ACCOUNTABILITY FRAMEWORK
FOR THE
INTER-AGENCY STANDING COMMITTEE POLICY ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN HUMANITARIAN ACTION

2018-2022

A. PURPOSE AND RATIONALE

The Inter-Agency Standing Committee (IASC) Policy on Gender Equality and the Empowerment of Women and Girls (GEEWG) in Humanitarian Action guides the IASC to make gender equality core to its humanitarian action. It lays out measures for the IASC at global and field level to integrate gender equality and the empowerment of women and girls into all its preparedness, response and recovery efforts. This Accountability Framework accompanies the Policy, as it is designed to assist the IASC hold itself accountable for its implementation. It focuses on the collective actions of the IASC vis-à-vis GEEWG. It defines the monitoring of the collective performance of the IASC on standards defined in the Policy, as well as the performance of IASC bodies with regards to fulfilling their roles and responsibilities listed in the Policy. It further establishes reporting facilities and ways of information-sharing in order to foster closer coordination and cooperation among IASC bodies and Members and Standing Invitees. The overall aims of the Accountability Framework are the monitoring of collective actions to promote GEEWG; to help the IASC to prioritize better in regards to GEEWG; the development of a 'shared agenda' on GEEWG; and to further foster a culture of accountability within the IASC in regards to the promotion of gender equality issues.

In most of the IASC Members and Standing Invitees, the implementation of rules and policies is based on rigorous organizational accountability systems. However, since the nature of the IASC is that of an umbrella organization, the IASC does not have its own accountability system to ensure the implementation of collective policies and other commitments. This means there are limited organizational control mechanisms that can be used to monitor the implementation of the Gender Policy. This Accountability Framework has been designed to strengthen the collective performance of the IASC vis-a-vis the Policy. However, individual Members and Standing Invitees are encouraged to adopt the Policy in their organizations as well. The Framework was initially mandated by the IASC in 2008, to accompany the IASC Gender Equality in Humanitarian Action Policy Statement, but had never been drafted. The 2015 Evaluation of the 2008 Policy Statement recommended the development of such a Framework.

There are extensive ongoing monitoring activities that assess gender mainstreaming in field-level humanitarian programming (the IASC Gender Marker); monitor gender equality measures in all UN entities (UN SWAP); assess 'gender equality' performance of UN Country Teams (the UNDG 'Gender score Cards'); or assess related issues that feed into gender equality results (e.g. the Rapid Cluster Accountability Review of the Accountability to Affected Populations Tools). This Accountability Framework should act as an overall umbrella, and further enable the establishment of country-level Accountability Frameworks. It is at the country level where effectiveness and impacts can be measured, and where the IASC can not only show that it fulfills its commitments, but also that it is effective in what it does. It is therefore strongly suggested that adequate support mechanisms are established that can ensure the implementation of the Policy at the country level, and that country-level Gender Accountability Frameworks are developed.

This Accountability Framework does not add additional burden of data collection on IASC Bodies and Members and Standing Invitees. A newly established monitoring and reporting desk ('Gender Desk') will work with IASC Bodies in collecting the necessary data. It also does not duplicate data collection from other reporting systems, but draws on existing data where applicable.

B. LINES OF AUTHORITY AND ACCOUNTABILITY

The IASC Principals have the overall responsibility for, and accountability towards the implementation of the Policy, including encouraging the integration of gender equality and the empowerment of women and girls in all aspects of the IASC's work. They will have direct authority vis-à-vis the IASC Working Group, the Humanitarian Coordinators and the Emergency Directors Group (EDG).[1]

The IASC Working Group will hold IASC reference groups and task teams accountable and ensure that all IASC outputs address the commitments and requirements for effective GEEWG programming.

The EDG will advise the Emergency Relief Coordinator and the IASC Principals - and in support of the HCs and HCTs - on how to integrate GEEWG into humanitarian operations in order to ensure more effective and cost-efficient humanitarian response and work towards gender equality. In addition, the EDGs are accountable for the implementation of the policy by the global clusters.

