Consultation on the IASC Gender Marker:

Inter-agency Consultation on Establishing Systems to Track Allocations/Expenditures for Gender and GBV Programming in UN Managed Humanitarian Appeals and Funding Mechanisms

Summary Report
Geneva, 17-18 February 2010

I A S C
GenCap
Gender Standby
Capacity Project

⊗ **STOP RAPE NOW**
U.N. ACTION AGAINST SEXUAL VIOLENCE IN CONFLICT

IASC
Inter-Agency Standing Committee

Consultation to inform the rollout

of the IASC Gender Marker in 2010

1. Genesis, Objective and Scope of the Consultation

In the rush to save lives and meet the emergency needs of people affected by conflict and natural disaster, the special and distinct needs of those with less power or greater vulnerability may be overlooked or put "on hold" to be addressed later by the development agenda. The "tyranny of the urgent" often leads to "gender by chance".

Typically, women and girls are unable to compete with men for scarce resources during crises. Pre-existing gender inequalities deepen the vulnerability facing women who are old, have disabilities, live with HIV-AIDS or are marginalized in other ways. At times, men and boys are the acutely disadvantaged. Without a solid gender analysis, the specific vulnerabilities of women, men, girls and boys hide under a cloak of invisibility.

Addressing gender inequalities requires focused funding and action. The OECD/DAC initiated the use of gender markers to track expenditures for gender equality programming in development in 2007. UNDP uses a gender marker to track gender-related investments and expenditures in its financial system, Atlas. The marker helps determine if UNDP is achieving its minimum requirement that 15% of programme funding should go to advancing gender equality.

Efforts to track allocations to advance gender equality in the humanitarian arena have been more *ad hoc.* There have been retrospective assessments of Consolidated Appeal Process (CAP) funding by key humanitarian actors including OCHA, UNICEF and UNIFEM. These assessments consistently indicate that many projects designed for the CAP as well as other appeals and funding mechanisms are gender blind. This makes it impossible to determine how much funding is dedicated to advancing gender equality. There is also evidence that gender blind humanitarian action may further entrench or deepen pre-existing inequalities.

Tracking expenditures for gender equality programming and multi-sectoral programmes to address gender-based violence (GBV) in humanitarian settings is a UN policy imperative. There are clear directives in recent Security Council resolutions 1820, 1888 and 1889.

The IASC Sub-Working Groups on CAP and on Gender in Humanitarian Action collaborated on the original development work of a gender maker based on the OECD/DAC/UNDP system. This marker was piloted in 2009 by GenCap advisers in four countries (DRC, Ethiopia, Yemen and Zimbabwe) with different humanitarian financing mechanisms. The findings of the pilot grounded this two-day gender marker consultation with key humanitarian stakeholders.

The **objective** of the consultation was to gain significant consensus among key partners on how to strengthen the IASC gender marker for effective global rollout in the CAP and other humanitarian appeals/funding mechanisms in 2010 for the 2011 cycle.

The **scope** of the consultation:

➢ Exploring the lessons learned in piloting: good practices; engagement strategies; challenges and opportunities
➢ Getting guidelines and project design sheets right
➢ Problem-solving on the challenges in marking the project sheets
➢ Identifying tools & supports needed to engage clusters in using the marker
➢ Planning the 2010 pilot

Background Resources provided for the consultation included:
➢ *Guidance Note for Establishing a Tracking System for Gender-related Allocations in CAPs*
➢ *Gender Markers in Humanitarian Financing and Appeals Mechanisms – Lessons Learned from the 2009 Pilot*
➢ *Backgrounder –Humanitarian Appeals and Funding Mechanisms*

2.   Summary Outcomes of the Consultation

The gender marker consultation was grounded in the four-country pilot of the IASC gender marker in 2009. The pilot provided rich learnings on how to implement the gender marker and on scoring issues that need to be addressed. It was agreed at the end of the consultation that the concept of "scoring" should not be used as this could lead to a sense of competition. "Coding" was seen as a more apt word.

Unlike the DAC gender marker which measures at the activity level or the UNDP gender marker which measures outputs, the IASC gender marker is a project design tool focused at the project level. It measures if, and how well, a project is *designed* to advance gender equality.

Utimately, it was agreed that the marker has two purposes 1) as a project design tool and 2) as a descriptive marker to indicate which projects in a particular cluster achieved the various gender codes.

Success factors are becoming clear in the implementation of the gender marker.

