



2016 | GenCap Appeal

IASC Gender Standby Capacity Project



GenCap Appeal for Funding 2016

Organisation	IASC Gender Standby Capacity Project (GenCap)
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Project Account Number	2016-O461-(M1-32DDN-000119) NRC flow-through element
About GenCap	The Gender Standby Capacity Project (GenCap) is an IASC initiative created in 2007 in collaboration with the Norwegian Refugee Council (NRC). GenCap seeks to ensure the distinct needs of women, girls, boys and men of all ages are taken into account in humanitarian action at global, regional and country levels through strengthening the capacity and leadership of humanitarians to undertake gender equality programming and GBV responses.
2016 budget (in USD)	US\$ 3.88 million
Implementation period	1 January 2016 to 31 December 2016
2016 deployments	188 months of GenCap Adviser gender mainstreaming deployments and 12 months of Regional Gender Based Violence Adviser deployments, for a total of 200 deployment months for the project.
2016 trainings	Up to four <i>Gender in Humanitarian Action</i> training courses
Funding options	Multi-year funding (preferred) and yearly funding to the project as “flow through” through OCHA to NRC. For other options please contact the Support Unit (including deployment specific funding).
Countries of deployment	Needs-based, according to requests of country teams and weighing criteria related to urgency of need, presence of relevant humanitarian frameworks and architecture and potential impact agreed to by the Steering Committee.
Areas of intervention	Gender mainstreaming of all sectors of humanitarian responses through: <ul style="list-style-type: none"> - Strategic advice to Humanitarian Country Teams (HCTs) and Humanitarian Coordinators (HCs) - Support to clusters (country and global levels) - Capacity strengthening - Support to phases of the Humanitarian Programme Cycle (needs assessment, strategic planning, implementation and monitoring) - Advocacy for gender mainstreaming - Sustainable GBV regional capacity building by regional senior advisers.
GenCap’s Vision	All women, girls, boys and men of all ages and backgrounds, affected by natural disasters or conflict are able to access humanitarian assistance and protection that cater to their distinct needs and experiences.
GenCap’s Mission	GenCap’s mission is to strengthen the capacity and leadership of humanitarian actors to undertake and promote gender equality programming to ensure 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.

Governance, management and administration of the Project

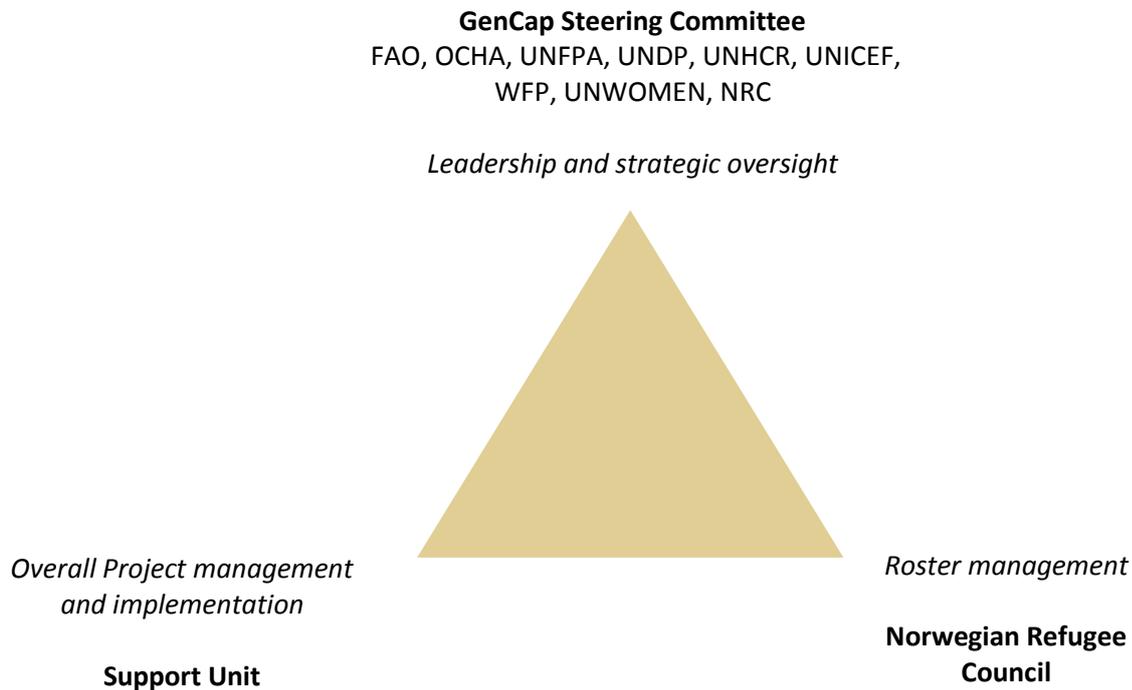
The GenCap Project operates on a tri-partite governance and management structure.

