

Call to Action on Protection from
Gender-Based Violence in Emergencies

THE ACTION PLAN

2016-2020

The ***Call to Action on Protection from GBV in Emergencies*** aims to fundamentally transform the way GBV is addressed in humanitarian operations via the collective action of partners from governments, international organizations, and non-governmental organizations (NGOs), each bringing our various strengths and capacities to the table.

Our collective motivation in committing to the *Call to Action* and inviting others to join is quite simple: GBV continues to plague those affected by conflict and disasters, especially women and girls. We have an obligation to act—to take all possible measures in our humanitarian work to build resilience, to keep people safe, and to help GBV survivors rebuild their lives.

The commitment to act and to hold ourselves accountable for action is what binds us together under the *Call to Action*. The Road Map establishes a time-bound and measurable operational framework to realize the aim and commitments of the *Call to Action*. It enables us to move the *Call to Action* forward through sustained collective action over the next five years. By sharing this Road Map with colleagues around the world, we can galvanize increased engagement to address GBV, encourage new partners to commit to the *Call to Action*, and realize the aims of this initiative.

Goal

The goal of the *Call to Action* is to drive change and foster accountability within the humanitarian sphere so that every humanitarian effort includes the policies, systems, and mechanisms necessary to mitigate GBV risks, especially violence against women and girls, from the earliest phases of a crisis, and to provide safe and comprehensive services for those affected by GBV.

Objectives

1. Establish specialized GBV services and programs that are accessible to anyone affected by GBV and are available from the onset of an emergency.

2. Integrate and implement actions to reduce and mitigate GBV risk across all levels and sectors of humanitarian response from the earliest stages of emergencies and throughout the program cycle.

3. Mainstream gender equality and the empowerment of women and girls throughout humanitarian action.

The Road Map aims to meet the need for accountability, collective action, and locally driven programming by achieving the following outcomes by 2020:

Outcome 1. Humanitarian actors adopt and implement institutional policies and standards to strengthen gender equality, prevent and respond to GBV, and enhance accountability for taking action.

Outcome 2. All levels within the humanitarian architecture promote effective and accountable inter-agency/inter-sectoral GBV leadership and coordination.

Outcome 3. Needs assessments, analyses, and planning processes support effective and accountable integration of GBV prevention and response and gender equality into humanitarian response efforts.

Outcome 4. Funding is available for GBV prevention and response for each phase of an emergency, from preparedness and crisis onset through transition to development.

Outcome 5. Specialized GBV prevention and response services are implemented in each phase of an emergency, from preparedness and crisis onset through transition to development.

Outcome 6. Those managing and leading humanitarian operations have and apply the knowledge and skills needed to foster gender equality and reduce and mitigate GBV risk

The strength of the *Call to Action* lies in the diversity of its stakeholders; a governance structure that supports participation, accountability, transparency, and communication; and the collective pledge to hold ourselves accountable to one another and to the people we serve.

The following Action Plan lays out the Key Action Areas we have prioritized to achieve the target Outcomes by 2020. Each Outcome includes a set of time-bound actions and stakeholder groups responsible for the action.

The Action Plan

The following Action Plan lays out the Key Action Areas we have prioritized to achieve the target Outcomes by 2020. Each Outcome includes a set of time-bound actions and key stakeholder groups responsible for them. We have also identified supporting stakeholder groups or entities that contribute advocacy, funding, and other relevant workstreams to ensure the action is complete, based on their capacity and responsibility to engage on GBV-related issues. The Action Plan is supported by structures for partnership, leadership, governance, and monitoring.

Pathways of Action

The Outcomes we wish to achieve and the actions needed to achieve them are organized across three interlinked Pathways of Action that must be undertaken in sync with each other.



Internal Institutional Policies are the policies and mechanisms within individual partner organizations/institutions.

- » Policies provide the high-level guidance and commitment that drive the mechanisms necessary to support leading, funding, coordinating, and implementing action on the ground.
- » Actions in this pathway inform, guide, and establish the means to hold staff at all levels accountable for decisions, practices, and programs on gender equality and protection from GBV in emergencies.
- » Policies ensure that gender equality, protection from sexual exploitation and abuse (PSEA), and protection from GBV become organizational norms and practices, and are thereby integrated into all administrative and programmatic (e.g., tools, guidance, planning, monitoring, etc.) mechanisms.
- » This pathway also includes the stakeholder organization's commitment to participation in inter-agency coordination, advocacy, and other activities aimed at carrying forward the issues.