1. It is vital to launch the gender marker prior to the start of the CAP.
2. It is also important to have a competent gender specialist to facilitate the gender marker process. The facilitator's (e.g. GenCap adviser or other agency gender advisers) role is to mentor and nurture cluster teams and gender specialists in how to apply a gender lens to improve their project design sheets; engage key stakeholders and orient them in the use and benefit of the gender marker; gain consensus on how to assign a code to a project; and assist clusters to identify and fill gaps in gender analysis and implementation that were identified in implementing the gender marker.
3. The gender marker is one of many complementary tools that help build gender capacity. It should be regarded as such and not merely as a scoring exercise linked to the CAP deadline.

Success factors also include facilitating each cluster to identify minimum standards their projects must meet to ensure the needs of women, men, girls and boys are addressed. Also essential are 'how to code' guides with examples of strong gender inclusive language.

In countries where the gender marker is introduced without the support of a GenCap advisor, it is important to identify a senior gender specialist as facilitator. Introducing and nurturing the gender

marker process requires dedicated time. As this will be difficult to arrange in all countries, it is doubly important to have a kit of user-friendly guidance notes and other tools available.

Participants in the gender marker consultation reached consensus on several points. It was agreed that the IASC gender marker conform to UNDP's 0-3 coding criteria. However, more clarity is needed in the specifics of using the code.

UNDP Gender Marker

Score 3: Outputs that have gender equality as a '**principal'** objective
Score 2:   Outputs that have gender equality as a **'significant'** objective
Score 1: Outputs that will contribute '**in some way'** to gender equality, but not significantly
Score 0:   Outputs that are **'not expected to contribute noticeably'** to gender equality

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Participants explored the challenge of making projects/funding of gender-based violence visible in a way that does not position GBV as separate from gender equality programming or diminish the importance of the wider realm of gender equality programming. GBV programming is an important element of gender equality work: it can be mainstreamed into clusters or delivered through targeted action.

What now appears as a realistic first-step solution is for GenCap and the gender marker roll-out to collaborate with the those working on GBV including sexual violence (UN Action supported efforts and the global GBV Area of Responsibility Working Group) in ongoing efforts to improve the way clusters/sectors design projects to capture both mainstreamed GBV activities in sectors and stand-alone or targeted GBV programmes.

In some countries it now appears that a separate code specific to GBV may be advantageous, while in others, key word searches may suffice to separate out gender specific projects from those on GBV.

Further progress was reported on financial tracking. FTS and CAP officials confirmed that the gender markers could be inserted into the project template in the Online Project System (OPS) which serves the CAP.

The consultation put primary focus on the CAP and CERF. The reason is the magnitude and reach of their funding. The CAP funding in 2009 was $6.2 billion, making it by far the largest of the humanitarian appeals. CERF funding reached $400 million which was invested in 50 countries: the second largest source of funds and reaching the greatest number of countries. There are strong synergies between the content of the CAP and CERF project design sheets and those of the Flash Appeal and pooled funds (CHF and ERF). It is clear that mainstreaming gender equality into the CAP and CERF processes will reap most gains and be a catalytic influence on other humanitarian appeals and funding mechanisms.

Critical entry points for advancing gender equality were identified in both the CAP and the CERF. In the CAP these include: the strategic objectives, cluster/sectoral response plans, monitoring plans, project design sheets, project selection and cluster prioritization criteria, in addition to the CAP guidelines, workshops and trainings. Additional entry points for bringing a gender perspective to the CERF include guidance notes to country offices selected for underfunded allocations as well as training presentations and materials.

Two realities were very clear during the consultation. Every project has gender implications: it is the humanitarian community's obligation to go beyond 'doing no harm' to advance gender equality. The gender marker is not a brief analysis exercise tied to the project design phase. It can and should be much more. It should be regarded as one of many gender tools that can help create openings for advancing gender equality throughout the year at each phase and at each level in humanitarian financing.

Participants also provided insight into country selection criteria, engagement strategies, tools and approaches that could support the 2010 roll-out.

3. Structure and Methodology

The two-day consultation was led by OCHA and facilitated by other members of the GenCap Steering Committee, the GenCap Secretariat and a GenCap Adviser. UN Action and GenCap funded the consultation.

The anchor of the consultation was an analysis of the lessons learned during the 2009 four-country pilot of the IASC gender marker. Presentations were reserved for presenting relevant pilot findings and new data/information that was essential to background the discussions.

Key resource people included specialists from humanitarian appeals and funding mechanisms (CAP, Central Emergency Response Fund-CERF and pooled funds); the UNDP gender marker initiative; the Peacekeeping Support Fund; and the Financial Tracking Service (FTS). Insights and progress related to tracking of expenditures for GBV programming were presented by UN Action Against Sexual Violence and UNFPA.

