



# FINAL REPORT

1 January – 31 December

**2010**

---

The Gender Standby Capacity Project (GenCap) is an initiative of the IASC Sub-working group on Gender in Humanitarian Action. This report provides an overview on the activities and achievements of the GenCap Project from 1 January – 31 December 2010. It complements the Interim Report 2010 and Strategic Direction for 2011, October 2010. (Supplementary information is provided in the NRC Annual GenCap Report 2010 (Annex 6).

## Key Achievements in 2010

1. Support to 11 humanitarian country teams and humanitarian coordinators by managing and deploying 13 GenCap Advisers to support, advice and create/strengthen coordination mechanisms for gender mainstreaming and gender equality in humanitarian operations.
2. Support to Pacific and Southern Africa regional teams through deployment of two GenCap Advisers to work specifically on gender and disaster preparedness and contingency planning. Advisers in these regions are on standby for rapid deployment to emergencies in the regions.
3. Continued support to support Cluster Leads and inter-cluster coordination mechanisms at Global Level through deployment of one GenCap Adviser to strengthen gender as a cross-cutting issue within the Cluster Approach as well other strategic humanitarian processes.
4. Deployment of Global Gender Marker GenCap Adviser and dedicated in-country support from GenCap Advisers in the field to IASC Gender Marker in 11 CAP and pooled funds countries where the gender marker has been made mandatory. Online Project Systems in these countries now oblige all projects to have a gender marker code in order to be uploaded. Analysis of funding according to the gender marker was shared with donors and agencies in a comprehensive gender marker report in January 2011.
5. Recruitment and training of additional roster members initiated, both with general gender and specific GBV background. Focus on improved gender and geographical balance, in addition to language skills.
6. Gender capacity building through support provided to two UN Standby Partners' training as well as dissemination of and training in the IASC Gender Handbook and Gender Based Violence Guidelines.
7. Measures taken in Pakistan, Ethiopia and South Sudan to sustain GenCap functions following deployment of GenCap Advisers, by creating national posts and cost-sharing. These are used as examples for other protracted crisis situations to ensure sustainability of gender expertise upon departure of GenCap Advisers.
8. Canada and the USA added as new donors in addition to continued support from Australia, Norway and Switzerland. Streamlined project management and pooled funding mechanism ensured coherent project support.
9. Monitoring and evaluation tool part of all GenCap deployments and regular reports produced and shared with wide audience.
10. Support to research on gender equality programming and gender mainstreaming in humanitarian action through agreement between OCHA, CARE and Tufts University.

## Project Overview and Management

The Gender Standby Capacity Project (GenCap) is an initiative of the IASC Sub-working group on Gender in Humanitarian Action. Overall management and strategic oversight of the Project has remained the responsibility of the inter-agency Steering Committee, comprised of FAO, OCHA, UNDP, UNICEF, UNIFEM, UNHCR, UNFPA, UNMAS, WFP and WHO, during the period. The Norwegian Refugee Council (NRC) and the GenCap Support Unit have observer status. The GenCap Project is a project under the IASC Sub-Working Group on Gender and works closely with the SWG on Consolidated Appeals Process (CAP), in particular with regards to the gender marker.

The GenCap Project was effectively managed through regular Steering Committee meetings and daily management and continuous support from NRC and the GenCap Support Unit. The GenCap Support Unit supported the GenCap Steering Committee, provided substantive support to GenCap Advisers in the field and ensured overall, daily management of the project. It remained hosted by OCHA Geneva, with the costs of the GenCap Support Unit mostly covered by OCHA's 2010 core budget. NRC, based in Oslo, was responsible for recruitment and management of the roster, as well managing contracts, logistics and administration for deployment of the GenCap Advisers. The cost of running the NRC part of the project was covered by contributions to GenCap.

Effective from 7 September 2010, as part of the streamlining and strengthening of some of the OCHA structures, the ProCap Support Unit and GenCap Secretariat were merged into a single Unit within the expanded Humanitarian Coordination Support Section (HCSS). The combined Inter-Agency Standby Capacity Support Unit (GenCap and ProCap Projects) consists of two staff members and 50% of a Programme Support Assistant providing support for both Projects. However, the Projects maintained their specific identities, including their separate Steering Committees, independent rosters of Senior Protection Officers and Gender/GBV Advisers, as well as their respective linkages with the Global Protection Cluster and IASC Sub-Working Group on Gender and the GBV AoR. At the same time, this merger allowed the two Projects to explore some opportunities for greater synergy and streamlining, including combined field support missions to Gender Advisers/Senior Protection Officers and some shared training.

## Management of GenCap Advisers

Since the first deployments in June 2007 the demand for GenCap Advisers has exceeded supply. A total of 37 GenCap roster members were recruited in the period 2007-2009. A review of the roster in late 2009 removed 11 members due to lack of availability and a review of required skills sets for the project. Roster members continued to be reviewed on an annual basis, and two members left the roster in 2010. An additional two new members were recruited to the roster in 2010 following a very reduced recruitment round, leaving the total number of members by end 2010 at 26. Demand for GenCap Advisers continued to grow in 2010 and recruitment was ongoing in the last quarter of 2010 with 167 applications received (91 gender mainstreaming, 76 GBV, 31 both). Only 13 candidates were assessed to fulfil the criteria and were invited to a phone interview. Two rounds of face-to-face interviews were held in Geneva in December 2010 and January 2011 where ten candidates were invited, with nine able to attend. Following this round of interviews, eight candidates were invited to the final stage in the selection process, the GenCap Induction Training, in February 2011.

