



GENDER EQUALITY COORDINATION REPORT

Regional Experience Sharing Online Workshop Practitioners' Discussion
Inter-Agency Gender Equality Coordination Structures and the
Integration of Gender Equality into the Humanitarian
Programme Cycle (HPC) / MENA Region

November 3rd, 2020

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Acknowledgements

Special thanks go to members of the Inter-Agency gender coordination structures in Yemen, Palestine, Jordan, and Gaziantep, who made great efforts to consolidate their experiences and shared during the workshop. Their names are below.

Many contributed to make this workshop possible. **Amel Aldehaib Elradi, the Senior GenCap Advisor to HCT Yemen**, who initiated the idea of this workshop and reached out to Inter-Agency gender coordination groups (and GBV groups) in Yemen, Palestine, Jordan, and Gaziantep; **Youmna Al-Aswadi, UN Women Gender Analyst deployed to the OCHA Sana'a office** and **Abeer Noman, UN Women Programme Specialist in Aden** who coordinated the event.

Thanks to the Senior GenCap Advisors: Merrin Waterhouse and Madhumita Sarkar for co-facilitating the workshop together with Amel Elradi. Thanks, extended to Abdelrahman Ellassouli, the Program Manager at UN Women in Palestine who took the initiative and provided the session with a professional interpreter, who made it possible for the many Arabic speakers to overcome language barriers. Thanks to Ismail Hamdy, the ICT Associate, and Ahmed Yehia, the ICT Assistant both from the regional UN Women office in Egypt for their technical support in using the Zoom app.

Many Thanks to Susana Boudon, Senior Inter-Agency Coordination Officer, UNHCR

Workshop details

Date: 3rd November 2020 - virtual meeting via zoom - Time: 09:00 am- 01:30pm Sana'a time (4 hours).

Participants: 88 participants of which 82 were members of Inter-Agency Gender Coordination structures from Yemen, Palestine, Jordan, and Gaziantep; 3 GenCap Advisors and 3 observers from UNWOMEN/OCHA/CARE Ros.

Language: Arabic & English.

Names of Inter-Agency Gender Coordination members from the 4 countries:

from Gaziantep/Turkey	<ul style="list-style-type: none"> • <i>JAHN Ina Rehema</i> • <i>Lama Aljaradi – Gender Focal Point N Gaziantep</i> • <i>Abdulwahab A. Alal – SGBV WG Gaziantep</i> • <i>Reem khamis</i>
from Gaza/Palestine	<ul style="list-style-type: none"> • <i>Heba Zayyan, Head of Gaza Sub-Office, UN Women, Palestine</i> • <i>Manal Massalha, Gender in Humanitarian Consultant, UN Women, Palestine</i> • <i>Mariam Abu Alata, Gender Focal Point at Protection Cluster, Aisha organization</i> • <i>Mariam Muhanna, Gender Focal Point at Health Cluster, MDM,</i> • <i>Ahmad Al-Nasser, the interpreter.</i>
from Jordan	<ul style="list-style-type: none"> • <i>Susana Boudon, Senior Inter-Agency Coordination Officer, UNHCR</i> • <i>Amy Henderson, Strategic Planning Specialist, UN Women, Jordan</i> • <i>Mays Zatari, Assistant Protection Officer (CP/SGBV), UNHCR</i>
from Yemen	<ul style="list-style-type: none"> • <i>Hanan Al-Medhwahi –Gender network, UNICEF</i> • <i>Mona Al-Hejri – Cluster and GBV Cluster Focal Point at Shelter Cluster, Act Now Foundation</i> • <i>Youmna Al-Aswadi, Gender Analyst, UN Women, Sana'a</i> • <i>Abeer Noman, Program Specialist UN Women, Aden.</i>
Observers (Regional Gender in Humanitarian Action Working Group in the Arab States/MENA Region)	<ul style="list-style-type: none"> • <i>Ekram El-Huni, Regional Program Coordinator, UN Women Arab States Regional Office</i> • <i>Erin Weir, Regional Humanitarian Advisor, CARE Regional Office- MENA Region</i> • <i>Safaa Sabbah, Regional Humanitarian Affairs Officer, OCHA- MENA Region</i>

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Executive Summary

On November 03, 2020, the Inter-Agency Gender Network in Yemen held an online regional experience sharing workshop on 'Inter-Agency Gender Coordination Structures and the Integration of Gender Throughout the Humanitarian Programme Cycle (HPC).' Four countries participated in this workshop, namely, Turkey/Gaziantep, Jordan, Palestine/Gaza, and Yemen. The workshop was moderated by Amel Aldehaib Elradi, the Senior GenCap Advisor to the Humanitarian Country Team HCT Yemen, and Senior GenCap Advisors (Merrin Waterhouse and Madhumita Sarkar). Over 88 participants attended from UN agencies and international and national nongovernmental organizations (NGOs) from the four countries. The session was a practitioners' discussion in which presenters, representing their Inter-Agency gender coordination space of their country operation, shared their experiences on how they integrated gender equality including GBV concerns throughout the HPC/Joint Response Plan (JRP) of their country operation. The focus was on processes, methodologies, and tools used to facilitate such integration. Presenters concluded with their achievements, gaps they identified, and challenges facing their country operation Inter-Agency gender coordination space. The discussion opened to all participants (panel discussion) who actively engaged with each group. This was followed by input by GenCap advisors for each group discussion and summaries of key takeaways of each group. General and specific recommendations were consolidated at the end of the workshop to be taken forward individually and collectively.

Background (objectives and organization of the workshop)

Discussions between Senior GenCap Advisor to Yemen and members of the Gender Network and Cluster Gender and GBV Focal Points (CGFPs) network in Yemen revealed that focal points of these networks were in need of knowledge exchange and sharing of good practices from other Inter-Agency Gender Coordination structures on how they engaged with the Humanitarian Programme Cycle (HPC), particularly in the Arab states. This triggered the idea to organize a regional online experience sharing workshop to break the physical isolation of gender focal points in Yemen to address this capacity development need.

The main objective of the workshop was to facilitate learning, share knowledge, and exchange practices among existing Inter-Agency Gender Coordination structures in Palestine/Gaza, Turkey/Gaziantep, Jordan and Yemen about how they have engaged with humanitarian response in their operation, particularly the HPC/JRP (Joint Response Plan) processes in their respective operations. The workshop had two levels of expected outcomes:

Overarching Level:

- Cultivate deeper understanding of gender integration into the HPC/JRP among participating gender coordination structures and evaluate and exchange good practices on how to approach the HPC/JRP.
- Identify common areas that need to be strengthened for effective engagement of gender coordination structures with the HPC/JRP of the Arab States/MENA region.

Cluster / Sector Level:

- Facilitate a system of informal networking for learning across each cluster/sector Gender and GBV focal points in the four countries.

Workshop Proceedings:

The agenda gave fifteen minutes for each country to present. The sequence of the presentation was: Gaziantep team, Gaza team, Yemen and Jordan. After each presentation, 10 minutes were allotted to participants for questions and comments through both the chat box and microphone. Ten minutes were given to each panellist to respond to the questions. Facilitators (GenCap advisors Amel, Merrin, and Madhumita) then had five minutes to give their feedback, followed by another five minutes for the panellist to respond further to the questions/feedback from both participants and facilitators. The session proceeded with this arrangement for four hours.

Opening / Introduction

The Senior GenCap Advisor to Yemen, Amel, opened the workshop. She welcomed and thanked the presenters and participants from the four countries for accepting the invitation and participating in the workshop. She also thanked the coordination teams for their efforts to make this workshop happen. She gave special thanks to UNWOMEN in Gaza for their generosity by providing an interpreter for the session. Amel outlined the objectives, emphasizing that the workshop represents a safe space for sharing thoughts and experiences among the Inter-Agency Gender and GBV coordination structures in the four countries with the goal of identifying common challenges and areas that need strengthening to effectively engage gender and GBV coordination structures with

the HPC/JRP of their country operation. Amel noted the relevant significance of this period (October to December), which is when all humanitarian operations are developing their Humanitarian Needs Overview (HNOs) and Humanitarian Response Plan (HRP) or JRPs. Then, she presented the agenda which allocated three hours for the workshop.

