



# WOMEN-CENTERED RECOVERY **AFTER CLIMATE DISASTERS AND CONFLICT**



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# FOREWORD

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In a world increasingly affected by climate crises and ongoing conflicts, recovery has become a continuous necessity rather than a one-time event. The intensifying urbanization of crises – where disasters, conflict, and displacement intersect within cities – necessitates an inclusive and fair recovery framework. In vulnerable urban environments, inequality and environmental threats are intertwined with social inequality. Thus, sustainable recovery must focus on the needs of the most affected populations, especially women and marginalized communities. This publication emphasizes a critical truth: recovery that overlooks gender considerations is not recovery in any meaningful sense.

Women are disproportionately affected during crises, facing increased risks of violence, economic dependence, and systematic exclusion from decision-making processes. However, they are crucial for recovery, spearheading response efforts, supporting economies, and restoring social unity. Thus, the experiences of women and marginalized communities must be central to recovery strategies – considered as fundamental principles rather than an afterthought guiding every intervention.

This publication outlines an action framework that tackles the interlinked challenges of urban fragility, gender inequality, and climate vulnerability. It provides practical tools and evidence to foster gender-sensitive recovery. The publication urges governments, policymakers, humanitarian actors, and urban development professionals to move beyond conventional top-down recovery methods, highlighting the importance of inclusive, community-driven solutions. This approach allows communities to lead by utilizing their unique knowledge, experience, and agency.

Building back better means building back fairer. This means we need to work together to dismantle systemic barriers that prevent women from accessing resources, participating in governance, and earning livelihoods after a disaster. Gender-sensitive recovery goes beyond justice; it is essential for achieving lasting stability. If recovery initiatives ignore gender disparities, they will only deepen existing inequalities and increase community vulnerability to future shocks. By integrating women’s voices, needs, and leadership into recovery plans, we can create a future that is both inclusive and fundamentally more resilient.

# LIST OF ACRONYMS

Acronym	Definition
ASP	Adaptive social protection
CRSV	Conflict-related sexual violence
CSA	Conflict Sensitivity Analysis
DAC	Displacement-Affected Communities
DRR	Disaster risk reduction
GAD	Gender and Development
GBV	Gender Based Violence
IDP	Internally displaced person
HAP	Humanitarian Accountability Partnership
IPCR	Institute for Peace and Conflict Resolution (Nigeria)
LGBTQ+	Lesbian, Gay, Bisexual, Transgender, Queer+
MEL	Monitoring, Evaluation and Learning
NGO	Nongovernmental organization
PWRDF	Primate’s World Relief and Development Fund
SADDD	Sex, Age and Disability Disaggregated Data
SCA	Strategic conflict assessment
SGBV	Sexual and Gender Based Violence
UN	United Nations







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# 01

## INTRODUCTION: THE PROBLEM OF RECOVERY FROM CLIMATE CHANGE AND CONFLICTS

This paper highlights the urgent need for gender-sensitive urban recovery strategies post-disasters and conflicts. It prioritizes humanitarian practitioners in emergency response, shelter management, reconstruction, and long-term resilience. The emphasis is on integrating gender considerations into all recovery phases – from planning and damage assessment to rebuilding – to ensure recovery is sustainable, equitable, and inclusive.

This paper frames gender-sensitive recovery, introducing concepts, tools, and frameworks designed to assist practitioners in integrating these methodologies. It offers practical guidance for assessing gendered vulnerabilities, identifying needs, and fostering inclusive recovery strategies, while empowering humanitarian actors to achieve equitable outcomes in urban recovery situations following disasters and conflicts, and building resilience in at-risk communities.

### 1.1 | THE INTERSECTION OF CLIMATE CHANGE, DISPLACEMENT, AND CONFLICT CREATES UNIQUE CHALLENGES IN RECOVERY

Climate change, conflict, and displacement are interconnected issues, with gender inequalities intensifying the vulnerabilities of affected communities. The increasing frequency and severity of climate-related disasters, such as floods, droughts, and hurricanes, combined with ongoing environmental degradation like desertification and rising sea levels, are causing large-scale displacement (UNHCR, 2024). For example, in Sudan, competition for limited resources has ignited localized conflicts between displaced populations and host communities, complicating the recovery and reintegration of displaced persons (NRC, 2024). Over the past decade, weather-related disasters have resulted in 220 million internal displacements (UNHCR, 2024). Simultaneously, the number of people displaced due to conflict has nearly doubled over the last ten years, with more than 120 million people displaced by violence, conflict, persecution, and disruption of public order (UNHCR, 2024).

Violent conflict undermines individuals' ability to prepare for climate shocks by disrupting social cohesion and governance (Savelli et al., 2023). Destruction of infrastructure and displacement in conflict zones increases climate vulnerability (Kim et al., 2023), while weak governance hampers recovery and adaptation efforts. Women face greater disaster and conflict impacts due to systemic inequalities and limited resources (UN Women, 2022). The needs of vulnerable groups, including women, children, the differently abled, and Indigenous communities, are often overlooked in recovery, diminishing effectiveness and perpetuating inequalities (True, 2013). The absence of gender-sensitive infrastructure, like safe shelters, intensifies risks. Exclusion of women and marginalized groups from decision-making limits their access to resources needed for rebuilding. Recovery efforts frequently prioritize male-headed households, neglecting the unique needs of women and children.



## 1.2 | CHALLENGES OF QUICK, TOP-DOWN RECOVERY SOLUTIONS

Recovery efforts following disasters often depend on top-down solutions that overlook local social, economic, and cultural complexities. These approaches frequently disregard valuable local knowledge, such as indigenous coping strategies, marginalizing communities and resulting in ineffective or harmful outcomes. For instance, Lebanon's post-2006 reconstruction disregarded traditional housing and social networks, weakening local cohesion (Harb et al., 2010). Additionally, recovery plans often overlook gender impacts; in Kosovo, the lack of gender-sensitive processes heightened women's vulnerability to violence and inadequate economic support, further marginalizing them (Carusi, 2024; Sharapov, 2006).

In urban recovery, the focus often remains on improving infrastructure resilience to climate-related shocks and stressors, while socio-economic resilience – particularly for vulnerable groups such as women and displaced populations – takes a backseat (Hallegatte et al., 2018; UNDP, 2023). Shelters designed for short-term use, such as those for displaced Syrians and Palestinians, frequently fall short of addressing long-term needs in healthcare, education, and livelihoods (UNDP, 2017a).

The examples below show how recovery processes often overlook the distinct vulnerabilities of women, children, and marginalized groups, highlighting the need for a nuanced, gender-sensitive approach to the interlinked impacts of climate change, conflict, and gender inequality.

### HURRICANE KATRINA (NEW ORLEANS, USA):

Recovery efforts in New Orleans after Hurricane Katrina disproportionately impacted women, particularly women of colour. Temporary shelters for displaced individuals lacked essential services for long-term stays, including healthcare, childcare, and support for women's employment (Jenkins et al., 2008). Recovery plans often ignored the specific needs of women and vulnerable groups, depriving them of the resources necessary to regain stability. Women of colour faced additional challenges from racial inequities and gender biases, limiting their access to recovery assistance (Cutter, 2006).

**NEPAL EARTHQUAKE (2015):** Recovery efforts post-earthquake faced challenges in gender inequalities, especially for rural women and marginalized groups. Temporary shelters lacked adequate facilities for women's health and safety, increasing risks of gender-based violence. Reports indicated only 11 per cent of 82 camps had safe spaces for women, and 73 per cent lacked gender-sensitive toilets and washing facilities. Marginalized groups (disabled, single women, the elderly, and ethnic and sexual minorities) struggled to access aid, worsening existing inequalities (UN Women, 2019) in recovery processes that largely overlooked local gendered experiences.

### SYRIAN REFUGEES IN LEBANON AND JORDAN:

Millions of Syrian refugees have lived in temporary shelters in Lebanon and Jordan for long periods. Women and children face barriers to essential services like healthcare and education. Current recovery strategies often disregard the needs of refugee communities, leading to ineffective recovery and greater hardships for marginalized groups (UN Women, 2023).

Recovery strategies must integrate inclusive, gender-sensitive, and context-specific approaches to build back better. Participatory planning that incorporates local knowledge and addresses the unique needs of marginalized groups can enhance the effectiveness and sustainability of recovery efforts. Balancing immediate relief with long-term development is essential to prevent communities from being vulnerable to future crises.







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## 02

# UNDERSTANDING GENDERED VULNERABILITIES IN RECOVERY

The convergence of climate change, disasters, and conflict exacerbates vulnerabilities among women and marginalized groups, deepening social inequities and compounding risks. These interconnected vulnerabilities, arising from systemic inequities, limit their access to vital resources and decision-making power, negatively impacting their safety and capacity to recover (Erman et al., 2021).

Overlapping crises (climate change, conflict, disasters) disproportionately impact women. This often heightens the risks of sexual and gender-based violence (SGBV), food insecurity, health challenges, and economic instability. Traditional gender roles, along with reduced health and social support in post-conflict and post-disaster situations, add burdens on women, limiting their involvement in recovery (UN Women, 2022; UNDP, 2019). Furthermore, social disruptions often lead to the loss of women's support networks, making them increasingly vulnerable to economic instability and

marginalization in recovery processes, while also facing greater risks of violence during these challenging times.

The damage to infrastructure and the disruption of essential services presents additional challenges in accessing healthcare – including maternal and child care – education, and legal avenues to address exploitation and violence. Limited access to essential resources such as land, credit, training, and employment opportunities hinders the rebuilding of livelihoods, leaving many women dependent on others for their survival and exposing them to risks of exploitation and abuse (Robles et al., 2020; Erman et al., 2021).

This section examines the challenges facing women after displacement and disaster. Understanding and addressing these compounded vulnerabilities is essential not only for women's well-being but also for the overall effectiveness and inclusivity of recovery efforts in post-crisis contexts.



### ACCESS TO INFORMATION AND DECISION-MAKING

Research indicates that the death toll in disasters is higher for women than for men in developing countries, largely due to socio-economic factors such as limited access to information, restricted agency, and lower socio-economic status (Doocy et al. 2013; Erman et al., 2021). Women's restricted access to critical disaster information channels

(such as broadcast emergency alerts) and their exclusion from decision-making processes related to evacuation worsen their vulnerability during crises.

When time is crucial, a delay or inability to receive information alerts significantly contributes to higher fatality rates. Cultural norms related to women's roles, attire, and restrictions on mobility (e.g., women are expected to remain at home) further hinder women's ability to act independently, resulting in higher mortality rates and limited agency in crisis situations. For instance, **during the 1991 cyclone in Bangladesh, 3 to 5 times more women died than men due to limited access to risk information** and a lack of decision-making agency regarding evacuations, which typically fell to men (Ikeda, 1995).<sup>1</sup> Other factors contributing to this high death toll among women include cultural clothing requirements that restrict their mobility (such as sarees), social norms like caregiving responsibilities and the inability to access a shelter without the presence of a male relative (Robles et al., 2020).

