



**EDUCATION
CANNOT
WAIT**

GENDER EQUALITY AND EMPOWERMENT OF WOMEN AND GIRLS

**Policy and Accountability Framework
2023-2026**

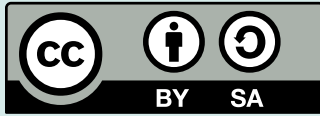


ABOUT THIS PUBLICATION

The development of this ECW policy and accountability framework has been a truly collaborative effort. Consultations were held with ECW Secretariat staff, ECW Gender Reference Group members and external stakeholders (such as the INEE, the Global Education Cluster, UNHCR, UNICEF, the Global Partnership to End Child Marriage, the Global Inter-agency GBV Guidelines Coordination, the Pakistan Alliance for Girls' Education, the Accountability for Gender Equality in Education Project, the Youth4EiEGlobal Youth Panel, and Equal Measures 2030).

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ABOUT EDUCATION CANNOT WAIT (ECW)

Education Cannot Wait (ECW) is the United Nations global fund for education in emergencies and protracted crises. We support quality education outcomes for refugee, internally displaced, and other crisis-affected girls and boys so no one is left behind. ECW works through the multilateral system to both increase the speed of responses in crises and connect immediate relief and longer-term interventions through multi-year programming. ECW works in close partnership with governments, public and private donors, UN agencies, civil society organizations, and other humanitarian and development aid actors to increase efficiencies and end siloed responses. ECW urgently appeals to public and private sector donors for expanded support to reach even more vulnerable children and youth.

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Girl in Lebanon looks up from her coloring sheet in class.

ECW funding in the country is strengthening access to education for crisis-affected children so that they can reach their full potential.

Design and Layout: Svenja Greenwood

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Abbreviations and Acronyms

AF	Acceleration Facility
CEDAW	Committee on the Elimination of Discrimination against Women
CRC	Committee on the Rights of the Child
CSG	Child Safeguarding
ECW	Education Cannot Wait
EiEPC	Education in Emergencies and Protracted Crises
ExCom	Executive Committee
FER	First Emergency Response
GEEWG	Gender Equality and Empowerment of Women and Girls
GLO	Gender Lead Organization
GBViE	Gender Based Violence in Emergencies
GRG	Gender Reference Group
IASC	Interagency Standing Committee
LWOs	Local Women Organizations
LWGOs	Local Women and Girls Organizations
MHPSS	Mental Health and Psychosocial Support
MYRP	Multi-Year Resilience Programme
PER	Performance Evaluation Report
PSEA	Protection from Sexual Exploitation and Abuse
SDG	Sustainable Development Goals
SEL	Socio-emotional learning
SMT	Senior Management Team
SRHR	Sexual and Reproductive Health and Rights
SRGBV	School Related Gender Based Violence
UN	United Nations
UNSWAP	United Nations System Wide Approach



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1. **ABOUT THE POLICY**

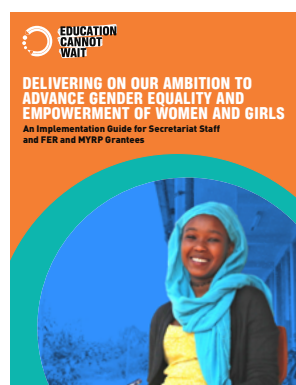
The Gender Equality Policy (hereinafter referred to as “the Policy”) is long-term and visionary. The purpose of the policy is to guide the Education Cannot Wait (ECW) Secretariat to make Gender Equality and Empowerment of Women and Girls (GEEWG), in and through education in emergencies and protracted crisis (EiEPC), a core principle in all aspects of its work. The Policy defines what ECW must do, in line with a core set of values and principles, to ensure GEEWG in and through education is realized systematically through its investments, partnerships, and operations.

▲ A student in her ECW-supported school in Ethiopia, where the Fund’s Multi-Year Resilience Programme is working to ensure that vulnerable girls and boys are able to access a safe, inclusive, and gender-equitable education.

The Policy is grounded in the United Nation’s Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the United Nation’s Convention on the Rights of the Child (CRC), and the Convention of the Rights of Persons with Disabilities (CRPD). As ECW targets the hardest to reach crisis-affected children and adolescents¹ in all their diversity, and does so at scale, it is geared to have tangible impacts on the learning crisis, increasing the global community’s ability to achieve international commitments and standards – in particular, SDGs 4, 5 and 16. ECW acknowledges that the right to education is a human right and indispensable for the exercise of other human rights, particularly for girls and marginalized groups of children affected by crisis. Recognizing that ECW is not an implementing body, but rather a financing mechanism geared at systemic change, the Policy draws from system-wide development and humanitarian commitments such as the Beijing Declaration, Agenda for Humanity, United Nations Resolution on the Right to Education in Emergencies, Safe Schools Declaration, the Charlevoix Declaration, the 2030 Agenda for Sustainable Development, the UN Security Council Resolutions on Women, Peace and Security (WPS), the Sendai Disaster Risk Reduction Framework, the 2030 Agenda for Sustainable Development, the Call to Action on Protection from Gender-based Violence in Emergencies Roadmap, the G7 leaders commitments (2021 and 2022), and the Transforming Education Summit Call to Action on Advancing Gender Equality and Empowerment of Women and Girls and the Youth Declaration (2022).

