Gender Mainstreaming in CCCM Programming Key Actions for Partners in Ukraine

	Planning and Resource Allocation	Status
1	Incorporate gender and GBV considerations into all phases of the program cycle (planning, implementation, monitoring, and evaluation). Engage with local expertise, including women-led organizations and civil society actors, for accountability and sustainability.	
2	Consult with and seek guidance from specialized actors and local experts, utilize CCCM Cluster data (Collective Site Monitoring, Vulnerability Assessment) and consider recommendations from specialized assessments (e.g. Rapid Gender Analysis) to support analysis and program design, and to addresses specific risks and vulnerabilities for different groups (women, men, boys, girls, LGBTQI+ individuals, persons with disabilities, etc.).	
3	When developing preparedness plans, ensure preparedness actions and emergency response strategies account for GBV risks and consider the safety and protection of all community members, especially women and girls.	
4	Allocate adequate resources (funding, staff, materials) for GBV risk mitigation and gender mainstreaming, including gender-sensitive infrastructure and training.	
	Representation and Inclusivity	
5	Establish mechanisms to ensure meaningful participation of women, girls, and marginalized groups in decision-making processes, including collective sites governance structures (*Cluster activity "Support safe and participatory site management and governance structure"*).	
6	Promote participation of women, girls, and marginalized groups in organized community-led activities, consulting with them on needs that can be addressed and capacities and skills that can be contributed toward the initiatives (*Cluster activity "Community-led activities"*).	
	Site Planning and Layout	
7	Ensure the site design promotes safety and access for all, considering gender-specific needs (e.g., separate and well-lit toilets and showers for women and men). Allocate sufficient budget to quickly and effectively address issues identified through safety audits and other monitoring. (*Cluster activity "Care and maintenance"*).	
	Service Delivery and Access to Services	
8	Ensure localized information on referral pathways (e.g. GBV referral, protection desks) and essential services, (health facilities, social protection, documentation, etc.) is posted and publicly available in collective sites. Communicate regularly about risks, prevention strategies, available services, and rights, ensuring information is accessible to all. (*Cluster activity "Support safe and participatory site management and governance structure"*).	
	Capacity Building and Awareness	
9	Ensure that GBV risk prevention and referrals, safe disclosure, gender equality, and protection principles are delivered as part of capacity building and induction for CCCM staff, partners, and collective site managers (*Cluster activity "Capacity building" and reference Contextualized GBV Training Package for CCCM in Ukraine*).	
10	Ensure that all staff in collective sites are trained on codes of conduct, including Protection from Sexual Exploitation and Abuse (PSEA), focusing on those in direct contact with Internally Displaced Persons (IDP) and other vulnerable groups (*Cluster activity "Capacity building"*).	
	Monitoring and Reporting	
11	Include gender-related indicators in CCCM monitoring frameworks. Conduct regular safety audits, consultations, and assessments with different age, gender, and diverse groups to identify GBV risks and barriers to participation and access. Ensure appropriate and timely follow-up on issues identified, or as necessary referral to other sectors / cluster via the CCCM Cluster referral and escalation tool (*Cluster activity "Site-level monitoring and referrals"*).	

	Local Integration	
12	Promote local integration by ensuring that host and displaced communities have equal access to services. Where feasible, integrate services (such as health, education, and water) to serve both displaced and host populations, avoid creating parallel services, and regularly monitor the situation for signs of discrimination, tension, or conflict between the communities. *(Cluster activity "Awareness raising and consultation on site consolidation, exit strategies and sustainable solutions").*	
	Social Cohesion and Solidarity	
13	Strengthen social cohesion by engaging both the displaced and host communities to understand shared needs, risks, and priorities. Ensure that diverse voices (women, men, youth, elderly, persons with disabilities) are represented in these consultations *(Cluster activity "Awareness raising and consultation on site consolidation, exit strategies and sustainable solutions").*	

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