Small group discussions, on-the-move brainstorming and other participatory techniques generated idea-sharing grounded in participants' experience. Group exercises 1) made use of CAP and pooled-fund project sheets to explore scoring complexities facing the gender marker as well as sector-specific realities that should inform implementation; 2) analyzed how to improve gender-blind project sheets; 3) identified ways to engage key in-country humanitarian actors in effective piloting of the gender marker; 4) proposed criteria for selecting priority countries for the 2010 roll-out; and 5) proposed gender tools needed to support the successful 2010 roll-out.

As the CAP is the financial leader of the humanitarian funding appeals/mechanisms, most emphasis was placed on the CAP during this consultation. The CAP process, templates and approach have a significant influence on other humanitarian appeals and funding mechanisms.

The consultation agenda appears in Annex 1.

A cocktail reception was held on 17 February for participants to meet with donors, NGO and UN representatives.

4. Participation

Participants included:

- Experts working on CAPs and other humanitarian appeals/financing schemes
- GenCap Steering Committee members and GenCap Advisers who will be implementing the gender marker in 2010
- UN participants with experience in gender tracking
- IASC and UN Action members with gender and GBV expertise
- EU and Peace Building Support Office staff
- Cluster actors: lead agencies and NGO partners

5.   Key Outcomes

Outcomes and learnings are captured by topic. One or more sessions may contribute to the outcomes listed.

Lessons Learned from the 2009 pilot of the IASC Gender Marker

The Gender Marker was piloted in DRC (Pooled Fund –PF); in Ethiopia (Humanitarian Response Fund-HRD); in Yemen (Flash Appeal-FA and CAP); and Zimbabwe (CAP). The gender marker used in the pilot is included here.

Gender Code*	Description
Gender Code 3 Targeted Actions	The project's **principal objective is to advance gender equality**
Gender Code 2 Gender Mainstreaming	A **gender analysis** is included in the project's needs assessment and is **reflected in the project's activities and outcomes**
Gender Code 1	The project's **needs assessment includes a gender analysis** but these different needs are not meaningfully reflected in the project's activities and outcomes
Gender Code 0	**Gender is not reflected** in any component of the project objective, needs assessment, activities, or outcomes

The four GenCaps who conducted the 2009 pilot offered these lessons learned:

*The concept of 'scoring' proved problematic. It added a competitive element that was not useful. Respecting this sensitivity, this report and further development of the gender marker will use a more appropriate term. 'Code' and 'coding' are used in this report to replace 'score' and 'scoring'.

Include gender markers from the start of the humanitarian funding cycle: Best results came when the gender marker was introduced at the start of the project design process. This allows the best opportunity to research needs, identify resources, develop support tools and provide support to partners throughout the process. Introducing the gender marker too late, as demonstrated in DRC, minimizes the impact and inclusion of gender in the projects.

Provide access to sufficient and effective technical support: The presence of a gender adviser dedicated to supporting the use of the gender marker was instrumental to success. As in Zimbabwe, those clusters

in receipt of technical support were able to include gender most effectively and meaningfully in their project sheets. The less TA received, the less meaningful was the incorporation of gender in projects.

Adapt gender markers to the context: There is need to make projects that support gender equality visible and distinct from projects that focus on GBV. To do so, DRC created 3A and 3B codes of equal value. Projects that were coded 3A had gender equality as a principle objective. Projects that were coded 3B had GBV as a principle objective. Using this scoring approach clearly showed that 5% of projects focused on GBV while there were no targeted projects focusing on gender mainstreaming. Using another approach, the Zimbabwe pilot coded projects designed to prevent or respond to GBV a maximum of 2 to avoid swaying the results in favor of the protection and health clusters which are more likely to have GBV-specific programs. Another example of responding to local context: due to the importance of gender analysis in the needs assessment, Zimbabwe required gender to be reflected in the needs assessment narrative in order to be coded 1 or more.

Provide concrete standardized guidelines on the gender marker. Guidelines should include examples of how gender can be reflected in each component of the project sheet. Project selection and prioritization criteria should include advancing gender equality. It is essential to have cluster-specific minimum standards *(i.e. DRC identified 4 or five gender dimensions that must be observed by all projects in each cluster)* or guidance notes on how to integrate gender equality. 'How to code' sheets are also needed.

In the pilot, GenCaps were encouraged to use their flexibility and creativity to implement the marker. The flexibility resulted in diverse and rich learnings. Of note are the findings on getting the process right as well as the scoring more consistent.