It is closely aligned to the United Nations System-wide Action Plan 2.0 on Gender Equality and the Empowerment of Women (UN-SWAP 2.0) and the IASC Policy on Gender Equality and the Empowerment of Women and Girls.

The Policy and its accompanying Accountability Framework were developed in conjunction with ECW’s Strategic Plan, 2023-2026 and are, therefore, fully aligned with the Strategic Plan priorities and principles. Within the broader ECW institutional framework, the Policy and Accountability Framework complement the ECW Policy and Accountability Framework on Disability Inclusion. Similarly, it integrates provisions from the ECW Capacity Development Framework—which highlights the role of local actors, local women organizations (LWOs), OPDs, refugee-led and youth-led organizations—and the ECW Technical Guidance Note on Mental Health and Psychosocial Support (MHPSS). The Policy and Accountability Framework draws on recommendations made by the formative evaluations of ECW First Emergency Response (FERS) programmes (2020), Multi-Year Resilience programmes (MYRPs, 2021), and the Organizational Evaluation (2022), as well as the ECW Operational manual (2019) and the ECW Evaluation Policy.



The Policy is to be read in conjunction with the document “Delivering on Our Ambition to Advance Gender Equality and Empowerment of Women and Girls 2023-2026: An Implementation Guide for Secretariat Staff and Grantees” (FER and MYRP Gender Implementation Guide).

¹ Referring to children and adolescents in this document, ECW means crisis-affected girls and boys between the ages of 3 and 18 in all their diversity. ECW is committed to supporting those most in need, paying particular attention to gender, disability, refugee status, displacement status, sexual orientation and gender identity, age, and stage (including supporting the early years and secondary school).

1.1.

Purpose

The purpose of the Policy is to guide the ECW Secretariat to make GEEWG, in and through education, a core principle of its work. The Policy builds on best practices and thinking in the field of EiEPC and gender equality across the humanitarian and development nexus to advance gender equality and empowerment of women and girls in all ECW-supported investments, through strategic and innovative partnerships and organizational commitments, for ECW to be an uncompromising institution in its organizational culture.

1.2.

Scope

The Policy provides a framework that specifies the key principles that the ECW Secretariat should abide by in all aspects of its work to ensure it is best placed to programme, partner, and organize for GEEWG.

The Policy applies to all ECW Secretariat staff, regardless of their position, grade, geographic location, gender, or technical area of expertise. All ECW staff and related personnel (consultants, interns, secondees, and others) are expected to uphold the principles outlined in the Policy and its accompanying Accountability Framework.

Any new policy, procedure, or strategic guidance to be developed during the period of implementation of the Policy (2023-2026) should incorporate its guiding principles.

ECW will monitor the implementation of the gender-specific actions to be taken to achieve the objectives set out in the Policy. The Accountability Framework provides a scorecard system for the implementation of key actions and their achievement in line with the UN SWAP 2.0 and the IASC Gender Accountability Framework. ECW will develop an implementation plan on an annual basis and monitor achievement of the actions detailed in the Accountability Framework as part of the ECW annual work planning process.

The ECW Gender Reference Group has provided strategic and technical inputs in the development of the Policy 2023-2026 and will provide technical support for the regular monitoring of its implementation.

👉 A girl raises her hand during class in Iraq. ECW investments in the country are improving access to safe, inclusive quality education for the most vulnerable crisis-affected girls and boys.





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2.

VISION AND OBJECTIVES

ECW believes that gender equality in and through education is a basic right for all children and adolescents in all their diversity, including girls, boys, and gender diverse individuals, from early childhood to adolescence², in crisis-affected contexts.

As such, ECW recognizes that a focus on gender equality is essential to close inequality gaps and ensure that we leave no child behind, particularly those who are the most marginalized. Gender inequalities intersect with, and exacerbate, other factors contributing to marginalization, including, disability, refugee status, displacement status, sexual orientation, and gender identity, age, and stage (including supporting the early years and formal & non-formal secondary level).

ECW is committed to the goals of GEEWG in EiEPC. This entails supporting investments, partnerships, and institutional commitments that address gender discrimination and promote gender equality in order to redress gender inequalities in and through education in emergencies and protracted crisis.

