



PGI guide on LFS activities within the context of COVID-19

Protection, Gender and Inclusion (PGI) / Livelihoods and Food Security (LFS)

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Woman participates in a sewing workshop for the diversification of income sources in Mendoza Argentina.
© Argentinian Red Cross



CONTEXT

Protection, Gender and Inclusion (PGI) refers to all Red Cross actions that address violence, discrimination, exclusion, barriers to access services or other protection needs, as well as differential needs analysis. In parallel, **the PGI approach promotes the visibility of those groups that experience marginalization and proposes affirmative actions for inclusion** in all contexts and areas of intervention.

Given the uncertainty, duration and impact of the COVID-19 pandemic, which disrupted the health, social and economic order, **it is imperative to know how its effects hit differently the livelihoods of women, men, boys, girls and the lesbian, gay, bisexual, transgender, queer and intersex (LGBTQIA+) population.** This long-term crisis requires an understanding of the consequences of the pandemic on diverse groups **to tailor a humanitarian response that is sensitive to multiple contexts, populations and needs** to serve the most vulnerable groups and individuals effectively and inclusively.

Why does the Red Cross address Protection, Gender and Inclusion issues?

The PGI approach helps us to:

- Ensure the dignity, access, participation and safety of people, especially the most marginalized
- Leave no one behind
- Avoid actions that do harm
- To be true to our Fundamental Principles:



Humanity: The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavours, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.



Impartiality: It makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavours to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.



Neutrality: In order to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.



Independence: The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able, at all times, to act in accordance with the principles of the Movement.



Voluntary service: It is a voluntary relief movement not prompted in any manner by desire for gain.



Unity: There can be only one Red Cross or Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.



Universality: The International Red Cross and Red Crescent Movement, in which all societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.



The PGI approach addresses the situations of inequality generated by crises and analyzes which populations or sectors are particularly affected based on their age, gender, disability, ethnicity, migratory status and other diversity characteristics.

It also assesses how socioeconomic crises or emergencies have a disproportionate and unequal impact on specific collectives and population groups. These situations cause particular protection risks (domestic violence, marginalization and stigma, human trafficking, Gender-Based Violence (GBV), discrimination in access to employment, among other manifestations) that violate access to and control over livelihood resources, thus affecting the rights of certain populations.

A PGI approach makes visible those excluded groups, as well as their productive and occupational dynamics, that are left off the radar for various reasons of stigma and discrimination. The PGI approach also acts according to the principle of impartiality to provide support to these populations to leave no one behind or outside humanitarian action.

The [Minimum Standards on Protection, Gender and Inclusion in Emergencies](#) provide an operational framework and guidance for practice, which favours the integration of gender and diversity-related strategies, useful for planning, design, implementation, monitoring, evaluation and reporting of programs and operational activities.

Addressing a PGI approach in food security activities is related to the 2030 Agenda for Sustainable Development and especially its Goal 5. It states that in emergencies and crises (in particular the COVID-19 pandemic), humanitarian assistance services must recognize the disproportionate effects on women and girls, the sharp increase in gender-based violence, as well as the need to ensure that data and coordination mechanisms include gender perspectives.

The implementation of these standards is one of the main means to comply with the IFRC's Strategic Framework on Gender and Diversity for the period 2013-2020; Resolution 3 on Gender-Based Violence: Joint Action on Prevention and Intervention adopted by the International Conference in 2015¹; and Resolution 4 on the Strategic Framework for the Inclusion of Persons with Disabilities in the Activities of the International Red Cross and Red Crescent Movement adopted by the Council of Delegates in 2015².

In particular, the [Minimum Standards for PGI in emergencies](#) include a specific chapter dedicated to livelihoods for the incorporation of guidelines to ensure the dignity, access, participation and safety of assisted communities.

¹ <https://rcrcconference.org/about/previous-conferences/32nd-international-conference/resolution-reports-list/resolution-3-sexual-and-gender-based-violence-joint-action-on-prevention-and-response-2/>

² <https://www.icrc.org/eng/assets/files/red-cross-crescent-movement/council-delegates-2013/cod13-r9--people-with-disabilities-adopted-eng.pdf>

Potential effects of COVID-19 related to Protection, Gender and Inclusion and Livelihoods

The COVID-19 crisis affects everyone, but the impact may differ by gender, age, disability and other diversity characteristics. Two years into the pandemic, existing gender inequality has worsened and decades of progress in women's economic empowerment are at risk. **Ignoring the gender impact would have economic and social consequences that would exacerbate inequality.**

Notable impacts COVID-19 has had on women, LGBTQIA+ population³, are:



Poverty: almost 60 percent of women worldwide work in the informal economy, earn less, save less and are at greater risk of poverty, and consequently have few protections against dismissal or sick leave, as well as limited access to social protection. Women are in the majority in single-parent households, so their capacity to absorb economic shocks is lower than that of men.



Early and unplanned pregnancies: Lack of access to Sexual and Reproductive Health Services (SRHS) increases the risk of unplanned pregnancies and maternal mortality; it also generates long-term effects on the exclusion of women and girls from education and their participation in the labour market. Other associated situations include school closures, increased child and forced marriages, sexual survival/commerce, and sexual exploitation or abuse. In turn, the diversion of health resources from COVID-19 and the decrease in household income, restricts access to SRHS when needs increase the most.



