

## GENDER TIP SHEET FOR PROTECTION

**Purpose:** Identify entry points for humanitarian actors working in the Protection Sector in Cox's Bazar to accelerate gender equality

The Business Case for focusing on gender in the Protection Sector for the Rohingya Response:

- Women, girls, persons with disabilities (PWDs), and gender-diverse populations have the right to feel safe and secure in accessing comprehensive protection services and support.
- Analysis of the structural and cultural barriers women and girls specifically face in the Rohingya camps.
- Role of men and boys in preventing GBV, ensuring child protection and supporting all protection efforts.
- Risks of young boys and adult men in getting involved in criminal groups.
- Ensure women's meaningful participation in leadership, and decision-making by supporting WROs/WLOs, Rohingya women-led organizations in advocacy and service delivery roles.
- Including WLO representatives in camp coordination and protection decision-making forums and program design.
- Heightened protection risks in conservative camp settings (e.g., social exclusion, heightened GBV risks, and lack of safe spaces considering the local context and religious barriers).
- Humanitarian programs should include a diverse and inclusive approach by addressing the unique and varied needs of women, girls, boys, men, persons

Questions to discuss with your team when doing gender analysis in Protection.

**Differentiated Impact:** How does the crisis amplify the different risks faced by women, men, and gender diverse populations across different age groups? How does SOGIE and disability inclusion issues are related to these protection risk?

**Norms and Attitudes:** Are there cultural practices that may hinder certain protection interventions or from affected groups from exercising their rights?

**Barriers and Gaps:** What are the critical gender gaps in your protection services? What are the barriers to accessing protection services for women and men, girls and boys, gender diverse population and persons with disabilities? What are the protection policies in place?

**Actors and Resources:** Who are the key actors involved in delivering protection services and mechanisms and what are their roles? What resources do you have allocated for protection on an annual or multi-year basis?

**Trends:** Are there trends such as climate risk and disasters that are creating new protection risks for women and girls?

with disabilities, and gender-diverse populations and their differentiated needs when designing and implementing their interventions.

- Empowering crisis-affected populations, particularly women, girls, and gender-diverse populations will increase their agency to exercise their rights and actively participate in decision-making processes that impact their lives.
- Partnerships with civil society organizations particularly women's rights organizations (WRO) and women-led organizations (WLO) ensure mainstreaming of gender issues in the design, implementation, and delivery of humanitarian programs. humanitarian programming and delivery.

## 2. Entry points and Examples of Good Programming Practice

Governance and policy	<p>Entry Point: Developing, adopting, and implementing inclusive and gender-responsive protection policies and accountability mechanisms.</p> <p>Examples of good practices can include:</p> <ul style="list-style-type: none"> <li>● Strengthening referral pathways including gender-responsive standard operating procedures (SOPs) for handling protection cases.</li> <li>● All humanitarian agencies must collect SADDD and include gender and social gaps in their program and sectoral assessments.</li> <li>● Adopting a standardized guide for developing a code of conduct and zero-tolerance protection policy</li> </ul>
Access and Opportunities	<p>Entry Point: Provide access to protection services and support for women, girls, gender-diverse populations, and marginalized populations.</p> <p>Good practices can include:</p> <ul style="list-style-type: none"> <li>● Establishing a safe and anonymous community feedback mechanism in camps and service centers for women, girls, gender-diverse populations, and marginalized populations to access legal, health, and protection services without fear of discrimination and/or retaliation.</li> <li>● Organizing community-based survivor support groups to enable their integration back into their community.</li> <li>● Assessing livelihood and recovery opportunities for women, and gender diverse population, including support for care work.</li> </ul>

Financing	<p>Entry Point: Ensure gender-responsive funding strategies and resource allocation to enhance protection services for women, girls, gender-diverse populations, persons with disabilities and marginalized populations. Good practices can include:</p> <ul style="list-style-type: none"> <li>Regular allocation of budgets for personnel and training for GBV, CP and protection staff in camps and funding for running psychosocial and support services for survivors.</li> </ul>
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### 3. Data sets to consider for Sex-Age-Disability Disaggregated Data (SADDD) and gender analysis

Data sets to consider
<ul style="list-style-type: none"> <li>Number of humanitarian aid partners with GBV and CP services and programs</li> </ul>
<ul style="list-style-type: none"> <li>Number of camps with trained staff who are knowledgeable on assisting GBV survivors on referral pathways</li> </ul>
<ul style="list-style-type: none"> <li>Number of women-headed households, widows, religious minorities, gender diverse groups, and persons with disabilities that are identified and registered, disaggregated by sex, age, and type of disability.</li> </ul>
<ul style="list-style-type: none"> <li>% of persons older than 60 years, disaggregated by sex</li> </ul>

