



GenCap Annual Report

1 January – 31 December 2015



TABLE OF ACRONYMS

Acronym	Translation
EVD	Ebola Virus Disease
GBV	Gender-Based Violence
GEP	Gender Equality Programming
GenCap	IASC Gender Standby Capacity Project
GRG	AISC Reference Group on Gender and Humanitarian Action, successor to the Sub-Working group on Gender (SWGg)
HCT	Humanitarian Country Team
HNO	Humanitarian Needs Overview
HPC	Humanitarian Program Cycle
IASC	Inter-agency Standing Committee
GM	The Gender Marker of the IASC
ICCG	Inter-agency Cluster Coordination Group
MIRA	Multi – Cluster/ Sector Initial Rapid Assessment
M&E	Monitoring and Evaluation
NRC	Norwegian Refugee Council
OPS	Online Project System
PF	Pooled Fund
ProCap	Inter-agency Protection Standby Capacity Project
REGA	Regional GBV Advisor
RRT	Rapid Response Team (GBV Advisors under GenCap were RRT until March 2014)
SADD	Sex and Age Disaggregated Data
SC	GenCap inter-agency Steering Committee
SRP	Strategic Response Plan
SU	GenCap Support Unit

2015 Annual Report

IASC Gender Standby Capacity Project (GenCap)

Project Overview and Management

Overview of the GenCap Project

The GenCap Project is an inter-agency resource, which was established in 2007 under the Inter Agency Standing Committee (IASC) Sub-Working Group on Gender and Humanitarian Action (now the Gender Reference Group and Humanitarian Action). The Project aims to support humanitarian actors mainstream gender through three pillars:

- Deployment of senior gender experts;
- Gender training delivery and capacity building; and
- Building ownership and awareness of Gender Equality Programming (GEP).

The Project objectives and activities are guided by the 2014 to 2016 GenCap strategy. In 2015, slight modifications were made to the strategy, but with the following overarching objectives:

- Maintaining a core team of GenCap Advisors to strengthen the ability to deploy high calibre senior experts at country, regional, global level in support of a collaborative approach with relevant humanitarian actors
- Strengthening the synergies in the field between GenCap, GBV and ProCap advisors.

Project Governance / Management

The GenCap project is managed through a tripartite mechanism that includes a Steering Committee (SC), a Support Unit (SU) within OCHA and the Norwegian Refugee Council (NRC). The partnership between OCHA and NRC is managed through a grant agreement renewable on an annual basis.

Regular Steering Committee meetings and an annual retreat provide strategic guidance for the project, including review and revision of the GenCap Strategy. In 2015 the steering committee was comprised of FAO, OCHA, UNDP, UNICEF, UN Women, UNHCR, UNFPA, WFP and the NRC.

OCHA's SU acts as the Secretariat for the steering committee and is also responsible for donor relations including fundraising and reporting. The SU also covers day-to-day project management, including ensuring the inter-agency component of deployments is maintained.

NRC is responsible for roster management, recruitment and deployments of advisors, as well as the management of the Gender in Humanitarian Action (GiHA) training. The GenCap pool of advisors is managed through the NRC Roster and Deployment Management System (the NORCAP Database), an interactive tool allowing roster members to upload and update their CVs, indicate availability for deployment and upload mission reports.

As of 31 December 2015 the GenCap roster included 37 advisors (32 women and 5 men), including 3 new advisors recruited in 2015. Expertise amongst the pool include 34 members with gender mainstreaming, 10 GBV experts and 7 GBV and gender experts. All members have fluent English, 14 speak French, 6 speak Spanish and 3 are Arabic speakers. Geographic representation includes 10 advisors from North-

America, 9 from Africa, 9 from Europe, 4 from Asia, 3 from Oceania and one from the Middle East. Additional diversification of language proficiency, gender and geographical origin continue to be a recruitment focus.

With the aim of strengthening project management, recommendations from the 2014 management review of the tripartite model and governance structure continued to be implemented throughout the year. Roles and responsibilities were clarified including through a detailed Terms of Reference for the SC and operating procedures outlining division of tasks and responsibilities between the Steering Committee, NRC and OCHA.