The Global Cluster Leads provide guidance to the clusters at country level on how to integrate evidence-based and measurable gender equality into the planning and programming of the coordinated response and collective outcome effort, particularly in view of the New Way of Working. They also work to develop the capacity and expertise of cluster actors to incorporate gender equality in cluster programmes and other efforts.
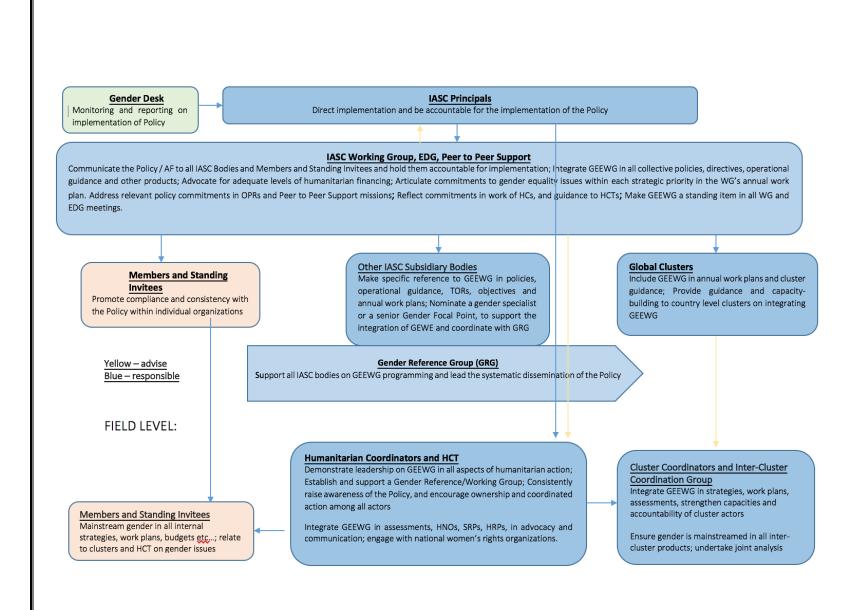
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[1] Please note that IASC Bodies and Structures are currently under review and may be subject to change.

The Gender Reference Group (GRG) will support the IASC Bodies in the implementation of the policy. Members of the GRG will further champion the Policy in their various organizations and create awareness for its implementation.

The Humanitarian Coordinators ensure the implementation of the Policy through their Humanitarian Country Teams (HCT) and cluster/sector leads by demonstrating leadership on GEEWG in all aspects of the planning and programming of humanitarian action.

A Gender Desk – with a location to be determined - will be tasked with the responsibility for the key monitoring activities – as laid out below in the logframe - and for production of reporting.

The below chart shows a summary of the roles and responsibilities and the lines of authority and accountability of the different IASC Bodies.

Gender Desk
Monitoring and reporting on implementation of Policy

IASC Principals
Direct implementation and be accountable for the implementation of the Policy

IASC Working Group, EDG, Peer to Peer Support
Communicate the Policy / AF to all IASC Bodies and Members and Standing Invitees and hold them accountable for implementation; Integrate GEEWG in all collective policies, directives, operational guidance and other products; Advocate for adequate levels of humanitarian financing; Articulate commitments to gender equality issues within each strategic priority in the WG's annual work plan. Address relevant policy commitments in OPRs and Peer to Peer Support missions; Reflect commitments in work of HCs, and guidance to HCTs; Make GEEWG a standing item in all WG and EDG meetings.

Members and Standing Invitees
Promote compliance and consistency with the Policy within individual organizations

Other IASC Subsidiary Bodies
Make specific reference to GEEWG in policies, operational guidance, TORs, objectives and annual work plans; Nominate a gender specialist or a senior Gender Focal Point, to support the integration of GEWE and coordinate with GRG

Global Clusters
Include GEEWG in annual work plans and cluster guidance; Provide guidance and capacity-building to country level clusters on integrating GEEWG

Yellow – advise
Blue – responsible

Gender Reference Group (GRG)
Support all IASC bodies on GEEWG programming and lead the systematic dissemination of the Policy

FIELD LEVEL:

Humanitarian Coordinators and HCT
Demonstrate leadership on GEEWG in all aspects of humanitarian action; Establish and support a Gender Reference/Working Group; Consistently raise awareness of the Policy, and encourage ownership and coordinated action among all actors

Integrate GEEWG in assessments, HNOs, SRPs, HRPs, in advocacy and communication; engage with national women's rights organizations.

Cluster Coordinators and Inter-Cluster Coordination Group
Integrate GEEWG in strategies, work plans, assessments, strengthen capacities and accountability of cluster actors

Ensure gender is mainstreamed in all inter-cluster products; undertake joint analysis

Members and Standing Invitees
Mainstream gender in all internal strategies, work plans, budgets etc...; relate to clusters and HCT on gender issues

C. PERFORMANCE MONITORING

Reporting on the implementation of the Policy captures, monitors, and measures the performance of the IASC Bodies as per their roles and responsibilities in the Policy; and measures whether the key standards laid out in the policy are implemented at global and field level. It allows to show progress in the implementation of the Policy.

