and girls should be set up as part of safeguarding procedures and safe, ethical action should be taken as quickly as possible when incidents do occur. Measures to ensure safety, respect, confidentiality and non-discrimination in relation to survivors, and those at risk of sexual and gender based violence are vital considerations at all times. Data should not be shared without the consent of the affected woman. ActionAid's SHEA and Safeguarding policies, such as the PSEA policy, puts in place an internal complaints and investigation procedures to efficiently handle any reports of abuse.

Developing such mechanisms depends on meaningful consultations with women affected by the crisis in relation to the design, implementation and monitoring of complaints-handling processes. Meeting spaces must be safe and accessible in order to do this. In some contexts, it may be necessary to negotiate with community leaders prior to talking with women community members in order to avoid backlash. It is important that ActionAid or its partner agencies also familiarise themselves with mandatory reporting laws, as well as other legal instruments which may influence the response. Sometimes there is confusion about laws during conflict and in humanitarian settings. Expert legal advice may be advisable in context before implementation commences. This safeguards staff from legal action and ensures that survivors receive appropriate assistance.

(iii) Women community leaders and women community groups

This subsection focuses on women community members themselves. Firstly, it considers how women address issues in relation to do no harm and safeguarding in their own communities. Secondly it highlights processes to ensure their own behaviours are not exploitative or harmful when in positions of power.

It is important for community women leaders to work within their communities and with agencies to understand why extreme abuses of power by humanitarian actor perpetrators are under reported. This enables set secure and confidential reporting mechanisms to be set up so that "appropriate agencies" can take safe and ethical action as quickly as possible. A study undertaken by communities experiencing humanitarian aid response identified eight reasons why abuses such as rape and sexual assault were under-reported. These must be taken into account in order to effectively empower women to report sexual exploitation and abuse:[78]

1. Fear of losing much-needed material assistance

2. Negative economic impact for the community and themselves

3. Not knowing how to report an incident

4. Threat of retribution or retaliation

5. Feeling powerless to report

6. Acceptance of, or resignation to, abuse. (This may be related to existing social norms in the community relating to rape and sexual assault.)

7. Lack of effective legal services

8. Chronic lack of faith in the response an allegation of sexual abuse will receive.

There are a number of ways to ensure that community women use their power effectively and for good:

- Create or make use of existing safe spaces where women only are able to discuss the kinds of harms being perpetrated to them or other community members. Women are then able to target action; to understand the barriers to reporting; and to find solutions that address the needs of diverse groups impacted by sexual exploitation and abuse carried out by humanitarian actors or other community members in positions of power.

- Promote the establishment of community watch or other mechanisms which aim to decrease the risk of such incidents occurring.

- Work with agencies to develop diverse reporting options to encourage reporting on sexual exploitation and abuse (e.g. community focal points, complaints boxes, child friendly reporting mechanisms). Women could work specifically with parent groups on the risk of sexual exploitation and abuse of children by humanitarian actors, how to report on this, and how to work with agencies and others to prevent this happening.

- Set up and run information hotlines for services as well as confidential services to report sensitive

complaints. Some mechanisms such as confidential hotlines run outside the community are more effective. Research and anecdotal evidence suggest that many survivors of sexual exploitation and abuse prefer to speak to someone they trust, rather than send reports via formalised complaints mechanisms. Given this, it is important to provide a range of reporting options to enable survivors to raise concerns in a way that feels comfortable to them.

Any explicit plans to reduce risks and to mitigate and respond to any safeguarding incidents must be clearly articulated and known by all community members.

6. Risks and mitigation

As activities unfold in complex, often unpredictable environments, the risk management plan needs to be monitored and adjusted if the context changes. Such changes may be sudden and dramatic, for example, mass displacement caused by a natural or man-made disaster or be more gradual, as in the rise of political movements that oppose gender equality. It is important that all participants share responsibility in managing risks. Community women must be empowered to share any concerns about new or deepening risks with women leaders, women NGO partners and ActionAid. Depending on the gravity of the changed situation, it may be necessary to cancel certain activities, or suspend a campaign altogether. Community women must be able to determine if they should take risks on the basis of their own free, informed decisions. They must be free to decide whether they participate in an activity or not, and to cancel or interrupt their activity if they feel unsafe. Activities that take place in a situation of armed conflict (e.g. campaigns to end sexual abuse in refugee camps) should respect the Do No Harm principles of development and humanitarian assistance in conflict, which can easily be transposed to campaigning activities. Based on an analysis of the different factors likely to deepen or to defuse a crisis, Do No Harm identifies action that limits risks and supports a peaceful resolution of the conflict.

Domain 3: Access to rights, services and resources

GBV Sub-clusters or Working Groups recognise the denial of resources, opportunities or services as a type of gender-based violence/VAWG. This includes the denial of rightful access to economic resources/assets or livelihood opportunities, education, health or other social services. Examples include a widow prevented from receiving an inheritance; earnings forcibly taken by an intimate partner or family member; a woman prevented from using contraceptives; or a girl prevented from attending school.[79] Perpetrators may be the state, the individual, or the community, as well as humanitarian actors.

Access to resources and public services is a critical priority for advancing women's leadership in emergencies. ActionAid will provide institutional support for women's organising and collective efforts and support women's economic empowerment through access to and control over resources.

4.4.10 Information, accountability, communications

1. Information, accountability, communications as a core element of WLCBP

Ensuring that women have access to information about the response and that they determine how this information is distributed to them is a critical element of WLCBP. It is equally important that women are regularly providing information about their needs, and that this information informs the response on an ongoing basis. Two-way information ensures that ActionAid and the women's organisations they are partnering with are accountable to affected women. Similarly, women should fully participate in decisions about information shared by ActionAid and its partners in communications work done during or after crisis events.

2. Rationale for information, accountability, communications

WLCBP is promoted when women participate in providing and responding to information in the course of crisis events using mutually agreed processes. ActionAid and its partners can play an important role in this in terms of supporting women's efforts to raise awareness of certain issues, ensuring that their protection concerns are heard. Communications work can inform wider audiences across multiple platforms about the impact of the severe protection problems women and girls face in emergency contexts.

3. Transformative potential of information, accountability, communications

As indicated in the introduction, GBV is happening everywhere and is under-reported worldwide. Enabling women and girls to safely share information about their needs and participate in and give consent for the wider distribution of stories supports women's empowerment and provides a means to represent women's experiences and access resources.

4. Approach

Detailed needs assessments should include consultation with women about their preferred ways to access and provide information. This should be continuously discussed with women in safe spaces and other forums where women are sharing their experiences of the response. Mechanisms for sharing information should then be built into the response from the outset and subsequently developed and refined throughout the response. Systems for gathering information should be established. Information from women on their experience of the response and their needs should contribute to advocacy work and should be channelled to humanitarian actors through coordination mechanisms.

5. Information, accountability, communications programming activities

Information and accountability

Table 5 below outlines a number of key mechanisms used to facilitate two-way communication with affected women. When utilising each of these mechanisms, women should be made aware of the process through which any information they provide will be channelled and of the accountability mechanisms associated with them. Each of these mechanisms should have confidentiality standards built into them and robust documentation systems attached to them.

Table 5: Key mechanisms in facilitating two-way communication

Information centres/points	Information centres can be established at central points in camps or at evacuation centres, or in central locations in affected communities. These spaces should be made safe for women to provide information about their needs or to make complaints about the response. They should be staffed with women who can also provide referrals where required.
Forums in safe spaces	Where women are sharing their experiences in facilitated sessions in safe spaces, facilitators should be equipped with the skills to document information. Facilitators should comply with confidentiality standards, and gain the informed consent of the women sharing the information. Facilitators should communicate to women that the information will be used to influence the response.
Community volunteers	Women-led volunteer committees can be established and trained to undertake proactive outreach to women in affected communities. Volunteers disseminate information on the response shared with them by ActionAid and its partners and gather information from women in their homes or in spaces they deem to be safe to the communities.
Community radio	Where radio is available to affected women, radio programmes or jingles can be produced to disseminate information about how to access protection and accountability mechanisms. Ideally these messages should be developed and produced by women leaders and should contribute to positioning women as leaders in the community as well as to information distribution.
Text messages	As above, where mobile phones are owned by affected women, text messages should be used to distribute information about the response, and about how women can access protection mechanisms that are in place. These should be designed in consultation with women leaders and affected women.

Communications

Communications work designed to showcase the work of women leaders and the experiences of women affected by crises is ultimately empowering for women if undertaken to achieve this purpose. ActionAid's experience has shown that where women determine how their stories are

shared that they find this a valuable opportunity to have their voices heard and to be recognised by a system in which they tend to feel unheard. The following steps promote the empowerment of the women participating in this process:

- Decision-making about storytelling and information-sharing: Before undertaking any interviews or taking any photos/video/audio it is essential to explain the purpose of the communications exercise and to work in line with ActionAid's consent policies (as below). It is also critical to communicate to the women they are working with that participating in the work is an opportunity for them to share their story and their experiences as they decide to. It should be explained that this is an opportunity for women to be heard about issues that they might otherwise feel go unreported.

- Informed consent: All communications work should be undertaken with the full informed consent on the part of the person being featured in communications. This includes explaining where the story/information will appear, who will see it, and the impacts that it may have. This should be done before any communications work commences and should be revisited once the information has been shared at the end of the interview. At this stage consent should then be documented, either through a consent form or on video.

- Information gathering: All communications work and information gathering should occur in a space determined by the woman or women who are participating in the work. This should be done in a way that maintains their safety and dignity (without others looking on, for example). Women should be asked what information they want to share, and what elements of their experience they want to showcase (e.g. their home, the information centres they access, the roads in the camps they are living in).

Top line sample questions for interviews include:

- What do you want the international community to know about your experience in this emergency?

- What have you learnt from this emergency that you want people to know?

- What messages do you want people around the world to hear from you?

Accountability in communications

The materials produced in the course of communications work should be shared with the women who have participated in telling their stories. Where appropriate, and where they consent, these materials may also be shared with their communities. In some instances, this can contribute to changing community attitudes, for example, in the way that women's leadership is presented.

Channels for complaint about communications work should also be included in accountability mechanisms.

6. Risks and mitigation

Sharing information without adequate safeguards could place women and girls at further risk. Without due regard for confidentiality and informed consent, women may be at risk of their own safety and security. This is also detailed in the next section 4.4.11 in relation to making referrals in relation to protection problems.

4.4.11 Referral pathways

1. Referral pathways as a core element of WLCBP

Referral pathways should safely and effectively facilitate women's and girls' access to relevant agencies and the available services and resources they need to address their protection problems, such as legal, medical, rehabilitation and shelter.

2. Rationale for referral pathways – and the protection problems it can address

No one agency can provide all the necessary services and resources to protect women's rights and provide for their safety and dignity. It is important to consider the range of responses that may be needed to address protection problems. For example, a survivor of rape/VAWG may need: medical treatment; legal assistance if reporting the incident to the police; psychosocial support; security i.e. ensuring the safety of the survivor; as well as cash or livelihood support to economic independence. Security can come in the form of shelter, a child friendly space, a safe space centre, placement with an extended family member or trusted community member as a form of interim care, or by asking the police or military to support security in a camp setting which may be being

targeted by perpetrators in extreme cases. In most contexts, this range of services cannot be offered by one service provider and so a number of referrals need to be made. Government departments or protection specialist agencies may specialise in services to address a particular protection problem.

