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ANNUAL REPORT

1 January to
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Prepared by UN-OCHA

Table of Acronyms

Acronym	Translation
AAP	Accountability to Affected Populations
CHS	Core Humanitarian Standards
DRR	Disaster Risk Reduction
FAO	Food and Agricultural Organisation
GAM	Gender and Age Marker
GBV	Gender Based Violence
GEM	Gender Equality Measures
GEP	Global Equality Programming
GenCap	IASC Gender Standby Capacity Project
GiHA	Gender in Humanitarian Action Training
GPC	Global Protection Cluster
GRG	AISC Reference Group on Gender and Humanitarian Action, successor to the Sub-Working group on Gender (SWGg)
GM	Gender Marker
HC	Humanitarian Coordinator
HCT	Humanitarian Country Team
HNO	Humanitarian Needs Overview
HPC	Humanitarian Programme Cycle
HRP	Humanitarian Response Plan
IASC	Inter-Agency Standing Committee
ICCG	Inter-agency Cluster Coordination Group
IDP	Internally Displaced Person
INGO	International Non-governmental Organisation
IOM	International Organisation for Migration
MIRA	Multi – Cluster/ Sector Initial Rapid Assessment
M&E	Monitoring and Evaluation
NGO	Non-governmental Organisation
NRC	Norwegian Refugee Council
PNGPCWG	Papua New Guinea Protection Cluster/Working Group
OCHA	Office for the Coordination of Humanitarian Affairs
OPS	Online project system
OHCHR	Office of the High Commissioner for Human Rights
ProCap	Inter-Agency Protection Standby Capacity Project
PF	Pooled Fund
RC	Resident Coordinator
REGA	Regional GBV Adviser
RRT	Rapid Response Team (GBV Advisers under GenCap were RRT until March 2014)
SADD	Sex and Age Disaggregated Data
SC	GenCap inter-agency Steering Committee
SPO	Senior Protection Officer
SRP	Strategic Response Plan
SU	GenCap Support Unit
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organisation

UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
UNRWA	United Nations Relief and Works Agency for Palestine Refugees in the Near East
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
WFP	World Food Programme
WHO	World Health Organisation
WHS	World Humanitarian Summit



NORWEGIAN
REFUGEE COUNCIL

IASC
Inter-Agency Standing Committee



2016 Annual Report IASC Gender Standby Capacity Project



The Inter-Agency Standing Committee (IASC) Gender Standby Capacity Project (GenCap) is an inter-agency initiative managed by OCHA in collaboration with the Norwegian Refugee Council (NRC). This Report provides an overview of activities and achievements of GenCap from 1 January to 31 December 2016

Project Overview and Management

GenCap's mission is to facilitate and strengthen the capacity and leadership of humanitarian actors to undertake and promote gender equality humanitarian programming. Specifically GenCap aims to ensure that the distinct needs of women, girls, boys and men of all ages are analysed and taken into account in humanitarian action at global, regional and country levels. In 2016, this was achieved through three core activities, namely: i) deployment of senior gender experts; ii) gender training delivery and capacity building; and, iii) building ownership and awareness in Gender Equality Programming (GEP). The Project objectives and activities were guided by the 2014-2016 GenCap strategy.

Project Governance / Management

The GenCap Project operates on a tri-partite governance and management structure:

1. The GenCap Steering Committee (SC) provides leadership and strategic direction and oversight of the project. The SC also approves requests for deployment and roster membership, and includes the following organisations: Food and Agricultural Organisation (FAO), Organisation for the Coordination of Humanitarian Affairs (OCHA), United Nations Population Fund (UNFPA), United Nations Development Programme (UNDP), United Nations High Commissioner for Refugees (UNHCR), United Nations Children's Fund (UNICEF), United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), Norwegian Refugee Council (NRC) and the United Nations World Food Programme (WFP).
2. The GenCap Inter-Agency Standby Capacity Support Unit (SU) serves as the secretariat to the SC and is responsible for managing the project and donor relations. The SU is hosted by OCHA and funded through OCHA's budget.