GenCap aims to have a consolidated roster of a of minimum 30 gender mainstreaming and 10 GBV experts available to meet the needs for inter-agency gender and GBV mainstreaming capacity in humanitarian operations. Further recruitment will focus on gender balance, regional representation, UN work experience, languages and other relevant skills sets. GenCap aims to balance the need to retain experienced roster members and ensure recruitment of new members, while ensuring that members are frequently deployed. GenCap is in continuous dialogue with its roster members in order to respond to their specific personal circumstances and preferences for contract duration. This close consultation ensures that GenCap is able to retain a high percentage of roster members.

In 2010, GenCap had one member on an annual contract, while the remainders were on deployment-specific contracts. While funding-efficient, the actual management of the roster was challenging. GenCap has mostly been able to adapt to the most experienced GenCaps preferences and availability. However, indications from roster members show the majority of them are interested in predictability in terms of contracts. GenCap found it challenging in 2010 to match 'supply and demand' of GenCap Advisers against potential requests, particularly

where timing in the pipeline is also unpredictable given the necessity of field consultation and inter-agency agreement. This was further complicated by the low number of available roster members and unpredictable funding at the beginning of the year.

### Deployment of GenCap Advisers

The first deployments of GenCap Advisers were made in June 2007. By 31 December 2010, GenCap had conducted a total of 45 deployments<sup>1</sup> in support of 28 humanitarian situations. The length of the deployments has varied from 1-30 months, with an average of 8.5 months. The total numbers of deployment months per year has increased from 30 in 2007, 90 in 2008, 120 in 2009 and 114 in 2010. In 2010, GenCap undertook a total of 18 deployments (hosting agencies in parenthesis). Seven country-specific deployments were completed in 2010: Colombia (OCHA), Haiti (UNFPA & OCHA), Indonesia (UNFPA), South Sudan (UNFPA) and Zimbabwe (UNFPA). The deployment to the Philippines (UNFPA) was cut short after a month as the GenCap Adviser was outfaced by the TORs and scope of the deployment. A replacement was not requested. Two gender marker support deployments were also completed in 2010. As of 31 December 2010, nine deployments were ongoing:

- **Country Support – 6:** Chad (OCHA), DRC (UNICEF), Ethiopia (UNFPA), Niger (UNDP), Yemen (OCHA) and Zimbabwe (UNFPA).
- **Regional Support – 2:** Pacific (OCHA) and South Africa (OCHA) were regional deployments focusing on disaster preparedness and contingency planning.
- **Global Support – 1:** The Global Cluster deployment supported Global Cluster Leads and worked with inter-agency and inter-cluster coordination mechanisms, including the formation of a cross-cutting issues network. This deployment also supported the gender marker roll-out in Somalia and Kenya.

Concrete examples of achievements from the field include the GenCap Adviser to Ethiopia who developed sector-specific checklists and standard tools for the Shelter/CCCM/NFI Cluster to assist the cluster to mainstream gender effectively in their programming. The Humanitarian Response Fund team used the gender checklist to review resource mobilization proposals from this cluster. This was then later used for the incorporation of gender into all aspects of their pooled fund mechanism. The HRF now also contains gender indicators in project sheet and monitoring mechanism, and has revised its policy and guidance documents.

In DRC, the GenCap Adviser has worked specifically with the WASH and NFIs Cluster to develop minimum standards for gender, to which all implementing partners must adhere. Significant progress has been made to engendered the humanitarian pooled fund in DRC.

In Haiti, the first GenCap Adviser was deployed on 22 January, only 11 days following the earthquake, followed by a 6-months replacement in the end of February. The deployment focused initially on mainstreaming gender into the clusters, initiating GBV coordination and initial actions related to PSEA in coordination with MINUSTAH. Technical support on gender mainstreaming took the form of a brief training of interviewers for the Analysis of Rapid Inter-Agency Needs Assessment in Haiti (RINAH) Survey, and subsequent gender analysis of the data once the survey was complete. It also took place through a gender analysis of the consolidated appeals process (CAP); the mainstreaming of gender in the methodology, design and training of interviewers for the Inter-Cluster Assessment (OCHA and U.S. Center for Disease Control are currently undertaking in 288 IDP sites across Haiti); and gender mainstreaming in the Protection Cluster Assessment (also currently underway in strategic zones across Haiti). The GenCap Adviser focused heavily on encouraging gender mainstreaming of the different cluster response plans, assessments and day-to-day operations, with a strategic focus on health, food distribution, WASH, camp management and coordination, shelter & non-food items and protection.

NRC issued a total of 34 contracts in 2010 for GenCap. As some deployments were extended and some contract very short, the number of contracts is higher than the number of deployments (counted as one GenCap Adviser to one country for a minimum of 1 month).