To set the context for the workshop, Amel introduced Merrin Waterhouse, GenCap Senior MEL Advisor -Technical Reference Group, who gave a short presentation on gender equality coordination. The presentation aimed to advise gender and GBV structures in the four countries about existing frameworks and policies that guide the work that can be done through coordination. The overview outlined the different elements that contribute to gender mainstreaming, referred to the Inter-Agency Standing Committee (IASC) 2017 Policy on Gender Equality and the Empowerment of Women and Girls (GEEWG) in the Humanitarian Action, and mentioned some of the lessons learned by the GenCap Project on how to establish and support gender equality coordination mechanisms in emergencies. Merrin stressed that all should work together to ensure that humanitarian programming is sensitive to gendered needs and responsive to inequality, which means promoting and protecting the human rights of women, men, boys and girls.

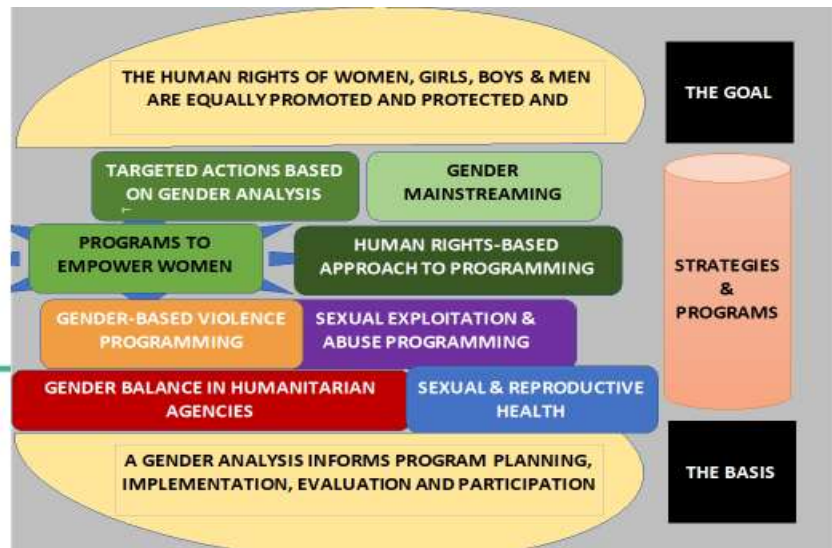
Coordinating Gender Equality

“Coordinating Gender Equality” presented by Merrin Waterhouse, Senior Gender Advisor - Technical Reference Group, IASC GenCap & ProCap Projects



Overview

Many elements combine to create an environment for gender equality



Establishing & Support – GenCap Lessons

- Mobilize Gender Focal Points from Sectors/Clusters & every Sector/Cluster represented
- Reporting relationships with HCT/IATF & ICCG/ISWG
 - Mix of Sector-Technical & Gender-Technical in Network
 - Connections with Gender-Progressive CSOs and University Lecturers
- Support Sectors/Clusters to incorporate gender equality in assessment, strategies, implementation, monitoring & review
- Build capacity and entry points through GAM & GiHA training



“Syria Cross-Border Gender Focal Points Network (GFPN)” presented by Lama & Aljaradi and Abdulwahab Alali
- Gender Focal Points Network (GFPN)

Syria Cross-Border Gender Focal Points Network (GFPN)

Lama Aljaradi and Abdulwahab Alali



GFPN: Key Facts

- Established by GenCap in 2015
- Coordinated by IOM and the GBV sub-cluster in 2017
- It has not been active in 2020



GFPN: Main Responsibilities

- Gender Mainstreaming Strategy.
- Technical Support within Sector Meetings.
- Capacity Development.
- Knowledge Management.



GFPN: Key Achievements

- **HPC:** GFPs supported their clusters in the HNO, cluster gender analysis and HRP reviews.
- **Humanitarian Fund allocations:** GFPs reviewed the gender marker and provided their comments to improve the gender mainstreaming throughout the proposals.
- **Capacity Development:** GFP received training on gender in humanitarian action and delivered training whenever required.
- **Gender with Age Marker (GAM) roll-out:** GFPNs delivered training and supported organizations in filling the GAM module.



GFPN: Challenges



- Conflicting responsibilities.
- Resistance by some stakeholders.
- Token role.
- Lack of access to decision making.
- Turnover and rotation.
- GAM roll-out.
- Double hatting of coordinators.

GBV/Gender Mainstreaming



- Development of commitments on GBV risk mitigation with seven humanitarian sectors at Whole of Syria level.
- GBV questions/language incorporated into HNO assessment questionnaires (Shelter and Education clusters).
- Ensuring gender is mainstreamed in the MSNA questionnaire.
- Inquiring about challenges in accessing humanitarian services in the GBV HNO assessment.
- Creating a referral system that adhere to the information sharing protocol but at the same time facilitate easy access to non-GBV actors to refer survivors to specialized services.

Challenges



- Coordinator turnover so process begins again with GBV Risk Mitigation priorities/indicators
- Lack of enough female enumerators in the MSNA
- Lack of funding for GBV risk mitigation/gender mainstreaming in other sectors

Participants' feedback/Observations/questions

- What is your solution to the continuous turnover within the gender focal point network (GFPN)?
- The gender focal points (GFPs) were rarely nominated for any capacity building in their NGOs.
- NGOs with representatives in the GFPN lack supportive policies to retain women within their NGOs.
- The NGOs lack the enabling environment to promote gender equality - basic things such as separate toilets for women do not exist.
- Minimal women representation in HCT meetings.
- Gender and GBV are not properly integrated in the need's assessment and analysis phases. Gender and GBV are consequently absent in the other phases of the HPC.
- There is a significantly insufficient number of enumerators in the whole of Syria.
- There is a lack of funds to conduct gender analysis to be able to mainstream/integrate gender and GBV from the planning phase.
- IASC GAM is not used systematically.
- Why are proxy indicators used in the implementation and monitoring phases instead of mainstreaming/integrating gender and GBV indicators in strategic planning phase.
- Upgrade skills of the GFPs to be able to conduct meaningful gender analysis and provide technical advice.
- As a solution to decrease the GFPs turnover why not to give some sort of incentives to the gender focal points so that when they leave their NGOs so they can still do their role as GFPs. The incentive can be in a form of a proper capacity development training in gender equality and GBV, so they become experts who can give technical support wherever they are.

Presenters' response

- GFP turnover is difficult to be controlled because some GFPs not only leave their organizations but in some cases, they lose interest in continuing as GFPs or leave humanitarian work altogether.
- When a GFP leaves his/her organization, the cluster or organization nominates another GFP. Such nominations usually take a long time and until the new GFP is trained, there is much ground lost.
- Even when some GFPs have the capacity, they often lack power or authority within their organizations to ensure the mainstreaming/integration of gender and GBV in the programmes and organization's policies.
- Upgrading GFP skills in gender analysis is in the plan of the GFPN but it is difficult to conduct the training for reasons such as GFP turnover, limited time, scarcity of financial support, lack of available dates, and insufficient coordination. A few modest attempts were made to do gender analysis but were ultimately unsuccessful due to the above-mentioned reasons.
- Proxy indicators are used in the Syrian context because the data collectors or enumerators who are recruited for data collection are non-GBV specialists who do not get proper training. Also, the GBV data collection methods are not direct questions. This is to avoid creating problems and 'do no harm', since the society is conservative and cannot speak openly about different forms of GBV. Due to this challenging context, proxy indicators are the only available way.
- Women representation especially in the national NGOs (NNGOs) is weak and gender advisors cannot enforce NNGOs to increase women representation. The decision should come from from the humanitarian leadership and donors who have the power to advance and advocate for greater involvement of women, as well as from inside the NNGOs to strengthen women participation. There is a need to find ways on how to do this.