3. NRC is responsible for roster management, which includes recruitment, employment, deployments and staff welfare. In addition, NRC is responsible for the capacity building of roster members in accordance with the grant agreement with OCHA, and the delivery of Gender in Humanitarian Action (GiHA) training. Roster members are deployed under personnel support agreement between NRC and UN agencies (IOM, OCHA, OHCHR, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNRWA, UN-Women, WFP and WHO).

Roster Membership

As of 31 December 2016, the GenCap roster included 30 advisers (26 women and 4 men). All members have fluent English; 14 speak French; 6 speak Spanish; and, 2 are Arabic speakers. Geographic representation includes advisers from Europe (9), North-America (6), Africa (7), Asia (3), Australia and Oceania (3), Latin America (1), and the Middle East (1). Efforts to ensure diversity, taking into consideration language proficiency, gender and geographical origin, continue to be a focus for recruitment processes.

Deployment requests

The process is coordinated under two annual calls for 'deployment requests', which are distributed by the Steering Committee members within their respective organisations. Organisations interested in hosting a GenCap develop the request, with the endorsement of the Resident / Humanitarian Coordinator (RC/HC). In 2016, deployment requests were made in July and November. Deployments are prioritised based upon urgency of need; presence of relevant humanitarian frameworks; and potential impact of the intervention. On-going deployments are reviewed regularly by the SC to establish any changes in context.

2016 GenCap Highlights

In 2016, GenCap deployed senior gender advisers to 21 field locations at country and regional level, including to L3-declared crises (Iraq and Yemen). GenCap advisers in Jordan (Syria crisis), Cameroon, Fiji, and Yemen supported Humanitarian Country Teams (HCTs) to implement gender sensitive humanitarian programming. Three senior gender advisers also supported global policy-development processes on gender mainstreaming in humanitarian action

Specific GenCap country level achievements include:

Jordan (Syria crisis): GenCap provided technical support to the UN and partners responding to the Syrian refugee crisis. Support included gender analysis, gender capacity strengthening, programme planning and monitoring. GenCap also supported the Sector Gender Focal Points Network to participate in the piloting of the new IASC Gender and Age Marker (GAM) tool, and to contribute to a review of the IASC Gender Handbook in Humanitarian Action.

Yemen: GenCap contributed to capacity-building of national gender trainers, experts, and gender focal points (in Arabic) through a 'training of trainers' workshop and intensive one-to-one and small group mentoring activities. The GenCap adviser also delivered training courses in project design and monitoring, with over 40 cluster partners and gender focal points. In addition, the staff of 13 international and national organizations were trained on and tested the IASC GAM.

Sudan: GenCap supported the HCT to incorporate a sustainable approach to gender equality programming, and contributed to the development of HCT Gender Commitments. GenCap helped establish an ad-interim inter-agency Gender Task Force co-chaired by OCHA and UN-Women. In addition, GenCap supported two gender-sensitive projects in south Kordofan funded by the Humanitarian Fund and developed context specific gender guidance across the Humanitarian Program Cycle (HPC). As a consequence, a suite of gender indicators was developed together with sector focal points.

Senegal: GenCap conducted an analysis on how gender was mainstreamed in the humanitarian response, identifying a number of gaps related to gender equality programming, gender analysis and a deficiency in Sex and Age Disaggregated Data (SADD). The findings were communicated to field offices in Nigeria, Cameroon, Mali and Niger, thus raising awareness on gender-sensitive programming.

Myanmar: GenCap advocated for collection and analysis of SADD across all clusters/sectors to revamp the Humanitarian Response Plan (HRP). GenCap also established an Inter-agency Gender in Humanitarian Action and Disaster Risk Reduction (DRR) Training Team to provide standing capacity to deliver high quality training, guidance and advocacy on humanitarian action.

