INSTITUTIONALIZING GENDER IN EMERGENCIES

Case study of Ethiopia

This case study describes implementation of the project Institutionalizing Gender in Emergencies: Bridging Policy and Practice. The project, supported by ECHO Enhanced Response Capacity and Oxfam, has been implemented by Oxfam in Ethiopia between September 2015 and March 2017.

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1 THE PROJECT IN CONTEXT

Despite GDP growth, nearly a quarter of Ethiopia's 94 million people suffer chronic poverty (including 8 million people already covered by the Productive Safety Net Programme (PSNP)). A devastating drought, worsened by the effect of El Niño, has led to shortage of food and a lack of clean water for millions of people across the country. Ethiopia is one of the largest refugee hosting countries in Africa, hosting more than 700,000 refugees fleeing from neighbouring countries. Other humanitarian crises include flooding in some parts of the country, and disease outbreaks such as acute watery diarrhoea (AWD) and scabies.

Ethiopia has low human development outcomes and very high gender inequality. Oxfam's long experience in Ethiopia has shown how gender affects distinct segments of the population differently in humanitarian crises. The suffering of women and girls is often compounded further by existing gender differences and historical patriarchy in households and communities. Men, by contrast, experience negative psychological effects as they are not able to provide for their families, according to the recent Gender Analysis conducted by the project.

The Ethiopian government's national strategy on disaster risk management recognizes that women, children, elderly people and people with disability are the most vulnerable groups to impacts of hazards and related disasters. Moreover the most recent update of humanitarian requirements states that pre-existing gender inequalities exacerbate risks, that women and girls have especially limited access to basic services, and that women and girls are at higher risk of gender-based violence (GBV) in emergencies. It identifies partners and coordination arrangements needed in order to prevent, mitigate and respond to the protection risks of vulnerable groups.

In 2012–13, core members of a Gender in Humanitarian Action Steering Group (led by Oxfam and including Concern Worldwide, GOAL, CARE, ChildFund, and the Consortium of Christian Relief & Development Associations (CCRDA) were supported by the United Nations Office for the Coordination of Humanitarian Affairs (UN OCHA) to work on developing better humanitarian practice. Interventions included improving capacity for gender mainstreaming, establishing common tools and standards, and revisiting organizational policies.

This project builds on and develops that work.

THE CHALLENGES

Globally, good *policies* and international *standards* on gender in emergencies do exist. However, the implementation of humanitarian assistance with a strong gender perspective remains ad hoc, with limited accountability of implementing agencies.

This project: **Institutionalizing Gender in Emergencies: Bridging Policy and Practice** was designed to explore how to better institutionalize gender-related standards in humanitarian assistance. The project was built on an analysis of policy and practice both at a global level and at country level. The project was piloted in four pilot countries: Ethiopia, Pakistan, South Sudan and Dominican Republic from September 2015 to March 2017.[1]

The project in these four countries focused on the following issues in which significant gaps were identified:

- Insufficient gender analysis and evidence to inform humanitarian response planning and practice;
- Low technical capacity in gender in emergencies across sectors and organizations;
- A lack of coordination on gender across different agencies to support sector programmes;
- Lack of accountability for implementation of gender-related standards within organizations and across the humanitarian system.

OBJECTIVE, STRATEGIES AND INTENDED RESULTS

The objective of this project was:

> Enhanced capacity of humanitarian organizations to provide adapted assistance to meet the needs of women, girls, men and boys in emergency scenarios.

Two strategies were adopted by the project team to achieve the objective: (A) the institutionalization of gender mainstreaming in emergencies, and (B) the creation of more robust accountability mechanisms within humanitarian organizations.

The project aimed to deliver four results:

• Functioning Gender in Emergencies Working Group (GiEWG) established;

• Gender evidence base via a consolidated Country Gender Analysis for use by all actors, established;

• Technical capacity for gender in emergencies within humanitarian organizations enhanced;[2] Workable Accountability Framework in coordination mechanisms tested.