Key takeaways by facilitators

- Building capacities of GFPs is very important, especially in the Arab countries where the concept of gender is relatively new and, in some cases, misunderstood. Also, the number of people who have a solid gender educational background and can train others is limited. There is a need to build the capacities of focal points who can then build capacities of others in the operations, including GFPs and cluster coordinators among others. Localization of capacities will have a positive impact on the Arab countries' emergency contexts and ease the mainstreaming/integration of gender and GBV in humanitarian aid.
- The tendency of many cluster coordinators to not make use of GFPs even if they are trained on gender equality in humanitarian action and have good knowledge of the IASC GAM creates gaps in integrating gender equality in the HPC. Therefore, HCTs need to ensure that cluster coordinators include GFPs in all strategic decisions and steps taken throughout the HPC. This will enable the cluster to highlight gender equality gaps and integrate gender equality in their cluster response, including monitoring indicators.
- Increase representation of women within national and international NGOs and at the highest level, such as HCT meetings. There is a need to see different ways to push for greater representation of women within the NGOs and INGOs.
- The work of a gender task force should be aligned with the work of the HCT and clusters/sectors.
- The country office outputs/outcomes should be aligned with the different sectors' outputs/outcomes.
- Syria is a protection crisis. The mainstreaming/integration of gender was very good. Ninety percent of the projects/programmes submitted to the HPC have very clear GBV indicators, which can be monitored. Therefore, there is a need to ensure no high turnovers and that there is an enabling environment for the NGOs' representatives. Also, there is a need to allocate resources to sustain the GFPN. The allocation of resources should be the responsibility of all gender task force organizations.

“Gender in Humanitarian Action Occupied Palestinian Territory (oPt)” presented by Abdulrahman El-Assouli, Program Manager, UN Women, Gaza; Mariam Abu Al-Atta, Gender Focal Point at Protection Cluster, Gaza; Mariam Muhanna, Gender Focal Point at Health Cluster, Gaza

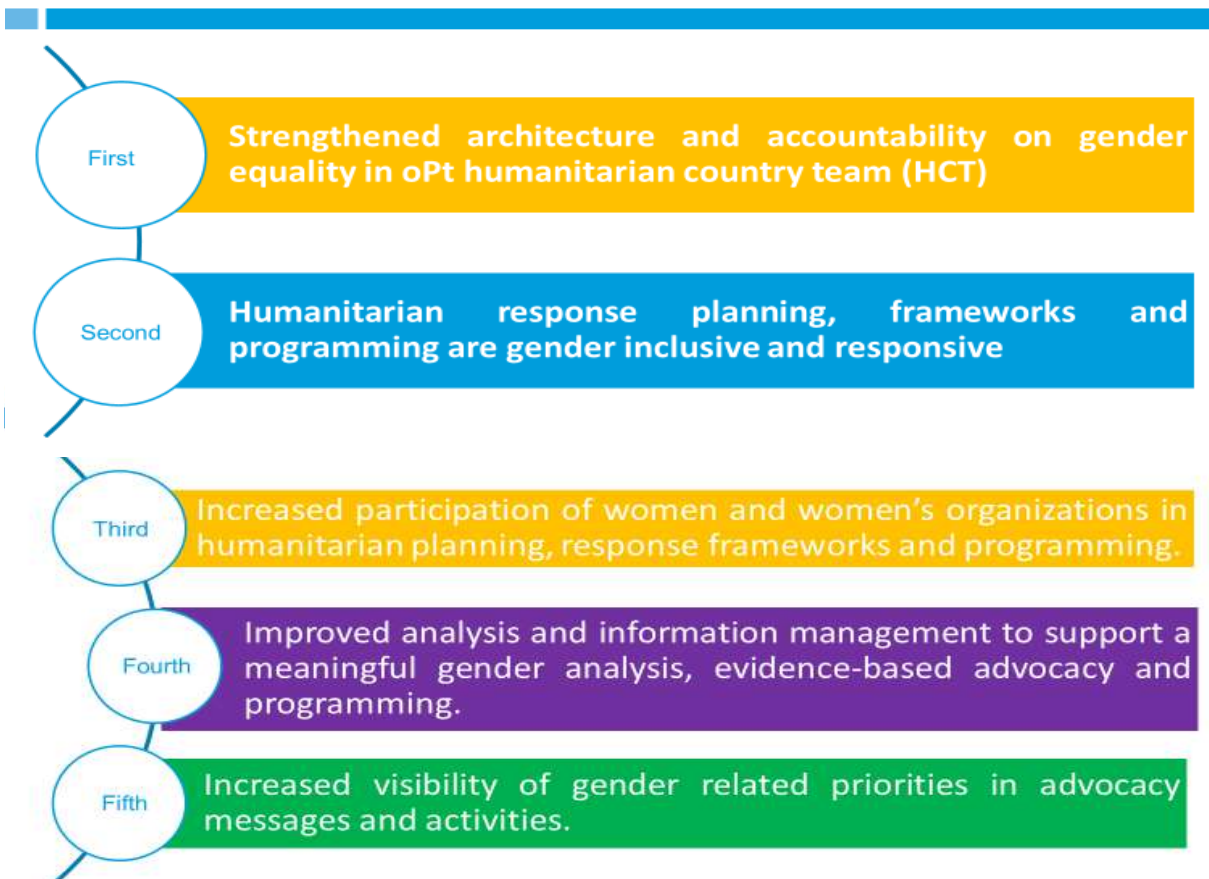


Gender in Humanitarian Action Occupied Palestinian Territory (oPt)

Workshop:

Integration of Gender and GBV in the Humanitarian Response plan

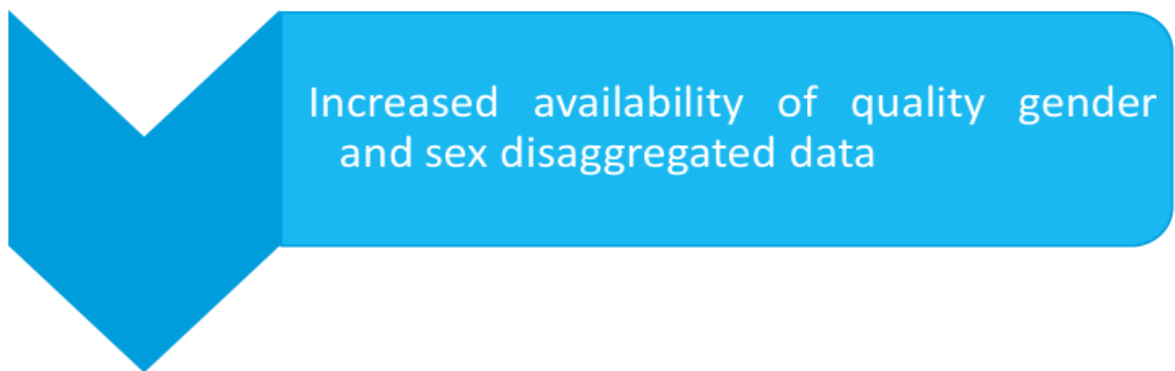
“Strengthened Gender Focus in Humanitarian Action” – Strategic GOALS



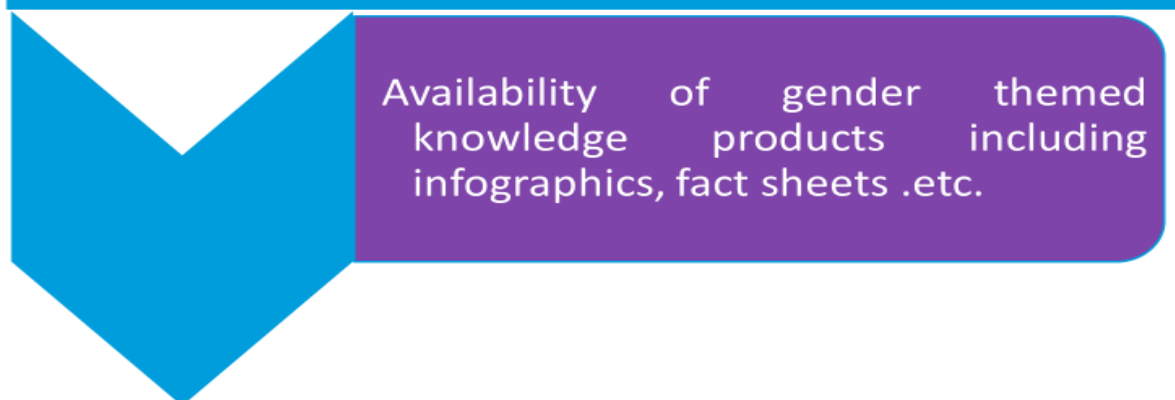
First - Strengthened Architecture and Accountability on Gender Equality in oPt Humanitarian Country Team (HCT)



Second - Improved Analysis and Information Management to support a meaningful gender analysis, evidence-based advocacy and programming



