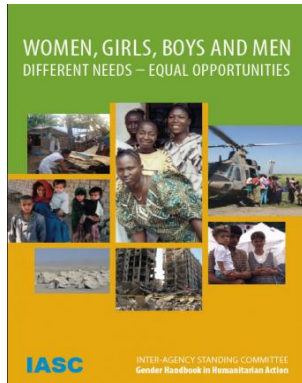


# IASC GENDER HANDBOOK REVIEW

## Summary Report from the Consultation Process

Prepared by Mireia Cano Vinas, Consultant on behalf of the IASC GRG  
For presentation to the Steering Committee, April 2016

# I. Introduction



The Gender Handbook *Women, Girls, Boys and Men - Different Needs, Equal Opportunities* was published by the IASC in 2006 ‘to provide actors in the field with guidance on gender analysis, planning and actions to ensure that the needs, contributions and capacities of women, girls, boys and men are considered in all aspects of humanitarian response’. The Handbook was developed in conjunction with the UN agencies and INGO members of the IASC to provide guidance on integrating gender equality in humanitarian action. As such, it has proved an excellent knowledge resource for humanitarian practitioners who may not necessarily have specific expertise in gender-equality humanitarian programming.

The Handbook states that ‘through feedback from practitioners in the field on how to make it more practical and user-friendly, the handbook will be improved over time.’ Now the time has come, and as part of the work plan by the IASC Gender Reference Group (GRG), UN Women and OXFAM are co-leading the project to update it and reflect the current iteration of the Cluster System, the Gender Marker, the Humanitarian Programme Cycle and other important advances in humanitarian coordination, leadership, accountability and partnership.

An Experts Group Meeting in New York in December 2015 recommended a consultation process with a wide range of stakeholders in order to ensure the revised edition will further enhance the capacity of humanitarian practitioners to systematically integrate gender in their areas of operation. An outreach plan was thus developed by the consultant and validated by the Steering Committee (SC).

This summary report briefly describes the specific components of the consultation process and summarizes the key findings and recommendations. The analysis of these recommendations will form the basis for an outline for the revised Handbook that will be submitted by the consultant to the SC for approval and presentation to the IASC Working Group (WG) ahead of the World Humanitarian Summit (WHS) in May 2016 and/or ECOSOC in July 2016.

A number of documents were developed in relation to the Handbook Review i.e.

- Summary Report of the EGM
- Terms of Reference for the Steering Committee and list of SC members
- Terms of Reference for Sector Focal Points and/or a list of these Focal Points
- Consultation Outreach Plan
- Key Informant Interview Template
- Evidence Matrix with the detailed notes from interviews and meetings
- Manual for field workshops and PwP presentations
- Summary report from the Geneva consultations
- Minutes from the Donors Briefing in New York
- Summary Reports from each country missions (Colombia, Nepal, South Sudan, and Jordan)
- Bi-monthly newsletter (December 2015, February 2016, April 2016)

If you are interested to refer to them please contact the consultant at mireiacano@hotmail.com.

## II. Methodology for the Consultation Process

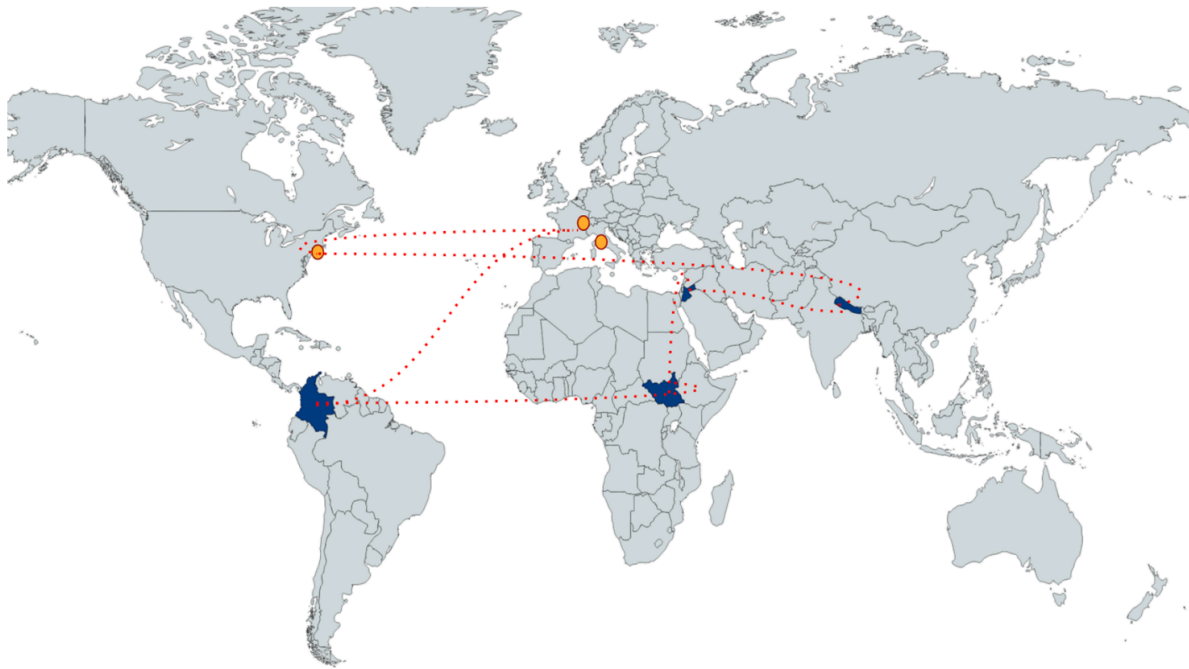
The specific components of this consultation process are as follows:

**1. New York Experts Group Meeting** (November 30 - December 1, 2015). This preliminary consultation brought together gender experts from UN and INGOs for an initial brainstorming session on the process, the target and the content of the revised Handbook. The group also discussed the TOR for a Steering Committee to provide guidance to the consultant throughout the revision process.

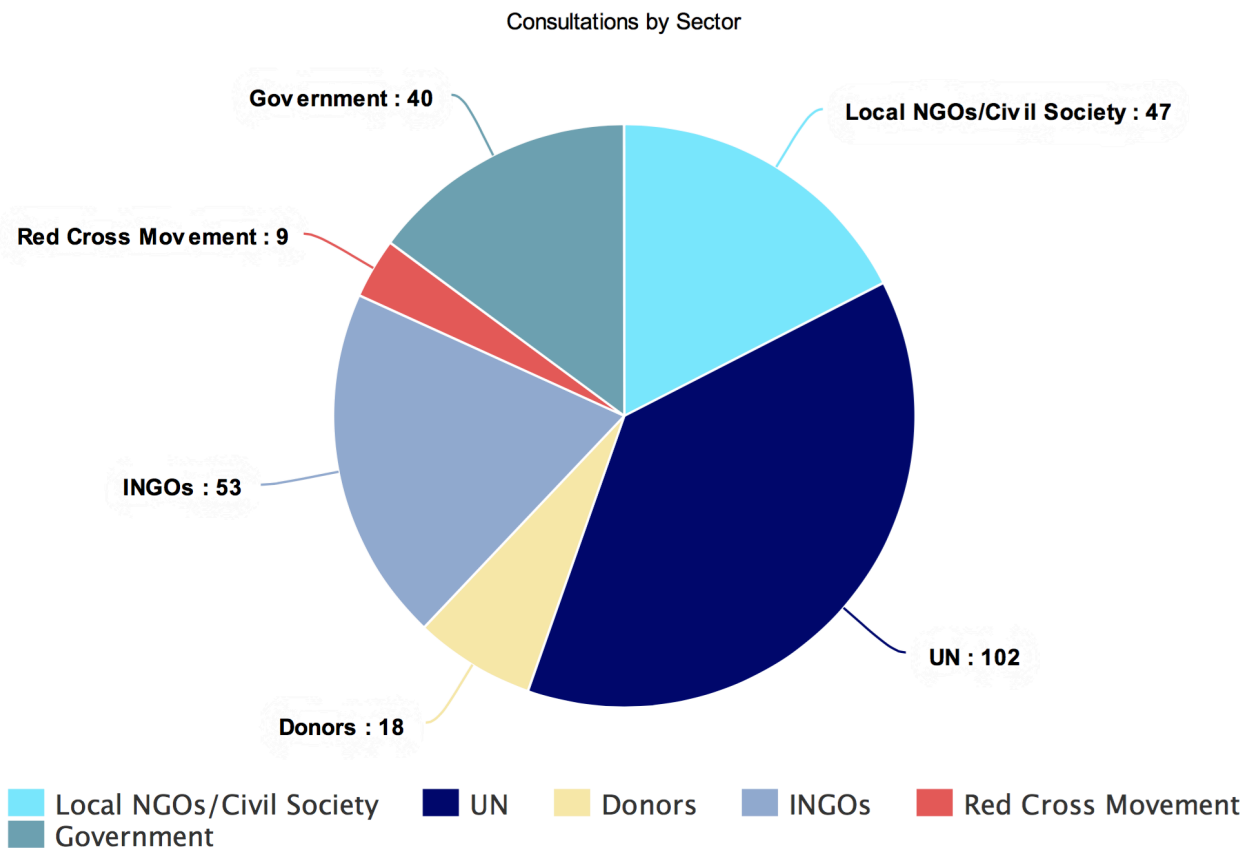
**2. Geneva consultation** (January 25-29, 2016). The consultant travelled to Geneva in late January to meet with the members of the global clusters and hold Skype conversations with those based in Rome (global cluster coordinator or deputy plus technical officer or gender focal point). A total of 22 individuals were interviewed. The primary purpose of these consultations was to inform interviewees of the review process and seek their initial recommendations on review of the Handbook.