<sup>1</sup> Estimates regarding proportion of female deaths due to the cyclone vary. The World Bank Group, 2011 estimates a 14: 1 ratio for women: male deaths on account of the cyclone.







## ECONOMIC VULNERABILITIES AND LIVELIHOOD LOSS

Larger households recover better from shocks because they have more individuals to help. In contrast, female-headed households are typically smaller and struggle more with recovery (Erman et al., 2021). For example, in Dar-es-Salam, families exposed to recurring disasters ensure that someone is consistently at home to safeguard assets, often leaving this responsibility to women (Erman et al., 2019). This reduces their capacity to work outside the home (Ilahi 2000; Erman et al., 2021). Following disasters, women are more likely to face unemployment compared to men (Erman et al., 2019). In the aftermath of Hurricane Katrina, women were less likely to retain their jobs in comparison to men (Zotarelli, 2008).

Women face economic instability after disasters due to reliance on the informal economy and caregiving roles. In low- and middle-income countries, many work informally, lacking social benefits and job protections. This restricts their access to financial support and achieve recovery.

Additionally, women are frequently excluded from formal financial systems, facing challenges in obtaining loans to rebuild businesses. Although some contexts, such as Rwanda, show improved property rights for women post-conflict, many situations see war worsening gender inequality in land ownership. In Iraq, sectarian influences reinforce male inheritance practices. **In Sudan and the Democratic Republic of the Congo, displaced widowed and divorced women are denied property claims, as land traditionally passes to male relatives,** with weak legal systems blocking access to tenure.

In many regions, the additional care burden imposed on women during recovery also limits their time for paid work (Robles et al., 2020). For example, in Vanuatu and other South Pacific countries, schools are used as evacuation shelters during cyclones, increasing women's caregiving responsibilities (CARE International, 2015; Save the Children 2023).

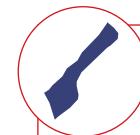


## WOMEN'S HEALTH AND REPRODUCTIVE RISKS

Post-emergency contexts often experience a disruption in healthcare access due to infrastructure damage, increasing health risks for women, especially pregnant and nursing women, as well as children. The interruption of these services results in increased maternal mortality rates, limited access to contraception, and an increased risk of waterborne diseases among women. In Gaza, UN Women reported a lack of safe menstrual items and privacy for hygiene management in camps, resulting in health infections for women and girls (UN Women, 2024). Women's roles in water collection and caregiving increase their exposure to waterborne diseases during floods (CanWaCH, 2024).

Conflict further complicates access to maternal healthcare, contraceptives, and menstrual hygiene products,

increasing maternal mortality, as seen in Yemen, where healthcare systems have collapsed during the ongoing conflict (WHO, n.d.). Hindered access to contraceptives can result in an increase in unplanned pregnancies, as seen after the earthquakes in Yogyakarta and Haiti (Behrman et al., 2016; Hapsari et al., 2009). Moreover, women in recovery settings, such as refugee camps, bear the burden of psychological trauma and mental health issues due to displacement, the loss of loved ones, surviving sexual violence and exploitation, and additional care burdens (Enarson, 2012). In conflict settings, the compounded stress of war and environmental degradation takes a heavy toll. Syrian refugee women, for instance, frequently report symptoms of anxiety and depression linked to displacement, insecurity, and the loss of family members (Kheirallah et al., 2022).



## ENABEL'S ACTION IN GAZA:

In Gaza, violence against women has increased since the October 2023 war. Action Aid reported a rise in domestic violence and sexual harassment, emphasizing the urgent need for health and psychological services. Enabel, the Belgian development Agency, engages in psycho-social support and well-being activities in shelters for displaced people in the middle area in educational institutions.

Enabel has engaged in early recovery by focusing on temporary learning centers, waste management, immediate critical rubble removal, mental health support, and responses to Sexual and Reproductive Health and Gender-Based Violence (GBV) to support women in reproductive care work, particularly addressing the toll on mental health. The lack of privacy in shelters has led to an increase in violence against women, including verbal and sexual harassment, compounded by the tremendous impact of the war, which has resulted in women and children making up to almost 70 per cent of the death toll by Israeli attacks.



© UN Women, Gaza



## FOOD INSECURITY AND MALNUTRITION

In post-conflict or post-disaster situations, women and girls are often the first to skip meals during food shortages, causing malnutrition and higher rates of infant mortality and stunting, particularly in undereducated households (Alston 2015; Datar et al. 2013; Keshavarz et al., 2013; Segnestam, 2009).<sup>2</sup> This trend is visible in the Sahel, where recurring droughts

increase women's vulnerability to food insecurity. Structural gender restrictions limit their access to resources, making it harder for them to recover and adapt to climate challenges. Women's capacity to migrate for better opportunities is also hindered by a lack of education and resources (McOmber, 2020).

<sup>2</sup> Evidence from India finds that this inadequate nutrition and caloric intake leads to higher rates of infant mortality and higher rates of stunting and being underweight among girls compared to boys in post-disaster scenarios (Datar et al., 2013).





## GENDER-BASED VIOLENCE AND EXPLOITATION

Displaced women face heightened risks of sexual violence and exploitation due to unsafe living conditions in temporary shelters and insufficient legal protections (Robles et al., 2020). Economic hardships and resource shortages, such as in conflict zones like Aleppo, push

women into dangerous situations, such as exchanging sexual favours for food or becoming victims of trafficking (Bar'el, 2018; The New Arab, 2017). These vulnerabilities are worsened by inadequate law enforcement and a lack of trust in authorities (OHCHR, 2022).

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### FOCUS ON:

## THE LINGERING OF THE WAR IN UKRAINE AND ITS IMPACT ON WOMEN

Interview with Oksana Abboud, Street-Net International



Thank you for joining us today. Can you describe how the situation for women in Ukraine has changed over the past two years of the conflict?



The situation for women in Ukraine has worsened. Women on the frontlines continue to face gender-based violence and harassment, both from their own military and external forces. Women supporting soldiers by delivering aid often describe their journeys to the frontlines as a "one-way ticket," fearing they may not return safely.



How are soldiers' returns from the frontlines impacting women and families?



Many soldiers return suffering from PTSD and other mental health issues, but mental health services are limited in Ukraine. This often falls on women, who take on caregiving roles, increasing domestic violence and putting added pressure on them.



We've seen women starting to take on roles traditionally held by men. Can you tell us more about this shift?



Yes, with many men away fighting, women have stepped into roles such as truck drivers, factory workers, and even in mining. While this is empowering, it adds significant pressure, as women are now balancing work, caregiving, and providing for their families.



How are vulnerable groups, like elderly or poorer women, being affected?



Vulnerable women, especially the elderly, rely on informal markets to survive. But with bombings targeting marketplaces and inflation making goods harder to sell, they are at greater risk. These women often lack the time to find shelter during airstrikes, which puts their lives in even more danger. The disruptions caused by the war often directly translate into an increase of care work for women, from the destruction of infrastructures and schools or the cost of energy, translating into more time spent caring for their children or collecting wood for heating and cooking.



How has the war affected women's involvement in decision-making and politics in Ukraine?



Despite the conflict, many women have become heads of households and primary breadwinners. This has built their confidence and resilience. However, the decentralization process has stalled, limiting civil society's influence. Still, women are becoming more active locally, and their leadership is growing.



What steps can be taken to empower women to take on more leadership roles?



Three key steps: first, women-only workshops to discuss their needs and develop skills; second, engaging men in learning about gender-based violence and its prevention; and third, ensuring that gender inequalities are considered in planning, such as providing child care for women attending workshops. Local initiatives are essential because women know their community's needs best and should be given the opportunity to lead.



Interviewer



Oksana



# 2.1 | GENDER-BLIND PLANNING AND INFRASTRUCTURE

Most of the urban populations in cities with gender-blind urban designs face challenges, as basic services and infrastructure fail to meet the distinct needs of women, exacerbating gender inequalities and limiting their access to essential resources.

In Cairo, for instance, a 2017 survey revealed that 80 per cent of women felt unsafe using public transport due to overcrowding, poor lighting, and the risk of sexual harassment (UN-Habitat Egypt et al., 2021). In contrast, the Delhi Metro project has enhanced women's sense of safety by providing a reliable means of transport, featuring women-friendly features like separate train cars for women and security presence at the stations. However, safety in last-mile connectivity still remains an issue (Pillai, 2022).

## 2.1.1 | INTERSECTIONAL VULNERABILITIES

Gendered vulnerabilities are compounded by additional risk factors such as age, ethnicity, socio-economic status, and sexual orientation. Marginalized groups (e.g., elderly women, sexual minorities, migrant women) face heightened vulnerabilities during recovery. These challenges arise from greater difficulties in accessing housing, healthcare, and support services, which are overlaid on existing systemic inequities, increasing their exposure to violence and exploitation.

For instance, elderly women may face an increased risk of social exclusion due to disruptions in their social support systems during recovery scenarios (UNDESA, 2019). Disasters tend to amplify pre-existing barriers to accessing support and services faced by specific vulnerable groups. For example, following Hurricane Ike, which hit the upper Texas Gulf Coast in 2008, Black women encountered greater difficulties in accessing contraception as compared to Hispanic or White women (Leyser-Whalen et al., 2011).

Similarly, migrant women who lack access to housing and social services are exposed to heightened vulnerabilities during the recovery period, further increasing their risks (Trentin et al., 2023)<sup>3</sup>.

<sup>3</sup> The article focused on the impacts of the COVID-19 pandemic on migrant women.

Additionally, urban planning often overlooks the needs of women regarding water, sanitation, hygiene, and healthcare services. In many cities, public toilets are poorly distributed, inadequately maintained, or unsafe, particularly for women with young children or those with disabilities, making access to these facilities both difficult and dangerous.

Existing urban design shortcomings worsen in post-disaster situations due to infrastructure damage and limited service capacity. To build cities that are truly equal and inclusive, it is essential to incorporate women's voices and needs into urban planning and infrastructure development. This requires recognising and addressing gender-specific challenges and creating spaces that promote safety, accessibility, and opportunities for everyone (Maci, 2021). Recovery presents a unique opportunity to reconstruct gender-friendly cities.

Sexual minorities also face increased risks in post-disaster and post-conflict scenarios. The destruction of safe spaces for lesbian, gay, bisexual, transgender, and queer + (LGBTQ+) individuals during the 2010 Haiti earthquake resulted in violence and corrective rape unleashed on non-conforming women (Dominey-Howes et al., 2013). The impact of Hurricane Katrina on the recovery of marginalized groups with intersectional vulnerabilities is well documented (see Zoraster, 2010; Weber and Messias, 2012). Racial minorities, as well as young, elderly, and homeless LGBTQ+ individuals, lagged in post-hurricane recovery. These individuals primarily depended on the support networks of faith-based communities to enhance their post-disaster resilience (Stukes, 2014 quoted in Enarson et al., 2018).