The GenCap Project also includes a separate **Regional Gender-Based Violence Advisors (REGA)**. Strategic direction for the REGA window is set by the Strategic Advisory Group (SAG) for the GBV Area of Responsibility (AoR) of the global protection cluster and the decision on funding allocation made by the GenCap SC. The SAG receives requests from a potential host agency and will only consider the request if another partner (UN or other) is included. In August 2015 a dedicated REGA manager was recruited to reinforce the REGA. During the annual GenCap SC meeting, it was agreed that the REGA deployments for East and West Africa would continue until the end of June 2016, after which the REGA would become a stand-alone project managed by UNFPA, UNICEF and NRC. As part of the broader work on gender equality and mainstreaming, GBV prevention and response continues to be an important part of the standard GenCap TOR.

During the **Annual GenCap Strategy Meeting** held in Rome in October, the SC reviewed the project strategy to assess progress towards goals against implementation challenges and operational constraints through a SWOT analysis. SC members agreed to maintain deployment and training targets for 2016 at current level, recognising that demand for GenCap support continued to exceed project resources. In addition to agreement on transitioning the REGA component from GenCap to a standalone project as mentioned above. The endorsed decisions included: establishing a GenCap conceptual framework, reinforcing that GenCap advisors covering L3 crises should be hosted by the main coordinating entity to maximise impact, diversifying hosting agencies and action to reinforce sustainability measures.

The annual **Technical Workshop** was held in Bangkok (8-12 June) and attended by 21 GenCap and REGA advisors and SC representatives from WFP, FAO, UNHCR, OCHA and UN-Women. The workshop focused on cross learning and team-building, communicating with impact and effective advocacy. Sessions were held on reviewing the IASC gender policy, the reformulated Gender and Age Marker (including a monitoring tool), the role of GenCap in sudden onset responses and synergies between gender mainstreaming and GBV-related work.

Call for requests: With the aim of increased predictability and supporting stronger prioritization, a twice-yearly call for request procedure to Humanitarian Country Teams (HCT) was introduced in 2015. The request includes an inter-agency process whereby interested hosting organisations develop the request, it is then endorsed by the Resident / Humanitarian Coordinator (RC/HC) to reinforce the interagency nature of the Project and leverage deployment impact. Criteria to prioritize deployment were established and include: i) urgency of need, ii) presence of relevant humanitarian frameworks and architecture and iii) the potential impact of the intervention. The criteria is also used to review the continued relevance of on-going deployments. Due to contextual changes, a small number of deployments during the year were concluded earlier than initially planned.

2015 GenCap Highlights

In 2015 the project continued to be guided by the 2014-2016 strategy. Responding to the sharp increase in deployment requests, 37 gender experts were deployed to 18 countries including to all L3 declared crises. The January Call for Applications resulted in 15 requests (11 at the country level, one regional request and 3 for global support). The August call was 11 requests (8 at the country level and 3 for regional support) along with 4 requests for extensions. In addition, 4 experts on Gender Based Violence (GBV) were deployed at the regional level to strengthen inter-agency GBV-programming. The project also contributed to key global gender-related processes, in particular the revision of the IASC Gender Marker and inclusion of a monitoring tool.

Deployment Highlights

Central African Republic (CAR): The gender advisor played a significant role in embedding gender in humanitarian action in CAR. The advisor supported the development of the Humanitarian Country Team's (HCT) strategy for gender in the humanitarian response and in doing so strategically positioned gender within the Humanitarian Response Plan (HRP) and within MINUSCA's Protection of Civilians (PoC) mandate. These efforts led to the adoption of two key national strategies for gender in humanitarian action and the Prevention of Sexual Exploitation and Abuse (PSEA). The advisor supported the HC's advocacy with DPKO to include gender within MINUSCA's PoC coordination structure and to set up a conflict related sexual violence working group. GenCap engagement with MINUSCA, UN-Women, UNHCR and UNFPA helped improve the quality of information to provide better analysis on gender and GBV and in turn stronger prioritization of humanitarian needs by the HC, HCT and partners. Further, GenCap supported OCHA's information management team to improve the disaggregation of data and develop products including GBV maps and and humanitarian dashboard.

