Sector Gender Focal Points Network Meeting

Minutes 20 January 2014, convened at WHO Office, Main Conference Rm

Present

Sector	Agency	Name	Email
CP	None		
Education	Save the Children Intl	Wisam al Masri	wisam.almasri@savethechildren.org
	NRC	Wala' al Hosban	walaalhosb@yahoo.com
Food	None		
Health	WHO	Miranda Shami	shamim@jor.emrp.who.int
MHPSS	None		
NFIs	None		
Cash	None		
Protection	MPDL	Elena Vicario	jordania@mpdl.org
SGBV	UNHCR	Bertrand Blanc	blanc@unhcr.org
	UNFPA	Suzan Kasht	kasht@unfpa.org
Site & Shelter	Care Jordan	Amber Savage	Amber.Savage@jo.care.org
WASH	None		
Multisectoral	UN Women	Geeta Kuttiparambil	geeta.kuttiparambil@unwomen.org
	UNICEF	Maaike van Adrichem	mvadrichem@unicef.org
IATF	IASC GenCap	Merrin Waterhouse	waterhou@unhcr.org

Apologies: Samia Qumri (UNHCR, NFIs), Frederick Garoff (CVT, MHPSS), Riccardo Dalla Costa (AVSI, CP) and Dr Manal Tahtamouni (IFH, Health) passed on their apologies due to competing work commitments. Currently, Miriam Lopez (MedAir, Shelter) has advised that she will no longer take on the role of Gender Focal Point for Shelter. The 2 WASH GFPs and UNHCR's Matt Byrne no longer work in this emergency operation. Christine Clarence (WFP, Food) is currently on mission outside of this country. The network appreciates the efforts of the departed focal points to promote gender equality in the humanitarian operations.

Minutes

Much gratitude is given to Miranda Shami for taking the minutes.

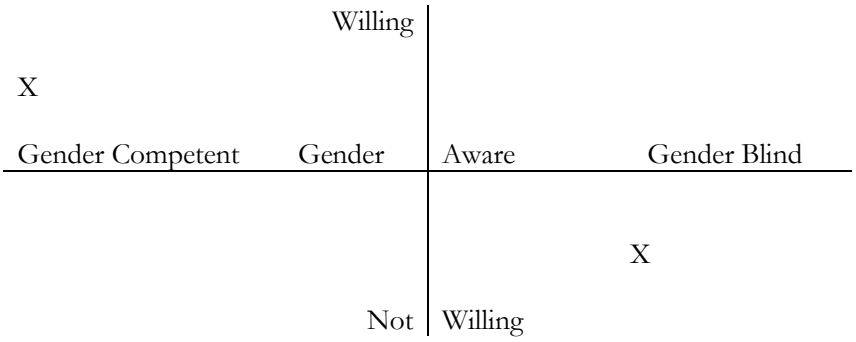
1) *Introduction*
   a) Merrin chaired the third Sector Gender Focal Points Network (SGFPN) meeting, welcoming the participants. The purpose of the meeting is to discuss the achievements in 2013 and create plans for 2014 based on the SGPN survey results and and validation from the present network members.
   b) Agenda:
      - Review the achievements of 2013
      - What strategies do we want to do in 2014?
      - What support does the SGFPN want in 2014?

2) Review of Achievements in 2013

2013
January
February
March
RRP5 Process started
April
Drafting of Gendered Needs Analyses for the Sectors began
May
Sector Leads selected Gender Focal Points
June
GFPs participated in Gender in Humanitarian Action training
July
Mtgs with some Sector Leads about GFP engagement and GEM incorporation **Putting Gender in Shelter Strategy and strengthening og GEM in SGBV Strategy and CP ToR** **SGFPN meeting: Gender in Practice**
August
GenCap Advisor invited to attend ISWG **SGFPN meeting: Gender in Practice**
September
RRP6 Process began **Gender Marker Trainings for CP, Education, Food** **Support for Sector Planning**
October
Gender Marker Trainings for SGBV, Protection (Za'atri) **Support for Sector Planning** **Support through ISWG Peer Review Panel** **SGFPN meeting: Gender in Practice**
November
Gender Marker Training for NFIs **Support to sectors for RRP6** **All Sector Response Plans code 2A**
December
GEM training for Sector Leads **Survey of SGFPN and Sector Leads** **IATF calls for updates on the progress of implementing GEM: use gendered RRP6 Performance Indicators**

The list of achievements was celebrated. It was noted that Sector Leads and agencies were more receptive to discuss gender in meetings. People also noted that assessments seemed more likely to disaggregated by sex and age.