A 'Gender Desk' is tasked with the collection of baseline data, data collection, monitoring and reporting. The Desk is responsible for liaising with all IASC Bodies, as well as other Members and Standing Invitees as necessary, in order to collect data. It hereby will work through the gender specialists / advisers or focal points in the respective Bodies or Members and Standing Invitees. Reporting will take place on an annual basis. Reports are due at the end of each calendar year. In the first year, the Desk commences with the collection of some of the baseline data. It then collects the data for the first monitoring cycle, analyzes the data and drafts an annual report. The draft report is shared with the GRG. While the monitoring function and the drafting of the report sits with the Gender Desk, the GRG will be tasked to discuss key findings and develop recommendations in order to strengthen the implementation of the Gender Policy. The GRG will discuss key findings and develop recommendations for the strengthened implementation of the Gender Policy. Both, the annual report and recommendations for action will be submitted to the Working Group.

The IASC Working Group takes note of the reports and their recommendations and prepares for the implementation of the recommendations. It further submits the reports to the IASC Principals. Here, the Deputy Emergency Relief Coordinator (DERC) is a key recipient of the annual reports. The DERC should review the reports, and then prepare and sign a letter, stating priorities for improvements. The IASC Principals further share the reports with key donors, and all IASC Members and Standing Invitees as well as other relevant bodies via the IASC website.

Monitoring and reporting will be done against two <u>logframes</u>:
1) <u>Logframe for Standards of the Gender Policy</u>, based on data from various sources (see logframe 2), collected by the Gender Desk
2) <u>Logframe for Roles and Responsibilities</u> defined in the Gender Policy, based on the results of a self-assessment and additional data collected by the Gender Desk from other sources (see logframe 1 for details);

The annual self-assessment further allows IASC Bodies to reflect about their performance vis-à-vis the Gender Policy; it will act as a reminder on the indicators of the logframe and on what is expected from each IASC Body.

If issues arise beyond the annual reporting cycle, the Gender Desk can alert the GRG, which can then discuss them in regular meetings and can take note and follow up with the respective Bodies. The GRG can take up important issues or feedback with the IASC Working Group. Furthermore, important issues or recommendations can be brought by the Deputy Emergency Relief Coordinator (DERC) as an agenda item to the Principals level or the Working Group level.

IASC Desk

- collect data
- analyze data
- draft annual report
- share draft report with GRG in order to receive recommendations for improvement

IASC Working Group / EDG / Peer to Peer Support

- receives annual report and recommendations
- act on recommendations of reports

IASC Principals /Deputy Emergency Relief Coordinator (DERC)

- receive annual report
- be responsible for the implementation of the recommendations
- sign letter regarding priorities for improvements

Key Donors and all IASC Bodies and Members and Standing Invitees

- receive report and recommendations

D. REVIEW AND EVALUATION PLAN

After 5 years, an evaluation of the implementation of the Policy will take place. It will be initiated and led by the IASC Gender Desk, in close coordination with the Inter-Agency Evaluation Group (under OCHA).

The review will be implemented by external experts, and will be overseen and coordinated by the IASC Gender Desk and the Inter-Agency Evaluation Group.

The results of the independent review will be shared for comments with the members of the GRG. A final report of the review will be shared with the IASC Principals and all IASC bodies and member agencies. The IASC Principals will carry the overall responsibility for initiating improvements on the basis of review results in the Policy and on the Accountability Framework. The GRG will be responsible for providing support for the implementation of the recommendations and improvements.

Appendix A: Self-Assessment for IASC Bodies

Members of each IASC body are required to score the gender work their body did within a given calendar year. The ranking for the Self-Assessment is as follows:

1 = No	2 = in some way	3 = to a large extent	4 = completely

Body	Self Assessment Question	1 - 4	Explanation for Score
IASC Principals	1. Did all relevant strategies signed off by the Principals in the past year reflect the standards and commitments stated in the IASC Gender Equality and the Empowerment of Women and Girls in Humanitarian Action Policy (the Gender Policy)?		
	2. Did all relevant policies signed off in the past year by the Principals reflect the standards and commitments stated in the Gender Policy?		
	3. Does the endorsed work programme of the IASC reflect the standards, commitments and roles and responsibilities as per the Gender Policy?		

Body	Self-Assessment Question	1 - 4	Explanation for Score
Working Group	4. Do all relevant IASC strategies and policies signed off by the WG in the past year reflect the standards and commitments of the Gender Policy?		
	5. Do all relevant IASC directives, operational guidance and other products signed off by the WG in the past year reflected the standards and commitments of the Gender Policy?		

Body	Self-Assessment Question	1 - 4	Explanation for Score
	6. Have gender concerns been integrated into the strategic priorities of the WG's current work plan?		
	7. Has the WG advocated for adequate levels of humanitarian financing to fully resource GEEWG programming?		
	8. Has the WG advocated for financial support to women's rights organizations in the past year?		
	9. Did the GRG (or its equivalent) have the status and clear tasks assigned to it over in the past year by the WG for it to be an effective technical resource for GEEWG within the IASC and to coordinate the Gender Policy?		
Body	**Self-Assessment Question**	**1 - 4**	**Explanation for Score**
Emergency Director's Group:	1. Has the EDG made efforts in the past year to communicate the Gender Policy to all IASC bodies and member agencies?		
	2. Have all relevant EDG operational guidance over the past year reflected the standards and commitments of the Gender Policy?		
	3. Has gender been addressed in the all Operational Peer Review missions/products of the past year?		
	4. Have GEEWG commitments been fully reflected in the TOR/job descriptions of all HCs?		