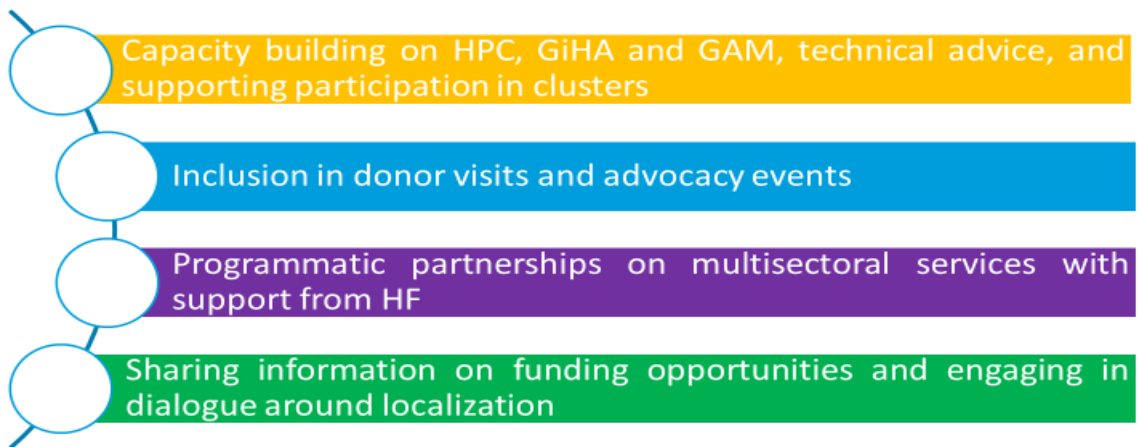
Third - Improved analysis and information management to support a meaningful gender analysis, evidence-based advocacy and programming



Fourth - Humanitarian response planning, frameworks and programming are gender inclusive and responsive



Fifth - Increased participation of women and women's organizations in humanitarian planning, response frameworks and programming



CHALLENGES

- Heavy capacity requirements of humanitarian coordination processes;
- Language of meetings and documents used in coordination meetings;
- Weak outreach to national NGOs in existing coordination structures (clusters, ICCG, UNCT, and GBV);
- Limited access of national NGOs to humanitarian funding under the (HPF has been an exception with national NGOs having higher chances to access HPF funds);
- Limited representation of the diversity of civil society in Palestinian in the existing coordination mechanisms. (HCT, ICCG, clusters, etc.);
- The concentration of involvement of women's organizations in particular issues/sectors that are traditionally conceived to include a stronger focus on gender related protection concerns and priorities(e.g., Protection, GBV SWG, health) while there is a relative absence in involvement in broader protection issues and sectors like shelter, WASH, and food security.

Gender With Age Marker

- ✓ GAM sessions targeting ALL humanitarian actors in all clusters;
- ✓ GAM session for women organizations in cooperation with PNGO;
- ✓ GFPs takes part in delivering GAM sessions;
- ✓ The focus is on the program equality measures and NOT on the scoring...;
- ✓ The success if this intervention could be illustrated through the work with Child protection working group.

Vetting Process

- Who is in? – GFPs;
- Look at the 12 gender equality measures (12 GEMs) within GAM;
- Provide feedback and comments on using each GEM in the project submitted sheet.

Observations

- Focusing on the improving gender program quality and NOT on the GAM score itself;
- The word limit in the project submitted sheet is not enough for partners to reflect all the needed information making it difficult for GFPs to vet the projects;
- Observations on the submitted projects include:
 - Lack of gender analysis;
 - Lack of SADD information;
 - Small women org. can not meet the HPC funding requirements which limits number of women organizations that benefit from this funding mechanisms.

Evidence Based

In 2019, six women's organizations have benefited from the Humanitarian Fund (HF); mainly under the protection cluster allocations.

The six women's organizations received a total of USD 1,395,839.37. This is considered a significant increase in financing projects submitted by women's organizations if compared to 2018 where one women's organization only benefited from HF allocations at USD 320,000;

2017 where two women's organizations received USD 173,686;

2016 where one women's organization received USD 152,140 ; and

2015 where one women's organization received USD 108,138.7.

Participants' feedback/Observations/Questions

- This is one of the good practices in which cluster coordinators, UNWOMEN, and GFPs are working in harmony and are able to reach the goal of integrating gender in cluster response, including systematic application of the IASC GAM.
- How much of the work was performed by the network and how much of that was done by UNWOMEN?
- How are you able to engage with cluster work? How are you engaging with the women's groups?
- From where did you receive the resources you were able to allocate for this work?
- You have a two-year workplan with the support of OCHA and UNWOMEN. Is the workplan evaluated? If so, what are the lessons learned?
- How you were able to overcome the turnover of GFPs?
- A participant from Yemen mentioned that while it was clear that inclusion of women's organizations is key to promoting gender equality, such efforts face challenges in some contexts like Yemen. In Yemen, most women empowerment projects/programmes, as well as gender and GBV activities, are rejected by local authorities in the northern areas, which deprives women and girls from accessing benefits from humanitarian aid. Also, donors do not prioritize women empowerment agendas. Therefore, lack of funds for women's organizations have led to the closure of most women's organizations in Yemen, particularly during COVID-19.
- Another participant from Yemen reflected on the difficulties and challenges faced by many NNGOs in Yemen (especially in northern Yemen) because authorities do not approve programmes that promote gender equality.

Presenters' response

- There is a small team of three staff in UNWOMEN Gaza who supervise the gender mainstreaming in humanitarian action. There is full coordination between UNWOMEN staff and GFPs who actively engage cluster coordinators. A few months ago, two colleagues joined the team from WHO to support the health cluster. Also, a humanitarian consultant is now part of the cohort. All this work is done with no budget. However, \$10-15,000 USD saved from other programmes are allocated to this small team.
- Actions were informed by lessons learned from the midterm review: 1. Need to engage women's organizations within different gender coordination mechanisms. 2. Cluster coordinators should have women's organizations among cluster partners to ensure that the voices of women are heard on all clusters. All of this was acted on.
- GFPs engagement with clusters enabled discussions about gaps and needs. This informed their engagement with clusters on how to improve their interventions (through a gender lens) from assessment, design, and monitoring up to evaluation.
- To overcome the turnover of GFPs, the network developed a Terms of Reference (TOR) and requested cluster coordinators to nominate two GFPs per each cluster instead of one.
- A comprehensive review of the joint workplan will be announced soon.
- The completed midterm review for the 2020 plan provided a number of recommendations, such as the need to formulate a humanitarian gender group at the national level, and to hold annual meetings at the national level since there are two different geographical areas (Gaza and the eastern part of Jerusalem).
- Over three years, most NGOs considered GAM in their projects/programmes. Therefore, most of the projects/programmes are gender sensitive.
- Though slightly different from the Yemen context, NGOs in Gaza also face challenges around their work. NNGOs find it difficult to acquire humanitarian funds because of the high standards required, which local NGOs do not necessarily meet. Also, for the NNGOs to implement their programmes, they must get permission of many national authorities.

Comment from Deborah Clifton, Global IASC GAM

Over the past three years, Palestine has been the country that has most rigorously completed the IASC GAM. Over 90% of the projects applied GAM. While GAM is only one tool to strengthen gender programming, it contributed to the strengthening of gender analysis in Gaza.

Key takeaways by facilitators

- GFPs are fully supported by a technically competent team that is well-organized and diverse (UNWOMEN, WHO, and a gender humanitarian consultant). The fact that GFPs regularly engage with clusters and cluster coordinators makes the difference.
- Commitments from the HCT and national and international NGOs to achieve gender equality was/is key to the success of GFPs in Gaza.
- Women's organizations struggling to get funds to operate in humanitarian contexts seems to be an issue across the region.
- Increasing the number of women's organizations that participate in cluster meetings should be prioritized.
- English language remains a barrier for effective communication and inclusion of women's organizations (and of NGOs in general) in cluster work. This linguistic barrier needs to be addressed.
- Unavailability of sex and age disaggregated data (SADD) remains a major issue to be addressed.

