

Gender in Humanitarian Action Working Group – 2024 Workplan

This workplan aims to capture activities and outputs to be undertaken by the national-level GiHA Working Group through 2024. This plan should be a ‘living’ document, to be regularly updated on progress and adaptations as necessary by current GiHA Working Group co-leads (UN Women and UNFPA) and working group members.

Focus Area	Key Outputs	Activities	Responsible bodies	Timeline	Progress	Comments
Participation	Women, women's groups, WLO, WRO and networks have more opportunities, channels and platforms to engage and influence the humanitarian system	Technical review of sector/cluster and inter-cluster planning documents (Humanitarian Needs Overview (HNO), Humanitarian Response Plan (HRP), addendums), strategies (including Myanmar Humanitarian Fund (MHF) strategies), policy briefs, advocacy messages, information documents and position papers by GiHA WG members to ensure Gender Equality and the Empowerment of Women and Girls (GEEWG) considerations are integrated	UN Women and UNFPA to share information from ICCG and other OCHA coordinated mechanisms for inputs	Throughout 2024		
	Consultations held with Women-CSOs, LGBTIQIA+, Organizations of Persons with Disabilities (OPDs) organizations and youth-led CSO networks at national and subnational levels on a annual basis on issues of humanitarian action.	Regular GiHA information sharing sessions in cluster meetings and ICCG at national and sub-national level				
	Support the membership of women's organizations in sub-national Inter Cluster Coordination Group (ICCG) and in other coordination platforms	Consultations with Women—CSOs led, LGBTIQIA+ and OPDs for GiHA Profile	UN Women and UNFPA to lead, with support from GiHA WG members and sector/cluster leads for CSO identification	2 nd quarter		
	Research, policy documents, gendered assessments, learnings from GiHA WG members shared	GiHA WG members opportunity to share research, policy documents, gender assessments, learnings during GiHA WG Meetings as part of the agenda	GiHA WG members	Throughout 2024		

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Capacity	Diverse humanitarian actors trained on GiHA, Rapid Gender Assessment and Analysis (RGA) a.k.a Observation Tool, including a focus on Women-CSOs and LGBTQIA+ organisations, OPDs and demonstrate enhanced capacities GiHA WG Members participate in GiHA trainings at local, regional and international levels	Develop the GiHA Curriculum/Modules with Facilitators Guide and Reference Toolkit	UN Women to lead	2 nd quarter		
		Conduct GiHA ToT using new Modules/Curriculum and gender and age marker (GAM) training for GiHA WG Members and Cluster Gender Focal Persons including Women-CSOs and key stakeholders.	UN Women to lead GiHA Pool of Trained Individuals for GiHA Training requested per cluster/sector/other working groups	GiHA ToT – May 2024 Continuing trainings – throughout 2024		
		Orientation for sector/clusters, gender focal points and program officers with proposal development responsibilities on IASC GEEWG policy, accountability framework, IASC Gender with Age Marker, Rapid Gender Analysis and Assessments, GiHA alerts and priority actions	UN Women to lead with UNFPA support on sector/cluster members at national and sub-national levels	As needed		
		Roll-out training on the use of the RGA Tool a.k.a Observation Tool	UNW and UNFPA	2 nd quarter – 3 rd quarter		
		Nomination to participate in regional GiHA Trainings and other capacity building opportunities	UNW and UNFPA to do the vetting of participant(s)	Throughout 2024		
Mainstreaming	Humanitarian Country Team (HCT), ICCG and sectors/clusters integrate GEEWG considerations in work across humanitarian programme cycle in line with GiHA profile, alerts and IASC guidance.	Work with ICCG members/sector clusters and their nominated gender advisors/focal points to improve gender mainstreaming within clusters and sector work	UN Women and UNFPA to lead with coordination support from OCHA, ICCG members and cluster leads	Throughout 2024		