The marker works best when a team approach is used: e.g. cluster teams, monitoring teams and/or gender focal points have hands-on experience using the marker. Simple cluster-specific tools and minimum standards are needed to demystify the scoring.

The pilot exposed that gender mainstreaming is not done routinely. In two of the pilot countries more than 50% of project sheets were coded zero; in these projects gender was not reflected in the project objective, needs assessment, activities or outcome.

Small group discussions flushed out a number of the coding issues and questions that warrant either clarity or consideration:
- The purpose of the gender marker must be clear: avoid a multi-purpose approach.
- The contribution that gender equality can make to 'doing no harm' needs to be stronger.
- Criteria for scoring 1, 2 and 3 need to be clear: how much weight should be placed on integrating gender into the needs assessment, the critical starting point, compared to activities and outcomes?
- Should the five parameters used in the IASC gender marker for coding (project objective, beneficiaries, needs assessment, activities and outcomes) be given equal or different weight when determining if a project is a 1, 2 or 3?
- How does one code a project that mainstreams gender well but also includes one or more gender-specific activities?
- Implementers may have a track record of integrating gender much more or much less (lip service) than is explicit in the project sheets: should this factor in the coding?
- Do we 'lower the bar' to reflect the deeper challenges facing some countries?
- Would regional weighting be useful?

> ➤ How much coherence can the IASC gender marker achieve with other UN gender tracking systems?
> ➤ How can programming/funding that addresses GBV be made visible?
> ➤ A code of 2 is for projects that mainstream gender. A 3 is reserved for projects that specifically target advancing gender equality based on gender analysis. Having a very well designed project that cannot achieve a 3 in the coding may cause confusion. It is felt, however, that having a 'coding' index instead of a 'scoring' index greatly reduces this sensitivity.

report and slide show on pilot lessons learned available on request

Links with Humanitarian Appeals and Funding Mechanisms

There is significant progress and potential for integrating information on gender equality investments into key databases. Since 2009, UNDP has configured Atlas to track gender equality investments in its development work. The Financial Tracking System (FTS) is the global, real-time database which records all reported international humanitarian aid from all sources. FTS officers are willing to collaborate in order to insert the IASC gender marker codes into its database.

Participants were informed that it is possible to incorporate the gender marker into the project sheet template in the Online Project System (OPS). The OPS is available for the CAP and the CERF. This will allow FTS to calculate what percentage of projects rated 0, 1, 2 or 3 were funded by cluster and by country.

The FTS is an easily accessible and familiar information source for donors. The gender marker will bring this new information on gender equality investments in humanitarian action to donors for the first time.

The gender marker will also contribute useful information to the Good Humanitarian Donorship initiative.

Entry Points: Facilitating the Success of the 2010 Roll-out

To make the gender marker a success requires engaging many humanitarian actors and integrating the gender marker into many existing activities. During the two-day consultation, the following entry points were identified.

- ✓ CHAP needs assessment and strategic priorities
- ✓ CHAP sector-specific response plans (objective / strategic outcomes / indicators)
- ✓ CHAP strategic monitoring framework
- ✓ HC and Cluster Lead CAP training / CAP TOT teams / CAP training materials
- ✓ CAP instruction sheets, guidelines and templates
- ✓ Cluster minimum standards for integrating gender equality
- ✓ CAP project revision and CAP mid-year review guidelines
- ✓ Project selection criteria and cluster prioritization criteria
- ✓ Gender marker engagement tool for Gender Networks
- ✓ Gender marker engagement tool for HCTs and inter-cluster fora
- ✓ Performance assessment – HC/RC and Cluster Coordinators
- ✓ Gender and gender marker training (including CERF) be provided across OCHA by the OCHA training team

✓ CERF 'surge' trips to support countries that are receiving underfunded allocations but do not have a humanitarian funding appeal in place from which to choose projects
✓ Guidance notes for non-CAP underfunded countries receiving CERF allocations

Issues and Suggestions for the 2010 Roll-out

Keep all tools simple and clear: focus on user-friendly operational terms.

The original scorecard can be improved in a number of ways, some of which have been raised earlier in this report. These include: considering whether a less intimidating term than scorecard is appropriate. One suggestion is the word 'code'; aligning more closely to the UNDP gender marker and its language; noting that sex and age disaggregation of beneficiaries is essential; determining clearly how codes 1, 2 and 3 are arrived at and stating this in simple terms; removing as much gender jargon as possible and defining the terms used i.e. practical needs/strategic interests, empowerment, gender mainstreaming versus targeted actions)

Strategically manage the 'optics' of coding. A '3' is the best code for targeted projects but '2' is the best code for gender mainstreamed projects. Careful messaging is needed so that cluster teams understand that only a percentage of cluster projects can and should be '3's.