“Gender Network Formation in Yemen” presented by Hanan Al-Medhwahi, Gender Network member, UNICEF, Sana’a

Gender Network Formation in Yemen

- The GenCap Advisor, Deborah Clifton, established the Gender Network in 2016 under the umbrella of the Humanitarian Response Plan.
- Gender issues have been tackled long time ago before gender network formation, but since the network had just been created it was necessary to integrate / mainstream gender in the humanitarian aid officially.
- The gender network worked to increase attention to gender-related issues and gaps in the humanitarian response, and that women are included and listened to when humanitarian carry out their mandate.

Achievements of the gender network since it was established:

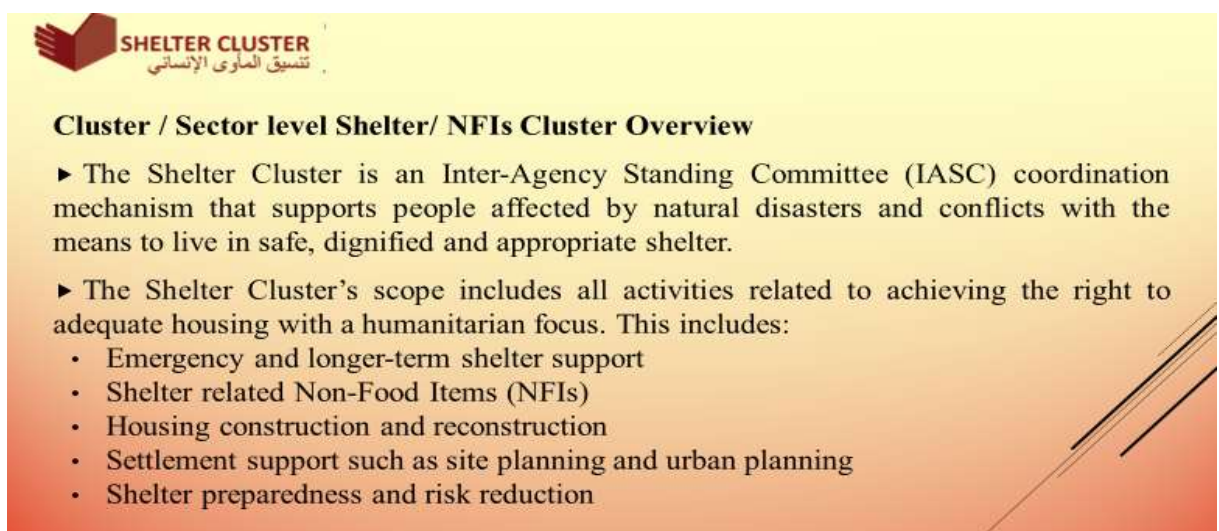
- The Terms of Reference (ToR) for the Gender Network were developed;
- Several trainings were conducted to build on the capacity of the Gender network members. Such trainings included both:
 - Gender in Humanitarian Action (GiHA);
 - Gender with Age Marker (GAM).
- Reviewed with Gender network the [proposals submitted to OCHA to ensure that they are gender sensitive in 2017;
- During 2018, gender was reflected in the clusters;
- Cluster tools were reviewed to ensure they are gender sensitive;
- Many of the national and international NGOs used the gender-amended tools during their field visits and assessments;
- Gender Network was only active in the North. Since February 2020, the Gender Network is activated in the South and expanded to include hubs level, therefore, increased its inclusivity and national representation;
- As of February 2020, the Gender Network is operational under four Task Forces: Gender Analysis, Strategy, Advocacy and Capacity Building;
- The Gender Network has an elaborated 2020 Annual Work Plan.

Challenges:

- Decision-makers in the HCT do not prioritised gender in their agenda;
- Gender specialists are not getting visas to come to work in the North Yemen;
- Internet network is unstable in Yemen and COVID-19 lockdown makes difficult to advocate for gender.

- The Humanitarian Response Plans (HRP) 2017-2018 were gender blind as gender was considered as an increase on to the plan and Gender Network was not fully included in the development of the HRP and Humanitarian Needs Overview (HNO) in the past;
- We did not have 2020 HNO and HRP. The HRP 2019 was expanded to 2020 due to restrictions imposed by *de facto* government on the humanitarian actors;
- The current conflict in Yemen and resistance from government authorities to gender, GBV and protection, makes difficult to the Gender Network to fully functioning;
- Gender Advisors and specialists are prohibited from visiting many governorates, especially in the northern areas;
- Scarcity of financial resources to fund gender related activities;
- Sequence and variety of disasters happening in Yemen, which needs humanitarian urgent life-saving response, led the humanitarian actors in Yemen to not prioritize gender equality in the response.

“Integration / Mainstreaming of Gender and GBV in Cluster Response Session” presented by Mona Al-Hajri, Cluster Gender and GBV Focal Point, Shelter/ NFI cluster, Sana’a



Project Life Cycle

1. Planning Phase
2. Implementation Phase
3. Monitoring Phase
4. Operational Review and Evaluation



Planning / Designing Phase

A. Needs Assessment and Analysis

There was no chance for me to do any gender analysis, which describes the distinct needs and dynamics between women, girls, boys and men in different age groups or other backgrounds including people with disabilities and status like (displacement, refuge, migrant and host communities).

- ❖ With help aid from Gender Advisor, Miss Sara Ahmed I reviewed Cluster 'Initial assessment tool and PDM tool and give Coordination team comments on them to be more Specific gender and age-related needs identified, supported by sex- and age-disaggregated data and to be undertaken for the monitoring phase. Unfortunately, this recommendations was not adapted!

Planning / Designing Phase

A. Needs Assessment and Analysis (cont.)

- ❖ I had a chance to support cluster partners in Applying the Gender & Age Marker (GAM) for project design and monitoring to ensure information is shared through ad-hoc meeting with the cluster partners who are YHF eligible partners.
- ❖ At the designing phase, made sure activities/resources are sort of reflect to the specific needs and preferences of girls, boys, women and men of different age according to cluster partners need assessment and monthly sharing reports information with the cluster.

B. Implementation and Monitoring

- ✓ Provided trainings for cluster partners in using the IASC guideline to ensure information is shared with Cluster Partners through ad-hoc meeting;
- ✓ Made sure women, girls, boys and men of appropriate ages participate in implementation of the programs activities their suggestions are incorporated including through community committee in CCCM;

B. Implementation and Monitoring (cont.)

- ❖ Reviewed the community committee's standards that is prepared by NAMCHA to be more gender prospective. Adapted!
- ❖ Weak focus on discrimination faced by specific groups women/girls/boys/men and made sure programs addressed barriers to participate.

B. Implementation and Monitoring

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C. Operational Review and Evaluation

Do we do well ?
What should we change?
Recorded benefits for the different target groups?
Activities tailored to the gender analysis?
Which tool/s at the monitoring stage?



What are the gaps and challenge to integrate Gender and GBV in your cluster response?

1. The nature of work is voluntary so it might be not given enough time like full time obligation.
2. There was not any coordination between different KRP (Key resource person) before composing AG (Cluster 'Advisory Group) regarding discussing the work of every KRP and how to coordinate and strengthen protection, gender mainstreaming in their work.
3. The gender mainstreaming is not prioritised in the monitoring and evaluation phases in the cluster which reflect negatively into unequal access of different gender groups to available services.



Participants' feedback/Observations/Questions

- There is no gender balance in the HCT in Yemen – few women compared to the number of men.
- There is a lack of representation of women's organizations in the HCT in Yemen.
- The fact that the Yemen's Gender Network (GN) was not consulted during the HNO and HRP processes in Yemen hinders gender integration throughout the HPC. What will you do to push forward this year?
- The challenges to conduct gender analysis in Yemen and the lack of SADD data will remain a major issue for the GN in Yemen. Are there any ways to overcome?