This case study describes the experiences of implementing the project in Ethiopia for each of the four projected outcomes. This includes a description of the activities carried out, the results achieved, and important contextual factors affecting the success of the project. It also provides a reflection on key challenges, limitations and significant events, and key lessons that may be applicable at global level. It then draws conclusions and provides recommendations for next steps and future directions that will be led by Oxfam.

2 PROJECT HIGHLIGHTS AND MILESTONES

Table 1 below summarizes the implementation timetable of the project in Ethiopia and describes the key actors and targets involved at each stage. This summary is followed by a detailed analysis of interventions.

Table 1: Institutionalizing Gender in Emergencies Project – Ethiopia implementation timetable

Timeline	Key Milestone of the project	Targets/Actors
1. Creation of the Gender in Emergencies Working Group		
November–December 2015	Oxfam gender in humanitarian team work to create a Gender in Emergencies Working Group (GiEWG)	Eight humanitarian organizations (Working group) reinstated from previous project
January 2016	Official project launch	UN agencies, humanitarian organizations
2016–2017	Strengthening Collaboration (monthly meetings with the working group) Engagement in Clusters and other coordination mechanisms	Working group, UN agencies, government and Clusters
2. Improving the Evidence Base – Gender Analysis		
March–April 2016	Gender analysis conducted by Oxfam and CARE Ethiopia in areas of operation	Four regions affected by the drought
April 2016	Consolidation and sharing of findings between Oxfam and CARE and launch of joint report	Members of the GiEWG, UN Population Fund (UNFPA), UN Children's Fund (UNICEF) and other humanitarian organizations
May–November 2016	Publication of report and creation of Cluster advocacy paper based on Gender Analysis report and participation in Cluster Meetings	Cluster organizations including WASH Cluster, Protection Cluster, Disaster Risk Management–Agriculture Task Force (DRM–ATF)
December 2016	Presentation of report to International Non-government organisations (INGOs) and local Non-government organisations (NGOs)	Key humanitarian actors
3. Developing Technical Capacity in Gender in Emergencies		
February 2016	Self-assessment tool showing gender gaps in practice and policy	GiEWG membership
April 2016	Gender Leadership in Humanitarian Action training course	INGO, local NGO, Cluster, regional government participation
4. Accountability Framework in Coordination Structures		
November 2016	Sharing common Accountability Framework with key stakeholders and consultation and planning	Protection; Water, Sanitation and Hygiene (WASH); ES/non-food items (NFI) Clusters; GiEWG
January–February 2017	Follow-up with Cluster leads to ensure mainstreaming gender in their structure	Clusters and UN agencies (UNFPA, UNICEF, Food and Agriculture Organization (FAO) and UN Women, IOM, UN OCHA)

3 COALITION-BUILDING: THE DEVELOPMENT OF THE GENDER IN EMERGENCIES WORKING GROUP (GIEWG)

ISSUE

The analysis at global level revealed that gender issues are only addressed in a limited way in humanitarian coordination mechanisms, and are mostly confined to the gender-based violence (GBV) sub-Cluster of the Protection Cluster. This limits the understanding and awareness of gender-related issues by humanitarian actors. It may mean that differential vulnerabilities, as well as the long-term social norms and underlying root causes of gender inequality are not examined or adequately addressed within programming. It also suggests that the discussion of gender within humanitarian response efforts may not benefit from the input of local actors, including women's rights organizations.

INTENDED RESULT 1

The project design included the establishment of a national Gender in Emergencies Working Group (GiEWG). This collaborative venture was intended to bring together different actors in the humanitarian system to lead on the project activities and create sustainable change in the humanitarian system.

Important actors had been identified at global level as Cluster Lead organizations, including UN agencies and international non-government organizations (INGOs), as well as key local NGO partners and organizations/coalitions working on women's rights.

ACTIVITIES AND RESULTS

Activities

Because the GiEWG was a revival of a previous successful collaboration, agreement was made between the members to contribute to activities, sharing the responsibilities for organizing meetings and workshops. The terms of reference (ToR) was revised and updated to include work on the new project activities.

Results

During the project, the GiEWG has increased significantly, from the previously established group of INGOs and their partners, to include UN agencies (UN Population Fund (UNFPA)) and more recently UN Women and other INGO and local partners. This happened as the project progressed, and particularly due to the sharing of the Gender Analysis and the training course.