Clear examples are needed of projects that would be coded 1, 2 and 3 in each cluster.

Country Selection for the 2010 Roll-out

In plenary, participants suggested these factors be considered when selecting countries for the 2010 roll-out of the gender marker:
➢ Focus on countries where gender expertise is available to actively facilitate the effective use of the gender marker. This could be a GenCap adviser or an agency/ group of agencies with strong gender focal points/gender advisers.
➢ Countries selected could include those with CAPs and other funding schemes (e.g. CHF/HAP)
➢ Give priority to countries with largest humanitarian budgets/financial needs.
➢ Consider including at least one CERF under-funded country.
➢ Consider including a country/countries in early recovery where UNDP could collaborate on gender marker activity.
➢ Weigh the relative merits of including protracted emergencies as well as new emergencies.
➢ Due to the links of protection and gender, seek countries with active UNICEF-led clusters.

A further suggestion: that the GenCap Steering Committee form a sub-committee to advise on the roll-out.

Tools for 2010 Roll-out

Group brainstorming suggested the following tools and products be developed to support the 2010 roll-out:
✓ Guidance Note.
✓ One-page coding scale.
✓ Lessons learned – examples of project design sheets that integrate gender issues well and examples of project sheets that can be improved (with improvement suggestions).

- ✓ Training of relevant actors on the gender marker and relevant tools.
- ✓ 5-minute DVD on the gender marker
- ✓ Backgrounder outlining donor criteria for tracking gender equality investments.
- ✓ A one-page letter for participating HCs to explain the 5Ws of the gender marker and its benefits.
- ✓ A one or two-page analysis for participating HCs of how well gender equality was addressed in their 2010 CAP.
- ✓ List of resource people related to the gender marker: i.e. HQ gender champions in the CAP, CERF, FTS teams.
- ✓ Generic talking points and slideshow to introduce the gender marker.
- ✓ Generic one-paragraph introduction to the gender marker.
- ✓ Logo for the gender marker: branding.
- ✓ Summary version of the pilot lessons learned report.
- ✓ Print or video testimonials from cluster team members who have 'learned a lot' etc by using the gender marker.
- ✓ Examples, by cluster, of projects that are 0-1-2-3.
- ✓ GE minimum standards for each cluster. (ADAPT & ACT or selected elements of ADAPT & ACT can be a useful resource)
- ✓ Revised CAP guidelines that integrate the gender marker.
- ✓ Information on integrating the gender marker into relevant database, monitoring and evaluation processes.

Advocacy and Engagement Strategies: The Gender Marker

Groups brainstormed how to engage the HCs, Heads of OCHA, HCTs and Cluster Leads/Coordinators in implementing the gender marker.

HC
- ➤ Arrange letter from the ERC to all HCs advising of the gender marker roll-out and the benefits the marker can bring to HCs and HCTs. The letter should call on HCs to provide pro-active leadership to the roll-out at country level.
- ➤ Mainstream the gender marker into the CAP instruction sheets.
- ➤ If the HC is not giving time or attention to the gender marker, orient and engage his/her key staff, like-minded donors, and gender allies in cluster lead agencies to promote the gender marker with the HC and at strategic meetings.
- ➤ Be pro-active as a gender advisor: identify simple, easy actions and messages for the HC.
- ➤ Look for a practical fit for the gender marker within key HC priorities.
- ➤ Promote the added value of the marker: an analytical tool to use with donors and for engaging clusters.
- ➤ Make donors aware of the strategic need to have gender equality included in prioritization criteria.

Heads of OCHA
- ➤ Gain traction with the Head of OCHA through ensuring gender equality is being raised in the cluster architecture. At the global level, the GenCap working with the Global Cluster can support gender allies raising gender issues and the gender marker at the Global Cluster Lead Forum. In country, the GenCap can support gender allies bringing forth gender issues/gender marker at the inter-cluster forum.

➢ At the global level, CAP criteria and training should integrate gender equality. This will cascade into the country programme and can be reinforced to engage the Head of OCHA.

➢ Make use of John Holmes' gender advocacy and communiqués. During Holmes' in-country visits, be proactive in encouraging him to speak about the importance of meeting the needs of women, men, boys and girls.

➢ Gain the trust of the Head of OCHA and other Heads of Agencies providing constructive gender input and advice.

