GENDER TIP SHEET

CCCM CLUSTER - UKRAINE

Gender Equality in Humanitarian Action for CCCM

In the **Ukrainian context**, **integrating gender perspectives into site coordination and management** processes and activities is essential to effectively address the basic needs of women, girls, boys, and men. This approach is vital for planning and delivering appropriate protection services and assistance. It is important to conduct gender analysis and incorporate gender perspectives in a contextually appropriate manner, while ensuring the principle of equality.

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CCCM interventions can make assistance responsive and fair, improving gender equality by:

- Ensuring reception & registration is equally accessible and welcoming for diverse gender and age groups.
- Consulting equally with women and men of different ages and backgrounds on risks, barriers and recommendations.
- Reviewing approaches to incorporate views and priorities of diverse age and gender groups in activity/project design.
- Making sure all gender, age, ability, and specific needs groups can access, participate and benefit equally from assistance and services.
- Analyzing security risks and problems with focus groups of women, men and other gender groups of different ages, and with persons with disabilities; agreeing and implementing with them targeted protective actions to increase safety.
- Engaging with local women's rights organizations (WRO) and organizations representing diverse populations at risk.

Gender Responsive or Gender Transformative?

Gender Responsive and Gender Transformative in CCCM.

In CCCM, a **gender-responsive** approach recognizes and addresses the distinct needs, roles, and vulnerabilities of women, girls, boys, and men. This approach ensures that CCCM activities are tailored to provide equitable access to services and resources, and decision-making processes are based on gender and diversity. Gender-responsive CCCM integrates gender perspectives into all phases of site management. The **gender-transformative** approach, goes beyond responding to gender-specific needs; it actively seeks to challenge and transform harmful gender norms and inequalities that exist within sites and communities. This approach aims to change underlying social structures and power dynamics perpetuating discrimination, promoting long-term shifts towards gender equality. Gender-transformative CCCM promotes equal participation and leadership opportunities, encourages shifts in traditional gender roles, and involves all community members in shaping the site environment.

Questions that help determine gender-responsive assistance & how to provide it for CCCM

Needs Analysis

Gender Analysis
What are the demographics of the collective site population, including the proportion of single adult- child- and 65+ years -headed households? How have typical roles and activities of women and men changed in the collective site setting? What are their respective workloads and division of labour? Who makes the decisions, and who controls resources? Do women and men have equal opportunities to participate and have a voice in decision-making? Are there any gender-based barriers to accessing resources and services

Sex, Age, Diversity and Disability-Disaggregated Data (SADDD)
Is access to services and actual receipt of assistance analyzed by gender, age and disability? Does this vary by gender and age, and if so, how? What efforts are made to ensure services are accessible to diverse groups? Is there groups subjects of discrimination and stigma? What are the primary protection concerns for different sex, age, and disability groups ? Are there specific safety risks or threats faced by women, girls, boys, men, or persons with disabilities, such as in accessing public spaces, latrines, or water points? How do protection needs differ among various sex, age, and disability groups, and what measures are in place to address these needs?

Adapted Assistance

Tailored Activities
Are there social roles, status differences or dynamics which affect women's and men's access to collective site services? What arrangements are needed to enable all gender and age groups, including people with special needs, to participate in and benefit from all aspects of camp management and service delivery? How does activities design reflect and accommodate existing social roles and dynamics?

Adequate Participation

Influence on Project
Is there fair representation of women and men on IDP councils and/or collective site committees? Is affirmative action needed so women can participate meaningfully in governance? Are older men and women, and adolescent boys and girls able to contribute? Do women and men have equal opportunities for paid employment?

Complaints & Feedback Mechanisms (CFM)
Is there a process where women, men, boys and girls can safely raise issues and complaints? Is it accessible and welcoming to all groups? Are issues responded to appropriately? Are organizations providing feedback on the concerns raised through the CFM? P/SEA considerations are included in the mechanisms?

Communication with Communities
Is information about facilities, services and security accessible, appropriate and easy to understand for different gender, diverse and age groups?

Review

Data Collection and Monitoring
Are targets and indicators disaggregated by sex, age and disability? Do they demonstrate the project is reaching those it needs to, or with specific needs? Are needs addressed equally for diverse women and men? Do they have access to services that are tailored to their needs?

