



16 Days of Activism Launch Event in Camp 4, 25 November 2025. UN Women / Magfuzur Rahman Shana

Baseline Survey Report: Camp-Level Gender in Humanitarian Action (GiHA)

Cox's Bazar, Bangladesh

04 May 2026

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List of acronyms

AAP: Accountability to Affected Populations
CBO: Community-Based Organization
CiC: Camp-in-Charge
GAM: Gender with Age Marker
GBV: Gender-Based Violence
GBViE: Gender-Based Violence in Emergencies
GiHA: Gender in Humanitarian Action
IASC: Inter-Agency Standing Committee
IEC: Information, Education, and Communication (Materials)
MEAL: Monitoring, Evaluation, Accountability, and Learning
MHM: Menstrual Hygiene Management
OPD: Organizations of Persons with Disabilities
PSEA: Protection from Sexual Exploitation and Abuse
RLO: Refugee-Led Organization
SADD-D: Sex, Age, and Disability-Disaggregated Data
SMS: Site Management Support
WASH: Water, Sanitation, and Hygiene
WLO: Women-Led Organization
WRO: Women's Rights Organization
YLO: Youth-Led Organization

Technical and Operational Terms

5W: Who is doing What, Where, When, and for Whom (reporting tool)
CFM: Community Feedback Mechanism
FHH: Female-Headed Household
LIVES: Listen, Inquire, Validate, Enhance Safety, and Support (First-line support for GBV)
TA: Technical Assistance
ToR: Terms of Reference

1. Introduction

The Gender in Humanitarian Action (GiHA) Chapter¹ in Cox's Bazar undertook a rapid baseline survey in December 2025 to assess and identify the extent to which gender-responsive systems, practices, and measures exist at the camp level. The survey was implemented against the backdrop of declining resources and related concerns on its impacts on available support to ensure that gender mainstreaming standards continue to be upheld.

The findings presented in this report are intended to guide GiHA Chapter activities in 2026, supporting efforts to ensure gender-responsive and equitable humanitarian action in alignment with the Inter-Agency Standing Committee (IASC) Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action.²

2. Purpose and Methodology

Objectives:

- **Mapping existing actions:** Documenting gender-responsive systems, practices, and measures across different sectors at the camp-level in Cox's Bazar.
- **Gap analysis:** Identifying the extent to which these systems, practices, and measures are in place, and where gaps remain.
- **Recommendations:** Translating identified gaps into prioritized, actionable field-level recommendations.

Methodology: To capture responses, an online survey was developed by a GiHA Working Group Task Force³ covering ten thematic areas aligned with the IASC Gender Equality Policy, reflecting its expectations for humanitarian action to be gender-responsive, rights-based, inclusive, adequately resourced and accountable, with women and girls meaningfully shaping responses. The thematic areas are: leadership, including camp coordination; accountability to affected populations and community engagement; inclusive and safe access; gender data and its use; protection, GBV risk mitigation and PSEA; resources and capacities; gender-transformative approaches promoting structural changes and empowerment; participation and leadership of women and girls; and localization and partnerships.

The methodology utilized a survey questionnaire combining quantitative "select-all-that-apply" items with qualitative, open-ended questions to capture contextual barriers, enablers and operational realities (ref:

¹As part of the Rohingya humanitarian response restructuring process, the GiHA Working Group (WG) was re-established as a local 'Chapter' under the national GiHA WG in January 2026.

² The IASC Gender Equality Policy highlights gender equality as a core principle of effective humanitarian action, and emphasizes that humanitarian responses should be grounded in gender analysis, to protect rights, and to ensure that women, girls, men and boys in all their diversity can access life-saving assistance and protection in ways that reflect their different realities, while promoting the meaningful participation of women and girls in shaping humanitarian action.

³ The Task Force was led by Mehbuba Jabin (UN Women) and comprised a task team including Bilkish Begum (Care Bangladesh), Bimola Bala (GUK), Fahmida Jabeen Kanta (Plan International), Hasina Mamataj Lovely (BNPS), Md. Hasnat Bashir Arnob (BRAC), Pudentienne Musabyimana (WHO), Razia Sultana (RWWS), and Sheuly Sharma (JNUS).

Annex 1). All percentages were calculated using a fixed denominator of 23 organizations, treating any non-responses to specific questions as implementation gaps rather than missing data.

Participating Organizations: Altogether 23 organizations participated in this survey, all of whom are active members of the Gender in Humanitarian Action (GiHA) Working Group in Cox's Bazar.

Data limitations: As participation was limited to GiHA Chapter members, the findings are not representative of all organizations involved in the Rohingya response. Given the engagement of participants and their organizations in GiHA coordination, the results may present a more positive picture of gender-responsive practice than would be reflected across the wider response.

3. Key Takeaways

The findings show that participating organizations are strong on establishing gender-responsive systems, guidance and training – but are weaker in ensuring women's participation in decision-making, and resourcing concrete, gender-responsive adjustments within humanitarian programming in the camps.

Specifically, a gap is observed between support for women's leadership and their consistent presence in decision-making spaces. The response is data-rich, but the use of gender data to inform programme adjustments is less consistently reported.

Flexible funding to local WLOs, women-led networks, and CBOs is among the least reported areas of implementation, indicating challenges in translating localization commitments into practice.

Resource constraints are widely reported across organizations, with over a quarter reporting at the timing of the survey in December 2025 significant or critical resource constraints that directly limit implementation of gender-responsive actions and commitments at the camp level.

The analysis also points to a clear opportunity: local WLOs and CBOs bring strong performance in facilitating women's participation and leadership at the camp level, highlighting the potential to build on and further support these efforts to strengthen women's leadership outcomes.