HCT

➢ Do a quick gender scan of last year's CAP to identify natural alliances (clusters that are mainstreaming gender well) and the clusters who need more support. Build relationships with the most difficult and the most progressive.

➢ Before the CAP is underway, collect available relevant sex and age disaggregated data and present a brief gender situation analysis to the HCT. Provide sex and age disaggregated data to clusters.

➢ After the CAP process starts, encourage the HC to communicate that advancing gender equality is a priority to the inter-cluster forum.

➢ Offer gender technical support to the HCT and use this forum to remind cluster lead agency representatives that they, and their cluster coordinators, are required to pro-actively bring a gender perspective to their work.

➢ Use the CAP mid-year review as a gender equality entry point.

➢ Compile information on how relevant donors are evaluating and measuring gender equality.

Cluster Leads/Coordinators

➢ Refer to GE in the CAP instructions and guidelines.

➢ Highlight their accountability for gender equality: it is in their TOR. (Links to performance appraisal.)

➢ Explore the corporate commitment of the lead agency to gender mainstreaming. GE is not an 'add on' but an integral part of their work. Package GenCap support as 'added value' which will enrich their work.

➢ Offer gender technical assistance to cluster leads and their cluster teams in how to use the marker.

➢ Provide concrete contextual examples of good/weak project sheets from a gender perspective which allow cluster leads to see how they can improve project design.

➢ Assist in building a gender component into their cluster strategy.

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Consultation on the IASC Gender Marker

17 -18 February 2010

Concept Note and Agenda

Background:
Tracking expenditures for gender equality programming and multi-sectoral programmes to address gender-based violence (GBV) in humanitarian settings has been called for by recent resolutions 1820, 1888 and 1889. In 2009, working with the CAP SWG, a gender marker based on the OECD/DAC/UNDP system was piloted by GenCap Advisers in four countries with different humanitarian financing schemes, including CAPs, CERFs and pooled funding schemes e.g. Emergency Humanitarian Funds (ERFs) and Common Humanitarian Funds (CHFs).

The gender marker being piloted is a tool that measures the degree to which humanitarian projects are *designed* to address gender equality, empower women and girls, or reduce inequalities based on sex, either through gender mainstreaming or through targeted actions based on gender analysis. Integral to the marker is capturing the prevention and response to GBV and the prevention of sexual exploitation and abuse.

OCHA sought support from the Multi-donor Trust Fund for UN Action to support the marker's development and to further ensure that the marker includes tracking of allocations for programmes to address GBV including sexual violence.

Scope and Objectives:

The objective is to gain significant consensus among key partners on how to strengthen the IASC gender marker for effective global piloting in the CAP and other humanitarian appeals/funding mechanisms.

This two-day consultation of key stakeholders will focus on the following activities:
➢ Exploring the lessons learned in piloting: good practices; engagement strategies; challenges and opportunities
➢ Getting guidelines and project design sheets right (GM; gender specific; GBV; PSEA)
➢ Problem-solving on the challenges in scoring (GM; gender specific; GBV; PSEA)
➢ Identifying tools & supports needed to engage clusters in using the marker
➢ Using the gender marker as a tool for integrating gender and GBV *after* project design
➢ Planning the 2010 pilot

Expected Outputs:
➢ Cogent lessons learned from the 2009 pilot which will enrich further piloting
➢ Consensus on strategic improvements to the gender marker and its implementation, which include explicit visibility for GBV
➢ Agreed focus and locations for the 2010 pilot
➢ Identification of strategic tools and mentoring to support the 2010 pilot
➢ Insights for effective *post-design* use, monitoring and reporting of the gender marker

Structure and Methodology:
- The duration of the consultation is two days **(17-18 February 2010)**. Sessions will be facilitated by OCHA, the GenCap Secretariat and a GenCap adviser.
- The consultation is designed to be highly participatory. Presentations will be reserved for presenting relevant pilot findings and new data/information that is essential to background discussions. Key resource people include specialists from humanitarian appeals and funding mechanisms. Small group discussions, a debate, on-the-move brainstorming and other techniques will provide various avenues for generating and sharing of ideas.
- The agenda advises the content and anticipated output of the key sessions.
- A cocktail reception will be arranged 1800-1930 on Wednesday 17 February for participants to meet with donors, NGO and UN representatives.