Recovery efforts must consider strategies to address these intersectional vulnerabilities to break down systemic barriers, ensure fair access to resources, and support marginalized groups in building recovery and long-term resilience.

TABLE 1 | Impacts of disasters on populations and specific impacts on women

TYPE OF DISASTER/ EMERGENCY	IMPACTS ON POPULATIONS	PARTICULAR IMPACTS ON WOMEN
 Earthquake	Mass casualties, infrastructure and housing destruction, displacement, service disruptions (electricity, water supply, medical services etc.)	Increased vulnerability to gender-based violence (GBV) in shelters, loss of privacy, barriers to accessing aid and healthcare, increased burden of care, livelihood loss, temporary encampments lacking safe sanitation facilities.
 Cyclone/ Storm	Flooding, infrastructure damage, housing and asset losses, service disruptions (electricity), loss of livelihoods, potential for water borne illnesses due to flooding.	Increased risk of death due to gendered norms and limited access to warning systems, vulnerability to GBV in shelters, increased burden of care, livelihood disruptions, loss of assets like sewing machines due to floodwaters, and lack of access to safe sanitation and hygiene in crowded shelters.
 Wildfire	Can necessitate long-term community evacuation, destruction of homes and infrastructure, smoke induced breathing issues, loss of assets, livelihood disruptions (can be more permanent for localized economic sectors).	Increased burden of care, exposure to GBV in evacuation shelters/ camps, livelihood loss, weakening of social networks.
 Drought	Food shortages.	Restricted caloric intake leading to stunting in children and malnutrition in pregnant and breastfeeding mothers, women's time poverty (women walking long distances for water), less time available for household chores and productive economic pursuits.
 Landslides	Loss of homes, fatalities, disruption of transportation and communication systems, logistical blockages.	Greater challenge for women rebuilding homes, accessing relief and protecting dependents, possible exposure to SGBV.
 Tsunamis	Mass casualties, loss of housing and assets, infrastructure damages, service disruptions (roads, electricity, water supply, telecommunications etc.), temporary livelihood losses, possible public health concerns regarding waterborne illnesses.	Higher mortality rates among women (e.g. due to attire requirements and being homebound with caregiving roles, lack of knowledge of tsunami warnings and high ground routes). Temporary livelihood disruptions due to clean up and rebuilding activities, Vulnerable to SGBVs in shelters, or due to lack of housing post-tsunami, waterborne illnesses due to disruptions in water supply/ sanitation services.
 Extreme temperatures	Medical issues like heatstroke and hypothermia, increased mortality rates (particularly among the elderly).	Limited access to heating cooling resources, compounded health risks during pregnancy, increased burden of care, health impacts greater on elderly women.
 Floods	Widespread waterborne diseases, loss of homes and livelihoods, connectivity disruptions, service disruptions.	Vulnerability to SGBV in shelters or during water collection, increased burden of care, lack of access to safe sanitation in crowded shelters
 Biological disasters (disease, human plant/ animal pandemics)	Widespread illness, fatalities, overwhelmed healthcare systems, economic disruptions	Disproportionate caregiving burden, reduced maternal healthcare, stigmatization of infected women, livelihood losses, possible pre-natal defects impacting long-term health outcomes for infants. Increase in domestic violence as seen during the COVID-19 pandemic.



TYPE OF DISASTER/ EMERGENCY	IMPACTS ON POPULATIONS	PARTICULAR IMPACTS ON WOMEN
 Conflict	Displacement, destruction of infrastructure and natural assets, economic collapse, loss of lives.	Sexual violence as a weapon of war, increased domestic violence, security concerns, challenges in accessing justice and rebuilding livelihoods, food insecurity, loss of social networks and family, possible exposure to human trafficking.
 Volcanic Eruptions	Infrastructure destruction, displacement, ash-related health issues, food insecurity, access to temporary housing, temporary loss of access to homes.	Pregnant women at higher risk due to respiratory issues, challenges in evacuation with dependents, vulnerable to SGBV in evacuation shelters, challenge of rebuilding livelihoods in longer term displacement situations, short-term food insecurity.
 Industrial accidents	Long term health effects due to toxic exposure, fatalities, temporary or long-term displacement, economic disruptions, local environmental contamination.	Women working in or near affected industries may face health risks and long-term debilitating illnesses, caregiving burden increases, reproductive health concerns, longer term- health impacts due to exposure (also on embryos, infants and elderly), displacement can induce risk of SGBV.
 Chemical/ Biological Spills	Environmental contamination, long-term health impacts	Exposure to harmful substances may affect fertility in-embryo babies, increase in caregiving responsibilities for sick family members, temporary loss of livelihoods, long-term health impacts.
 Radiological Disasters	Radiation exposure leading to long term and intergenerational health impacts, displacement, often irreversible environmental impacts, overwhelmed health system, can lead to displacement.	Increased risks to pregnant women and children, stigma against women exposed to radiation (e.g., concerns about fertility), increased caregiving responsibilities, long-term health impacts, displacement can increase risk of SGBV.
 Urban Fires	Loss of housing and infrastructure, service disruptions, economic losses, health impacts if chemical smoke is inhaled.	Women may face increased caregiving burdens, loss of income if livelihoods are affected, resource constraints impacting ability to rebuild homes.
 Avalanches	Fatalities, infrastructure damage, communities being cut off/ isolated, logistical challenges.	Women in isolated areas may have limited access to aid, increased responsibility for dependents, livelihoods may be impacted temporarily due to road blockages.
 Desertification	Loss of arable land, forced migration, food and water insecurity.	Women's time poverty due to increased workload for women in finding food and water, economic insecurity due to loss of agricultural livelihoods, food insecurity causing caloric deficits leading to health impacts especially for pregnant women and infants.
 Dust Storms	Respiratory health issues, transportation disruption.	Women with preexisting health conditions, especially pregnant women, are more vulnerable to respiratory impacts.

## 2.2 | THE CRITICAL ROLE OF WOMEN IN RECOVERY, AND THE RISKS OF EXCLUSION FROM DECISION-MAKING

Women play a vital role in post-disaster and post-conflict recovery. For example, in Rwanda, women’s participation in agricultural recovery helped restore food security and economic stability after the genocide. The 2003 constitution set a 30 per cent quota for women in parliament, despite them being 70 per cent of the population. Similarly, following Typhoon Haiyan in the Philippines, women in leadership positions coordinated gender-responsive relief efforts, demonstrating the importance of women’s leadership in recovery. Women’s participation in peacebuilding processes increases the chances of lasting agreements. **Between 1992 and 2019, only 13 per cent of negotiators and 6 per cent of mediators were women** (Council on Foreign Relations, n.d.). When women are included, incidents of sexual exploitation and abuse decrease, and recovery efforts.

However, women are often excluded from important leadership roles and essential discussions on recovery strategies and resource allocation. This perpetuates existing gender inequalities and undermines women’s agency in shaping their own recovery strategies (True, 2012, 2013). This exclusion not only restricts the representation of women’s specific needs but also results in recovery efforts that fail to address gender-specific challenges.

To ensure that recovery plans are inclusive and sustainable, it is essential to include women meaningfully in decision-making processes to avoid tokenism and to redistribute resources accordingly. Their leadership, economic participation, and contributions to social cohesion not only accelerate recovery but also lay the foundation for resilient communities.



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## 3.1 | INTEGRATING GENDER PERSPECTIVES IN PRE-CRISIS PLANNING

To effectively address disaster reduction, it is crucial to involve women in pre-crisis planning. This saves lives and reduces negative outcomes in the long run. However, traditional risk and vulnerability assessments typically focus on physical infrastructure and general social vulnerabilities, lacking sufficient depth to assess critical issues such as gender-based violence in evacuation centres or the specific economic burdens faced by women during recovery, especially those engaged in

informal sectors (UNDP, 2019a).<sup>4</sup> Risk assessments can be strengthened by incorporating women's unique local knowledge (climate, environment, informal social networks, coping strategies, etc.). Involving women in pre-crisis planning in conflict scenarios can ensure that responses are gender-sensitive by establishing processes and institutional instruments that facilitate women's genuine participation in post-conflict recovery.

<sup>4</sup> *Guidance for Post-Disaster Needs Assessment in Conflict* (UNDP, 2019a) emphasizes the importance of integrating conflict sensitivity into the assessment process to ensure that recovery efforts do not exacerbate existing social tensions and conflicts.

### BOX | Gender Integrations in pre-crisis planning: Middle East and Africa region



#### JORDAN

Has developed a gender-responsive disaster risk reduction (DRR) strategy, which advocates for integrating gender, age, disability and cultural perspectives in to all policies and practices, and promoting women and youth leadership (NCSCM, 2019).



#### ALGERIA

Women's organizations in Algeria have been actively involved in peacebuilding efforts, including designing community-based early warning systems and ensuring women's voices are heard in conflict prevention and resolution. For instance, the Djazairouna Association launched the "She Builds Peace" campaign, which included workshops to raise awareness of sexual violence and UN Security Council Resolution 1325 (2021).



# 03

## ACTIONABLE STRATEGIES FOR GENDER-SENSITIVE RECOVERY





This can be achieved by incorporating women's groups and grassroots organizations into risk assessments and response plans and implementing gender budgeting. A participatory approach before a crisis period ensures that women's roles are integrated into recovery processes, fostering long-term sustainability. Institutionalizing channels for their involvement and assigning clear roles can help leverage their connections to vulnerable groups and enhance social capital. This requires a shift from top-down planning to one that embeds women's participation in recovery and peacebuilding.

One example of this approach is Kenya, where the government has integrated women into the Kenya National Action Plan, which implements United Nations Security Council Resolution 1325. This plan ensures that women's perspectives are included in peace and security efforts, conflict prevention, and relief and recovery. By incorporating women's voices into the plan's four pillars (Participation, Prevention, Protection, and Relief and Recovery), Kenya ensures that peace initiatives are more effective and sustainable (Government of Kenya, 2016).

Globally, gender-responsive recovery strategies have also proven successful. For instance, after Indonesia's 2006 earthquake, the Java Reconstruction Fund used ice cream vendors as communicators to disseminate important news and project updates. These vendors, often reaching women and children who couldn't attend meetings, played a key role in sharing vital information (MDF-JRF, 2012). Early planning for gender-responsive systems, like joint land titling, supports women's economic recovery from the start (Robles et al., 2020).