The membership now consists of a range of organizations including local, national and international organizations: CARE, Concern Worldwide, GOAL, ChildFund, Consortium of Christian Relief & Development Associations (CCRDA), Staff and Educational Development Organization (SEDA), Rift Valley Children & Women Development Organization (RCWDO), International Rescue Committee (IRC), Pastoralist Concern, UN WOMEN and UNFPA.

In December 2016, UN Women expressed an interest that the GiEWG should continue beyond the lifespan of the project. This offers the potential of a legal status for the group, and a larger platform and stronger voice from which to recommend changes to other agencies and the

government in a legitimate, authoritative way. The involvement of UN Women as the agency mandated to work on gender rights in coordination with the National Disaster Risk Mitigation Commission (NDRMC) was a significant step for the collaboration.

The group has also scheduled a meeting to present project results to the Ethiopia Humanitarian Country Team (EHCT), together with UN Women, the UN team that works closely with the Ethiopian government to manage and coordinate all humanitarian responses.

The GiEWG has remained a solid and deep collaboration, providing support for all project activities and fostering a true spirit of cooperation.

For example, the GiEWG has conducted eight monthly meetings since the project launch. It has used these meetings as a platform to learn and share experience among members focusing on gender in humanitarian issues, and has given technical support on the strategic documents of Clusters: Protection; Water, Sanitation and Hygiene (WASH) and the Disaster Risk Management–Agriculture Task Force (DRM–ATF) (as described below).

CHALLENGES AND LIMITATIONS

The GiEWG got off to a slow start, even though the group was already formed and willing to participate in the project. This was partly to do with the drought scale-up in the first part of 2016 that meant staff time to meet and work on the project was limited. It was also a result of the strategy to renew the original collaboration in the first instance, while reaching out to other agencies, especially UN agencies, and then to include them in the group in a later phase. After the gender analysis, UN agencies became interested in joining the GiEWG.

The collaboration has worked according to a TOR rather than a formal MOU.

LESSONS

It has proved to be a successful strategy to work with a core group of civil society partners and to use the Gender Analysis to build understanding of the need for the GiEWG. This has allowed other agencies that have the mandate to work with government (e.g. UN Cluster Leads) to support the group with a clear vision of the overall scope of the project. This is an appropriate approach for a politically sensitive context.

The project needed to be implemented sequentially in the Ethiopian context, with a small platform garnering larger support over time. It is necessary to adopt a realistic approach for this method by which to bring influence to bear to achieve project goals.

Members of the GiEWG are eager to continue their platform to discuss gender-mainstreaming issues and to influence Clusters and government. However, in order to support coordination and extend work to the regional and national levels, additional funding would be required.

4 IMPROVING THE EVIDENCE BASE – GENDER ANALYSIS

ISSUE

At the international level, there is insufficient gender analysis and evidence to inform humanitarian response planning and practice.

INTENDED RESULT 2

The process entailed the consolidation of available data on gender issues in emergencies at a country level (desk review), in order to undertake a gap analysis of areas of deficiency, and to use this to conduct a field study. Put together, this would form a consolidated country Gender Analysis. The aim was to support humanitarian actors in developing proposals and designing humanitarian programme strategies and contingency plans, and also to help to establish links with long-term development projects.

ACTIVITIES AND RESULTS

During January 2016 a decision was taken by the project to focus the Gender Analysis on the drought response, rather than address both the drought emergency and the refugee emergency. Oxfam and CARE collaborated through the GiEWG, and attempted to harmonize the reports of their separate field studies into one consolidated report.

Activities

A desk review of the existing available research was carried out to support the design of qualitative and quantitative research tools. The analysis was conducted in March 2016, with consolidation of results and a launch workshop to share results in April 2016.[3]

The project then compiled a four-page Gender in Emergencies advocacy plan based on the report. It included action points for the Protection, Food Security, WASH and non-food items (NFI) sectors.

The project team used the advocacy plan to hold trainings and awareness-raising sessions. These included:

• Presentations at the Cluster meetings for national and regional WASH, ES/NFI, DRM–ATF and Protection sectors.