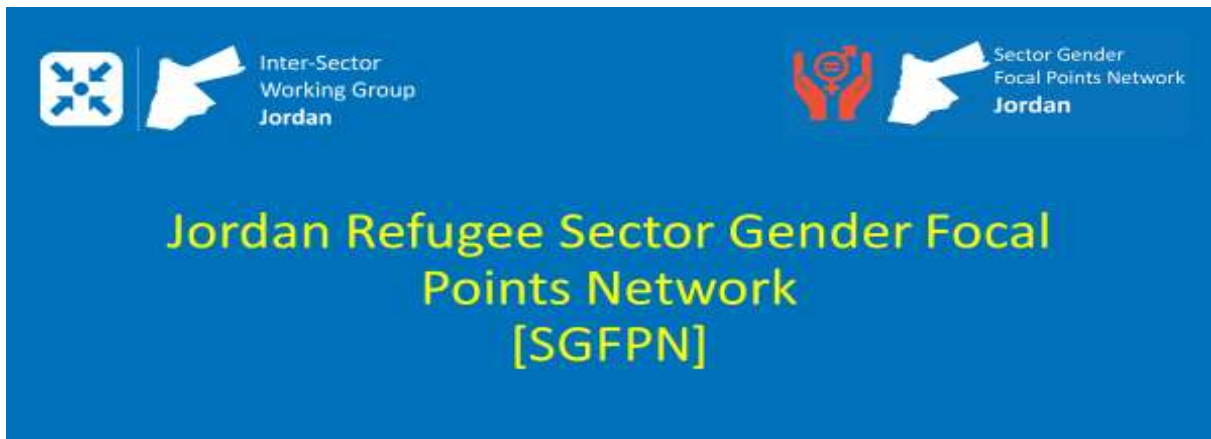
Presenters' response

- Yemen operation lacks SADD. Resistance from the government to conduct such analysis is pervasive. There are fragmented efforts, but no national data yet. This represents a challenge to evidence-based programming in the Yemen operation. Clusters are being pushed to disaggregate data at their cluster level.
- High turnover of GFPs.
- Women's organizations face many challenges to operate in the current situation in Yemen. The environment is not only not enabling them but is very hostile. Government, especially in the north, shows resistance to facilitating their work. Ongoing conflict adds further challenges.
- There is a huge gap in GBV data which is a very sensitive topic to tackle in Yemen. Collecting GBV-related data in Yemen is not happening and there is no classification for different forms of GBV. This is because of security reasons. This impacts the way different clusters respond to GBV. For example, the shelter cluster could not conduct gender analysis study so depends on the reports that have been shared by the national and international NGOs' cluster partners in order to address GBV.
- The 2020 work plans of the Yemen's Gender Network and the Cluster Gender and GBV Focal Points Network, though developed, were not endorsed by the country operation. Therefore, no resources were made available for the implementation of some of the activities. Some members consequently lost trust and interest, especially since this is a repeated occurrence over the years.

Key takeaways by facilitators

- The humanitarian response in Yemen targets a mix of IDPs, refugees and migrants. This is the context in which the GN, the gender cluster, and the GBV focal points operate.
- Yemen has a very complex situation in which ongoing conflict, natural disasters, and the pandemic intersect, positioning Yemen as the worst crisis in the world. This complex context creates significant political and programmatic challenges for cluster work, and the whole operation.
- In terms of gender, there are several challenges such as:
 - The de-facto government resists gender and women empowerment. Gender is politicized to varying degrees by all parties of the conflict. Gender is widely defined as a western concept that embodies western ideologies and is thus in direct conflict with Yemeni cultural values. It is the misunderstanding of what gender equality means in a humanitarian context that creates this resistance. The GN has two activities in their annual work plan: studying sources of resistance to gender equality in Yemen and best practices on how to deal with resistance in Yemen. This is aside from the advocacy work to engage the government in domestication of the concept of gender for the Yemen context.
 - The fact that there were no multi-cluster assessments for 2020 to inform evidence for the 2020 HNO and HRP left the Yemen operation with no option but to extend the 2019 HRP. The 2019 HNO and HRP were widely described as gender blind due to the fact that the GN was not involved in their development. For the 2021 HNO and HRP (underway), there is ongoing advocacy to include the GN and cluster focal points in the development of Yemen 2021 HNO and HRP.
 - More advocacy for the inclusion of the GN and CGFPs in the development of the 2021 HNO and HRP.

“Jordan Refugee Sector Gender Focal Points Network” presented by Susana Boudon, Senior Inter-Agency Coordination Officer, UNHCR



Cluster Coordination Approach

- At the country level, the Representative of the Cluster lead agency is accountable to the Humanitarian Coordinator.
- This accountability is the primary difference between clusters and sectors.
- The CC provides the coordination architecture for non-refugee humanitarian emergencies.



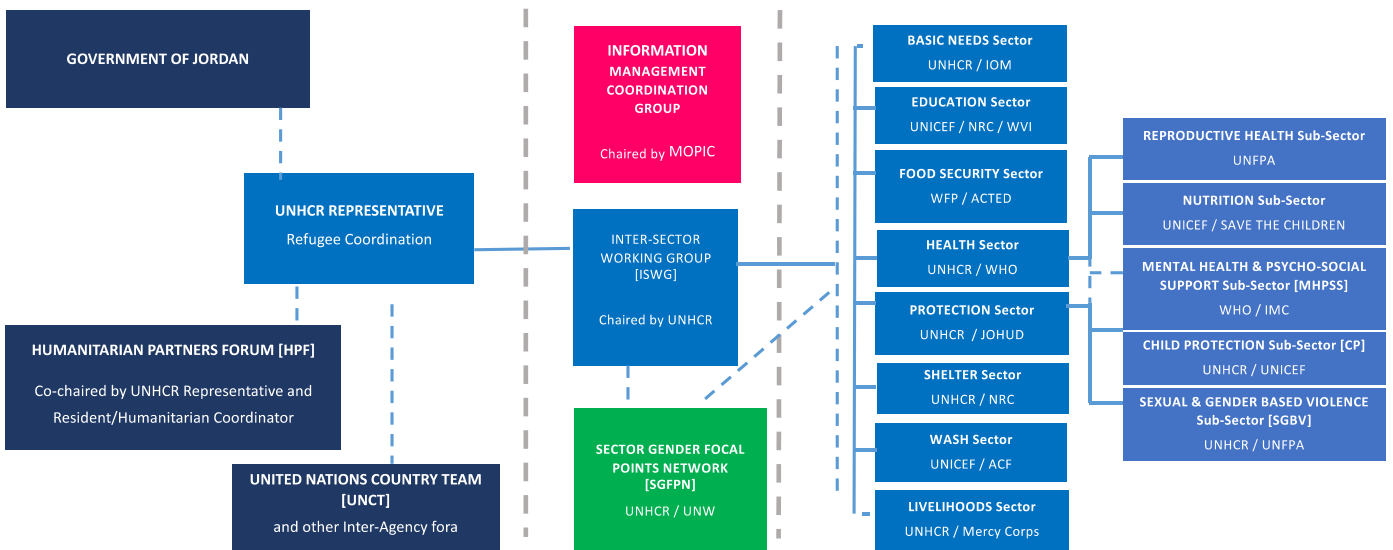
Multi-Sectoral Coordination Approach

- In countries where the Government has the responsibility for coordination, we often refer to sector leads rather than cluster leads.
- In refugee situations, coordination is guided by the Refugee Coordination Model (RCM); clusters are not activated in refugee situations.

The case of Jordan.

