



CALL TO ACTION FIELD IMPLEMENTATION

ANNEX TO THE REPORT:

Redefining Resilience:
Strengthening Women-Led
Organisations to Lead GBV
Interventions in Crisis Situations

This annex contains the results and questionnaire of the online survey conducted with 205 Women-Led Organisations (WLOs) from the national CAFI networks in all regions. The survey was translated into French, Spanish, Ukrainian, and Arabic and administered in these languages in October 2024. Out of the WLOs, 45 responded from Latin America and the Caribbean (LAC) (out of 49), 42 from Middle East and North Africa (MENA) (out of 51), 28 from West and Central Africa (WCA) (out of 64), and 25 from Ukraine (out of 36).

This annex also contains the guiding questions of the key informant interviews (KII), that were held with twelve staff from the eleven CAFI partners from all nine partner countries in LAC, WCA, MENA, and Ukraine, three donor signatories of the Global Call to Action on Protection from Gender-Based Violence in Emergencies (CTA) (including Germany and France), as well as staff from two INGOs that are CTA signatories.

The full report can be accessed [here](#).



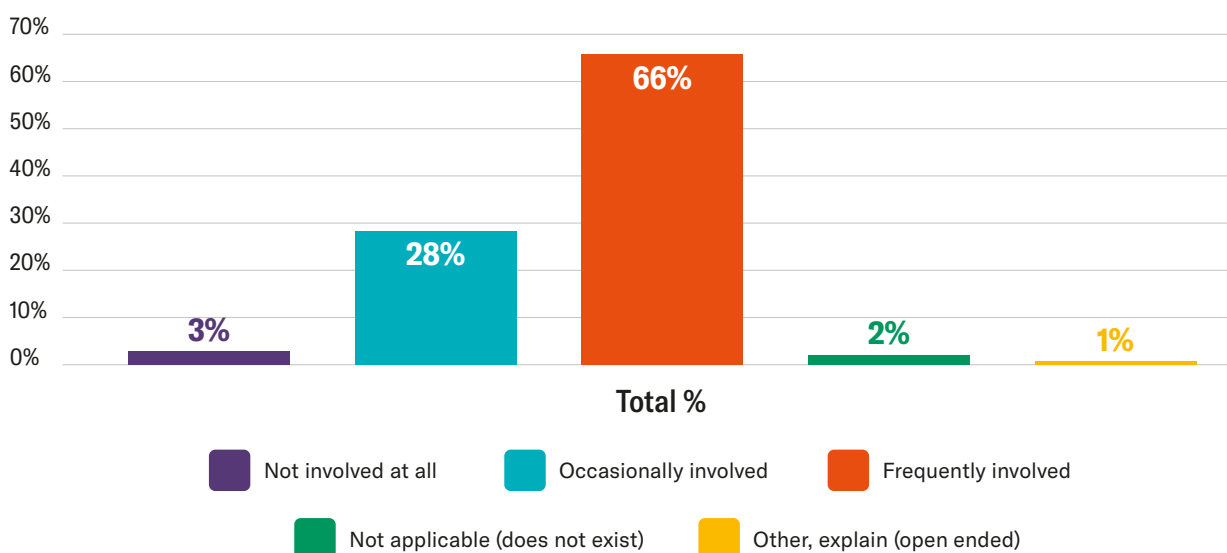
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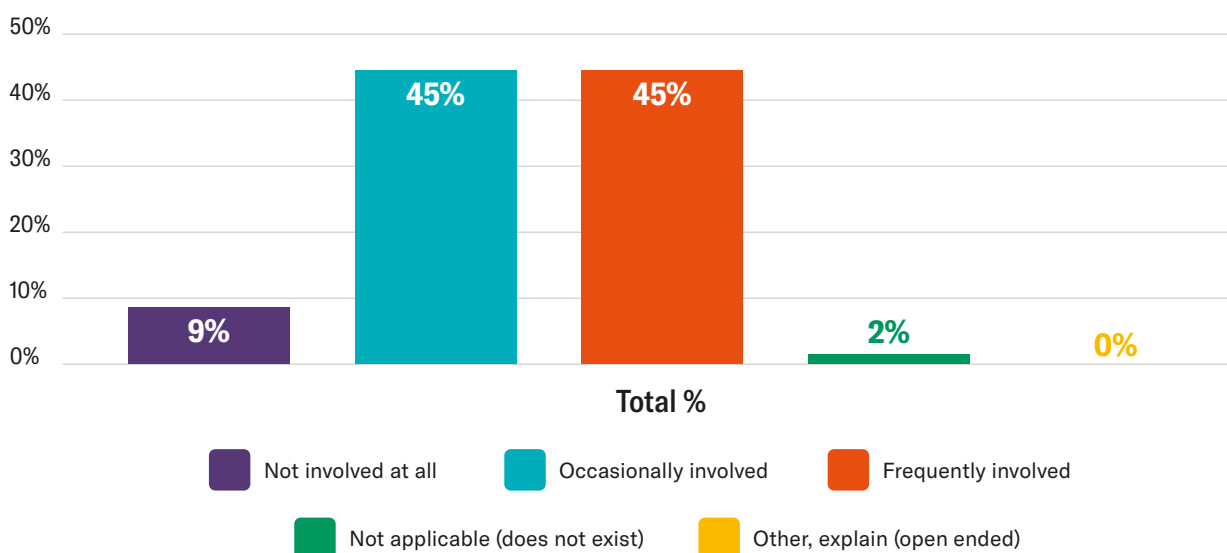
RESULTS OF THE SURVEY WITH THE WLO NETWORK OF THE CAFI PROJECT

The below are graphs showing the findings of the survey with WLOs, at the global level.