Kosovo presents another example of gender-responsive recovery. Through its Program for Gender Equality (2008-2013) and the implementation of UN Security Council Resolution 1325, women were included in key leadership roles, contributing to political stability and social reconstruction (Agency for Gender Equality in Kosovo, 2016). Women's increased representation in the Kosovo Police and Security Force furthered gender equality in decision-making. Although challenges like low representation in leadership persist, the continuous refinement of policies, such as the Kosovo Police Gender Equality Agenda (2021-2023), is essential for advancing women's roles in governance (Hasani, 2023).

**Incorporating gender-responsive strategies during recovery, even when not initially included, leads to more resilient outcomes. Over time, these approaches improve women's participation and address systemic gender inequalities, ultimately creating more sustainable recovery processes.**



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### 3.1.1 | GENDER-SENSITIVE PLANNING AND BASELINE DATA COLLECTION

Enhancing disaster resilience requires addressing gaps in gender-disaggregated data for effective, inclusive pre-crisis planning. Collecting baseline data, such as

sex, age, and disability disaggregated data (SADDD), is a fundamental step in understanding the unique vulnerabilities and designing tailored response programs.

#### Key actions include:



#### 1 | COLLECTING DATA ON MARGINALIZED GROUPS:

Indigenous women, displaced women, women with disabilities, and the elderly often face compounded vulnerabilities and need more attention. During post-conflict recovery in rural Uganda, efforts overlooked women's needs of women, preventing them from accessing land rights (Immanuel et al., 2010). Addressing these gaps will strengthen recovery planning.



#### 2 | IMPROVING DATA COLLECTION METHODS:

Providing gender-sensitivity training for enumerators and survey designers is crucial to gathering comprehensive and unbiased data. This will prevent the omission of key issues like reproductive health or women's safety, often overlooked in disaster recovery assessments (Colaço 2021; Mc Fee, 2023).



#### 3 | INTEGRATING TECHNOLOGY:

Utilizing GIS technology to map hazard-prone areas alongside gender-disaggregated data can provide insights into where women face heightened risks due to caregiving or mobility limitations. This tool can significantly improve disaster planning by pinpointing vulnerable areas (Resurrección et al., 2015).



#### 4 | ADDRESSING GENDER IN LIVELIHOOD ASSESSMENTS:

It's essential to consider women's roles in informal economies and unpaid caregiving in livelihood assessments. Collecting accurate data on these contributions ensures that economic recovery plans are gender-responsive and more effective in supporting women's resilience.

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## BOX | Cities Alliance's Participatory Tools

Recognizing that more inclusive cities for women are more equitable for everyone and can better recover from shocks and stresses, Cities Alliance specifically targets women and girls' needs and priorities. It aims to increase their engagement in urban development and governance as well as the well-being and sustainability of their cities and communities. Yet, city officials, women's organizations, and networks still need more gender data to show the gender implications of city policies and projects, which remains too often a dead angle of urban strategies.

In recent years, Cities Alliance has developed and tested a range of approaches and tools for co-designing gender-sensitive infrastructure and urban policies, as well as guidelines to engage marginalized women in urban governance. Tools such as the Women Engagement in Cities (WEC) Framework, Her4Climate and Her4WEFE (Water, Energy, Food and Ecosystems) help stakeholders in assessing women's participation in urban governance, identifying climate vulnerabilities and addressing challenges related to urban sectors, such as water or energy.

For instance, Her4Climate has been instrumental in identifying the vulnerabilities of climate hazards specific to women and marginalized groups in Nepal, Morocco, Tunisia, Uganda, Liberia, and Ethiopia. Meanwhile, the Her4Water tool has played a key role in assessing women's involvement in water management in Morocco, Tunisia, and Mauritania through the Women and Sustainable Cities project. Through its Femmedina project, conducting a gender-sensitive rehabilitation of public spaces in the medinas in five Tunisian cities, Cities Alliance applied the WEC framework to map women's roles in the neighbourhood, identify their needs and accompany their direct participation in the project.

By closing these data gaps and integrating gender-sensitive frameworks, we can create more inclusive recovery strategies that address the needs of all community members. This approach will strengthen

and make more equitable disaster resilience for women and other marginalized groups, ultimately fostering long-term recovery and sustainability.

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## 3.2 | STRENGTHENING WOMEN'S LEADERSHIP AND CAPACITY IN RECOVERY PLANNING

Supporting women's leadership in post-disaster reconstruction is essential for resilient communities. Both institutional and community mechanisms empower women and ensure their active participation in decision-making processes. Gender-inclusive frameworks and governance structures that mandate women's involvement lead to effective recovery, addressing their specific needs and contributions.

For instance, the **Philippines Gender and Development (GAD) policy** mandates gender-responsive budgeting and programming within disaster management plans (Philippine Commission on Women, 1995). This policy has proven successful in both urban and rural disaster responses, such as after Typhoon Haiyan, ensuring that recovery efforts address the needs of women and marginalized groups. Similarly, **Rwanda's post-genocide reforms**, which introduced a 30 per cent gender quota for elected positions, significantly increased women's representation in governance, contributing to national stability and inclusive development (Ali, 2018). Legal instruments to support women's access to justice, reparations, and survivor support in crisis situations should also be established. **In December 2024, Ukraine adopted a bill to recognize the legal status of survivors of conflict-related sexual violence (CRSV)**, embedding socio-economic support for survivors into national legislation (Kvitka, 2024).

At the same time, grassroots efforts are equally crucial. In **Bangladesh**, women-led organizations like the **Prerona Foundation** were instrumental during Cyclone Amphan, leading evacuation efforts, distributing aid, and supporting women's livelihood recovery (Borgen Project, 2022; UN Women 2020a). These community-based organizations ensure that the specific needs of local women are addressed early in the recovery process and offer a vital platform for leadership in rebuilding efforts. Storytelling and community awareness campaigns are vital tools in shifting cultural norms and promoting women's leadership in recovery.

Key strategies to support women's leadership in post-disaster reconstruction include:



### 1 | CONSULTATION MECHANISMS:

Women and marginalized groups must be involved at all stages of recovery to ensure that diverse needs and perspectives are addressed (UNDP, 2019).



### 2 | ENFORCING GENDER-SENSITIVE POLICIES:

Implement frameworks like the Sendai Framework Gender Action Plan to institutionalize gender-responsive policies for better recovery outcomes (UNDRR, 2015a).



### 3 | INVESTING IN CAPACITY BUILDING:

Provide targeted training to develop women's leadership skills in recovery and response efforts.



### 4 | FUNDING SUPPORT FOR WOMEN'S ORGANIZATIONS:

Allocate financial resources to enhance women's organizational capacity, enabling them to take leadership roles in recovery efforts, as demonstrated in Nepal after the 2015 earthquake (Global Fund for Women, 2015).



### 5 | UTILIZING EXISTING GENDER-SPECIFIC FORUMS:

Strengthen women's leadership through forums and networks that facilitate collaboration and empowerment in recovery efforts.



### 6 | DEVELOPING STRATEGIC ALLIANCES:

Partner with civil society organizations and women's groups advocating for gender equality (UNDP, 2019).





### 7 | INITIATING CULTURAL CHANGE:

Promote awareness campaigns that challenge gender norms and foster acceptance of women in leadership. For example, Afghanistan's Radio Femme has highlighted Afghan women's resilience and their role in community rebuilding after decades of conflict (The Times, 2024).



### 8 | POLICY ADVOCACY:

Promote policies that facilitate women's leadership and participation in decision-making roles to address gender-specific challenges during crises (UNDP, 2019).



### 9 | MONITORING AND EVALUATION:

Implement gender-sensitive indicators to assess the effectiveness of women's participation in recovery efforts (UNDP, 2019).

Strengthening institutional frameworks and community-based organizations harnesses women's leadership for more inclusive, equitable, and sustainable recovery. These efforts ensure that women's voices are central to post-disaster and emergency planning and contribute to more resilient communities.



## FIGURE 6 FEMALE LEADERSHIP IN RECOVERY - IMPACT CASE STUDIES



### SIERRA LEONE

Women leaders contributed significantly to the post-conflict Truth and Reconciliation Commission. The Sierra Leone Truth and Reconciliation Commission (SLTRC) incorporated gender into its mandate to ensure that women's experiences and needs were properly documented and addressed. (SLTRC, 2004).



### LIBERIA

The Women of Liberia Mass Action for Peace, led by Leymah Gbowee, united Christian and Muslim women in demanding peace during the Liberian Civil War (1989-2003) through nonviolent protests and public prayers (Gbowee, 2011). Their efforts resulted in a peace agreement at the 2003 Accra Peace Talks and enabled Ellen Johnson Sirleaf's election as Africa's first female president, showcasing the impact of grassroots female leadership in achieving lasting peace (Bauer et al., 2006; Sirleaf, 2009).



### RWANDA

Following the 1994 genocide, women's groups played a crucial role in fostering dialogue and rebuilding trust in rural areas. They organized support for widows and orphans, providing shelter, food, and education and assisting in reintegration efforts, along with economic empowerment through income-generating activities and microcredit programs (Blizzard, 2006). By 2013, women held 64% of parliamentary seats, up from 11.4% in 1994, significantly impacting education and healthcare policy reforms (Musabeyez, 2013).



### AFGHANISTAN

Before the Taliban's 2021 takeover, a 50% quota for women in local government in Afghanistan allowed for increased political participation. While it did not significantly change societal attitudes towards women's roles in family decisions, the quota improved women's socio-economic status and expanded political representation (Beath et al, 2013).



### AFGHANISTAN

Following Cyclone Amphan and at the pandemic's onset, women's organizations in Bangladesh, such as Prerona Foundation, supported evacuations, food and mask distribution, disaster preparedness awareness, and livelihood rebuilding for women (UN Women, 2020a; Borgen Project, 2022).

## 3.3 | DESIGNING GENDER-RESPONSIVE INFRASTRUCTURE AND SERVICES

The rapid construction of housing for recovery often neglects the safety of women and vulnerable groups. Key design features include security measures like adequate lighting, secure locks, and safe communal spaces to minimize GBV risks in shelters. Housing should also allow for privacy and security, especially for women-headed households. Individual housing units must prioritize privacy while providing safe access to shared spaces for women and children. Universal design principles must be used for shelters to ensure accessibility for the disabled and elderly (IASC, 2018).

The design of housing and shelters must align with local cultural gender norms. Involving women in the design process ensures shelters meet their needs and do not reinforce gender inequalities. Women's ownership and control over housing in post-disaster settings promotes empowerment and community resilience. For instance, following the 2015 earthquake in Nepal, women were trained as masons to help rebuild, and women's groups successfully advocated for gender equality in disaster recovery (Applebaum et al., 2017). This resulted in the 15-point Kathmandu Declaration, which emphasized gender-responsive reconstruction (Robles et al., 2020).