Colombia: The GenCap adviser was deployed to strengthen the HCT's capacity to include gender equality measures across all strategic and operational processes and to provide technical support to clusters, gender focal points and senior management. GenCap initiated a series of processes to strengthen national and local capacity, and was instrumental in developing tools for mainstreaming gender and gender based violence prevention and mitigation measures in the Multi-Cluster/Sector Initial Rapid Assessment process.

At the **regional level**, GenCap deployed to the **Pacific** and to the **Regional Office for Southern and Eastern Africa**, as well as **West Africa**.

GenCap in the **Pacific** supported UN agencies, NGOs, governments and civil society to integrate gender concerns into emergency response mechanisms - this was evident in the response to Tropical Cyclone Winston in Fiji. In addition, GenCap strengthened the capacity of UN Women to support gender mainstreaming in preparedness and response activities across the region.

The GenCap adviser in **Southern and Eastern Africa** supported humanitarian partners to incorporate gender dimensions into the humanitarian response, including phases of the Humanitarian Program Cycle (HPC). As a result, the gender dimensions were further included in the HRP's developed in Burundi, Somalia, Swaziland and Zimbabwe.

At the **global level**, GenCap supported the revision of the IASC GAM. In GenCap an adviser initiated a broad consultation process with UN agencies, global clusters, donors, and senior gender advisers from INGOs. Between January and April, GenCap based its peer-to-peer training on the Gender Equality Measures (GEMs) framework and the GAM, and piloted their use in coordination processes. From August, GenCap advisors and the Steering Committee tested both phases of the tool in the Central African Republic (CAR), Jordan, Democratic Republic of Congo (DRC) and Myanmar. Training modules were developed to strengthen the capacity of practitioners to undertake gender equality programming (applying the GAM, comparing gender markers and using gender equality measures to enhance coordination). They were delivered in DRC, Myanmar, Geneva, and Brussels.

The IASC Gender Marker



The IASC Gender Marker (GM) was first established in 2009, and has been used by humanitarian partners to systematically incorporate gender within humanitarian action. More specifically, the GM helps humanitarian actors consider the needs, activities and outputs of humanitarian programming and to coherently address at least one gender issue in all humanitarian programming. The GM ensures that organisations consider gender equality when designing humanitarian programmes, so that gender issues are mainstreamed in all phases of the HPC.

Five years after the GM was rolled out, the humanitarian community has undertaken work to sharpen this flagship tool. Following a comprehensive evaluation of the GM in 2014, the GenCap SC adopted the following recommendations:

- To evolve the GM for application throughout the entire project cycle, including to track implementation and monitor results.
- Further develop GM tools and guidance to support application by non-gender experts.
- Adapt guidance to demonstrate how the GM can be used identify and include other areas of vulnerability such as age and disability.

The IASC Gender Reference Group (GRG) and the GenCap SC also agreed to add age to the coding framework in order to deepen the analysis of gender. In doing so, the humanitarian community is asked to consider how gender norms related to the needs, roles and responsibilities of males and females are likely to influence the way that they access and utilise assistance over different stages of life.

Gender & Age Marker (monitoring and design phase)

A working group comprising representations from the UN, INGOs and donors worked together with a GenCap Adviser to adapt the framework to identify Gender Equality Measures (GEMs) that can be monitored during project implementation. In addition, age was incorporated into the coding framework, while protection was mainstreamed into the tool. This was renamed the Gender & Age Marker (GAM).

In 2015, the GAM was tested in three countries: Jordan, CAR and Yemen. The tool was designed for and adapted to be used by monitoring staff. Special consideration was given to Accountability to Affected Populations (AAP) and Core Humanitarian Standards (CHS). Feedback was largely positive, and changes were made to suit field realities. In 2016, these tests evolved into pilots within these countries, and they continue to build on understanding around how the tool can be used in multiple settings.