▲ Radia has big dreams for her future. “When I grow up, I will be a teacher to teach the next generation so that our country will be beautiful.” An ECW-funded programme in Yemen is supporting her dream through rehabilitating schools, establishing temporary learning spaces, setting up water/sanitation facilities, supplying school materials and ensuring that teachers are receiving a salary.

² Referring to children and adolescents in this document, ECW means crisis-affected girls and boys between the ages of 3 and 18 in all their diversity. ECW is committed to supporting those most in need, paying particular attention to gender, disability, refugee status, displacement status, sexual orientation and gender identity, age, and stage (including supporting the early years and secondary school).

Guiding Principles

In order to achieve the vision and objectives stated above, the Policy commits ECW to the following guiding principles:

- ✓ A **human rights-based** approach guided by human rights principles.
- ✓ A **feminist approach** that goes beyond targeting women and girls and parity in access and participation to address the root causes of gender inequality to transform unequal power relations and ensure the full and meaningful participation of women and girls to ensure they are in the driver's seat
- ✓ An **intersectional approach** that analyzes and addresses the interaction of different dimensions of discrimination (e.g., gender, disability, refugee status, displacement status, sexual orientation and gender identity, age, and stage-including supporting the early years and secondary school) in all ECW-supported investments.
- ✓ An **inclusive and non-binary** understanding of gender that recognizes different gender identities.
- ✓ A commitment to a **gender-equitable holistic learning approach** that addresses the academic, emotional, ethical, intellectual, physical, and social needs of learners in all their diversity.
- ✓ **Locally-driven gender capacity strengthening of EiE actors** in all ECW-supported investments.
- ✓ **Twin-track approach** to gender mainstreaming and gender-targeted interventions that are costed and measured in all investments.
- ✓ A **gender-transformative approach**, where possible, that addresses the root causes of gender inequality and exclusion, transforms harmful social and gender norms, and shifts unequal power relations by working with a variety of actors across various sectors to address structural inequalities and discrimination, etc.
- ✓ A **multisectoral approach** that seeks broad alliances and engages in agenda-setting through partnerships with a wide range of stakeholders at country and global levels
- ✓ Meaningful collaboration with local actors **including local women and girls' organizations (LWGOs) and feminist youth advocates.**
- ✓ A commitment to the **Do No Harm** principle and Child safeguarding and PSEA
- ✓ A commitment to systematically integrate **GBV risk mitigation measures** in line with IASC GBV Guidelines 2015 and the ECW Commitments made to the multistakeholder [Call to Action on Protection from GBV in emergencies](#).
- ✓ Meaningful **engagement of men and boys** to promote gender equality
- ✓ Ensure **accountability to affected populations** and **accountability across the ECW Secretariat** on achieving the gender results outlined in the Policy.

Key Objectives

ECW commits to advancing GEEWG through three (3) key areas:



Programming

ECW commits to intentionally investing in **gender-responsive FERs** and **gender-transformative MYRPs** with gender equality and empowerment of women and girls, in and through education, as core principles. ECW will ensure that FER and MYRP investments are consistently informed by intersectional gender equality and inclusion analysis and evidence and data, while identifying gender-targeted interventions that prioritize the full, equal, and meaningful participation and empowerment of girls and women, address school-related gender-based violence, and beyond.



Partnerships

ECW commits to convene and engage partners at all levels to advance GEEWG in and through education in emergencies and protracted crisis. This means fostering more flexible, adaptive, broad, and creative partnerships and alliances with a wide range of stakeholders such as donors, United Nations (UN) agencies, multilaterals, private sector, and civil society actors, as well as local women and girls' organizations to engage in agenda-setting and address bottlenecks to advancing gender equality in EiEPC.



Organizational Fitness for Gender Equality

ECW commits to being a gender-transformative organization with enhanced ambitions for institutional gender equality and social inclusion, particularly with balanced representation of women at senior management level, and the greater attention to implementing, monitoring and evaluating organizational structures and processes on gender equality. This includes investing in staff, partners and programmes to deliver more inclusive, gender-equitable and transformative results in line with the UN-SWAP 2.0, as well as in organizational processes to track and measure progress for better accountability to our commitments.



GENDER RESPONSIVE:

When the different needs, abilities, barriers and opportunities of all stakeholders – including girls, boys, women, men and people who identify as non-binary - are identified, considered and accounted for.

ECW believes all our investments should be gender-responsive as a minimum standard. This particularly applies to FERs.



GENDER TRANSFORMATIVE:

When we work with key stakeholders to identify and address the root causes of gender inequality and exclusion, tackle harmful social and gender norms, and shift unequal power relations by working with a variety of actors across various sectors to address structural inequalities and discrimination.