Ebola Response: GenCap advisors were deployed to **the Sierra Leone, Liberia and Guinea**, the 3 countries most affected by the Ebola Virus Disease (EVD). The advisors worked with UN agencies to increase understanding around gender issues, which resulted in a more coherent, cohesive approach to the Ebola response. The advisors worked with agencies and government counter parts to embed gender into national Ebola recovery plans. In Liberia, the GenCap advisor supported the development of a UN joint gender work plan which focused on mainstreaming gender and a comprehensive GBV strategy. Analysing and highlighting the specific impacts of EVD on that women and girls, who traditionally take on care-giving roles in their communities, was also an important element of the support provided.

Malawi: Following flooding that affected approximately one million people, the GenCap advisor worked with the UN, Government and NGO partners on gender responsive humanitarian programming, including supported cluster leads to integrate gender into the response. Further, the advisor provided critical support to the World Bank-led post disaster needs assessment including through drafting the gender equality section and incorporating gender into thematic sections. The advisor also assessed the projects with a view to integrating gender in the start-up, activity oversight, monitoring, and evaluation phases.

South Sudan: The GenCap advisor for South Sudan focused on strengthening Gender Equality Programming (GEP) within the humanitarian response. This included working with senior leadership to reinforce accountability at all levels; introducing tools and resources; and building capacity of humanitarian actors. The HCT adopted the GEP commitments in its gender policy, which promotes accountability for ensuring the specific needs of women, men, boys and girls are embedded in the response. Tools were reviewed to incorporate gender elements for analysis, in particular the inclusion of Sex and Age Disaggregated data (SADD). In addition, over 250 humanitarian actors participated in trainings on gender analysis, the gender marker and the **ADAPT** and **ACT** framework, with advanced training provided for cluster gender focal points.

East Africa: The GenCap advisor based in Nairobi supported regional coordination structures to incorporate gender into humanitarian programming. Work was undertaken with the Kenyan humanitarian partnership team and the United Nations Country Team (UNCT), including the gender thematic group. The advisor provided dedicated in-country support to Tanzania undertaking comprehensive gender assessments with UNHCT and NGOs, with a particular focus on the Nyarugusu refugee camp.

Iraq: The GenCap advisor strengthened the inter agency rapid assessment tool to include questions to differentiate the specific needs of women and girls. Similarly, gender elements including SADD indicators were incorporated into coordination monitoring and reporting tools for both the refugees and IDP coordination structures. The advisor supported OCHA and clusters to make sure that gender perspectives were embedded into HRP cluster strategies.

Lebanon: GenCap focus in Lebanon was on engendering UNRWA's response for Palestine refugees, including support to UNRWA's assessments of relief and social services. Specifically, the advisor worked to improve the access, quality and impact of humanitarian support for men, women, boys and girls. The advisor also helped establish a gender steering committee.

Syria crisis: Three GenCap advisers were deployed to support the humanitarian response in Syria. The 'Whole of Syria' multi-cluster rapid assessment was revised to better incorporate gender dimensions. In rolling out the assessment, focus group discussions were organized with affected persons including women and girls across Syria. Support provided in Turkey focused on the refugee crisis and cross-border programming. In Jordan, support was provided to the inter-agency refugee taskforce and the HCT, resulting in significant improvements in integrating gender into the humanitarian response. The work also helped raise awareness on gender equality frameworks, which were then replicated in other countries. During the year, the cluster gender focal points network was established and a piloting tool developed to monitor gender equality measures. The tool is now being used as a prototype for the gender and age marker monitoring tool.