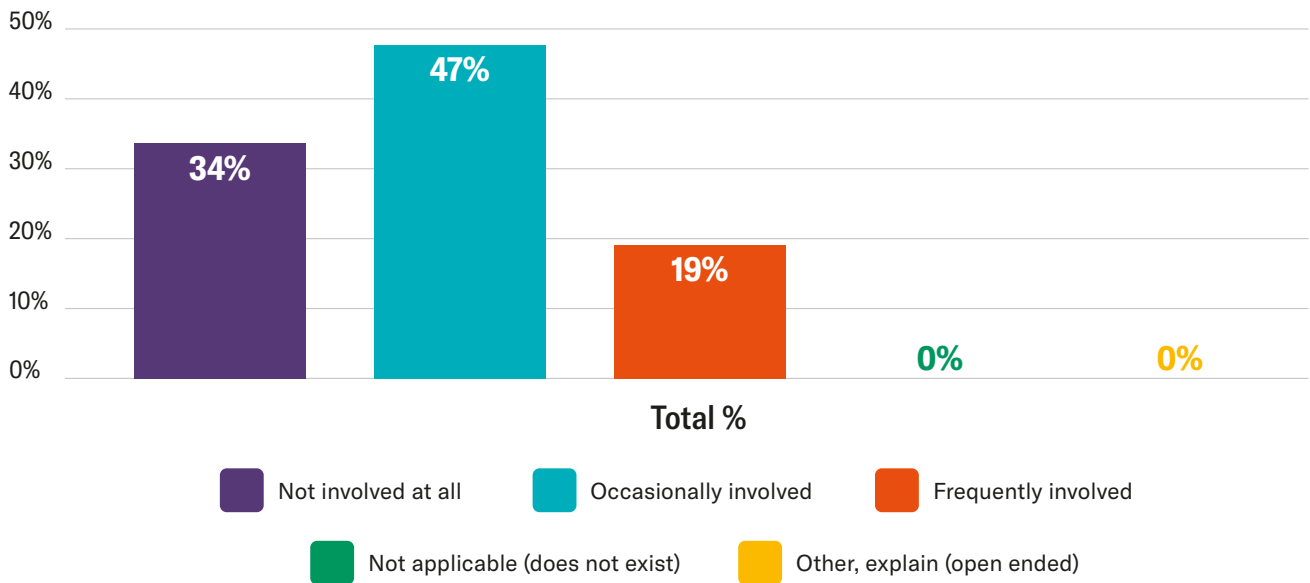
1a – How involved is your organization in local coordination structures related to GBV in humanitarian emergencies?



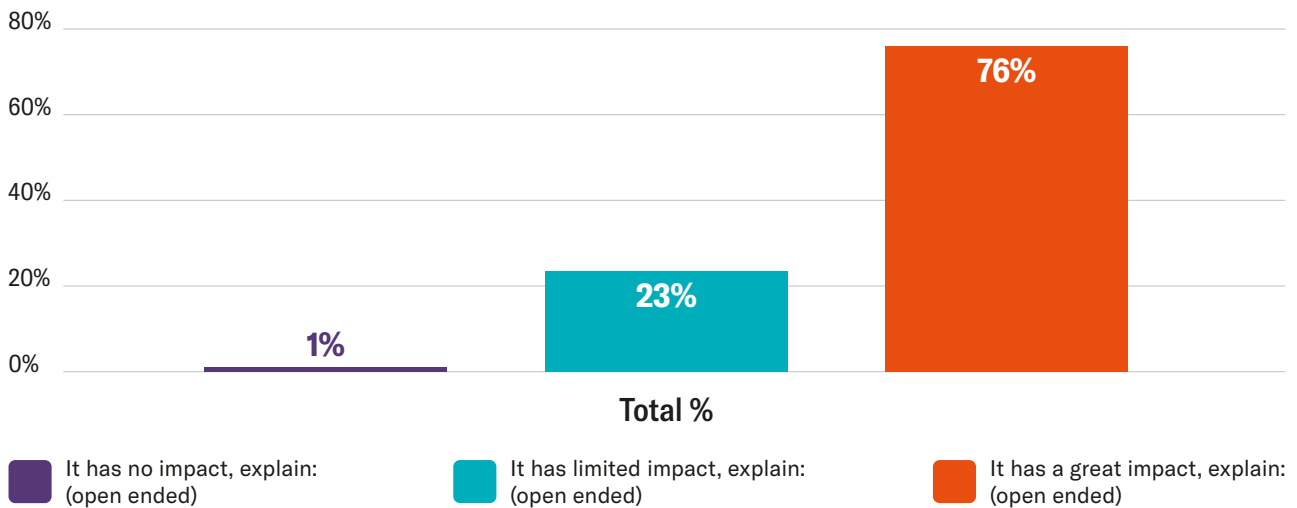
1b – How involved is your organization in national coordination structures related to GBV in humanitarian emergencies?