ECW strives to utilize gender-transformative approaches whenever possible across MYRPs.



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3.

ACCOUNTABILITY FRAMEWORK

The Accountability Framework highlights the key actions and performance indicators ECW strives to implement during the coming period (2023-2026) to achieve its three objectives. It also outlines the important role ECW secretariat staff will play in translating the Policy into action.

To ensure shared responsibility and accountability, section 3.2 below subsequently outlines the roles of ECW Secretariat staff, external partners, and grantees in fulfilling these three key objectives. The Gender Manager will provide technical advice, coordination, and overall support to these stakeholders to help ensure these objectives are achieved.

A Girl writes on a blackboard in her classroom in Cameroon. The school hosts displaced children who have fled violence in the country. ECW investments in Cameroon are addressing educational and psychosocial needs of crisis-affected girls and boys.

Accountability Framework

The Accountability Framework builds upon the UN SWAP 2.0 and the IASC Gender Policy and Accountability Framework and articulates what the ECW Secretariat must do to achieve the three key objectives of the Policy: 1. Gender-responsive and transformative programming; 2. ECW’s partnerships contribute to advance gender equality and empowerment of women and girls in education in emergencies and protracted crises; and 3. ECW Secretariat is fit for purpose.






Policy Key Objective 1: Gender Responsive and Transformative Programming




ACTION AREAS:




- 1.a In-country gender expertise
- 1.b Gender equality and inclusion analysis
- 1.c Programme design strategy
- 1.d M&E
- 1.e Budget resource allocation
- 1.f Safeguarding (PSEA and Child Safeguarding) & Accountability to Affected Populations
- 1.g Gender Lead Organization function
- 1.h Acceleration Facility window




NOTE:
Target 2026 for all the scorecards below: “Exceeds Requirements”




1.a In-country Gender Expertise




 Approaches requirements	 Meets requirements	 Exceeds requirements
In-country gender expertise (local gender WG, gender in Humanitarian WG, GBViE Coordination mechanisms, national gender machinery, local civil society organizations,..) is engaged during the scoping mission	<ul style="list-style-type: none"> • Actions under “approaches requirements” are implemented • In-country gender expertise is meaningfully engaged throughout the design phase and clear focal points are identified • In-country gender expertise is part of the grantee selection committee 	<ul style="list-style-type: none"> • Actions under “Meets requirements” are implemented • Multi-sectoral approaches and programming strengthened in the implementation of investments, particularly MYRPs




1.b Gender Equality and Inclusion Analysis		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> The gender equality and inclusion analysis identifies gaps and rights violations/inequalities in EiEPC affecting girls, boys, and adolescents in all their diversity, as well as and male and female teachers in all their diversity, and describes how and why these affect girls, boys, men, and women differently in all investments. The gender equality and inclusion analysis provides sex and age disaggregated data 	<ul style="list-style-type: none"> Actions under “approaches requirements” are implemented The gender equality and inclusion analysis describes gender-based differences between educational levels in all investments The gender equality and inclusion analysis provides sex and age disaggregated data 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented The gender equality and inclusion analysis describes why and how at least one other exclusion factor affects the different groups (e.g. disability, ethnicity, sexual orientation,...) The gender equality and inclusion analysis provides data disaggregated by sex, age and disability at minimum




1.c Programme Design Strategy		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<p>A twin-track approach incorporating both a gender-mainstreaming approach and gender-targeted interventions is in place in all investments</p>	<ul style="list-style-type: none"> Actions under “approaches requirements” are implemented Ensures programmes establish 60% girls target across all groups unless the gender equality and inclusion analysis shows either a parity between the sexes or a disparity in favour of females 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented Ensures a multi-sectoral approach with key sectors (Sexual and Reproductive Health and Rights, WASH/MHM, CP/MHPSS, Gender-Based Violence in Emergencies, Gender in Humanitarian Action,...) for cross-sectoral shared outcomes related to gender equality and empowerment of women and girls




 Approaches requirements	 Meets requirements	 Exceeds requirements
	<ul style="list-style-type: none"> The IASC Gender with Age Marker (GAM) is used to inform the design of the programme Ensures gender-equitable access, teaching and learning, and systems strengthening interventions in investments as relevant for FERs and MYRPs 	<ul style="list-style-type: none"> Meaningfully engages with LWOs at the design and implementation phase Dedicates a % of the overall grantee budget to capacity strengthening on governance for LWOs in the MYRPs IASC GAM used at the design and monitoring stages

