



GENDER TRANSFORMATIVE APPROACH TOOLKIT

International Gender Unit

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INTRODUCTION

In August 2022, the International Executive Committee (IEC) of Action Against Hunger endorsed a [Gender Equality Policy](#) aligned with the [International Strategic Plan 2021-2025 \(ISP3\)](#). The Gender Equality Policy and ISP3 acknowledge that gender inequality is both a cause and consequence of hunger, and that eliminating gender inequality—as well as other forms of social, political, and economic inequalities—must be considered a fundamental mission of the organization’s work against hunger. The Gender Equality Policy marks a departure from the 2014 gender policy in this way: by calling action on inequalities, the root causes of hunger, it shows an evolution from a gender-sensitive approach to a gender-transformative approach programmatically and institutionally.

While acknowledging that different Action Against Hunger offices have differing resources and capacities and are currently on different positions along the gender equality continuum, the ISP3 and the Gender Equality Policy require all offices to adopt a gender-transformative approach by 2025, step by step.

What is a gender-transformative approach?

In a gender-sensitive approach, programming and institutional practices recognize existing gender differences and inequalities and makes efforts to do no harm and to ensure that women, girls and marginalized people participate and benefit equally. However, this approach does not explicitly challenge the root causes of inequalities, including gender norms and structures.

A gender-transformative approach, on the other hand, goes beyond acknowledging these inequalities and seeks to transform them. It takes specific measures to change social structures, norms, and gender relations in order to achieve more shared and equal power dynamics and control of resources, decision-making, and support for women’s empowerment. It makes the social changes necessary to meet men’s, women’s, boys’, girls’, and gender-diverse peoples’ strategic needs and works to change people’s fundamental position in the society, not just simply their condition.

Intersectionality is an important feature of a gender transformative approach. Previously, Action Against Hunger focused on considering gender and age. With the new approach, the network has committed to an intersectional approach, which considers—in addition to gender and age—other axes of difference such as race, ethnicity, religion, ability, rural/urban residence, displacement status, and sexual orientation. Intersectionality acknowledges that these diverse factors intersect to form people’s lived experiences of oppression and discrimination, and that programs and policies must dismantle these systems. More information on intersectionality can be found [here](#).



Figure 1: The gender equality continuum

Purpose & target audience

This toolkit provides key internal and external resources on integrating a gender-transformative approach into programs and at the organizational level in order to guide the Action Against Hunger network toward gender transformation. A separate toolkit on gender-based violence (GBV) will be made available later this year.

This toolkit is designed for Action Against Hunger staff with responsibilities in project/program life cycle, communications, fundraising, and management—including program managers/officers, HR personnel, and senior managers. Different sections may be more pertinent to some groups than others; for example, the section on gender transformative communications will be particularly useful for communications, fundraising, and donor relations staff within the network. The subsection on feminist leadership is relevant to all Action Against Hunger staff.

How to use this toolkit

This toolkit has three main sections: 1) gender transformative approach in programs, 2) gender transformative approach at the institutional level, and 3) training opportunities. The first contains resources on gender-transformative methodologies, tools for use across the program life cycle, and sector-specific guidelines for nutrition and health, food security and livelihoods (FSL), and water, sanitation, and hygiene (WASH). The second section on gender transformation at the institutional level contains general resources that can help Action Against Hunger achieve gender equality within the organization. The final section lists internal and external training opportunities, some of which are self-paced while others include live facilitation.

The toolkit is a live document that will be updated as more resources become available. If there are resources that you think should be added to the toolkit, please contact the International Gender Unit (IGU) at genderunit@actionagainsthunger.ca. A review of proposed resources will be conducted every six months.

GENDER TRANSFORMATION IN PROGRAMS

GENDER-TRANSFORMATIVE METHODOLOGIES

Gender transformation is a process and an approach, meaning that different methodologies exist to guide practitioners throughout the program/project life cycle, including strategic planning. The resources in this section are relevant for all phases of the program/project life cycle. They have also been added to other sub-sections for which they are particularly relevant.

