

## GENDER TIP SHEET FOR GENDER-BASED VIOLENCE PROGRAMMING IN EMERGENCIES

This Tip Sheet is designed to guide GBV Sub-Sector partners in Cox’s Bazar in integrating gender perspectives across GBV prevention, response, and risk mitigation efforts in all phases of the project cycles—ensuring the specific needs of women, girls, boys, and men are effectively addressed, and identifying key entry points to promote gender equality within GBV programming.

### 1. Why Gender Matters in GBV Prevention, Response, and Risk Mitigation in the Rohingya Response

Integrating gender considerations into Gender-Based Violence (GBV) interventions is paramount for fostering a coordinated, targeted, and sustainable humanitarian response within Cox's Bazar. Displacement and protection risks are experienced differently by women, girls, boys, and men due to social norms, power dynamics, and unequal access to resources and decision-making. A gender-responsive GBV approach is therefore essential for identifying and addressing these disparities, tailoring services to diverse needs, and mitigating vulnerabilities. Addressing gender-specific needs and vulnerabilities is critical for providing effective support to GBV survivors, and a comprehensive understanding of gender dynamics is indispensable for GBV service providers and stakeholders to deliver high-quality services. Furthermore, gender analysis serves to enhance accountability and protection outcomes, thereby advancing collective efforts towards gender equality and resilience within both the Rohingya and host communities.

### 2. Gender Considerations Across GBV Programme Cycle

	Gender Considerations
<p><b>Needs Assessment &amp; Analysis</b></p>	<ul style="list-style-type: none"> <li>● <b>Data Collection:</b> Collect and analyze sex-, age-, and disability-disaggregated data (SADDD) to understand GBV risks, needs, capacities, barriers, and aspirations.</li> <li>● <b>Population Demographics:</b> Map households, pregnant and lactating women, female- and child-headed households, and unaccompanied or separated children to know the dynamics of GBV.</li> <li>● <b>Gender &amp; Cultural Norms:</b> Assess power dynamics, prevalence of harmful gender norms e.g. child marriage and early pregnancy, GBV stigma, and harmful coping mechanisms.</li> <li>● <b>Protection Risks:</b> Identify protection risks such as human trafficking, forced labor, child labor, sex work, surrogacy, and forced/child marriage as contributing factors for GBV. <b>Environmental &amp; Structural Factors:</b> Examine overcrowding, lack of lighting, insecure shelters, and unsafe latrines as contributing factors for GBV.</li> </ul>

	<ul style="list-style-type: none"> <li>● <b>Service Mapping &amp; Gaps:</b> Assess whether GBV services are safe, accessible, private, confidential, and supported by effective and safe referral and follow-up systems, including PSEA awareness.</li> <li>● <b>Participatory Approach:</b> Conduct inclusive consultations with women, girls, men, and boys through sex-disaggregated focus groups, ensuring timing, location, and support (e.g., childcare) allow full participation.</li> <li>● <b>Use SADD and participatory findings</b> to identify gaps in GBV service provision, prioritize populations with special protection needs, and inform GBV prevention, response, and risk mitigation programming.</li> </ul>
<p><b>Programme Design &amp; Planning</b></p>	<ul style="list-style-type: none"> <li>● <b>Integrate Gender Analysis:</b> Reflect findings from gender analysis in project proposals, work plans, and situation reports, using SADD to ensure evidence-based planning.</li> <li>● <b>Inclusive Consultations:</b> Engage women, girls, men, and boys throughout the design process to ensure GBV interventions address their diverse needs, priorities, and coping strategies.</li> <li>● <b>Equitable Access to Services:</b> Ensure equal, safe, and dignified access to GBV services and facilities for all groups. Consider distance, timing, accessibility for persons with disabilities, and privacy during service delivery.</li> <li>● <b>Service Design:</b> Provide gender- and age-specific, survivor-centered, and culturally appropriate services. Ensure confidentiality and informed consent. Strengthen community awareness so women, girls, men, and boys know what services exist and how to access them.</li> <li>● <b>Staff Capacity &amp; Accountability:</b> Train all staff and frontliners—including security staff, community volunteers, and not GBV actors at implementing areas—on GBV, and PSEA, and on safe, ethical referral pathways.</li> <li>● <b>Inter-Sectoral Coordination:</b> Work with different sectors and WGs e.g. WASH, Health, Shelter, Education, Food Security, Child Protection, and PSEA Networks etc. to jointly plan GBV risk mitigation measures and address barriers to protection and participation of women, girls, boys, and men.</li> <li>● <b>Participation &amp; Leadership:</b> Promote meaningful participation of women and girls and minor groups in community and different committees. Create enabling conditions (e.g., childcare, flexible meeting times) to ensure their active involvement. Engage adolescent girls and boys in peer support, awareness, and leadership initiatives.</li> <li>● <b>Community Engagement &amp; Norm Change:</b> Integrate behavioral and social norm change components through community messaging on GBV prevention, trafficking risks, and gender equality. Engage male household members and community leaders in gender sensitization and accountability dialogues.</li> <li>● <b>Monitoring &amp; Measurement:</b> Develop sex- and age-disaggregated indicators to track equitable access, participation, and protection outcomes. Apply the Gender with Age Marker (GAM) to assess gender responsiveness during programme planning and review.</li> </ul>