Inter-Agency Systems are the inter-agency policies, structures, and systems developed and agreed to by inter-agency groups.

- » Systems should clearly guide, support, and govern humanitarian action related to GBV and gender equality.
- » Actions in this pathway provide the structures and systems for implementation on the ground and accountability for action.
- » Actions in this pathway are informed by institutional policies and practices.

Implementation is the program level, where communities are engaged and services are planned and delivered by individual agencies and inter-agency groupings.

- » Implementation actions include specialized GBV prevention and response programming by the key specialized sectors; the integration of GBV risk reduction and mitigation into the work of all sectors and all actors in line with the revised IASC GBV Guidelines; and mainstreaming of gender equality throughout all programs and interventions.
- » The implementation level is supported, guided, and made possible by the policies and systems in the other two pathways.

Stakeholder Groups

In the Action Plan, specific groupings of stakeholders are identified by abbreviated terms as follows:

States

- » States and/or regional bodies (e.g., European Union, African Union) that provide bilateral and/or multilateral humanitarian funding
- » States and/or regional states bodies that do not necessarily fund humanitarian action, but do engage in advocacy and other activities around humanitarian issues
- » States affected by armed conflict and/or natural disaster; includes refugee host countries

States/Donors

- » States, regional states bodies (e.g., European Union, African Union), and/or private donors that provide humanitarian funding through bilateral and/or multilateral methods

Affected States

- » States prone to or affected by armed conflict and/or natural disaster; includes refugee host countries

International Organizations (IOs)

- » International/multilateral organizations, including United Nations agencies, Red Cross/Red Crescent Movement, etc.

International Non-governmental Organizations (INGOs)

- » International humanitarian and/or development INGOs

National Civil Society

- » National non-governmental organizations (NNGOs)
- » National Red Cross and Red Crescent Societies
- » Business forums
- » Faith-based associations
- » Labor unions
- » Community-based organizations (CBOs) and local community groups

Affected Communities

- » Individuals, women's groups, and other groups in communities affected by armed conflict and/or natural disasters

A distinction is made in the Action Plan between “Key Stakeholder Groups” and “Supporting Stakeholder Groups.” Key Stakeholder Groups are those that have primary responsibility for leading and carrying out the Priority Action Areas. Supporting Stakeholder Groups have important secondary roles, such as advocacy, funding, or other relevant workstreams that support completion of the actions. Stakeholder groups can occupy the role of “key” or “supporting,” at different times throughout the Action Plan, depending on their role specific to that workstream.

PATHWAY:

Internal Institutional Policies

OUTCOME 1.

Humanitarian actors adopt and implement institutional policies and standards to strengthen gender equality, prevent and respond to GBV, and enhance accountability for taking action.

Key Action Areas	Key Stakeholder Groups	Supporting Stakeholder Groups	2016	2017	2018	2019	2020
1-1 Establish and implement internal institutional policies, standards, and practices that drive action and accountability on GBV and gender equality in humanitarian service delivery.	IOs, INGOs, National Civil Society, States		✓	✓			
1-2 Establish and implement national policies and plans on gender equality and GBV (e.g., national strategies as appropriate) that guide priorities, processes, protocols, human and financial resource allocation, and advocacy.	States	National Civil Society	✓	✓			
1-3 Strengthen human resources processes and practices to reflect institutional commitments to, and accountability for, action on GBV and gender equality, including recruitment, job descriptions/terms of reference (ToRs), performance reviews, and sex balance of staff at all levels.	IOs, INGOs, National Civil Society, States			✓	✓		
1-4 Integrate action on gender equality and GBV into standards, tools, guidance, processes, and priorities for service delivery, funding, and advocacy.	IOs, INGOs, National Civil Society, States			✓	✓		
1-5 Integrate GBV and gender equality considerations into tools, guidelines, and processes related to monitoring and evaluation, building an evidence base, and information collection, sharing, and use.	IOs, INGOs, National Civil Society, States		✓	✓	✓		
1-6 Build general and/or specialized knowledge and capacity among staff, management, and local partners for taking action on GBV prevention, response, and preparedness. (Links with Outcomes 5 and 6.)	IOs, INGOs, National Civil Society, States		✓	✓	✓	✓	✓
1-7 Systematically advocate for inclusion of <i>Call to Action</i> considerations in relevant policy processes (e.g., World Humanitarian Summit, Women, Peace and Security agenda)	States/Donors, IOs, INGOs, National Civil Society		✓	✓	✓	✓	✓