Unemployment: Women suffer higher unemployment rates than their male counterparts and many of them are linked to the economic sectors most affected by the pandemic (commerce, retail, tourism). Those who lose their jobs end up in higher-risk sectors where they have no legal or social protections and experience greater risk of violence, exploitation (including sexual exploitation), abuse or forced prostitution and trafficking. On the other hand, they have greater difficulties in accessing financial and credit services, as well as in the use of information and communication technologies. Economic crises increase youth unemployment worldwide and severely affect youth in countries where young people were already facing high unemployment rates.



Women's double burden: In parallel to the loss of paid employment, unpaid caregiving work has increased exponentially for women as a result of school closures and the increased needs of the elderly and dependents, thereby limiting their employment options and economic opportunities.



Women migrant workers: Travel bans, restrictions and xenophobia limit migrant women's work opportunities, thereby reducing their livelihoods and those of their families who depend on remittances for survival. Unequal power dynamics and confinement increased their likelihood of labour and sexual exploitation, domestic servitude, or domestic violence as they became trapped in households.



GBV presents risks of urgent concern due to the pandemic: As a consequence of the pandemic, the prevalence of domestic violence increased, including intimate partner violence and sexual abuse of children or the elderly due to forced coexistence, isolation with abusers, or further abuse triggered by fear, stress, loss of household income and livelihoods.

- Women are on the front line of response (health professionals, caregivers, community volunteers) and bear greater physical and emotional costs.
- Women continue to bear the brunt of unpaid caregiving work, especially in times of crisis.
- Women suffer higher rates of underemployment and are over-represented in the informal sector.

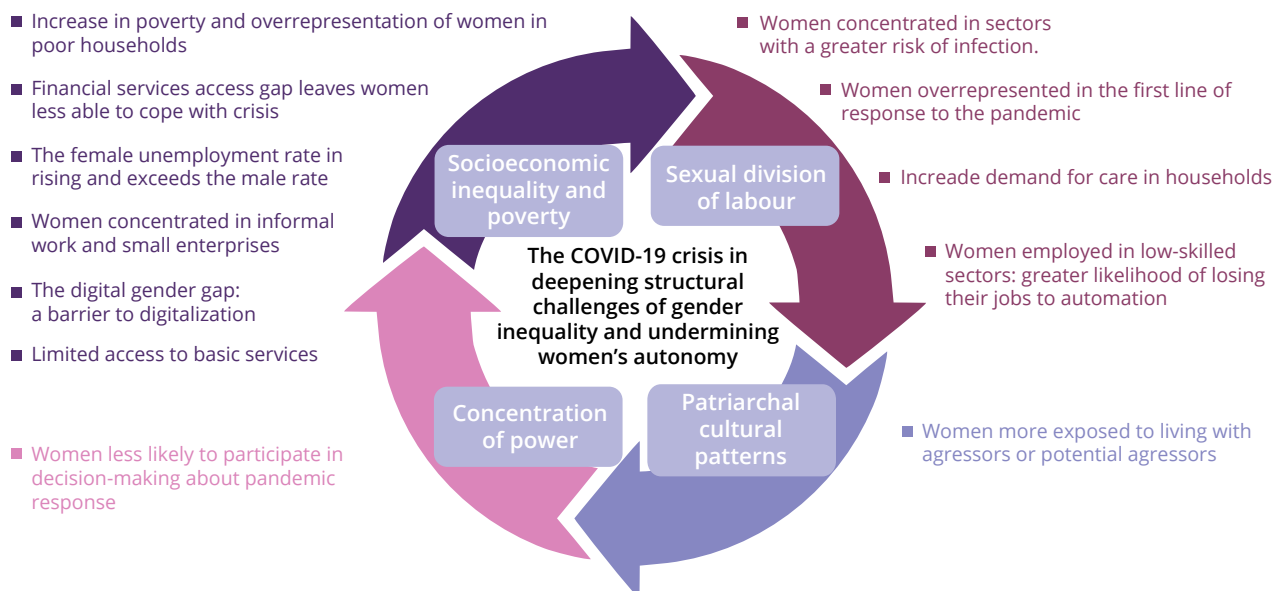
³ ONU Mujeres. 2020. El Impacto económico del COVID-19 en las mujeres de América Latina y el Caribe. Disponible en <https://lac.unwomen.org/es/noticias-y-eventos/articulos/2020/11/impacto-economico-covid-19-mujeres-america-latina-y-el-caribe>

- Women are over-represented in small and medium enterprises ownership and have greater difficulties in accessing credit, financial services and the use of information and communication technologies.
- In emergency contexts, the risks of violence against women and girls increase and are aggravated by isolation measures. This was evident during COVID-19, as femicides and reports to violence hotlines increased exponentially.
- Women are further affected by the lack of food security and access to basic goods and services.
- Irregular migration of women and girls generates greater risks of lack of protection and lack of access to basic services. Together with xenophobia, COVID-19 has generated increases in situations of stigma and discrimination.
- The transgender population was directly affected, particularly in Latin America, due to measures restricting their free mobility based on the sex of their personal identification⁴. The LGBTQIA+ population has been marginalized, in many contexts, to the practice of sex work, and with the pandemic this occupation has been directly affected due to the requirements of physical distance.

According to the World Bank, the decline in average income for individuals has raised global poverty from 7% in 2020 to 9.1% in 2021⁴. **In the Latin American and Caribbean region, it is estimated that 118 million women and girls will be in poverty because of the pandemic and there will be 118 women in poverty for every 100 men⁵.**

It is estimated that the pandemic will have a significant impact on women's autonomy, deepening gender inequality, according to the Economic Commission for Latin America and the Caribbean (ECLAC)⁷ report Women's Economic Autonomy in Sustainable and Equal Recovery. In fact, the negative effects are already being observed at the level of socioeconomic inequality and poverty, sexual division of labour, patriarchal cultural patterns and concentration of power.