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	<p>GiHA alert is updated on a quarterly basis to inform HRP/HNO based on consultations with ICCGs and other stakeholders at national and sub-national levels</p> <p>Humanitarian Needs Overview is based on gender analysis (including SADD), and Humanitarian Response Plan makes recommendations based on the gender issues outlined in the HNO.</p>	Integrate gender analysis and GEEWG commitments and indicators into HRP and HNO	ICCG members with support from UN Women and UNFPA	On going		
		Update and re-circulate gender tipsheets for HRP support	UN Women and UNFPA	Quarterly		
		Develop GiHA Profile through consultations with ICCGs at national and sub-national levels in line with the updating of the HRP and HNO	UN Women and UNFPA to lead, with coordination support from OCHA and inputs from ICCG	2 nd Quarter 2024 (start of the planning process) Annual updating		
	<p>Increased accountability at HCT on gender mainstreaming and equality programming</p>	- Facilitate a consultation with ICCG and its members on GiHA Profile and others appropriate to inform the design and data contents to be collected				
		Facilitate a learning session with the ICCG on tips for gender responsive assessments – RGA a.k.a Observational Tool	UN Women and UNFPA to lead, with coordination support from OCHA	Throughout 2024		
		Develop the HCT Myanmar Gender Commitments Compact	UN Women to lead with support from UNFPA	1 st quarter – 2 nd quarter		
Coordination	<p>Relevant humanitarian coordination bodies have allocated gender expertise/advisor and gender mainstreaming coordination mechanisms in place and utilised.</p>	See activities in Participation and Minstreaming	UN Women and UNFPA with GiHA WG Members	Throughout 2024		
		Re-mapping of GiHA representation in relevant coordination mechanisms (ICCG, Accountability to Affected Population (AAP)	UNFPA, UN Women and GiHA CoP members	2 nd quarter		

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		Working Group, Protection WG, etc.) to keep abreast of context and provide gender technical support				
		Continue to encourage nomination of gender advisors/gender focal points from clusters, sectors and other thematic areas				
Data	ICCG collects, analyses and uses disaggregated data and analysis on gender (female, male and other), age and disability and equally consult with women (and girls as appropriate) through female enumerators and gender-segregated focus group discussions as well as key vulnerable and marginalized groups including LGBTQIA+ people, youth and persons with disabilities. Inter-cluster/sector and sector/cluster specific assessments incorporate data disaggregation and GEEWG specific questions.	Conduct training on IASC Gender with Age marker for key sector/cluster members and MHF partners	UN Women, UNFPA to facilitate with ICCG/OCHA support	As needed and link to capacity building activities		
		Link with AAP working group and Technical Advisory Group on Disability Inclusion (TAG on DI) to collaborate on training, to ensure needs assessments are inclusive and equal consultations with women, people with disability.	UN Women, UNFPA to lead facilitation with AAP working Group and TAG on DI GiHA Working Group to support and attend	Throughout 2024		Identify priority activities together with AAP, PSEA and TAG on DI
		Collect and analyze Gender Assessments from GiHA Working Group Members and through publications from clusters and other sources	UN Women and UNFPA to lead, GiHA Working Group to support and share their assessments	Throughout 2024		
		Review and provide inputs to major assessments like the Mutil-Sector Needs Assessment (MSNA) and Food Security and Nutrition	UN Women and UNFPA	1 st – 3 rd quarter 2024		

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	Decision (strategies on humanitarian response) informed by an updated gendered impact of the crisis through the development of the Gender profile using RGA a.k.a Observation Review to collect information	Conduct of gender assessment and analysis to develop the gender profile with support from GiHA WG members and Women-CSOs for planning and decision making	UN Women and UNFPA to lead, GiHA WG to support	2 nd quarter 2024		
Leadership and Advocacy	<p>HCT includes at least one member representing a women's/GEEWG advocate CSO</p> <p>HCT performance is improved in line with IASC GEEWG policy and accountability framework</p> <p>HCT has and uses context specific GEEWG inputs in strategies, policy briefs, advocacy messages and position papers to advocate with relevant stakeholders</p> <p>Humanitarian Brief – engendered - OCHA</p>	<p>Include new IASC gender with age marker criteria in MHF submission templates</p> <p>Develop the HCT Myanmar Gender Commitments Compact Presented and adopted by the HCT* The same activity is listed under Mainstreaming as accountability for HCT.</p>	<p>MHF OCHA Team, with support from UN Women and UNFPA</p> <p>UN Women to lead with support from UNFPA</p>	<p>Discussion with MHF and OCHA to be held prior to pre-selection period</p> <p>1st quarter – 2nd quarter</p>		
Financing for GEEWG	Donors participate in orientation on IASC GEEWG policy, accountability framework, gender with age marker, and Myanmar GiHA profile and action plan for key humanitarian donors	Technical review of MHF proposals	UN Women and UNFPA GiHA team	Aligned with MHF call and allocation timelines		
	MHF proposals that are compliant with IASC Gender with Age Marker	Orientation for donors on IASC GEEWG policy, accountability framework, IASC Gender with Age Marker, GiHA profile and priority actions	Cooperation Partners Group/HCT – UN Women & UNFPA to facilitate	As needed		