INDICATORS

Indicator 1a: % of partner organizations that have established enforceable institutional policies/standards on GBV and on gender equality for programming in humanitarian settings (linked to Action 1-1)

Milestone(s)	Target
80% by 2018	100% by 2020

Indicator 1b: % of state partners with national policies and implementation plans on GBV and on gender equality (linked to Action 1-2)

Milestone(s)	Target
80% by 2018	100% by 2020

PATHWAY:
Inter-Agency Systems

OUTCOME 2.

All levels within the humanitarian architecture promote effective and accountable inter-agency/inter-sectoral GBV leadership and coordination.

Key Action Areas	Key Stakeholder Groups	Supporting Stakeholder Groups	2016	2017	2018	2019	2020
2-1 Strengthen GBV coordination mechanism at the global cluster level to achieve enhanced accountability, effective leadership, and performance in line with cluster standards and guidelines.	IOs, INGOs	States/Donors		✓	✓	✓	✓
2-2 Establish timely and effective GBV coordination mechanism at field level to achieve enhanced accountability, effective leadership, and performance in line with cluster standards and guidelines.	IOs, Affected States, INGOs, National Civil Society	States/Donors		✓	✓	✓	✓
2-3 Institutionalize and systematize inter-sectoral GBV coordination and coordination between thematic/working groups on GBV and gender equality at global and field levels.	IOs, INGOs, National Civil Society, States				✓	✓	✓
2-4 Dedicate qualified staff to meaningfully engage in gender and GBV as pertains to global inter-agency mechanisms/groups, including the GBV Area of Responsibility (AoR) and the Gender Reference Group.	IOs, INGOs	States/Donors National Civil Society		✓	✓	✓	✓
2-5 Establish explicit responsibilities for action and accountability on GBV and gender equality in the ToRs of Resident/Humanitarian Coordinators (RC/HCs), Humanitarian Country Teams, and cluster lead agencies, including coordination and programming in each phase of an emergency. (Links with Action 1-3.)	IOs	INGOs States/Donors		✓	✓	✓	✓
2-6 Proactively promote effective local leadership of and robust engagement in assessments, planning, implementation, and monitoring of GBV and gender equality interventions.	IOs, INGOs, National Civil Society, States	States/Donors		✓	✓	✓	✓

INDICATORS

Indicator 2a: % of global level GBV AoR members satisfied with leadership, performance, and accountability of the global humanitarian GBV coordination mechanism.

Milestone(s) 60% by 2017
Target 85% by 2020

Indicator 2b: % of new crises with a country-level humanitarian GBV coordination mechanism established within 14 days of cluster activation.

Milestone(s) 80% by 2018
90% by 2019
Target 100% by 2020

Indicator 2c: % of countries with a Humanitarian Coordinator that have a national-level humanitarian GBV coordination co-led/led by a national actor.

Milestone(s) 30% by 2018
Target 50% by 2020

PATHWAY:
Inter-Agency Systems

OUTCOME 3.

Needs assessments, analyses, and planning processes support effective and accountable integration of GBV prevention and response and gender equality into humanitarian response efforts.