DIAGRAM 1 The impact of the COVID-19 crisis on gender inequality and women's autonomy



Source: United Nations Economic Commission for Latin America and the Caribbean (ECLAC)

⁴ https://ilga.org/downloads/ILGA_Mundo_Informe_de_Mapeo_Legal_Trans_2019_ES.pdf

⁵ <https://blogs.worldbank.org/es/voices/la-pandemia-de-covid-19-coronavirus-deja-como-consecuencia-un-aumento-de-la-pobreza-y-la>

⁶ UN Women. 2020. From Insights to action: Gender equality in the wake of COVID-19. <https://www.unwomen.org/en/digital-library/publications/2020/09/gender-equality-in-the-wake-of-covid-19>

⁷ ECLAC. 2021. The economic autonomy of women in a sustainable recovery with equality.

Colombian women supported
by psychosocial support and
entrepreneurship programs work in
bakery production.
© IFRC, Luis Carlos Rosero



STEP BY STEP GUIDE ON HOW TO IMPLEMENT LIVELIHOODS ACTIONS INCORPORATING THE PROTECTION, GENDER, AND INCLUSION APPROACH

There will be no effective response to COVID-19 if gender, age, disability and other diversity-specific impacts are not analysed and considered in the planning of activities. The following are recommendations for incorporating PGI guidelines into the programming cycle for livelihoods actions.

1 Assessment and Prioritization

Needs assessment: At the community level, group interviews are used to get a general idea of the impact of a disaster, how people make a living in the community, and subdivision into groups (depending on the circumstances this could be according to wealth groups, ethnic groups, types of livelihoods, degree of exposure to the disaster, etc).

It is also key to identify the needs, assets and coping strategies used by men, women, girls and boys (of different diversities) as a result of the disaster or crisis. In this sense, it is recommended to hold discussion groups or focus groups disaggregated by men and women, always considering those groups that are also in a situation of marginalization and that cannot attend to the traditional groups by gender.

On the other hand, when analyzing households, it is important to take into account specific structures and those that are shaped according to the context. Vulnerable households could, but are not limited to, include female-headed households, households with persons with disabilities, among others.

Women and men (as well as non-binary people, and people of different racial, ethnic, age, disability, and other diversities) may have different needs and interests, derived from the obligations, responsibilities, possibilities and/or restrictions to decision-making and activities assigned to them in a society and from the unequal access to and control of resources and benefits. Any action must identify and include such needs and interests.

Disaggregation of data by gender, age and disability: Gender and Age Specific Data and Analysis (GASDA) are critical to identify which groups are being marginalized and for what reasons, and to design a more effective response. In addition to the use of GASDA, it is important to disaggregate data by other diversity factors such as: ethnicity, migration status, language spoken, income or education level (all according to the context and the objective to be achieved).

A few tips:

In terms of age groups, the following categories are suggested according to humanitarian standards:

0-5	6-12	13-17	18-29	30-39	40-49	50-59	60-69	70-79	80+
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- It is usual to ask "Do I ask about sex or gender?": specifically in Livelihoods programs, it is suggested to ask about the gender variable, as it allows us to recognize the roles and responsibilities culturally assigned and that may or may not affect access to Livelihoods.
 - Regarding the gender category, we suggest questions such as "With which gender do you identify yourself?" and make use of the following variables: feminine, masculine, non-binary, do not wish to answer and other⁸.
 - If we want to ask about the variable "sex", we refer to the physical, anatomical, hormonal, and genetic characteristics of a person. While, from the Gender and Diversity Strategic Framework 2013-2020, this may be an important variable in services such as health, for LFS programs the "Gender" category becomes more relevant. However, for reference, when asking for the variable "Sex", you can include response options such as: Male, Female, Intersex, Other, don't wish to answer.

Important: *Very specific exceptions are required to include the variable "sexual orientation" in the population profile. Before including it in your evaluations, consider the relevance and pertinence of this variable in your livelihoods program and the ethical considerations associated with it.*

- For the disability variable, the Washington Group questionnaire on disability⁹ is a useful instrument for the standardized collection of disaggregated data. This instrument allows for the identification of persons at greater risk of limitations or restrictions to their participation in society. It consists of six questions that can be asked quickly and easily in a variety of settings. Other questionnaires¹⁰ are also available to assess functions in greater detail.
 - Whenever disaggregated information on disability is collected, it is important to consult carefully with people familiar with the local context, with the goal of incorporating that information into collection tools and into the training of those who carry out the task. In particular, local organizations of people with disabilities can be useful sources for training in communicating with people with disabilities. Whenever possible, include people with disabilities in all phases of data collection.

Implementation of the Activity Profile Matrix disaggregated by gender/age: This is a tool that is applied to identify the activities that women and men perform in their daily lives. It is based on the sexual division of labour and considers the amount of time allocated to each activity, the time of day and the place where they are carried out.

According to the context, consider including non-binary options in the gender/age columns.

⁸ In contexts of cultural diversity and the presence of ethnic communities that recognize other gender identities, it is important to include a response option that recognizes these people. For example, Muxes (in Mexico) or Two-Spirit people (in Canada).