### 4. Suggested Performance Indicators and discussion questions

	Minimum indicators for ensuring gender equality and WE actions	Key Discussion Questions
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<p>Do No Harm and promote safety and dignity</p>	<ul style="list-style-type: none"> <li>• Number of adolescents and young people with access to comprehensive protection prevention and response services, disaggregated by sex and age</li> <li>• % of populations with identity documents or birth registration documents, disaggregated by female/male-led - HHs</li> <li>• % of women, girls, and gender-diverse populations who say they feel safe in their homes</li> <li>• Number of humanitarian partners with budgets allocated for protection measures and dedicated protection personnel</li> <li>• % of humanitarian partners including WLO/WRO agency adopting PSEA and Code of Conduct policies in place</li> <li>• Increase or decrease in trend in reported cases of child marriages or forced marriages, disaggregated by sex</li> </ul>	<ul style="list-style-type: none"> <li>• Which gender/age groups or cultural sub-groups are most affected by the protection concerns and how?</li> <li>• What redress mechanisms are accessible in the camps to victims of abuse, crime, exploitation, and rape?</li> <li>• How do these mechanisms meet community needs and international protection standards?</li> <li>• What specific barriers do women and girls face in accessing protection services, and what measures could improve their experiences and outcomes?</li> <li>• Do humanitarian partners have budgets for</li> </ul>
<p>Access to Services and Support</p>	<ul style="list-style-type: none"> <li>• Number of multipurpose women's centers, health centers, and learning centers that have accessibility features and dedicated safe spaces</li> <li>• Number of survivors who have received appropriate care and services during and after</li> <li>• Number of women, children, and gender-diverse populations who reported feeling safe going to public places such as toilets, water points, and markets*</li> <li>• Number of survivors who say they feel supported in their recovery</li> </ul>	

	<ul style="list-style-type: none"> <li>● Number of community volunteers and health workers with knowledge and training in protection services and referral</li> </ul>	<p>personnel and training for protection issues?</p>
Participation and Empowerment	<ul style="list-style-type: none"> <li>● Number of women's rights organizations/WLO that are represented and/or leading in coordination platforms and decision-making bodies</li> <li>● Number of WROs/WLOs that are selected as appealing partners in the Joint Response Plans and resource mobilization</li> <li>● Percentage of females who said they feel empowered by their participation and training in child protection campaigns by protection partners</li> <li>● % of populations surveyed that support the right of women and girls to access formal and non-formal education programs facilitated by the protection sector, disaggregated by sex and age</li> <li>● No of females, persons with disabilities, and gender-diverse populations that are participating in camp management or enforcement activities, by sex</li> </ul>	<ul style="list-style-type: none"> <li>● What progress in implementation and what are the barriers you identified to effective protection mechanisms?</li> <li>● How to minimize restrictions on adolescent girls' mobility, education, and access to safe spaces that limit their</li> </ul>

Rights and Justice	<ul style="list-style-type: none"> <li>● Number of cases of physical, sexual, emotional, or neglect-related abuse reported to camp authorities, disaggregated by type of abuse, sex, and age of survivor.</li> <li>● % of camp authorities that are knowledgeable about the protection referral pathway</li> <li>● Number of reported cases of abuse, violence, or exploitation that have been resolved through survivor-centered processes, disaggregated by sex and age of survivor</li> <li>● Number of camps and centers with help desks that can receive complaints.</li> <li>● % of humanitarian workers are trained in preventing sexual exploitation and abuse</li> <li>● % of uniform services including Armed Police Battalion say they are aware of protection standards and policies and are enforcing them, disaggregated by sex</li> <li>● No of humanitarian agencies and implementing partners with a zero-tolerance code of practice against SEA and GBV</li> </ul>	<p>participation in protection and empowerment programs?</p> <ul style="list-style-type: none"> <li>● How to empower more community-based/ Rohingya Women-led service providers to access protection services for women, and girls?</li> <li>● How to ensure Rohingya women's leadership and women's participation in community decision-making?</li> </ul>
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#### Resources:

- Rohingya Refugee Response (2024). Intersectoral Needs Assessment GBV Sub-sector.
- Gender with Age Marker Protection Tip Sheet.
- Humanitarian Action Joint Response Plan (2023). <https://humanitarianaction.info/plan/1143/ge/6926>
- ISCG 2023-2025 Operational Plan - Sector Narrative Template
- Protection Sector Guidance 2023. Cox's Bazar, Bangladesh.
- UN Women, Gender Brief on Rohingya Refugee Crisis Response in Bangladesh, January 2018.