Body	Self-Assessment Question	1 - 4	Explanation for Score
	5. Have GEEWG commitments and the policy prescribed roles and responsibilities been reflected in the performance reviews of HCs?		
	6. Has the EDG advocated – in the past year - for adequate levels of humanitarian financing to fully resource GEWGE programming, including support to women's rights organisations?		
Body	**Self-Assessment Question**	**1 - 4**	**Explanation for Score**
Peer to Peer Support:	1. Has the P2P group made efforts in the past year to reflect the Gender Policy in all of its communications IASC bodies and member agencies?		
	2. Has the Gender Policy been integrated into all P2P guidance and other products in the past year?		
	3. Have gender issues been addressed in all Peer to Peer Support Missions over the last year?		
Body	**Self-Assessment Question**	**1 - 4**	**Explanation for Score**
Gender Reference Group (or its equivalent)	1. Did the GRG support all IASC bodies on GEEWG programming over the past year?		
	2. Did the GRG host side-events at global humanitarian themed events, in which the GRG facilitated dialogue between humanitarian actors and women's and youth organizations?		
	3. Did the GRG lead on the systematic dissemination of the IASC Gender Policy throughout the IASC and champion its adoption on an on-going basis?		

Body	Self-Assessment Question	1 - 4	Explanation for Score
Other Subsidiary Bodies	1. Did the subsidiary body integrate gender concerns into the strategic priorities of its current work plan?		
	2. Did the subsidiary body reflect the standards and commitments of the Gender Policy in operational guidance developed over the past year?		
	3. Does the subsidiary body have a nominated gender specialist or a senior gender Focal Point to support the integration of GEEWG in its work?		
	4. Have the subsidiary body coordinated its work with the IASC Gender Reference Group?		
Body	**Self-Assessment Question**	**1 - 4**	**Explanation for Score**
Global Clusters	1. Did the cluster integrate the standards and commitments of the Gender Policy into its strategic priorities for its current work plan?		
	2. Did the cluster reflect the standards and commitments of the Gender Policy in operational guidance developed by over the past year?		
	3. Does the cluster have an appointed Senior Gender Focal Point?		
	4. Did the cluster engage in capacity-strengthening for global cluster members and working groups to incorporate GEEWG into programmes over the last year?		
	5. Did the cluster provide any guidance and capacity-building at the country-level clusters on integrating		

Body	Self-Assessment Question	1 - 4	Explanation for Score
	GEEWG in the planning and implementation of coordinated response efforts?		
Humanitarian Coordinators	1. Did the HC ensure the standards and commitments of the IASC Gender Policy are reflected in all joint funding allocations?		
	2. Did the HC ensured that the standards and commitments of the IASC Gender Policy that GEEWG are reflected in all HCT activities?		
	3. Did the HC ensure a Gender Working Group that informed the work of HCT and clusters was is in place and was adequately consulted?		
	4. Does the HC have an allocated Gender Adviser or a Senior Gender Focal Point to support and enhance the capacity of the HCT?		
	5. Have you established targets for gender parity in the HCT and other operational teams, particularly in surge teams?		
Body	**Self-Assessment Question**	**1 - 4**	**Explanation for Score**
Humanitarian Country Teams	1. Did the HCT ensure that the most recent Humanitarian Needs Overview (or its equivalent) included a gender analysis and the use of sex and age disaggregated data so that it highlighted the specific and differing impact of the ongoing crisis on the affected women, men, girls and boys?		
	2. Did the HCT comprehensively reflect the crisis impact on women and girls in the most recently finalized response plan and funding requests?		

Body	Self-Assessment Question	1 - 4	Explanation for Score
	3. Did the HCT engage over the last year with local women's organisations for better coordination, mutual learning, and enhance integration of GEEWG into the country specific humanitarian response?		
Body	**Self-Assessment Question**	**1 - 4**	**Explanation for Score**
Inter-Cluster Coordination Groups (or their equivalent)	1. Has the gender-coordination group commissioned and coordinated joint participatory gender analysis over the previous year?		
	2. Has the gender-coordination group undertaken a study on the capacity of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on their vulnerabilities?		

Appendix B: Logframe 1 on Standards

Logframe 1 measures in how far the standards all actors have committed to in the Policy have been addressed in joint products or actions.