**3. New York consultation and donors briefing** (February 15-17, 2016). The consultant travelled to New York in February to meet with representatives of OCHA, WRC, UNFPA and Interaction members (conference call). Additionally, a Donors Briefing was held on February 16<sup>th</sup> at UN Women and included the participation of the following countries: Brazil, Canada, Colombia, Italy, Ireland, Kenya, Netherlands, Norway, South Africa, Sweden, Turkey, UAE, UK, US.

**4. Country missions:** Week-long missions took place during February and March in 4 different countries across a regional spread (Colombia, Jordan, South Sudan and Nepal) in order to engage with a wide variety of stakeholders, including government entities, UN agencies and clusters, international and national NGOs and CSOs including the Red Cross movement, through key informant interviews (KIIs), Focus Group Discussions (FGDs) and a two-day workshops. Two missions were led by the consultant, and two missions by Gencap Advisor, Linda Pennells, one of which was co-led by David Coffey, following the same templates, methodology and reporting.



**Total number of stakeholders consulted:**



SECTOR	Geneva/ Rome	New York	Colombia	Nepal	South Sudan	Jordan	TOTALS
UN	19	5	18	19	25	16	102
INGOs	1	8	10	11	9	14	53
Red Cross Movement	1	-	4	2	2	-	9
Government	-	-	11	4	5	20	40
Local NGO & Civil Society	1	-	7	26	6	7	47
Donors	-	17	-	-	-	1	18

### III. Recommendations and suggested actions

The following is a synopsis of recommendations from all of the consultations, organized according to four main thematic areas:

- Use and target audience for the Handbook;
- Recommendations for content, including conceptual framing and specific guidance per sector;
- Recommendations for structure and layout;
- Ideas to facilitate distribution and uptake of the revised Handbook.

#### A. Use and target audience

For those that were familiar with the Handbook, the unanimous feedback was that it had been ‘extremely relevant at its time’ but it has since been out-dated and superseded by other tools. However, there is value added in an updated interagency tool as long as it ‘identifies its niche’.

The present level of use of the Handbook is limited and when it is, it is almost exclusively by gender focal points at UN and INGOs or with their assistance. Most government entities and national or local organisations reported that they had neither seen nor heard of it.

Recommendations called for a short and field friendly format, including simple tools and language targeted towards a primary audience of front-line government and non-government responders, including local leaders, existing networks of gender and social inclusion, relevant service providers, key local mobilizers and influencers, etc.

No.	Findings	Recommendations
A1	There is a preference for simple and applicable tools, rather than ‘a dogmatic, rigid and almost impossible’ list of WHAT to do.	Focus on a short, simple and practical guide on the <b>HOW</b> and who of minimum standards. Provide pop-boxes with idea symbol (light bulb) around common challenges. In online platform provide case studies to give examples of how to think creatively and work around challenges.
A2	The intended audience does not correspond with the reality of who has used the Handbook. The current version is only used by or with the help of gender specialists.	2a) Provide <b>simple language and tools with a focus on non-gender field implementers</b> and 2b) link key points of the Handbook to an online platform with further materials for experts.
A3	There is an overload of tools and manuals at different levels on different crosscutting issues.	Clarify how the Handbook <b>relates to other tools/resources</b> (particularly Gender and Age markers, Sphere, the Core Humanitarian Standard, IFRC minimum standards, ADCAP Minimum Standards on Age and Disability, Inter-agency Field Manual on Sexual and Reproductive Health in Humanitarian Settings and others) and to concepts like Protection, GBV, PSEA.
A4	The current format impedes widespread use. There is an overwhelming preference	See recommendation 2b and further recommendations in Layout Section below.