⁹ <https://www.washingtongroup-disability.com/resources/spanish-lista-ampliada-de-preguntas-sobre-funcionamiento-del-grupo-de-washington-wg-es-220/>

¹⁰ https://www.washingtongroup-disability.com/fileadmin/uploads/wg/The_Washington_Group_Primer_-_Spanish.pdf

TABLE 1. Activity profile Matrix Disaggregated by Gender/Age

Socioeconomic activities	Gender / Age								Total time	Place
	Adult women	Adult men	Non-binary adult	Boy	Girl	Elder women	Elder men	Elder non-binary		
Reproduction and maintenance of human resources										
Food preparation										
Activity 1										
Activity 2										
Care of children or Elder										
Activity 1										
Activity 2										
Health and Hygiene										
Activity 1										
Activity 2										
Water provision										
Activity 1										
Energy provision										
Activity 1										
Cleaning										
Activity 1										
Other										
Activity 1										
Production of goods and services										
Agriculture										
Activity 1										
Activity 2										
Trade										
Activity 1										
Activity 2										
Employment										
Activity 1										
Activity 2										
Other										
Activity 1										

Implementation of the Matrices of Access and Control of Resources and Project Benefits: These matrices make visible the differentiated access to power that women and men have in a given society or community. The power imbalance is manifested in the unequal access and control of women and men to the resources and benefits of the project; therefore, these matrices are useful for identifying and understanding gender differences in access to and control of a series of resources within the household or community in general. The information gathered allows for planning and assessing the impact of a project, and in particular, the empowerment potential of a development action. The matrices also avoid assuming that certain projects are beneficial to the status of women in a society simply because they are the beneficiaries or participate in project planning.

According to the context, consider including non-binary options in the Access/control columns.

TABLE 2. Matrix of Access and Control of Resources

Resource	Access			Control		
	Male	Female	Non-binary	Male	Female	Non-binary
Productive						
Land						
Equipment						
Labor (productive and reproductive)						
Cash or credit						
Employment or income capacity and opportunity						
Social						
Social networks						
Family or community support						
Kinship networks in migration						
Reciprocity for the care of children, the elderly, financial assistance, etc.						
Public services (education, health, drinking water, electricity)						
Politics						
Representative organizations						
Local leadership						
Education and information						
Experience in the public arena						
Self-confidence and credibility						
Cultural						
Natural						
Weather						
Mobility						

TABLE 3. Matrix of Access and Control of Project Benefits

Benefits	Access			Control		
	Male	Female	Non-binary	Male	Female	Non-binary
Project Services						
Training						
Credits						
Machinery						
Technology						
Technical assistance						
Inputs						
Project facilities						
Office						
Buildings						
Vehicles						
Project benefits						
Knowledge acquisition						
Skills						
Income in kind or goods						
Property						
Improved health						

Recommended PGI variables to identify in livelihoods activities¹¹:

- Identify the population groups that face the greatest barriers, marginalization situations and experience protection risks related to livelihoods.
- Include questions on the needs, roles and dynamics of women, girls, men and boys in relation to livelihoods, as well as other dimensions of diversity (e.g., disability, sexual orientation, gender identity, caste and religion). For example: who participates in unpaid caregiving work or who (by gender, age and other diversity characteristics) plays roles in the agriculture, fisheries, livestock, supply and other key niche markets.
- Measure the degree of participation, decision-making and leadership (or lack thereof) of identified at-risk groups in all aspects of livelihood programming. For example:
 - Identify the proportion of men and women in the communities' staff, representativeness in leadership roles, strategies for hiring and retaining women and other groups, degree of employability, etc.
 - Also identify who makes decisions about resource allocation in the household.
- Analyse community norms and practices related to livelihoods, with an emphasis on the barriers that identified at-risk groups face in accessing secure livelihoods (e.g., gender norms that exclude women from certain types of work; gender discrimination against women in the workplace; etc.).
- Identify trends in child labour, sex work, and safe market spaces for survivors of gender-based violence.

Important: It is essential that the information collected is disaggregated by gender and age for its analysis. This will be key for the incorporation of PGI aspects to make programmatic decisions (to whom, what, how, when, where and for how long the aid will be granted).

¹¹ See annex for possible questions

Market analysis with a PGI approach: Rapid market assessment includes a five-phase process and a set of tools aimed at collecting, analyzing, interpreting, synthesizing, and monitoring market information to understand the functioning of key markets. These phases are:

1. Determining the scope of the assessment
2. Gathering of market information
3. Analysis of market information
4. Reporting of findings
5. Monitoring of market developments

In PGI, you can analyze:

- How does the crisis affect women and men in different age groups and diversity characteristics in relation to access to markets, paid work and vocational training?
- Are there markets and/or market spaces in which certain people cannot access? What are the barriers to their not accessing these markets?
- Do women and men (both cisgender and transgender) have equal access to food services and programs, local market, cash-for-work opportunities, and agricultural inputs?
- What skills and capacities do people in the LGBTQIA+ community possess that could contribute to strengthening or expanding the market, does this community face barriers to contributing to different market opportunities?
- Does the available labour supply meet demand, and what skills need to be further developed to meet market requirements?
- Do market responsibilities entrench gender stereotypes (such as delegating only domestic work to women or LGBTQIA + population roles dedicated to sex work), if these roles are challenged, and greater equity in the market is promoted, can there be any adverse community reaction?