	Standards as per Gender Policy	Baseline	Indicator	Targets	Year	Source of Data	Notes
Programmes: Analysis Design and Implementation	1. Carry out joint context-specific gender analyses, with the collection of sex and age disaggregated data (SADD), to identify the gender inequalities that lead to different power, vulnerabilities, capacities, voice and participation of diverse women, girls, men and boys, and how these intersect with other inequalities. Use the results of gender analysis to inform humanitarian action at each stage of the HPC	tbd	1.1. 100% of Humanitarian Needs Overviews (HNO) are based on solid gender analysis and sex and age disaggregated data, which identifies gender inequalities that lead to different power, vulnerabilities, capacities, voice and participation of women, girls, men and boys.	80 % 100% 100% 100% 100%	2018 2019 2020 2021 2022	Humanitarian Needs Overviews, Joint Needs Assessments, or other Reports of other joint analytical processes	**Criteria:** 1 Impact statement includes gender (how women, girls, men and boys are affected differently by crisis + the gender dimensions of humanitarian needs (as per the HNO guidance) 2 Population data is SADD – at least 50% of sectors Use HNOs for 2018 for the Baseline report

	2. Use both gender mainstreaming and targeted action for GEEWG in preparedness, response, and recovery. These should be rights-based and gender transformative, meet the specific needs and priorities of women, girls, and men and boys of all backgrounds, and provide them with equitable and safe access to quality assistance and protection services.	tbd	2.1. 80% of Emergency Response Preparedness Plans have consistently mainstreamed gender issues and contain at least one targeted action for GEEWG.	60% 80% 80% 80% 80%	2018 2019 2020 2021 2022	Strategic Response Plans ERPs Rapid assessment tools and reports	Criteria from ERP guidelines: 1 Gender in Situational Risk Analysis 2 Rapid assessment mechanisms include gender and SADD 3 Basic relief assistance package takes gender into account (APA/MPA)
	3. In all sectors adopt strategies that recognize, reduce and redistribute the unpaid care and household responsibilities assigned to women and girls; that safeguard their dignity; and that enable their access to innovative technologies (including information technology)	tbd	3.1. 80% of cluster strategic/operational response plans have adopted strategies that recognize, reduce and redistribute the unpaid care and household responsibilities assigned to women and girls; that safeguard their dignity; and that enable their access to innovative technologies.	60% 80% 80% 80% 80%	2018 2019 2020 2021 2022	Cluster Strategic and/or Operational Response Plans	**Secondary indicator** Main clusters for baseline

4.	Support women's economic empowerment through livelihoods and employment interventions (including cash-based programmes) which are accessible and minimize risk to women and girls.	tbd	4.1. 80% of Humanitarian Response Plans provide support to women's economic empowerment through targeted livelihoods and employment interventions.	60% 80% 80% 80% 80%	2018 2019 2020 2021 2022	Humanitarian Response Plans	
5.	Make specific provision for sexual and reproductive health for women and girls, as well as for men and boys.	tbd	5.1. 100% of Humanitarian Response Plans make specific provision for sexual and reproductive health for women and girls, as well as for men and boys.	80 % 100% 100% 100% 100%	2018 2019 2020 2021 2022	Humanitarian Response Plans	Use MISP (Minimal Initial Service Package) (UNFPA) - STIs - Family planning - GBV
6.	Fulfil the duty of all humanitarian actors to prevent, mitigate and respond to GBV and Sexual Exploitation and Abuse (SEA), through systematic gender mainstreaming that addresses harmful societal and institutional gender norms; supporting national policies;	tbd	6.1. 100% of Humanitarian Response Plans address mitigation and respond to GBV and Sexual Exploitation and abuse.	80 % 100% 100% 100% 100%	2018 2019 2020 2021 2022	Humanitarian Response Plans,	

	adhering to global initiatives such as the Call to Action on Protection from GBV in Emergencies, and the Real-Time Accountability Partnership; and working with men and boys as both potential survivors and perpetrators of GBV.						
	7. Recognise the common goal of the IASC commitments on Accountability to Affected Populations/PSEA, the IASC Policy on Protection in Humanitarian Action (2016), and this Policy, and employ common strategies and plans at country level, for example the use of information and feedback mechanisms which are gender-sensitive.	0	7.1. 100% of Humanitarian Response Plans express strategies/plans for the implementation of the Accountability to Affected Populations/PSEA, the IASC Policy on the Centrality of Protection in Humanitarian Action, and the IASC Gender Policy.	80 % 100% 100% 100% 100%	2018 2019 2020 2021 2022	Humanitarian Response Plans	
Participation and Leadership	8. Collaborate with local, national and	tbd		80%	2018	Written communication	Check with GB Localisation

regional women's rights organisations (including those working to advance WPS), LGBTI and other gender-progressive groups. Invest in their capacities to prevent, prepare for and respond to disasters of all types, resource them financially, and protect the spaces in which they can operate, in support of localisation. Foster common platforms across these actors for the coordination of GEEWG programming. In working with private sector actors, promote IASC gender standards and policies. Tangibly promote the meaningful and safe participation, transformative leadership, and collective action of women and girls of all backgrounds at all stages of	8.1. 100% of humanitarian planning processes have direct consultations of local women's organizations taken place and their inputs have been integrated.	80% 80% 100% 100%	2019 2020 2021 2022	on the drafting of the Humanitarian Response Plan UN Women Country Offices and other informants HNOs and HRPs	Workstream if they have inputs?