English

[Oxfam Canada \(2019\): Making gender-transformative humanitarian action a reality](#)

[Oxfam \(2021\): Transforming gender inequalities: practical guidance for achieving gender transformation in resilient development](#)

[Mercy Corps \(2018\): Household Dialogue Toolkit](#)

[CARE \(2018\): Gender Equality and Women's Voice: Guidance Note](#)

[OECD \(2019\): Engaging with Men and Masculinities in Fragile and Conflict-Affected Settings](#)

Gender Action Learning System (GALS)

- [Mayou \(2013\): Equal and Together: Gender Action Learning System for Gender Justice in Development](#)
- [Mayou and Oxfam Novib \(2014\): Rocky Road to Diamond Dreams: GALS Phase 1 -Visioning and Catalysing a Gender Justice Movement Implementation Manual](#)
- [Mayoux and IFAD \(2020\): Gender Action Learning System Implementation Toolkit](#)

[Plan International Canada's architecture for gender transformative programming and measurement: a primer](#)

[IASC \(2018\): Gender handbook for humanitarian action](#)

[Global Interagency Security Forum \(2012\): Gender and Security: Guidelines for Mainstreaming Gender in Security Risk Management](#)

[UNICEF: Technical Note on Gender-Transformative Approaches in the Global Programme to End Child Marriage](#)

[Save the Children \(2014\): Gender Equality Program Guidance and Toolkit: Engendering transformational change](#)

Français

[Mercy Corps \(2018\): Boîte à outils Dialogue familial](#)

[IASC \(2008\): Les guides des genres pour les actions humanitaires](#)

[UNICEF: Note Technique sur les Approches Transformatrices du Genre dans le Cadre du Programme Mondial Pour Mettre Fin au Mariage d'Enfants \(Phase II\) – Résumé pour les Praticiens](#)

[F3E \(2021\): Genre et développement](#)

Español

[UNICEF: Nota Técnica sobre Enfoques Transformadores de Género en el Programa Mundial de UNFPA-UNICEF Para Poner Fin al Matrimonio Infantil, Fase II: Resumen para Profesionales](#)

GENDER ANALYSIS

In order to design a gender-transformative project that responds to gender gaps, needs, capacities, and priorities and ultimately, contributes to gender equality, conducting a gender analysis—which gives information on the gender context and the root causes of inequalities—is paramount. While a gender analysis should ideally be done in all stages of the project life cycle, it is especially important in the planning phase, as it allows for the understanding of the context and how the project should be designed accordingly. Specifically, gender analyses give us an insight into the power relations between different groups—in other words, the existing inequalities. It is important to conduct gender analyses with participatory methods and an intersectional lens.

Key resources on gender analysis include:

INTERNAL

[Action Against Hunger: Gender Analysis Guidelines & Tools](#)

[Gender Malnutrition Framework](#)

EXTERNAL

English

[CARE rapid gender analysis guidance note and assessment tools](#)

[Jhpiego \(2020\) – Gender analysis toolkit for health systems](#)

[Save the Children \(2021\): Gender and Power Analysis](#)

[ALNAP \(2014\): Method Note 1 – Representative sampling in humanitarian evaluation](#)

[ACDI/VOCA \(2012\): Gender Analysis Assessment, and Audit Manual and Toolkit \(including Operationalizing a Gender Analysis Study](#)

[Cleary, Horsfall and Hayter \(2014\): Data collection and sampling: does size matter?](#)

[Institute of Development Studies: Participatory methods](#)

[IASC \(2018\): Gender handbook for humanitarian action – pages 30-43](#)

[Global Affairs Canada – Gender-Based Analysis Plus](#)

[EnCompass: Bringing Gender Analysis to Life – A Four-Part Model for Learning What Works in Gender Equality and Inclusive Development](#)

Français

[IASC \(2008\): Les guides des genres pour les actions humanitaires – pages 30-43](#)

Español

[Save the Children \(2021\): Análisis de poder y género](#)

DESIGN

Once the gender analysis has been completed, it is important to use the findings to design a gender-transformative project/program. As the resources in this section will make clear, gender transformation involves addressing the root causes of inequalities—including social/gender norms, unequal access to/control over resources, and lack of decision-making power. Just like in gender analyses, participatory approaches are also crucial in the design phase and are described in depth by some of the resources (e.g. on Gender Action Learning System).