A5	<p>for audio-visual formats and apps.</p> <p>Another reason why the Handbook is not used is it has a perceived focus on 'Africa' and 'camp settings'.</p>	<p>Include simple references and photos of a <b>variety of contexts</b> in the Handbook and add in the online version case studies and tips on how to customize to a given context: natural disasters, protracted conflicts, non-camp settings, "fragile" contexts and settings of short-term disaster response and their link to on-going development programming.</p>
A6	<p>The Handbook is used mostly at the planning stage, there is little follow up in implementation and M&amp;E.</p>	<p>Provide <b>key actions across the HPC</b> and link to the Gender Equality Measures (GEMs) framework developed by GENCAP.</p>

## B. General content

### On the conceptual and legal frameworks

Individual responses show that clusters and organisations are **on a spectrum ranging from having a specific focus on gender equality and women's empowerment, to those that have a more inclusive approach incorporating gender, age and other diversity factors**: 'Gender is not a one size fits all, some people are coming at it from a women's empowerment perspective whereas others are looking at it from a people-centred approach, and it's not one way or another but it needs to be open for interpretation and use'.

No.	Findings	Recommendations
B1	<p>There are different country experiences, technical approaches, political positions, organisational mandates, personal views on what GiHA means with the field requiring clear definitions.</p>	<p>Build a <b>Theory of Change</b> for GiHA and provide clarity on how different gender concepts complement rather than exclude each other, including dealing with women and girls practical and strategic needs as well as engaging men and boys and including links to age, diversity and AAP. <b>Action point: Small working group within SC to present a brief paper to SC in May.</b></p>
B2	<p>While at the global level on-going processes are discussed (TA, IASC work plan and Principals messages, WHS, 2030 agenda, 1325 global study etc.), there is a disconnect with what resonates at the field level.</p>	<p>Review the <b>fundamental principles</b> to change the name of the section and shorten and update them. While these should be able to tie in to the national frameworks in the Handbook, further details on the global processes are to be made in the online platform.</p>
B3	<p>Donors highlighted how GEP leads to more effective (and cost-effective) humanitarian outcomes. GEP has a multiplier effect leading to better outcomes for all.</p>	<p>Provide evidence for gender mainstreaming leading to <b>quality programming and effectiveness</b>, as well as framing it in the <b>human rights framework</b> and using a <b>life-saving/do no harm</b> language. Also reference RCRC approach of</p>

B4	Although many organisations and clusters are working on gender policies and programs to include LGBT groups, not all staff abide by them and UN/organisations in different contexts make choices on how far they will go on gendered questions (particularly on LGBT issues and others).	a needs based approach informed by rights. Review the <b>definition of gender</b> to move away from the binary categories of male and female to include LGBT. Use human rights language and ensure resources/case studies on working with LGBT are available on the online platform. Provide a modular approach to the Handbook.
B5	Several stakeholders said that advice on gender mainstreaming was stuck at the level of putting locks on latrines, and asked for the Handbook to advance the dialogue on gender while acknowledging that monitoring and benchmarking systematic implementation of minimum standards is paramount.	Provide a phased approach to the minimum standards in the Handbook and use the online version to bring <b>new thinking</b> and advance the dialogue on gender beyond 2016 i.e. include guidance on the economy of care, link to WHS results and the global study on 1325etc.
B6	Awareness of humanitarian principles, architecture or legal framework varied amongst stakeholders but it was understood that each gives legitimacy to GEP.	Update the <b>legal framework</b> providing links to the online platform rather than lengthy explanations in the Handbook.
B7	Country consultations shared several examples of cultural practices that were not taken into account in programming. In South Sudan responders said it was vital to address the differential impacts of customary law and to identify creative ways to win acceptance of chiefs and elders. Some success has been gained by focusing on good customary practice so there is credibility to negotiate change to harmful practices.	Provide a protocol on <b>gender and cultural briefing</b> requiring that humanitarians commit to understanding how gender, age and diversity factor into local cultural norms and practices. Having an up-to-date needs assessment and gender profile for programming can assist with understanding existing power-dynamics (see gender and age analysis section below). Provide case studies in online platform.

### On Coordination

The coordination chapter in the 2006 Handbook is focused on setting Gender Focal Point groups. The users believe coordination should be about how each sector coordinates with others in order to get broad understanding of gender issues and provide realistic answers that are less siloed. There is a need for gender to be on the agenda and gender expertise to be in the room for all key coordination mechanisms such as the HCT, ISWG, clusters etc. and another need to fill an important gap - gender coordination in deep field hubs.