4. Thematic Analysis

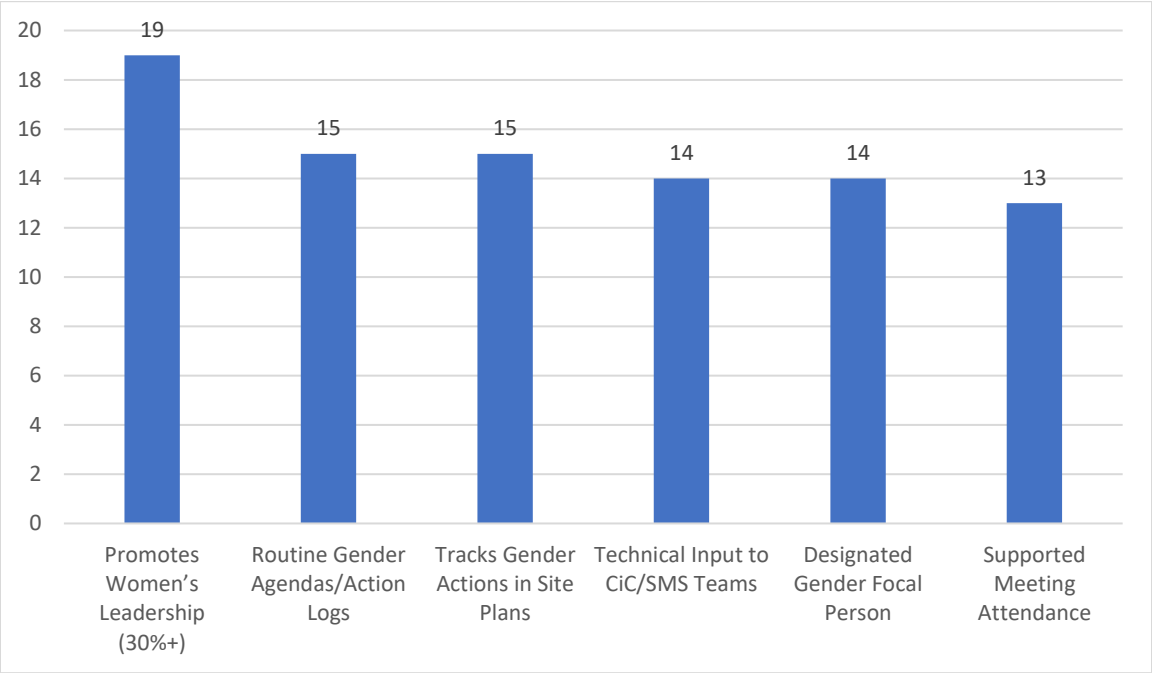
4 A: Coordination and Leadership

In the thematic area of coordination and leadership, findings of the survey highlight a gap between efforts to promote women's leadership and measures to ensure their consistent participation in camp-level coordination. While 19 out of 23 organizations report promoting women's leadership and representation in camp-level forums and committees, this does not consistently translate into women's presence in decision-making spaces. Specifically, only 13 out of 23 organizations report that Rohingya women leaders are invited to attend camp coordination meetings.

This gap is mirrored by logistical constraints. For instance, only 13 organizations report having a dedicated budget or transport arrangements to facilitate women's physical attendance, and only 13 report that

meeting schedules take into account the time constraints of women caregivers. In addition, 15 organizations regularly consult with women-led committees on camp-wide priorities, and 14 provide technical support or coaching to support their engagement in meetings.

Figure 1: Gender, camp leadership and coordination.⁴



4 B: Accountability to Affected Populations (AAP) and Community Engagement

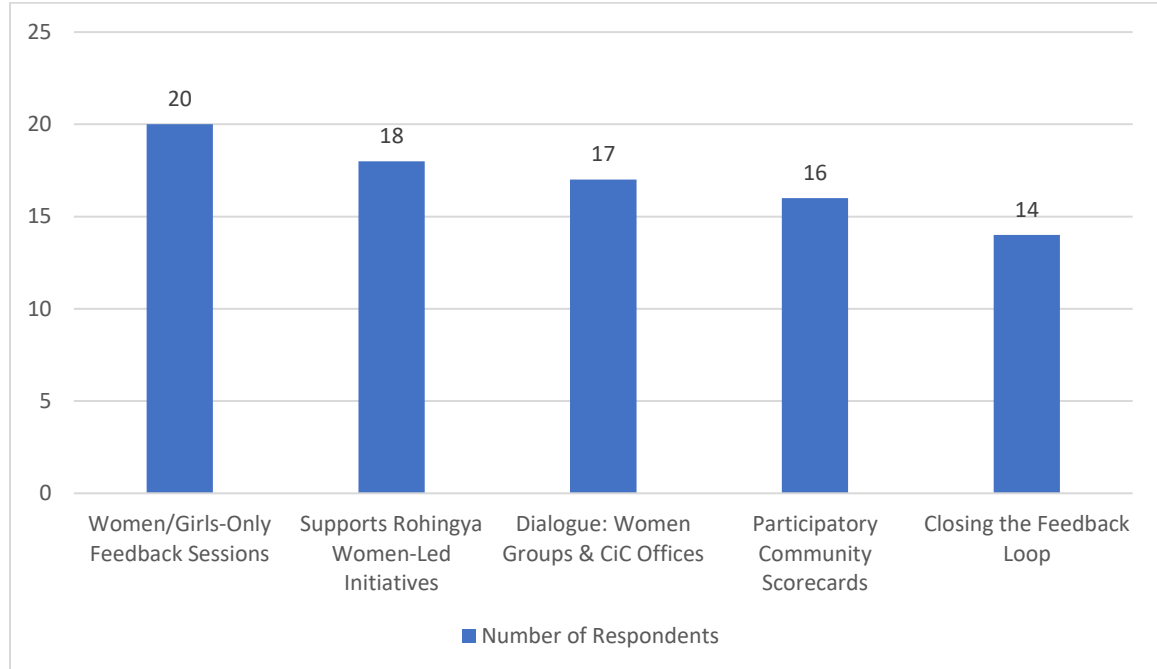
In the thematic area of accountability to affected populations (AAP) and community engagement, the survey indicates strong engagement at the ‘entry point’ of humanitarian assistance, with comparatively lower levels of engagement at later stages.

While 20 out of 23 organizations report conducting dedicated consultations for women and girls to inform service design, fewer organizations report continued consultations and engagement at later stages of project cycles. For instance, 18 organizations support women-led initiatives, and 17 organizations facilitate regular dialogue between women-led groups and Camp-in-Charge (CiC) offices on safety and service delivery, while 16 out of 23 report using more rigorous social accountability tools like community scorecards or participatory sessions.

A key gap is observed in closing the feedback loop: only 14 out of 23 organizations report communicating back to the communities and camp management on how feedback from women resulted in actual changes. This indicates that while mechanisms for gathering inputs are relatively well established, systems for systematically reporting back – an important part of trust and accountability – are not yet consistently in place among participating organizations.

⁴ For the full list of elements covered by each theme, please refer to Annex 1.

Figure 2: AAP and feedback loops.