INTERNAL

[Action Against Hunger: Guidelines on Integrating a Gender-Transformative Approach into Project Proposals](#)

EXTERNAL

English

[Oxfam \(2021\): Transforming gender inequalities: practical guidance for achieving gender transformation in resilient development](#)

[Inter-Agency Standing Committee's \(IASC\) Gender & Age Marker \(GAM\)](#)

[Mercy Corps \(2018\): Household Dialogue Toolkit](#)

[CARE \(2018\): Gender Equality and Women's Voice: Guidance Note](#)

[OECD \(2019\): Engaging with Men and Masculinities in Fragile and Conflict-Affected Settings](#)

Gender Action Learning System (GALS)

- [Mayou \(2013\): Equal and Together: Gender Action Learning System for Gender Justice in Development](#)
- [Mayou and Oxfam Novib \(2014\): Rocky Road to Diamond Dreams: GALS Phase 1 -Visioning and Catalysing a Gender Justice Movement Implementation Manual](#)
- [Mayoux and IFAD \(2020\): Gender Action Learning System Implementation Toolkit](#)

[UNICEF \(2022\): Gender-Transformative Programming in UNICEF – Selected Case Studies](#)

[UN Women \(2020\): Who Holds the Microphone? Crisis-Affected Women's Voices on Gender-Transformative Changes in Humanitarian Settings: Experiences from Bangladesh, Colombia, Jordan, and Uganda](#)

[UNFPA \(2021\): Transcending Norms: Gender Transformative Approaches in Women and Girls Safe Spaces in Humanitarian Settings](#)

[Population Reference Bureau: The Gender Integration Continuum – Training Session – User's Guide](#)

[UNICEF & UNFPA: Joint Evaluation of the UNFPA-UNICEF Joint Programme on the Elimination of Female Genital Mutilation – Accelerating Change, Phase III \(2018-2021\)](#)

[Government Equalities Office \(2020\): Engaging with Men and Boys about Gender Norms – Engagement Toolkit](#)

[Oxfam Novib: Theory of Change – Women's Empowerment Mainstreaming and Networking for Gender Justice in Economic Development](#)

Français

[Le Marqueur de Genre et d'Age \(MGA\) de l'IASC](#)

Español

[IFAD \(2021\): Recomendaciones de las Ciencias del Comportamiento para el Diseño de Programas de Género Transformadores](#)

[El Marcador de Género con Edad \(MGE\) del IASC](#)

IMPLEMENTATION

While conducting a gender analysis and following gender-transformative approaches during project design can lay a solid foundation for a gender-transformative project, it is important not to become complacent during implementation. There are several considerations that need to be continuously made during the implementation phase to make a project truly gender transformative—including establishing gender-competent and balanced teams, conducting gender training to staff, and ensuring equal participation and access to all genders. These essential considerations are further detailed in the following resources:

English

[WFP Gender Toolkit \(2019\): Gender Toolkit - Implementation](#)

[Save the Children \(2014\): Engendering Transformational Change: Save the Children Gender Equality Program Guidance & Toolkit – pages 71-74](#)

[UNICEF South Asia \(2018\): Gender Toolkit – Integrating Gender in Programming for Every Child in South Asia – Pages 66-68](#)

[IASC \(2018\): Gender handbook for humanitarian action – pages 56-58](#)

Français

[IASC \(2008\): Les guides des genres pour les actions humanitaires – pages 56-58](#)

[PAM \(2019\): Boîte à outils genre – Mise en oeuvre](#)

MONITORING, EVALUATION & LEARNING

Adopting a transformative lens to MEAL is a process—it includes collaboration, participation, inclusivity and it puts the communities at the centre of providing and owning data and information. The following are some of the sources we recommend for monitoring and evaluation processes.