Throughout the year, GenCap adjusted its activities based on incoming funds. As a consequence of the lower-than-appealed-for incoming funds, GenCap delayed the recruitment to the GBV 'window' and reduced the number of deployments to around 120 rather than 230 months (170 gender mainstreaming and 60 GBV). Hence, no GBV-focused candidates were recruited in 2010 and no GBV-focused deployments were undertaken. Support to GBV mainstreaming and coordination took place as part of most GenCap deployments.

<sup>1</sup> One deployment is defined as the deployment of one GenCap Adviser to a country or the project for minimum 1 month.

### **GenCap Support to Other Gender and GBV Initiatives**

GenCap also supported other gender-related initiatives through the promotion of roster members, issuing of contracts and management of funds. Some small projects were funded by the GenCap project<sup>2</sup>, while others received direct funding to NRC.<sup>3</sup> Three short-term, home-based contracts allowed for the support to various smaller assignments such as: writing a summary of all GenCap deployments from 2007 to 2010; presentation to a gender conference in Norway, and the translation of the Gender Marker guidance material into French. These contracts were all covered by the GenCap project.

*Support to the Gender Marker:* UN Action supported the further development of the gender marker in 2010 in order to ensure that the gender marker will also be able to track contributions to projects on GBV and sexual violence in conflict. A total contribution of USD 149,550 supported the Gender Marker Workshop in Geneva in February 2010 as well as 10 months of deployment of the Gender Marker GenCap Adviser (Linda Pennells). The grant for this project was provided from Action Against Sexual Violence in Conflict's Multi-donor Trust Fund (UNDP). All grants went through the OCHA-managed GenCap account to NRC and were managed as a separate project by NRC.<sup>4</sup>

*GBV scoping missions:* A joint grant from UNICEF and UNFPA aimed to initiate the scoping of support needs for GBV coordination and mainstreaming in the field. This project was envisaged to inform the development of the GenCap GBV Window and jump-start the recruitment to the GenCap GBV Roster. A member of the GenCap roster was contracted to develop the tools required for these scoping missions. Due a delay in the finalization of tools for these specific missions, the actual GBV scoping missions took time to get off the ground and the project had not been completed by the end of 2010. The project has been managed as a separate project by NRC and the funding went directly to NRC.

### **Collaborations and Synergies with other Projects**

*UN Action Against Sexual Violence in Conflict:* NRC managed the secondment of two experts to Chad and Cote D'Ivoire. Due to the deteriorating situation in CDI, this deployment has been undertaken in smaller parts over an extended period of time in 2010 and 2011. The grants for these two projects were channeled through the OCHA-managed GenCap account to NRC and managed through two separate project accounts with NRC.<sup>4</sup>

*NORCAP:* There have been a number of well qualified Gender and GBV experts who have applied to the GenCap Roster, but been missing the combined expertise both in gender and humanitarian action that members of the roster need. These candidates have been offered membership in the NRC managed roster NORCAP. By giving them more field experience and trainings through this roster it is hoped that they in the future can meet the qualifications to join the GenCap roster.

*GBV Capacity Building Project:* NRC has provided support to the ECHO-funded GBV capacity project. Significant synergies between this project and GenCap are expected as several of the staff recruited for the ECHO project are anticipated to apply for membership in the GenCap roster. Cooperation between the two projects' staff members took place both at field and HQ level, and through email exchanges and support to documents and reports.

## **The IASC Gender Marker - Engendering humanitarian pooled funds and appeals**

The GenCap Project provided significant support to the second year roll-out and further development of the IASC Gender Marker in 2010. In 2009, using the OECD-DAC gender marker as a starting point, the Sub-Working Groups on Gender and the Consolidated Appeals Process (SWG Gender and CAP), supported by UN Action, worked together with GenCap to develop the IASC Gender Marker. The IASC Gender Marker was developed as a response to Security Council and donor demands for greater accountability and better tracking of gender-related, including GBV and sexual violence, allocations in humanitarian action.

The gender marker code is assigned on three critical project components: 1) there is gender analysis in the needs assessment that provides relevant sex and age-disaggregated data and gives insight into local gender

<sup>2</sup> Funded by GenCap: Translation of Gender Marker Guidance documents into French (2 months); summary document of all GenCap deployments (1 week) and attendance at gender and humanitarian action conference in Norway (3 days). These contracts were all issued under the main NRC GenCap Project account (NOBB1005)

<sup>3</sup> Funded by externals: GBV Scoping (NRC NOBB1006)

<sup>4</sup> UN Action funded projects: Gender Marker (NOBB1007), Chad (NOBB1008) and Cote D'Ivoire (NOBB1013). Full narrative and financial reporting on these projects is provided to UN Action in separate project reports using the MDTF reporting template.

issues; 2) the needs assessment is used to identify activities; and 3) project outcomes contain gender-related objectives/aspects.

Piloted in four countries in 2009, the Gender Marker was consolidated and refined in 2010, and was implemented in 11 CAP and pooled funds for the 2011 cycle.<sup>5</sup> In these countries, all CAP projects were required to review projects and assign a gender marker code. Projects had to include a gender marker score in order to upload on the Online Project System (OPS) and the Financial Tracking System (FTS). It is envisaged that the gender marker will be rolled out and made mandatory in all countries using CAP, CAP-like appeals, pooled funds and CERF submissions in 2012. The GenCap Advisers in DRC and Ethiopia worked with the DRC Pooled Fund and the Ethiopia Humanitarian Response Fund (HRF) respectively. GenCap Advisers reviewed the pooled funds' policy and guidelines, including application and reporting formats, to ensure that gender analysis and benchmarks were included.