Next Steps

Following consultations with global stakeholders, the new GAM was successfully piloted in six countries: Jordan, CAR, Cameroon, Yemen, DRC and Myanmar. Results from the pilots will be used to further refine the tool, with emphasis on practical, easy to use guidance that helps agencies, clusters and country operations improve gender sensitive programming. The next version will be introduced to the global clusters and OCHA during the first quarter of 2017. The revised GAM will be launched in June 2017 to be used in the 2018 HPC.

Gender in Humanitarian Action Training

An important component of the GenCap project is the 'Gender in Humanitarian Action' (GiHA), a training which aims to increase the understanding of humanitarian practitioners in gender equality programming. Three GiHA trainings in the Philippines, Fiji and in Geneva were held in 2016, with over 100 professionals from UN agencies, stand by partners and INGOs benefitting.



Participants in the GiHA Training in Geneva, October 2016

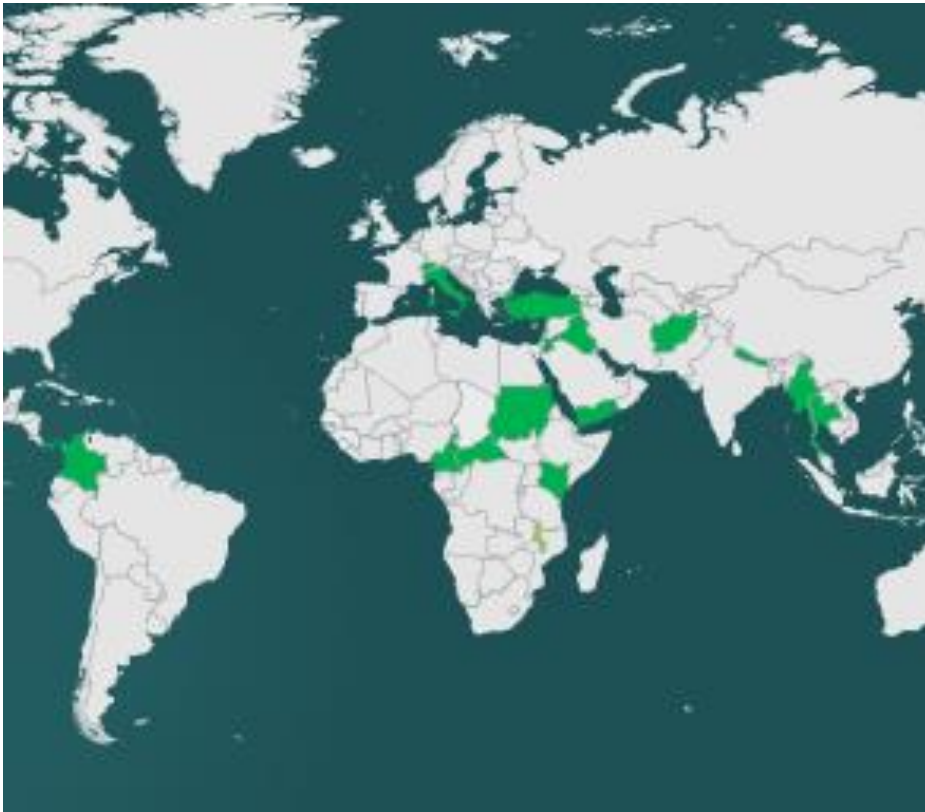
The GiHA training in Fiji aimed to equip protection cluster leads and co-leads, and key protection cluster participants, with skills for effective gender and protection interventions in emergency preparedness and response. The training was designed to respond to the specificities of emergency response in the region, and incorporated lessons learned from the Tropical Cyclone Winston response in Vanuatu and the Solomon Islands, and included a number of components focusing on Protection adapted for the Pacific context. A Training-of-Trainers (TOT) component enabled further training sessions in Samoa, Vanuatu, Solomon Islands, Tonga and Fiji from September to December 2016.

The training in the Philippines focused on raising awareness on the importance of gender analysis and gender equality programming in preparedness activities.

The Geneva training focused on gender equality programming in humanitarian action through the application of the GEMs framework. Participants were provided with a series of tools, including the GAM to assist practitioners in undertaking stronger gender analysis and incorporate this into programme design, implementation, and monitoring across humanitarian programming.