INTERNAL

[Action Against Hunger: Guidelines on Integrating a Gender-Transformative Approach into Project Proposals](#) – section on M&E and indicators

EXTERNAL

English

[Better Evaluation: Outcome Mapping](#)

[Oxfam Canada: Feminist MEAL Guidance Note](#)

[Indikit: Guidance on SMART Indicators for Relief and Development Projects](#)

[CARE \(2015\): Measuring gender transformative change: a review of literature and promising practices](#)

[CARE India \(2017\): Gender Transformative Change – Flagship Approach](#)

[Plan International Canada's architecture for gender transformative programming and measurement: a primer](#)

[Oxfam \(2021\): Transforming gender inequalities: practical guidance for achieving gender transformation in resilient development – pages 31-58](#)

[Mayou \(2013\): Equal and Together: Gender Action Learning System for Gender Justice in Development – pages 42-62](#)

[Oxfam Novib \(2012\): Learning about Gender Equality: Testing the ability of the Most Significant Change methodology to make cultural changes visible and learn about gender equality](#)

[Better Evaluation: Resources on the Most Significant Change Methodology](#)

[IASC \(2018\) : Gender handbook for humanitarian action – pages 56-79](#)

[Inter-Agency Standing Committee's \(IASC\) Gender & Age Marker \(GAM\)](#)

[Sida \(2010\): Measuring Empowerment? Ask Them: Quantifying qualitative outcomes from people's own analysis Insights for results-based management from the experience of a social movement in Bangladesh](#)

[ActionAid \(2020\): ActionAid Feminist Research Guidelines](#)

[Evaluation Cooperation Group \(2017\): Integrating gender into project-level evaluation](#)

[DAC Network on Gender Equality: Gender Equality Indicators – What, Why, and How?](#)

Français

[IASC \(2008\): Les guides des genres pour les actions humanitaires - pages 56-79](#)

[Le Marqueur de Genre et d'Age \(MGA\) de l'IASC](#)

[Oxfam Canada: Le Suivi, l'Évaluation, l'Apprentissage et la Redevabilité Feministe](#)

[GIZ \(2015\): Document d'appui pour la mise en place d'un système de suivi axé sur les résultats \(système de SAR\) sensible au genre](#)

Español

[Oxfam Canada: Monitoreo, Evaluación, Rendición de Cuentas y Aprendizaje con un Enfoque Feminista](#)

SECTORAL INFORMATION

The resources in this section provide sector-specific guidance on gender-transformative approaches across technical sectors of intervention.

NUTRITION & HEALTH

Internal

[Gender Malnutrition Framework](#)

External

English

[FAO, IFAD, WFP: Joint Programme on Gender Transformative Approaches for Food Security and Nutrition](#)

[FAO, IFAD, WFP \(2020\): Gender Transformative Approaches for Food Security, Improved Nutrition and Sustainable Agriculture – A Compendium of Fifteen Good Practices](#)

[Gender-Transformative Framework for Nutrition](#)

[WFP \(2021\): Gender Transformative and Nutrition-sensitive \(GTNS\) Stunting Prevention Project in Mozambique](#)

[USAID \(2020\): Program Guidance: Engaging Family Members in Improving Maternal and Child Nutrition](#)

[USAID \(2022\): Focusing on Social Norms: A Practical Guide for Nutrition Programmers to Improve Women's and Children's Diets](#)

[Promundo \(2014\): Engaging Men and Boys in Gender Equality and Health: a global toolkit for action](#)

[IASC \(2018\): Gender handbook for humanitarian action](#) – pages 222-247 (health); 276-297 (nutrition)

[UNFPA \(2021\): Transcending Norms: Gender Transformative Approaches in Women and Girls Safe Spaces in Humanitarian Settings](#)

