



Haiti

The Logistics Cluster provides coordination and Information Management to support operational decision making and improves the predictability, timeliness, and efficiency of the humanitarian emergency response through operations, information management, and coordination support. The WFP is the lead agency for the Logistics Cluster.

GENDER EQUALITY IN LOGISTICS

Information and access are central to gender equality. Knowing when an emergency will strike, how to cope with it, and where to find assistance are factors that impact survival. Women worldwide have less access to education, information, and decision making fora. While logistics is largely a male dominated sector, there are many important links to gender equality that need to be included and systematically considered. Given its role in supply chain management and communications, there are key ways to promote gender equality: collect sex, age, and disability disaggregated data, support women-owned, equitable and local businesses; and involve women in the selection and process in which goods and information are sourced and delivered. Women, men, boys, and girls have different needs during emergency responses, including for the types of services or products required, and in how they are delivered. If these differing needs are not addressed by logistics teams, women and girls will face barriers in accessing distributions and in acquiring necessary products (such as menstrual hygiene products and sexual and reproductive health products). Involving diverse local women in procurement and other logistics processes supports a more inclusive humanitarian response. Ensuring that female logisticians are a part of the response can also play a key role in ensuring that gender and diversity are considered in all aspects. ^{20,21}

PROGRAMMING HIGHLIGHTS FROM LOGISTICS

- When women are hired as support staff and volunteers in logistics activities, more visibility and integration of women in logistics employment is seen;
- Women's safety when traveling is an important consideration. For example, male guardianship should be considered in certain contexts, such as making space in cars when women need a male guardian in order to travel (e.g. this has proven important in Yemen and Afghanistan);
- Successful advocacy to colleagues for a gender focal point resulted in women doing the community consultations and quality control of products;
- Post-exposure prophylaxis kits are kept in all vehicles to better respond to SGBV and to prevent new infections of HIV spreading; and
- Involve communities, and particularly diverse local women, in contract-review committees.

RECOMMENDATIONS

"It's more than what you deliver, but how you deliver."

- Encourage procurement of women-led/created products in distributions and analyse procurement policies to allow space for smaller or different bidders, ideally partners and suppliers with good track records on women's participation, not just the lowest cost offer;
- Women doing logistics work should be deployed in pairs to improve safety during this work;
- Advocate for programs that invest in stockpiling and safe strategic pre-positioning of gender-specific products;
- Dialogue should be strengthened between logistics and protection teams;
- Gender analysis should:
 - Ask what is needed to complete a job safely. This helps to create an enabling environment for women to safely work, with appropriate clothing and equipment for logistics tasks;
 - Ask diverse local women to inform tailoring of dignity kits to the needs of every family, giving individuals the choice on which products they need before procurement;

- Advise logistics on which products are considered priority to better influence customs decisions and disaster law;
 - Highlight policies and procedures for procurement, safety and security, and human resources, specifically including funding and structures for parental leave; and
 - Identify entry points throughout the logistics chain for more women to consider logistics work, while also identifying where non-traditional vocational roles can be encouraged to promote gender balance in logistics.
- Human Resources policies should:
 - Promote proactively hiring and supporting female staff and volunteers (seeking gender balance where possible);
 - In protracted crises, invest in women: provide long-term training that contributes to women's skills, employability and independence. Support women to be drivers, mechanics, logisticians, and procurement specialists, i.e. jobs that traditionally go to male nationals;
 - Create adapted job descriptions for logistics positions that consider local women's capacities and interests;
 - Ensure maternity-specific accommodations and office spaces, as well as within local offices; and
 - Certify that Code of Conduct and Protection from Sexual Exploitation and Abuse policies are informed, developed, signed, and enforced by local partners, all suppliers and partners, and ensure that suppliers also sign a Code of Conduct that includes gender-sensitive language.

20. <https://www.humanitarianresponse.info/en/coordination/clusters/logistics>

21. <https://logcluster.org/>