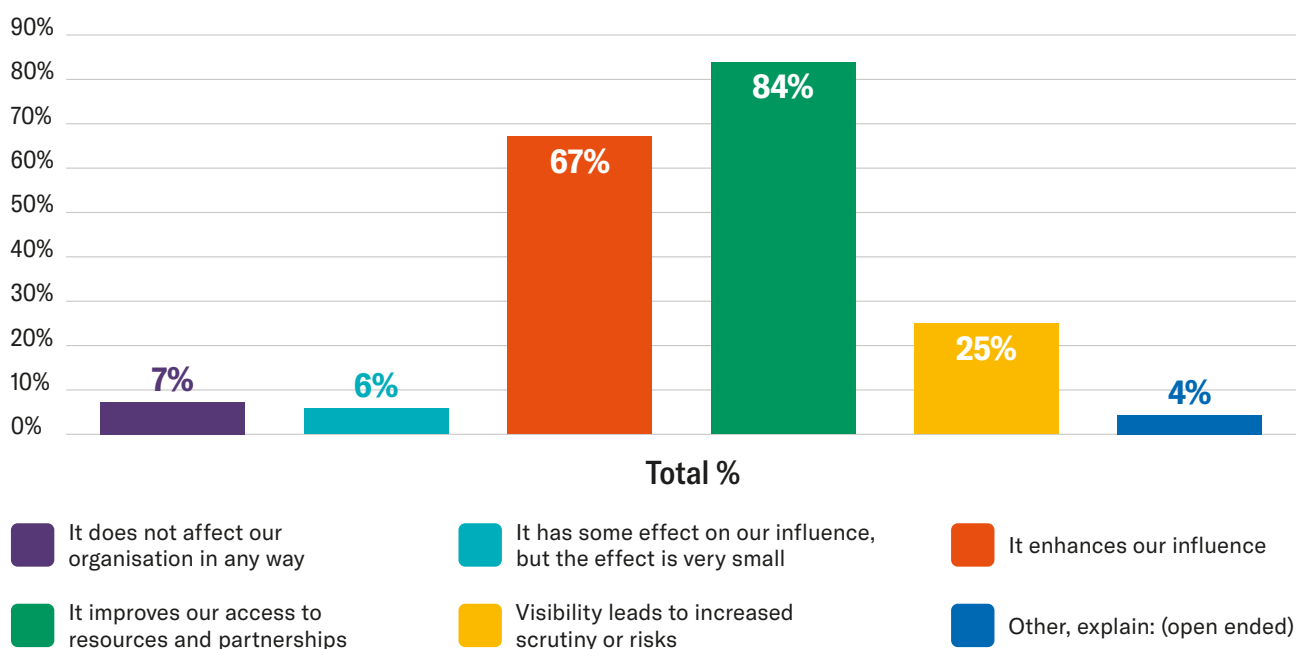
1c – How involved is your organization in international coordination structures related to GBV in humanitarian emergencies?



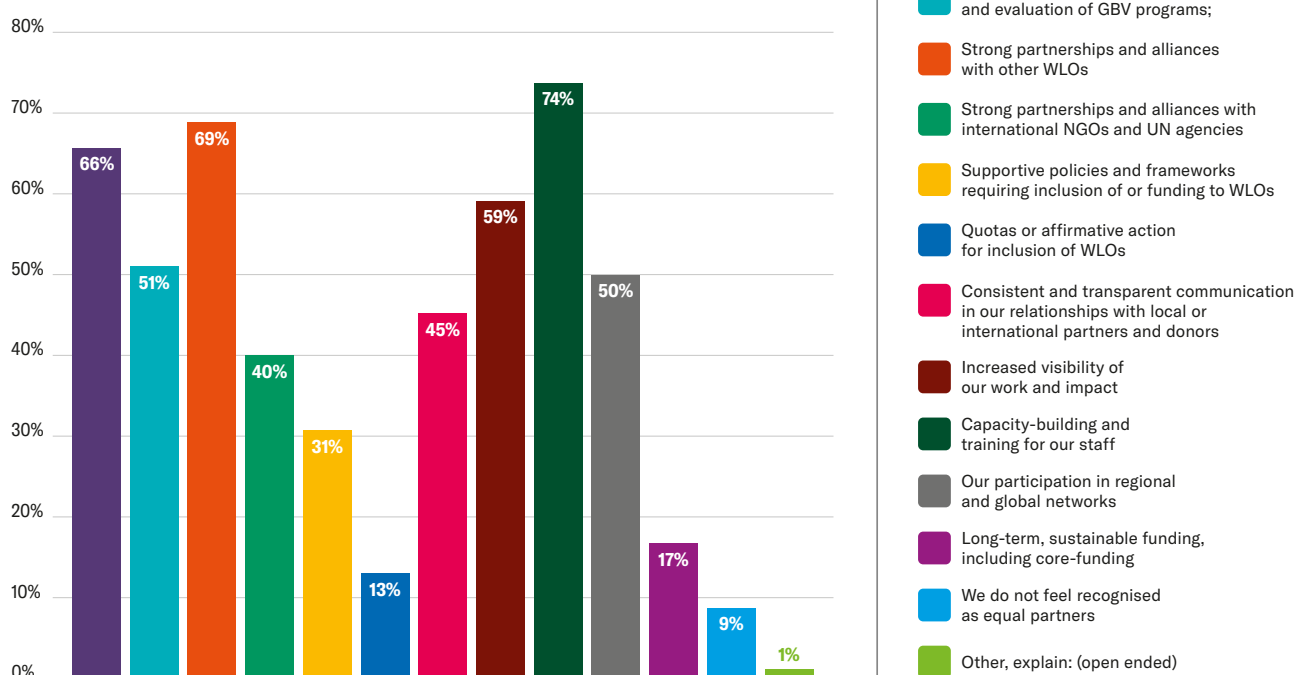
3a – How does meaningful participation impact your ability to support GBV survivors?