[Men Engage Alliance \(2022\): Unpaid Care and Economies of Care](#)

[Men Engage Alliance \(2022\): Sexual and Reproductive Health and Rights \(SRHR\) and sexual orientation, gender identity and expression and sex characteristics \(SOGIESC\)](#)

Français

[IASC \(2008\): Les guides des genres pour les actions humanitaires](#) - pages 222-247 (santé) ; 276-297 (nutrition)

[AFD \(2016\): Boîte à outils genre – santé](#)

FOOD SECURITY AND LIVELIHOODS (FSL)

English

[Mercy Corps \(2018\): Household Dialogue Toolkit](#)

[IFAD \(2018\) – How to Do: Design of gender transformative smallholder agriculture adaptation programmes](#)

[CIGAR \(2019\): Implementing gender transformative approaches in agriculture: a discussion paper for the European Commission](#)

[CARE \(2019\): Gender Transformative Adaptation: from good practice to better policy](#)

[FAO, IFAD, WFP: Joint Programme on Gender Transformative Approaches for Food Security and Nutrition](#)

[FAO, IFAD, WFP \(2020\): Gender transformative approaches for food security, improved nutrition and sustainable agriculture – A compendium of fifteen good practices](#)

[Oxfam Novib \(2014\): Gender Action Learning System: Practical Guide for Transforming Gender Relations in Value Chains](#)

[Committee on World Food Security \(2022\): CFS Voluntary Guidelines on Gender Equality and Women’s and Girls’ Empowerment in the Context of Food Security and Nutrition – Draft for Negotiations](#)

IASC (2018) : [Gender handbook for humanitarian action](#) – pages 94-117 (cash-based interventions); 198-221 (food security); 248-275 (livelihoods)

Français

[Mercy Corps \(2018\): Boîte à outils Dialogue familial](#)

[IASC \(2008\): Les guides des genres pour les actions humanitaires](#) - pages 94-117 (interventions en espèces); 198-221 (sécurité alimentaire); 248-275 (subsistance)

[AFD \(2016\) – Boîte à outils genre – Agriculture, Développement Rural et Biodiversité](#)

[AFD \(2016\) – Boîte à outils genre - Education, Formation, Formation Professionnelle et Emploi](#)

WATER, SANITATION, AND HYIGENE (WASH)

English

[Water for Women \(2021\): Gender Equality and Social Inclusion Self-Assessment Tool](#)

[Caruso et al. \(2021\): A Review of Measures and Indicators for Gender in WASH](#)

[Caruso et al. \(2021\): A Conceptual Framework to Inform National and Global Monitoring of Gender Equality in WASH](#)

[A Review of Measures and Indicators for Gender in WASH: Inventory of Reviewed Tools and Coded Measures](#)

[Plan International Australia \(2018\): Gender and WASH Monitoring Tool](#)

[WaterAid: Practical guidance to address gender equality while strengthening water, sanitation and hygiene systems](#)

[Cavill et al. \(2020\): A Call to Action: Organizational, Professional, and Personal Change for Gender Transformative WASH Programming](#)

[Cavill et al. \(2018\): Engaging men and boys in sanitation and hygiene programmes](#)

[Oxfam: Sani Tweaks](#)

[WaterAid \(2014\): Compendium of accessible WASH technologies](#)

IASC (2018) : [Gender handbook for humanitarian action](#) – pages 94-117; 198-221; 350-375

Menstrual hygiene management (MHM) / menstrual health and hygiene (MHH)

[Columbia University and International Rescue Committee \(2017\): A Toolkit for Integrating Menstrual Hygiene Management \(MHM\) into Humanitarian Response](#)

[UNICEF \(2020\): Guidance for Monitoring Menstrual Health and Hygiene \(Version 1\)](#)

[Water Supply and Sanitation Collaborative Council \(2016\): WASH and Health for Menstrual Hygiene Management – Training of Trainers Manual](#)