Particular emphasis should also be placed on water, sanitation, hygiene and waste removal infrastructure, as women typically fulfil these roles and are impacted negatively due to the lack of these facilities. The *Sphere Handbook* provides useful guidelines for the provision of these facilities (e.g. minimum provision of potable water per person, number of toilets per population, hygiene and drainage and waste promotion guidelines) (Sphere Association, 2018).

Refugee camps must ensure women's safety through spatial planning to minimize gender-based violence risks. Gender-sensitive designs include safe private and shared spaces, well-lit pathways, and separate sanitation facilities for women and men (Sphere Association, 2018). Safe communal areas like shared kitchens, secure breastfeeding spots, support service

access for women, and women-friendly public spaces are also crucial. Additionally, pop-up tents are essential for creating family enclosures in large halls, providing privacy and protection for women and children, and managing menstrual hygiene.

Between May 2016 and September 2017, the International Organization for Migration (IOM) and the Camp Coordination and Camp Management (CCCM) Cluster, in partnership with the Women's Refugee Commission (WRC), engaged women in camp governance structures in five countries (Nigeria, Philippines, Ecuador, South Sudan, and Iraqi Kurdistan) to reduce GBV risks and enhance inclusivity in camps (International Organization for Migration [IOM] & Women's Refugee Commission [WRC], 2017).

Beyond physical infrastructure, gender-sensitive services such as healthcare, sexual and reproductive health services, and psychosocial support are essential for addressing the needs of women in refugee camps and to aid the longer-term recovery process.







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# 04

## ECONOMIC EMPOWERMENT THROUGH WOMEN'S PARTICIPATION IN RECOVERY AND RECONSTRUCTION

Structural inequities lead to economic vulnerabilities for women during conflicts and disasters. As discussed earlier in the paper, this manifests as women facing higher unemployment, wage gaps, and limited access to resources. Livelihood restoration and economic agency is critical for sustainable recovery, as empowering women enhances their contributions to the recovery process (UNDP, 2019).

Women's economic participation boosts peace and recovery. Targeted initiatives in education, access to resources, and addressing patriarchal barriers are vital for post-conflict economies. These efforts enhance labour force participation and promote household and national stability (UNDP, 2019).

Cash-for-work programs designed for economic and infrastructure restoration can also play a pivotal role in building women's economic resilience post-crisis. In drought-hit Marsabit County, Kenya, the Early Recovery Project has empowered women farmers through Cash for Work programs, capacity building in crop production, and establishing Village Savings and Loan Associations. These initiatives have fostered women's leadership, providing them with the skills and resources to improve their livelihoods, access loans for education, and enhance food security (PWRDF, n.d).<sup>5</sup>

Post-crisis reconstruction should include quotas for female workforce participation to enhance gender equity and wage parity in male-dominated sectors, offering economic recovery for women. These programs can be developed by building on existing wage employment schemes and conditional cash transfers or adaptive social protection (ASP) programs<sup>6</sup>. Leveraging existing programs provides a fast avenue to disburse economic support and can also be used to build disaster preparedness. For example, the Philippines' 4P program mandates attendance of monthly sessions on disaster preparedness and identification of post-traumatic stress (Bowen, 2015).

Another challenge that women face limited access to formal financial institutions and credit compared to men, particularly in developing countries, making post-disaster funding difficult. Poor women face additional barriers to accessing credit and insurance due to the lack of collateral, unstable working arrangements (informal, ad-hoc livelihood means), and lack of access to information channels (Erman et al., 2021). Digital transfer

programs or mobile transfer services can help bypass informal financial channels, by providing a pathway to financial inclusion for those previously unbanked.

Kenya's Hunger Safety Net Program (HNSP - an unconditional cash transfer program) increased bank account penetration by 90 per cent in four of the poorest counties, as over 300,000 households to enrolling in the program (Bowen et al., 2020). This program provides regular cash transfers, with additional transfers offered in response to drought shocks (NDMA, 2015). Women have shown increased participation in livelihood activities and greater autonomy as HNSP beneficiaries (Oxford Policy Management, 2018). These programs do require upfront work in providing IDs and bank the unbanked, but they can be easily administered once this hurdle is overcome.

Legal and institutional reforms are necessary to improve women's access to land, resources, and credit, with advocacy from women's groups and microfinance programs bridging these gaps. Microfinance programs have helped to bridge this credit access gap for women. For example, in post-earthquake Nepal, women's cooperatives facilitated microfinance programs that enabled families to rebuild their homes and businesses (Sthapit, 2015). More efforts are needed to formally bank women and provide them with legal access to finance and land. Also, one must be mindful of the conditions of microfinance to mitigate debt risks (Tanima et al., 2023). Exploring alternative finance tools, such as community banks or saving groups, is also recommended.

Additionally, entrepreneurship programs and mentorship, such as those supported by UNHCR's Refugee-led Innovation Fund in South Africa, help women create sustainable livelihoods (UNHCR Innovation Service, 2023 and 2024).

**These gender-sensitive recovery initiatives should involve women in decision-making roles, proactively address potential social tensions, and use gender-disaggregated data to guarantee that the design of future programs supports long-term economic empowerment, financial inclusion, and equal opportunities for women's advancement.**

<sup>5</sup> The early recovery project supported 330 women participants.

<sup>6</sup> ASPs comprise a fixed component and an adaptive component which can be adaptive component that can kick in during recovery periods to alleviate economic shocks to households due to disruptions caused by the crises (Erman et al., 2021).





## 5.1 | LEVERAGING EXISTING TOOLS FOR GENDER-SENSITIVE RECOVERY

Gender-sensitive recovery relies on tools and resources to address gender inequities and empower marginalized populations in post-disaster and conflict settings. Several toolkits and guidance notes provide advice on integrating gender responsiveness in the design, implementation,

monitoring, and evaluation of humanitarian and recovery efforts. Several common themes emerge from existing toolkits, highlighting best practices for ensuring gender sensitivity of recovery programs. These have been analysed in detail in Appendix 1.



### 1 | GENDER ANALYSIS:

Several toolkits emphasize the importance of gender analysis for recovery efforts.<sup>7</sup> Recognizing how disasters differently affect women, men, and marginalized groups is important for shaping recovery strategies. Tools like the *Gender Handbook for Humanitarian Action* (IASC, 2018) and the *Gender-Sensitive Disaster Management Toolkit* (Pincha, 2008) provide guidance for conducting gender analyses and data collection for actionable recommendations.



### 2 | GENDER MAINSTREAMING (SECTORAL) AND INSTITUTIONALIZATION:

Effective recovery requires tailoring interventions across all sectors (health, livelihoods, shelter, etc.) to support a comprehensive recovery. Publications such as the *Guidelines for Integrating Gender-Based Violence (GBV) Interventions in Humanitarian Action* (IASC, 2015), the *UNDP Gender and Recovery Toolkit* (UNDP, 2019), and the *Sphere Handbook* (Sphere Association, 2018) offer sector-specific guidance on gender integration as well as mainstreaming throughout the program cycle. Gender-sensitive recovery should not be a one-off occurrence; programmes must be designed to ensure alignment with national and



### 3 | PARTICIPATION IN RECOVERY IMPLEMENTATION:

The active participation of women and marginalized groups in recovery efforts is a cornerstone for a sustainable recovery. The tools for adopting this participatory approach are discussed in various toolkits and guidance resources. Initiatives such as women-led safe spaces, outlined in the *Women and Girl Safe Spaces Toolkit* (International Rescue Committee & International Medical Corps, 2020) foster leadership and community engagement. The *UNDP Gender and Recovery Toolkit* (UNDP, 2019) contains a specific guidance note (Guidance Note 3) to *Promote the participation and leadership of women and women's organizations in crises and recovery*. Furthermore, it is crucial to enable participation in meetings by ensuring that resources such as care for dependents and transportation are available.

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# 05

## PRACTICAL TOOLS AND APPROACHES FOR GENDER-SENSITIVE RECONSTRUCTION

<sup>7</sup> 'Gender analysis is the starting point for gender mainstreaming'. It is a gender equality situation assessment of a given context that informs program intervention and helps identify expected results (UNRCCA, 2020)





#### 4 | TRAINING AND CAPACITY BUILDING

Training humanitarian workers, community leaders, and affected populations is critical for building capacity in inclusive and gender-sensitive recovery. Toolkits such as the *Gender Handbook for Humanitarian Action* (IASC, 2018) and the *Minimum Standards for Protection, Gender, and Inclusion in Emergencies* (IFRC, 2018) stress the importance of tailored training programs. These include role-playing exercises, scenario-based learning, and technical skills training, addressing topics such as gender dynamics, prevention of GBV, and disaster risk reduction.



#### 5 | MONITORING, EVALUATION, LEARNING AND ACCOUNTABILITY

Robust monitoring, evaluation and learning (MEL) frameworks are essential for assessing progress and ensuring accountability. Many toolkits recommend baseline studies, gender-sensitive indicators, and ongoing evaluations. For example, the *Guidelines for Integrating GBV Interventions in Humanitarian Action* (IASC, 2015) advocate for the inclusion of GBV-specific indicators across sectors and the conduct of independent evaluations. Moreover, the Gates Foundation's Gender Transformative Measuring Toolkit highlights the importance of tracking agencies, norms, institutions, and resources as well as unintended effects to readapt their interventions. These practices ensure that interventions are effective, sustainable, and inclusive.

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These resources highlight the importance of early gender analysis to guide recovery strategies, integrate gender sensitivity across sectors, and promote responsiveness throughout the program cycle. This approach includes women and marginalized groups in decision-making and fosters long-term institutional change. Collaboration among stakeholders (governments, NGOs, humanitarian agencies, and local

communities) is essential to design gender-responsive and inclusive recovery frameworks.

Appendix 1 analyses some commonly used toolkits and guidance notes. This presents a snapshot and is by no means an exhaustive list of toolkits for gender-sensitive disaster recovery.

## 5.2 | PHASED IMPLEMENTATION OF RECOVERY PLANS WITH A FOCUS ON EARLY-STAGE GENDER-SENSITIVE SERVICES

Recovery is a phased process, with each stage addressing different needs. It starts with immediate relief (saving lives), transitions to early recovery (providing temporary food and shelter, cash for work or food programs, medical support, etc.), advances

to medium-term recovery (reinstating essential services and infrastructure), and finally, longer-term recovery and development (economic recovery, long-term housing, community resilience building) (UNDP, 2017).



#### IMMEDIATE RELIEF

The first phase focuses on saving lives and restoring order. Women's involvement in disaster response, such as the 2023 Syria earthquake, demonstrated their resilience and leadership, challenging traditional gender roles. In Syria, women played active roles in search and rescue operations and the distribution of humanitarian aid, showcasing their leadership capacity in crisis. Their contributions helped to shift societal views on women's roles, showcasing that women can lead recovery efforts (Tello, 2023; Robertson, 2023). This type of involvement needs support to ensure that women's leadership is recognized and their roles in peacebuilding and recovery are empowered.