In addition to GiHA trainings, a number of GenCap advisers delivered trainings to humanitarian actors at the field level.

Deployment of Senior Gender Advisers



GenCap deployed 24 senior gender officers in 2016:

Country level

Cameroon, Turkey, Nepal, Yemen, Iraq, Sudan, Myanmar, Central African Republic, Jordan, Colombia and Afghanistan.

Regional Bureau

Bangkok
Nairobi
Fiji
Dakar
Panama

Global

Geneva
Italy

A total of 24 senior gender advisers were deployed for 148.4 months in 2016 including:

- Deployments in 11 countries to support gender mainstreaming in humanitarian action: Cameroon, Turkey (Syria crisis), Nepal, Yemen, Iraq, Sudan, Myanmar, Central African Republic, Jordan (Syria crisis), Colombia and Afghanistan.
- Deployments to 5 regional bureaus: Asia (Bangkok), Nairobi (Kenya), Pacific (Fiji), West Africa (Dakar) and Latin America (Panama).
- Five GenCap advisers to support global processes: four based in Geneva and one in Italy.
- Three home-based GenCap advisers providing expertise and analysis on the GAM.

Breakdown of deployment months

- Country-level support to gender mainstreaming: 80.50 months.
- Regional-level support to gender mainstreaming: 17.75 months.
- Deployment of Regional Emergency GBV Advisers: 12 months.
- Global support: 35.50 months.
- Home-based GenCap support: 2.65 months.

148

**Deployment
months in 2016**

Hosting arrangements

To reinforce inter-agency involvement, efforts were made to diversify hosting arrangements for GenCap advisors.

Hosts	Months
OCHA	42.90
UN-Women	39.75
UNFPA (REGA deployments)	18.00
UNICEF	12.00
WFP	11.25
UNHCR	10.50
IOM	06.00
UNDP	06.00
WHO	02.00
Total deployment months	148.40

Opportunities and Challenges

The inter-agency nature of the project is its strength and undisputed comparative advantage. Regardless of the hosting arrangement, it is important that GenCap advisors are seen as a resource for the humanitarian system and not just the hosting agency. It is also important that GenCap advisors have strategic access to senior leadership, with a reporting line to the RC / HC, in addition to the representative of the hosting agency.

Sustainability: GenCap advisers work to strengthen gender equality programming, which can only be sustained through a strong commitment by the humanitarian system. Despite noticeable progress in global policy and senior-level recognition of gender, translating policy into implementation remains uneven.

Funding: Early confirmation of contributions increases the predictability of GenCap deployments and helps the project in planning, preparedness and effectiveness, affecting the ability to respond to both protracted and new emergencies.

World Humanitarian Summit

The commitments generated through the World Humanitarian Summit (WHS) provide broad-based support for the Agenda for Humanity and its five core responsibilities. In particular, Core Responsibility 3: 'Leave No One Behind' highlights gender equality, greater inclusivity and empowerment as an overarching theme of the summit. The emphasis on gender reflects Member States commitment to ensure the needs of women and girls are systematically met and promotes their roles as decision-makers and leaders. Such a commitment demonstrates the on-going importance of the GenCap project, in building the capacity of the humanitarian system to ensure that gender is fully mainstreamed within humanitarian action.

Funding and Expenditure

In 2016, Australia, Canada, Ireland, Norway, Sweden, Switzerland and the United States of America allocated a total of **US\$ 2,841,527.03 million** to the GenCap project.

In 2015 there was a carry-over of approximately **\$372,601**. These contributions supported the implementation of 84 per cent of budgeted project activities for 2016.

US\$ 2.8m

2016 budget

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 2016 totalled **\$2,385,826.62** against NRC expenditure of **\$2,171,555**, including **\$142,065** in administration costs. An audited report from NRC on the use of the funds for the GenCap project is attached as Annex 1.

Allocations to GenCap in 2016 (US\$)