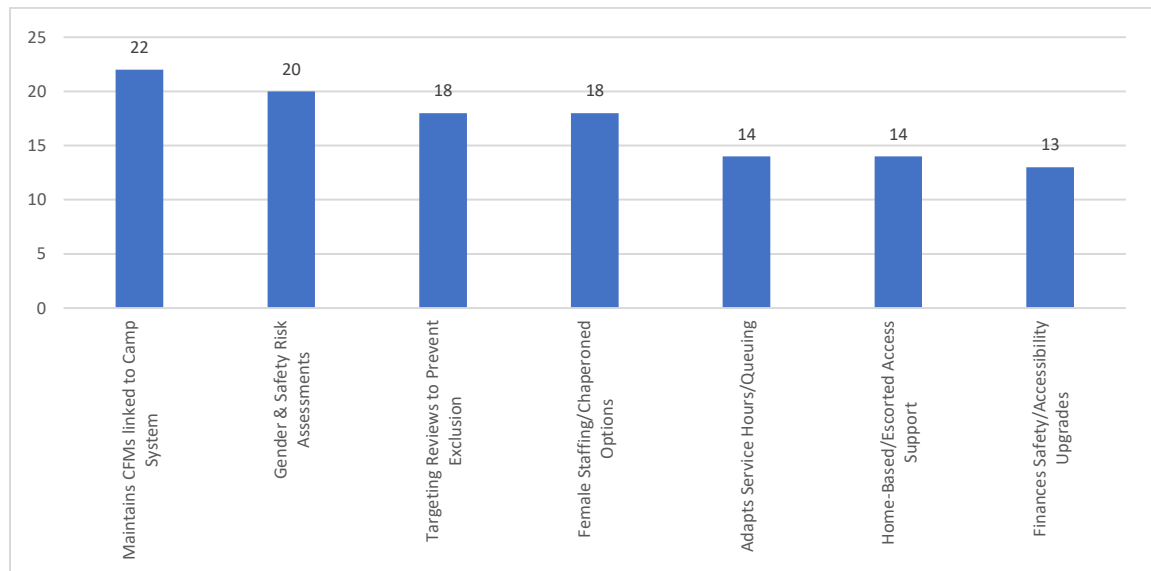


4 C: Inclusive and Safe Access

The survey findings highlight a gap between established inclusive processes, such as consultations and feedback mechanisms, and the implementation of physical safety and accessibility measures. While 22 out of 23 organizations report maintaining community feedback mechanisms (CFM) linked to related camp-level systems, this does not consistently translate into physical site improvements at service sites. Specifically, only 13 out of 23 organizations report financing and installing physical safety and accessibility features, such as lighting, lockable or segregated WASH facilities, and ramps at service points.

Furthermore, while 20 out of 23 organizations report conducting gender and safety risk assessments for service routes, the application of inclusive design measures is less consistent. Of the total, 18 organizations review their targeting criteria to prevent the exclusion of female-headed households or women with disabilities, and only 14 out of 23 have adapted service hours or queuing arrangements to account for women's disproportionate domestic and unpaid care responsibilities. Similarly, only 14 out of 23 organizations provide home-based or escorted access for individuals with reduced mobility.

Figure 3: Inclusive access and physical safety measures.



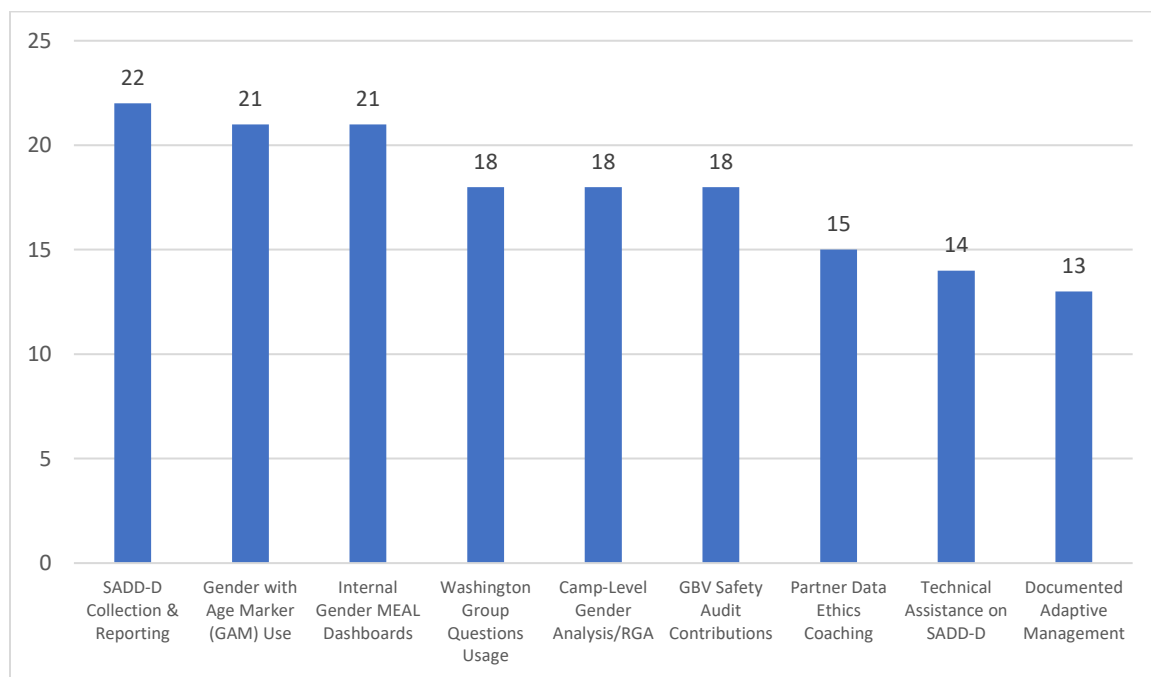
4 D: Gender Data and Its Use

The survey indicates that high levels of data collection do not consistently translate into operational adjustments. While 22 out of 23 organizations report collecting and using sex-, age-, and disability-disaggregated data (SADD-D) to inform camp-level planning, this is not reported as consistently reflected in changes to programming. Specifically, only 13 out of 23 organizations report documenting and implementing course corrections based on SADD-D findings or community feedback.

While 21 out of 23 organizations report integrating gender analysis into internal dashboards and using the Gender with Age Marker (GAM) at the design phase of projects, support for the use of data is more limited. Fifteen out of 23 organizations report building partner capacity in data ethics and safe data handling; slightly less at 14 out of 23 provide technical assistance to camp-level actors or local organizations on how to use SADD-D for planning.