Key Action Areas	Key Stakeholder Groups	Supporting Stakeholder Groups	2016	2017	2018	2019	2020
3-1 Strengthen preparedness to integrate gender equality and GBV prevention and response into humanitarian action (e.g., sex and age disaggregated data, gender analyses, prepositioned supplies, trained local actors, planned gender equality indicators, GBV preparedness in national plans).	IOs, INGOs, National Civil Society, Affected States	States/Donors		✓	✓	✓	✓
3-2 Revise and implement tools and methodologies ¹ that govern emergency needs assessments (sectoral and inter-sectoral) to integrate GBV and gender equality issues.	IOs, INGOs	National Civil Society States/Donors	✓	✓			
3-3 Integrate GBV prevention and response and gender equality into humanitarian planning processes, plans, and reviews. (Links to Outcomes 5 and 6)	IOs, INGOs, National Civil Society, Affected States	States/Donors	✓	✓	✓	✓	✓
3-4 Establish/strengthen accountability mechanisms for integration of GBV and gender equality programming into the Humanitarian Program Cycle. (Links with Outcomes 1 and 2.)	IOs, INGOs, Affected States	States/Donors	✓	✓	✓	✓	✓
3-5 Conduct and report on at least one inter-agency real time evaluation (with a focus on humanitarian response to GBV and gender equality) in at least one L3 emergency setting per year.	IOs, INGOs, Affected States, National Civil Society		✓	✓	✓	✓	✓

INDICATORS

Indicator 3a: % of selected inter-sector/inter-cluster and sector/cluster assessment tools that integrate GBV and gender equality.

Milestone(s) 80% by 2018
Target 100% by 2020

Indicator 3b: % of Humanitarian Program Cycle (HPC) countries where GBV and gender equality are integrated into HPC processes and reflected in documents.

Milestone(s) 50% by 2018
Target 100% by 2020

PATHWAY:

Internal Institutional Policies

OUTCOME 4.

Funding is available for GBV prevention and response for each phase of an emergency, from preparedness and crisis onset through transition to development.

Key Action Areas	Key Stakeholder Groups	Supporting Stakeholder Groups	2016	2017	2018	2019	2020
4-1 Identify barriers to national, bilateral, multilateral, and pooled funding for action on GBV at each phase of an emergency, from preparedness and onset through transition to development.	IOs, INGOs, National Civil Society, States		✓				
4-2 Revise funding guidelines to address barriers and ensure funding is available for GBV prevention and response (see Outcome 5 and Definitions of Key Terms) at each phase of an emergency, from preparedness and crisis onset through to the transition to development.	IOs, Donor States	INGOs, Affected States, National Civil Society	✓	✓			
4-3 Identify (or develop new) innovative funding streams to enable rapid implementation of core GBV services (see Definition of Key Terms and Outcome 5)	IOs, INGOs, States/Donors	Affected States, National Civil Society		✓	✓	✓	✓
4-4 Incorporate core GBV services in funding proposals for comprehensive GBV prevention and response (Links to Outcome 5). (Also see Definition of Terms.)	IOs, INGOs, Affected States, National Civil Society	States/Donors				✓	✓
4-5 Establish tracking mechanisms to report on funding for GBV programming.	IOs, States/Donors	INGOs, National Civil Society, Affected States	✓	✓			
4-6 Develop and implement advocacy strategies for prioritizing and funding GBV programming.	All Partners/All Stakeholder Groups		✓	✓	✓	✓	✓

INDICATORS

Indicator 4a: # projects to implement core GBV services in strategic response plans, by country.

Milestone(s) Target

Increase in # of projects and # of countries from 2018-2020

Indicator 4b: # humanitarian crises where a funding tracking mechanism for GBV is in place.

Milestone(s) Target

Increase in # of countries from 2018-2020

PATHWAY:
Implementation

OUTCOME 5.

Specialized GBV prevention and response services are implemented in each phase of an emergency, from preparedness and crisis onset through transition to development.