3. Transformative potential of referral pathways

To transform gender relations, women require access to a comprehensive range of services and agencies to address and overcome protection problems. An effective and efficient referral system can enable this access, enhancing women's resilience.

4. Approach

The referral pathway links women and girls, such as survivors of violence, to various services such as medical care, mental health and psychosocial support, socio-economic support, legal assistance and security actors. A referral process means sharing information with another actor or actors with the capacity, expertise or responsibility to take action on that issue. Developing a procedure or process with trusted organisations and actors is very important because more effective assistance or action may be offered by other actors. Measures to ensure safety, respect, confidentiality and non-discrimination in relation to survivors and those at risk are vital considerations at all times.[80]

ActionAid and partner staff, and community women leaders should be familiar with, and adhere to, the survivor-centred approach. Often, a survivor may feel powerless following an incident (along with a number of other psychological reactions). The process of providing support should not add to this feeling of powerlessness, but must be respectful and survivors treated with dignity. Information must be provided in ways which will aid survivors in making a decision.[81] Sometimes this can be difficult to put into practice, as a survivor may refuse a potentially lifesaving service. However it must be assumed others do not know better than the survivor, and trust she has made the best decision for herself.

In some contexts, referral mechanisms on certain protection problems may already be established and functioning. For example, cases of child soldier recruitment may be referred to UNICEF and ICRC. If so, these existing processes should be used to avoid duplication. If there is no referral process, ActionAid, partner women's organisations and community women will need to work together to identify which relevant actors operational in the location and their area(s) of expertise.

It is important to note that the referral pathway is not a linear path; that is, it is not essential for a survivor to have seen a particular service before accessing another. Referral pathways indicate the range of services available for the survivor to choose.

5. Referral pathways programming activities

This is the process to establish and implement referral pathways:

- Refer to the actor mapping and analysis undertaken in the process of developing the WLCBP action plan. This should have located and identified the roles of different local agencies providing services addressing protection problems. If required, community women leaders can update the actor mapping and further research the activities of agencies implementing programmes in their location.
- Involving community women in establishing the referral pathway and the procedures to report cases can raise awareness and help women access services.
- Ensure that agencies providing women's sexual and reproductive health, legal (regarding sexual/physical abuse as well as land, property and inheritance rights), psychosocial services and security/safe places for women and children to stay, and livelihood programmes are included.
- Include programme information shared in coordination meetings, such as the different cluster working groups. As outlined in section 3.3 above, the Protection Cluster brings together UN and non-UN agencies concerned with protection. Within this cluster, a sub-group, such as the GBV or Women's Protection Working Group, typically focuses specifically on women's protection issues and may highlight services that have not yet been identified. This reinforces the importance of women partner organisations attending.
- Organise visits for the women who are responsible to make referrals in the community/women's organisations to relevant agencies to clarify what the agency provides, its criteria

and mode of operation, as well as to develop relationships and rapport with agency staff.

- Clarify procedures for referrals, confidentiality of information and expectations of the actions to be taken after a referral has been made. Processes may differ depending on the context and the organisation to whom the referral is being made. A written referral or signed consent form may be needed. Training by a national women's organisation may be required in how to make referrals.

- Identify community women to provide support in various capacities, including training in referring survivors as well as those who are at risk, and/or, in conjunction with other key WLCBP programme elements, in providing psychological first aid, or as paralegal workers.

- Ensure that survivors are informed about all options for support and referral. They have the right to make the choices they want.

6. Risks and mitigation

Referral mechanisms must protect confidentiality and ensure safety, security and non-discrimination.[82] Referrals should be made safely and the service provider the survivor is being referred to should not put them at risk of further harm. It is always the survivor who makes the decision whether to pursue a referral or not. If a referral is needed, the survivor must give her consent and information about the referral and its implications must be explained to the woman or girl involved. If the survivor is below the age of twelve, permission from her parent or guardian is essential.[83] However, this is subjective and based on: (1) the maturity of the child; and (2) whether the parent was directly or indirectly involved in the incident of not.

The principle of confidentiality means that information about the survivor can only be shared if the survivor agrees to the referral and understands what this implies and has given consent beforehand. This means providing an explanation on the purpose of the information sharing (including which information would be shared, with whom it would be shared and how it would be used), as well as ensuring that the person fully understands this information and explaining that they have the right to decline or refuse an intervention or a referral. This includes explaining such information to a child (in an age appropriate way) and to a person with a mental impairment. Client consent over the use of data must be respected.

It is important to note that there are certain exceptions to confidentiality including:

- Situations in which there are threats of ongoing violence or harm, for example when the survivor is a child or an adult with recognised diminished mental capacity, and the need to protect them overrides confidentiality

- Situations in which laws or policies require mandatory reporting of certain types of violence or abuse, such as sexual exploitation and abuse by humanitarian staff

- Situations in which it is genuinely believed that a survivor might try to hurt herself.

Please note, as indicated earlier, this manual does not address child protection, and generally ActionAid's approach is to collaborate with child-focused agencies where there are concerns for the safety of a child. Special consideration is required when working with adolescent girls (10-19) in the WLCBP approach, recognising the particular threats and risks which face them in emergencies.

4.4.12 Cash

1. Cash as a core element of WLCBP

Cash provides women access to resources to reduce their vulnerability to protection risks and to increase their resilience. Cash is a tool for transferring resources to women to enable them to access their rights to meet needs.

2. Rationale for cash – and the protection problems cash programming can address

In an emergency response context, cash transfers can play a significant role in women's protection. Cash can provide purchasing power - meeting basic consumption needs of households, such as increasing food insecurity, and also mitigate harmful coping strategies that are sometimes adopted or exacerbated by crises. In a protection programme, cash can directly contribute to short-term outcomes including women using cash to avert life threatening protection risks, for example: to pay for transportation to escape unsafe households or communities; to access identification documents in refugee contexts; to

pay for costs such as legal, transportation and documentation costs in pursuit of justice. Cash can incentivise women to enrol in psychosocial (PSS) activities and by providing for immediate basic needs can allow women to focus on their PSS needs.[84 85 86 87]

3. Transformative potential of cash

In the longer term, cash transfers can enhance economic empowerment through providing opportunities for women to save and invest in enterprises, and to increase credit and/or pay off debts.[88] Poverty and lack of economic autonomy for women intersects with and reinforces gender inequalities, placing women in dependent relationships with men who typically have higher social and economic power, making it more difficult for women to exit abusive and violent relationships increasing a range of risk factors that may play a role in increasing VAWG.[89] In the aftermath of a crisis, cash as a tool alongside capacity strengthening and market-based approaches can provide the opportunity to foster and promote women's economic empowerment and resilience and increase women's engagement in community power structures to achieve the longer term goal of strengthening women's rights and poverty reduction. Furthermore, cash transfers can help to shift financial power, by switching from centralized, single supplier procurement models, to providing cash to women, who inject cash into local markets, contributing to their recovery and resilience.

4. Approach

Cash programming requires preparedness during "ordinary times" pre-crises, and assessment, design and implementation of appropriate activities in humanitarian response. The approach here focuses on the integration of cash into key protection activities such as psychosocial activities to support women at risk and provide urgent support to survivors of GBV. At a minimum, response interventions using mainly cash should always mainstream protection to more clearly understand the needs of women and girls and mitigate negative effects of programming. Where possible, ActionAid humanitarian programmes should integrate protection objectives and the transfer of resources to pool into one overarching outcome of improved protection for women and girls.

5. Cash programming activities: Preparedness and response

Integrating the cash component in WLCBP requires both (i) preparedness – pre-crises, and (ii) response programming. In both aspects, there are crucial roles for ActionAid, local women organisation partners and community women leaders.

(i) Preparedness approach to cash and women's protection:

ActionAid should work with local women organisation partners to undertake preparedness actions around cash in "ordinary times" as part of the preparedness process. This includes:

a) Analyse protection risks, vulnerabilities and capacities through a cash lens

Affected women undertaking gender and protection analysis allows them to think about protection risks to women and girls, root causes and mitigating measures (see also sections 4.4.1 Community-generated evidence and section 4.4.2 Community-based protection mechanisms). This should identify the immediate and recovery needs whilst considering the appropriateness of cash as a priority but also of other WLCBP interventions. Protection risks brought about by disaster and conflict impacts such as loss of livelihoods and community assets, migration and displacement can be mitigated through a combination of cash for purchase of goods and services and the complementary WLCBP elements, for example, women safe spaces, community-based protection mechanisms, psychosocial support, and economic/livelihood recovery support.

b) Building cash capacity of local women organisations/actors

When building alliances with local women's organisations, it is important to highlight the strong link between meeting immediate basic needs and mitigation of protection risks. Where possible, awareness and training on cash transfers should be integrated into training for women's NGOs implementing protection programming. Cash should become an option for all local NGOs in supporting the recovery of survivors of GBV and those at risk of protection risks. Local partners, if needed, should receive capacity strengthening to lead/facilitate needs assessment with a cash lens, markets assessments, implementation tools and

M&E of cash to prepare them for future responses.

c) Increasing engagement of local actors

AA and partners in disaster and conflict prone countries should prepare for future disasters in pre-selecting cash service providers such as mobile network operators, banks, post offices and money agents to provide gender responsive and safe services. In ordinary times, ActionAid and partners can advocate for more women cash out agents to participate in future cash programs by negotiating this with service providers and including this in contracts or agreements. Cash Working Groups and clusters offer an opportunity to inject local women's NGO voices into coordination mechanisms and provide the opportunity to gather lessons on how cash was implemented in previous responses, which can build organisational and community resilience. Cash programming can provide an entry point for local actors to access funding (Pooled Funds & partnerships with INGOs) and further the localisation and cash agenda.

d) Analysis of response modalities and cash mechanisms

Desk-based protection risk analysis of different response modalities and cash mechanisms should be conducted as part of preparedness and validated at the onset of an emergency. In ordinary times it is possible to analyse which modality – cash or in kind - is the most efficient and effective for communities affected by certain disasters.

- Meeting the objective: The modality choice should be based on to what extent in-kind, cash or voucher can meet the specific needs of women and girls. *For example in Somaliland, food and basic were accessible on the market, therefore an unrestricted transfer was appropriate. However there were no sanitary products on the market so the response was a combination of unrestricted cash and dignity kits for women*.

- Cost efficiency: As many country offices have implemented in-kind programming, it is possible to analyse the cost-benefit of in kind and cash before a crisis occurs. In most contexts cash is feasible, however modality analysis should identify barriers and enabling factors to cash, and contexts where in-kind is more likely. *In this rare example, AA procured large trucks to access an area, where roads had been temporarily damaged for several weeks. This situation had hampered local traders from bringing supplies, resulting in price spikes of 70%.*

The choice of mechanism can be analysed before a crisis, and where possible mobile money (i.e. transferred by mobile phone) should be prioritised, as it is normally the most cost efficient and protective mechanism. Selection is normally based on the local context and availability of local transfer services. Tools provided by the Cash Learning Partnership (CaLP) can support this:[90]

- Mechanism analysis should look at the range of locally appropriate services such as, mobile money vendors, Micro finance cooperatives, banks, shops and direct delivery. It is important to prioritise services with women agents where possible.

- The analysis should establish each the cash-out agent's proximity to affected villages, in order to minimise the burden on women and girls in travelling to collect cash.