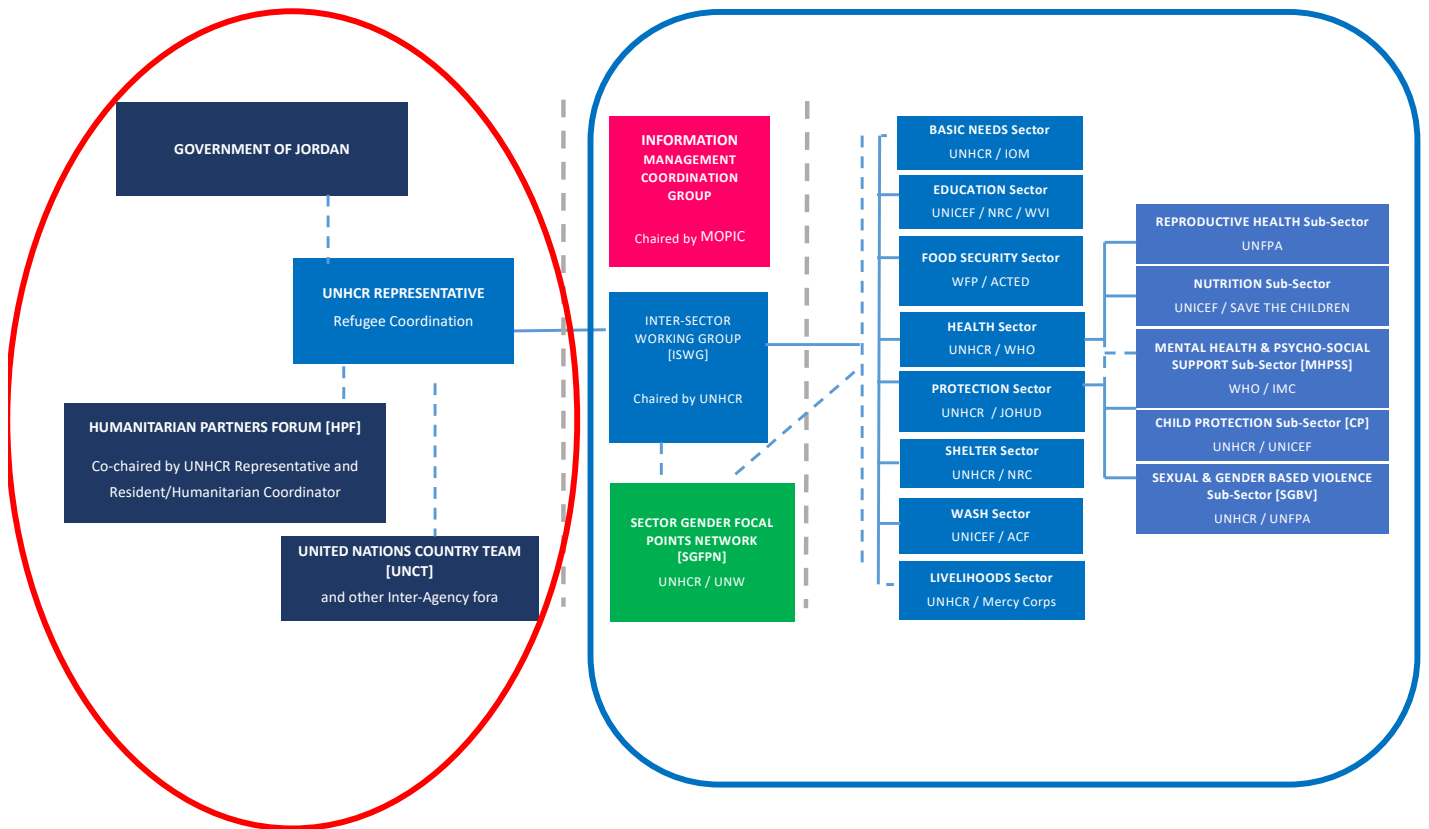


Operational Coordination in Jordan



Global Guidance

Operational / Field Context



Gender: context in Jordan

- It has been clear throughout the Syria crisis that cultural beliefs and practices, legal structures in countries of origin and asylum, insecurity and socio-economic pressures contribute to the perpetuation of gender inequality among refugees, primarily discriminating against women and girls.
- This inequality allows men and boys to enjoy greater access to and control over resources while it puts barriers in the way of women's mobility and decision making.

Needs

- Gender inequality impact on refugee women's is mainly accessing humanitarian services, including health, education and livelihoods, as well as increases their risk of SGBV.
- When a comprehensive humanitarian effort was developed to respond to the Syria crisis in Jordan, the Inter-Agency Coordination structure was seen to provide an opportunity to incorporate gender equality measures more systematically across all plans and programs.

SGFPN

- Part of the ISWG strategy.
- Established in May 2013 with the pilot of the Gender in Humanitarian Action training and since led by Merrin Waterhouse, IASC Senior Gender Advisor until 2015 when leadership was handed to UNHCR, UNICEF & UNFPA the three agencies leading refugee sectors.
- 2015-2016: technically supported by 3 Senior GenCap to the IATF and HCT (today HPF).
- 2018: GenCap and CashCap.
- Apr2016-2020: UNHCR chairing alone.
- Sep2020: co-chairing arrangements with UNW.



SGFPN

- Comprises SGFPs nominated from each of the refugee sectors / sub-sectors.
- The role of the SGFPs is to support their nominating sector to incorporate and monitor gender equality measures.
- The Network uses a range of strategies to support its members: peer-learning; information sharing coaching; training, training others, and sharing useful resources.

Main Objective

- Aims to building gender equality capacities from within the sectors.
- Helps ensure the continuity, accountability and sustainability of gender equality integration into humanitarian response plans and programming.

Main Achievements

Jordan Response Plan [JRP]

- All Project Summary Sheets [PSS] for all sectors were developed with gender lenses considering SADD.
- All partners reports with gender disaggregated data on ActivityInfo platform.
- Gender Marker: support MoPIC in adapting and incorporating to evaluate the appeals submitted on JORISS system.



Main Achievements

Global Guidance

- UNHCR AGDs: applied by sectors.
- GAM:
 - Roll-out by the SGFPN Dec. 2018
 - SGFPs developed for each respective sector 2019-2020 Joint Sectoral GAM Implementation Plan.
- Partnership Gender Responsive:
 - OCHA inclusion of gender criteria in JHF submissions.
 - SGFPs members of JHF TRC.

Main Challenges

- SGFPs participation is voluntary.
- SGFPs role is in addition to their normal workload.
- SGFPs / Staffs rotation.
- Gender Analysis developed / updated by each sector / sub-sector in close collaboration with SGFPs / network.
- Lack of funding.



GiHA Review Background

- **Requested** by the HPF ;
- **Objective:** Provide lessons learned and recommendations on how all partners can strengthen the structures, systems and expertise in place to deliver on the WHS commitments;
- **Scope:** Actors, systems, structures, expertise across the UN, INGOs, national NGOs, government, and aspects related to HPF, ISWG, government response, donor coordination forums, JIF and others;
- **Explores:**
 - Accountability for gender in humanitarian action;
 - Availability and use of sex, age and disability disaggregated data, gender statistics and evidence in analysis and implementation;
 - Participation of women in leadership and decision-making in response;
 - Targeted investments in promoting gender equality and women’s empowerment.

GiHA Review Background

- **Interagency exercise** co-chaired by UN Women and UNHCR;
- **Methodology** informed by IASC Policy on GEEWG and its Accountability Framework; IASC Gender Handbook; IASC Gender with Age Marker tool.

Key Findings of the Desk Review

- **Gender analyses** has not been consistently integrated into the sector plans or JRPS;
- Most common **targeted actions** focused on provision of sexual and reproductive health and GBV prevention and response;
- **Gender responsive Monitoring and Evaluation mechanisms are in place**, however not all data collection mechanisms incorporate a gender perspective;
- **Gender markers** are useful tools to systematically track gender allocations but training and monitoring are necessary to ensure compliance and vetting;
- An **inter-agency/intersectoral gender working group** is established (SGFPN). Main challenges to strengthen its impact are participation, seniority and expertise;
- Humanitarian partners have taken steps to foster the **participation of national women’s organizations in coordination mechanisms (HPF)** but specific initiatives at national and camps/HC level require attention to ensure meaningful participation of women refugees.

Next steps GiHA Review

- **Final review** of the report ongoing
- **Recommendations and action plan** to be prepared by the Task Team
- Recommendations should inform **JRP process** and potential comprehensive **national planning process** in future
- **SGFPN** to play a role in supporting and/or monitoring the implementation of the action plan

Next Steps GiHA Review

- **Final review** of the report ongoing;
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SGBV-SWG Experience Sharing workshop: GBV Risk Mitigation across Sectors



Introduction



- In late 2016, the SGBV SWG in Jordan conducted a series of 6 days roll out workshops on the 2015 IASC Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action for 6 relevant sectors in the humanitarian response in Jordan.
- A number of sector-specific strategies and sector action plans were developed on how to mitigate the risk of GBV within each sector. In 2018 and after reviewing the progress in the implementation, it turned out to have it been slow and, in some cases, non-existent.

Follow up actions



- Following up on the previous efforts, a need emerged to revitalize the GBV mainstreaming efforts across the different sectors of the humanitarian response by:
 1. **building the capacity** of sector implementing partners;
 2. Supporting the **revision** of the action plans;
 3. Establish an **accountability mechanism** to create a sustainable change.
- SGBV WG selected a consultant as part of the GBV Roving Team and specialized within the GBV Guidelines to conduct a mission to Jordan.



Objective



The main purpose of the intervention is:

1. Assist humanitarian actors and communities in Jordan to coordinate, plan, implement, monitor and evaluate **(HPC)** essential actions for the prevention and mitigation of GBV across selected sectors of humanitarian response to the Syria crisis.
2. Strengthen resilience and national capacity by involving relevant Ministries in the training.