regional women's rights organisations (including those working to advance WPS), LGBTI and other gender-progressive groups. Invest in their capacities to prevent, prepare for and respond to disasters of all types, resource them financially, and protect the spaces in which they can operate, in support of localisation. Foster common platforms across these actors for the coordination of GEEWG programming. In working with private sector actors, promote IASC gender standards and policies. Tangibly promote the meaningful and safe participation, transformative leadership, and collective action of women and girls of all backgrounds at all stages of	8.1. 100% of humanitarian planning processes have direct consultations of local women's organizations taken place and their inputs have been integrated.	80% 80% 100% 100%	2019 2020 2021 2022	on the drafting of the Humanitarian Response Plan UN Women Country Offices and other informants HNOs and HRPs	Workstream if they have inputs?

	humanitarian action, also reinforcing similar efforts in conflict prevention, peace building and state building.						
	9. Work with men and boys in achieving the goal of gender equality and the empowerment of women and girls in humanitarian action, and in promoting positive masculinities.	tbd	9.1. 100% of HNOs and HRPs have suggested the relevance of working with men and boys in achieving the goal of gender equality.	80% 80% 80% 100% 100%	2018 2019 2020 2021 2022	HNOs and HRPs	**Secondary Indicator**
Organizational Practices to Deliver on Programme Commitments: Financial Resources	10. Include GEEWG requirements in all formats used by IASC-led coordination and pooled funding mechanisms to apply for, and report on, funding for humanitarian action.	tbd	10.1. 80% of all IASC-led coordination and pooled funding mechanisms include GEEWG requirements	60% 60% 80% 80% 80%	2018 2019 2020 2021 2022	Financial Tracking System, IASC-led budgets, country-level joint funding mechanisms	
Human Resources	11. Strengthen human resources for the implementation of GEEWG commitments through the following (a) deploy gender advisory expertise in all	Tbd	11.1. 80% of all IASC managed country contexts have appointed senior Gender Focal Points for programme support	60% 60% 80% 80% 80%	2018 2019 2020 2021 2022	IASC Secretariat	

teams and IASC bodies, including surge staff, and deploy IASC GenCap advisors as necessary (b) achieve gender parity, and active and equal participation of women and men in all teams (including HCTs and clusters), as well as in summit and conference panels (c) appoint senior Gender Focal Points for programme support, and Gender Champions for leadership (d) where appropriate, establish and resource Gender Reference/Working Groups and (e) transform discriminatory attitudes amongst personnel at all levels, and strengthen their capacity for GEEWG programming through inspiring and innovative staff	Tbd	11.2. 50% of HCT members are female	30%	2018		Secondary Indicator
			40%	2019		
			50%	2020		
			50%	2021		
			50%	2022	IASC Secretariat	
	tbd	11.3. 100% of HCTs consult with a Gender Reference / Working Group at country level	80%	2018	IASC Secretariat / OCHA	
			80%	2019		
			100%	2020		
			100%	2021		
			100%	2022		

Bodies	Roles and Responsibilities as per Gender Policy	Baseline	Indicator	Targets	Year	Sources of Data	Notes
Monitoring & Evaluation	12. Use M&E systems and indicators able to measure quality, progress and impacts on GEEWG (including the IASC Gender Marker), and build evidence and report systematically on what works to achieve GEEWG in humanitarian action. Use job descriptions, terms of reference and performance reviews to create ownership towards GEEWG outcomes, encourage progress, and hold personnel accountable at all levels.	Tbd	12.1. 80% of all HC performance reviews make reference to GEEWG outcomes	60% 60% 80% 80% 100%	2018 2019 2020 2021 2022	Job descriptions, TOR and performance reviews of HCs at country level	

(Top partial row above the first full row reads: "development initiatives.")

