Terms of Reference

[ToR 2019]

Refugee Sector Gender Focal Points Network
Inter-Agency Coordination Unit, UNHCR CO Jordan

Background

The Jordan Refugee Inter-Sector Working Group [ISWG] seeks to ensure that women and men (including young adults and elderly), girls and boys (including adolescents, children and infants) are able to equitably access the available humanitarian resources irrespective of their gender or age. This reflects the policies of its member organizations. One of the strategies that it uses is to sponsor a cross-sectorial network that focuses on how to effectively promote gender equality in the refugee sectors' needs analyses, strategic responses and activities, and response indicators. The ISWG has set up a cross-sectoral network called the Sector Gender Focal Point Network focusing on the promotion of gender equality and they developed a tool to monitor Gender Equality Measures in humanitarian projects.

The network is chaired by UNHCR's Inter-Sector Coordinator and it started in 2015. Between 2015 and 2016 the network benefited from the technical support from the three Senior Gender Capacity Advisors to the Inter-Agency Task Force [IATF] and Humanitarian Country Team [HCT]. The refugee Sector Gender Focal Point Network [SGFPN] comprises refugee gender focal points nominated from each of the eight refugee sectors: Basic Needs, Education, Food Security, Health (including: Mental Health, Nutrition and Reproductive Health), Livelihoods, Protection (including Child Protection, Sexual and Gender-Based Violence and Mental Health/Psycho-social), Shelter and WASH. The role of the Sector Gender Focal Points is to support their nominating sector to incorporate and monitor gender equality measures. The Network uses a range of strategies to support its members, including: peer-learning, information sharing, coaching, training (and training others), and sharing useful resources.

It is acknowledged that the role of refugee Sector Gender Focal Points is taken on by agency staff with existing workloads. This role is a vital contribution to the building of the capacities of sectors to identify the distinct needs of refugee women, men, boys and girls, seeking assistance and tailor strategies and performance indicators appropriately. It will support the work of the refugee ISWG, Sectors and Sub-sectors Work Plans and Strategies, supporting and reviewing its operations and the ability of sectors to operate in a gender – inclusive manner.

Thanks to the work of the refugee Sector Gender Focal Points Network (SGFPN) and the Senior Gender Capacity Advisors in 2015-2016 and 2018-2019, the Jordan Refugee Response has become more gender responsive with a continued commitment to mainstreaming gender in refugee sector interventions. The Gender Marker was applied to the Jordan Humanitarian Fund call for applications. The Gender Equality in Humanitarian Action training was conducted for the SGFPN members and field staff in May 2016. Refresher

gender training sessions were conducted for SGFPN members throughout 2016. Gender analysis for each sector was initiated in 2016 and today all refugee sectors have completed them proceeding with annual updates as necessary. In March 2018, the Inter-Agency Standing Committee [IASC] endorsed the new tool Gender with Age Marker [GAM] and UNHCR's SGFPN rolled-out in Jordan the GAM in December of the same year. GAM roll-out make Jordan among the few pioneer countries rolling and applying the new tool. One of the main purposes of the refugee SGFPN is to create awareness and build capacity of the Sector Gender Focal Points, other humanitarian actors and government ministries on the use of the new GAM tool and Gender in Cash programming.

Main Responsibilities

1. Gender mainstreaming strategy
- Support the Sector Coordinator and the SGFPN within/representing their nominated sector to mainstream gender into the Sector Response Plan and SGFPN activities. This should include gender analysis within situation analyses and a clear disaggregation of the gender needs of refugees, and apply the GAM which will be monitored and reported on.

2. Technical support within sector meetings
- Advocate for the inclusion of gender issues in project formulation.
- Advocate for sector assessments to disaggregate data by sex and age.
- Support the sector to interpret and analyze the different needs, risks and capacities of women, men, girls, and boys in order to shape the development of appropriate activities.
- Support the inclusion of gender equality measures (IASC Gender Handbook in Emergency Action Framework][1] in implementation, monitoring and evaluation.
- Support the sector and the SGFPN updating and monitor sector gender analysis.
- Contribute to sector information and analysis to ensure a more accurate understanding of gender equality measures in humanitarian action.
- Support the sector and the SGFPN as a member of the sector Technical Review Committee for the Jordan Humanitarian Fund (JHF).
- Promote inter-sector linkages for gender mainstreaming.

3. Capacity development
- Identify the needs of colleagues for information and training in gender equality mainstreaming.
- Support the Sector and SGFPN coordinators to develop and deliver sector-appropriate gender equality analysis in programming workshops as well as training in the use of the IASC Gender with Age Marker.
- Encourage and support staff in raising gender equality issues in the sector.

4. Knowledge management
- Participate in the SGFPN meetings and activities.
- Share information and experiences with the SGFPN members, contribute to SGFPN advice and guidance to elements of the Inter-Sector Working Group structure, and ensure that SGFPN messages are communicated regularly with all sector members.

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[1] **ADAPT ACT C** stands for: **A**nalyze gender differences; **D**esign services to meet needs of all; **P**articipate equally; **T**rain women and men equally; **A**ddress GBV in sector programmes; **C**ollect, analyze and report sex- and age-disaggregated data; **T**arget actions based on a gender analysis; **C**oordinate actions with all partners.