Methodology:



Consultant used the following methods to achieve the objectives:

1. **Meetings:** ISWG, Senior Inter-Agency Coordination Officer, sector leads, UNICEF and researcher.
2. **Field visit:** CMR clinics.
3. **Capacity development workshop for Non GBV specialist:** with the following profiles; Sector technical specialists, Program/ project Coordinators, IM officers, M&E officers, Gender focal points, Inter sectoral coordinators.



Recommendations:



- Direct follow up by the SGBV SWG co-chairs (UNFPA & UNHCR), for the action plan finalization.
- Make sure the mission is presented into the HPF and allowing accountability mechanism agreed upon for their engagement in future monitoring.
- Continuous support to be provided by the SGBV SWG co-chairs for sector leads and IPs when needed in implementing their action plans.
- Sharing progress and good practices with the GBV Guidelines teams, through the consultant, in order to keep track of the work.



Recommendations (cont.)



- Strengthen GBV risk mitigation efforts with government through follow up meetings, specially with government representatives, decision makers and planning units.
- For capacity development initiatives, try to focus on selection of participants, should they be field staff and frontlines, or dictions makers and program teams in their organizations; preferred as non- GBV experts/ specialists. This can provide better understating of the audience and therefore tailor the content accordingly.
- Organize a call between the consultant and the SGBV WG, to follow on progress and provide any technical support needed.



GBV risk mitigation during COVID-19:



- Conducting online trainings on GBV safe referral for non-GBV specialists.
- Utilizing the use of GBV referral pathway application “Amaali”
- **Video:** <https://www.facebook.com/UNHCRJordan/videos/have-you-heard-about-amaalia-new-mobile-app-in-jordan-to-assist-survivors-of-sex/466671087256395/>
- **Poster:** <https://data2.unhcr.org/en/documents/details/79308>

SGBV interventions are life saving

Thanks for your support

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Mays Zatari, Assistant Protection Officer (UNHCR)

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Participants' feedback/Observations/questions

- Do you have programmes that raise awareness about GBV of women GBV? If yes, how do men and boys react to the projects?
- In Jordan, is there more than one structure to mainstream/integrate gender and GBV in the humanitarian response? How do they organize themselves? Is there any conflict or repetition of their tasks?
- What are the reporting lines for sector GFPs? to whom SGFPs report?

- Please share your experience on the management of GBV cases and referrals. Is the same mechanism used during COVID-19?

Presenters' response

- Women, men, girls, and boys besides the whole community are targeted in GBV projects. Men and boys participate in GBV prevention awareness sessions. Also, men and boys participate as volunteers or role models in some campaigns to combat GBV or protect women rights.
- There is a resistance from men during project activities but usually the activities target the whole family through community members who are chosen to be GBV community members. The responsibility of these community members is to find better solution to engage men and boys in project activities. It was once suggested that all family members (of many families) be invited and divided into groups according to their age and be given the same activity to raise their awareness about GBV and gain their support to protect women in their communities. The impact of this activity was positive.
- In the beginning of each year, the team members gather to develop the annual workplan. All sectoral focal points participate in this meeting, even the smaller sub working groups in different offices. They are invited to consider their priorities in the draft of the workplan. In addition, any activities that were left from the previous year is also included. To coordinate with other teams and sectors, there are monthly meetings to give updates and collaborate with leaders of these structures to attain mutual objectives.
- The coordination structure in terms of Inter-Agency and the sub sectors is that they report and work in close collaboration with their respective sectors.
- The GFPN is composed of sector GFPs that are nominated by their respective sectors. So, a sector's GFP sits in both her/his respective sector as well as in the inter-sector working group. This enable focal points to work with and influence both at the overarching level as well as at the cluster level.
- The members of the network build bridges and maintain the existing bridges between the members and their respective sectors.
- Sector GFPs report to the inter-sector working group which reports directly to the UNHCR representative.
- On GBV case management and referral: All front-line workers from any sector go through trainings on how to deal with any GBV case. They also go through training such as MHPSS. They should also download the Amali application on their smart phones. Based on the person's desire, age, and the type of information she/he provides, the sector GFPs can deliver the service or contact the service providers directly via phone to refer the case.
- During COVID-19, reaching out to the available services has been more difficult. All services, even case management have been delivered by phone.

Key takeaways by facilitators

- The sector GFPs in Jordan are well positioned with the humanitarian structure in Jordan both in terms of leadership and reporting lines.
- Close coordination with sector coordinators is needed.
- There is need to find best ways to strengthen gender analysis across the operation and at sector level.
- Will be great to document good practices of the different focal points at cluster/sector level to be shared regionally.

Ekram El-Huni, Regional Program Coordinator, UN Women Arab States Regional Office

The UN Women, OCHA and CARE MENA/Arab States regional offices recently established a Regional Gender and Humanitarian Action (GiHA) Working Group, and the 3 agencies are serving as co-chairs. The Regional GiHA Working Group co-chairs will soon reach out to the country coordination structures in the region to understand their needs so the regional GiHA Working Group's workplan can be demand-driven by the countries.

Wrap-Up & Way Forward

Conclusions

There are very diverse types and practices of gender equality coordination across the four countries. The ways in which gender and GBV coordination is lead and managed in the four countries differ from context to context, which offers the opportunity for teams to benefit from these difference.

There is excellent work and great achievements by the different gender and GBV coordination structures in the four countries.

Many challenges facing gender coordination in the four countries contexts are similar. These are:

- All gender coordination structures in the four countries mentioned (different degrees) of resistance they face by senior decision-makers in the operation (HCT, ICCG) and/or at the level of cluster/sector coordinators, as well as with government authority level.
- lack or limited financial resources allocated to the work of the Inter-Agency gender coordination structures. of financial resources.
- High turnover of focal points is an issue which greatly affect the quality of the work and for sustaining the changes made.
- Lack of gender analysis.
- lack of skills to do gender analysis whether common one or at clusters level.
- Lack of capacity development on gender in humanitarian action for the focal points is a serious need.
- linguistic barriers for Arabic speakers to access to knowledge in their language (especially local partners).
- There remain a limited number of women leaders in the humanitarian response.

Recommendations

- Good practices and lessons learned in each country in regard gender coordination should be documented and shared between the four countries. This includes strategies and technics used by gender and GBV coordination structures on how to strengthen gender equality coordination and overcome the resistance to gender equality at different levels.
- Build capacities of the gender coordination structures on how do gender analysis (emergencies, recovery, development and peace settings).
- There are two levels of engagement for gender coordination with the operation in each country. The first is the more strategic decision-making level involving the HCT/inter-cluster coordinating group (ICCG). The second is at the operational programmatic level, which includes the cluster coordinators. Working at the cluster level to ensure gender is central to the response, requires active engagement with both HCTs and ICCGs. Doing so can address the many challenges discussed (capacity development, resources, positioning focal points in the cluster, increasing women's leadership in the humanitarian response, engagement with HNO and HRP/JRP processes), which is necessary in order to be able to centre gender in the response.
- Increase of women's leadership in the humanitarian response under the localization agenda (inclusion of women's organizations at the cluster level and advocacy for their periodic inclusion in the HCT). This is should be taken up at regional level in order to develop effective strategies to address this matter.
- Advocate for more funding for women's empowerment agendas in the region (for example, have a dialogue with donors at the regional level).
- Training of Trainers (TOT) on gender in humanitarian action in Arabic for the GFPs in the four countries to strengthen the capacity of the gender coordination structures in the region to be able to give technical support and become more efficient in the clusters/sectors. We can approach GenCap for this support.

- Gender and GBV coordination structures to remain in touch through an informal network to continue to share information and practices and provide support to each other.
- Create linkages/informal networks between GFPs at the cluster level, to continue to share information and good practices and seek support from each other.
- Formulate sector GFPs at the regional level to sustain cooperation across the region and look for innovative ideas for resource mobilization, coordination, experience sharing, and overcoming challenges.

Follow-up Actions

- Connect the gender coordination leaders from the four countries through group email. You can say done, since it will be done tonight. Share the draft report with them for validation. You can also say done, since will be shared tonight.
- The group will then remain together to elaborate on common concerns and act on recommendations.

End