Although the responses from participating organizations demonstrate strong data generation, reflected in 18 organizations conducting rapid gender assessments and contributing to GBV safety audits, translating this data to use it for adapting programme design and approaches, or for strengthening local capacity, varies across organizations and is an area for further strengthening.

Figure 4: Gender-responsive data collection and analysis.

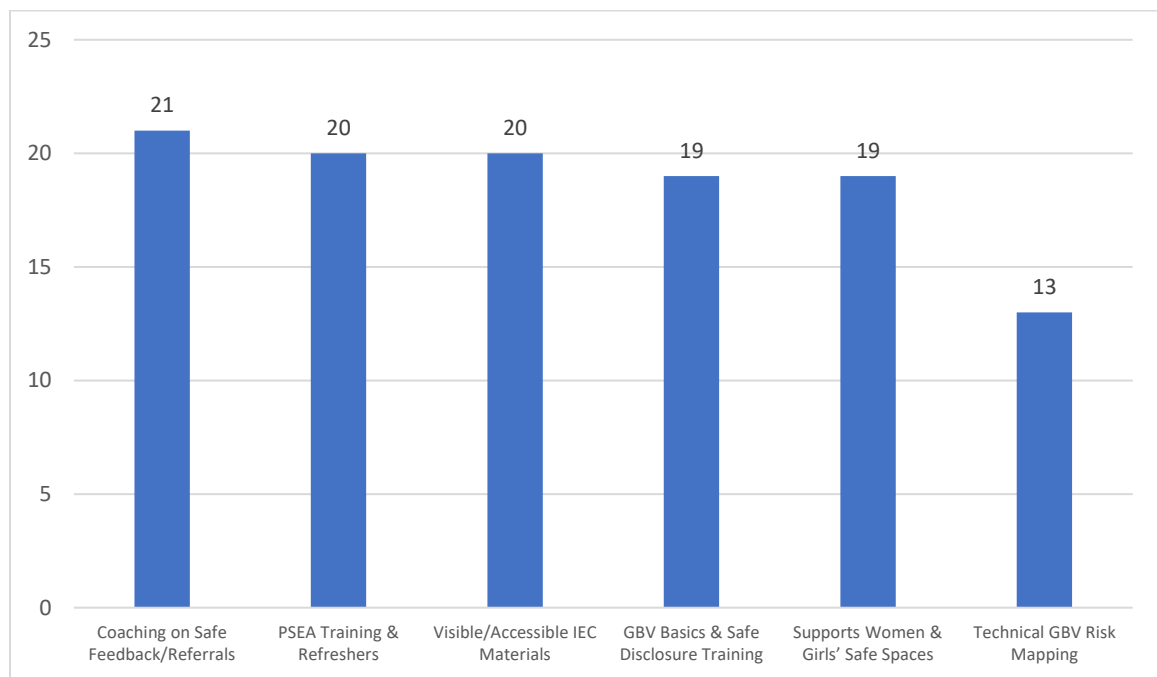


4 E: Protection, GBV Risk Mitigation and PSEA

The survey findings indicate strong emphasis on training and supervision, though this is not always anchored in camp-level risk analysis. While 21 out of 23 organizations report providing coaching and supervision to camp volunteers on safe, confidential feedback and dignified referrals, guidance on site-specific tools such as risk mapping, and related actions is less consistent. Specifically, only 13 out of 23 organizations report working with camp actors to update and use GBV risk maps – identifying hotspots like water points, latrines, and markets – to inform mitigation measures.

Supporting awareness raising and safe spaces remains strong, with 20 organizations ensuring that camp Information, Education and Communication (IEC) materials are visible and available in both English and Rohingya, and 19 organizations actively supporting or funding Women and Girls' Safe Spaces. Furthermore, 20 out of 23 organizations report conducting PSEA training on codes of conduct and reporting channels, while 19 organizations report training camp-level actors on survivor-centered referrals and safe disclosure.

Figure 5: GBV risk mitigation and PSEA standards.



4 F: Resources and Capacities

The survey indicates that most organizations have established internal capacities and processes to support gender responsiveness, such as staff training, defined roles and responsibilities, and performance management systems. However, support to women-led networks and local community-based organizations (CBOs) through mentorship, technical assistance, and dedicated funding, is less consistently reported.

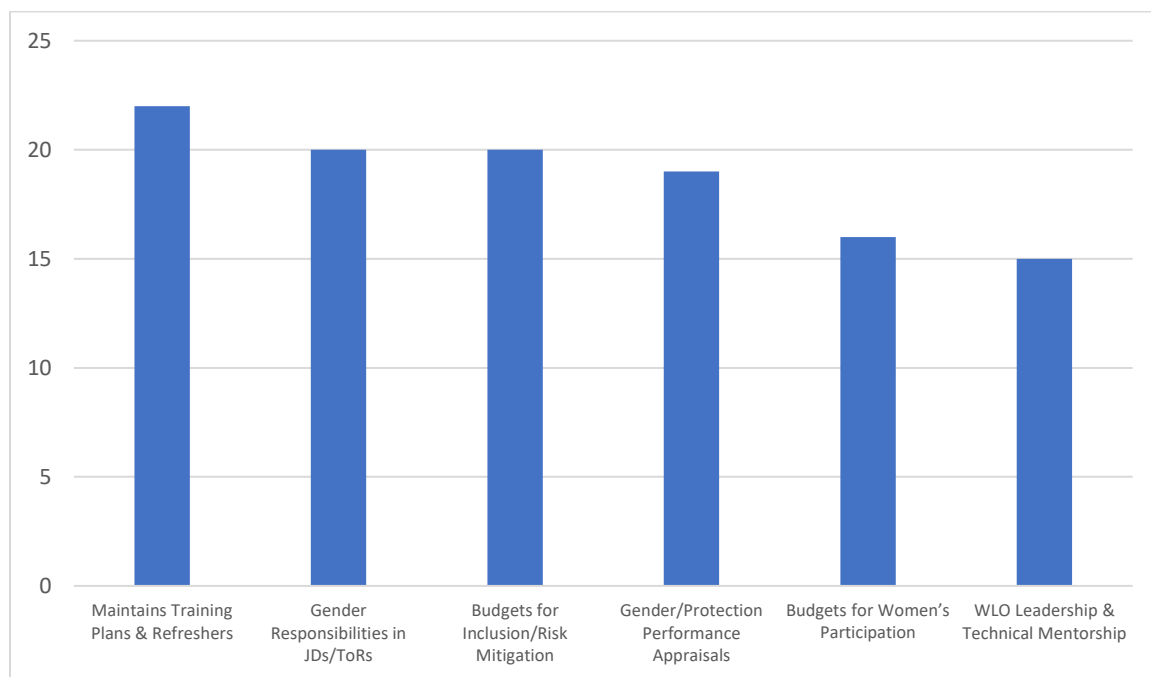
While 22 out of 23 organizations report maintaining training plans covering GiHA, AAP, and PSEA for staff and camp-level actors, only 15 out of 23 organizations provide leadership mentorship or technical support to women-led camp networks or host community CBOs.