<h3>1.d M&E and Learning</h3>		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Grantees reporting is disaggregated by Sex, Age, and Disability MYRP evaluation systematically integrate the gender perspective 	<ul style="list-style-type: none"> Actions under “approaches requirements” are implemented FERs measure gender results at output level and MYRPs measure shift in gender equality with gender outcome indicators <ul style="list-style-type: none"> Results Frameworks systematically measure GBV risk mitigation and gender targeted outputs and outcomes MYRPs systematically measure the differentiated gender impact of learning outcomes 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented Gender Learning Agenda set out in the Strategic Plan is fully implemented <ul style="list-style-type: none"> GEEWG-specific knowledge products supported by ECW are produced, shared, and used

1.e Budget Resource Allocation		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Gender-targeted interventions are costed in the budget template using the gender marker in the ECW budget template 	<ul style="list-style-type: none"> Actions under “approaches requirements” are implemented The minimum resource allocation for gender-targeted interventions in FERs (15%) and MYRPs (25%) is reached 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented The minimum resource allocation for gender-targeted interventions in FERs (15%) and MYRPs (25%) is exceeded

1.f Safeguarding (PSEA and Child Safeguarding) & Accountability to Affected Populations		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Ensures programmes include participatory risk assessments, including with local women organizations to identify risks to children and adolescents in all their diversity as well as female teachers and demonstrate how these risks will be managed and what mitigation measures will be budgeted for to enable risk mitigation at both an operational and programmatic level. 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented. Ensures programmes establish or strengthen existing feedback and complaint mechanisms, raise awareness about their availability and develop procedures that improve their accessibility. 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented. Ensures programmes engage local women organizations as well as teachers from risk assessment to risk monitoring through safety audits, and implementation of feedback and complaint mechanism Ensures gender equitable and inclusive child/ adolescent participation in the design of safeguarding measures provided their safety is not jeopardized

1.g Gender Lead Organization Function for the MYRPs		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> A gender lead organization is identified at the design and implementation phase of all MYRPs 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented MYRPs with a GLO function have strong gender equality and inclusion analysis and gender transformative approaches that are clearly costed and measured The gender capacity of MYRP partners is strengthened through the GLO function. A cross-MYRP GLO network that promotes peer learning on gender-transformative EiEPC is established 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented. The GLO function contributes to strategic partnership building with local women organizations (LWOs). The GLO collaborates with external actors to promote Gender Equality and Empowerment of Women and Girls in EiEPC. The GLO contributes to resource mobilization and advocacy, specifically for gender, in the MYRP.

1.h Acceleration Facility Window		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Gender equality and empowerment of women and girls in EiEPC is prioritized through the twin-track approach in the Acceleration Facility (AF) Strategy. 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented Improved capacity of MYRP partners to implement gender transformative EiEPC programming 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented Lessons learned and good practices elicited from AF grants implementation are disseminated and taken into account in the design of new MYRPs.




Policy Key Objective 2:
ECW’s Partnerships Contribute to Advance Gender Equality and Empowerment of Women and Girls in Education in Emergencies and Protracted Crises

ACTION AREAS:

2.a Partnerships for advocacy

NOTE:
 Target 2026 for all the scorecards below: “Exceeds Requirements”

2.a Partnerships for Advocacy

 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> ECW joins and amplifies global advocacy events, initiatives, and campaigns launched by partners to advance gender quality and empowerment of women and girls in EiEPC 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented ECW establishes new partnerships with global gender and EiE actors to advance gender quality and empowerment of women and girls in EiEPC 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented ECW, in partnership with key strategic partners, launches new advocacy campaigns to mobilize donors and the international community on gender equality and empowerment of women and girls in EiEPC




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Young students play at an ECW-supported school in Ethiopia, where the Fund’s Multi-Year Resilience Programme is working to ensure that vulnerable girls and boys are able to access a safe, inclusive education.




Policy Key Objective 3. ECW Secretariat is Fit for Purpose




ACTION AREAS:




- 3.a Leadership
- 3.b Organizational culture
- 3.c Staff capacity development
- 3.d Equal representation of women
- 3.e Gender architecture
- 3.f Knowledge and communication




 **NOTE:**
Target 2026 for all the scorecards below: “Exceeds Requirements”




3.a Leadership




 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> • GEEWG included on a regular basis on the agenda of the Senior Management Team meeting 	<ul style="list-style-type: none"> • Actions under “Approaches requirements” are implemented • Senior management ensures sufficient funding is available for the operationalization of the Policy • ECW Staff includes in their Performance Evaluation Reports (PERs) actions and results that advance the work on gender equality and empowerment of women and girls of their respective ECW section • Gender equality and empowerment of women and girls is integrated into all aspects of ECW’s work, including in all key strategic documents produced at the level of the Director, SMT, and all other sections. 	<ul style="list-style-type: none"> • Actions under “Meets requirements” are implemented • ECW Director and Senior Management Team review progress against the Gender Policy and Accountability Framework on at least an annual basis and ensure that adequate budgets are allocated and there is adequate staff capacity.