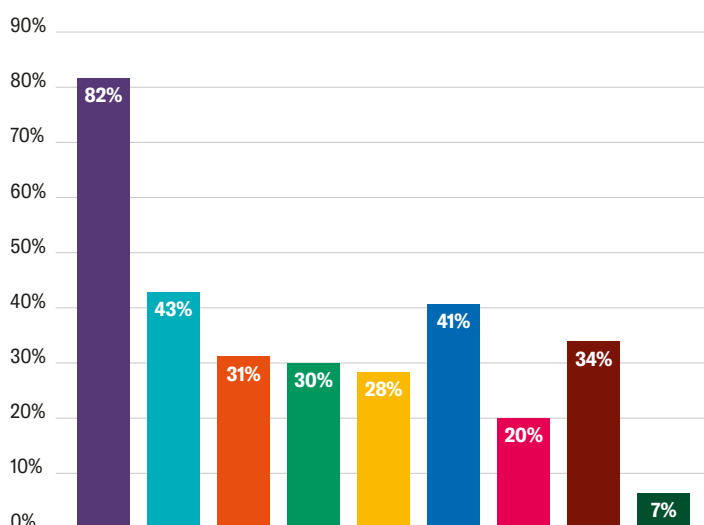
4a – How does giving visibility to you and your work support your meaningful participation?



5a – What factors have helped your organisation gain recognition as an equal partner in the GBV sector?

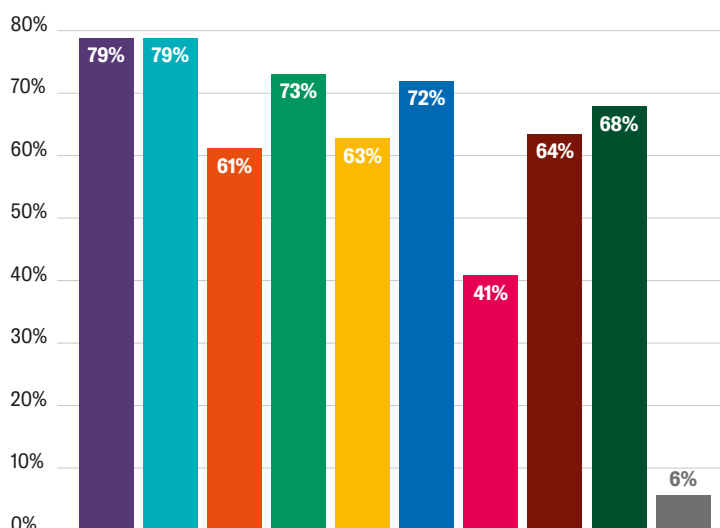


5b – What challenges prevent your organisation from being recognised as an equal partner as a GBV actor?



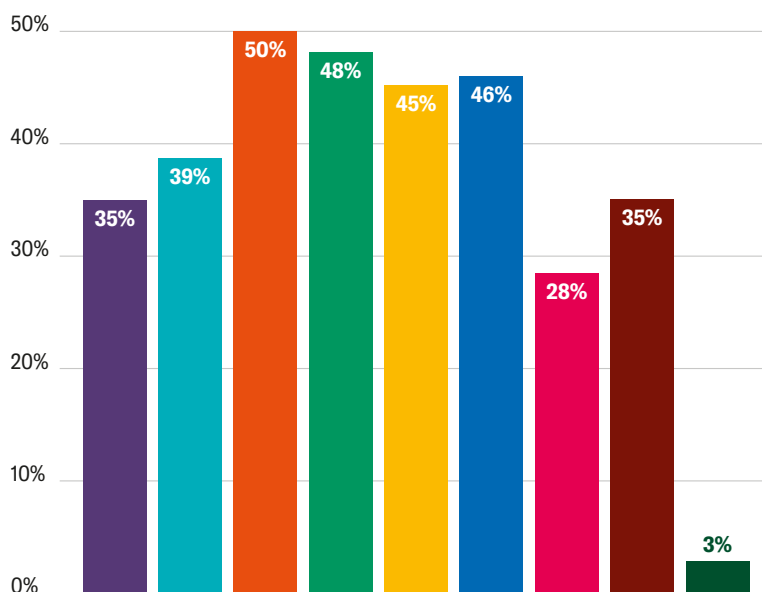
- Insufficient financial means
- Limited personnel to participate in coordination structures and exchanges
- Limited information on GBV mechanisms and/or how to engage in them
- Restrictions set on WLO participation (such as quotas for local organizations in GBV coordination structures)
- Lack of visibility and advocacy opportunities
- Donor-driven agendas
- Lack of advocacy capacities and expertise
- Language barriers
- Other, explain: (open ended)

6a – What actions can international organisations (e.g., UN, donors) take to help reduce these challenges?