The integration of gender into human resource management appears well established, with 20 organizations embedding specific responsibilities into job descriptions and 19 organizations incorporating gender and protection indicators into performance appraisals.

On the financial side, 20 out of 23 organizations allocate budgets for general risk mitigation like lighting and accessible materials. However, dedicated budget to address barriers to women's participation is less consistent: only 16 out of 23 organizations report maintaining budget lines for participation costs such as transport and childcare.

Overall, while organizational capacity and systems are largely in place, the data suggests that dedicated financial and mentorship support for women's grassroots leadership remains an area for further strengthening.

Figure 6: Institutional capacity, resources, and budgeting.



4 G: Gender Responsive Infrastructure and Services

The survey found that while almost all organizations reported ensuring the visibility of protection information, the introduction of physical, site-level privacy and safety measures was less consistent.

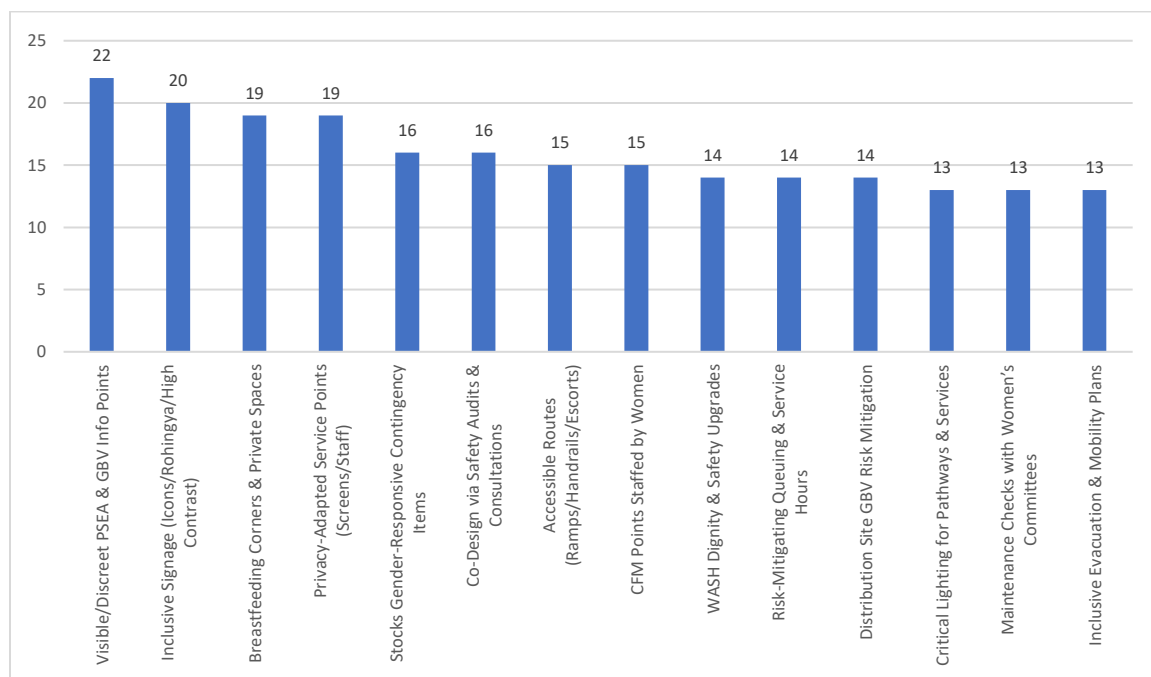
While 22 out of 23 organizations report displaying PSEA and GBV reporting information at accessible points, only 13 out of 23 organizations report maintaining lighting along pathways to services, and only 13 organizations report updated evacuation plans that account for caregivers and individuals with mobility constraints.

Inclusive communication and privacy-related measures are relatively widely reported, with 20 organizations providing accessible signage and 19 organizations operating breastfeeding corners or adapting service points for privacy. However, co-designed and gender-sensitive/segregated infrastructure is more limited.

Only 16 out of 23 organizations report co-designing site upgrades using safety audits with women and girls, and 14 out of 23 have upgraded WASH facilities with locks and menstrual disposal or configured distribution sites to mitigate GBV risks through daylight operations and crowd control. Furthermore, while 15 organizations report ensuring accessible routes and female-staffed feedback points, only 13 out of 23 report maintenance checks with women's committees.

Overall, while information provision and privacy-related measures are widely in place, co-designed infrastructure and participatory maintenance are less consistently implemented.

Figure 7: Infrastructure upgrades and site improvements.