Turkey: Five minimum commitments on gender were endorsed by the Humanitarian Liaison Group and the Inter-Cluster Coordination Group (ICCG). The commitments aim to make sure that the distinct needs of women, girls, boys and men were considered throughout the humanitarian programme cycle. A review of the 2016 HRP noted that approximately 79 per cent of HRP projects were coded 2a/2b on the gender marker. Cluster specific gender training was also provided, and gender was mainstreamed within Humanitarian Pooled Fund processes.

Yemen: The Yemen HCT committed to strengthening gender equality programming through innovation, including by introducing quantitative indicators to measure equity in the 2016 response as outlined in the HRP. The HRP includes a strategic objective on gender as well as an indicator to measure the gender gap in access to goods, services, cash and jobs experienced by men, women, boys and girls. The indicator will also report on the value of assistance distributed to males and to females respectively – as a step to assess equitability of assistance.

Myanmar: The GenCap advisor collaborated with the protection sector, GBV sub-sector and Communication with Communities experts to provide timely feedback on gender concerns. The advisor developed a guidance note on gender considerations for cash transfer programming, including for post-distribution monitoring. The advisor also worked to integrate gender perspectives in key products of the 2015 humanitarian programming cycle (Humanitarian Needs Overview (HNO), HRP, cluster/sector strategies and work plans) and advised the Inter-Cluster Coordination Group (ICCG) on gender equality concerns.

Philippines: Following Typhoon Haiyan in, the GenCap advisor delivered an extensive capacity building programme, with 14 Fourteen trainings held in various field locations. The advisor also helped to establish the wider gender architecture for the Philippines, which included the Philippine Commission on Women and UN-Women and functions as a community of practice and gender surge resource.

Nepal: Following the earthquakes in Nepal in April 2015, the regional GenCap advisor provided immediate support to embed gender dimensions in the response. This included supporting the HCT develop 7 gender advocacy messages and 9 gender equality indicators in the flash appeal's monitoring framework - a global first. The advisor also supported the inter-cluster gender working group which was established within days of the earthquake. Gender inclusion was identified as good practice in the After Action Review as well as the STAIT mission to Nepal.

Ukraine: The GenCap advisor worked in close partnership with UN-Women and other gender experts to coordinate and strengthen advocacy for gender related matters including formulating messages on sexual exploitation, abuse and its prevention for advocacy by the HC. The advisor also coordinated inputs from UN, INGOs, local women's NGOs to the Secretary General's annual report on Conflict Related Sexual Violence. Although the report highlighted very low GBV reporting rates, it provided an opportunity to advocate on the prevalence of GBV, including conflict related sexual violence to external actors.

The Regional Gender-Based Violence / REGA Window

The GenCap project includes a regional gender-based violence focus in which GBV Advisors were deployed to 4 regions: West and Central Africa (based in Dakar), Eastern and Southern Africa (based in Nairobi), Asia and the Pacific (based in Bangkok) and the Arab States and North Africa (based in Cairo). All REGA deployments were hosted by UNFPA regional offices and the Department for International Development (DFID) became a new donor funding one assignment (Bangkok).

Extensive collaboration between GenCap and REGA advisors on gender and GBV response aims to build synergies. For example, the Bangkok-based REGA and the Nepal GenCap advisor jointly initiated support to address gender and GBV in the emergency coordination structures. Similarly, in Afghanistan the REGA and GenCap advisor worked together to position gender and GBV within inter-cluster and HCT coordination structures. GenCap advisors in Sierra Leone, Guineas and Liberia worked with the REGA for West Africa to ensure that gender dimensions were incorporated in national Ebola response plans as well as the regional Manu River Union Plan.

A one-year review of the REGA project was conducted in November 2015 and concluded that “...*the REGA mechanism is relevant and responds to a clear capacity gap, (...) the REGA is a resource valued by country colleagues, and that the first year of operations has already been a success in providing evidence of impact, in particular through the country missions and field support*”. A stakeholder's survey focusing on impact, the request process client satisfaction and relevance of mission support and focus was undertaken ahead of the review. Approximately 89 per cent of respondents rated their level of satisfaction of the impact of the REGA mission as: 'satisfied,' 'strong level of satisfaction' or 'excellent'. On a scale of one to five, the average score for mission impact was four. All respondents indicated that the work initiated by or supported by the REGA was taken forward and approximately 70 per cent reported that their organizations had made commitments to prioritize GBV in line with recommendations and support provided.