For more in-depth market tools, it is recommended to review the [Cash-hub PTM Toolbox](#) and the [Toolbox from the Livelihoods Resource Centre](#). They can also follow a self-guided [Rapid Market Assessment \(RMA\) course](#)



Personnel from the Peruvian Red Cross share time with women from the high Andean indigenous community in Peru © CICR, Dafne Martos

¹² See annex for possible questions

2 Implementation of livelihoods actions with a PGI approach

The [Minimum Standards for Protection, Gender and Inclusion in Emergencies](#) provide staff and volunteers with guidance for implementation in emergency situations, although they can also be applied in programmatic contexts with minor adaptations. The aim is to ensure that IFRC and National Societies' programs preserve the dignity, access, participation, and safety of all people affected by disasters and crises. The Dignity, Access, Participation and Safety (DAPS) Framework is a set of recommendations.

The DAPS framework is a set of principles for incorporating essential activities into programs and can be found in the PGI Minimum Standards, where there is also a specific livelihood¹³ chapter, which is recommended for specialists in this area. Below are some examples of the principles:



The livelihoods programs are culturally appropriate for people of diverse gender identity, age, disability, and background. This includes consideration of the unpaid work often performed by adult and young women and the need to organize childcare in a way that allows for participation in livelihoods-related activities.



In consultation with affected community groups, the barriers or limitations faced by people of diverse gender identity, age, disability, and background in accessing activities related to livelihoods are identified for action. Among others, this could include discriminatory norms and practices in the community with respect to livelihoods, for example, in terms of access to and ownership of productive assets (land, credit, etc.).



People of diverse gender identity, age, disability, and background are consulted about their specific needs, concerns, and priorities in relation to livelihoods, in order to provide input into the development and implementation of livelihoods-related activities and projects. When necessary, dialogue groups guided by moderators with the appropriate gender identity and interpreters with the same gender identity as the group are organized in multilingual contexts.

Internal Protection Mechanisms: How to implement Prevention of Sexual Exploitation and Abuse (PSEA) in livelihoods programs

One of the key questions we must ask ourselves, when implementing livelihoods and cash and voucher assistance programs, is how to ensure that staff and volunteers meet the highest standards of behaviour with communities.

In the context of COVID-19, being a health crisis, but also a social and economic crisis, the disruption of livelihoods and access to and control over resources was one of the aspects most affected. In this scenario, the presence of humanitarian organizations has increased due to high demand, as they play a vital role in supporting governments to respond to the emergency through their staff and volunteers. Unfortunately, the increase in the humanitarian footprint has, in previous emergencies, led to an increase in protection risks including breaches of the Code of Conduct for Staff and Volunteers, in particular on manifestations of Sexual Exploitation and Abuse¹⁴.

In this regard, the Inter Agency Standing Committee (IASC) launched its technical note *Protection against Sexual Exploitation and Abuse (SEA) in response to COVID-19 and a checklist for Protection against SEA* in response to COVID-19¹⁵. The following recommendations are drawn from these documents and are considered a priority for staff and volunteers involved in livelihoods and Cash Voucher Assistance (CVA):

¹³ Chapter Livelihoods- Page: 75 https://www.ifrc.org/sites/default/files/2021-10/PSK2019005-Minimum_standards_for_protection_gender_and_inclusion_in_emergencies_Sp_Web%5B1%5D.pdf

¹⁴ According to IFRC's PSEA Policy, "Sexual Exploitation" includes any abuse, or threat of abuse, committed in a situation of vulnerability, unequal power relationship or trust, for sexual purposes with respect to "affected persons", for the purpose, but not limited to, taking material, social or political advantage of the sexual exploitation of another person. Any payment (in cash or through any other good or favour) for sexual services is considered to constitute sexual exploitation. On the other hand, "Sexual abuse" is defined as any physical aggression, or threat of physical or psychological aggression, of a sexual nature, committed through the use of force, in a situation of inequality, or with coercion, when committed against the "affected persons".

¹⁵ <https://reliefweb.int/report/world/nota-t-cnica-provisional-protecci-n-contra-la-explotaci-n-y-abuso-sexuales-peas-en-la>

- In each National Society, a Policy for the Prevention and Response to Sexual Exploitation and Abuse (PSEA)¹⁶ must be in place, otherwise the National Society may adhere to the IFRC policy. All livelihoods' staff must receive a mandatory briefing on this Policy, in conjunction with other safeguarding mechanisms such as the Code of Conduct and Child Protection Policy¹⁷. All staff must also sign these documents.
- Livelihoods staff should be aware of the internal referral mechanisms in case staff and volunteers are required to submit SEA reports to the management of the organization (NS or IFRC). This implies that the national society clearly defines its SEA focal point and first responder once a case is identified.
- Establish, in conjunction with CEA specialists, community-based reporting mechanisms accompanied by a clear and consistent communications strategy, using alternatives to in-person communication, when necessary, i.e., posters, flyers, radio, phone, text and social media. Similarly, it is key to incorporate messages stating "Help is always free, no sexual or other favours may be asked in exchange for assistance; sexual activity with children under 18 in all circumstances constitutes abuse"; and include information on how to report SEA.
- All livelihoods' staff, with support from PGI, should be aware of the referral pathways for GBV survivors. They should also be aware of the internal reporting mechanism in case these situations are identified in the livelihood's services.
- For more information, please refer to the IASC website: <https://psea.interagencystandingcommittee.org/>

Transformative approaches related to Livelihoods

- Support women's agricultural productivity or target women through cash and voucher assistance programs.
- Target and prioritize interventions for youth, especially young women, to provide them with more opportunities for social and economic development.
- Develop social protection programs to support female-headed households, those who are the main breadwinners, who lost their income due to COVID-19 or will do so after the end of the pandemic.
- Implement measures to protect and stimulate the economy, from cash transfers to credit and loans. It is suggested that they be targeted at informal women workers (including domestic and migrant workers). Such measures should be based on needs and vulnerabilities, regardless of their migration or legal status.
- Promote specific strategies for women's empowerment and economic recovery (access to credit, financial services, technology, new markets).