4 H: Participation and Leadership of Women and Girls

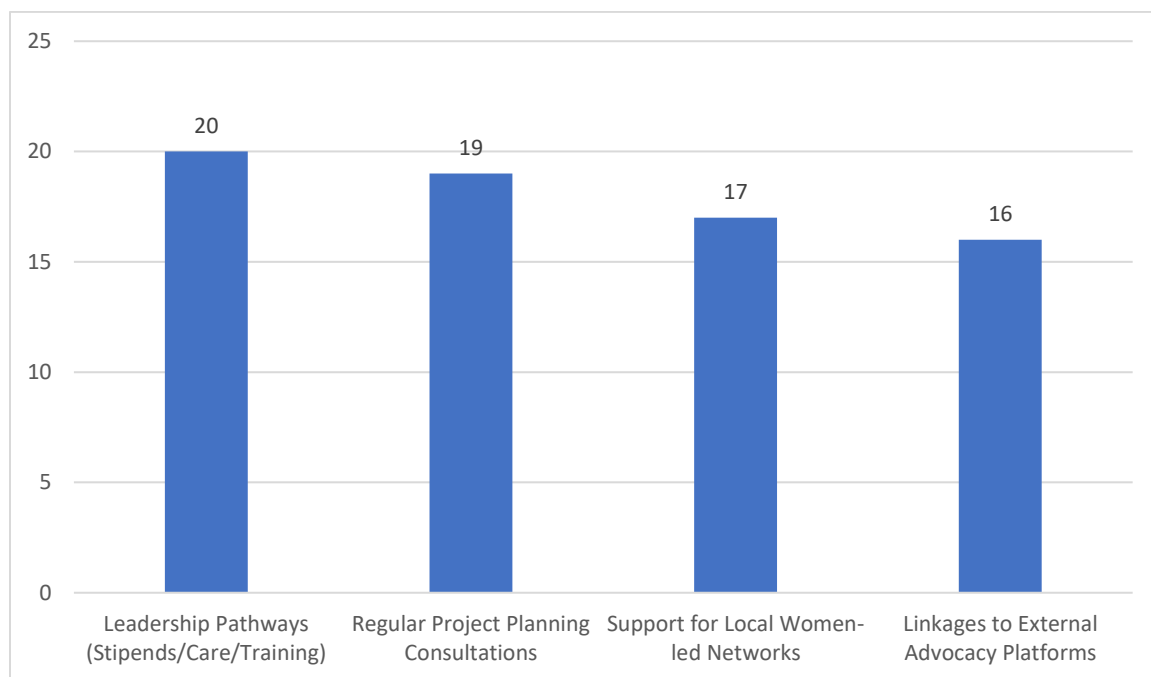
Support for women's leadership is widely reported, while supporting engagement in decision-making processes and high-level advocacy is less consistently observed.

While 20 out of 23 organizations report supporting women's leadership, including training, stipends, childcare, and safe transport, this support does not always translate into women's participation in external coordination or decision-making forums. Specifically, only 16 out of 23 organizations facilitate opportunities for women and young women to engage directly with external coordination, advocacy, or policy platforms, such as donor visits or sector working groups.

Direct community engagement is relatively widely reported, with 19 organizations facilitating participation of women and adolescent girls in planning and reviews at least twice per quarter. Furthermore, 17 out of 23 organizations support women-led committees and their formal engagement with camp authorities.

Overall, the findings suggest that while investments into women's leadership are reported across most organizations, translating these into influence within higher-level decision-making and advocacy spaces remain less consistent across organizations.

Figure 8: Women’s participation and leadership.



4 I: Localization and Partnerships

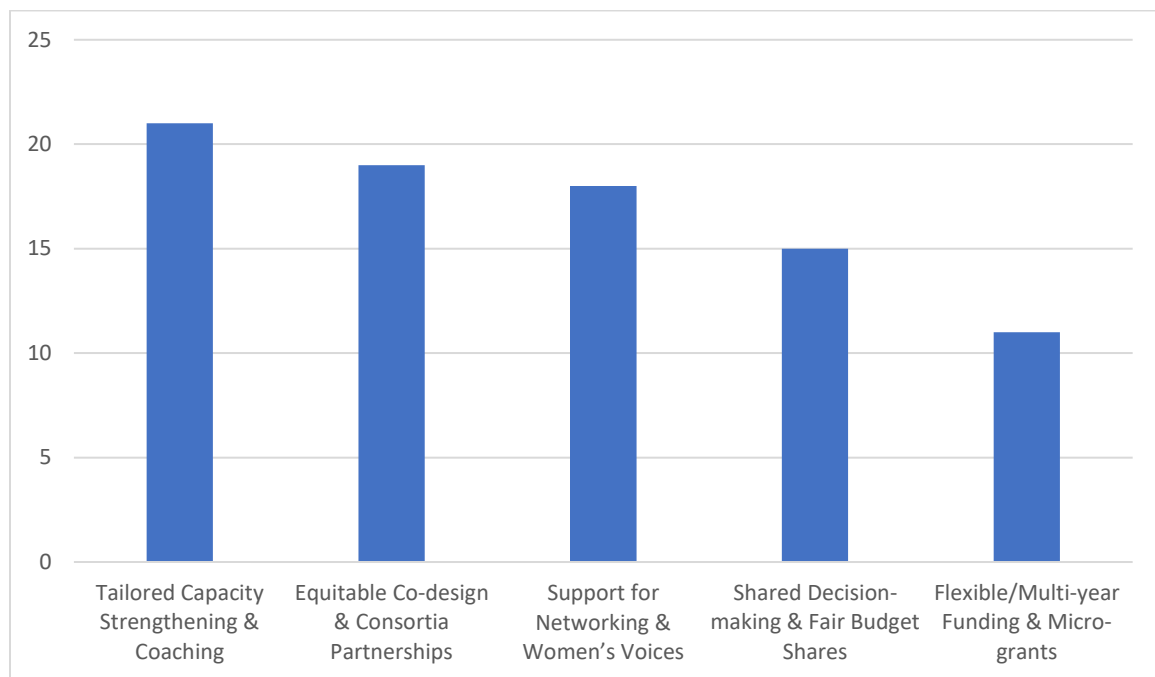
The survey indicates that capacity strengthening is widely reported, while direct and flexible funding to local actors is less consistently observed.

While 21 out of 23 organizations report delivering or receiving tailored capacity building – including monitoring, evaluation, accountability and learning (MEAL), safeguarding, and GiHA – with follow-up coaching, this does not consistently translate into flexible funding for local organizations, including women led organizations (WLOs) and community-based organizations (CBOs). Specifically, only 11 out of 23 organizations channel flexible funding, such as micro-grants or multi-year support, to WLOs or women-led networks and CBOs.

While 19 out of 23 organizations report engaging in equitable partnerships through co-design or sub-grants, the extent to which decision-making and resources are shared is more limited. Only 15 out of 23 organizations report sharing decisions and resources, such as fair budget overheads or joint visibility, with their local partners. Furthermore, 18 organizations report supporting the networking and voice of women-led groups in camp coordination by facilitating transport or childcare stipends.

Overall, the findings suggest that while efforts to build the capacity of local partners are widely reported, more equitable sharing of decision-making and the provision of flexible, direct funding are less consistently observed across organizations.

Figure 9: Partnerships, localization, and flexible funding.