REGA advisors dedicated significant time (20 to 44 per cent) to supporting countries in their respective regions. Fifteen missions of a few days to 5 weeks were undertaken to support GBV sub-clusters, HCTs and UNCTs, national governments, civil society organizations as well as international and national NGOs. Inter-

agency missions covered a range of contexts from the Ebola Response, pre-election preparedness (Burundi, Ivory Coast), protracted high-level and other humanitarian emergencies, as well as sudden onset disaster responses. REGAs also supported the revision of the IASC GBV Guidelines, which will be rolled out in 2015-2016 including the design and implementation of the 'Whole of Syria' multi-sector and inter-agency GBV evaluation lead by UNHCR and UNFPA.

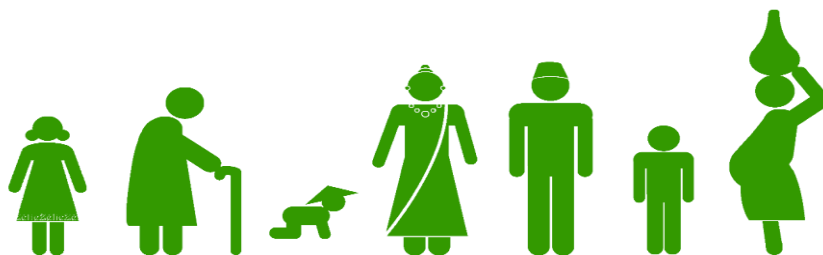
Contributions to Global Processes

While the majority of GenCap deployments are at the country level, 3 advisors supported global processes, including to revise the IASC gender marker (see next section below) and support the global food security cluster. The GenCap project was also an observer member of the IASC gender reference group, engaging in the global monitoring group, which includes CARE International, Oxfam, SIDA and ECHO.

GenCap support to the global food security cluster focused on embedding gender into the evolving humanitarian architecture. Specifically, work has done to translate HNOs findings into practical solutions for addressing food security in crises, ensuring that gender and age is an integral part of HPC planning and guidelines. Work was also undertaken on Accountability to Affected Populations, diversity, and disability. The advisor facilitated L3 simulations and developed key messages for both global and country level cluster coordinators on gender programming and mainstreaming including on diversity.

Project resources were also allocated to supporting the revision of the flagship IASC handbook on **Gender in Humanitarian Action** that was published a decade ago. The updated version will include practical advice on gender equality programming in humanitarian emergencies. Working with the IASC gender reference group GenCap advisors are consulting UN and INGOs in Nepal, South Sudan, Jordan and Colombia, as well as at regional and global levels, to feed into the revision process, including how gender considerations are identified, considered and nuanced in gender analysis. GenCap will remain engaged in this process until the handbook is published in early 2017.

Moving Towards an IASC Gender & Age Marker



Following an IrishAid-supported evaluation of the IASC Gender Marker in 2014, the IASC Gender Marker adopted in 2010 is being revised and rolled out in 2016 as the **IASC Gender & Age Marker (GAM)**. Under the auspices of the IASC reference group on gender in humanitarian action, an intensive consultation process was initiated in 2015. A gender marker task team meeting with representatives from the UN SWAP, WFP, OCHA, the GBV AoR, CARE International and ECHO was held on 24 March in Geneva to guide and plan the revision.

The Marker is planned as a multi-phase tool will help organizations self-assess the benefits of a humanitarian project on women, girls, boys and men of all ages, with the aim of increasing gender equality. The Marker aims to make projects sensitive to generating positive and sustainable outcomes for

ALL affected individuals and will be required for all humanitarian appeals and funding mechanisms. The main modifications to the revised marker include:

A focus on gender and age

Recognising that gender and age affect the role you play in society and how you are affected by an emergency, the revised IASC marker will contain a more explicit focus on gender and age due to their critical importance. The inclusion of age within the coding system acknowledges that gender considerations change with age, although gender will have more weight in the coding.