Satisfaction & Issues
Are men and women of different age and ability groups asked about their satisfaction with facilities and services? Are they equally satisfied? Do collective site residents identify barriers or unintended negative consequences? Are these different depending on gender, age or disability? Are discrimination and exclusion issues dealt with promptly?

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Example Gender Equality Programming in CCCM

Gender Analysis

The needs, roles and dynamics of w diverse women, men, girls and boys in different age and/or ability groups are understood.

A rapid collective site needs assessment identified that single women with dependents, and unaccompanied and separated children were not being registered at the reception center. Many were sheltering together in a remote corner of the site, and only came to the attention of management with reports of malnutrition and harassment. Women in general were unaware of site governance structures, or programs and services offered. A project was initiated to establish a women's center in the site to provide women with a safe gathering space, along with dedicated information, outreach and counselling staff.

Tailored Activities

How did the project address the Gender Analysis?

New procedures ensure registration is clearly explained to both women and men, in safe and convenient locations. Information is provided verbally, in writing and through illustrated posters around the site. Equal numbers of men and women are recruited and trained for registration teams. Interviewers (representative proportions M/F) are trained on the different issues affecting women, girls, boys and men, and how to interview them appropriately. Women residents were supported by to identify, design and establish programs to meet their needs, including childcare to enable women representatives to participate in camp management and security meetings.

Benefits

What benefits do affected groups gain in this example?

100% of women reported they were being informed of important information, and that they were aware of and receiving updates from their elected representatives. 70% of men reported they were aware of outreach and other services targeting women, and said that management changes had made a positive change in the camp. A very few men felt that the activities for women brought negative changes or made no difference.

Influence on Project

How women, girls, boys and men in different age and ability groups were involved in decisions in this example.

Camp management worked with resident men and women of different age groups to identify changes that could be made to improve security for all groups in the camp. New registration and management committees were established with 50% female representation; outreach and activities to engage women were deemed a priority, along with provision of childcare to enable their participation in matters affecting them.

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Gender equality in CCCM programming in Ukraine

- The majority of CCCM activities target either the entire site population or a significant portion of it. Children under 18 years old constitute 21% of those reached (20% of the overall site population), older adults make up 31% (29% of the overall population), and people aged 18-60 years account for 49% (50% of the overall site population). Women represent 60% of the beneficiaries, and are 59% of the population in collective sites.
- Good practice: A partner has set up a CCCM hub to facilitate IDPs and locals access to information, referrals, and services at the area level. This includes social support, legal services, medical services, vocational training and requalification, and social housing programmes. The facility also serves as a community space for civil society organizations, volunteers, businesses, and the government.
- Referral and Escalation System as a tool that facilitates multi-sectoral referrals to address needs and gaps in collective sites, ensuring structure and transparency. Used by partners when additional support is needed from the Cluster coordinators to refer and mobilize CM or inter-sectoral interventions in sites.
- Collaborating with Protection Cluster to conduct a vulnerability analysis across sites, that considers the intersectionality of gender, age and diversity, to better inform and improve service provision in collective sites.
- Collaborating with GBV AoR and the Age and Disability Working Group to conduct joint Safety Audits at site-level, and track the results and impact, considering that Safety Audits are a crucial risk mitigation tool to identify and address potential risks and safety concerns to diverse groups living in sites.
- Ensuring equitable hiring processes within CCCM partners and managers.
- Support to site managers on capacity-building, including through a contextualized Training Package for Site Managers and Partners, including modules on Gender, GBV, PSEA.

Key Resources & Guidance

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- GiHA WG in Ukraine
- CCCM Cluster in Ukraine
- Rapid Gender Analysis Ukraine, 2024
- Rapid Gender Analysis Ukraine, 2023
- Rapid Gender Analysis Ukraine, 2022
- Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action
- IASC Gender Handbook for Humanitarian Action, 2018
- Handbook for coordinating Gender-Based Violence interventions in emergencies 2019
- Minimum standards for camp Management – CCCM 2021
- Gender with Age Marker - CCCM-Tipsheet.pdf.