#### EARLY RECOVERY



Services such as GBV prevention, mental health, reproductive healthcare, and economic support for female-headed households are essential to meeting the unique needs. For example, after the 2010 floods, Oxfam implemented gender-sensitive recovery programs, prioritizing female-headed households for cash assistance. This approach allowed women to make financial decisions, empowering them and enhancing their leadership in local recovery efforts. These interventions not only met immediate needs but also helped women develop skills and confidence to support their roles as community leaders (Oxfam International, 2011).



#### THE MEDIUM-TERM RECOVERY

Focuses on reinstating critical infrastructure and services. It is also an opportunity for women to be directly involved in rebuilding efforts, gaining valuable post-crisis income to support their families and skills for longer-term economic recovery. After the 2004 Indian Ocean tsunami, women in Sri Lanka were involved in rebuilding efforts, including reconstructing homes and infrastructure (Renuka et al., 2015).

#### LONG-TERM RECOVERY



This phase addresses institutional change, legal reforms, and policies that tackle structural gender inequities. Programs like UN Women's "Madad" in Syria, Iraq, and Jordan from 2018 to 2020 focused on women's economic empowerment and peacebuilding by offering livelihood training, protection services, and psychosocial support, enhancing economic resilience and self-development. In Jordan, strong sustainability was achieved through UN Women's partnership with the Ministry of Social Development, enabling women to become economically self-sufficient and actively participate in community rebuilding and peacebuilding (Agulhas Applied Knowledge et al., 2021). This example illustrates the importance of gender-sensitive policies into recovery programs and the need for continuous support and funding to sustain these efforts.

Across all stages, it is essential to adopt participatory approaches that aim to enhance the representation of

marginalized groups in decision-making structures, resulting in more inclusive outcomes.



## 6.1 | ENSURING RECOVERY PROCESSES DO NOT EXACERBATE SOCIAL TENSIONS OR INEQUALITIES

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Recovery in fragile and conflict-affected areas is complex and challenging. Restricted access and politicized processes undermine efforts. Additionally, recovery interventions focusing solely on affected populations can cause social tensions with host communities (GFDRR, 2019). To avoid harm and provoke new conflicts, avoid the deepening of social divisions, and promote social cohesion, a conflict-sensitive and inclusive approach encompassing those previously excluded or disenfranchised is crucial in the planning and implementation.

The first principle of conflict-sensitive recovery is to do no harm (Anderson, 1999). Ignoring underlying conflict causes while promoting peace leads to violence recurrence (Doucey, n.d.). Addressing root causes requires fostering social cohesion through inclusive decision-making, community dialogue, and restorative justice. Reconciliation must be inclusive and address systemic violence against certain groups. Collaborative efforts necessitate investing in long-term dialogue and peace-building processes to create shared ownership, instilling social cohesion and trust among different groups.

An inclusive recovery process requires the active participation of all groups, especially those who are typically marginalized, such as women, youth, ethnic minorities, and displaced persons. Recovery and peacebuilding frameworks must contain mechanisms to amplify the voices of vulnerable, marginalized and

victimized groups (including women), giving them a voice in decision-making, solution identification, self-determination and resource allocations.

Conflict recovery should be gender-sensitive, recognizing the differing impacts of war on women and girls. It is important to put in place measures that protect women and children from the increased risks of sexual exploitation, conflict-related sexual violence (CRSV), trafficking, and recruitment into armed groups, particularly in post-conflict scenarios. The peacebuilding process must include women's participation in decision-making and leadership roles to ensure sustainable and equitable recovery outcomes (UNSC, 2000). Gender-sensitive programming for peace ensures women's empowerment and addresses systemic issues like gender-based violence and under-representation.

Women contributed significantly to the 2016 Colombian peace negotiations with FARC-EP, securing 20 per cent of negotiator positions through advocacy. In 2013 National Summit of Women for Peace gathered 450 women, demanding inclusive processes and attention to women's needs. This led to discussions on sexual violence, gender equality, and women's and children's rights. However, the implementation of gender commitments from the peace accord remains delayed. Since 2023, the government has partnered with women's organizations to develop the first Women, Peace and Security National Action Plan on Resolution 1325.

# 06

## CONFLICT SENSITIVE AND INCLUSIVE RECOVERY

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Some strategies to minimize the risk of exacerbating social tensions and inequalities through recovery efforts include:



#### 1 | PARTICIPATORY DECISION-MAKING:

Ensuring that marginalized voices are included in recovery fosters ownership and reduces exclusion. Understanding power dynamics helps identify ways to address imbalances and create entry points for genuine participation.



#### 2 | SOCIAL JUSTICE FRAMEWORKS:

Long-term peacebuilding requires policies that address the root causes of conflict, such as restorative justice and transformative mediation (International Law Editorial, 2022). These frameworks guide recovery efforts, ensure equitable resource distribution and promote social cohesion.



#### 3 | COMMUNITY-BASED APPROACHES:

Top-down recovery efforts may face local mistrust and resistance, making collaboration with local groups and women's organizations even more essential. Building trust through conflict-sensitive training ensures that recovery aligns with community needs and values and takes into account a nuanced understanding of the complex dynamics of conflict on the ground (ForumCiv, 2022).



#### 4 | ENGAGING LOCAL LEADERS

helps to instill trust within the local community and better understand the needs of recovering communities (International Alert, 2004). Involving women leaders in this process can help address wider gender equity issues, recognizing them to be visible as powerful agents of change.



#### 5 | CAPACITY BUILDING AND TRAINING

for local communities and organizations to enhance their skills in partnership-building, bias recognition, and strengthening an understanding of the social injustices of conflict. Storytelling is a powerful way to get across such messages.

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## 6.2 | PROMOTING PEACEBUILDING AND SOCIAL COHESION THROUGH INCLUSIVE RECOVERY EFFORTS

### THE IMPORTANCE OF CONFLICT-SENSITIVE APPROACHES:

Conflict sensitivity means understanding and addressing the political, social, and economic drivers of conflict. It ensures recovery efforts do not increase violence or division but instead foster long-term social cohesion and peace (Anderson, 1999). Poorly designed interventions can worsen inequalities, such as biased aid distribution or infrastructure projects that empower one group while marginalizing others.

Conflict-sensitive recovery approaches must emphasize inclusivity, fairness, and transparency and be grounded in long-range peacebuilding frameworks. They must ensure that infrastructure, livelihoods, and community rebuilding contribute to trust-building, reconciliation, and political integration (Barakat, ed., 2005) through multisectoral coordination at both the local and national levels.

Large-scale humanitarian crises involve multiple actors, requiring clear roles and coordination to prevent competition and tensions. Strengthening partnerships between international and local actors would ensure that recovery efforts remain contextually relevant and culturally sensitive, rather than imposed externally. With this aim, **addressing power asymmetries between northern and southern peacebuilders is essential for promoting local leadership and ensuring that the contributions of local peacebuilders receive public recognition** (Inclusive Peace, n.d.; International Alert, 2012).

The intersection of climate change, disasters, and conflict requires a multi-disciplinary approach. In fragmented societies, post-disaster recovery can promote peacebuilding by fostering cooperation among divided communities, as demonstrated by Sri Lanka's post-tsunami efforts (Korf, 2005). However, recovery programs must address the root causes of climate vulnerabilities that exacerbate conflicts. A multi-hazard analysis, including assessments of conflict and fragility, identifies risks, aids early conflict

prevention, and design inclusive recovery strategies that integrate peacebuilding and climate resilience (Environment, Climate, Conflict and Peace Community of Practice, 2024).<sup>8</sup> Collaborative dialogue with equal representation, especially for vulnerable groups like women, is essential for building climate resilience and adaptive capacities that benefit all robust peacebuilding frameworks and long-term recovery strategies.

Nigeria presents a unique example of conducting a coherent conflict analysis through the coordination of government, civil society, and donors, thereby mitigating the risks of conducting an unilaterally driven assessment. The Strategic Conflict Assessment (SCA) of Nigeria, led by the Institute for Peace and Conflict Resolution (IPCR) in 2022, exemplifies a multi-stakeholder approach to conflict analysis. Supported by civil society and international donors, including the UK's DFID, the World Bank, USAID, and UNDP, the SCA provided a comprehensive conflict analysis to inform policy and strengthen IPCR's capacity.

The phase two report outlined key actions for various stakeholders (government, civil society, and the international community) and emphasized the need for early warning systems for conflict prevention. Following a stakeholder workshop in 2023, Nigeria's National Action Plan (NAP) was drafted to implement recommendations on security reform. This plan included government integration of findings into the poverty reduction strategy papers process and donor strategy reviews and has contributed to increased civil society awareness and empowerment (International Alert, 2004).

Reparations, grievance redressal, and addressing victims' rights are essential for peacebuilding and social cohesion during post-conflict recovery. Acknowledging

<sup>8</sup> This includes having relevant indicators or conducting a conflict analysis at the outset. Risks can include using relief as a tool to advance partisan or ethnic interests during recovery which can exacerbate violence, inequalities and tensions (Ratuva et al., 2019), risk of using a unilaterally driven risk assessment without true participation of local actors etc.



past injustices and providing redress fosters trust, reconciliation, and inclusion while addressing grievances that could fuel future violence. Colombia's 2011 Victims' and Land Restitution Law illustrates this, offering financial compensation, psychological support, and measures to restore the dignity and rights.

Conflict often results in displacements, which can lead to social tensions with host communities. Social cohesion programmes that aim to effectively integrate displaced populations and reintegrate former combatants require long-term social cohesion grounded in medium to long-term peace frameworks that aim at social recovery.

An example of a long-term recovery program for integrating displaced communities is the *Supporting Urban Integration of Displacement-Affected Communities*. Funded by the European Union and managed by Cities Alliance, it aims to sustainably integrate displaced populations and their host communities in five Sub-Saharan African countries: the Democratic Republic of the Congo, Ethiopia, Somalia, Sudan, and Uganda.<sup>9</sup> Led by local governments, the program intends to improve the self-reliance and social cohesion of Displacement-Affected Communities (DACs)

amidst urban challenges from forced displacement. It will enhance access to essential services like healthcare, nutrition, education, economic opportunities, and housing; strengthen local governance; and promote inclusive urban planning by involving communities in infrastructure projects, such as clean water systems and green spaces. The program also aims to boost women's confidence and leadership, break traditional barriers, and promote gender equality. Additionally, it fosters policy dialogue to enhance governments' responses to urban forced displacement. Strong partnerships with local governments are crucial for success.

**A conflict-sensitive approach needs to be gender-responsive and inclusive. These approaches should target the root causes of conflict, while prioritizing peacebuilding and social cohesion goals.** Long-term peacebuilding frameworks should guide the process of conflict recovery and institutional strengthening (including security and justice systems) for a successful transition from recovery to peace. In urban context, this requires building strong partnerships with local governments to implement these frameworks, along with undertaking multi-sectoral coordination with national and regional governments to mainstream and scale these approaches.