Leadership and strategic oversight of the Project is the responsibility of the **GenCap Steering Committee**, comprised of FAO, OCHA, UNFPA, UNDP, UNHCR, UNICEF, UNWOMEN, NRC and WFP, with the Gender Reference Group as an observer. It defines the strategic direction of the project and provides guidance to the Support Unit on emerging needs from the field. The Steering Committee also approves requests and roster membership.

The Inter-Agency Standby Capacity **Support Unit** serves as the secretariat for the Steering Committee, ensures overall project management and implementation, including donor relations. The Support Unit is hosted by OCHA and funded through OCHA's budget.

The **Norwegian Refugee Council** is responsible for roster management. This includes recruitment, employment, follow-up, as well as staff care and capacity development of roster members in accordance with the grant agreement with OCHA. Roster members are deployed under personnel support agreement signed between NRC and IOM/UN agencies (IOM, OCHA, OHCHR, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNRWA, UN Women, WFP and WHO).

In 2015 management procedures and structures have been strengthened and the twice a year call for requests will continue to provide stronger predictability for project management.



Background and problem statement

Established in 2007 under the auspices of the Inter-Agency Standing Committee's (IASC) Sub-working group on Gender, the IASC Gender Standby Capacity Project (GenCap) aims to build gender into

humanitarian programming. Although gender in humanitarian action has witnessed an increased commitment, it faces many challenges, old and new. The GenCap Project supports the humanitarian system to respond to these challenges and remains relevant in adapting to new ones. Taking into account, and adapting to the different needs of affected populations can save lives. The project's main focus is to promote gender mainstreaming and leadership through deployment of senior advisers and training delivery. The Advisers deploy to humanitarian situations and support inter-agency country, regional and global partners in all aspects of humanitarian response.

The GenCap supports a number of deployments of Regional Emergency Gender-Based Violence Advisers (REGAs) to strengthen inter-agency coordination and joint programming in GBV prevention and response, in partnership with the GBV Area of Responsibility (AoR) under the Global Protection Cluster. The REGAs work towards building sustainable GBV programming and coordination through deployments based in UNFPA regional hubs with country missions to UN Agencies.

The Project's strategic direction has been regularly reviewed and adjusted to ensure that it responds to changing gaps and needs. Recommendations from a 2011 external review and the management response plan have provided guidance for GenCap's orientation. Activities in 2016 will continue to be guided by the overall objective of accountability to beneficiaries through effective and timely decision-making, in accordance with the IASC Transformative Agenda and recent changes within the humanitarian system. An external review of the GenCap Project will be undertaken in 2016 guiding the way forward.

Highlights from GenCap's work in 2015

In 2015, GenCap was able to conduct deployments to 18 field locations at country and regional levels, including to all L3-declared crises. Three advisors have also supported global policy-development processes. In addition, four experts on Gender Based Violence (GBV) have worked at regional level to strengthen inter-agency GBV-programming.

Country-level achievements include the introduction by the **Yemen** HCT of quantitative indicators intended to measure actual equity of the response in the 2016 Yemen Humanitarian Response Plan, and a stand-alone strategic objective on gender.