[Roose, Rankin, and Cavill \(2015\): Breaking the Next Taboo: Menstrual Hygiene within CLTS](#)

[WaterAid and Maria Stopes International Australia: Integrating Menstrual Health, Water, Sanitation and Hygiene, and Sexual and Reproductive Health in Asia and the Pacific Region](#)

[Webinar from Save the Children \(2019\): Integrating MHM with Gender-Transformative Programming: Experiences from Kyrgyzstan and Mexico](#)

Français

IASC (2008): [Les guides des genres pour les actions humanitaires](#) - pages 94-117; 198-221; 350-375

[AFD \(2016\): Boîte à outils genre – Eau et Assainissement](#)

[Roose, Rankin, et Cavill \(2015\): Balayer le prochain tabou : L'hygiène menstruelle dans le contexte de l'ATPC](#)

OTHER SECTORS

[UN Women \(2022\): Model Questionnaire – Measuring the nexus between gender and environment](#)

[American Psychological Association \(2018\): APA Guidelines for Psychological Practice with Boys and Men](#)

[American Psychological Association: Guidelines for Psychological Practice with Girls and Women](#)

[MenEngage Alliance \(2022\): Men, masculinities, and climate justice](#)

[MenEngage Alliance \(2022\): Peacebuilding and countering militarism](#)

GENDER TRANSFORMATION AT THE INSTITUTIONAL LEVEL

Achieving gender equality not only requires adapted programmatic approaches, but also institutional changes. The following section provides resources on how to adapt institutional structures and practices to contribute to gender transformation.

GENERAL FRAMEWORKS

This section contains comprehensive resources that cover multiple topics related to adopting a gender-transformative approach at the institutional level.

[Rutgers \(2020\): GTA Toolkit Module 5: Gender transformative approach at the level of organisations and institutions](#)

[Oxfam Canada \(2012\): The Power of Gender-Just Organizations: Toolkit for Transformative Organizational Capacity Building](#)

[Kelleher \(2009\): Action Learning for Gender Equality: The Gender at Work Experience](#)

[Solidarity Center \(2013\): Bringing Back the Heart: the Gender at Work Action Learning Process](#)

[ILO's Gender Audit Methodology](#)

HR

This section contains resources designed to guide HR practitioners and senior managers on designing HR practices—including recruitment, workplace policies, and performance management—to help make Action Against Hunger a gender-equitable organization.

English

[USAID \(2021\): Engendering Industries: Integrating Gender into Workplace Policies](#)

[Australian Government – Workplace Gender Equality Agency \(2019\): Gender Strategy Toolkit](#)

[USAID \(2021\): Delivering Gender Equality: A Best Practices Framework for Male-Dominated Industries](#)

[WFP \(2019\): GenHder Toolkit – Human Resources](#)

Français

[Coordination SUD: Intégrer l'approche genre dans ses politiques RH](#)

SAFETY & SECURITY

Action Against Hunger works in complex security environments where gender-differentiated risks exist. The resources in this section give guidance on how to integrate gender considerations into security management to ensure that the needs and knowledge of all genders are reflected in security management.

English

[UN Security Management System \(2019\): Gender Inclusion in Security Management Manual](#)

[UN Security Management System \(2016\): Immediate Response to Gender-Based Security Incident](#)

[European Interagency Security Forum \(2012\): Gender and Security – Guidelines for Mainstreaming Gender in Security Risk Management](#)

[WFP \(2019\): Gender Toolkit – Safety and Security](#)

Français

[PAM \(2019\): Boîte à outils genre – sûreté et sécurité](#)

COMMUNICATIONS

Adopting a gender-transformative approach requires our external communications, just like our programs, to challenge structures that perpetuate gender inequality. This has various implications, such as writing narratives that break men and women away from traditional gender roles (e.g. men as breadwinners, women as sole care providers). The International Gender Unit has therefore developed a Communications Companion designed to guide Action Against Hunger staff—especially those who communicate Action Against Hunger's impact to the world—on gender-transformative communications.