No.	Findings	Recommendations
B8	More clarity is needed on the roles and responsibilities for gender mainstreaming at all levels, from the HC to the field. Respondents stated that clarification would be useful to understand how they fit in the bigger picture. Key requests included information sharing, responsibility to	Ensure the Handbook outlines defined roles and responsibilities with regards to integrating gender equality and women's empowerment into officially coordinated humanitarian action so that it is used as an instrument to reinforce <b>strengthened accountability</b> to gender equality. Ensure accountability piece provides

	update the Country Gender Brief/Profile and entry points for gender at each HPC stage through examples and identification of who is responsible.	opportunities for the community to hold humanitarian action accountable. <b>Action point: Discuss key findings from the Roles and Responsibilities Analysis done under this consultancy and include relevant information in the Handbook.</b>
B9	Each context has different gender architecture with different impacts. In Nepal “UN Women and OCHA co-chaired the Inter-Cluster Gender WG with technical input from a GenCap Advisor and it gave “significant support to the HCT and ensured compliance with gender requirements”.	Provide guidance on potential models of <b>gender architecture</b> to adapt to context

### On Participation

The participation chapter in the 2006 Handbook was deemed useful by respondents, with meaningful participation considered by many as the cornerstone of good programming.

No.	Findings	Recommendations
B10	In the country consultations, several examples were shared about tokenistic participation of women in meetings and committees to tick the gender box.	Provide guidance and case studies on effective and <b>meaningful participation</b> of different populations, including facilitation techniques for specific groups such as children, people living with disabilities, people who cannot read or write etc.
B11	In some contexts getting access to population groups like displaced women, refugee youth, elderly or LGBT without exposing them to further risk required creative problem solving. An example of how entry to the women is negotiated in a cattle camp in South Sudan: ask to talk to women about milk as men understand milk-related activity is women’s work.	Address participation across the HPC and use a <b>problem-solving approach to access, advocacy and negotiation for women’s space and agency/leadership</b> . Illustrate entry points for gender depicted by a graph / info-graphic, problem-solving tree type image in the Handbook and case studies in online platform.
B12	Debate on participation invariably led to discussion on the need for multi-sectoral and gender-balanced assessment teams and gender-responsive organizational cultures. Humanitarian organizations need to know how to build an organizational culture that is a role model for inclusiveness and actively embraces gender and diversity.	Beef up the manual/toolkit so that there is a robust component on what a <b>gender-aware organization</b> looks like.

### On SADD collection and analysis

Better needs assessments with a gender, age and diversity lens is the easiest way to have an improved impact for humanitarian programming.



No.	Findings	Recommendations
B13	SADD has been required, mandated, and highlighted in several documents and policies. Guidance has been provided with evidence collected and case studies illustrated (i.e. Tufts University Sex and Age Matter), but clusters and organisations still encounter many challenges and also lack of will in effectively and systematically doing it.	Provide guidance on <b>SADD in the HPC</b> and ensure that the roles and responsibilities commit those responsible for effectively collecting, analysing and using SADD.
B14	In South Sudan and other contexts, participants argued that when there is no power, no phones, sometimes no road or secure access, data is difficult to gather. In Jordan outreach to refugees spread in urban settings was also challenging.	Provide practical tips, examples and case studies on how to collect essential SADD, gender and contextual information in <b>high-risk environments, urban contexts etc.</b>
B15	The International community shared several experiences in which indigenous knowledge was marginalized. For example, in the early weeks of the earthquake response, many Nepalis with gender, diversity and socio-cultural knowledge that would have been valuable to the response were sidelined, resulting in unnecessarily complex, costly and less effective processes such as in Nepal buying expensive imported powdered milk for lactose intolerant babies when buffalo milk was locally available.	Within the gender and preparedness guidance emphasize capacity building of <b>existing women's networks and other relevant organisations</b> . Also conduct resource mapping of women's organisations and other civil society resources and care facilities that exist and can be used in response.
B16	Even when SADD is collected, analysis to inform and adapt programming is missing. For example, in the Refugee Response Dashboard in Jordan, SADD is provided but with no percentages, making it difficult to read the numbers in relation to the overall context and infer a gender analysis to understand the extent of the problem for the different population groups. The <a href="#">evaluation of the UNHCR refugee response</a> recommends that 'UNHCR should directly pursue, and strive for partners to meaningfully contribute to, a sound contextual analysis (...) It is critical to understand the reality from which women and men hail, how their situations and roles	Strengthen HOW to do a gendered <b>situational analysis</b> at country level (or like in Nepal a different gender profile for some affected districts) to complement, inform and guide humanitarian action *including HPC. This needs to pre-exist emergencies and only be updated and enriched during emergency response, once again with clear roles and responsibilities.