### 6.2.1 | MONITORING AND EVALUATION FRAMEWORKS TO ENSURE THAT RECOVERY INITIATIVES REMAIN INCLUSIVE AND CONFLICT-SENSITIVE

Monitoring, Evaluation, and Learning (MEL) frameworks facilitate continuous learning and adaptation by assessing what is effective and what is not. In post-conflict recovery, MEL frameworks must ensure that interventions are inclusive, sensitive to conflict, and responsive to changing dynamics. A well-designed MEL system tracks progress, identifies risks, and facilitates course correction whilst requiring institutional commitment and resources for effective implementation. **Gender-responsive monitoring should be embedded within MEL frameworks, using conflict analysis tools to examine power dynamics and ensure the participation of marginalized groups** (UN Women, 2022a). Consistent data collection – disaggregated by gender, age, ethnicity, and disability status – is essential for capturing evolving recovery needs and guiding equitable decision-making.<sup>9</sup>

<sup>9</sup> The cities are: Kananga and Tshikapa (the Democratic Republic of the Congo), Assosa and Jigjiga (Ethiopia), Borama and Gabiley (Somalia), Atbara (Sudan), and Koboko and Arua (Uganda).

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# 07

## CONCLUSIONS AND RECOMMENDATIONS

The complex interrelation and interaction of climate change, disasters, and conflicts are stressing adaptive capacities, making recovery an increasingly complex task that is more urgent than ever. The intersection of this trifecta with existing gender vulnerabilities intensifies risks for women and marginalized groups, inflicting considerable suffering and adversely affecting their ability to recover. To effectively address the complicated challenges of recovering from conflict and disaster, we must move away from hastily executed, top-down recovery initiatives that often overlook the needs of local communities. Instead, we should focus on long-term, gender-responsive recovery frameworks and processes that envision social cohesion, peacebuilding, and strengthening resilience.

Women's participation in peace talks and recovery strategies is not merely a right; it is essential for achieving lasting peace and social cohesion. Their involvement increases the likelihood of a peace agreement lasting at least two years by 20 per cent and enhances the probability of a peace agreement enduring for 15 years by 35 per cent (Council on Foreign Relations, n.d.). Women's active and substantial participation in recovery discussions not only ensures greater attention to gender-related impacts and vulnerabilities – which is vital in its own right – but also transforms the dynamics, improving the chances of addressing root causes and engaging local communities in the resolution (O'Reilly et al., 2015).

This paper presents practical strategies for gender-responsive conflict and disaster recovery. It includes integrating gender perspectives and participatory approaches at all stages of recovery, developing long-term inclusive recovery and peacebuilding

frameworks rooted in gender and conflict analyses, designing gender-responsive infrastructure and services, enhancing women's participation and leadership in recovery response and planning, promoting cultural change to accept women's expanded roles in recovery, as well as nurturing gender-sensitive social cohesion and peacebuilding. Drawing on several global examples, the paper highlights the importance of employing conflict- and gender-sensitive approaches in urban recovery and offers actionable recommendations for practitioners and policymakers.

As stakeholders commit to effective recovery strategies with long-lasting effects, this policy brief urges policymakers, practitioners, and humanitarian actors to integrate gender-sensitive approaches at the core of post-disaster and post-conflict recovery. This necessitates moving beyond rhetoric to ensure women's full and meaningful participation in decision-making, incorporating gender-responsive planning and service delivery, and tackling structural inequalities that perpetuate vulnerability. Recovery efforts that neglect to address gendered vulnerabilities risk reinforcing existing inequalities, deepening social fractures, and undermining long-term peace and resilience, ultimately offering only short-term relief. **A genuinely effective recovery must be inclusive, locally driven, and grounded in the rights, agency, and leadership of the most affected communities, among whom women are disproportionately represented.** Only by prioritising gender equality can we establish a foundation for sustainable peace, resilience, and equitable development in the face of growing global crises. Through the following recommendations, Cities Alliance translates these insights into actionable steps:

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## ADOPTING GENDER MAINSTREAMING APPROACHES DURING PRE-CRISIS PERIODS

Establishes the essential framework for an inclusive and gender-responsive recovery. The urgency necessary in the immediate aftermath of a crisis typically hampers the establishment of gender-sensitive structures and processes, making it crucial to initiate these efforts well in advance of any crisis. Building collaborations with women's groups, national and subnational governments, other civil society organisations, and international humanitarian agencies during pre-crisis times can promote the development of policies, plans, and frameworks that enhance women's participation and tackle structural gender inequalities in society. Examples include the formulation of a National Action Plan, creating one-stop centres for GBV/CRSV support, establishing policies that enshrine women's participation in recovery planning and implementation, involving

women in early warning systems, and instituting gender quotas for elected positions, among others.

These efforts can reduce the increased vulnerability of women and marginalized groups to conflict and disasters. **Partnering with women's groups and local governments** in pre-crisis periods offers an opportunity to incorporate women's voices into risk assessments and the development of response and recovery plans, while also identifying and utilising their unique social capital for recovery planning. This approach can also facilitate the development of women's leadership skills during periods of normalcy, thereby preparing them to take on pivotal roles during the recovery phase. Collecting baseline SADD is crucial at this stage to help diagnose issues and assess the outcomes of recovery programs.



## DEVELOP LONG-TERM PEACEBUILDING FRAMEWORKS TO GUIDE POST-CONFLICT RECOVERY

Piecemeal and fragmented recovery initiatives involving multiple actors often fail to yield lasting peace and social cohesion. To achieve sustainable solutions, it is crucial to understand the root causes of conflict, along with the associated gender and climate vulnerabilities. **Gender-sensitive multi-hazard conflict analysis** should inform the development of long-term peacebuilding frameworks. Existing tools can facilitate such analyses, helping to reveal the dynamics of gender and power asymmetries, identify risk factors for future conflicts, and guide the formulation of measures for conflict prevention. Participatory long-

term peacebuilding frameworks should direct the creation of phased recovery plans, ultimately leading to peace and social cohesion. Developing these frameworks requires multi-sectoral and multi-actor coordination to clearly define the roles of each agency and actor throughout the various stages of the recovery and peacebuilding process. Investing in gender-sensitive conflict analysis, collection SADD, and establishing peacebuilding frameworks is critical for guiding long-term peacebuilding, and this can be supported through the contributions of various actors in a coordinated manner.



## A DISASTER RISK REDUCTION (DRR) FRAMEWORK IS KEY TO INFORM CLIMATE DISASTER RECOVERY

Disaster recovery offers the opportunity to build back better. Achieving this necessitates addressing the underlying climate and hazard vulnerabilities, understanding existing coping capacities, and identifying gaps in building adaptive capacities. Participatory tools such as the *Climate Vulnerability and Capacity Analysis* (CCRP, 2019) can help assess climate vulnerabilities and guide the development of adaptive capacities for

communities. These tools can also inform the creation of participatory Climate Resilience and DRR frameworks, which identify phased actions for enhancing resilience, such as involving women in recovery and resilience-building, infrastructure investments needed for climate adaptation and disaster mitigation, and using collaborative resilience-building as a means to address conflict and strengthen social cohesion.



## USE EXISTING GENDER-SENSITIVITY TOOL

This paper discusses several tools that practitioners can employ to design gender-sensitive recovery interventions. Employing established tools can help guide gender analysis, integrate participatory approaches, address issues such as protection against

SGBV and SHSR, build gender-responsive livelihoods, and assist in the design of gender-responsive recovery infrastructure and service supports, from shelter design and mental health provision to long-term reconstruction efforts.



## COLLABORATE WITH INTERNALLY DISPLACED PERSONS (IDPS) AND HOST POPULATIONS

Recovery programs should not solely focus on providing support to IDPs, who often cannot return to their original homes due to ongoing conflict, fear of persecution or the devastation caused by climate change or disasters. Programs must align with long-term rehabilitation goals, which require integration with local communities and strong ownership by local

governments. This requires investment in expanding urban infrastructure and social services through participatory approaches involving both the IDPs and local populations, guided by gender-responsive local governance. Multi-agency coordination at the national and regional levels can help to mainstream and scale these approaches.



## INVEST IN MEL

As recovery and rehabilitation are long-term processes, they provide opportunities for refinement to include emerging gender-sensitive needs. This

requires investing in robust MEL frameworks to enable continuous learning, inform subsequent iterations of recovery plans, and design subsequent phases.



## GENDER-SENSITIVE ECONOMIC RECOVERY

Facilitating women's return to work is crucial for their mental health and empowers them towards autonomy and self-sufficiency (Oxfam International, 2005). Investing in women's skills, sustainable livelihoods, and entrepreneurship pre- and post-crisis strengthens their economic resilience. The long-term goals of these programs should help women develop livelihoods and

assets, enhancing their capacity to adapt to negative shocks such as disasters. At an institutional level, ASP/conditional cash transfers or social assistance should be flexible to facilitate the disbursement of funds to conflict or disaster-affected households early recovery measure. These programmes should be designed with a gender-sensitive approach to prevent reinforcing inequities.

In conclusion, we are committed to addressing the gender inequities that amplify women's vulnerabilities amid the crises of climate change, displacement, and conflict by prioritizing sustained, long-term efforts to address women's specific needs in recovery, dismantle barriers to their participation, and enhance their long-term resilience. Together, let us emphasize

societal changes and the necessary institutional reforms that can mainstream women's participation and leadership, empowering communities to lead more resilient, inclusive, and enduring recovery in the face of future challenges. Now is the moment to take decisive action and ensure a sustainable and inclusive future for all.