In Ethiopia, the review led to an emphasis for gender analysis in the needs assessment and problem identification, and also includes an embedded gender checklist that guides the implementation, monitoring and evaluation of the projects.

In DRC, the introduction of the gender marker in the country's largest funding mechanism forced the interest of humanitarian actors on gender programming. In order to ensure that a gender sensitive approach would be applied by the different sectors, the GenCap advisor assisted the clusters in developing operational gender guidelines. The latter were deliberately simple, their added value being easily understandable by all while their application does not require additional resources. As a holistic way of institutionalizing the gender marker in the funding mechanism, gender was mainstreamed at every stage of the process (self-assessment tool prior to projects submission, feed-back tool used during projects review, gender-sensitive monitoring and evaluation formats). In order to ensure sustainability, the main donors of the pooled fund were also sensitized.

GenCap Advisers have been instrumental in developing and launching the Gender Marker through specific gender marker deployments to Yemen, oPt, Kenya and Somalia, and support from GenCap Advisers already in the field. The IASC Gender Marker was seen to have a significant impact on project design, needs assessment and outcomes in the countries where it is being used. The fact that all clusters and all projects in countries where the Gender Marker is being implemented must use it creates an across-the-board need for gender advice and awareness. Since the implementation of the marker is not optional, clusters and organisations have no choice but to seek the advice of GenCap Advisers and Gender Marker Focal Points.

A comparative analysis of projects coded at different levels was undertaken to document the extent and depth the gender marker on needs assessments, projects designs, and the overall situational analysis. This was presented in a report in January 2011. For six countries with a baseline from 2009, the report documented a significant reduction in gender-blind projects (code 0) as well as a significant increase in gender-mainstreamed projects (code 2A). Feedback from GenCap Advisers in the field interestingly pointed to a double positive effect that the gender marker was having. In addition to improving the gender aspects, the overall project design is also enhanced. By examining links between needs analysis, activities and outcomes, individual projects are not only revised to include better gender analysis and sex and age-disaggregated data. In addition, GenCap Advisers report that an overall improvement of project design is taking place through the gender marker review by ensuring coherence between these three critical elements of project design.

A Summary of Gender Marker Roll Out was completed by January 2011 and is available on the gender marker page on [oneresponse.info](http://oneresponse.info) and includes an analysis on how to follow up after the CAP design process. A separate webpage on the IASC Gender Marker was created on <http://oneresponse.info>. This page is co-managed by the GenCap Support Unit and OCHA's Gender Advisory Team in New York.

### **Encouraging practitioner exchange and improving communication**

Since 2009, annual retreats with GenCap Advisers, GenCap Steering Committee members and key humanitarian actors have provided a valuable opportunity for GenCap Advisers to explore thematic issues and share lessons learned from their varied field work. GenCap used the retreat in February 2010 to further the sharing of experiences, including; successful approaches with country teams; balancing of elements of the GenCap Advisor's TORs and gender mainstreaming with GBV and PSEA; discussions regarding sustainability; communication between different elements of the project; and liaison between ProCap and GenCap at field and

<sup>5</sup> Chad, DRC, Ethiopia, Haiti, Kenya, oPt, Pakistan, Somalia, South Sudan, Yemen and Zimbabwe. For more information, go to the IASC Gender Marker Page on <http://oneresponse.info/crosscutting/gender/Pages/The%20IASC%20Gender%20Marker.aspx>.

global level. Directly following the GenCap retreat, a stakeholder workshop for the Gender Marker was held, allowing for reviewing the field experience, identify success factors and further refinement of the Gender Marker tool.

The GenCap Support Unit continued to serve as an information resource for gender information, encouraging the compilation of GenCap experience reports following each deployment.

In order to improve communication around the importance of doing gender in humanitarian action and the role of GenCap Advisers in the field, GenCap in 2010 decided to commission a small film/documentary project. Through an NRC-managed tendering process, the video-production company “The Story Group” visited South Sudan for 10 days in September. Through a consultation process with members of the GenCap Steering Committee, including one member with film-making experience, a series of photographs and six video clips were produced: one overall on the GenCap Project, one profile of a GenCap Adviser, and four sector-specific pieces: Agriculture, Livelihood, Education and WASH. All films are uploaded and publicly available on YouTube.com ([www.youtube.com/user/gencap2010](http://www.youtube.com/user/gencap2010)). The films have been extensively used in meetings with donors, NGOs, UN Agencies and other stakeholders.

The GenCap Support Unit has maintained the GenCap page on the humanitarian portal <http://onerresponse.info> where all information on GenCap and report are continuously published. In addition, regular GenCap Updates are shared with all stakeholders.

### Working with Partners

In 2010, GenCap supported UN Standby Partners (NRC, MSB) and other non-cluster entities (i.e. UNDAC and national authorities) with gender capacity through the Global GenCap Adviser in Geneva (for Standby Partners and UNDAC) and field-based GenCap Advisers (for national authorities in their respective countries).