Key Action Areas	Key Stakeholder Groups	Supporting Stakeholder Groups	2016	2017	2018	2019	2020
5-1 Establish a package of core GBV services for specialized GBV prevention and response to be undertaken during each phase of an emergency. (See Definition of Terms, Annex 1)	IOs, INGOs, National Civil Society, Affected States	States/Donors	✓	✓			
5-2 Implement, evaluate, and report on specialized services through the use and effectiveness of the core services package for GBV prevention and response in each phase of an emergency.	IOs, INGOs, National Civil Society, Affected States	States/Donors			✓	✓	✓
5-3 Strengthen technical capacity—international, national, and local—to implement specialized GBV prevention and response programming (including the core services) in each phase of an emergency.	IOs, INGOs, National Civil Society, Affected States	States/Donors	✓	✓	✓	✓	✓
5-4 Continue to build the global evidence base to define effective GBV prevention and response interventions in humanitarian settings.	IOs, INGOs, Affected States	States/Donors, Academia	✓	✓	✓	✓	✓
5-5 Deploy GBV technical experts within 72 hours of declaration of an L3 emergency to initiate specialized GBV programming.	IOs, INGOs, National Civil Society	States/Donors	✓	✓	✓	✓	✓

INDICATORS

Indicator 5a: A set of core GBV services for all crisis phases is established and agreed to by *Call to Action* partners

Milestone(s)

Technical working group formed by 2016

Target

Completed by 2018; set new indicator on implementation

Indicator 5b: Finalization and implementation of a comprehensive capacity development strategy targeting national and international GBV specialists.

Milestone(s)

Finalization and endorsement by 2016

Target

Implementation in accordance with the timeline established in the strategy document begins by 2017

PATHWAY:
Implementation

OUTCOME 6.

Those managing and leading humanitarian operations have and apply the knowledge and skills needed to foster gender equality and reduce and mitigate GBV risk.

Key Action Areas	Key Stakeholder Groups	Supporting Stakeholder Groups	2016	2017	2018	2019	2020
6-1 Revise sector-specific/cluster tools, standards, processes, trainings, and other key materials for all phases of the program cycle to reduce and mitigate GBV risk in accordance with the revised GBV Guidelines ² . (Links with Action 1-6.)	IOs, INGOs	States National Civil Society	✓	✓			
6-2 Implement revised sector-specific/cluster tools, standards, processes, trainings, and other key materials for all phases of the program cycle to reduce and mitigate GBV risk in accordance with the revised GBV Guidelines.	IOs, INGOs	States National Civil Society		✓	✓	✓	✓
6-3 Evaluate and report on the implementation of revised sector-specific/cluster tools, standards, processes, and other key materials for reducing and mitigating GBV risk, for all phases of the program cycle.	IOs, INGOs, National Civil Society, Affected States	States		✓	✓	✓	✓

INDICATORS

Indicator 6a: % of projects in Strategic Response Plans that incorporate actions from the revised IASC *Guidelines for Integrating GBV in Humanitarian Action*, by country.

Milestone(s) **Target**
50% by 2019 80% by 2020

¹Methodologies should be flexible for different contexts and will include best practices in developing the questions and undertaking assessments, the deployment of GBV technical experts, engagement with affected populations and local women’s groups, etc.

²This action does not suggest creating new tools and resources; rather, it is directly referring to the tools and resources in the revised IASC GBV Guidelines.

SUMMARY OF INDICATORS AND TARGETS

PATHWAY OF ACTION	INDICATOR	2016	2017	2018	2019	2020
INTERNAL INSTITUTIONAL POLICIES	Partners with enforceable policies/ standards on GBV and gender equality			80%		100%
	State partners with national policies/ plans on GBV and gender equality			80%		100%
	Core specialized GBV services projects in Strategic Response Plans			Increasing numbers of projects and countries		
	Tracking mechanism for GBV funding at country level			Increasing number of countries		
INTER-AGENCY SYSTEMS	Satisfaction with leadership, performance, accountability of global GBV coordination mechanism (GBV AoR members)		60%	85%		
	GBV coordination mechanism within 14 days of cluster activation			80%	90%	100%
	National GBV coordination mechanism co-led by national actor			30%		50%
	Inter-cluster assessment tools and methods integrate GBV and gender equality			80%		100%
	GBV and gender equality integrated in Humanitarian Program Cycle documents			80%		100%
IMPLEMENTATION	"Package" of core specialized GBV services	Tech. working group formed		Endorsed by partners	New indicator on implementation	
	Comprehensive capacity development for GBV specialists	Implemented according to strategy timeline				
	Projects (by country) in Strategic Response Plans that incorporate risk reduction/mitigation in line with GBV Guidelines				50%	80%