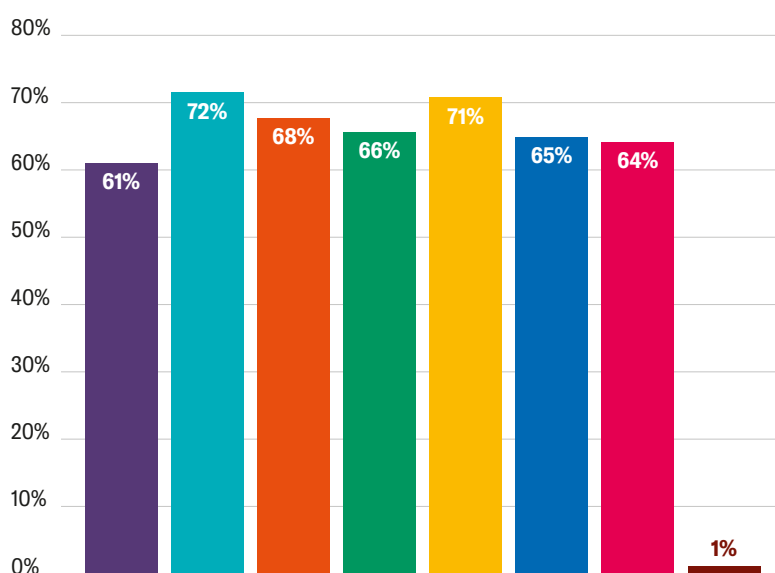
- Networking opportunities to connect with donors and/or funding agencies
- Mapping of available GBV funding
- Regular transparent and accessible information-sharing aimed at WLOs
- Capacity-building in fundraising, grants management and proposal writing for WLOs
- Capacity-building in GBV prevention and response
- Funding to enable active involvement in coordination mechanisms and decision-making
- Explicitly sharing power with WLOs by ceding their spaces at the table
- Convening spaces where WLOs can share their expertise and experience with donors, UN agencies, INGOs, governments
- Facilitate increased collaboration among WLOs to leverage collective experiences and expertise
- Other, explain: (open ended)

7a – How do power dynamics between your organization and other actors (e.g., donors, UN, national or local authorities, INGOs) affect your meaningful participation in GBV-related coordination structures and decision-making processes?



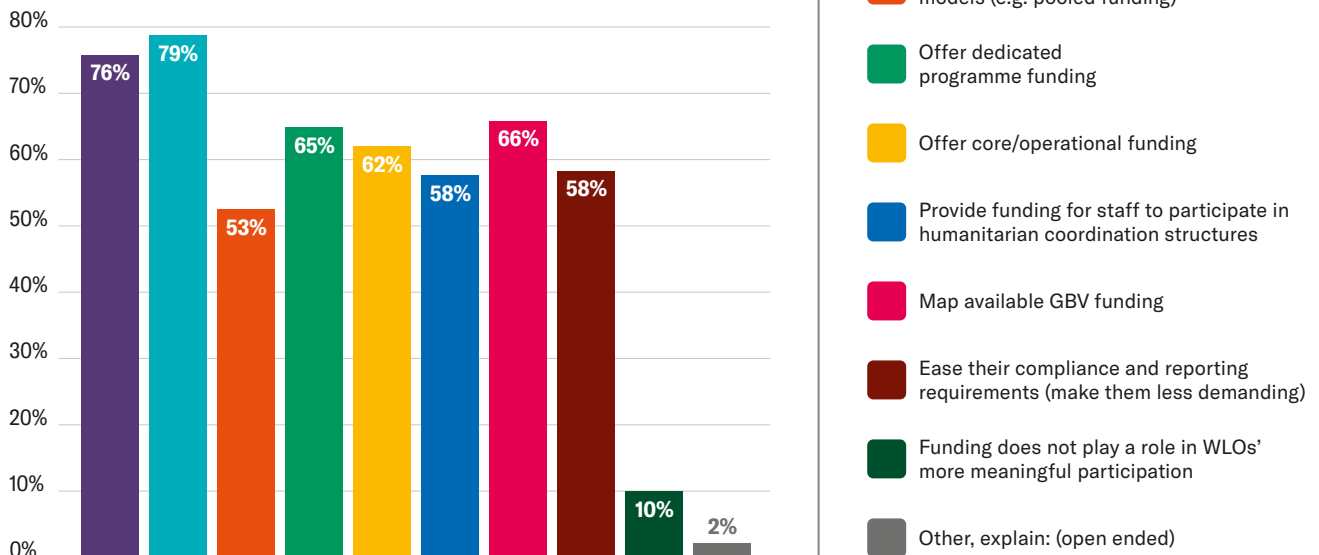
- Creates barriers to equal meaningful participation
- Limits our decision-making power
- Leads to tokenistic participation (inclusion without decision-making power)
- Creates competition between local organisations for limited resources or recognition
- Leads to our conditional participation (e.g. requirements to align with the priorities of the donor)
- Restricts our autonomy through conditional funding
- Limits localisation of actions
- Imposes excessive administrative/reporting burdens
- Other, explain: (open ended)

9a – What kinds of capacity strengthening will support your organisation's meaningful participation as a GBV actor?