- The selected mechanism should also minimise exposure to risk by making the collection of cash less visible, time consuming and able to be combined with other regular activities such as going to the market.

- Secondary mechanisms may be chosen to meet the needs of specific individuals with digital inclusion or physical accessibility barriers e.g. older people, GBV survivors, adolescent girls, women with disabilities may have specific needs that warrant a different transfer mechanism.

(ii) Cash response in humanitarian crises

Throughout humanitarian response, it is important that cash programming is underpinned by women-led gender and protection analysis and robust, continuous market analysis. This requires working in close collaboration with local implementing partners such as women's groups, micro-finance organisations and market traders closest to the affected areas to meet the needs of disaster-affected women and their communities. Response strategies should be designed based on women's participatory assessment and needs analysis. How goods or services are delivered (modality) should be decided based on evidence of safety, convenience and cost effectiveness for women recipients. Evidence demonstrates that where

women have access to technology, they prefer digital transfers as the most secure and least visible mechanism.

The following process are led by crises-affected women, supported by ActionAid's partner women's organisations, and by ActionAid:

a) Women-led participatory needs assessment and targeting/selection for cash

This process is not exclusive to cash transfers. However, due to the fact that cash can be easily exchanged and its capacity to meet people's needs, there is some evidence that powerful individuals in the community may be more likely to influence the assessment and targeting process. A representative cross-section of affected women should lead and participate in the assessment of needs and in the identification of socially and economically vulnerable households, ensuring consideration of gender and power dynamics in the community, supported by ActionAid partners. Vulnerability criteria should be based on women's protection analysis and targeting tables identified as part of the WLCBP process to prioritise women who are the most vulnerable to protection risks. Women at high risk should be an automatic inclusion criterion for any cash response regardless of economic criteria. Criteria may change in line with a changing protection risk analysis. Assessment and targeting data should also be validated to ensure that needs assessment findings and targeting of recipients are fair and transparent.

b) Rapid market assessment

Assessment of local markets affected by disasters and conflicts is needed to determine the feasibility and cost efficiency of cash in obtaining goods and services. Data on the impact of the crisis on local markets that needs to be gathered include: Data on supply and demand quantities and quality of goods before and after the disaster; status of markets and traders post disaster; cash delivery structures – comparison of functioning before and post-crisis; coordination and other actors' response plans.

The market assessment should be done alongside the needs assessment and in a participatory manner with AA and local women partners, including local market traders. Community and household level data should place a gender lens in their market analyses to fully understand differences in participation, constraints and opportunities between women and men, as well as critical intervention points to create gender-equitable outcomes. For example, there may be limiting factors to women traders getting new capital to reinvest in stock after a crisis. The response should ensure that women traders can participate in the programme by providing trader grants or loans to restart activities.[91]

c) Modality and mechanism selection after impact of the crisis

Potential modalities and mechanisms selected during ordinary times will need to be validated after a crisis and based on the market assessment, as their appropriateness may have changed according by the crisis.

d) Digital inclusion and protection

Ensuring women have access to and can use mobile phones helps women feel safer, more connected, save time and money, and can increase education and employment opportunities.[92] Increasing women's access to phones should be a priority in any protection programme. ActionAid should integrate skills on mobile usage as part of its broader programming. Typically women and girls between the ages of 18 and 40 are able to use phones to access mobile cash, but women who are older face increasing difficulties. Community volunteers may train less confident users to perform key functions and access relevant services. Mobile network operator (MNO) themselves may also provide training on how to use mobile phones and utilise the mobile money service.

6. Risks and mitigation

A range of women's protection risks and mitigation measures may be associated with cash modalities and mechanisms, such as disagreement and/or backlash over the targeting of households to receive in-kind food and cash, and exposure to risk when travelling to distribution sites or markets in a conflict zone. Risks can be mitigated by a transparent, women/community-led setting of clear targeting criteria based on collected data; with fully operational and trust-built complaints and response mechanisms; an analysis of security risks for beneficiaries en route to/from and at the market, e.g. violence including SGBV, extortion at checkpoints, attacks; map the distance women need to travel and modes of transport or travel to reduce risk; include initiatives to address host and displaced communities to reduce tensions.[93]

This case study focuses on cash and GBV outcomes in Jordan.[94]

Women's protection, empowerment and resilience can only be addressed by providing a range of women and girl centred services to mitigate GBV risks and respond comprehensively to the needs of GBV survivors:

1) Psychosocial support through case management, referrals to other service providers, gender discussion groups (GDGs), parenting skills sessions, life skills sessions for adolescent girls, and individual and group counselling sessions.

2) Awareness-raising and recreational activities.

3) Economic development activities.

4) Unconditional and unrestricted cash transfers.

5) Primary health care services, including reproductive, maternal, and child health.

6) Mobile outreach services to provide the above activities in remote areas.

In Jordan cash was provided to women based on two separate targeting criteria:

1. Emergency cases prioritized for immediate cash assistance, exempt from the assessment and scoring system. These cases were considered to be experiencing 'potentially life-threatening GBV related issues' and where cash assistance can 'provide life-saving support.'

2. Cases where cash can mitigate protection risks that women are exposed to e.g. Single HH, PLWD, Adolescent girls, high dependency ratio, no members of working age.

Cash associated with individual GBV case management can be lifesaving by 1) preventing an imminent threat of violence from occurring & 2) ensuring immediate health, safety and security once violence has occurred.

- Resilience to GBV is supported by receiving *both* cash transfers (CT) *and* complementary services, rather than cash alone.
- Receiving cash *and* attending Gender Discussion Groups (GDGs) can result in a decrease of domestic violence.
- The impact of cash is limited to CT duration, while Discussions Groups and Psychosocial services (PSS) offer a sustained protection impact beyond CT duration.
- Similarly with other types of humanitarian assistance, CT can, in some instances, contribute to social tensions between refugees and local communities at a more macro level.
- Cash may increase women's value in the household but may reinforce negative values by placing financial value on women and their self-worth (solely through women's financial contribution to the household).
- Targeting women as CT recipients may be seen as undermining men's power and place women at risk of violence if there is no adequate communication to the husband.
- General humanitarian targeting of assistance in Jordan to single/divorced/widowed women is perceived by some respondents as contributing to increased divorces and separation.

4.4.13 Livelihoods

1. Livelihoods as a core element of WLCBP

Women's access to productive resources and support to identify economic alternatives is an essential component of WLCBP which can facilitate women's leadership, resilience and survival in the crisis.

2. Rationale for livelihoods – and the protection problems livelihoods programming can address

Disasters and conflicts generally result in the loss of lives, homes and assets, and the disruption of livelihoods and social services provision, sometimes with long-term consequences. The impact on livelihoods might include the destruction of food stocks, standing crops, the death of livestock or the destruction of tools, whereas displacement leaves many without any means of livelihood. It is important to understand who has suffered the most from loss of livelihood assets and is therefore in most need of support in order to avoid negative coping strategies. Access to livelihoods can support women to avoid negative coping strategies. After a shock, women and girls are more vulnerable and will often be at a greater threat of employing riskier livelihoods strategies to survive, ones that expose them to sexual exploitation, violence and abuse. Some factors that may underpin these disadvantages are:[95] Traveling to unsafe areas for economic activity, with high risk of rape and theft; shifting gender roles in livelihoods that create tensions within households, leading to violence; limiting livelihood options and placing women in marginalized and/or exploitative jobs; lack of basic needs forcing women and girls to turn to transactional sex to provide for their families; marrying off young girls in the household to alleviate resource pressures.

3. Transformative potential of livelihoods

In WLCBP, crises are regarded as providing an opportunity to strengthen women's livelihood options resulting in the economic empowerment of vulnerable women, changing power dynamics and reducing women's unpaid care work. Typically, women have less access to or control over assets, and have limited decision-making power. Women's access to assets, opportunities for training, and mobility can be restricted due to cultural and social norms, and laws, policies and practices which discriminate against women, such as denial of property and inheritance rights, or livelihoods assistance only being offered to men as they are perceived to be the income-earners, with women's work in small business and/or informal sector ignored. Crises can also result in women taking on more unpaid care work, which can decrease their access to livelihood opportunities. Targeting women's sustainable livelihoods has the potential to increase women's resilience.

4. Approach

A livelihood comprises the capabilities, assets and activities required for a means of living. Assets include human, natural, physical, financial, social and political resources.[96] Livelihoods programming should avoid reinforcing women's traditional roles or adding to women's burden by increasing workloads. Livelihood diversification must be culturally acceptable, environmentally sustainable, technologically feasible and economically viable.[97] Livelihoods and cash initiatives should be considered together.

5. Livelihoods programming activities

In WLCBP, processes will engage with crisis-affected women – and particularly at-risk women and girls - in all livelihoods assessment to identify the most vulnerable groups of women and girls and the types of livelihood activities they can undertake. It is essential to conduct analysis with women to identify potential obstacles to their participation in safe livelihood opportunities. This includes changing gender roles and responsibilities, cultural and social norms, the need for childcare services, violations of women's property and inheritance rights, mobility and safety. It should also include analysis of financial decision-making processes and power dynamics among families, and identify the causes of protection issues that are linked to livelihoods and/or economic needs.

WLCBP livelihood programming processes include:

- **Ensuring immediate needs are addressed:**

  For example, cash transfers, cash for work, food for work, food for assets.

- **Conducting livelihood analysis to identify livelihood options:**

  Analysis may assess women's knowledge, skills and expertise; raw materials available; production process; markets (assessment

to identify economic and employment opportunities and ensure that livelihood plans reflect market demand); women's perspective and equity of support to address inequity in society. It may also include consideration of alternative livelihoods involving research and promoting livelihoods that are resilient to disasters and climate change. A household and local economic analysis to understand different aspects of livelihood systems should consider:

- each household's capacity and livelihood needs;
- community infrastructure and local markets that condition livelihood recovery;
- governance and environmental sustainability that affects livelihood security; and
- the power analysis within the household and community that informs livelihood options.

- **Initiating appropriate livelihoods support:**

  Livelihoods assistance must be provided in a manner that reflects the particular needs of women and reduces risk, for example, farm-based livelihood (*restart agriculture through tools, seeds for women farmers and capital, restocking livestock, seed distribution, agricultural loans, training etc.*) and non-agricultural livelihoods (*ensure that affected women have the skills and access to capital and material support for business and wage earning*).

- **Facilitating the creation of co-operatives between women producers:**

  This enhances women's ability for collective bargaining to negotiate a fair price, and access to and influence over markets. For example, capacity building to manage co-operatives, collective procurement of materials and marketing.

- **Mobilising and federating women's groups, and foster alliances with stakeholders to assert rights**

  For example, links with government, private sector, etc. to carry out advocacy and support policy on access and control over natural, financial and technological resources.

