Strategic Directions for Incorporation of Gender in Refugee Response
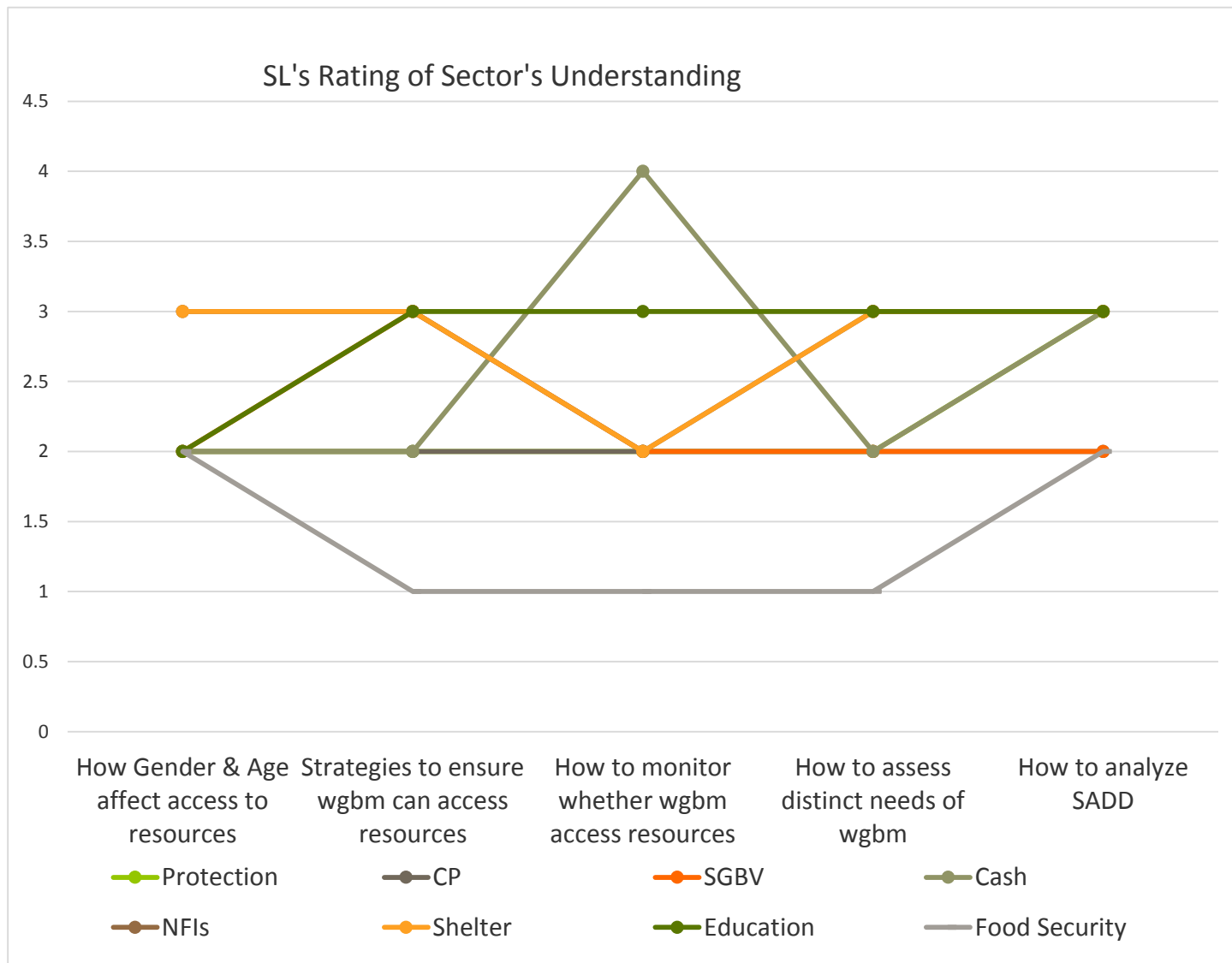
Part One: Results of Surveys of Sector Leads and SGFPN

Sector Leads: Highlights

- All Sector Leads were encouraged to complete a survey on Survey Monkey authored by the GenCap Advisor in consultation with one of the Assoc. Coord Officers. Seven out of 12 responded.
- Some Sector Leads rated their sectors as having some competence in Gender Equality Measures, most rated some awareness.
- Two sectors advised they had technical input from SGFPs; one advised that questions about gender equality were asked; the rest said they were silent or not in attendance.
- Sector Leads requested a variety of assistance for 2014.