¹⁶ <https://reliefweb.int/report/world/pol-tica-de-la-federaci-n-internacional-sobre-prevenci-n-de-la-explotaci-n-y-los-abusos>

¹⁷ <https://oldmedia.ifrc.org/ifrc/document/child-safeguarding/>

3 Monitoring and Evaluation

Monitoring and evaluation are particularly important because it helps to understand the community's perception of the program, as well as its effects on non-participant groups. Livelihoods programs can affect and be affected by the market chain, the market environment, or key infrastructure, services and inputs. Therefore, market monitoring, and specifically price monitoring, should occur on a regular basis¹⁸.

Livelihoods programs can have effects on power relations, effects on at-risk groups and gender-specific impacts on communities and families, so it is important to incorporate monitoring and evaluation activities that allow us to understand and identify these aspects in a timely manner.

To ensure adequate incorporation of PGI aspects, it is recommended that the measures recommended in the Needs Assessment and Market Analysis stage be incorporated into the planning, implementation, and analysis of the information. Thus, it is key to consider:

- Formulate and incorporate questions about the effect of livelihoods activities to meet the needs, roles and dynamics of women, girls, boys and men, as well as other dimensions of diversity (e.g., disability, sexual orientation, gender identity, caste and religion).
- Identify whether security issues have been generated for at-risk groups.
- Identify whether and what kind of change has occurred in the degree of participation, decision-making and leadership (or lack thereof) of identified at-risk groups in all aspects of livelihoods programming.
- Identify effects on coping strategies in at-risk groups.
- Identify trends in child labour, sex work, and safe market spaces for survivors of gender-based violence.
- Conduct an assessment of disaggregated data.

It is important to consult groups with different gender, age and background before and during evaluations. These groups should be part of the monitoring and evaluation process.

Monitoring should be carried out at appropriate times to identify those aspects of PGI that may be negatively affected or generate conditions of greater vulnerability, so that mitigation and correction measures can be implemented in the activities.



Women receive psychosocial support from the Honduran Red Cross team

¹⁸ Definition of the IFRC Livelihoods Resource Center. <https://www.livelihoodscentre.org/toolbox#19431492>



Personnel from the Peruvian Red Cross conduct interviews with the indigenous population in the Peruvian Amazon
© REUTERS / CICR, Sebastián Castañeda

4 Risk Mitigation

- Implement the Minimum Standards for PGI
- Cash and Voucher Assistance (CVA) programs should consider women's ability to safely access markets and mainstream the fight against gender-based sexual violence throughout the program cycle. Engage men and boys as partners against GBV.
- CVA can reinforce existing unequal power dynamics within households and can exacerbate GBV, therefore it is key to consult with women and girls and other at-risk groups to determine the risks of CVA and which transfer mechanism is safest and most appropriate to meet the needs of women and girls and other at-risk groups.

In our programs and in emergency events, the situations that put in risk the integrity and rights of communities tend to increase. Livelihood programs are not exempt from this and therefore it is key to recognize the possibility of these kind of reports, recognize the hints of risk, as well as identify protection needs beyond the scope of our actions.

For more information, we recommend consulting the Resource "Protection Considerations in COVID-19 Pandemic Cash Transfer Programming"¹⁹ and refer to the sources and references annex for specialized resources on GBV, child protection and specific adaptations for especially marginalized populations.

Addressing these protection needs should be done in conjunction with a PGI focal point.

¹⁹ <https://cash-hub.org/es/resource/consideraciones-de-proteccion-en-la-programacion-de-transferencias-monetarias-para-la-pandemia-del-covid-19-abril-2020/>

In the Brisas de Guerrilandia community in the State of Portuguesa, Venezuela, the Venezuelan Red Cross promoted increased resilience to the food crisis in rural and peri-urban areas. Support was also provided in the areas of nutrition, water and sanitation, and livelihoods. Families received training in the implementation of family gardens and technical support. © Venezuelan Red Cross



RELATED APPROACHES: COMMUNICATIONS AND COMMUNITY ENGAGEMENT AND ACCOUNTABILITY

Communications: how to make actions visible

Communication is strategic for livelihood activities with a PGI approach since:

- Contributes to visibility so that external audiences become aware of the situation of groups experiencing marginalization. Also, to share affirmative actions of inclusion in coherence with the fundamental principles of the Red Cross.
- Provides tools for disseminating the work implemented by the National Societies, to positively impact the relationship with donors and future financing of similar programs.

Some tips when implementing activities:

- Before carrying out the field visit, it is suggested to hold a meeting with the Communications team of the national society to identify the most appropriate forms and contents to collect in the field. This will also help to collect material with a PGI approach from a communications perspective. It is key to share with them the interest of assuring visibility to activities and stories.
 - Together with the team, a communication and media plan can be designed in coherence with the available resources.
 - Communicate with the focal point of the Communications area of the national society to share your interest in giving visibility to activities and stories.
 - When resources for communications activities are limited, the Communications Area of the National Society or the IFRC can provide support in capacity building and provision of tools for field teams, such as:
 - Short workshops for photography and video shots, of a humanitarian nature, with a cell phone
 - Collection of information for interviews in the field in respect of the dignity and privacy of people
 - Assess with the communications team, hold a workshop for journalists on how to address the PGI approach in covering emergencies and disasters in their work.