3.b Organizational Culture		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Organizational culture partly supports the promotion of gender equality and the empowerment of women 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented Gender audit is conducted with ECW staff and related personnel on ECW’s institutional mechanisms and processes to mainstream gender equality throughout the Organization. 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented Organizational culture fully supports the promotion of gender equality and the empowerment of women

3.c Staff Capacity Assessment and Capacity Development		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Mandatory online training on gender equality and inclusion for all ECW staff and related personnel 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented Induction training for all new onboarding staff and related personnel Gender capacity development systematically added to staff PER 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented Senior Managers receive tailored gender capacity strengthening opportunities

3.d Equal Representation of Women		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Plan in place to achieve the equal representation of women in ECW Secretariat across GS and IP categories 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented ECW has reached the equal representation of women for General Service staff and all professional levels 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented ECW has reached the equal representation of women for General Service staff and all professional levels including the most senior most levels.

3.e Gender Architecture		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Gender Manager (full-time staff, P4 level) in place 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented Gender Focal points identified in each unit with clear terms of reference 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented Gender Focal points workplan tracked annually by Senior Management Team and reflected in PERs

3.f Knowledge and Communication		
 Approaches requirements	 Meets requirements	 Exceeds requirements
<ul style="list-style-type: none"> Internal production and exchange of information on gender equality and women’s empowerment 	<ul style="list-style-type: none"> Actions under “Approaches requirements” are implemented Knowledge on gender equality and women and girls’ empowerment in EiEPC is systematically documented and publicly shared 	<ul style="list-style-type: none"> Actions under “Meets requirements” are implemented Communication plan includes gender equality and women and girls’ empowerment in EiEPC as an integral component of internal and public information dissemination



© JRS Chad/Irene Galera

◀ Malembe lost mobility in her legs when she was two years old. Today, she is receiving support from an ECW-funded programme in the Dar Es Salam Camp which is providing the foundation for inclusive education in Chad so that Malembe and her peers can continue learning.

3.2

Roles and Responsibilities

This section identifies roles and responsibilities at all levels of ECW to enable the implementation of the Policy and uphold its standards. The ultimate responsibility for the implementation of the Gender Policy and Accountability Framework rests with the ECW senior management and Executive Director.

ROLES	RESPONSIBILITIES
ECW Executive Committee	<ul style="list-style-type: none"> Regularly monitors the degree to which ECW's Policy is being implemented through the gender updates provided in the monthly Operational Updates
ECW Executive Director	<ul style="list-style-type: none"> Internally and externally champions the advancement of GEEWG in EiEPC Promotes, protects, and ensures a non-discriminatory, empowering, inclusive and safe work-environment for all, which actively prevents, addresses, and prosecutes any practices in the workplace which may counter this culture, in accordance with the UNICEF rules and regulations Ensures that ECW's hiring practices actively support gender parity at all levels in the organization Ensure gender parity is a key criterion in recruitment processes across all levels Ensures the future Job Descriptions of all personnel reflect their accountability under the Policy; that current personnel are informed of their obligations under the Policy; and that that all personnel performance assessments measure the degree to which each personnel has contributed towards the Policy's implementation.
ECW Deputy Director	<ul style="list-style-type: none"> Ensures the requirements under the Policy and its accompanying Accountability Framework are enforced and regularly monitored in the Senior Management Team Ensures the Policy and Accountability Framework are updated as required and at minimum, with the conducting of a participatory review of their implementation at the end of the current planning cycle (2023-2026)

ECW Senior Managers	<ul style="list-style-type: none"> • Communicate and champion the Gender Policy and its Accountability Framework to their respective teams and hold them accountable for implementation through integration of the Gender Policy in their team workplan and in individual PERs • Country Leads ensure that all investments under their responsibility are aligned with the commitments set out in the Gender Policy & Accountability Framework, FER and MYRP Gender Implementation Guide, and Strategic Plan 2023-2026
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Education Team:	
Emergency Manager and Country Managers	<ul style="list-style-type: none"> • Ensure the gender commitments set out in the Gender Policy & Accountability Framework, FER and MYRP Gender Implementation Guide, and Strategic Plan 2023-2026 are systematically communicated to the FER and MYRP partners from the design to the implementation and reporting phase and are systematically tracked. • Ensure that all penholders/MYRP consultants are fully aware of the Gender Policy, and the FER and MYRP Gender Implementation Guide, and systematically apply in the MYRP proposals the gender commitments set out in these documents from the start of the inception phase. • Ensures that the ECW gender commitments are met through the quality assurance process of FER and MYRP proposals and annual reports,