Three GenCap Advisers were deployed to support the **Syria** humanitarian response from Jordan and Turkey (Gaziantep), focusing on the refugee crisis and the cross-border programming respectively. The GenCap support in **Jordan** has brought about some real change to the way gender is integrated in the response, and has brought about the championing of gender equality frameworks including for monitoring, allowing for replication to other contexts. In **Turkey**, 5 minimum commitments on gender were endorsed by the Humanitarian Liaison Group and the Inter-cluster coordination Group to ensure that the distinct needs of women, girls, boys and men are considered throughout the HPC. 79% of HPC projects were subsequently coded 2a/2b on the gender marker.

The HCT in **South Sudan** adopted commitments for Gender Equality Programming to promote accountability and ensure that the humanitarian response pays equal attention to specific needs of women, men, boys and girls.

In **Iraq**, GenCap support addressed the absence of sex and age disaggregated data in operations, and ensured the centrality of gender in the HRP. In the **Central African Republic** GenCap played a catalytic role in ensuring an HCT strategy for gender, and triggered the establishment of a Conflict Related

Sexual Violence Working Group. In response to the earthquakes in **Nepal**, GenCap provided immediate and sustained support to ensure gender dimensions were considered. As a result, the Nepal HCT committed to seven key gender advocacy messages – the first in the region; and the Nepal Earthquake Flash Appeal launched in April included nine gender equality indicators in its monitoring framework, a global first.

GenCap deployments were also undertaken to the three countries mostly affected by the **Ebola** Virus Disease (Sierra Leone, Liberia and Guinea), focusing efforts on the Ebola recovery phase including capacity-building and sensitisation of agency and Government counterparts on the gender dimensions of this health crisis highlighting the vulnerabilities of women and girls including their increased exposure to Gender Based Violence. A comprehensive GBV strategy was developed by GenCap in Liberia.

Six years after its inception, the **IASC Gender Marker** is currently being adapted with the support of GenCap. Future iterations of the IASC Gender Marker will include the following modifications: a) age, the second universal determinant, will be fully integrated into the Marker's coding system and guidance. The name of the tool will reflect this revised scope, becoming the **IASC Gender & Age Marker**; b) the Marker will be adapted to **monitor** the degree to which gender equality measures are implemented in projects. A tool designed for this purpose has been tested in 3 country operations: Jordan, CAR and Yemen, and training on the practical gender equality measures has been developed; c) the coding system will be modified for increased clarity and to enhance the capacity of the tool to track targeted actions. Codes 2a (gender mainstreaming) and 2b (targeted action) will be replaced by a **code 2** (indicating a consistent consideration of gender and age throughout the proposal) and by a targeted action tick box (when the principal purpose of a project is to address gender based discrimination). The two Geneva-based Global advisers are currently working on this adaptation. The revised Marker will be launched in time for the 2017 humanitarian planning season.

GenCap has further supported the deployment of four **Regional Emergency Gender-Based Violence** (REGA) Advisers. REGA supported the revision of the IASC GBV Guidelines which will be rolled out in 2015-2016, the multi-sector GBV evaluation on the whole of Syria crisis response, and a REGA Adviser for West Africa strengthened coordination mechanisms for GBV services linked to the Ebola disease.

The GenCap Project in 2016

The Project has two main components. Firstly, the deployment of skilled senior GenCap Advisers and secondly, capacity strengthening through the development and delivery of the training course '*Gender in Humanitarian Action*'. The Project will give increased focus to training and capacity building during 2016.

The 2016 project activities will be implemented in line with the 2014-2016 GenCap strategy. The strategy has been revised to reflect key decisions taken by the inter-agency Steering Committee during strategic discussions. The strategy aims to increase predictability to the Project. The Strategy ensures sustained gender capacity at strategic levels (HC and HCTs) in-country, at regional and global levels, and supports the work towards a sustainable and accountable framework for mainstreaming gender in humanitarian action.

GenCap launched a new Monitoring & Evaluation (M&E) tool in April 2014. The tool enables tracking and measurement of the impact of deployments in-country, at regional and global levels. The M&E

results feed into Steering Committee members' discussions on the strategic direction of the project. The M&E system is currently being revised and strengthened. An annual M&E report will be issued.