Good practices in the field:

- Prioritize images that give an active role to the community and avoid those where an imbalance of power is illustrated, where Red Cross personnel appear in a paternalistic approach or where people are not dignified.
- Identify those success stories associated with the implemented activities, as well as the challenges at the community and individual level. Consider a perspective associated with the gaps experienced by women and diverse populations.
 - Tip: Keeping a diary (Written or with Audio WhatsApp) where you record the most impressive testimonies and the names of the people is useful to record differences that are marked in the community with the intervention. These products can be shared with communications teams.

- Make live broadcasts from the field in coordination with the Coms team.
- Identify diverse participants with communication skills. Ask them if they would be interested in sharing their experience, even to follow up periodically or later.
 - Make sure that the technical or communication team collects representative stories from the different vulnerable groups with whom they work for.
 - Identify demographic, socioeconomic or identity information, they allow a better explanation of the causes that have led people to live in situations of vulnerability. For example: Age, gender, common jobs, roles in the community, livelihoods and employment options, possible barriers to their access to rights, number of children, etc.
 - If people agree, use the phone's voice recorder to record people's needs and aspirations.
- National Societies usually have protocols to request the authorization and data of interviewees through written formats or through a statement on camera or audio. In the case of minors, the direct responsible person must have said authorization.
- Whenever possible, inform the person whose stories are documented where the communication pieces will be published to allow them to be informed on the final products. When possible, to return to the community and provide them with a copy.
- Once the success stories and associated communications products are finalized, National Societies can give them greater international visibility with the support of the IFRC Americas Communications Unit.

Community Engagement and Accountability (CEA)²⁰:

- **Consult groups with different gender, age and backgrounds** before and during assessments, including the most vulnerable and marginalized people, such as people with disabilities, women migrant workers, adolescent girls, and involve them in the design, planning, implementation, monitoring and evaluation of the intervention.
- Establish **accessible feedback mechanisms** and plan activities based on feedback from communities.
- Ensure that **information** on available economic support services is **easily accessible**, in multiple languages and formats.

²⁰ <https://communityengagementhub.org/es/>

On Karen's back there is a heart and inside it, the figure of a baby resting serenely in a woman's arms. It is her and her son Dylan, the child who inspired her to migrate to the United States. He is her motivation for everything she does in life, the reason for not giving up in the past when she had a hard time in Colombia, and now, when she has had to face moments of danger and pain in her crossing through the jungle. "Crossing the Darien is not easy," she tells us. "I don't recommend it to anyone. The danger there is not the animals, it's facing up with people who hurt you, who steal from you, who abuse both the little you carry with you and your body".
© IFRC / Ramón Lepage



RESOURCES

Sources of information and tools

Recommended studies:

- IFRC. 2022. Readjusting the path towards equity. https://prddsgofilestorage.blob.core.windows.net/api/sites/4379/Reporte_Socioecon%C3%B3mico_ODS_ESP_Americas_May2022_Final.pdf
- Study of conditions and access to livelihoods (Colombia, Ecuador, Peru): <https://data2.unhcr.org/es/documents/details/79126>
- Economic impacts of COVID-19 and gender inequalities: <https://data2.unhcr.org/es/documents/details/75940>
- UN Women. 2020. From Insights to action: Gender equality in the wake of COVID-19. <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/gender-equality-in-the-wake-of-covid-19-en.pdf?la=en&vs=5142>
- ECLAC. 2021. Women's economic autonomy in sustainable and equitable recovery. <https://www.cepal.org/es/publicaciones/46633-la-autonomia-economica-mujeres-la-recuperacion-sostenible-igualdad>
- Livelihoods Resource Center. Infographic Protection, gender and inclusion (PGI) and COVID-19. Available at https://www.livelihoodscentre.org/documents/114097690/181759694/Infografia_8_ES.png/84d4ff5b-f74e-bc-fa-d755-1bfd4392fafa?t=1592300381065

Suggested tools for evaluation and data gathering:

- Discussion groups by gender and age (FAO/ILO) <https://www.livelihoodscentre.org/documents/114097690/114438875/364477/fb8f647d-12de-fea1-3255-f27667f67444>
- Focus groups by gender and age (CLARA) <https://www.livelihoodscentre.org/documents/114097690/114438875/364502/96df7d91-60aa-468a-01b7-d746742ddec9>
- Checklists by gender, with questions to be asked and actions to be taken <https://www.livelihoodscentre.org/documents/114097690/114438875/364477/fb8f647d-12de-fea1-3255-f27667f67444>
- Guidelines for focus group discussions https://cash-hub.org/wp-content/uploads/sites/3/2020/11/1_2_3-Orientaciones-para-discusiones-en-grupos-focales.doc
- Gender Handbook for Humanitarian Action. Chapter "Livelihoods" <https://www.refworld.org/es/pdfid/5afc99504.pdf>

Suggested Tools for action implementation:

- **PGI in EPOA – Checking list:** This checklist provides a series of indicators to see if the PGI approach has been satisfactorily incorporated into an Emergency Action Plan. This tool is intended for use by PMER (Planning, Monitoring, Evaluation and Reporting) staff, disaster risk management staff and National Societies interested in PGI monitoring. Specifically, for LFS staff, guidance can be found on Page 6 and 7, and it is also recommended to see the recommendations for needs analysis (Page 4).
- **PGI assessment question library:** This Excel document provides multiple tools for sectorized assessments and cross-cutting application of PGI in other assessments. In particular, tab 4 "PGI Sectoral Ax Questions" is recommended, where you can find questions oriented to answer needs aligned with the Dignity, Access, Participation and Security (DAPS) framework and under which participatory methodologies this information can be collected.