As part of its annual review of the partnership with NRC, the ProCap and GenCap Support Unit joined NRC in Oslo in September 2010 to recap on some of the experiences and lessons drawn from the establishment and management of these ground-breaking Projects. These were also shared with the managers of the NRC rosters for needs assessment and mediation experts. The review meeting identified the comparative advantages of ‘permanent’ and ‘flexible’ roster structures, the possibilities represented by new technology and methods for recruitment, respective responsibilities between NRC and the ProCap/GenCap Unit and some synergies for NRC in the future management of the two Projects.

The GenCap Project supported OCHA and CARE in contracting an expert report on the use of Sex and Age Disaggregated Data in humanitarian programming. The Feinstein Centre at Tufts University was selected for this assignment, which aims to be completed in the second quarter of 2011.

### Impact

Since the beginning of the GenCap Project a specific Monitoring & Evaluation (M&E) tool has assessed GenCap’s progress towards three goals: the project’s impact on programming; the sustainability of tools and mechanisms for gender equality programming (GEP); and the efficient management and use of the GenCap pool of advisors. Analysis shows that the deployments of GenCap Advisers have a significant impact on humanitarian action processes. The GenCap Secretariat is responsible for the guidance, reporting and analysis of the M&E tool. Analysis of the findings of the tool is presented in regular reports. The third (October 2010) report was based on an analysis of 27 deployments.

In 2011, the project will undergo an external review in order to assess its overall impact. GenCap was not initially envisaged as a permanent project. Indications from the field, regional and global level indicate that there is a continued need for dedicated gender capacity. The role of UN WOMEN in humanitarian action is still to be defined. Until this is clarified, GenCap will continue to fill a gap on gender capacity in humanitarian action. An external evaluation of all aspects of the Project will, therefore, be undertaken in 2011 to inform decision-making with donor stakeholders, UN agencies and other interested parties on its future.

## Challenges

The main challenge related to the management of the GenCap project is the inter-relatedness of the three core elements of the Project: funding, recruitment/availability and requests.

### Funding

Although relatively well funded by donors, uncertainty about funding levels inhibits strategic planning and makes it difficult to reassure the roster members that GenCap will be able to employ and deploy them, impacting their morale, retention and availability. Furthermore, it also inhibits the Steering Committee and Support Unit from being able to assure requesting field offices that GenCap will actually have the funds to be able to respond. Hence, the reputation and the viability of Project, despite continued field needs, is called into question.

Unpredictable funding levels continue to pose the main challenges for the smooth management of the requests and the consequent deployment of GenCap Advisers. The main costs of the projects are connected to staff-related costs. GenCap has only one Adviser on a one-year contract, while the remainders are deployment-specific contracts. This ensures, on one hand, that the project only has expenses when staff are deployed. On the other hand, unpredictable funding slows down the request process, and fewer requests materialized since the GenCap Steering Committee did not want to encourage country teams to submit requests due to lack of predictable funding.

### Availability and recruitment

Availability of experienced roster members with the right skills (particular French) has also in some instances prevented requests from being implemented and slowed down the deployment process.

Finding candidates with the right skills set for GenCap has proven challenging. Since its beginning in 2007, GenCap has with time and experience learned that a specific set of personal and technical skills are required for being successful in the role as a GenCap Adviser. As gender in humanitarian action is a new and relatively small field, the potential pool of well-qualified candidates is limited. Candidates with significant gender expertise may not be able to translate this expertise into the required practical and pragmatic gender messages that effectively influences clusters to consider gender in their project development and implementation.

### Requests

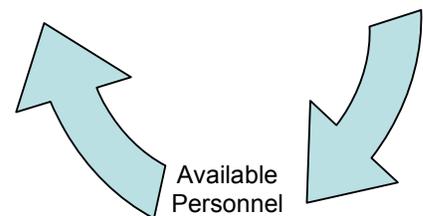
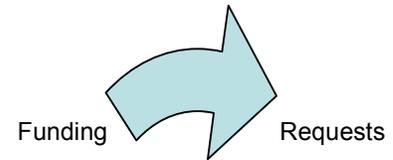
Throughout the year, GenCap adjusted its activities based on incoming funds. As a consequence of the lower-than-appealed-for incoming funds, GenCap delayed the recruitment of the GBV 'window' and reduced the number of deployments to 120 rather than 230 months (170 gender mainstreaming and 60 GBV). Several informal inquiries from the field indicating interest and need for support were not encouraged to be developed into actual requests due to the lack of funding and available personnel. Hence, the number of request actually received was much lower than the indicated need and interest in the field. A total of 26 requests were received, and 24 approved.

Combined, these three factors all have a "knock-on" effect on the project management and finances. While the funding situation was unclear in the first half of the year, and hence few attempts were made to encourage requests, contributions in the latter half of the year has ensured funding was more than adequate for the project's activities in the latter half of 2010.

### Remedies

*Predictable funding levels* is key to ensure the smooth running of the project and donors were in the November 2010 donor stakeholder meeting encouraged to provide funding indications as early as possible. GenCap aimed to secure 75% of the total funds for 2011 by the first quarter of 2011 in order to ensure a smoother request and deployment flow.