SL's Rating of Sector's Understanding

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What do SLs Want?

Summary of What Sector Leads Want in 2014	Protec tion	CP	SGBV	Cash	NFIs	Shelter	Edu- cation	Food Security
Assessment (training on how to assess wgbm needs; analysis of SADD; provide input into sectoral assessments)				x		x	x	x
Program/Project design (Sector level: assisting isolated wgbm; helping men who've survived SGBV; targetting wgbm vs HHs; Agency level: individual project design)	x	x	x	x				
Monitoring (Review sector indicators; training on methods for monitoring; support the development of PDM and evaluation tools)		x				x	x	x
GEM in Programming Framework (coaching GFPs on Gender Handbook, refresher training; review sector plans)		x					x	
Increase engagement of GFPs in Sectors	x	x	x		x		x	x

Sector Gender Focal Point Network

- In June 2013, a network of Gender Focal Points was established comprising at least one GFP per sector (most had 2 GFPs) and agency GFPs for UNICEF, UN Women and WFP.

- The SGFPN were critical in the roll out of the Gender Marker training and lending support to the suggestions of including GEM in SRPs.

- There has been attrition of SGFPs due to workload/lack of management support and the changing of jobs.

- The levels of skill and understanding of the GFPs varied greatly.

Sector	Agency	Name
Health	WHO	Miranda Shami
	Institute for Family Health	Dr Manal Tahtamouni
WASH		
Cash	IRC	Melanie Megevand
NFIs	UNHCR	Samia Qumri
Education	Save the Children Intl	Wissam Al Masri
	NRC	Wala' al-Hosban
Protection	IRD	Haneen Abu-Laila
	MPDL	Elena Vicario
SGBV	UNFPA	Suzan Kasht
Child Protection	UNICEF	Jane MacPhail, Steve Catling
	AVSI Foundation	Riccardo Dalla Costa
MHPSS		
Food	IIRW	Olivia Paras
	WFP	Farah el Zubi
Site and Shelter		
Food, Regional	WFP	Christine Clarence
Multisectoral	UNICEF	Maaike van Adrichem
	UNHCR	Bertrand Blanc
		Geeta Kuttiparambil
	UN Women	Ghada Efatih

Gender Focal Points

Requests by SGFPN

- Mentoring and coaching
- Gender in Humanitarian Action training for SGFPs
- More trainings
- GenCap attending sector meetings
- Recruit new people
- SGFPN will have co-chairs

Implications for Management

- 10 GFPs based in UN; 7 in INGOs; and 2 in NNGOs
- Many GFPs think management doesn't prioritize Gender Equality work. Not included in ToR or PER.
- Agencies selected staff to be SGFPs who don't have advocacy skills or attendance in sectors: looks like they wanted to prioritize their agency over sector.
- Management needs to take a stronger interest.

Implications for Sector Leads

- Consider what assistance your sector needs to improve its overall gender competence in relation to assessment, planning, programming and monitoring.
- For those who have GFPs, consider how you can support them to assist the sector.
- Consider how you will recruit effective GFPs, taking into account gender competence, advocacy skills and attendance at Sector meetings.

Broad Plan 2014

Jan-Mar			April-June			July-Sept		Oct-Dec	
SGFPN & Sector Lead Sur-veys	M W a w a y	Gen-Cap Work -shop	GiHA Train-ing	Trg on monitor -ing	MY R	Review	RRP7 Starts	Sec-tor Plan-ning	SRP Re-vie w
Collect, anlayze and report GPIs									