4 J: Qualitative Feedback

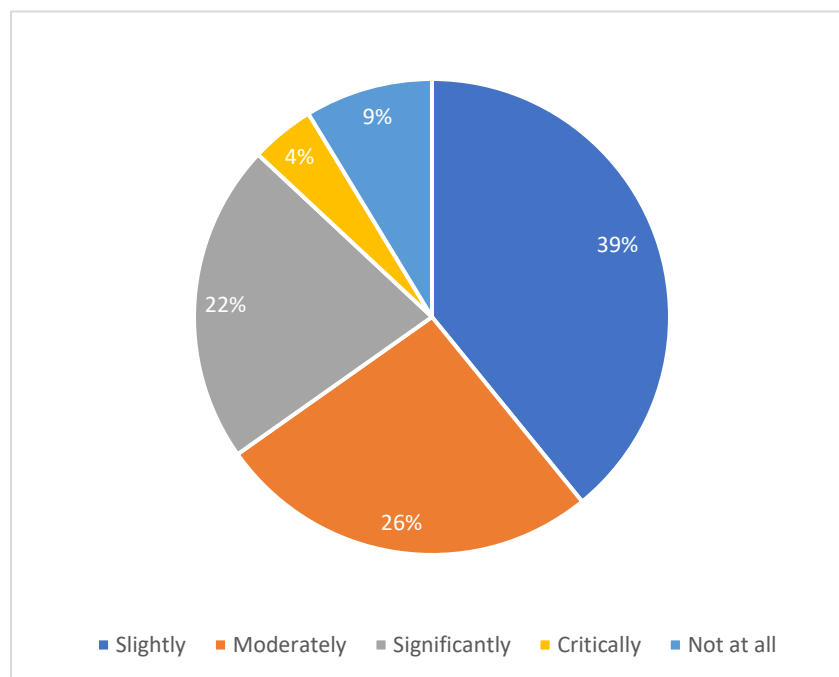
The qualitative feedback in Section J highlights further structural and system hurdles. From the 14 organizations that provided responses, five areas of challenges are observed:

- **Funding and Resources:** The most common challenge reported by the 14 organizations relates to budget constraints, with 5 reporting gaps in essential supplies like MHM materials, gender-responsive infrastructure, and community-based protection as a result.
- **Capacity and Training:** Improving capacities for gender-responsiveness is a priority highlighted by 4 organizations, which highlighted requests ranging from basic training on gender mainstreaming to "capacity exchange" that values the decade-long expertise of local staff.
- **Coordination and Inclusion:** Three participants highlighted issues related to camp-level coordination on GiHA issues, with two advocating for more dedicated camp-level focal points, while one suggested merging discussions into existing forums to avoid "coordination fatigue."
- **Recognition and Reporting:** A specific recommendation from one participating organization related to the "invisibility" of efforts by local partners, proposing that 5W reports must include the names of implementing partners to ensure local contributions are communicated.
- **Targeted Support:** One organization emphasized the need for more inclusive outreach and referral pathways that specifically reach gender-diverse groups, female sex workers, and vulnerable adolescent girls.

4 K: Resource Constraints

According to survey responses, **91.3 per cent** of organizations experienced some level of resource constraint at the time of the survey in December 2025, with only a small number of organizations (**8.7%**) experiencing no constraints.

Figure 10: Resource Constraints.



Key insights and implications

Most organizations report moderate constraints (65 per cent):

The majority of organizations (65.22 per cent) report 'slight' to 'moderate' constraints. This suggests that while operations continue, resource limitations may affect the consistency or quality of gender-responsive programming.

Significant constraints reported by a fourth (26 per cent):

Over a quarter of the respondents (26.09 per cent) report 'significant' or 'critical' constraints, indicating that resource limitations are likely to affect the scope or continuity of the gender-responsive activities, including where these are scaled back or not implemented due to a lack of dedicated budget or dedicated personnel.

Link between funding and implementation:

These findings are consistent with Section I, where fewer than half (47.8 per cent) of organizations report access to flexible funding for local actors. This suggests that resource constraints are impacting the ability to scale or sustain gender-responsive and gender-transformative approaches.

5. Key Recommendations:

1. **Decision-making:** Ensure equal participation of Rohingya women leaders in camp committee/coordination meetings by standardizing meeting invitation lists, tracking attendance, and through establishing a minimum quota of 30 per cent of women in these meetings as a mandatory requirement.
2. **Local WLOs:** Ensure that GiHA and sector reporting systematically credit local implementing partners, including WLOs, to ensure their contributions are visible and reflected in coordination and resource decisions.
3. **Prioritized technical support:** Focus GiHA technical support on areas where lower levels of implementation are reported, including coordination and gender-responsive infrastructure.
4. **Dedicated and flexible funding:** Use these findings to advocate for dedicated and flexible funding for gender-responsive priorities, including MHM, safe lighting, accessible WASH, and safe pathways, as well as for direct, flexible funding for WLOs, women-led networks and CBOs.
5. **Feedback and accountability processes:** Support more consistent feedback closure with women and girls, including regular communication on how their inputs have informed decisions and programme adjustments, to strengthen trust, transparency and accountability to affected women and girls.

6. Conclusion

The baseline survey shows that most GiHA members organizations have put in place systems and activities to support gender-responsiveness in their programming in areas like gender data collection, training, and community engagement. However, these efforts are not always consistent, and efforts are required to address gaps such as strengthening the use of data to inform programme adjustments, expanding opportunities for women's participation in decision-making and higher-level advocacy, and increasing flexible funding to local WLOs, women-led networks and CBOs. In short, efforts to support empowerment and protection need to translate into meaningful and visible leadership of women at the camp-level.

Annex 1: Survey Questionnaire

Please review the following list of indicators. For each section, please **select all that apply** to your organization's current operations and field-level activities.

Section 4A: Leadership and Coordination

- **A1.** Contributes a designated gender focal person who engages in camp coordination.
- **A2.** Ensures gender issues are routinely tabled in camp coordination meetings (agendas, action logs).
- **A3.** Promotes women's leadership/representation (at least 30%) in camp forums/committees.
- **A4.** Tracks and follows up gender equality actions in site plans.
- **A5.** Provides gender technical input to CiC and Site Management Support (SMS) teams on monthly planning and coordination priorities.
- **A6.** Ensures women leaders are invited and supported (transport, childcare) to attend coordination meetings.

Section 4B: Accountability to Affected Populations (AAP)

- **B1.** Operates women-/girls-only consultations and feedback sessions to inform service siting/design.
- **B2.** Closes the feedback loop (communicates responses/changes to i) camp management and ii) communities).
- **B3.** Supports Rohingya women-led initiatives.
- **B4.** Supports participatory community scorecards or social accountability sessions with women and adolescent girls.
- **B5.** Facilitates regular dialogue between women-led groups and CiC offices on service delivery and safety issues.