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# APPENDIX A

## SUMMARY OF TOOLKITS AND GUIDELINES FOR GENDER SENSITIVE RECOVERY

Toolkit Name	Gender Analysis	Gender mainstreaming and institutionalization	Participation in Recovery implementation	Training and Capacity Building	Monitoring, Evaluation and Learning
Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action (IASC)	<p>Recommends conducting gender analysis of GBV programming and understanding the link between sexuality, sexual identity and sexual violence.</p> <p>A gender analysis coding system (unique to IASC) is also discussed.</p>	<p>Calls for integrating GBV Guidelines throughout emergency preparedness and response assessments and plans.</p> <p>Provides guidance for institutionalization of GBV guidelines and consistent use by donors, multilateral agencies, NGOs and governments.</p> <p>Calls for continued work with governments to integrate GBV Guidelines' recommendations into national policies/ strategies for emergency preparedness and response.</p> <p>Provides guidance on enhancing awareness of humanitarian actors regarding GBV Guidelines and management, including establishment of leadership mechanisms for implementation.</p> <p>Strong focus on ongoing advocacy and messaging.</p>	<p>Provides essential actions and guidance for gender sensitive recovery throughout the project cycle (assessment, resource, mobilization, implementation, coordination, monitoring and evaluation) in 13 areas- Coordination and Camp Management, Child Protection, Education, Food Security and Agriculture, Health Housing, Land and Property, Humanitarian Mine Action, Livelihoods Nutrition, Protection, Shelter, Settlement and Recovery, WASH, Humanitarian Operations Support Sectors. Quantitative indicators have been provided.</p>	<p>GBV contextualization and training at country level and humanitarian actors, Essentials actions tables for the 13 areas identify training interventions for different actors (government, staff, community groups etc.)</p>	<p>Suggests Indicators to measure progress of GBV Guidelines Implementation.</p> <p>Suggest including reporting on prevalence and response to GBV in all thematic areas as part of regular reporting on implementation of national plans, strategies and policies.</p> <p>Calls for monitoring effective prevention and mitigation of GBV risks across all Sectors.</p> <p>Calls for evaluation of GBV results from the perspective of Relevance, effectiveness, effeiceincy, impact and sustainability.</p> <p>Advocates for supporting robust baseline studies.</p> <p>Guidance for promoting the integration of GBV Guidelines' thematic area indicators in other sector monitoring frameworks and foster sharing of the monitoring results.</p> <p>Recommends an independent evaluation 5 years after the launch.</p>
Gender Sensitive Disaster Management - A tooilkit for Practitioners (Oxfam America and Nanban trust)	<p>Provides tools for gender analysis such as understanding the different impacts of disasters on women, men, and transgender individuals, and ensuring that recovery efforts address these differences.</p>	<p>Provides checklists for policy makers, NGOs, INGOs, and donor agencies.</p> <p>Checklist offers key points for various stakeholders, i.e., policy makers, NGOs, INGOs, and donor agencies.</p>	<p>Guidance on ensuring equal access to resources such as healthcare, housing, and economic opportunities for all genders</p> <p>Provides guidance on addressing the practical (immediate) and strategic (long-term) needs of women, men, and transgender individuals during the recovery phase.</p>	<p>Provides guidance on training and resources to empower women and other marginalized groups to participate actively in recovery efforts</p>	



Toolkit Name	Gender Analysis	Gender mainstreaming and institutionalization	Participation in Recovery implementation	Training and Capacity Building	Monitoring, Evaluation and Learning
The Gender Handbook for Humanitarian Action- IASC*	The rapid gender analysis tool provides a step-by-step guide on how to undertake a gender analysis at any stage of an emergency. The 4-step process involves establishing baselines, collecting information since the onset of the crisis, analysis of collected information (SADD), and providing recommendations for future/ action planning based on the analysis.	<p>Explains how to integrate gender into the different phases of a programme cycle (Preparedness Needs assessment and analysis, strategic planning, resource mobilization, implementation and monitoring, operational peer review and ongoing and milestone evaluations).</p> <p>Provides checklists and recommended actions for integrating gender into each stage of the humanitarian program cycle.</p> <p>Provides checklist on ensuring equal participation.</p>	<p>Provides specific guidance in 11 sectors: cashbased programming, camp coordination and camp management, early recovery, education, food security, health, livelihoods, nutrition, protection, shelter, and water, sanitation and hygiene (WASH). This includes guidance on all phases of the program cycle for each sector (including timeframes for early stages of recovery), and includes guidance on addressing GBV.</p>	<p>Provides tools and resources for training, such as case studies, role-playing exercises, and scenario-based learning.</p> <p>Provides guidance on training humanitarian workers to address gender issues.</p> <p>Provides guidance on training programs for women and marginalized groups to ensure their participation in decision-making processes.</p>	<p>Sample indicators are provided to assess satisfaction, intended positive results, unintended results, sustainability of intervention, cost-effectiveness etc.</p>
Minimum standards for protection, gender and inclusion in emergencies (IFRC)	Provides guidance on conducting gender and diversity analysis pointing to IFRC’s Protection, Gender and Inclusion in Emergencies toolkit (2018–2019) for detailed guidance.	<p>Provides guidance for participation in the areas of Emergency Health, Food Security, WASH, Shelter, Livelihoods, Non-food Items, Cash-based Interventions, and Disaster Risk Reduction.</p> <p>Provides limited guidance on the inclusion of gender and diversity into disaster-related legislations, policies and procedures.</p>	<p>Provides selection and prioritization criteria to target those who are most at risk.</p> <p>Provides minimum standards to protect, dignity, access, participation and safety of women in the areas of Emergency Health, Food Security, WASH, Shelter, Livelihoods, Non-food Items, Cash-based Interventions, and Disaster Risk Reduction.</p>	<p>Provides guidance on training for humanitarian workers in areas of understanding gender dynamics, preventing and responding to sexual and gender-based violence (SGBV), and ensuring the participation of all community members, especially those who are most vulnerable.</p> <p>Advocates for inclusion of vulnerable persons in decision-making and training on disaster risk reduction.</p> <p>Recommends measures to ensure equal access for training, employment and volunteering opportunities.</p>	<p>Not much advice on M&amp;E. Calls for balanced/fair representation of persons in assessment, response, and monitoring and evaluation teams.</p>

Toolkit Name	Gender Analysis	Gender mainstreaming and institutionalization	Participation in Recovery implementation	Training and Capacity Building	Monitoring, Evaluation and Learning
Sphere Handbook	No direct advice for conducting gender analysis	<p>Recommends establishing feedback mechanisms to enhance community participation enabling them to provide input on the effectiveness of interventions</p> <p>Provides guidance on inclusive participation.</p> <p>Recommends targeted efforts to strengthen the participation of under-represented groups.</p>	<p>Provides minimum standards for humanitarian assistance in the 4 areas of WASH, Food Security and nutrition, Shelter and Settlement, and Health</p> <p>Provides needs assessments checklists and other checklists for all stages of the program management cycle in these 4 areas.</p>	<p>Recommends including staff of partner organisations and service providers in training and conducting training in the local language.</p> <p>Recommends providing basic training in psychological first aid for staff involved in assessments.</p> <p>Stresses the importance of organizational and staff training (though not specific to gender).</p> <p>Provision of vocational and safety training, training for health response staff in accordance with national and international guideline s.</p> <p>Recommends training for capacity building and awareness raising for affected populations, local authorities, local building professionals, skilled and unskilled labour, landlords, legal experts and local partners.</p>	<p>Provides process indicators to check whether a standard is being acheived.</p> <p>Provides progress indicators to monitor achievements of the standards in the 4 areas. These can be used to determine baseline, set targets with partners and stakeholders, and monitor changes towards that target.</p> <p>Provides traget indicators representing the quantifiable minimum levels to meet targets.</p> <p>All of the Minimum Standards have indicators that can be monitored to determine whether they are being achieved equitably for all segments of a population, or how much more needs to be done.</p> <p>(Indicators are gender-responsive)</p>



Toolkit Name	Gender Analysis	Gender mainstreaming and institutionalization	Participation in Recovery implementation	Training and Capacity Building	Monitoring, Evaluation and Learning
Women and Girl Safe Spaces: A toolkit for Advancing Woemn’s and Girl’s empowerment in humanitarian settings (GBV Responders’ Network)		<p>Contains a facilitation observation checklist</p> <p>Contains resources on Outreach strategies, Information, Education and Communication Material to Raise</p> <p>Community Acceptance, Technical resources to for Women and Girls safe spaces, and guidance on safely integrating survivors in activities</p>	<p>Provides key strategies for Women and girls safe spaces implementation (including provision of childcare in these spaces and transportation to and from the spaces).</p> <p>Provides exit strategy tools (planning matrix template).</p> <p>Advocates women and girl led safe spaces implementation.</p> <p>Provides tools for setting up the outreach component of safe spaces activities.</p> <p>Provides technical resources to design and implement safe spaces activities</p>	<p>Provides step by step guidance on staff, volunteers, partners and members, including conducting capacity assessments and building a tailored capacity building plan.</p> <p>Provides a list of training resources</p> <p>Partnership project review and reflection monitoring tool is provided.</p>	<p>Contains a member survey to monitor how safe sapces programing impacts women’s and girls’ empowerment and decision-making over time.</p>

Toolkit Name	Gender Analysis	Gender mainstreaming and institutionalization	Participation in Recovery implementation	Training and Capacity Building	Monitoring, Evaluation and Learning
Gender and Recovery Toolkit (UNDP)	<p>Checklists recommend conducting gender analyses and indicators advocating that design, implementation progress indicators be informed by the gender analyses are provided.</p>	<p>Provides strategic entry points for gender mainstreaming of prevention of GBV in disasters.</p> <p>Individual guidance notes provide actions for institutional adoption.</p> <p>Contains Checklists for addressing gender equality in each guidance note throughout the programme/project cycle</p> <p>Action points for making a difference have been provided for all 7 areas (guidance notes), including measurement of gender sensitive indicators to assess progress and impact.</p> <p>Provides examples of workable approaches in each of the 7 areas of guidance notes.</p> <p>Guidance notes contain interventions for promoting the meaningful participation of women in the design and implementation of activities and programs</p> <p>Tip Sheet 6</p> <p>The strategic mainstreaming approach to GBV prevention and response (recovery oriented).</p>	<p>Provides 7 Guidance Notes- Prevent and respond to GBV; Promote transformative livelihoods and economic recovery to advance gender equality; Promote the participation and leadership of women and women’s organizations in crisis and recovery; Ensure women’s access to justice, security and human rights; Enhance women’s agency in peace processes and political institutions; Ensure gender equality is at the core of disaster risk reduction and recovery; and Transform government to deliver equally for all.</p> <p>Also provides 5 tip sheets. Tip Sheet 5 discusses Innovation - Testing new ways of programming for more impact.</p>	<p>Guidance notes interventions include provision for training of staff and partners in areas such as gender, sexuality, GBV, human rights and social exclusion; trainings for beneficiaries (preparedness, disaster risk reduction, response and recovery, livelihoods, leadership, mediation, peacebuilding, rights awareness), gender related trainings for men; training for civil society organizations and communities on gender, conflict resolution, disaster preparedness and leadership; and training of government counterparts</p>	<p>Each guidance note provides a checklist for addressing gender equality in the programme/project cycle- this includes a section on monitoring and evaluation. Key pointers include baseline SADD, gender specific targets in monitoring, and progress on women’s rights, gender-sensitive monitoring and evaluation of all efforts to counter violent extremism, protection from SGBV, inclusion of indictaors to assess gender mainstreaming inpolicy and legilation, percentage of funds allocated to gender programming, etc.).</p> <p>Tip Sheet 3 provides a list of indicators aligned with SDGs and data sources.</p>

\*The GBV Pocket Guide provides instructions on how to provide support to a GBV survivor when no referral pathway is available and includes list of do’s and don’ts for interacting with survivors, and providing support and information.



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