

OXFAM MINIMUM STANDARDS (MS) FOR PROMOTING GENDER EQUALITY IN HUMANITARIAN PROGRAMS

- MS were developed in consultation with representatives from all OXFAM affiliates to ensure consistent promotion of gender equality in humanitarian programming
- MS should be referred throughout the project cycle. Use accompanying handbook as a guide to practical application

Internal Practices	MS 1: Ensure allocation of appropriate financial and human resources for gender equality	P
	MS 2: Ensure workplace policies & procedures are in place and socialized amongst staff & partners. To include anti sexual harassment HR policies	P
	MS 3: Emphasize accountability of senior management for promoting gender equality	P
	MS 4: Develop staff , partners and senior management capacity through induction, training and reflections	P
Gender Analysis through Project Cycle	MS 5: Gender analysis included in contingency plan	P
	MS 6 : Collect , analyse and report on gender differences using sex & age disaggregated data (& other factors where possible/relevant) throughout the project cycle taking into account issues of safety & accessibility	P
	MS 7: In consultation with women, men, boys and girls , design culturally appropriate gender sensitive programs that address the needs and safety requirements of the most vulnerable & readdress gender-specific injustices . The program design should incorporate a gender strategy, policy and advocacy elements.	P
	MS 8 : Programming is intertwined with gender related sustainable development objectives for the country including DRR.	P
	MS 9: Gender analysis informs the development of MEAL frameworks and the implementation of monitoring and evaluation systems.	P
	MS 10: Gender analysis informs the development and implementation of accountability and learning systems	P
Participation, Dignity & Empowerment	MS 11: Ensure access and participation that is equal and safe, & meaningful participation by specific gender groups in program activities throughout the project cycle, including distribution , training , & livelihood opportunities.	P
	MS 12 : In consultation with women, men , girls and boys , activity promote women’s and girl’s dignity & empowerment in program design and implementation	P
	MS 13: Develop programs that ensure women’s & girl’s rights are being addressed in emergencies & and ensure men’s and boy’s support (not just consultation) making them allies.	P
GBV	MS 14 : Implement & monitor interventions to ensure safe programming in all situations in consultation with women and girls and men & boys.	P
	MS 15: Advocate where possible for gender responsive policies & practices with communities and local authorities.	P
PSEA	MS 16: Protect beneficiaries from sexual exploitation & abuse (PSEA) by staff & partners.	P