• A gender-mainstreaming workshop for national and regional DRM–ATF coordination leads, which was organized by the UN Food and Agriculture Organization (FAO).

• Presentations of the Gender Analysis findings to humanitarian NGOs.

Results

The findings of the Gender Analysis were immediately addressed by Oxfam and CARE in their internal drought strategies in April 2016. Other members of the GiEWG and clusters have since made reference to the study.[4]

United Nations Population Fund (UNFPA) incorporated findings and recommendations from the Gender Analysis into the Belg assessment, which is an input for the Humanitarian Requirements Document (HRD).

The team's presentation to the WASH Cluster was given a dedicated page outlining the key points of the work in the Cluster bulletin in September 2016.

The FAO document about coordination in the DRM–ATF included gender guidance on how to

mainstream gender in coordination. This has filtered down to regional and district level changes.

In the new WASH Cluster strategy, gender needs are clearly stated, and the Gender Analysis of the project is mentioned as a reference document. The WASH Cluster shows that it plans to improve the response quality in 2017 by addressing the specific needs of women, men, boys and girls through prioritizing safety and dignity, applying the 'do no harm approach', and ensuring meaningful access to WASH services by guaranteeing accountability, participation and empowerment. These comments are reflected in recommendations to the HRD.[5]

The ATF Strategic Document – the key document for the Food Security/DRM Cluster, includes recommendations to recognize that the most affected parts of the community are women and polygamous households.

The Protection Cluster recommended to the HRD to include disabled people and the elderly into the definition of vulnerable groups, as they are currently missing from the document, meaning that currently, humanitarian work will not be specifically directed to their needs.

The Gender Analysis has undoubtedly been important to empower the GiEWG with evidence to advocate for change. In view of the fact that many initiatives run concurrently, we cannot always judge with certainty the causality of advocacy results. However, this work has certainly contributed to a groundswell of change in Ethiopian drought response.

The Gender Analysis is currently a primary gender document used by Clusters and donors for gender work in the country, and as the basis for further studies by different agencies.

CHALLENGES AND LIMITATIONS

The project had planned to produce a country consolidated Gender Analysis, but, in the end, focused on a consolidated gender analysis for the drought response. This was because the humanitarian situation within Ethiopia is so complex, diverse and large-scale that to attempt to produce a report to the level required to influence policy decisions with sufficient evidence and analysis would not be feasible under the remit of and resources available within the project.

Instead, it was decided that a focus on drought, given that it is a cyclical and long-term humanitarian challenge for the country, and one that Oxfam responds to, would allow the opportunity for a more detailed, thorough and useful analysis.

Working with CARE International involved some liaison to harmonise areas of study, methodologies and sharing primary field findings, for a consolidated report. The sharing and consolidating of primary data was a collaborative and powerful experience for the members of GiEWG, as well as other platforms.

LESSONS

Gender Analysis and other gender assessments are crucial for effective and efficient emergency response and could be used as a primary reference tool for humanitarian actors at different levels.

When planning Gender Analysis it is important to analyse certain questions:

- What is the evidential requirement for the type of change we are seeking to make? For example, do we need to do a quantitative or qualitative study?
- How can we reach out to other organizations to combine resources? Sharing methodologies and field data supported an authoritative report that enabled stakeholders to make changes to their programme strategies.

The advocacy plan has been instrumental for the working group in providing them with a collective voice, an evidence-based viewpoint, and the confidence to take these issues and recommendations to the Clusters and other agencies.

5 IMPROVING TECHNICAL CAPACITY FOR GENDER IN EMERGENCIES

ISSUE

The issue addressed was low technical capacity across sectors and organisations on gender in emergencies.

INTENDED RESULT 3

The objective was to create a baseline of capacity on gender in emergencies for participating agencies. This exercise was designed to raise awareness of capacity gaps that could then be addressed through training courses, designed at global level and adapted at national level, focused on gender leadership in humanitarian action. The training would lead to the creation of a national-level action plan, with the aim of achieving concrete changes in internal guidance and policies, as well as follow-on training by participating organizations.