Possible questions to facilitate women's livelihood analysis:[98]

- Who participated in unpaid care work (such as collecting water and firewood, caring for family members, washing clothes) pre-crisis and what role(s) and responsibilities did they have? Have these roles changed since the crisis? Do women or men shoulder more responsibility for this work than they did previously? Are these roles barriers to accessing livelihood opportunities?
- Who makes decisions about how resources are allocated in the household and household expenditures?
- What laws and practices exist with regard to land ownership, inheritance, access to land and education? Do these discriminate against women and girls? Are certain kinds of livelihoods activities forbidden for women?
- What economic coping strategies have been adopted since the crisis, and are these putting women and girls at risk? What are they?
- Are women, female and LGBTI youth participating in the market as vendors, suppliers, wholesalers and consumers? Are there barriers to their full participation? Are there opportunities to strengthen participation?
- What are the main assets needed for sustainable livelihoods such as land, livestock, seeds, equipment, etc. and how has the crisis impacted women's access to and control of these resources?
- What roles do women play in the agriculture, farming, fishing, trade and food supply sectors and how has these changed since the crisis?
- What skills and capacities do women, female and LGBTI youth possess that could contribute to strengthening or expanding the market? Does the available labour supply meet demand? What skills need to be developed further to meet market requirements?
- What risks do diverse women and girls face when engaging in their current livelihood activities?
- Do economic programmes risk entrenching existing gender norms, e.g., only placing women in care roles? What are the risks of backlash associated with engaging women in economic empowerment programmes?

6. Risks and mitigation

Livelihood programmes and access to productive resources can unintentionally increase women's vulnerabilities and possible exposure to threats and violence. It is crucial that gender and GBV risk analysis of livelihood programming is undertaken to reduce the potential for harm and ensure safe design and implementation. Unfortunately, livelihoods programming can inadvertently:[99]

- Fuel conflict and violence within the household or community by changing gender norms and/or shifting balance of control over asset between men and women, or between generations
- Introduce women to new activities or places that heighten their risk of experiencing violence
- Attract attacks by outside groups due to covetable assets
- Exclude women as participants and limit options for women to unsafe livelihood strategies (collecting firewood, transactional sex, selling assets).

A risk analysis should be conducted with women to assess potential harms due to their participation in economic recovery interventions This should assess the physical safety of livelihoods, as well as identify the associated risks of GBV (e.g. safety travelling to and from work; childcare during the workday; exploitation by employers, clients or suppliers; work hours and locations; backlash from family or community members when women start earning money; safe strategies for storing earned money; etc.).[100 101]

Photo:Claire Grant/ActionAid

Sabir returned to Gaza from Egypt after both her parents were killed in the 2014 Gaza-Israeli conflict. At the age of 24, she took on the responsibility as eldest child, to care for her seven brothers and sisters. Sabir heard about the ActionAid supported women-led organisation, Wefaq, that provides women and girls with psychosocial and legal support in Rafah. This was a lifeline for her. Now 29, she has recently been selected to receive a business grant and training as part of the Danida funded ActionAid programme. She is training to be a beautician and hairdresser with her own salon. Already, she has clients in the afternoon as she attends her classes in the morning. "*I took a training course on how to start a new business. I was so happy to have this chance…right now my situation is so much better with an income. I'm doing good business.*"

4.5 Monitoring, evaluation and learning (MEL)

This section recognises the need to document WLCBP in practice to validate the efficacy of the approach and to generate evidence that WLCBP approach provides a solid alternative to enhance women and girls' protection and drive transformational change. It is important that the WLCBP approach is living and adapting and that women and girls themselves are provided with the skills and opportunities to monitor the protection work which they are involved in. Similarly, they need to be in the driving seat of learning, ensuring that they collect information that is most relevant for their needs and useful for enhancing their safety, dignity and empowerment within the environments in which they live.

Monitoring, evaluating and learning in relation to the WLCBP approach

The WLCBP approach directly relates to ActionAid's International Humanitarian Platform, Priority 4: "Drive transformative women-led emergency preparedness, response and prevention." The focus area here is in strengthening women's leadership, protection and resilience in conflict, disasters and occupation.

The platform's three domains of the meta-theory of change link to the three domains outlined in this manual. Table 6 sets out how outcomes and measures relate to these domains.

Table 6: Domains and outcome measures

Domain of meta-theory of change	What to measure
1. Building power of people living in poverty and exclusion – women's leadership and agency in humanitarian response	• # and % of women and men trained on women's leadership and intersectional feminist understanding in relation to humanitarian crises • % of women from ethnic and religious minorities and women with disabilities trained on women's leadership and intersectional feminist understanding in relation to humanitarian crises • % of women representatives with lead roles in the decision-making structures across levels during humanitarian response by 2020 • % of women's representatives in the decision-making structures who are from ethnic and religious minorities • % women representatives in the decision-making structures who have a disability • % of women directly consulted in all stages of the humanitarian response at community level • % of affected women supported by ActionAid's humanitarian responses • % of projects within our response portfolios that integrate women-led community-based protection • % increase in funding to local and national women's groups in our humanitarian action
2. Creating the enabling environment	• # of publications and actions taken by global protection actors and Call to Action signatories that support women-led community-based protection approaches • # of humanitarian programmes that seek to transform gender and social norms • # of local women-led organisations supported by ActionAid participating in co-ordination platforms & processes
3. Greater access to and control over services and resources	• # of women-led community based protection mechanisms integrated as part of our core humanitarian response programming • % of our implementing partners in humanitarian action that are women-led or women's organisations • % of leadership positions in humanitarian contexts that are held by women • % of responses that have women-led implementing organisations leading responses to humanitarian crises • % of women in leadership positions in each response • # of signatories to the Grand Bargain who can evidence an increase in funding to women and their organisations • Government policies and practices on resilience and humanitarian practice have increased focus on women's leadership of humanitarian responses and on the inclusion of women's organisations in all stages of responding to crises

Objectives/ outcomes	Indicators
The following contribute to achieving WHS commitments to leave no one behind: **Increasing funding and capacity development to local and national women's groups as equal partners in our humanitarian action** **Integrating women-led community-based protection mechanisms as part of our core humanitarian response programming** **Increasing participation of local women's organisations in co-ordination platforms & processes** **Ensuring at least 50% of leadership positions in humanitarian contexts are held by women** **Ensuring at least 50% of its implementing partners in humanitarian action are women-led or women's organisations** **Ensuring that 50% of women affected by crises are making decisions in their communities**	# of pieces of community-generated evidence – assessments, research and learning produced and used # of women-led alternatives developed and documented by ActionAid % of humanitarian responses where women-led community-based mechanisms are implemented # of local and national women's groups in our humanitarian action who receive capacity development # of women's reports of protection violations responded to by the concerned structures Increased confidence and ability to organise and influence the humanitarian response among women (self-assessment) # of humanitarian actors that recognise, replicate and resource women-led alternatives # of women-led organisations that are leading humanitarian responses % of leadership positions in humanitarian contexts that are held by women by 2020 % of ActionAid's implementing partners in humanitarian action that are women-led or women's organisations # of crisis-affected women engaged in humanitarian responses
National and local women's organisations from crisis-affected countries will participate and will be influential in the Call to Action on Protection from Gender-Based Violence and in the Global Protection Cluster, driving change and fostering accountability within the humanitarian sphere	# of women and young people and their organisations challenging the barriers that impact their ability to prepare for and respond to emergencies and prevent them from leading emergency responses # of national and international alliances of community women and their allies built
Women-led community-based protection mechanisms are part of our core humanitarian response and part of our core approach to responding in protracted crises	Increase in confidence and ability of women to influence the implementation of women-led community-based protection mechanisms # of women and women-led organisations that directly received resources in emergencies Increase in women who report having greater access to and control over resources # of power holders that recognise the agency, position and voices of women and women-led organisations Increased access to and participation in spaces of influence among women (closed/claimed/invited /co-opted) Institutionalisation and operationalisation of feminist agenda with improved practices Government policies and practices on resilience have an increased focus on the most vulnerable, particularly women

Feminist participatory action research (PAR) for specific WLCBP components

ActionAid has set principles for feminist project management and M&E that emphasise the importance of engaging women's voices and experiences to transform frameworks and approaches from the start of the programme.[102] Experience shows that women are often the best sources for sensitive indicators of hard-to-assess dimensions of changes in gender relations for example; so rather than reduce these to "anecdotal" evidence, tools applied need to be simple and user friendly as well as accessible.[103] Women involved in applying tools and surveys in their community are well placed to collect detailed SADDD data as they have a good understanding of who exists in their community and how best to reach them.

ActionAid's Research Signature states: "People-centred evidence with women and girls at the core, combined with knowledge from in and outside the organisation, enables power shifts. This brings about changes at local, national and international levels."[104] Five principles are fundamental to the research approach:

1. People living in poverty are empowered by our research-both process and product

2. Strong intersectional feminist analysis gives rigour and edge

3. Linked work across levels means we add value as a federation

4. Innovative and engaging work has greater impact

5. Working in research partnerships improves quality and reach.

Each protection component will have tailored indicators and methods to assess the efficacy of the actions taken under the WLCBP approach. For example:

- Psychosocial support will be assessed in terms of factors such as functioning, ability to cope with problems, subjective wellbeing, social behaviour and connectedness.
- Cash programming will be assessed in terms of the extent to which women and girls have received safe and secure assistance. For example, this could include the time taken to get to market and protection incidents experienced or the change in frequency and type of coping mechanisms adopted before and after the assistance.

The indicators and the methods used in monitoring and evaluating WLCBP programming will be generated together with the women and girls involved.

Women-led feminist PAR provides evidence based on women's experience to feed into programme design, implementation, policy and advocacy. This may include their experience of gaps in services or provision of resources, discrimination and/or violence against themselves, caused by the humanitarian crisis itself or by the humanitarian response. Women-led feminist PAR promotes a process of evidence-gathering, reflection, analysis and learning that can be the basis of movement building and long-term change.

The START Shifting the Power Project (2017), co-led by ActionAid and CAFOD, used women only focus groups and participatory methods to seek to understand women's attitudes and approaches to address inequalities impacting them. The participating women's voices were thus reflected in the research process, influencing analysis and recommendations. They were active in shifting power locally (groups of women pushed for change at a local level), nationally (women's group representatives were part of lobbying for national level change), and globally (women's groups representatives were invited to UNGA to talk at a panel meeting on inequality).

The presence of a videographer in Haiti meant that the analysis of farmer and community organiser, Jacqueline Morette, and her women's group was recorded for peers and policymakers at different levels. This provided a form of triangulation for the research. The footage also presented a person for readers of the research report and policymakers to identify with the work.

The project manager, Joseph Wendy Alliance, said, "*I think the research process in itself has brought a lot of insights into what women and men living in poverty experience in facing inequality. Based on our experiences with women in the focus groups, we have found the process in itself can be very empowering for them as they engage in power analysis, poverty analysis and start envisioning what they see as sustainable change.*"

Glossary[105]

Accountability

Responsible use of power. It can be understood as an obligation on the part of decision-makers, or those with power, to account for the use of their power. Accountability is usually seen as being about compliance and counting: assigning performance indicators and safeguards against corruption and inertia. But accountability is fundamentally about shifting the balance of power. Through raising their voices and exercising their rights, people can demand just and accountable governance.

Actors

States (government ministries/departments), regional bodies, donors, international organisations, national/international NGOs, non-state armed groups, other civil society organisations or individuals with a role or influence on a protection problem.

Armed conflict

Conflict between states, and/or internal conflict between non-state armed groups and state armed forces

Capacity

The combination of all the strengths, attributes and resources available within a community, society or organisation that can be used to achieve agreed goals. Capacity may include infrastructure and physical means, institutions, societal coping abilities, as well as human knowledge, skills and collective attributes such as social relationships, leadership and management.

Coercion/exploitation

Forcing someone to do something against his or her will; taking advantage of positions of power.

Community-based protection

Individuals and people acting together to achieve respect for and rights to safety and dignity.