There was a discussion about some difficulties experienced when discussing gender in sectors. Merrin proposed the following dimensions for considering where people are when thinking about influencing their use of gender in the sectors. It was noted that people's positions are not fixed and can change.



This framework can assist to understand where individuals are, potential allies and support planning how to influence to incorporate gender equality measures.

Some agencies reported improvement in their policies related to gender, employment, assessments. A question was raised about whether to invite development actors to participate in this network. This suggestion is outside of the mandate of the Sector Gender Focal Point Network (the focus of which is on supporting the humanitarian response to the Syrian refugees). UN Women has the mandate to support gender equality measures with development actors.

There was a discussion about how can we make sure that the staff delivering the services incorporate gender equality measures. As such, we need to understand the kind of training that we need to develop and to review the target group in order to develop better strategies on how to engage the field. Also need to discuss this further with the sector leads. There was a discussion bout convening field network meetings to improve engagement of focal points who are not able to easily attend meetings in Amman. They can influence field actors in the way that they implement and monitor gender equality measures. Merrin will set-up a meeting with the Inter Sector Coordinator Alex Tyler and Field Coordinator Florent Marty with Amber, Geeta and Suzan to facilitate a strategic discussion on the merits, viability and desirability of having meetings for field-based focal points and how best influence actors who coordinate operations in the field.

3. Anticipated Events for 2014

Jan-Mar			***April-June***			***July-Sept***		***Oct-Dec***	
SGFPN & SL Surveys	MW holidays	GenCap Wkshop	GiHa training	Trg on monitoring	MYR	Review	RRP7 Starts	Sector Planning	
Collect, anlayze and report GPIs									

4. Proposed Strategies in 2014

- Gender Marker training for sectors and Gender Focal points
- Mapping good practices
- Sector lead identifying issues/taking leads (depending on the competencies)
- Raising Gender Equity Measures (GEM) in sector meetings
- Monitoring missions
- Greater coordination in strategies to address the needs
- Tracking gender indicators
- Engaging the filed (creating possibly network for the field)

- Inviting Alex (ISC) for the strategic meeting which will focus on checking the gaps and our strengths
- Inviting Andrew Harper (UNHCR Representative) to attend some Network meetings (as proposed in 2013).

5. Proposed Support for SGFPs

The issue of the SGFP activities not being recognized by the GFP's agency management was raised. It was cited as one of the major drawbacks when needing to decide which activity the officer prioritized. GFP activities should be undertaken with the consent of management. Merrin advised that one of the reasons why support was sought from the IATF (comprising UN and INGO heads of agencies) and permission was sought from the outset. The GenCap Advisor offered to discuss participation in SGFPN activities management.

This led to a discussion about improving the efficacy of the Sector Gender Focal Points, namely ensuring that the SGFPs attend sector meetings (it is hard to influence meaningfully if FPs do not attend) and SGFPN meetings. It was agreed that if the Sector Gender Focal Point did not attend 2 consecutive (one after the other) meetings, the SGFP will be regarded as inactive unless there are exceptional circumstances which the chairs of the Network will be happy to discuss.

The Sector Leads will be encouraged in 2014 to select interested personnel to undertake the role of the SGFPs to fill vacancies in the Network. The GenCap Advisor will draft a new Action Plan for the SGFPN based on this Network meeting, the results of the surveys and feedback from the IATF.

The Network requested the following supports in 2014:

Activities	***Steps***
Mentoring and coaching	Process for this to be determined. In general will be provided when requested.
Increase members involvement (learning by doing)	
Share stories	SGFPN Meetings
Gender Humanitarian action training	planned in April
More trainings (first training needs analysis)	Amber will email Network members to request members ro say what training they need Training will be offered depending on ability ro source provider, available resources and relevance to role
Training in monitoring gender equality measures	planned in May
Relevance to the job and clarifying the roles ; TORs	GenCap Advisor will revise in consultation
Gen Cap attending sector meetings	Will attend sector meetings on an ad hoc basis; if there is a specific purpose, make a request
Recruit new people	GenCap Advisor will request Sector Leads to do this
SGFPN will have co-chairs	To be discussed further.

Next SGFPN meeting: to be organized by Maaike van Adrichem (UNICEF) in February 2014.