Participation:
- Experts working on CAPs and other humanitarian appeals/financing schemes
- Cluster actors: lead agencies and NGO partners
- GenCap Advisers who will be implementing the gender marker in 2010
- UN and OECD/DAC participants with experience in gender tracking
- IASC and UN Action members with gender and GBV expertise

Logistics
- **Venue:** Epsom Hotel, 18 rue Richemont, Geneva (http://www.manotel.ch/en/epsom/index.php)
- GenCap advisers and other out-of-town participants have been forwarded information on travel, logistics and meals by separate cover.
- **Clothing**: the workshop will be held in an informal atmosphere and no business attire is required
- **Contract person:** for urgent questions, please contact GenCap Secretariat Manager Mirjam Sorli on 079 444 3757

Wednesday, 17 February		
Time	**Session and Facilitator**	**Content/Expected Outputs/Reference Documents**
08:30	**Registration – Coffee to be served**	
Session #1 09.00	**Welcome** **Introductions** **Overview of the Consultation** *Facilitator: Kate Burns- OCHA* *Presenter: Blerta Cela - UNDP*	*Consultation objectives and expected outcomes* *Genesis of the Gender Marker and related UNDP experience* *Introduction to the 2009 Pilot* *Housekeeping issues & announcements, as required* *Reference:* **Guidance Note for Establishing a Tracking System for Gender-related Allocations in CAPs**
Session #2 09:30	**Lessons Learned in the 2009 Pilot** *Facilitator: Linda Pennells-GenCap* *Presenters: GenCap Advisers Elizabeth Pender, Delphine Brun, Catherine Andela and Rahab Njoki*	*Presentation of the lessons learned in the Gender Marker pilot in order to inform the global pilot in 2010: factors enhancing success; stakeholder engagement; challenges in scoring based on the 5 parameters of the project design sheet; recommendations.* *Expected output: Cogent learnings for pilot expansion* *Reference:* **2009 Pilot-Gender Mainstreaming in Humanitarian Financing Schemes-Lessons Learned**
10.30		**Break**
Session #3 11.00	**Small Group Exercise – Scoring Challenges** *Facilitator: Linda Pennells* *Group facilitators:* • *Inger Brodal – OCHA* • *GenCap Advisers - Elizabeth Pender, Delphine Brun and Siobhan Foran.* *Resources: Rahab Njoki and Catherine Andela*	*Some project design sheets spark scoring debates or pose challenges in applying the Gender Marker 0-3 score and scoring criteria. Examples will be discussed in four small groups facilitated by gender specialists. Group discussion focuses on tickling out the scoring challenges. If possible, groups will identify how to bring more clarity, consistency and user-friendliness to scoring.* *Expected output: Contribution to more relevant scoring using the Gender Marker.*
Session #4 11.45	**Group Feedback** *Facilitator: Linda Pennells*	*Expected output: Contribution to more relevant scoring using the Gender Marker*
12.30		**Lunch**
Session #5 13.30	***Panel Discussion: Integrating the Gender Marker into the CAP, FA, CERF HRF, ERF and PBF*** ***Q&A*** *Moderator: Galit Wolfenschon-UNICEF* *Presenters:* • *Esther Kuisch – CAP* • *Shelley Cheatham –CERF and pool funds* • *Haley Horan – UN Peace Building Fund*	*The policy imperative, the players and the content of humanitarian appeals and funding mechanisms are common or similar. An introduction to the session raises questions related to this synergy: how much of the humanitarian financing spectrum can the Gender Marker or its toolkit serve? What are the linkages?* *Experts present the purpose and what is unique to their appeal/funding mechanism then discuss the progress and potential entry points for integrating gender mainstreaming, targeted actions, GBV and PSEA. Focus will be on guidelines, templates and process.* *Expected output: Contribution to consensus on strategic improvements to the Gender Marker and its implementation, including explicit visibility for GBV.* *Reference: **Backgrounder – Humanitarian Appeals and Funding Mechanisms***

Session #6 14.45	***Making GBV visible in the Gender Marker and Project Design Sheets*** *Moderator: Kate Burns-OCHA* *Keynote Presenter: Gillian Homes- UN Action Against Sexual Violence* *Other panelists:* • *Delphine Brun – GenCap* • *Elizabeth Pender – CenCap* • *Maha Muna - GBV Area of Responsibility* • *Fatima Hassan - UNFPA* • *Chen Reis-WHO*	*The focus is on making the prevention and response to GBV, including sexual violence, visible and explicit in funding multi-sectoral humanitarian and peacekeeping programs. Specialists will enrich the discussion of what is now being done and what more needs to happen.* *Expected output: Contribution to consensus on strategic improvements to the Gender Marker and its implementation, including explicit visibility for GBV.*
15:15	**Break**	
Session #7 15.30	***Group Exercise: Coming to Grips with Gender-Blind Project Design*** *Facilitator: Linda Pennells*	*Brainstorm-on-the-Move exercise where small groups each do initial analysis then rotate and enrich the analysis of other groups in how to enhance gender and GBV (including PSEA) in 1) needs analysis 2) activities and 3) outcomes of gender-blind project design sheets. In plenary, participants synthesize this learning into a list of recommended actions.* *Expected output: Contribution to consensus on strategic improvements to the Gender Marker and its implementation, including explicit visibility for GBV.*
17:30	**Close**	
18:00-19:30	**Cocktail Reception – Agency Representatives & Donors will also attend**	