- **PGI Minimum Standards sector scorecard:** This tool allows an operation of the PGI Minimum Standards and contains specific recommendations for action by each of the intervention sectors. In this sense, the guidelines for livelihoods can be found on pages 30 to 32. This tool is useful for both planning and monitoring the incorporation of minimum standards. It is recommended that in medium- and long-term programs it be implemented on a frequent basis.

Suggested risk mitigation tools:

- **Gender-Based Violence**
 - Guidelines for Integrating Gender-Based Violence Interventions into Humanitarian Action (Page 204 https://gbvguidelines.org/wp/wp-content/uploads/2016/03/2015-IASC-Directrices-VG_version-espagnol.pdf)
 - Compendium of Cash Assistance and Gender-Based Violence Vouchers: Practical Guidelines for Humanitarian Practitioners. <https://gbvguidelines.org/en/documents/compendio-de-asistencia-en-efectivo-y-vales-contr-la-violencia-por-razon-de-genero-directrices-practicas-para-profesionales-humanitarios/>
 - Toolkit for Optimizing Cash Transfer Programs for Protection from Gender-Based Violence: <https://www.womensrefugeecommission.org/wp-content/uploads/2020/04/Toolkit-for-Optimizing-CBIs-for-Protection-from-GBV-Spanish.zip>
- **Child Protection: Child Labor**
 - Minimum Standards for the Protection of Children and Adolescents in Humanitarian Action (Page 253): https://alliancecpha.org/en/system/tdf/library/attachments/2019_cpms_-_handbook_-_final_spanish.pdf?file=1&type=node&id=37561
 - What is the link between COVID-19 and Child Labor?: <https://www.youtube.com/watch?v=HdMsqYnB8RE>
 - Child labor in the context of COVID-19 in the Livelihoods and Food Security sector: Possible impacts and actions: https://www.livelihoodscentre.org/documents/114097690/181759481/Covid19+y+trabajo+in-fantil_ES.pdf/0672b7b3-7d41-03b6-6322-3422afe39115?t=1618408941886
- **Livelihood programs for marginalized populations:**
 - Humanitarian Standards for Inclusion for Older Persons and Persons with Disabilities (Page 166): <https://spherestandards.org/wp-content/uploads/Humanitarian-inclusion-standards-SP.pdf>
 - Minimum Standards for the Inclusion of Older Persons and Persons with Disabilities in Humanitarian Action (Page 31): http://www.senama.gob.cl/storage/docs/Folleto_Senama_Onemi_7_nov_-00000003.pdf

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- IFRC. 2018a. Minimum standards related to protection, gender and inclusion in emergency situations.
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- The Washington Group on Disability Statistics. 2020b. Introduction to the Washington Group on Disability Statistics Question Lists. Available at https://www.washingtongroup-disability.com/fileadmin/uploads/wg/The_Washington_Group_Primer_-_Spanish.pdf

Annexes

Needs Assessment: Household survey to assess the impact of Covid-19 on livelihoods and food security https://www.livelihoodscentre.org/documents/114097690/181759481/Covid19+Impact+in+LLH_HH+survey_final_220221_ES.pdf/b8d31882-c58a-87ac-18ec-260b3bf7eb75?t=1616420827494

Some of the suggested questions are:

- What are the main livelihoods undertaken in the area and by whom? (Seek answers that ensure analysis of people of all gender identities, ages, disabilities and backgrounds).
- In practice, are there certain jobs that groups of people are not allowed to do? Why?
- What are the main barriers to accessing livelihoods? (For people of all gender identities, ages, disabilities, and backgrounds).
- Do at-risk groups have active participation in all aspects of the design, implementation and monitoring of livelihoods programming?
- What is the proportion of men and women in the livelihoods sector staff, including in decision-making positions? How representative is livelihoods decision-making in the community?
- How has the crisis affected community economic survival strategies, livestock or other sector management, and access to secure livelihood activities, particularly for women and other at-risk groups?
- Who performs daily unpaid work that supports the family and the community? (local gardens, child care, cooking, cleaning, caring for people who need assistance).
- Are children in your household now working when they did not before?
- Have the routes to and from livelihood program sites been risk assessed, including child protection risks?
- What supports are needed to enable single heads of households, and persons with disabilities to access livelihoods or training?
- Has a market analysis been conducted in partnership with those most at risk of GBV, to identify cost-effective, accessible, and desirable livelihood activities and to provide details about sex-for-survival referral?
- What cultural barriers do women, adolescent girls, and other at-risk groups face when seeking access to trade, livelihood activities, livestock management, and financial services?

THE FUNDAMENTAL PRINCIPLES OF THE INTERNATIONAL RED CROSS AND RED CRESCENT MOVEMENT

The International Federation of Red Cross and Red Crescent Societies (IFRC) is the largest humanitarian network in the world, comprising 192 National Red Cross and Red Crescent Societies and nearly 14 million volunteers who accompany communities before, during and after crises and disasters. We work in the most complex and remote contexts to save lives, protect human dignity and build people's resilience so that they enjoy environments conducive to healthy, safe and secure lives with opportunities to thrive.

Humanity

The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavours, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.

Impartiality

It makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavours to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

Neutrality

In order to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.

Independence

The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

Voluntary service

It is a voluntary relief movement not prompted in any manner by desire for gain.

Unity

There can be only one Red Cross or Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.

Universality

The International Red Cross and Red Crescent Movement, in which all societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.

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