INTERNAL

[Gender Transformative Communication Companion](#)

EXTERNAL

English

[Friedrich-Ebert-Stiftung \(2022\): Gender Transformative Communications: A Toolkit](#)

Français

[Université de Lausanne \(2018\): Guide du langage féminisé et épicène](#)

[HCE \(2016\): Pour une communication publique sans stéréotype de sexe](#)

BUDGETING

In order for gender-transformative programming to work, we have to ensure that our budgeting reflects our commitment to gender equality. Gender-responsive budgeting (GRB)—which is ensuring that collection and allocation of resources are done in ways that contribute to advancing gender equality—is an area of work to which both academics and practitioners have paid increasing attention in recent years. While a lot of this work focuses on governments, the resources included in this section give specific recommendations at the organizational level.

English

[WFP \(2019\): Gender Toolkit – Gender-Responsive Budgeting](#)

[UNGEI, ECW, and INEE \(2021\): Gender-responsive EIE costing, cost tracking and cost analysis](#)

[UNFPA and UNIFEM \(2006\): Gender Responsive Budgeting in Practice – A Training Manual](#)

Français

[UNFPA & UNIFEM \(2006\): Pratique de la budgétisation sensible au genre : un Manuel de Formation](#)

LOCAL PARTNERSHIPS

Working with local actors in our work on gender equality is one of the key pillars of the Gender Equality Policy. The resources in this section provide guidance and share experiences on taking a feminist approach to localization in humanitarian work.

English

[Oxfam Canada \(2018\): A Feminist Approach to Localization – How Canada Can Support the Leadership of Women’s Rights Actors in Humanitarian Action](#)

[Women Deliver \(2019\): Advancing Gender-Transformative Localization](#)

[UN Women \(2020\): “Who holds the microphone?” Crisis-Affected Women’s Voices on Gender-Transformative Changes in Humanitarian Settings: Experiences from Bangladesh, Colombia, Jordan and Uganda](#)

[CARE \(2016\): Gender Transformative Partnerships in Emergencies](#)

[WFP \(2019\): Gender Toolkit - Stakeholder Analysis](#)

Français

[PAM \(2019\): Boîte à outils genre – analyse des parties prenantes](#)

FEMINIST LEADERSHIP APPROACH

The 2021-2025 International Strategic Plan and the Gender Equality Policy commit Action Against Hunger to adopting a feminist leadership approach. The resources in this section give conceptual grounding on feminist leadership as well as approaches to implementing feminist leadership in organizations.

[ActionAid's Ten Principles of Feminist Leadership](#)

[IWDA \(2021\): Feminist Organizational Capacity Strengthening Toolkit](#)

[Batliwala \(2010\): Feminist Leadership for Social Transformation: Clearing the Conceptual Cloud](#)

[Batliwala and Friedman \(2014\): Achieving Transformative Feminist Leadership: A Toolkit for Organisations and Movements](#)

[Fair Share of Women Leaders: Resources from Eight Weeks of Feminist Leadership](#)

[Stanford Encyclopedia of Philosophy: Feminist Perspectives on Power](#)

[UNPRPD & UN Women \(2021\): Intersectionality resource and toolkit](#)

[Gender at Work](#)

TRAINING OPPORTUNITIES

This section lists training opportunities offered by the Action Against Hunger network as well as other organizations on various themes related to gender. Some are self-paced, while others are facilitated.

INTERNAL

Gender Transformative Approach E-learning – contact your training departments for more information

Gender Transformative Approach in Programs – more information to come from the IGU

[Various courses on gender and GBV for Action Against Hunger offices funded by GAC](#)

EXTERNAL

[UN Women eLearning Campus](#)

[We Are Feminist Leaders](#)

[Cynara – Various training opportunities, including M&E, feminism & Islam, etc.](#)

[International Labour Organization \(ILO\): Gender Responsive Budgeting within Organizations: A Hands-On Training Course to Cost Gender Equality, Diversity and Inclusion – November 21 to December 16 2022](#)