Thursday, 18 February		
Time	**Session and Facilitator**	**Content/Expected Outputs**
08.30	**Coffee to be served**	
Session #8 09.00	***Summary of Day One*** ***Welcome to Day Two*** *Presenter: Jessica Gorham – GenCap* *Announcements: Mirjam Sorli-GenCap Secretariat*	*Summary of the progress made on Wednesday and the proposed agenda for the day ahead.*
Session #9 09.30	***Group Exercise: Getting the Scoring Right in Clusters*** *Facilitator: Linda Pennells* *Group facilitators:* • *Galit Wolfenschon-UNICEF (education)* • *Chen Reis-WHO (health)* • *Delphine Brun (WASH)* • *Siobhan Foran(Coordination)*	*Participants are divided into four clusters. Each cluster group (WASH, education, health, and coordination) is given two project sheets to score: one that has integrated gender to a considerable extent and one that has not. The task is to use the Gender Marker to score both and to recommend ways that scoring can be clear, consistent and useful to country teams in their cluster.* *Expected output: Contribution to more relevant scoring using the Gender Marker* *Reference: **Guidance Note for Establishing a Tracking System for Gender-related Allocations in CAPs***
10.30	**Break**	
Session #10 10.45	***Group Feedback and Plenary Analysis*** *Facilitators: Maha Muna- UNFPA*	*Expected output: contribution to more relevant scoring using the Gender Marker*
Session #11 11:45	***After Project Design – Using, Monitoring and Reporting on the Gender Marker to Nurture Results*** *Facilitator: Kate Burns –OCHA* *Presenter: Esther Kuisch- Financial Tracking Service* *Resource Persons:* • *Shelley Cheatham-CERF and pool funds* • *Chen Reis-WHO.*	*After a presentation on the FTS database, buzz groups and meta cards will be used to capture participants' views. The focus: the 5Ws (who, what, where, when, why and how) of using the Gender Marker to ensure better gender integration ….after the project design phase.* *Expected output: Insights gained on using the Gender Marker as a tool for integrating gender and GBV after project design*
12.30	**Lunch**	

Session #12 13.30	**Winning Hearts & Minds – Engaging HCTs and Clusters in piloting the Gender Marker** *Facilitator:* Liz Pender -GenCap	Two 'Strategy Pie' graphics will be posted on the walls. Groups of three will brainstorm then identify one essential ingredient of a strategy (pie) to nourish HCT engagement in the Gender Marker pilot and one ingredient of a winning strategy to nourish cluster engagement. The session will also explore how to engage at the global level. Expected output: Contribution to consensus on strategic improvements to the Gender Marker and its implementation, including explicit visibility for GBV.
Session #13 14:15	**Planning for the 2010 Pilot** *Facilitator: Kate Burns - OCHA*	The 2010 timelines of the CAP/CHFs/ERFs will be charted to inform planning. Priority countries to receive GenCap support in piloting will be identified. Will these include CERF underfunded countries? Expected output: Agreed focus and locations for the 2010 pilot. Reference: **List of CAP countries and slide of 2010 GenCap postings.**
15:15	**Break**	
Session #14 15.30	**Identifying Mentoring & Tools** *Facilitator: Linda Pennells*	Tools and mentoring approaches raised during the consultation will be featured on a colorful wall collage. There will also be spaces for new ideas. Participants will be given sticky dots to identify priorities. Summing up this content will be the basis for plenary discussion to inform tool development and mentoring for the 2010 pilot. Expected output: Identification of strategic tools and mentoring to support the 2010 pilot.
Session #15 16.00	**Next Steps and Summary** *Facilitators: Kate Burns & Robert E. Smith - OCHA*	Short discussion on issues parked Forward Actions
16.30	*Closing*	*Thanks and Keep Up the Passionate Networking!*

No.	Name	Agency	Title / Expertise	Contact Email
**Participant List - Gender Marker in Humanitarian Appeals and Funding Schemes Consultation: 17 - 18 February 2010**			
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No.	Name	Agency	Title / Expertise	Contact Email
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