Deprivation/neglect

Preventing people from accessing the goods, services or resources they need to survive and thrive. This can be deliberate or unintended, direct or indirect, and includes discrimination.

Dignity

The feeling of having decision-making power, freedom and autonomy over life choices, together with the feeling of self-worth and self-confidence, and feeling one has the respect of others.

Disaster

A serious disruption of the functioning of a community or a society causing widespread human, material, economic or environmental losses which exceed the ability of the affected community or society to cope using its own resources.

Disaster risk reduction

The concept and practice of reducing disaster risks through systematic efforts to analyse and manage the causal factors of disasters, to minimise vulnerabilities and disaster risks throughout a society, to avoid (prevention) or to limit (mitigation and preparedness) the adverse impacts of hazards, and improved preparedness for adverse events, within the broad context of sustainable development.

Displacement

The effect of people fleeing their homes due to conflict, civil insecurity and/or natural disaster.

Gender

Refers to the socially-constructed roles for women and men, which are often central to the way in which people define themselves and are defined by others. Gender roles are learned, and are changeable over time and variable within and between cultures. Gender often defines the duties, responsibilities, constraints, opportunities, and privileges of women and men in any context.

Gender-based violence (GBV)

Any act of gender based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women.[106]

Gender discrimination

Any distinction, exclusion or restriction made on the basis of socially constructed gender roles and norms which prevents a person from enjoying their full human rights.

Gender equality

Refers to the equal enjoyment of rights, responsibilities and opportunities of women, men, girls and boys to security and good health, to a viable livelihood and to remunerative work, to participate in the care of home and dependent family members, to take active part in public and political life, and are recognised, respected and valued for their capacities and potential as individuals and as members of society. Gender equality implies that the interests, needs and priorities of each gender are respected, and refers to the absence of discrimination on the basis of sex.

Gender equity

Refers to aspects of parity between all gender identities in terms of fairness and justice in the distribution of resources, benefits and responsibilities. This concept recognises that women and men may have different needs and negotiating power, and that these differences should be identified and addressed so as to rectify imbalances between the sexes.

Gender identity

Refers to each person's deeply felt internal and individual experience of gender, which may or may not correspond with their sex assigned at birth. When we talk about sex categories, we often talk about women and men, because many gender norms are built around these traditional categories. However there are many different gender identities, which do not fit into these categories which are experienced by adults and children.

Gender sensitive

An approach can be considered gender sensitive when the different needs, abilities, and opportunities of women, men, boys and girls are identified, considered and accounted for. This approach does not seek to change or challenge gender injustice.

Gender responsive

An approach which pays attention to the specific gender dynamics and social and cultural reference points that prescribes the roles of men, women and any other gender in any given society.

Gender transformative

An approach which aims to transform the root causes of gender inequality for women and girls.

Governance

The exercise of political, economic and administrative authority in the management of a country's affairs at all levels. It comprises mechanisms, processes and institutions through which citizens and groups articulate their interests, exercise their legal rights, meet their obligations and mediate their differences.

Hazard

A dangerous phenomenon, substance, human activity or condition that may cause loss of life, injury or other health impacts, property damage, loss of livelihoods and services, social and economic disruption, or environmental damage. Hazards may be slow-onset (e.g. droughts) or rapid-onset events (e.g. earthquakes or cyclones).

Internally displaced person

Persons or groups of persons who have been forced or obliged to flee or to leave their homes or places of habitual residence, in particular as a result of, or in order to avoid the effects of armed conflict, situations of generalised violence, violations of human rights or natural or human-made disasters, and who have not crossed an internationally recognised State border.

Intersectionality

Refers to the multiple intersections among race, class, age, sexual orientation, gender identity and other social hierarchies that together contribute to structures of privilege, disadvantage and oppression in society, rather than one single determinant.

Local rights programmes

ActionAid's local development programmes that are organised in a defined geographical area of varying size and scale. These refer to ActionAid's long-term work with marginalised and poor communities at the local level using the key components of HRBA programming, i.e. empowerment, solidarity and advocacy.

Non-state armed actor

Organised armed groups e.g. militias and guerrilla groups.

Power (visible, hidden, and invisible)

Power analysis reveals different forms.

- *Visible* forms of power are contests over interests that are visible in public spaces or formal decision-making bodies.
- *Hidden* forms of power are used by vested interests to maintain their power and privilege by creating barriers to participation, excluding key issues from the public arena, or controlling politics 'backstage'.
- *Invisible* forms of power involve the ways in which awareness of one's rights and interests is hidden through the adoption of dominating ideologies, values and forms of behaviour by relatively powerless groups themselves.

Programme cycle

The analysis, planning, implementation and review cycle for humanitarian and development programmes.

Protection

All activities aimed at obtaining full respect for the rights of the individual in accordance with the letter and the spirit of the relevant bodies of law (i.e. human rights law, humanitarian law and refugee law).

Protection continuum:

- **Stand-alone** protection programme and projects actively focus on safety with dignity, and have specific activities, objectives and indicators focused on protection outcomes. It includes specialized and/or specific protection activities and services, for example: Monitoring compliance with International Humanitarian Law; Rule of Law programs; registering refugees; medical, legal and psychosocial care for survivors of sexual violence.
- **Mainstreaming**
  Protection mainstreaming is the process of incorporating protection principles and promoting meaningful access, safety and dignity in humanitarian aid.[107] It is a way of designing and implementing all programmes so that protection risks and potential violations are taken into consideration, and is the responsibility of all humanitarian actors.
- **Integration**
  Protection integration involves incorporating both protection and assistance objectives into the programming of other sector-specific responses (i.e. beyond the protection sector response) to achieve protection outcomes. It can therefore support the system-wide commitment to the centrality of protection because it relies on different actors (i.e. protection and non-protection) to work individually and together as part of a multi-sector humanitarian response. For example: Livelihood activities with both economic (increase income) and protection objectives (prevent negative coping mechanisms including transactional and survival sex, exploitative/ hazardous labour, child labour). Each case requires GBV and/or child protection expertise in addition to livelihoods expertise.

Protection problem

When people cannot achieve their rights to safety with dignity due to violence, coercion, exploitation, deprivation and neglect. A protection problem can be both a risk, as well as an action already occurring.

Resilience

The ability of people to recognise, challenge and transform the unjust and unequal power relations that dictate their vulnerability; to adapt positively to changing circumstances; and to mitigate, prepare for and rapidly recover from shocks and stresses such that their wellbeing and enjoyment of human rights is safeguarded.

Refugee

Owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of her/his nationality and is unable, or owing to such fear, is unwilling to avail her/himself of the protection of that country; or who, not having a nationality and being outside the country of her/his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.

Safety

The situation or condition of achieving physical,

economic, social and psychological security. These forms of security are rights to be respected, protected and fulfilled under international human rights, refugee and humanitarian law.

Sexual abuse

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions including rape, sexual assault, forced marriage, psychological, emotional abuse

Sexual and gender-based violence (SGBV)

Any act perpetrated against a person's will based on gender norms and unequal power relationships.[108] Sometimes the term "sexual and gender-based violence" (SGBV) rather than "gender-based violence" (GBV) is used to emphasize the scope and gravity of sexual violence in situations of conflict and displacement, although they refer to the same issue.

Sexual exploitation

Any actual or attempted abuse of a position of vulnerability, differential power or trust, for sexual purposes including but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another, including transactional sex, trafficking in persons. In many situations of SEA, the survivor believes she or he has no other choice than to comply; this is not consent. It is exploitation.[109]

Shock

A natural or human-made hazard that, when it occurs, may cause loss of life, injury or other health impacts, property damage, loss of livelihoods and services, social and economic disruption, and environmental damage. For example, droughts, floods, earthquakes, volcanic eruptions, epidemics, windstorms, heavy precipitation, chemical spills, conflict, and others (see also Hazard).

Social protection

All public and private initiatives that provide income or consumption transfers to the poor, protect the vulnerable against livelihood risks, and enhance the social status and rights of the marginalised; with the overall objective of reducing the economic and social vulnerability of poor, vulnerable and marginalised groups.

State

A country as well as the official bodies of that country e.g. government, army, police.

Stress

Negative pressures that take place over time which constrain the ability of an individual, household, population group, asset or system, to reach its full potential. For example, protracted conflict or displacement, changing seasonality, irregular rainfall patterns, sea-level rise, population increase, and/or other negative long-term trends.

Threat

Any action done to cause harm to a population in crisis by those who hold power, resources and control information that can facilitate protection of rights.

Violence against women and girls (VAWG)

Any act of gender-based violence that results in, or is likely to result in, physical, sexual, psychological or economic harm or suffering to women,[110] including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life. VAWG impacts negatively upon women's opportunities to achieve legal, social, political and economic equality in society. The term, "violence against women," is used in preference to GBV or SGBV to emphasize the fact that most violence is against women and girls.

Vulnerability

The conditions determined by physical, social, economic and environmental factors or processes, which increase the susceptibility of an individual or community to the damaging effects of hazards and risks. e.g. age, gender, poverty or location.

Women's rights:

Women's rights are a set of legal rights and entitlements that recognise that all human beings are born equal. The aim is to ensure that all laws, policies and practices align with human rights.

Annex 1: Acronyms and Abbreviations

AA	ActionAid
AAI	ActionAid International
ARI	Arab Region Initiative
CaLP	Cash Learning Partnership
CBO	Community-based Organisation
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CERF	Central Emergency Response Fund
CPBF	Country Based Pooled Fund
CHS	Core Humanitarian Standard
CT	Cash Transfer
Danida	Danish International Development Agency
DRC	Democratic Republic of Congo
DRR	Disaster Risk Reduction
FGM	Female Genital Mutilation
FTS	Financial Tracking Service
GBV	Gender Based Violence
GDG	Gender Discussion Groups
HCT	Humanitarian Country Team
HH	Headed Household
IASC	Inter-Agency Standing Committee
ICRC	International Committee of the Red Cross
IHL	International Humanitarian Law
LGBTI	Lesbian, Gay, Bisexual, Transgender and Intersex
LRRD	Linking Relief, Rehabilitation and Development
MEL	Monitoring, Evaluation and Learning
MHPSS	Mental Health and Psychosocial Support
MNO	Mobile Network Operator
MoU	Memorandum of Understanding
NGO	Non-Government Organisation
PAR	Participatory Action Research
PFA	Psychological First Aid
PLWD	People Living With Disability
PSEA	Protection against Sexual Exploitation and Abuse
SADDD	Sex, Age and Disability Disaggregated Data
SGBV	Sexual and Gender Based Violence
SHEA	Sexual Harassment, Exploitation and Abuse
UNOCHA	UN Office for the Coordination of Humanitarian Affairs
HRBA	Human Rights Based Approach
UDHR	Universal Declaration of Human Rights
UN	United Nations
UNICEF	United Nations Children's Fund
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNOCHA	United Nations Office for the Coordination of Humanitarian Affairs
UNSCR	United Nations Security Council Resolution
VAWG	Violence Against Women and Girls
WFP	World Food Programme
WHS	World Humanitarian Summit
WLCBP	Women-led community-based protection
WPS	Women, Peace and Security

Annex 2: Human Rights and Legal Framework Relating to Women and Adolescent Girls in Humanitarian Crises