A tool for designing and monitoring humanitarian interventions

One of the key improvements of the revised marker is its ability to monitor projects through a gender equality lens. **The marker will help organizations plan and monitor their interventions** in a way that provides men, women, boys and girls in different age groups equitable access to their rights, responsibilities and opportunities. The tool will enable more effective project interventions by assessing whether projects are accessible to all beneficiaries. The Gender Equality Measures (GEM) Framework (GEM), which was developed from the ADAPT ACT-C framework, embraces important principles such as protection and AAP, while also paying attention to the impact of interventions. The framework seeks to guide the design and monitoring phases of gender equality programming. The GEM Framework is consistent with and expands the ECHO Gender & Age Marker. The Revised IASC Gender Handbook will refer to the GEMs framework for gender equality programming.

Modification of the coding scale

The adapted coding scale addresses challenges users have expressed in distinguishing a project that mainstreams gender (code 2a) from a targeted project that aims to address gender inequalities (code 2b). The new coding scale distinguishing project coherence and purpose. Project coherence will be assessed on a 0-1-2 scale to reflect how whether gender and age issues are consistently taken into account in the project proposal. Purpose will be separately assessed through indicating whether a project has the primary aim of advancing gender equality or responding to specific gender needs. The separation of coherence from purpose intends to help the humanitarian community easily identify projects that address gender-based discrimination regardless of the project coherence.

Piloting the revised marker

The revision of the IASC gender marker has been a priority for the GenCap project. Two global advisers are assigned to managing the revision process: the first focusing on the marker's use in the design of proposals and the second dedicated to monitoring. An accompanying toolbox is being developed, with inputs from GenCap advisers, steering committee members, age and LGBTI specialists, senior gender advisers, OCHA and global clusters. The tool box will contain an overview sheet, a Frequently Asked Question sheet, thirteen sector/cluster specific tip sheets, and a tip sheet on establishing specific cluster minimum gender commitments. The toolbox will be piloted during 2016 by GenCap advisers and other interested parties and will be available in English, French and Arabic.

Monitoring phase of the marker

Initially developed in a country operation through a collaboration between INGOs, UN agencies and donors, the monitoring element of the gender and age marker was tested in Jordan, and piloted in Yemen and the Central African Republic. Pilot results have been positive, demonstrating that the tool is straightforward and has helps to identify required modifications. Members of the donor community, the GenCap project and senior global gender advisers from INGOs have been consulted on the tool's design and on the GEMs Framework. The gender and age marker will subsequently be refined according to the pilot results. Following a lessons learned exercise and additional piloting and fine-tuning, the full launch of the revised gender and age marker is planned for 2017.

Gender in Humanitarian Action Training

An important component of the GenCap project is the 'Gender in Humanitarian Action' (GiHA), which aim to increase humanitarian practitioner's understanding of gender equality programming, including tools to facilitate field level support. Two GiHA trainings were held in 2015, one in Canada sponsored by CARE International and a second in Bangkok for humanitarian professionals in Asia and Pacific. Two GenCap advisors facilitated the Care International training (10-11 September for 15 participants). The training focused on leveraging gender equality strategies for surge capacity and country operations. Findings of the pre and post course surveys, indicated that 67 per cent of participant's improved their knowledge. The Bangkok training (2-4 December) was organised by the Regional GenCap advisor with support from the Afghanistan based GenCap advisor based as well as UN Women and OCHA and included 29 participants from 13 agencies. The goals for the workshop were: i) to increase understanding of gender in humanitarian action including practical actions, ii) to demonstrate how gender can be integrated into humanitarian preparedness, response and recovery and iii) to advance gender equality in humanitarian programming. Test results showed an improvement from 52 per cent (entry quiz) to 73 per cent (post training quiz).