Deployments of senior gender mainstreaming and GBV Advisers in 2016

188

Gender mainstreaming deployment months

1. *Outputs and impact of deployments*

In 2016, the GenCap Project will continue to build capacity of humanitarian actors on mainstreaming gender equality programming in all sectors of their humanitarian response at field, regional and global levels. Deployments in 2016 will strive to maximize impact on the humanitarian system simultaneously supporting country emergency response level and will also work at the policy level.

GenCap deployments will:

- **Advise Humanitarian Country Teams** and cluster leads to ensure gender issues are embedded at strategy and policy levels and reflected in strategies and planning.
- **Provide advice from the initial stages of sudden-onset emergencies**, building on the experience of the Philippines typhoon Haiyan and the Nepal Earthquake response.
- **Provide strategic support for the Humanitarian Programme Cycle (HPC)** through timely deployments that are synchronized to the various phases of the HPC. GenCap Advisers will seek to strengthen the capacity and influence the humanitarian community to incorporate gender in all programme phases (planning, needs assessments, and implement monitoring framework).
- **Strengthen disaster preparedness and contingency planning.** GenCap will continue to support preparedness efforts across all deployments, while contingency planning will be addressed through regional deployments in 2016.
- **Support Global Cluster Leads on gender**, by participating in inter-cluster mechanisms to ensure that gender is mainstreamed into guidelines, training modules, new systems and processes.
- **Strengthen programming ownership.** In 2016, GenCap Advisers will support the roll-out of the revised version of the Gender and Age Marker (formerly the Gender Marker) in time for the 2017 HRP planning season. Deployments will also increasingly focus on handing over the ownership of the IASC Gender and Age Marker to cluster coordinators and organisations by using spot-check reviews. Advisers will strive to ensure gender remains a concern in programme implementation and monitoring.
- **Pilot new approaches for monitoring** Gender Equality Programming including with the IASC Gender and Age Marker.
- **Advocate for and promote the collection of Sex and Age disaggregated data** and gender analysis.
- **Encourage practitioner exchange to promote a shared vision.** The GenCap Annual Technical workshop brings together GenCap Advisers and Steering Committee members to explore thematic issues and exchange good practices and lessons learned from the various deployments.

GBV deployments

In 2016, in coordination with the GBV Area of Responsibility of the Global Protection Cluster, regional Emergency GBV Advisers will be hosted by regional UNFPA Offices and be available as inter-agency resources for UN Country Offices (all agencies). In 2016, the GenCap Project will support two Regional GBV positions each of 6 months duration.

Regional GBV deployments will:

- **Build capacity in the system** through provision of regional capacity development support, including to international and national GBV Sub-Cluster partners, and provision of surge support.
- **Establishing and reinforcing GBV mainstreaming within the clusters/sectors as well as GBV coordination systems.**
- **Support GBV advocacy and resource mobilization and contingency planning/preparedness.**

Management of deployments

GenCap deployments

In 2016, the Project will deploy GenCap Advisers up to a total of 188 deployment months to country (70%), regional (15%), and global level (15%).¹

Deployments are activated in response to agency headquarters requests from agency field offices following consultation with actors within the Humanitarian Country Team and endorsement by the Resident / Humanitarian Coordinator, and the GenCap inter-agency Steering Committee. To increase the predictability for the project management two Calls for Requests are issued on a yearly basis. The Call for requests enables the Project to prioritise and plan upcoming deployments and gives the additional benefit of increased predictability in terms of upcoming opportunities for roster members.

The Project will emphasise the temporary aspect of deployments to encourage requesting agencies to elaborate sustainability steps and/or an exit strategy for how to absorb gender capacity once deployments are completed.

Deployments are usually from six to twelve months. Extensions for an additional six months may be requested when considered essential to ensure a positive impact on programming and the institutionalization of gender. Shorter deployments are also supported for specific phases in the HPC or other punctual missions such as for support to HCT gender strategy planning.