ACTIVITIES AND RESULTS

Activities

The project (at global level) designed an organizational self-assessment study as a tool for the GiEWG based on the Oxfam minimum standards for gender in emergencies.[6] The Oxfam project team in Ethiopia facilitated a self-assessment for members of the working group in April 2016, including Oxfam GB, SEDA, CCRDA, GOAL, ChildFund, RCWDO, Concern Worldwide and Organization for Rehabilitation and Development of Amhara (ORDA).

The Gender Leadership in Humanitarian Action course then followed up this assessment, addressing gender leadership to drive change in the humanitarian system. Modules addressed technical capacity as well as soft skills in conflict management and how to lead change.

Figure 1: Sample modules of the Gender Leadership in Humanitarian Action course
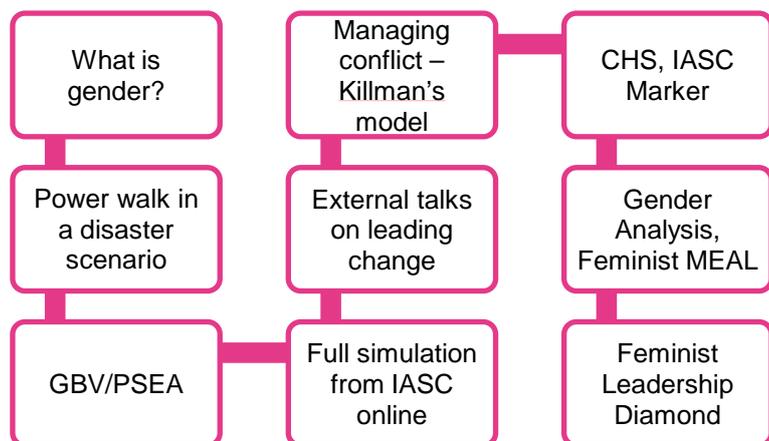
The training was developed and was carried out in Addis Ababa with the participation of members of the GiEWG and other organizations including gender experts from UNFPA, International Relief Committee (IRC), Pastoralist Concern and the International Medical Corps (IMC). Those invited all worked on humanitarian and gender issues, and included gender experts as well as programme managers.

Results

Key findings of the organizational self-assessment included:

• Despite having gender policies, few organizations allocate financial and human resources to gender.

• For most organizations, the proportion of female staff in humanitarian programmes was 10–30%.

• Most organizations used international standard mainstreaming tools and guidelines. However, sex and age disaggregated data (SADD) is only sometimes collected.

• Most organizations do not develop the capacity and confidence of staff and partners to identify potential GBV or Sexual Exploitation and Abuse (SEA) risks in emergency settings or use Inter-Agency Standing Committee (IASC) GBV guidelines. Three organizations have a safe and defined mechanism to allow people to report GBV or risky situations, while the other organizations have no clearly defined mechanism.

• Most organization have policies and procedures in place and a complaints mechanism at work for all staff, partners and beneficiaries in cases of SEA, but limited resources are allocated for this.

During the training the expertise of the GiEWG was a great asset for peer learning, with organizations such as the IRC able to share experiences from their GBV work, which proved particularly insightful. An International Gender in Emergencies expert from Oxfam led the training, also co-led by the UNFPA, which delivered the modules on sector coordination and on GBV. The draft training manual was shared with all participants.

On the final day of the training, participants developed action plans on components such as promoting gender equality through internal practices, issues of gender analysis, participation, dignity and empowerment and so on. The action plan was also included in the consolidated Gender Analysis report. Several of the organizations which took part in the training, including Oxfam, CARE, GOAL and the Rift Valley Children and Women Development Organization (RCWDO), have rolled out the gender leadership training to their own staff and partner organizations at the field level, showing that those who took part felt empowered to take their learning and leadership as gender champions to train others and support their colleagues to build their understanding and their own leadership.

Feedback from the action planning process indicated that it was a practical step which enabled each organization to use the learning and theories to recommend specific actions on gender. Follow-up work suggests that gender mainstreaming activities are being planned on the basis of these action plans.