Section 4C: Inclusive Access and Safety

- **C1.** Conducts gender and safety risk assessments for service points/routes.
- **C2.** Finances/installs safety and accessibility adaptations (lighting, lockable/segregated and accessible WASH, ramps, etc.).
- **C3.** Reviews targeting criteria to prevent exclusion (e.g., FHHs, adolescents, women with disabilities).
- **C4.** Adapts service hours/queuing to women's time-use and care burdens.
- **C5.** Provides home-based/escorted access or reasonable accommodation for reduced mobility.
- **C6.** Ensures female staffing/chaperoned options where culturally required.
- **C7.** Maintains Community Feedback Mechanisms (CFMs) linked to camp CFM.

Section 4D: Data, Analysis and Use

- **D1.** Collects/reports SADD-D (sex, age bands, disability) consistently to inform camp-level analysis and planning.
- **D2.** Applies Washington Group (or functional difficulty) questions to identify barriers and plan reasonable accommodations.
- **D3.** Uses Gender with Age Marker at project design for camp-level activities and monitors it during implementation/ reporting.
- **D4.** Conducts camp-level gender analysis at project start-up and as required, e.g. rapid gender assessments in response to emergencies.
- **D5.** Contributes to site/camp GBV safety audits and integrates recommendations into sector/site action plans.
- **D6.** Implements course corrections based on analysis/community feedback (documented decisions).
- **D7.** Provides technical assistance (TA) to camp-level actors (e.g., site management, sector partners, WLOs) on collecting, analyzing, and using SADD-D (sex, age bands, disability) for planning and reporting.
- **D8.** Integrates gender-disaggregated data analysis into internal MEAL dashboards and reporting templates.
- **D9.** Builds partner capacity in data ethics, confidentiality, and safe handling of SADD data.

Section 4E: GBV Risk Mitigation and PSEA

- **E1.** Trains camp-level actors (e.g., CiC/site staff, sector volunteers, community leaders, outreach workers) on GBV basics, survivor-centered referrals, and safe disclosure (LIVES/PSEA).

- **E2.** Trains camp-level actors on PSEA (Code of Conduct, prohibited behaviors, safe reporting channels, bystander duties) and provides refreshers/inductions.
- **E3.** Works with camp actors to update and use GBV risk maps (hotspots such as water points, latrines, pathways, markets) and to integrate actions into site/sector plans.
- **E4.** Supports Women and Girls' Safe Spaces at camp level (establishes, staffs, funds, strengthens referrals, accessibility, and operating hours).
- **E5.** Provides coaching and supervision to camp volunteers/officials on safe, confidential feedback/complaints handling and dignified referrals (no case investigation by non-specialists).
- **E6.** Ensures camp information materials (posters/IEC) on GBV services and PSEA reporting are visible, accessible, and updated (English and Rohingya languages; disability-inclusive).

Section 4F: Capacity, Resources and Budget

- **F1.** Embeds gender specific responsibilities in Job Descriptions/ToRs and performance objectives of personnel.
- **F2.** Maintains a training plan (GiHA/AAP/Disability/GBV/PSEA) with periodic refreshers for staff and camp-level actors (government officials, volunteers).
- **F3.** Plans and allocates budget for inclusion/risk-mitigation measures (lighting, accessibility, inclusive information and education materials, etc.).
- **F4.** Provides leadership mentorship or technical support to women-led camp networks and / or host community CBOs.
- **F5.** Integrates gender and protection indicators into staff performance appraisals.
- **F6.** Allocates budget lines for women's participation (transport, childcare, accessibility).

Section 4G: Infrastructure and Site Improvements

- **G1.** Co-designs site upgrades using women's/adolescent girls' consultations (incl. women with disabilities) and/or safety walk-throughs/audits.
- **G2.** Installs/maintains critical lighting to/within services and pathways.
- **G3.** Adapts service points for privacy and safeguarding (screens/partitions, female staff presence, discreet spaces for disclosure).
- **G4.** Designs queuing and service hours to reduce risk and time burden (shaded areas; priority lines for pregnant/lactating women, older persons, and persons with disabilities).
- **G5.** Ensures accessible routes and facilities (ramps, handrails, non-slip surfaces, seating; escorts or home-based options where needed).
- **G6.** Upgrades WASH for dignity and safety (sex-segregated facilities with locks, menstrual disposal, accessibility).
- **G7.** Operates breastfeeding corners.
- **G8.** Provides inclusive signage/information education communication in accessible formats (icons, English and Rohingya languages, high contrast, audio).
- **G9.** Configures distribution sites/markets to mitigate GBV risks (daylight operations, crowd control, proximity to homes, presence of female staff, safe transport/childcare linkages).
- **G10.** Ensures CFM points are staffed by women.
- **G11.** Displays PSEA/GBV reporting information discreetly, with confidential access points that are physically accessible.
- **G12.** Integrates maintenance checks with women's committees/WLOs.
- **G13.** Stocks and updates gender-responsive contingency items (dignity kits, menstrual supplies, appropriate clothing).
- **G14.** Updates evacuation plans that account for caregivers and mobility constraints.

Section 4H: Participation and Leadership

- **H1.** Facilitates the participation of women and adolescent girls (including those with disabilities) in periodic project/site reviews (at least 2 per quarter).
- **H2.** Establishes leadership pathways for women in camp governance (e.g., through stipends, childcare support, and targeted capacity building).

- **H3.** Provides direct support to local women-led networks/committees for their own advocacy and operational costs.
- **H4.** Facilitates women's representation in high-level advocacy platforms, donor visits, and strategic briefings.

Section 4I: Partnerships and Localization

- **I1.** Engages in equitable partnerships with local actors (WLOs/WROs, CBOs, OPDs, RLOs, YLOs) through co-design, consortia, sub-grants, or co-implementation.
- **I2.** Shares decision-making and resources with local partners including fair budget shares (e.g., core/overheads), co-chairing/representation, and joint visibility.
- **I3.** Delivers or receives tailored capacity strengthening (e.g., MEAL, safeguarding/PSEA, financial management/compliance, GiHA/AAP/GBViE, disability inclusion), with follow-up coaching.
- **I4.** Where relevant, channels flexible, timely funding to women-led/community groups (e.g., micro-grants, multi-year support) or accesses such funding as a local actor.
- **I5.** Supports networking and voice of women-led/community groups in camp coordination and with authorities (e.g., facilitation, transport/childcare stipends, accessibility accommodations).