Thematic leads (Disability Inclusion, Early Learning, MHPSS)	<ul style="list-style-type: none"> • Ensures that gender considerations outlined in the Policy and FER and MYRP Gender Implementation Guide are systematically mainstreamed in guidance and feedback to grantees
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Gender Manager	<ul style="list-style-type: none"> • Monitors the overall implementation of the Policy & Accountability Framework, as well as advises the ECW Leadership Team • Supports revisions of ECW systems, manuals, and templates to ensure the principles and requirements under the Policy are upheld • Reviews all proposals to ensure application of ECW's the Policy and Accountability Framework • Identify and leverage strong gender partnerships in -country and at global level to advance and ensure gender responsive and transformative programming • Consolidates evidence of impact of the Policy, including the impact of ECW investments on GEEWG in emergencies • Leads on the development of key strategic gender partnerships through the AF window to strengthen gender capacity and advocacy in EiEPC at global and country level • Represents ECW in key advocacy and technical fora as relevant • Support capacity strengthening of ECW Secretariat staff for gender transformative organizational fitness • Support the role of ECW Gender Focal Points • Represents ECW and leads the ECW Gender Reference Group in collaboration with its co-chairs.
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Strategic Planning and Accountability Team

- Supports the monitoring of the Accountability Framework on a regular basis
- Reflects gender updates in the monthly operational plan
- Ensures gender is integrated and meaningfully reflected in all strategic planning and accountability documents
- Ensures gender considerations are reflected in all safeguarding and risk work

Acceleration Facility Window Manager

- Ensures that GEEWG is mainstreamed in all AF partnerships and ensures gender-targeted AF partnerships are adequately resourced

M&E Team

- Ensures grantees results framework reflect gender commitments to monitor gender results and impact
- Ensures grantees reporting reflects gender results beyond sex, age, disability disaggregated data
- Ensures gender results (including from Gender Lead Organizations) is meaningfully reflected in Annual Results Reports
- Ensures the Gender Learning agenda is in place as per the Strategic Plan
- Ensures MYRP evaluations include a gender lens

Operations Team

Finance Team

- Ensures budget templates include a gender marker to track the minimum budget allocation for gender targeted interventions (15% for FERs and 25% for MYRPs), budget line for the Gender Lead Organization, costed GBV risk mitigation measures, and tracking of grantees' funding to local women organizations in line with the gender commitments in the Strategic Plan

Grants management Team

- Facilitates the reporting of the Gender Lead Organizations

HR Team

- Develops and manages the Gender dashboard
- Tracks online mandatory gender trainings for all Secretariat staff including on boarding staff, interns, and consultants

Advocacy and Communications Team

- Widely promote the advancement of GEEWG in EiEPC across ECW communication products (OpEds, Newsletters,..) and public advocacy platforms (including key international gender events covered)
- Gender data utilized to inform the dissemination of ECW evidence-based advocacy messages across ECW channels

Resource mobilization Team

- Gender data utilized to support ECW's resource mobilization efforts
- Gender Lead Organizations are included in the support provided to country teams for in-country resource mobilization

Gender Reference Group

- Provides advice to the ECW Secretariat on the overall implementation of the obligations taken under the Policy and accompanying Accountability Framework
- Advises ECW Secretariat on emerging tools and best practices in the area of Gender Equality in education in emergencies and protracted crisis which can help inform ECW's future policies, priorities, and strategies

3.3.

Compliance and Performance Monitoring

The implementation of the ECW Gender Policy will be monitored and assessed against the ECW Gender Accountability Framework under the supervision of ECW Senior Management (Director and Deputy Director).

ECW will develop annual workplans and indicators to track and meet the targets of the Accountability Framework with the support of the ECW Gender Reference Group.

The Gender Manager will coordinate the monitoring process and reporting to the ECW Gender Reference Group on an annual basis with the close collaboration of the Strategic Planning and Accountability team.

The Gender Manager will also work with the ECW teams to ensure the targets set in this Accountability Framework are reflected in their annual plans and personal performance plans.

The Gender Manager will also work with the ECW Emergency Manager, country leads, and MYRP consultants/penholders to ensure country partners do embed requirements and actions of the Policy and Accountability Framework in country investments.

The Gender Manager will also work with the M&E team to conduct an evaluation of the implementation of the Policy.

Terms and Definitions

Gender refers to the socially constructed roles, responsibilities, and identities for women and men and how these are valued in society. They are culture specific and change over time. Gender identities define how women and men are expected to think and act. These behaviors are learned from family, schools, religious teaching, and the media. Since gender roles, responsibilities, and identities are socially learned, they can also be changed. Gender, together with age group, sexual orientation, and gender identity, determines roles, responsibilities, power dynamics, and access to resources. This is also affected by other diversity factors such as disability, social class, race, caste, ethnic or religious background, economic wealth, marital status, migrant status, displacement situation, and urban or rural setting.