CHALLENGES

There were no major challenges in carrying out the training and adapting it to the Ethiopian context.

LESSONS

Gender in emergency capacity gaps and awareness limitations of humanitarian actors need to be addressed through the provision of gender leadership training to enhance the confidence, awareness and attitudes of men and women humanitarian experts. This is because change starts from these actors.

The involvement of co-trainers from the UNFPA helped to develop connections between the project and other initiatives in the sector.

Training needs to be rolled out to partners and staff from national to regional and district levels. This is crucial to enhance the ground-level response and ensure that vulnerable women, men, boys and girls are effectively targeted throughout the period of the emergency response.

6 TRIALLING THE ACCOUNTABILITY FRAMEWORK

ISSUE

The issue addressed was the lack of accountability for implementation of gender-related standards within organizations and across the humanitarian sector.

INTENDED RESULT 4

The intended result was to trial a global Accountability Framework with Cluster organizations. This Framework was intended to support the Clusters to develop action plans that would improve accountability for gender in their sector coordination mechanisms.

ACTIVITIES AND RESULTS

Activities

The global project team examined accountability for gender at all levels and developed an Accountability Framework. It identified specific actions to be taken by coordination mechanisms that would promote gender equality (outlined below). The Framework included key elements and best practice examples to support self-assessment.

Table 2: Outline of Global Accountability Framework

Ten things we want Clusters to do on gender	Rating
1. Quality gender analysis	Very Good
2.Gender-responsive strategic planning documents	
3. Contextualized minimum gender commitments	Good
4. Adequate gendered competency of agency expertise and staff	
5. Inclusive and participatory cluster/sector meetings	
6. Learning spaces on gender-responsive implementation	Unsatisfactory
7. Gender-responsive cross-cluster/sector coordination mechanisms	
8. Continuous review and adaptation of ways of working with affected populations	Weak
9. Recurrent monitoring of the IASC Gender and Age Marker	
10. Enhancement of linkages between humanitarian and development interventions	

The Accountability Framework was tested in five Clusters and also introduced to the GiEWG meeting to open up discussion about its format and to introduce the concept for initial feedback.

The trial was presented in different Cluster meetings and an exercise was carried out with the working group to guide members through the process and to solicit feedback from them.

The Framework was then shared with the Oromia regional WASH Cluster, the national WASH Cluster, the National Protection Cluster, the National ES/NFI Cluster and the DRM–ATF Cluster.

The regional WASH Cluster did not have the expertise to complete the Accountability Framework. To address this, the Oxfam staff supported the Cluster by explaining each measure, as well as the criteria for self-assessment.

Results

Completed Accountability Frameworks have been received from all Clusters except the DRM–ATF Cluster, which is expected shortly.

The National Protection Cluster Lead suggested that, as important as the Framework is for gender mainstreaming, the process is too long and needs some revision to encourage users to complete it. As a result, the Cluster Lead completed the Framework without reference to other members of the group.

Ultimately, all of the Clusters appeared to have accepted this Framework and they perceive it as a useful tool to measure the gender issues in the emergency and ensure accountability. People from the national WASH Cluster felt that it is most useful immediately after it has been completed.

Organizational change is expected to be realized after at least three months, at which time there is a follow-up activity to identify persistent gaps. The Clusters then take responsibility for using the Framework on a regular basis (approximately every three to six months).

CHALLENGES

There was initial resistance to the introduction of new standards, with some people reporting that many other standards were concurrently being imposed by other groups on different issues. The GiEWG encountered difficulty in being granted sufficient time to present the Framework to the Clusters in detail and to fully explain its operation.

Even when access was granted, the process was time-intensive, and it has been a challenge for Oxfam to collect input.

LESSONS

Developing and delivering the Accountability Framework with Clusters was an informative trial exercise and has helped them to gauge their performance against gender indicators.

The Accountability Framework is most useful for national and regional level Clusters.

Introducing the Framework to the Cluster at regional level required support and guidance from the project team to explain the terms and concepts.