GBV Adviser deployments

In 2016, the Project will continue supporting the REGA (Regional GBV Advisers) team through contracting two GBV Advisers for 6 months each. The GBV Advisers will be regionally based. The GenCap Project will phase out its support to the GBV Area of Responsibility by mid-2016. The REGA deployments are managed by the GBV AoR (reporting to the GenCap Steering Committee).

GenCap Training in 2016: Gender in Humanitarian Action

¹ These are estimate levels of deployments, subject to change according to needs and availability of senior Advisers.

GenCap will focus on enhancing the sustainability of gender capacities through providing and further developing its training programme on 'Gender in Humanitarian Action'.

Responding to a high demand for training on gender, GenCap developed a stand-alone training that was piloted in Jordan, South Sudan and Rwanda. In 2014, the training was given a stronger practical skills and learner focus through a training package by a professional trainer. The training was further enriched through the addition of a module on GBV response and programming. In 2016, the Project plans to organise up to four training events. The 3-4 days training courses target both international and national partners, staff from UN Agencies, partner organisations, Governments, and stand-by personnel.

The 'Gender in Humanitarian Action' training complements other GenCap activities with the objective of enhancing humanitarian actors' capacities to systematically integrate gender in their work.

4

Training events

3,883,000

USD 2016 total budget

EXPECTED PROJECT OUTCOMES IN 2016

- Country teams and hosting agencies having received GenCap support have enhanced capacity to embed gender into needs assessments, humanitarian strategic planning, implementation and monitoring frameworks
- Gender is well integrated into inter-agency processes, tools, guidelines and training programmes, especially regarding the Humanitarian Programme Cycle
- International and national staff and partners (UN, NGOs, and government) have increased understanding and skills in gender equality programming after completing the Gender in Humanitarian Action training
- GenCap Advisers are timely deployed to protracted crisis and emergency settings.

Funding requirements for 2016

Since its inception in 2007, the GenCap Project has received generous support from Australia, Canada ECHO, Ireland, Norway, Spain, Sweden, Switzerland and the USA.

In 2016, project overall costs are projected to of **US\$ 3,883,000**.

The basis for estimating **deployment costs** is a projection of 200 deployment months. This covers GenCap and Regional GBV Adviser remuneration, travel, insurance, and related administrative costs. Hosting UN agencies will continue to fund in-country travel and expenses associated with training and awareness raising events. Deployment costs total **US\$ 3,030,000 including roster management costs**.

The organisation of four GenCap GiHA **training events** is estimated at **US\$ 300,000**.

NRC management costs cover recruitment, staff care, administrative and logistical support, and employment responsibility during deployments. NRC administers and implements the GiHA trainings. The costs of the Inter-Agency Standby Capacity Support Unit (**US\$ 415,663**) are covered by OCHA.

Specifically earmarked funding is required to ‘flow through’ from OCHA to NRC for the deployments. The budget below reflects separately the estimated requirements for the GenCap deployments and training delivery and the staffing and administration costs required for NRC.

Project budget

Budget items for the NRC component of the Project (OCHA, flow-through to NRC)

GENCAP DEPLOYMENTS, GENCAP TRAINING & ROSTER MANAGEMENT - FINANCIAL SUMMARY	
GenCap Advisers (188 months)	2,600,000
REGA Advisers (12 months)	170,000
Skills development for Advisers	200,000
NRC Management	260,000
Four Gender in Humanitarian Action Trainings	300,000
NRC programme support costs (at 7%)	247,100
OCHA Transfer Overheads (at 3%)	105,900
TOTAL US\$	3,883,000

Budget items for the GenCap Support Unit (covered through OCHA budget)

GENCAP SUPPORT UNIT (OCHA BUDGET) - FINANCIAL SUMMARY	
Staffing (1 P4 HAO) and 50% of 1 admin post, 2 month consultancy	315,428
Staff travel (including field support missions, training events, technical workshops, field monitoring and advocacy)	21,000
Staff training, hospitality, communications, supplies and materials	17,500
Printing and advocacy products	15,000
13% of programme support costs	46,735
SUB-TOTAL USD (covered through OCHA budget)	415,663