In addition to the GiHA training events supported from central project resources, a number of training events were undertaken by deployed advisors in their respective field locations. A training and learning advisor, recruited in January 2016, will further develop the GiHA concept. Several advisors have also been heavily involved in the development and continuous refinement of the training package.



Participants in the Gender in Humanitarian Action Training in Bangkok, December 2015.

Deployments



Just over **207** deployment months were contracted in 2015, a 56 per cent increase from the **133** months in 2014. The majority of deployments focused on country-level support for gender mainstreaming (119.5 months / 58 per cent), with regional mainstreaming support at 23 months (11 per cent) and Regional Emergency GBV Advisors (REGA) deployments at 35.50 months (17 per cent). Fourteen per cent (29.25 months) were dedicated to global support with short-term home-based GenCap also providing remote support for HRP review. The 2015 deployment rate represents 99 per cent of the 210 month target.

2015 GenCap Deployments

Agency	Country	Name	Start date	End date	Deployment (months)
OCHA	Turkey (Gaziantep)	Elham Allan	20.04.15	20.04.16	8,50
OCHA	Yemen (Sana'a)	Deborah Clifton	23.04.15	23.04.16	8,25
OCHA	Nairobi, East Africa	Ayoo Osen Odicoh	30.10.15	01.03.16	2,00
OCHA	Jordan (Amman)	Simon Opolot	18.11.15	17.05.16	1,50
OCHA	Regional East Africa	Beatrix Attinger	02.03.15	18.11.15	8,50
OCHA	Philippines (Manila)	Anusanthee Pillay	11.02.15	11.04.15	2,00
OCHA	Iraq (Erbil)	Geeta Kuttiparambil	20.10.14	10.05.15	5,50
OCHA	Myanmar (Yangoon)	Maria Catarina Ciampi	08.10.14	31.07.15	7,00
OCHA	CAR (Bangui)	Ayoo Odicho	07.01.14	16.08.15	8,50

OCHA	South Sudan (Juba)	Jean-Baptiste Mikulu	10.09.14	31.08.15	8,00
OCHA	Remote HRP support	Mireia Cano	14.09.15	13.10.15	0,75
OCHA	Remote HRP support	Mireia Cano	14.10.15	30.11.15	1,50
OCHA	Remote HRP Support - Yemen	Anabel Carreras	29.01.15	02.02.15	0,25
OCHA	Remote HRP support - Colombia	Mireia Cano	29.01.15	05.02.15	0,50
OCHA	Remote HRP support	Deborah Clifton	09.10.14	28.02.15	1,00
OCHA	Remote HRP support	Katia Urteaga Villanueva	22.10.14	05.04.15	1,75
OCHA	HRP Support - Chad	Beatrix Attinger	05.01.15	29.01.15	0,75
UN-Women	Nepal (Kathmandu)	Geeta Kuttiparamibl	10.07.15	10.01.16	5,75
UN-Women	Afghanistan (Kabul)	Anu Pillay	06.06.15	06.07.16	6,75
UN-Women	Thailand/Regional (Bangkok)	Christine Mougne	17.08.15	30.03.16	4,50
UN-Women	Dakar, Senegal/REGA WA	Jean-Baptiste Mikulu	24.10.15	23.10.16	2,25
UN-Women	Iraq (Ebil)	Sajor Indai	14.11.15	14.05.16	1,50
UN-Women	Thailand/regional (Bangkok)	Christine Mougne	05.11.14	19.05.15	5,75
UN-Women	Afghanistan (Kabul)	Anu Pillay	27.04.15	03.05.15	0,25
UN-Women	Nepal (Kathmandu)	Anu Pillay	04.05.15	05.06.15	1,00
UN-Women	Sierra Leone (Freetown)	Simon Opolot	09.01.15	09.07.15	6,00
UN-Women	Malawi (Lilongwe)	Indai Sajor	06.04.15	24.08.15	4,75
UN-Women	Liberia (Monrovia)	Peter Ekayu	16.01.15	31.08.15	7,50
UNHCR	CAR	Anabel Carreras	16.11.15	15.05.16	2,50
UNHCR	Jordan (Amman)	Merrin Waterhouse	16.06.14	11.04.15	4,50
UNHCR	Jordan (Amman)	Sarah Martin	06.04.15	13.09.15	4,25
UNHCR	Ukraine (Kiev)	April Pham	11.04.15	31.12.15	8,50
UNHCR	Switzerland	April Pham	01.01.14	31.01.15	1,00
UNDP	Guinea (Conakry)	Anabel Carreras	18.03.15	30.08.15	5,50
UNDP	Switzerland (Geneva)	Delphine Brun	01.01.15	31.03.16	12,00
UNICEF	Switzerland - Geneva Monitoring	Merrin Waterhouse	13.04.15	12.04.16	8,50
WFP	Italy - Rome - Global Food Security Cluster	Christine Ouellette	10.05.15	09.05.16	7,75
UNRWA	Lebanon (Beirut)	Madhumita Sarkar	01.06.15	01.12.15	6,00
UNFPA	REGA - Dakar	Catherine Andela	08.12.14	30.06.16	12,00
UNFPA	REGA- Nairobi	Jessica Gorham	10.10.14	30.06.16	12,00
UNFPA	REGA - Bangkok	Devanna de La Puente	25.09.14	31.03.15	3,00
UNFPA	REGA - Cairo	Anne Mari Serrano	05.08.14	11.09.15	8,50