Effective introduction of the Accountability Framework requires that sufficient time be allocated by all organizations involved. It may be necessary to develop a stronger process of implementation, for example, by first conducting a process of orientation in a Cluster meeting, then supporting initial self-assessment by the Cluster Lead, and finally, participation in monitoring and follow-up.

7 CONCLUSION

A broad perspective shows that there are multiple processes that are improving the responsiveness to gender in humanitarian response in Ethiopia. Most Clusters are now trying to address their emergency response strategic documents, planning and reporting from a gender perspective, which was lacking before. This project has been a huge boost to these steps.

Within Oxfam, buy-in and interest from the country team has been an important step in pushing forward the agenda of the project. Support from the rest of the staff will be key to embedding the results into programmes in the future.

Several sectors, such as DRM–ATF and WASH, are now requesting the presence of gender specialists in meetings, trainings and documents that are currently in development. They are also promoting gender mainstreaming while revising their strategic documents. This is a key step towards increasing the level and quality of gender mainstreaming within these sectors. The gender advisor can offer guidance and capacity building to the sector when designing programmes to ensure they are more gender-sensitive.

The project has opened lines of communication and collaboration between colleagues from different technical sectors whom may not previously have worked together on programme design, training or key documentation for their sector.

The outcome of this will be better understanding of the work carried out across the humanitarian sector as a whole, where practitioners in different fields will develop clearer knowledge and respect for the work of their colleagues. It will also ensure a higher quality of gender programming across the board.

8   NEXT STEPS

The project has outlined next steps that Oxfam and other members of the GiEWG intend to deliver at country level. These include:

- To organize a national-level learning forum to showcase the achievements of the ECHO– ERC project;

- To share the report/case study through a learning review. To produce hard copy and e-copies to address the wider public;

- To conduct short-term capacity-building training for the working group and Clusters;

- To lay the groundwork for the sustainability of the working group to continually engage in mainstreaming gender in emergencies by raising resources for the work;

- To follow up the invitation from UN Women, UNOCHA, Oxfam, and the NDRMC to establish a National DRM Gender Working Group of which the GiEWG will be part;

- To present the project achievements to the EHCT and other actors and to lobby to gain support for the GiEWG after the project ends.

NOTES

1 For global analysis see DARA (2011) 'Humanitarian Response Index: Addressing the Gender Challenge' (available at http://daraint.org/wp-content/uploads/2012/03/HRI_2011_Complete_Report.pdf) and DFID (2011) 'Humanitarian Emergency Response Review' (available at https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/67579/HERR.pdf).

2 To meet Oxfam minimum standards for gender in emergencies (2013), see http://policy-practice.oxfam.org.uk/publications/oxfam-minimum-standards-for-gender-in-emergencies-305867

3 Oxfam (2016) Consolidated Gender Analysis for the Ethiopian Drought Response. Available at http://policy-practice.oxfam.org.uk/publications/consolidated-gender-analysis-for-the-ethiopian-drought-response-620088

4 For instance, Pastoralist Concern is a local organization working in Ethiopia. The executive manager stated that 'among others, the Gender Analysis report produced by Oxfam and Care has given them a lot of insight regarding targeting youth (boys and girls) for psycho-social support in drought-affected Somali regions'.

5 The HRD is a key document for planning the response in Ethiopia. It is coordinated by UN OCHA and published by the government of Ethiopia and the Ethiopia Humanitarian Country Team. The HRD sets out how all agencies can respond to the recent humanitarian situations in the country. This has a potential impact on improving the accountability of agencies to government with respect to work on gender. The HRD is also used as a fundraising tool in order to attract donors to support the work of the agencies involved. Therefore, the highlighting of gender issues within this document could increase funding for specific gender mainstreaming work under humanitarian funding opportunities.

6 This simple questionnaire of 20 questions allowed participants in the GiEWG to score their own organization, investigating and comparing their work in four areas – exploring internal practices, gender analysis through the project cycle, ensuring dignity, and empowerment and preventing GBV/Prevention of Sexual Exploitation and Abuse (PSEA). For the full Oxfam minimum standards for gender in emergencies (2013), see http://policy-practice.oxfam.org.uk/publications/oxfam-minimum-standards-for-gender-in-emergencies-305867

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