1884 Convention Against Torture Article 1	**Article 1, Paragraph 1** *"For the purposes of this Convention, the term "torture" means any act by which severe pain or suffering, whether physical or mental, is intentionally inflicted on a person for such purposes as obtaining from him or a third person information or a confession,* **punishing him for an act he or a third person has committed or is suspected of having committed, or intimidating or coercing him or a third person***, or for any reason based on discrimination of any kind, when such pain or suffering is inflicted by or at the instigation of or with the consent or acquiescence of a public official or other person acting in an official capacity. It does not include pain or suffering arising only from, inherent in or incidental to lawful sanctions."*
1948 Declaration of Human Rights, Article 16	*"(1) Men and women of full age, without any limitation due to race, nationality or religion, have the right to marry and to found a family. They are entitled to equal rights as to marriage, during marriage and at its dissolution. (2) Marriage shall be entered into only with the free and full consent of the intending spouses. (3) The family is the natural and fundamental group unit of society and is entitled to protection by society and the State."*
1949 Geneva Convention (IHL), Article 27	*"Women shall be especially protected against any attack on their honour, in particular against rape, enforced prostitution or any form of indecent assault."*
1956 Supplementary convention on the abolition of slavery, the slave trade, and the institutions and practices similar to slavery, Article 1 and Article 6	The supplementary convention does not specifically mention rape and sexual assault, in some articles it can be related to early marriage and to Sexual Slavery, Involvement in pornography and commercial sex work. The articles pertaining to early marriage are explored in the early marriage module.
	Article 1 *"(d) Any institution or practice whereby a child or young person under the age of 18 years, is delivered by either or both of his natural parents or by his guardian to another person, whether for reward or not, with a view to the exploitation of the child or young person or of his labour."*
	Article 6 *"The act of enslaving another person or of inducing another person to give himself or a person dependent upon him into slavery, or of attempting these acts, or being accessory thereto, or being a party to a conspiracy to accomplish any such acts, shall be a criminal offence under the laws of the States Parties to this Convention and persons convicted thereof shall be liable to punishment."*
1979 Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)	Each article in this convention provides an overview of how to achieve gender equality and outlines commitments to be made by states. It looks at specific issues related to denial of resources, opportunities and services, including education (article 10), Representation (Article 8), Employment (Article 11), and Health (Article 12).
	"1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women: (a) The same right to enter into marriage; (b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent; (c) The same rights and responsibilities during marriage and at its dissolution; (d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount; (e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights; (f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount; (g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation; (h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration. 2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory."

1989 Convention on the Rights of the Child, Article 19, Article 34, Article 35, Article 39	**Article 19, Paragraph 1** *"States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child."*
	Article 34 *"States Parties undertake to protect the child from all forms of sexual exploitation and sexual abuse. For these purposes, States Parties shall in particular take all appropriate national, bilateral and multilateral measures to prevent:*
	(a) The inducement or coercion of a child to engage in any unlawful sexual activity; (b) The exploitative use of children in prostitution or other unlawful sexual practices; (c) The exploitative use of children in pornographic performances and materials."
	Article 35 *"States Parties shall take all appropriate national, bilateral and multilateral measures to prevent the abduction of, the sale of or traffic in children for any purpose or in any form."*
	Article 39 *"States Parties shall take all appropriate measures to promote physical and psychological recovery and social reintegration of a child victim of: any form of neglect, exploitation, or abuse; torture or any other form of cruel, inhuman or degrading treatment or punishment; or armed conflicts. Such recovery and reintegration shall take place in an environment which fosters the health, self-respect and dignity of the child."*
	In addition, the following optional protocols were added in 2000 and relate directly to the issue of rape and sexual assault: Optional protocol to the CRC on the sale of children, child prostitution and child pornography, 2000 and Optional protocol to the CRC on the involvement of children in armed conflict, 2000
1992 CEDAW General Recommendation No.19 on Violence Against Women, Paragraph 7 and Paragraph 16	**Paragraph 7** *"Gender-based violence, which impairs or nullifies the enjoyment by women of human rights and fundamental freedoms under general international law or under human rights conventions, is discrimination within the meaning of article 1 of the Convention. These rights and freedoms include: The right to life; The right not to be subject to torture or to cruel, inhuman or degrading treatment or punishment; The right to equal protection according to humanitarian norms in time of international or internal armed conflict; The right to liberty and security of person; The right to equal protection under the law; The right to equality in the family; The right to the highest standard attainable of physical and mental health; The right to just and favourable conditions of work."*
	Article 7, Paragraph 1 *"For the purpose of this Statute, 'crime against humanity' means any of the following acts when committed as part of a widespread or systematic attack directed against any civilian population, with knowledge of the attack: Murder; Extermination; Enslavement; Deportation or forcible transfer of population; Imprisonment or other severe deprivation of physical liberty in violation of fundamental rules of international law; Torture; Rape, sexual slavery, enforced prostitution, forced pregnancy, enforced sterilization, or any other form of sexual violence of comparable gravity; Persecution against any identifiable group or collectivity on political, racial, national, ethnic, cultural, religious, gender as defined in paragraph 3, or other grounds that are universally recognised as impermissible under international law, in connection with any act referred to in this paragraph or any crime within the jurisdiction of the Court; Enforced disappearance of persons; The crime of apartheid; Other inhumane acts of a similar character intentionally causing great suffering, or serious injury to body or to mental or physical health."*
	Paragraph 16 *"Wars, armed conflicts and the occupation of territories often lead to increased prostitution, trafficking in women and sexual assault of women, which require specific protective and punitive measures."*
1993 Vienna Declaration and Programme of Action	Outlines Governmental responsibility to prevent and respond to human rights abuses against women - whether in the home or in the public sphere.

1999 UN Security Council Resolution 1261 (Children and Armed Conflict), Paragraph 2 and 10	**Paragraph 2** *"Strongly condemns the targeting of children in situations of armed conflict, including killing and maiming, sexual violence, abduction and forced displacement, recruitment and use of children in armed conflict in violation of international law, and attacks on objects protected under international law, including places that usually have a significant presence of children such as schools and hospitals, and calls on all parties concerned to put an end to such practices;"*
	Paragraph 10 *"Urges all parties to armed conflicts to take special measures to protect children, in particular girls, from rape and other forms of sexual abuse and gender-based violence in situations of armed conflict and to take into account the special needs of the girl child throughout armed conflicts and their aftermath, including in the delivery of humanitarian assistance;"*
2000 UN Security Council Resolution 1314 (Children and Armed Conflict), Paragraph 13	**Paragraph 13** *"Underlines the importance of giving consideration to the special needs and particular vulnerabilities of girls affected by armed conflict, including, inter alia, those heading households, orphaned, sexually exploited and used as combatants, and urges that their human rights, protection and welfare be incorporated in the development of policies and programmes, including those for prevention, disarmament, demobilization and reintegration;"*
2000 UN Security Council Resolution 1325 on Women, Peace and Security, Paragraph 10 and Paragraph 11	**Paragraph 10** *"Calls on all parties to armed conflict to take special measures to protect women and girls from gender-based violence, particularly rape and other forms of sexual abuse, and all other forms of violence in situations of armed conflict;"*
	Paragraph 11 *"Emphasizes the responsibility of all States to put an end to impunity and to prosecute those responsible for genocide, crimes against humanity, and war crimes including those relating to sexual and other violence against women and girls, and in this regard stresses the need to exclude these crimes, where feasible from amnesty provisions;"*
2001 UN Security Council Resolution 1379 (Children and Armed Conflict), Paragraph 8 and 102	**Paragraph 8** *"Calls upon all parties to armed conflict to:(c) Take special measures to promote and protect the rights and meet the special needs of girls affected by armed conflict, and to put an end to all forms of violence and exploitation, including sexual violence, particularly rape;"*
	Paragraph 10 *"Requests the Secretary-General to:(d) Ensure that the special needs and particular vulnerabilities of girls affected by armed conflict, including those heading households, orphaned, sexually exploited and used as combatants, are duly taken into account in the design of development assistance programmes, and that adequate resources are allocated to such programmes;"*
2003 UN Secretary General's Bulletin on special measures for protection from sexual exploitation and sexual abuse	Defined sexual exploitation and sexual abuse for UN personnel and outlined rules and regulations within the UN and for implementing partners relating to this.
2004 UN Security Council Resolution 1539 (Untitled), Article 1	Article 1 "Strongly condemns the recruitment and use of child soldiers by parties to armed conflict in violation of international obligations applicable to them, killing and maiming of children, rape and other sexual violence mostly committed against girls, abduction and forced displacement, denial of humanitarian access to children, attacks against schools and hospitals as well as trafficking, forced labour and all forms of slavery and all other violations and abuses committed against children affected by armed conflict;"
2005 UN Security Council Resolution 1612 on Children and Armed Conflict	Implements the monitoring and reporting mechanism on children and armed conflict and the use of child soldiers, including monitoring and reporting sexual violence.

2006 UN Security Council Resolution 1674 on Protection of Civilians, Paragraph 19	Torture, sexual violence, violence against children, recruitment of children into armed forces and groups, trafficking of humans, forced displacement and denial of humanitarian aid were condemned in this Security Council resolution.
	Paragraph 19 *"Condemns in the strongest terms all sexual and other forms of violence committed against civilians in armed conflict, in particular women and children, and undertakes to ensure that all peace support operations employ all feasible measures to prevent such violence and to address its impact where it takes place;"*
2006 Convention on the rights of people with disabilities, Article 25	**Article 25 (a)** *"Provide persons with disabilities with the same range, quality and standard of free or affordable health care and programmes as provided to other persons, including in the area of sexual and reproductive health and population-based public health programmes;"*
2007 Yogyakarta Principles Principle 9, Principle 18	**Principle 9 Right to treatment with humanity while in detention** *"Everyone deprived of liberty shall be treated with humanity and with respect for the inherent dignity of the human person. Sexual orientation and gender identity are integral to each person's dignity. States shall: Ensure that placement in detention avoids further marginalising persons on the basis of sexual orientation or gender identity or subjecting them to risk of violence, ill-treatment or physical, mental or sexual abuse;"*
	Principle 18 Right to protection from medical abuses *"No person may be forced to undergo any form of medical or psychological treatment, procedure, testing, or be confined to a medical facility, based on sexual orientation or gender identity. Notwithstanding any classifications to the contrary, a person's sexual orientation and gender identity are not, in and of themselves, medical conditions and are not to be treated, cured or suppressed. States shall: Take all necessary legislative, administrative and other measures to ensure full protection against harmful medical practices based on sexual orientation or gender identity, including on the basis of stereotypes, whether derived from culture or otherwise, regarding conduct, physical appearance or perceived gender norms; [...] Ensure that any medical or psychological treatment or counselling does not, explicitly or implicitly, treat sexual orientation and gender identity as medical conditions to be treated, cured or suppressed."*
2008 UN Security Council Resolution 1820 and 1888 on Women, Peace and Security	**Paragraph 1** *"The report provides an analytical framing of conflict-related sexual violence to inform practice; updates on situations on the agenda of the Council, including, where available, information about parties suspected of engaging in patterns of sexual violence; progress made by the United Nations system in implementing the resolutions, including measures to improve the collection of information; and recommendations aimed at enhanced response. The need to strengthen systems and approaches is underscored by the collective inability of the international community and national authorities to prevent atrocities such as the mass rapes perpetrated in the eastern Democratic Republic of the Congo late in July and in August, which provoked unprecedented public outrage."*
2009 UN Security Council Resolution 1882 on Women, Peace and Security	Resolution 1882 is a follow-up to and reinforcement of Security Council Resolution 1612 (2005), condemning the use of children in armed conflict, and asking member states to respect resolutions against the use of children in armed conflict. It also highlights the issue of rape and sexual violence and calls upon states to halt such violations and strengthens the monitoring and reporting mechanisms established in Resolution 1612 in relation to sexual violence.
2009 UN Security Council Resolution 1889 on Women, Peace and Security	Mandates peacekeeping missions to protect women and girls from sexual violence in armed conflict.
2010 UN Security Council Resolution 1960 on Women, Peace and Security	Security Council Resolution 1960 reinforces and follows up on previous women, peace and security SCRs. It also advocates that the processes outlines in previous security council resolutions are expedited and practical implementation of the SCRs is advanced.