In 2011, GenCap deployments will - to a larger extent - be synchronized with the CAP process in order to ensure strategic and consistent support to humanitarian country teams. GenCap, in cooperation with the Sub-working groups on Gender and CAP, will continue to support the IASC Gender Marker. Feedback from country teams, agencies and GenCap Advisers, and findings from the M&E tool, indicate that *mainstreaming gender is a*



*process which takes time.* In its annual strategic meeting on 18 October 2010, the GenCap Steering Committee decided that *longer deployment will be encouraged and approved.* To date, most deployments have lasted an average of 8.5 months. GenCap believes that longer contracts will be able to attract an even more stable pool of GenCap roster members.

For 2011, GenCap plans to offer 2-5 GenCap Advisers *one-year contracts in order to make availability more predictable*, but at the same time also increase the number on the roster to increase the chance that a suitable candidate can be matched against upcoming deployments. An increase in roster size also enables GenCap to support a greater diversity in profiles and technical skills. GenCap will also continue to support further skills development by current GenCap Advisers to increase their flexibility to take on different assignments in the field. Discussions are ongoing with UN Action on how the relatively limited pool of staff with gender, GBV and sexual violence expertise can draw from each other. Significant gender expertise is found in development-oriented organizations and a re-orientation towards gender aspects in humanitarian settings might increase the potential of gender advisers in humanitarian action.

## Donors and Funding

In its appeal for funding in 2010, (GenCap Appeal for Funding 2010, attached in Annex 2), GenCap initially requested a total of US\$ 5,431,895 for both elements of the Project.

A. Of this total, **US\$ 284,647** represented the costs of the GenCap Secretariat (one P4 Manager). This sum was mainstreamed into the OCHA budget and was included in the narrative and financial tables of *OCHA in 2010*. The costs associated with this element of the budget were mostly borne by OCHA in 2010 out of its un-earmarked funds (transfer of USD 99,513 from GenCap 2009 covered around one-third of the costs). The GenCap Support Unit spent its budget as planned for 2010 (see attachment 3, OCHA Financial Summary for O449). Despite the merger of the ProCap Support Unit and the GenCap Secretariat in September 2010, the budget and costplans were for practical reasons kept separate for the remainder of 2010.

B. The budget for the deployment element of the budget, including the staff cost of NRC's management role, was **US\$ 5,147,248** in 2010. The particular nature of this operational part of the Project – with inter-agency assignments of personnel on NRC contracts through Memoranda of Understanding for the deployment of gratis personnel to UN agencies – precluded it being mainstreamed into OCHA's own budget. It was rather reflected in Annex III to OCHA in 2010 and donors were requested to earmark funding specifically for this for transfer, through OCHA, to NRC. A separate report from NRC on the use of the funds for deployments, trainings and NRC management is attached to this report (Annex 6)..:

In 2010 donor contributions to the OCHA flow-through account from Australia Canada, Norway, Switzerland, USA, and UN Action totaled **US\$ 2,955,507**. A total of US\$ 379,800 was transferred from contributions received in late 2009 to the GenCap flow-through account for 2010. Throughout the year, GenCap adjusted its activities based on incoming funds. As a consequence of the lower-than-appealed-for incoming funds, GenCap delayed the recruitment to the GBV 'window' and reduced the number of deployments to 114 rather than 230 months (170 gender mainstreaming and 60 GBV).

In all of 2010, OCHA transferred a total of US\$ 2.1 million to NRC, of which US\$ 277,353 were earmarked for three separate UN Action project accounts.<sup>6</sup> From the NRC 2009 GenCap account US\$ 96,756 was transferred to the 2010 NRC GenCap account. In addition, NRC received one direct contribution of US\$ 50,533 from the South Sudan humanitarian country team towards the GenCap deployment in South Sudan.<sup>7</sup>

NRC reported a total expenditure of US\$ 2,180,418 for the GenCap Project in 2010 and a total of US\$ 62,840 is transferred to the NRC GenCap 2011 account. See attached OCHA financial statements (Annex 5) and the NRC 2010 narrative and financial reports (Annex 6) for details on the various accounts and transfers.

<sup>6</sup> The total contribution from UN Action was US\$ 285,674. OCHA's 3% overhead totalled US\$ 8,321.