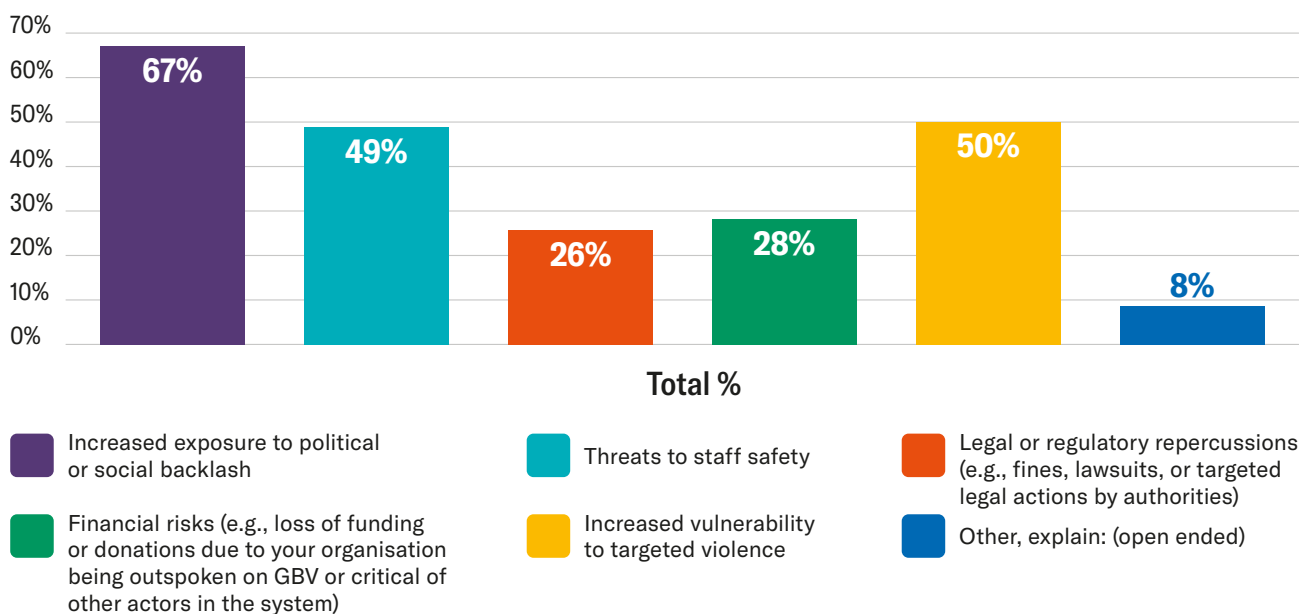


- Training in technical topics related to GBV (e.g. GBV minimum standards)
- Access to information, regular updates and tools about GBV prevention, mitigation and response
- Opportunities for WLOs to exchange their experiences and knowledge
- Training on advocacy and influencing
- Training or information sessions on donor expectations, procedures, and compliance requirements
- Information about navigating and joining GBV coordination mechanisms
- Staff mentorship or coaching opportunities (general)
- Other, explain: (open ended)

11a – What can donors, UN agencies, and INGOs do to improve their funding mechanisms and practices to support your meaningful participation in GBV-related coordination structures and decision-Consider dedicated funding making processes?



12a – What security risks do you face when your organization takes on leadership roles as a GBV actor in your country?



DATA COLLECTION TOOLS

Survey with CAFI Network

Description to the Survey:

Dear colleagues,

Our names are Joanna Maycock, Sofiia Shevchuk and Maria Ghazzaoui. We are independent consultants working in the humanitarian emergencies and feminist foreign policy space. CARE Deutschland e.V. has partnered with our consultancy team to create an advocacy report on Women-Led Organisations (WLOs) in humanitarian contexts, as part of the Call to Action Field Implementation (CAFI II) project. This project focuses on improving protection from Gender-Based Violence (GBV) in emergencies.

Our goal is to develop clear and practical recommendations that help WLOs like yours achieve greater participation and leadership in humanitarian emergencies.

To do this, we are conducting a survey with WLOs across different CAFI countries, in which we aim to understand the challenges and opportunities for WLOs in humanitarian settings, particularly around participation in GBV-related coordination structures and decision-making processes.

The survey will take you a maximum of 15 minutes to complete.

We are committed to:

1. Centring the experiences of WLOs, women, and girls in our research;
2. Being mindful of your well-being and ensuring your voice is included;
3. Empowering you through this research to advance the rights of women and girls.

At the beginning of the survey, you will note that we are asking for your job title, name of organisation, and country where you operate. This is because we would like to track whether we have enough replies from each region of the CAFI project. They are also asked because in our analysis, we would like to note whether there are substantial differences in the data, between different regions covered by the CAFI project.

Your participation in this survey is voluntary, and your responses will remain confidential (in other words, your specific answers to each question will not be shared). We kindly ask that once started, you reach the end of the survey and submit it, as it is not possible to save it halfway, and return to it later to submit it (you would have to restart the whole survey then)

We greatly value your time and insights.

Please click here to start the survey: [\[link\]](#)

Questions:

- 0 -Information about you:
 0a -Your job title: (opened ended)
 0b -Your organisation: (opened ended)
 0c -Country where your WLO works: (select one option)

1a – How involved is your organisation in local coordination structures related to GBV in humanitarian emergencies?

(select one option)

1. Not involved at all
2. Occasionally involved
3. Frequently involved
4. Not applicable (does not exist)
5. Other, explain (open ended)

1b – How involved is your organisation in national coordination structures related to GBV in humanitarian emergencies?

(select one option)

6. Not involved at all
7. Occasionally involved
8. Frequently involved
9. Not applicable (does not exist)
10. Other, explain: (open ended)

1c – How involved is your organisation in international coordination structures related to GBV in humanitarian emergencies?

(select one option)

11. Not involved at all
12. Occasionally involved
13. Frequently involved
14. Other, explain: (open ended)

2a – What does “meaningful participation” in humanitarian coordination structures and decision-making processes look like to your organisation?

Provide a short reply... (open ended)

3a – How does meaningful participation impact your ability to support GBV survivors?

(select one option)

15. It has no impact
16. It has limited impact
17. It has a great impact

Please explain the choice you made above to the question 3a (optional)

(open ended)

4a – How does giving visibility to you and your work support your meaningful participation?