Gender equality and inclusion analysis examines the relationships between genders. It examines their roles, their access to and control of resources, and the constraints they face relative to each other. Gender analysis should be integrated into education sector assessments and responses.

Gender-based violence (GBV) is an umbrella term for any harmful act that is perpetrated against a person's will and that is based on socially ascribed (i.e. gender) differences between genders. It includes acts that inflict physical, sexual, or mental harm or suffering, threats of such acts, coercion, and other deprivations of liberty. These acts can occur in public or in private. Examples include: Sexual violence, including exploitation, abuse, and harassment.; Domestic and family violence, which may be physical, emotional, psychological, or sexual; Harmful practices, such as female genital mutilation/cutting, child marriage, honor killings, and widow inheritance; and Denial of resources or opportunities, such as education.

- ✔ Syrian refugee sisters Jana and Yara write in their notebooks as they talk about their dreams. ECW funding in Lebanon is strengthening access to education for crisis-affected children so that they can reach their full potential.



Gender equality refers to the equal rights, responsibilities, and opportunities of all genders. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities, and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs, and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men and all genders. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable, people-centered development.

Gender Equality and the Empowerment of Women and Girls (GEEWG) programming is a term which indicates that programming intends to promote both gender equality, i.e., the equal enjoyment of men, girls, men and boys of rights, opportunities, resources and rewards, and the empowerment of women and girls, i.e. the ability of women and girls to control their own destiny. It also indicates that to achieve such goals it adopts the twin track approach of gender mainstreaming and targeted interventions.

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies, and programs, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally, and inequality is not perpetuated. Gender mainstreaming is an approach to achieving gender equality.

Gender responsive is when the different needs, abilities, barriers and opportunities of all stakeholders— including girls, boys, women, men and people who identify as non-binary—are identified, considered and accounted for.

Gender transformative is when we work with key stakeholders to identify and address the root causes of gender inequality and exclusion, tackle harmful social and gender norms, and shift unequal power relations by working with a variety of actors across various sectors to address structural inequalities and discrimination.

Inclusion: inclusion is about bringing people into a process in a meaningful manner. It is the process of improving the terms for individuals and groups to take part in society and to fully enjoy their rights. It requires addressing the root causes of exclusion and understanding how intertwined the roots of different forms of exclusion are. Inclusion involves improving the opportunities available to girls, boys, adolescents from all genders, in particular those who are vulnerable and excluded, including children with disabilities, who are excluded on the basis of the social groups they identify with or are associated with, as well as respecting their dignity.

Intersectionality: gender-based discrimination is inextricably linked with other factors that affect women and girls, such as race, disability, ethnicity, religion or belief, health, status, age, class, caste, and sexual orientation and gender identity. Discrimination on the basis of sex or gender may affect girls and women belonging to such groups to a different degree or in different ways to boys and men. Intersectional thinking means seeing people's entire identities and the range of barriers they experience.

School-related gender-based violence (SRGBV) refers to acts or threats of sexual, physical, or psychological violence occurring in and around schools. It relates to violence perpetrated as a result of gender norms and stereotypes, and enforced by unequal power dynamics that violate children's fundamental human rights. SRGBV is a form of gender-based discrimination. SRGBV is perpetuated by women and men teachers, and by students. It includes bullying, corporal punishment, verbal or sexual harassment, non-consensual touching, sexual coercion, assault, and rape. In emergencies, the following factors may lead to higher levels of SRGBV: stigma and silence around GBV in the community; lack of training and skills among teachers and learners on how to recognize and respond to SRGBV; lack of knowledge on the use of positive discipline and professional codes of ethics due to rushed recruitment and training processes in emergencies; unmotivated, underpaid, and unpaid teachers; male-dominated environments, such as the military.

About Education Cannot Wait (ECW):

Education Cannot Wait is the United Nations global fund for education in emergencies and protracted crises. We support quality education outcomes for refugee, internally displaced, and other crisis-affected girls and boys so no one is left behind. ECW works through the multilateral system to both increase the speed of responses in crises and connect immediate relief and longer-term interventions through multi-year programming. ECW works in close partnership with governments, public and private donors, UN agencies, civil society organizations, and other humanitarian and development aid actors to increase efficiencies and end siloed responses. ECW urgently appeals to public and private sector donors for expanded support to reach even more vulnerable children and youth.

Additional information is available at
www.educationcannotwait.org
Contact: info@un-ecw.org

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