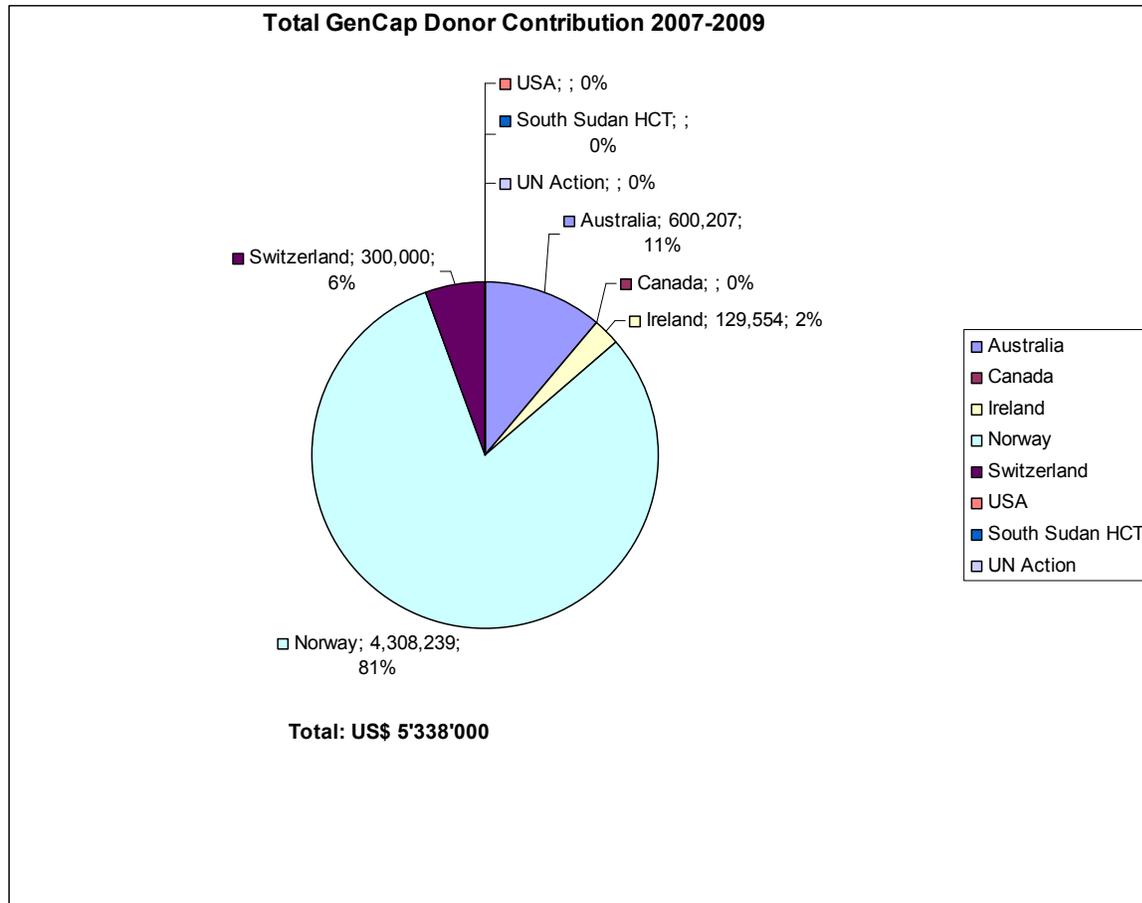
<sup>7</sup> INEE and GBV scoping were not part of the GenCap flow-through account and are not included in this report although the GenCap Project Manager with NRC also supported these projects.

Funding left over from late 2010 will be used to ensure the smooth extension and approval of new deployments in early 2011. In previous years, NRC has been very flexible in accepting costs before funds were received. As a result of auditors' advice in 2009, NRC has changed its institutional financial policy, and can no longer advance expenses to the same degree. Funds, therefore, need to be received before NRC can approve contracts for GenCap deployments.

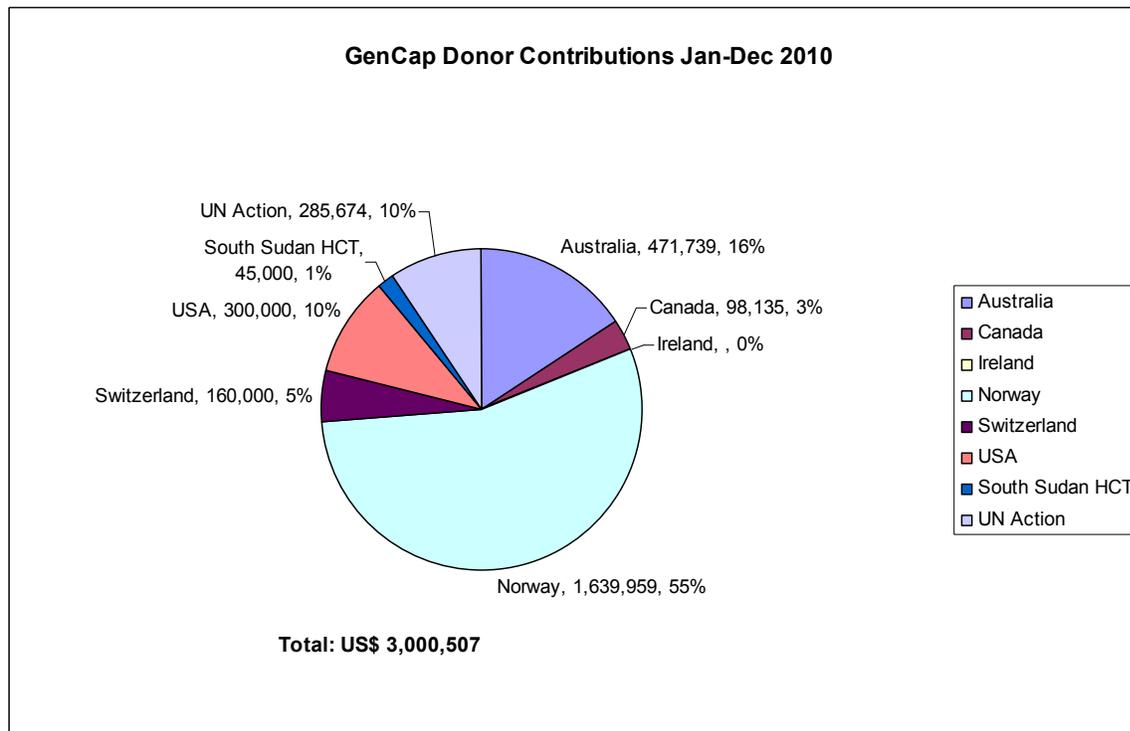
GenCap's goal for 2010 was to broaden the donor base, as the Project had been predominantly funded by Norway in the first three years. The two graphs below show the total donor contribution 2007-2009 vs 2010. In 2010, GenCap was only 55% funded by Norway, as opposed to 81% in the first three years.