Hosting arrangements

To reinforce inter-agency involvement and buy-in, efforts were made to diversify hosting arrangements for GenCap advisors. OCHA hosted 31 per cent of GenCap deployments, followed by UN-Women at 22 per cent. All REGA deployments (22 per cent of total) were hosted by UNFPA.

Hosts	Months
OCHA	65,25
UN-Women	46,00
UNFPA (REGA deployments)	35,50
UNHCR	20,75
UNDP	17,50
UNICEF	8,50
WFP	7,75
UNRWA	6,00
Total deployment months	207,25

Opportunities and Challenges

The **inter-agency nature of the** project is a strength and undisputed comparative advantage. As such, considerable efforts are made to instill inter-agency support at the field level. Regardless of the formal hosting arrangement, it is important that GenCap advisors are perceived as a resource for the humanitarian system and not just the hosting agency. It is also important that they are strategically placed at the senior level, with a reporting line to the Resident / Humanitarian Coordinator, in addition to representative of the hosting agency.

Sustainability: GenCap advisors work to strengthen gender equality programming, which can only be sustained through understanding of its importance and strong commitment by the humanitarian system. Limited resources and staff turnover in humanitarian operations can challenge the sustainability of the GenCap work to promote system-wide ownership of gender issues. Despite noticeable progress in global policy and senior-level recognition of gender, translating policy into implementation remains uneven. GenCap requests must outline steps to be taken to sustain capacity to address gender issues within the humanitarian response.

Funding: Confirmation of some donor contributions were received late in the year, impacting the ability to predictably deploy GenCap advisors. Early funding indications are needed to plan and respond to both protracted and new emergencies.

Funding and Expenditure

Contributions totalling US\$ 3.05 million were provided by Australia, Canada, ECHO, Ireland, Norway, Sweden, Switzerland and the United States. The contributions supported the implementation of xx per cent of budgeted project activities for 2015. In 2015 there was a carry-over of approximately \$700,860.

OCHA retained 3 per cent of contributions to support programme administrative costs. The cost of the GenCap Support Unit (one P4 position and 50 per cent administrative support) was covered by OCHA. Grants transferred from OCHA to NRC for 2015 totalled \$3,091,650. NRC expenditure was \$3.1 million in 2015, including \$202,754 in administration costs. An audited report from NRC on the use of the funds for the GenCap project is attached as Annex 1.

All donor contributions for the GenCap project are channelled to NRC via a flow through account to cover project expenditure. GenCap advisors are subsequently deployed on NRC contracts through a Memoranda of Understanding. In 2015, \$3,046,683 was transferred to NRC to cover project related expenditure including NRC management.