(select all options that apply)

- It does not affect our organisation in any way
- It has some effect on our influence, but the effect is very small
- It enhances our influence
- It improves our access to resources and partnerships
- Visibility leads to increased scrutiny or risks
- Other, explain: (open ended)

5a – What factors have helped your organisation gain recognition as an equal partner in the GBV sector?

(select all options that apply)

18. Membership in local, national or global GBV coordination structures
19. Being involved in the design, implementation, and evaluation of GBV programs;
20. Strong partnerships and alliances with other WLOs;
21. Strong partnerships and alliances with international NGOs and UN agencies;
22. Supportive policies and frameworks requiring inclusion of or funding to WLOs
23. Quotas or affirmative action for inclusion of WLOs
24. Consistent and transparent communication in our relationships with local or international partners and donors
25. Increased visibility of our work and impact
26. Capacity-building and training for our staff
27. Our participation in regional and global networks
28. Long-term, sustainable funding, including core-funding
29. We do not feel recognized as equal partners
30. Other, explain: (open ended)

5b – What challenges prevent your organisation from being recognized as an equal partner as a GBV actor?

(select all options that apply)

- Insufficient financial means
- Limited personnel to participate in coordination structures and exchanges
- Limited information on GBV mechanisms and/or how to engage in them
- Restrictions set on WLO participation (such as quotas for local organisations in GBV coordination structures)
- Lack of visibility and advocacy opportunities
- Donor-driven agendas
- Lack of advocacy capacities and expertise
- Language barriers
- Other, explain: (open ended)

6a – What actions can international actors (e.g., UN, donors) take to help reduce these challenges?

(select all options that apply)

1. Networking opportunities to connect with donors and/or funding agencies
2. Mapping of available GBV funding
3. Regular transparent and accessible information-sharing aimed at WLOs
4. Capacity-building in fundraising, grants management and proposal writing for WLOs
5. Capacity-building in GBV prevention and response
6. Funding to enable active involvement in coordination mechanisms and decision-making
7. Explicitly sharing power with WLOs by ceding their spaces at the table
8. Convening spaces where WLOs can share their expertise and experience with donors, UN agencies, INGOs, governments
9. Facilitate increased collaboration among WLOs to leverage collective experiences and expertise
10. Other, explain: (open ended)

7a – How do power dynamics between your organisation and other actors (e.g., donors, UN, national or local authorities, INGOs) affect your meaningful participation in GBV-related coordination structures and decision-making processes?

(select all options that apply)

1. Creates barriers to equal meaningful participation
2. Limits our decision-making power
3. Leads to tokenistic participation (inclusion without decision-making power)
4. Creates competition between local organisations for limited resources or recognition
5. Leads to our conditional participation (e.g. requirements to align with the priorities of the donor)
6. Restricts our autonomy through conditional funding
7. Limits localisation of actions
8. Imposes excessive administrative/reporting burdens
9. Other, explain: (open ended)

9a – What kinds of capacity strengthening will support your organisation's meaningful participation as a GBV actor?

(select all that apply)

- Training in technical topics related to GBV (e.g. GBV minimum standards)
31. Access to information, regular updates and tools about GBV prevention, mitigation and response
 32. Opportunities for WLOs to exchange their experiences and knowledge
 33. Training on advocacy and influencing
 34. Training or information sessions on donor expectations, procedures, and compliance requirements
 35. Information about navigating and joining GBV coordination mechanisms
 36. Staff mentorship or coaching opportunities (general)
 37. Other, explain: (open ended)

11a – What can donors, UN agencies, and INGOs do to improve their funding mechanisms and practices to support your meaningful participation in GBV-related coordination structures and decision-making processes?

(select all that apply)

- Consider dedicated funding streams only open to WLOs
- Facilitate fast access to emergency or rapid response funds
- Support collaborative funding models (e.g. pooled funding)
- Offer dedicated programme funding
- Offer core/operational funding
- Provide funding for staff to participate in humanitarian coordination structures
- Map available GBV funding
- Ease their compliance and reporting requirements (make them less demanding)
- Funding does not play a role in WLOs' more meaningful participation
- Other, explain: (open ended)

12a – What security risks do you face when your organisation takes on leadership roles as a GBV actor in your country?

(select all that apply)

38. Increased exposure to political or social backlash
39. Threats to staff safety
40. Legal or regulatory repercussions (e.g., fines, lawsuits, or targeted legal actions by authorities)
41. Financial risks (e.g., loss of funding or donations due to your organisation being outspoken on GBV or critical of other actors in the system)
42. Increased vulnerability to targeted violence
43. Other, explain: (open ended)

13a – Is there anything else you would like to add that we did not ask about?

(open ended)

Key Informant Interviews (KIIs) with CARE, CAFI Partners, Donors and Other Stakeholders

Name:
 Title:
 Organisation:
 Type of respondent: ☐ CARE; ☐ CAFI Partners;
☐ Donors; ☐ Other Stakeholders
 Date:
 Interviewer:

Introductory remarks and ethical consent

Thank you for taking the time to meet me, my name is XX.

CARE Deutschland e.V. contracted our consultancy team to develop an advocacy report on Women-Led Organisations (WLOs) in humanitarian contexts, in the context of the project Call to Action Field Implementation (CAFI II), which is founded on the principles of the Call to Action on Protection from Gender-Based Violence in Emergencies (CTA), to whom CARE is a signatory.

Our objective in this assignment is to make clear, actionable, and concrete recommendations that will be useful and adaptable to WLO's needs and aspirations in striving for meaningful participation and leadership in humanitarian emergencies.