2013 UN Security Council Resolution 2106 on Women, Peace and Security	Security Council Resolution 2106 focuses on operationalising current obligations rather than on creating new structures/initiatives. It includes language on women's participation in combating sexual violence and supports recourse to avenues of justice.
2013 UN Security Council Resolution 2122 on Women, Peace and Security	Security Council Resolution 2122: explicitly affirms an "integrated approach" to sustainable peace; sets out concrete methods for combating women's participation deficit; recognises the need to address root causes of armed conflict and security risks faced by women; calls for the provision of multi-sectoral services to women affected by conflict; links disarmament and gender equality.
2015 UN Security Council Resolution 2242 on Women, Peace and Security	Security Council Resolution 2242: encourages assessment of strategies and resources in regards to the implementation of the Women, Peace and Security Council Resolutions; highlights the importance of collaboration with civil society; calls for increased funding for gender-responsive training, analysis and programmes; urges gender as a cross-cutting issue within the Counter-violent Extremism/Counter-terrorism Agendas; recognises the importance of integrating Women Peace and Security across all country situations.

Endnotes

1. COFEM (2017) “Finding the balance between scientific and social change goals, approaches and methods,” Feminist Perspectives on Addressing Violence Against Women and Girls Series, Paper No. 3, Coalition of Feminists for Social Change, page 1.

2. IASC (1999) Protection of Internally Displaced Persons. Inter-Agency Standing Committee Policy Paper. The definition was originally adopted by a workshop of the International Committee of the Red Cross (ICRC) on protection in 1999.

3. This paragraph draws on the Inter-Agency Standing Committee’s (IASC) Policy on Protection in Humanitarian Action, 2013, http://www.globalprotectioncluster.org/_assets/files/tools_and_guidance/IASC%20Guidance%20and%20Tools/iasc-policy-on-protection-in-humanitarian-action.pdf. See also the Global Protection Cluster in relation to protection mainstreaming, http://www.globalprotectioncluster.org/en/areas-of-responsibility/protection-mainstreaming.html

4. ActionAid (2016) On the Frontline: Catalysing Women’s Leadership in Humanitarian Action; World Humanitarian Summit, (2016) Women and Girls: Catalysing Action to Achieve Gender Equality; IASC (2015) Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action https://gbvguidelines.org/en/ ; UNHCR (2016) SGBV Prevention and Response Training Package. Recent commitments including the British Government’s “Preventing Sexual Violence Initiative”, the multi-stakeholder “Call to Action on Protection from Gender-Based Violence in Emergencies” and the UNHCR “Safe from the Start” initiative have increased specific attention to GBV prevention and response in emergencies.

5. United Nations High Commissioner for Refugees (2015) UNHCR Global Trends 2015 [online] UNHCR. Available at: http://www.unhcr.org/uk/statistics/unhcrstats/576408cd7/unhcr-global-trends-2015.html [Accessed 12 Jun. 2017].

6. UNFPA (2017) World’s Apart: The State of World Population 2017.

7. UN Women Facts and figures: Ending violence against women. See: http://www.unwomen.org/en/what-we-do/ending-violence-against-women/facts-and-figures

8. UN Women (2012) Women’s Participation in Peace Negotiations: Connections Between Presence and Influence, page 3.

9. The Inter-Agency Standing Committee Guidelines for Gender-based Violence Interventions in Humanitarian Settings (2005) first established this requirement, which was reiterated in the revised IASC Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action (2015).

10. UNOCHA Financial Tracking Service. See https://fts.unocha.org/appeals/overview/2010. COFEM (2017) “Funding: Whose priorities?” Feminist Perspectives on Addressing Violence Against Women and Girls Series, Paper No. 4, Coalition of Feminists for Social Change, page 1; and Development Initiatives (2014) Global Humanitarian Assistance Report for 2014, see http://devinit.org/post/gha-report-2014/ Six per cent of all bilateral humanitarian assistance provided between 2008 and 2012 was allocated for combined protection, relief coordination, and support services.

11. United Nations High Commissioner for Refugees (2017). UNHCR Global Trends: Forced Displacement 2015 [Available at: http://www.unhcr.org/uk/statistics/unhcrstats/576408cd7/unhcr-global-trends-2015.html [Accessed 22 June. 2018].

12. See “Call to Action on Protection from Gender-Based Violence in Emergencies: Roadmap 2016-2020” (2015), page 9. Available at: https://reliefweb.int/sites/reliefweb.int/files/resources/Call-to-Action-Roadmap.pdf

13. United Nations Office for the Coordination of Humanitarian Affairs (2015) Financial Tracking Service online. Available at: http://fts.unocha.org (Accessed 12 June 2017). Only three projects were given a 2b gender mark (where the principle purpose of the project is to advance gender equality).

14. OECD (2015) DAC Network on Gender

Equality, Financing UN Security Resolution 1325: Aid in support of gender equality and women's rights in fragile contexts.

15. Global Protection Cluster (2017) Mainstreaming Protection Toolkit, see: https://corehumanitarianstandard.org/

16. ActionAid's commitments related to women's protection under the WHS. See https://www.icvanetwork.org/resources/actionaid-core-commitments-whs

17. COFEM "Finding the balance between scientific and social change goals, approaches and methods", Feminist Perspectives on Addressing Violence Against Women and Girls Series, Paper No. 3, Coalition of Feminists for Social Change, page 1.

18. For example, the findings of the "Local to Global Protection" programme https://www.local2global.info/

19. UNHCR (2016) Guide for Protection in Cash-based interventions, page 4. Search also on the Global Protection Cluster Toolbox on gender, age and diversity. and the protection chapter in the Humanitarian Inclusion Standards

20. 11.6 million refugees, representing some two-thirds of all refugees, were in protracted refugee situations at the end of 2016. Of this number, 4.1 million were in a situation lasting 20 years or more. (UNHCR, 2016).

21. Power is defined as the ability to make decisions. This ability impacts on an individual's influence, control over their lives and others, and the capacity to exercise choice.

22. What Works to Prevent Violence Initiative (2017) No Safe Place: A lifetime of violence for conflict-affected women and girls in South Sudan. https://www.whatworks.co.za/documents/publications/185-no-safe-place-a-lifetime-of-violence-for-conflict-affected-women-and-girls-in-south-sudan-summary-report-2017/file

23. Community is a term used in this manual to primarily refer to locality-based organised or informal groups or networks. It can also refer to communities of interest. Communities can include extended families, friends, neighbours, colleagues, local services, religious institutions, media, academics, unions and local charities.

24. ActionAid's Human Rights Based Approach (HRBA) Resource Book

25. The Core Humanitarian Standard https://corehumanitarianstandard.org/ draws together key elements of existing humanitarian standards and commitments. These include: The Code of Conduct for The International Red Cross and Red Crescent Movement and NGOs in Disaster Relief; The 2010 HAP Standard in Accountability and Quality Management; People In Aid Code of Good Practice in the Management and Support of Aid Personnel; The Sphere Handbook Core Standards and the Humanitarian Charter; The Quality Compass; and The OECD DAC Criteria for Evaluating Development and Humanitarian Assistance.

26. The principle of neutrality has not been included in the CHS. In the humanitarian context, neutrality is defined as not taking sides in hostilities or engaging in controversies of a political, racial, religious or ideological nature. Many humanitarian organisations that actively engage in both advocacy related to justice and humanitarian action do not believe that they are able to fully adhere to this principle. Other actors who are not primarily humanitarian organisations but undertake humanitarian action may not be able to because of their mandate.

27. Global Protection Cluster (2017) Mainstreaming Protection Toolkit, see https://corehumanitarianstandard.org/

28. See Oxfam (2017) "Institutionalising Gender in Emergencies: Bridging Policy and Practice in the Humanitarian System" in Training Manual: Gender Leadership in Humanitarian Action, pages 121-122.

29. Adapted from Oxfam (2009) Improving the Safety of Civilians: A Protection Training Pack and UNICEF (2005) Core Commitments for Children in Emergencies, cited ActionAid (2010) Safety with Dignity, page 19.

30. See "Addressing the needs of adolescent girls in humanitarian settings," page 1: Report: Addressing the needs of adolescent girls in humanitarian settings: A meeting co-hosted by CIFF, UNFPA and WHO in 2018.

31. This section draws from: Global Protection Cluster (2014) Protection Mainstreaming Training Package.

32. VOICE Out Loud Newsletter (2017) "Exploring the Humanitarian-Development Nexus," November 2017, Issue 26.

33. World Humanitarian Summit (2016) "Changing People's Lives: From Delivering Aid to Ending Need." Core Responsibility Four of the Agenda for Humanity.

34. OECD (2017) "Humanitarian Development Coherence," The Commitments into Action series. See also the "Grand Bargain" goal to "Enhance engagement between humanitarian and development actors," https://www.agendaforhumanity.org/initiatives/3861

35. See ActionAid (2016) Women's Rights/ Feminism and HRBA Training of Trainers Manual, page 18 for more information of intersectionality core concept.

36. Handicap International (2015) Disability in Humanitarian Context: Views from affected people and field organisations. Available from http://reliefweb.int/sites/reliefweb.int/files/resources/_Handicap_International__Disability_in_humanitarian_context.pdf

37. United Nations Office for the Coordination of Humanitarian Affairs (2016) "Leaving no one behind: Humanitarian effectiveness in the age of the sustainable development goals," OCHA Policy and Studies Series.

38. ActionAid (2016) On the Front Line: Catalysing Women's Leadership in Humanitarian Action, page 13.

39. Protection rights and obligations can also be found in national laws, regional instruments and soft law instruments such as the UN Guiding Principles on Internal Displacement. See the UNHCR and International Protection (2006) Protection Induction Programme Handbook, "The Legal Framework," Chapter 3: http://www.unhcr.org/44b500902.pdf

40. Adopted in October 2000, UN Security Council Resolution 1325 was followed by six additional Resolutions (1820, 1888, 1889, 1960, 2106 and 2122). From "Call to Action on Protection from Gender-based Violence in Emergencies. Road Map 2016-2020" (2015), page 45.

41. "Call to Action on Protection from Gender-based Violence in Emergencies. Road Map 2016-2020" (2015).

42. See the UNHCR and International Protection (2006) Protection Induction Programme Handbook, "The Legal Framework," Chapter 3: http://www.unhcr.org/44b500902.pdf

43. Adapted from ActionAid (2010) Safety with Dignity, pages 30-31.

44. COFEM (2017) "Eclipsed: When a broad protection agenda obscures the needs of women and girls," Feminist Perspectives on Addressing Violence Against Women and Girls Series, Paper No. 5, Coalition of Feminists for Social Change, page 2.