Appendix C: Logframe 2 on Roles And Responsibilities

Logframe 2 measures in how far IASC Bodies have fulfilled their roles and responsibilities defined in the Policy

Bodies	Roles and Responsibilities as per Gender Policy	Baseline	Indicator	Targets	Year	Sources of Data	Notes
IASC Principals	13. Direct the implementation of the Policy in all	Tbd	13.1 100% of strategic and policy decisions made by Principals	80% 80%	2018 2019	Strategies and Policies adopted	

	aspects of the IASC's work		have included gender analysis or gender specific outcomes and/or demonstrated mainstreaming of GEEWG	100% 100% 100%	2020 2021 2022	by the IASC Principals	
	14. Be accountable for the implementation of the Policy by IASC bodies and member agencies	0	14.1. 100% of work programmes for the IASC WG, and EDG endorsed by the Principals reflect their Gender Policy Roles and Responsibilities.	80% 80% 100% 100% 100%	2018 2019 2020 2021 2022	Officially endorsed IASC Work Plans of WG, EDG and Peer to Peer Support	
IASC Working Group, EDG and Peer to Peer Support	15. Communicate and champion the Gender Policy and its Accountability Framework to all IASC bodies and member agencies and hold them accountable for implementation	0	15.1. 80% of relevant IASC policies, directives and operational guidance documents – as signed off by the Working Groups or EDG - are consistent with the policy commitments to gender equality programming and – where relevant - include gender analysis and strategies to include women and girls	60% 60% 80% 80% 80%	2018 2019 2020 2021 2022	Published IASC outputs	
	16. Integrate GEEWG as a primary focus in all IASC work, and consistently articulate the relevant commitments from this Policy in all IASC policies,	0	16.1. 80% of relevant IASC operational guidance documents include all standards as per Gender Policy	60% 60% 80% 80% 80%	2018 2019 2020 2021 2022	IASC Operational Guidance Documents	**Secondary Indicator** Must identify which ones are currently lacking

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directives, operational guidance and other products, ensuring alignment of gender positions and definitions						
17. Articulate commitments to gender equality within each strategic priority in the WG's annual work plan.	0	17.1. The WG's annual work plan articulate measurable gender outcomes and main-streaming of the policy's standards and commitments	3 3 3 3 3	2018 2019 2020 2021 2022	Annual work plan of WG	
18. Advocated for adequate levels of humanitarian financing to fully resource GEEWG programming, including support to women's rights organisations						
19. Address relevant gender policy commitments in the TORs of the Operational Peer	Tbd	19.1. 100% of the TORs for Operational Peer Reviews and Peer to Peer Missions address relevant	80% 80%	2018 2019	TORs or Operational Peer Reviews	

Reviews, Peer to Peer support missions, and other support initiatives		gender policy commitments	100%	2020	and Peer to Peer Missions
			100%	2021	
			100%	2022	
20. Reflect commitments to GEEWG in the TOR, job descriptions and performance reviews of Humanitarian Coordinators (HCs), and in all guidance for Humanitarian Country Teams (HCTs)	Tbd	20.1. 100% of TOR for HCs reflect commitments to GEEWG	100%	2018	TORs for HCs
			100%	2019	
			100%	2020	
			100%	2021	
			100%	2022	

Gender Reference Group	21. Lead the systematic dissemination of this Policy throughout the IASC and champion its adoption on an on-going basis	0	21.1. 100% of IASC Bodies have had clear communication from the GRG on the Gender Policy	100%	2018	Annual Reports of IASC Bodies	
	22. Support all IASC bodies on GEEWG programming, based on agreed tasks and clear ways of working	tbd	22.1. 80% of IASC subsidiary bodies engage directly with the GRG on their work-plan output.	50% 60% 80% 80% 80%	2018 2019 2020 2021 2022	Annual reports of subsidiary bodies	
	23. Facilitate dialogue between humanitarian bodies and global women's rights organisations and networks, within the UN system and beyond, also as a way of tracking relevant trends and emerging issues		23.1. Gender Reference Group hosted side-events at global humanitarian themed events in which the GRG facilitated dialogue between humanitarian actors and women's and youth organizations	2 3 3 3 3	2018 2019 2020 2021 2022	GRG annual reports	
Other Subsidiary Bodies	24. Make specific reference to GEEWG in policies,	tbd	24.1. 80% of annual work plans of subsidiary bodies make specific reference to measurable GEEWG	60% 60%	2018 2019	Endorsed subsidiary body annual work plans	

	operational guidance, TORs, objectives and annual work plans		activities and/or have demonstrated mainstreaming of GEEWG.	80% 80% 80%	2020 2021 2022		
	25. Nominate a gender specialist or a senior Gender Focal Point, to support the integration of GEEWG in the work of teams, with clear ways of coordinating with the GRG		25.1. 80% of subsidiary bodies have nominated a senior Gender Focal Point, who is in contact with the GRG	60% 60% 80% 80% 80%	2018 2019 2020 2021 2022	Subsidiary bodies	**Secondary Indicator**
Global Clusters	26. Include GEEWG in annual work plans and cluster guidance with the support of a senior Gender Focal Point, liaise with the GRG, and maintain links with global women's rights organisations and networks on sectoral issues	Tbd	26.1 9 Global Clusters have nominated a Gender Focal Point, who is in contact with the GRG.	7 9 9 9 9	2018 2019 2020 2021 2022	Global cluster leads	
		Tbd	26.2 Global Cluster annual work plans have included measurable and evidence-based GEEWG activities, and/or demonstrated mainstreaming of GEEWG	7 9 9 9 9	2018 2019 2020 2021 2022	Global cluster annual work plans	