We are now undertaking KIIs with a selection of CAFI stakeholders, including CAFI staff, partners, donors, and others, and conducting a survey with a sample from the network of WLOs in all CAFI countries.

As feminists, we are committed to:

1. Putting the experiences of WLO, and women and girls at the centre of our work;
2. Being mindful and considerate of your well-being and inclusion in the research;
3. Ensuring that the research is empowering to you and to your work to advance women's and girls' rights.

We are also committed to ensuring confidentiality, data security, and adherence to CARE policies such as safeguarding, and fraud and corruption prevention policies, among others.

The aims of the discussion today are to look into various facets of our main research question, which is: *What are the key barriers and enablers to the meaningful participation of WLOs in the planning, coordination, design, implementation, and evaluation of gender-based violence (GBV) prevention, risk mitigation, and response in humanitarian emergencies, and how can humanitarian actors better support their leadership and influence in these processes?*

Your participation in this KII is entirely voluntary, your answers will be anonymous, and you can choose not to answer some questions, and to withdraw at any stage.

We will also need your permission to record this meeting as we will transcribe it for analysis.

Questions

(Question to CARE, CAFI Partners, Donors and Other Stakeholders)

1a-Can you describe the current role of WLOs in coordination structures and decision-making processes in GBV interventions in humanitarian emergencies?

Probing questions:

- Are WLOs part of such structures and processes in their own countries/ communities?
- How frequently do they participate in humanitarian coordination meetings or consultations related to GBV in these settings?
- What kinds of decisions are WLOs typically involved in during these processes? (e.g. decisions about the direction of the humanitarian response, what and who to support and where, what needs to prioritize and why)

(Question to CARE, CAFI Partners, Donors and Other Stakeholders)

2a-How would you define “meaningful participation” for WLOs in the context of humanitarian coordination?

Probing questions:

- Can you give examples of when WLOs have had meaningful participation in these processes?
- What criteria would you use to assess whether WLOs' participation is meaningful or not?

(Question to CARE, CAFI Partners, Donors and Other Stakeholders)

3a-How has participation in decision-making structures impacted WLOs' work with GBV survivors?

Probing questions:

- In what ways does participation empower WLOs to advocate for women's and girls' rights?
- What outcomes have you observed when WLOs are actively involved in these processes? (please, provide concrete examples or records)

(Question to CARE and CAFI Partners)

4a-Can you share instances where visibility and acknowledgment of WLOs enhanced their participation?

Probing questions:

- How does public recognition of WLOs' efforts influence their role in GBV prevention, mitigation, and response?
- What strategies can be used to increase the visibility of WLOs' contributions?

(Question to CARE and CAFI Partners)

5a-What factors have helped WLOs gain recognition as equal partners in these settings?

Probing questions:

- Can you describe any specific partnerships, policies or practices that have facilitated this recognition?
- How do relationships between WLOs and other humanitarian actors influence their recognition?

(Question to CARE and CAFI Partners)

5b-What obstacles prevent WLOs from being recognized as equal partners?

Probing questions:

- Can you provide examples of situations where WLOs' contributions were overlooked or undervalued?
- How do cultural, political, or organisational factors play a role in these barriers?

(Question to CARE, CAFI Partners, Donors and Other Stakeholders)

6a-What actions have you seen that effectively reduce barriers for WLOs?

Probing questions:

- How can donors and international actors better support WLOs in overcoming these challenges?
- What role can WLOs themselves play in enhancing enablers for their participation?

(Question to CARE, CAFI Partners, Donors and Other Stakeholders)

7a-How would you describe power dynamics between WLOs and other humanitarian actors?

Probing questions:

- Are feminist principles actually being implemented in the humanitarian sector, especially after the adoption of the Grand Bargain commitments, and some donors adopting a feminist foreign policy?
- In what ways do these dynamics affect consultations and the development of GBV strategies and their implementation?
- How do power imbalances impact the level of participation and leadership of WLOs in humanitarian emergencies?

(Question to CARE, CAFI Partners, Donors and Other Stakeholders)

8a-What collaboration models have been effective in supporting WLOs' participation?

Probing questions:

- How can collaborative partnerships be structured to ensure WLOs have a leadership role?
- What are the key elements of successful collaboration in these contexts?

(Question to CARE, CAFI Partners, Donors and Other Stakeholders)

9a-What specific capacity gaps hinder WLOs from participating meaningfully?

Probing questions:

- How do these gaps affect WLOs' ability to take on leadership roles in humanitarian emergencies?
- What support or resources are needed to address these gaps?

(Question to CAFI Partners and Other Stakeholders)

10a-Can you provide examples of models or practices that have successfully enhanced WLOs' participation in GBV interventions during emergencies?

Probing questions:

- What factors made them successful?
- How can they be adapted or replicated in other contexts?

(Question to CAFI Partners, Donors and Other Stakeholders)

11a-How has the availability or lack of funding, access to donor networks, and compliance requirements impacted WLOs' participation in GBV interventions?

Probing questions:

- What changes in the funding landscape could improve WLOs' participation?
- How do funding restrictions, access to donor networks, or donor-driven funding priorities influence WLOs' work?

(Question to CARE, CAFI Partners, Donors and Other Stakeholders)

12a-What security risks do WLOs face when taking on leadership roles in humanitarian emergency contexts?

Probing questions:

- How can WLOs mitigate these risks?
- What protocols or practices are currently in place to protect WLOs, and how can they be improved?



CALL TO ACTION FIELD IMPLEMENTATION

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