45. This section is drawn from "Call to Action on Protection from Gender-Based Violence in Emergencies. Road Map 2016-2020 (2015), page 28 onwards.

46. https://www.humanitarianresponse.info/en/about-clusters/what-is-the-cluster-approach

47. Call to Action on Protection from Gender-Based Violence in Emergencies. Road Map 2016-2020 (2015) 'The Gender-Based Violence Area of Responsibility (GBV AoR), co-led by UNFPA and UNICEF, is part of the Global Protection Cluster. It is a global working group for coordinating prevention and response to GBV in humanitarian settings. The group brings together NGOs, UN agencies, academics, and others with the shared aim of ensuring more predictable, accountable, and effective approaches to GBV prevention and response,' page 27.

48. https://www.humanitarianresponse.info/programme-cycle

49. Women's rights particularly important to protection and resilience building include: (a) the right to life, liberty and personal security, including bodily integrity such as freedom from violence; (b) the right to social security, including a social protection floor; and (c) the right to adequate living standards, safe housing and schools, food, water, livelihoods, and a sustainable environment. Individual women and their organisations are

becoming aware of the 'power within' them to challenge inherited ways of thinking, assumptions and biases, as well as recognising and negotiating power structures.

50. See "Shifting the Power Project: Introduction to the humanitarian capacity self-assessment process," implemented by a consortium of six INGOs, ActionAid, CAFOD, Christian Aid, Concern, Oxfam and Tearfund.

51. CBM International (2018) Humanitarian inclusion standards for older people, pages 20-21. See: Humanitarian Inclusion standards for older people and people with disabilities

52. This section draws on the CARE Gender in Emergencies Guidance Note, "Preparing Rapid Gender Analysis."

53. Information is widely available via websites such as www.reliefweb.int and www.humanitarianresponse.info. Other sources include: Country census data; the humanitarian response plan and cluster systems; national demographic health surveys; United Nations, Department of Economic and Social Affairs, Population Division; Websites: data.humdata.org/organisation/unhcr; genderindex.org; indexmundi.com, humanitarianresponse.info; The World Bank. In addition, regularly read humanitarian bulletins, information sent from clusters, in particular the Protection Cluster/working group and the GBV Sub-cluster/working group.

54. Inter-Agency Standing Committee (2007) Inter-Agency Guidelines on Mental Health and Psychosocial Support in Emergency Settings. IASC MHPSS Guidelines

55. Inter-Agency Standing Committee (2007) Inter-Agency Guidelines on Mental Health and Psychosocial Support in Emergency Settings, pages 9-13. IASC MHPSS Guidelines

56. World Health Organization & United Nations High Commissioner for Refugees (2012) Assessing Mental Health and Psychosocial Needs and Resources: Toolkit for Humanitarian Settings. .

57. Inter-Agency Standing Committee (2007) Inter-Agency Guidelines on Mental Health and Psychosocial Support in Emergency Settings, pages 11-12. See IASC MHPSS Guidelines

58. Inter-Agency Standing Committee (2007) Inter-Agency Guidelines on Mental Health and Psychosocial Support in Emergency Settings, page 12. See IASC MHPSS Guidelines

59. GBV AoR (2010) "Section one: GBV BASICS and how they relate to GBV COORDINATION," Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings, page 13. See Handbook for Coordinating Gender-based Violence Interventions in Humanitarian Settings

60. UN Women (2011) Campaigns to End Violence against Women and Girls. See http://www.endvawnow.org/uploads/modules/pdf/1342724232.pdf

61. For an example of a checklist, please see UN Women (2011) Campaigns to End Violence against Women and Girls. See page 38, 'essential checklist.'

62. UNCHR (2016) SGBV Prevention and Response Training Package.

63. ActionAid (2013) Women's Rights and HRBA Training Curriculum.

64. Raising Voices (2008) SASA! An Activist Kit for Preventing Violence against Women and HIV. See SASA! Activist Kit

65. L. Michau (2007) Approaching old problems in new ways: community mobilisation as a primary prevention strategy to combat violence against women. Gender and Development, Vol, 15, No.1, page 99.

66. L. Michau (2007) Approaching old problems in new ways: community mobilisation as a primary prevention strategy to combat violence against women. Gender and Development, Vol, 15, No.1.

67. https://www.agendaforhumanity.org/core-commitments

68. .N.Tamaru and M. O'Reilly (2018) How Women Influence Constitution Making after Conflict and Unrest. Inclusive Security.

69. ActionAid (2016) On the Frontline: Catalysing Women's Leadership in Humanitarian Action, page 30.

70. Rape and sexual assault in this form can be in exchange for: ration cards; food and water; oil; fuel; medicine; health services; social services, livelihood opportunities; plastic sheeting or shelter; transport; education and educational supplies; scholarships; referrals to other services; resettlement; grants and loans. This is not an exhaustive list.

71. Save the Children Fund (2008) No one to turn to: The under-reporting of child sexual exploitation and abuse by aid workers and peacekeepers, page 1. See: No One to Turn To, The under-reporting of child sexual exploitation and abuse by aid workers and peacekeepers

72. The most recent UN Security Council Resolution (2272) relating to peacekeepers as perpetrators can be accessed here: http://www.refworld.org/docid/56e915484.html and the Prevention of Sexual Exploitation and Abuse Task Team website can be accessed here: http://www.pseataskforce.org/ for further information.

73. IASC (2015) Guidelines for Gender-Based Violence Interventions in Humanitarian Settings, page 14.

74. Global Protection Cluster "Protection Mainstreaming." See http://www.globalprotectioncluster.org/themes/protection-mainstreaming/

75. See http://www.spherehandbook.org/en/protection-principle-1-avoid-exposing-people-to-further-harm-as-a-result-of-your-actions/

76. J. Steets, A. Binder, and S.Foran (2013) Gender-Age Marker. Toolkit. European Commission.

77. ActionAid PSEA policy.

78. Save the Children Fund (2008) No one to turn to: The under-reporting of child sexual exploitation and abuse by aid workers and peacekeepers, pages 12-14.

79. Taken from: http://www.gbvims.org/

80. UNCHR (2016)SGBV Prevention and Response Training Package.

81. Gender-Based Violence AoR (2010) "Module 2, Introduction to Gender-based Violence." Caring for Survivors of Sexual Violence in Emergencies. Training Package.

82. This paragraph is taken from the UNCHR (2016) SGBV Prevention and Response Training Package. At the global level, the GBV Area of Responsibility (AoR) provides information and resources relevant to GBV, Standard Operating Procedures and referral pathways.

83. If ActionAid or a partner organisation is making the referral, consent or permission must be in writing.

84. UNHCR and IRC (2015) Integrating Cash Transfers into Gender-based Violence Programs in Jordan: Benefits, Risks and Challenges. See: http://www.cashlearning.org/downloads/erc-irc-action-research-web.pdf

85. WFP and UNHCR (2013) Examining Protection and Gender in Cash and Voucher Transfers. See: http://www.cashlearning.org/downloads/wfp-unhcr-examining-protection-and-gender-in-cash-and-voucher-transfers.pdf

86. Six studies looked at marriage, with five yielding significant results. Three of these indicated delayed marriage in the treatment group (by 1.5 years at one estimate (Alam and Baez, 2011), one yielded results which differed by gender, and one suggested that the intervention actually incentivised marriage (Honduras's PRAF, analysed by Stecklov and colleagues).

87. UNHCR and IRC (2015) Integrating Cash Transfers into Gender-based Violence Programs in Jordan: Benefits, Risks and Challenges. In this report it was found that communities repay loans from friends or family, as well as to landlords and shopkeepers, to whom many have debts. Focus group participants said that this increases trust and the potential to access future loans. It also enables them to reciprocate favours with friends and neighbours and strengthens relationships. They are also able to buy gifts in order participate in important social occasions when they would not feel comfortable otherwise. Decreased stress and depression as a result of pressing financial concerns encouraged beneficiaries to socialise with their friends and neighbours, which in turn, can also have positive psychosocial outcomes.

88. Evidence from a large meta evaluation conducted by ODI: https://www.odi.org/sites/odi.

org.uk/files/resource-documents/11316.pdf

89. See R. Jewkes and R. Morrell and M. Hunter in E. Fulu, A. Kerr-Wilson and J. Lang (2014) What works to prevent violence against women and girls? Evidence Review of interventions to prevent violence against women and girls. Medical Research Council, Pretoria, South Africa, p.11. See: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/337615/evidence-review-interventions-F.pdf

90. http://www.cashlearning.org/resources/tools#Selection%20of transfer mechanism

91. The Oxfam 48 Hour Assessment Tool is a good starting point. See: http://fscluster.org/programme-quality-working-group/document/oxfam-48-hour-assessment-tool-0

92. However, in some locations such as Niger and DRC, up to 50% of women have never had an access to a phone. Women on average are 14% less likely to own a mobile phone than men (for example, in South Asia 38%, DRC 33%), highlighting that the gender gap in mobile phone ownership is wider in certain parts of the world. Cost is the most important barrier overall to owning and using a mobile phone, particularly for women who often have less financial independence. Phones can be as cheap as 7USD in developing countries. Lowering costs (such as in handset prices) will disproportionately benefit women and help to increase both access and usage. ActionAid should advocate for this.

93. This analysis draws on the UNHCR Guide for Protection in Cash-based Interventions (2015).

94. UNHCR and IRC (2015) Integrating Cash Transfers into Gender-based Violence Programs in Jordan: Benefits, Risks and Challenges

95. Women's Refugee Commission (2014) A Double-edged Sword: Livelihoods in Emergencies. See: https://www.womensrefugeecommission.org/resources/download/1046

96. This section draws on ActionAid (2013) "Section 7.5 Livelihoods in emergencies." Emergency Preparedness and Response Handbook: Saving lives and protecting rights. See: http://eprhandbook.actionaid.org/section7/livelihoods-in-emergencies/

97. Women's Refugee Commission (2014) A Double-edged Sword: Livelihoods in Emergencies.

98. This is adapted from IASC (2018) Gender Handbook for Humanitarian Action, "Possible questions for a gender analysis specific to livelihood," page 257.

99. Women's Refugee Commission (2014) A Double-edged Sword: Livelihoods in Emergencies.

100. Oxfam (2017) Training Manual: Gender Leadership in Humanitarian Action.

101. Women's Refugee Commission (2014) A Double-edged Sword: Livelihoods in Emergencies.

102. ActionAid (2016) Women's Rights/Feminism and HRBA Training of Trainers Manual, page 58. Available to be accessed internally by ActionAid staff.

103. Participatory tools that can be adapted for MEL with women can be found here http://www.networkedtoolbox.com/

104. ActionAid Research Signature can be accessed internally by ActionAid staff.

105. Unless otherwise noted, the definitions are drawn from ActionAid (2010) Safety with Dignity or ActionAid (2016) Resilience Handbook.

106. United Nations (1993) The UN Declaration on the Elimination of Violence Against Women (DEVAW). See: http://www.un.org/womenwatch/daw/vaw/v-overview.htm

107. Global Protection Cluster. "Protection Mainstreaming."

108. UNCHR (2016) SGBV Prevention and Response Training Package.

109. Oxfam (2017) Training Manual: Gender Leadership in Humanitarian Action.

110. United Nations (1993) United Nations Declaration on the Elimination of Violence Against Women (DEVAW).

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ActionAid is a global movement of people working together to achieve greater human rights for all and defeat poverty.

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