Although relatively well funded by donors, funding uncertainty inhibits strategic planning and makes it difficult to reassure the roster members that GenCap will be able to employ and deploy them, impacting their morale, retention and availability. Furthermore, it also inhibits the Steering Committee and Secretariat from being able to assure requesting field offices that GenCap will actually have the funds to be able to respond. Hence, the reputation and the viability of Project, despite continued field needs, is called into question. GenCap welcomes the external evaluation planned for 2011 as an opportunity to address these challenges.

**Chart 1: GenCap Donor Contributions 2007-2010**



**Chart 2: GenCap Donor Contributions 2010**

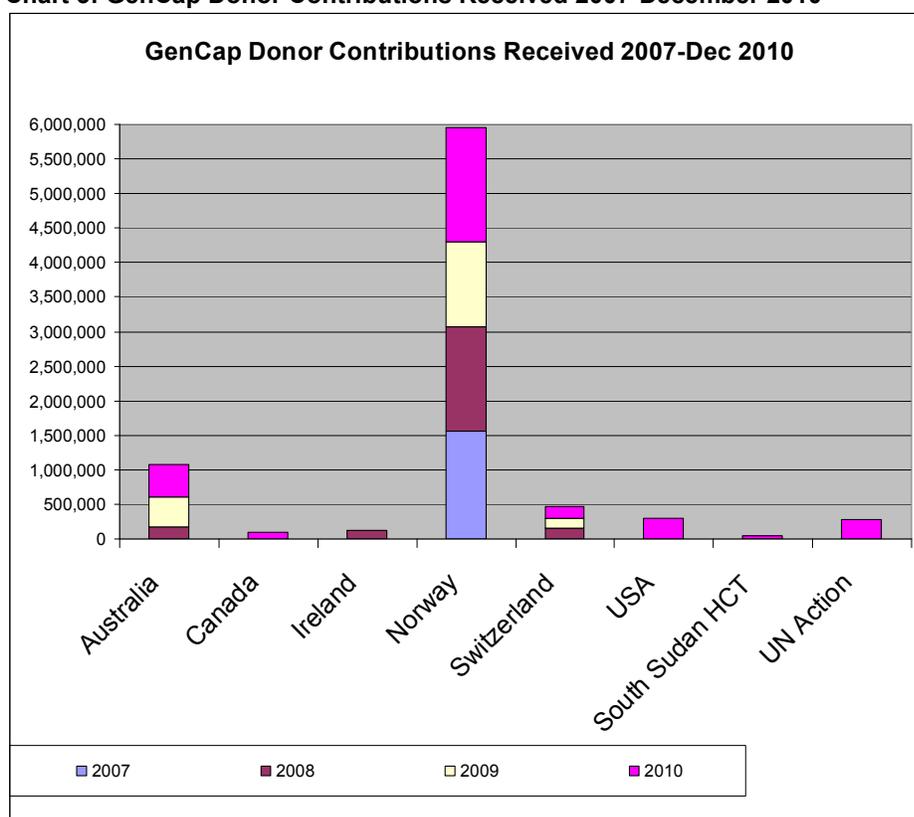


## GenCap Donor Contributions Received 2007 - December 2010

All amounts are in US\$

	2007	2008	2009	2010	Total contributions by country
Australia		175,100	425,107	471,739	1,071,946
Canada				98,135	98,135
Ireland		129,554			129,554
Norway	1,555,210	1,515,151	1,237,878	1,639,959	5,948,198
Switzerland		150,000	150,000	160,000	460,000
USA				300,000	300,000
South Sudan HCT				45,000	45,000
UN Action				285,674	285,674
	<b>1,555,210</b>	<b>1,969,805</b>	<b>1,812,985</b>	<b>3,000,507</b>	<b>8,338,507</b>

**Chart 3: GenCap Donor Contributions Received 2007-December 2010**



### Annexes:

- 1) GenCap Appeal for Funding 2010
- 2) List of all GenCap deployments 2007-2010 as of 31 December 2010
- 3) Narrative overview of GenCap deployments 2007-December 2010
- 4) GenCap M&E Report, October 2010
- 5) Financial Statements from OCHA for GenCap flow-through fund and GenCap Secretariat 2010
- 6) Final Narrative and Financial report from NRC for GenCap January – December 2010