27. Strengthen the capacities of global cluster members and working groups to incorporate GEEWG in programmes, including in Harmonised Training Packages and Modules which should be regularly audited for gender content	Tbd	27.1 At least 1 Harmonized Training Package / Module for the members of each global cluster contains gender content	1 1 1 1 1	2018 2019 2020 2021 2022	Training packages and modules for global cluster members	**Secondary Indicator**
28. Provide guidance and capacity-building to country level clusters on integrating GEEWG throughout the planning and implementation of the coordinated response effort	Tbd	28.1 At least 1 guidance document to country level clusters demonstrates how to integrate GEEWG throughout planning or implementation of the coordinated response effort	1 1 1 1 1	2018 2019 2020 2021 2022	Cluster guidance documents	
29. All clusters to include GEEWG considerations in their efforts to mainstream protection						

Humanitarian Coordinators (field level)	30. Demonstrate leadership on GEEWG in all aspects of humanitarian action, in both cluster and HCT activities, including in JDs, TORs, performance evaluations, and funding allocations	Tbd	30.1 100 % of HC endorsed TORs for the HCT adequately reflect the standards and commitments of the gender policy.	80%	2018	HNOs/HRPs	
				80%	2019		
				100%	2020		
				100%	2021		
				100%	2022		
	31. Establish and support a Gender Reference/Working Group, with sufficient gender expertise and resources, to promote mutual learning and collaboration across HCTs and clusters	Tbd	31.1 100% of countries with HCs have a functioning Gender Reference/Working Group, which meets on a regular basis	80%	2018	OCHA	
				80%	2019		
				100%	2020		
				100%	2021		
				100%	2022		
	32. Allocate a gender advisor, or appoint a senior Gender Focal Point, to support and enhance the capacity of HCTs	Tbd	32.1 100% of HCTs have an allocated Gender Advisor or senior Gender Focal Point to support and enhance the capacity of HCTs	60%	2018	OCHA	
				80%	2019		
				100%	2020		
				100%	2021		
				100%	2022		

| Humanitarian Country Teams (field level) | 33. Integrate GEEWG considerations in the Multi-cluster Initial Rapid Assessment, Joint Needs Assessment, Humanitarian Needs Overview, Strategic Response Plan, Humanitarian Response Plan and appeals, with appropriate budgets. For this purpose, prepare, implement and monitor a country-specific plan on GEEWG.

Engage with national and local women's rights organisations, including those active in WPS issues, for better coordination, mutual learning, and impact on GEEWG in humanitarian action. Where possible designate a seat on the HCT for a representative of such organisations. | 0 | 33.1 80% of HCTs have prepared and implemented a plan on GEEWG, including strategies for engagement with local women's organisations. | 60% 60% 80% 80% 80% | 2018 2019 2020 2021 2022 | OCHA | |
|---|---|---|---|---|---|---|---|

Cluster Coordinators (field level)	34. Fully integrate gender equality considerations in all cluster strategies, work plans, needs assessments, planning, implementation, and monitoring and evaluation, on the basis of the collection and analysis of SADD	Tbd	34.1 80% of cluster strategies and work plans have integrated gender equality considerations.	60% 60% 80% 80% 80%	2018 2019 2020 2021 2022	Country cluster strategies and annual work plans	Pick rotating clusters/countries to report on
	35. Ensure access to sufficient gender expertise by designating a gender advisor or senior Gender Focal Point, and by collaborating with women's rights organisations on sectoral issues	Tbd	35.1 Inter-cluster working groups includes gender expertise representation	60% 60% 80% 80% 80%	2018 2019 2020 2021 2022	Cluster coordinators, OCHA	
Inter-Cluster Coordination Groups (field level)	36. Commission and coordinate joint participatory gender analysis, to inform planning and implementation by all clusters and	tbd	36.1 One joint gender analysis produced input to the HNO and the HCT plan on GEEWG per year	0 1 1 1 1	2018 2019 2020 2021 2022	OCHA	

	partners at all levels					
	37. Undertake studies on the capacities of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on their vulnerabilities		37.1. One piece of analytical work biannually covering the capacities of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on their vulnerabilities	1 1	2019 2021	OCHA	Secondary – on evidence