<p><b>Implementation</b></p>	<ul style="list-style-type: none"> <li>● <b>Inclusive Services:</b> Provide GBV services that are accessible, safe, private, and culturally appropriate for individuals of all genders and ages.</li> <li>● <b>Community Participation:</b> Actively engage Rohingya communities in GBV prevention, risk mitigation efforts, response and decision-making processes.</li> <li>● <b>Prevention &amp; Risk Reduction:</b> Implement strategies such as male engagement, community mobilization, and educational initiatives to challenge harmful norms.</li> <li>● <b>Staff Capacity:</b> Provide comprehensive training to field staff on gender, GBV, PSEA and safe referral mechanisms.</li> <li>● <b>Regularly analyze data</b> to identify and address gender gaps in GBV prevention, response, and risk mitigation.</li> <li>● <b>Apply the GAM</b> to assess and improve gender equality programming</li> </ul>
<p><b>Monitoring &amp; Evaluation</b></p>	<ul style="list-style-type: none"> <li>● <b>SADDD Collection Monitoring:</b> Systematically track the utilization of GBV services and outcomes, disaggregated by sex, age and disability. Regularly monitor for any changes, including in risks, access or social norms and roles, that may limit the participation of women, girls, men and boys in the program.</li> <li>● <b>Feedback Mechanisms:</b> Establish and maintain survivor-centered, confidential complaint and feedback channels.</li> <li>● <b>Adaptive Management:</b> Adjust interventions based on continuous monitoring, lessons learned, and emerging risks within camps.</li> <li>● <b>Impact Assessment and Findings sharing:</b> Evaluate the extent to which interventions reduce GBV risks, enhance access to services, and promote gender equality. Share good practices and lessons learned on using gender-responsive approaches in GBV programming.</li> <li>● Use GAM to assess the program's contribution to Gender Equality and the Empowerment of Women and Girls (GEEWG).</li> <li>● Assess the project against the IASC GBV Guidelines.</li> </ul>

### 3. Key Principles for All Stages of GBV Programming

- **Do No Harm:** Ensure that all GBV related interventions are designed and implemented in a manner that does not exacerbate existing risks.
- **Survivor Centered Approach:** Follow Survivor Centered approach for GBV programming, prioritize confidentiality, informed consent, respect and safety & dignity of survivors.
- **Equity & Inclusion:** Maintain a focus on marginalized groups and individuals with specific needs.
- **Community Engagement:** Collaborate with Rohingya men, boys, community leaders, and caregivers to address and transform harmful norms.

#### 4. Resources:

- Gender GBV Tip Sheet
- IASC Integrating GBV interventions in Humanitarian Action
- Inter-Sectoral Needs Assessment: GBV Sub-Sector. October 2024
- Bangladesh Country Profile. <https://gbvaor.net/global-gbv/country/139>
- International Rescue Committee. <https://www.rescue-uk.org/sites/default/files/document/2662/ircsreportongenderbasedviolenceiii.pdf>
- Cox's Bazaar Gender-Based Violence Sub-Sector Strategy 2018. <https://reliefweb.int/report/bangladesh/cox-s-bazaar-gender-based-violence-sub-sector-strategy-2018>