	have changed, whether any pre-existing protective mechanisms and structures exist, or whether others have replaced them.’	
B17	Participants provided examples in which targeted interventions often required tweaking to avoid stigmatizations, tensions and gaps. At the same time others like RH, GBV or nutrition programmes for women were ineffective only due to the lack of inclusion of men as decision-makers or people with their own needs.	Further guidance is needed on a <b>targeted approach</b> , based on the results of gender and age analysis, and inclusion of do no harm.

### On establishing gender minimum standards

Most stakeholders agree to have a focus on preparedness, including practical tips, good practices, and insights on challenges. Preparedness and planning are key drivers of the HPC therefore Handbook guidance on this is essential, including SADD being available from development partners and guidance on how to identify sources to find secondary data in advance.

No.	Findings	Recommendations
B18	The first 72 hours are critical, and participants in several contexts expressed the need for the Handbook to put priority on mobilizing teams to do what is essential and practical in the first 72 hours. Participants clearly register that this is largely determined in preparedness (contingency planning) and recommended that the Handbook cover this appropriately. ‘If not, then essential gender actions will have little chance of being put in place within the first week -and retrofitting has proven to be of limited effectiveness’ (Nepal)	Build on the work done by the Global Early Recovery Cluster to include <b>gender minimum standards for preparedness</b> in the Handbook. Nepal’s current efforts to get minimum gender actions embedded in ERP2 – its preparedness plan – may be a useful case study.
B19	As emergency response unfold participants asked to add more actions, by phase, with the following information: Role/Type of Organization/Sector/Type of Emergency/Phase of Emergency Actions/interventions/Examples from the field/Indicators or Benchmarks’.  While most argued for cluster-specific packs, some respondents argued for having ‘the HCT identify and agree to 5-6 minimum gender standards for all clusters. Then each	Adapt <b>gender minimum standards to follow the HPC model</b> and link to the global indicator registry. Provide a guidance or example of existing minimum standard at global cluster or country level and/or stating the absolute non-negotiables with room for developing extra ones based on the context, followed by case studies and good practices of what works, what doesn’t, the key challenges and how to address them.  Link gender entry points/actions to roles and responsibilities (see Coordination section above)

cluster can add a couple of cluster-specific operational ones. Then, if not covered...not funded.'

Participants drew and presented minimum gender standards on different clusters demonstrating that they can be drawn effectively to mobilize illiterate influencers as well as to provide easy-access learning for everyone. The exercise also demonstrated that there are some gender actions that are essential and valid for all clusters.

**B20** Related to the point above on data and analysis, participants required the Handbook to build time in the HPC cycle to devote to context-specific gender issues.

Ensure that there is a dedicated **space for analysis and discussion** on gender, age, protection and inclusion issues that is fully optimized before cluster response plans and projects are drafted. Ensure accountability for gender in the mid-year review.

**B21** In contexts where government has a larger role in the response, participants highlighted the need for the humanitarian community to be aware of, and align with, their government gender policies/commitments and gender commitments within its preparedness and disaster management processes. For example, in Nepal, where Government-IOM-NGO were collaborating to counter trafficking and support victims before the earthquake, this enabled a rapid ramping up of operations during the earthquake response.

In the adaptation of minimum standards take into account **government leadership** and accountability. Provide guidance to national civil society and government on entry points for getting their inputs into the HNOP, SRP, appeal etc.

**B22** As much as participants highlighted preparedness, they also required adding the humanitarian/development link understanding that humanitarian work has a time constraint by nature of the emergency as opposed to the work on rights and development that allows for promoting empowerment towards structural change. In Jordan where the refugee response is in its fifth year the gender focus is still very much focused on equality of access.

The development of minimum commitments needs to transcend the 'kits' and have a **modular or phased approach**, prompting humanitarian actors to see the windows of opportunity to promote change, where possible.

Include guidance on **Women, Peace and Security** beyond advocacy efforts, particularly how this would look like at the programming level.

## **On Sectoral guidance/Intersectoral approach**

Different clusters have different levels of development of minimum standards and come out differently on the overall recorded coding for the IASC Gender Marker. Some tools/guidance mentioned during the consultations were the following: Education has the INEE Toolkit and Gender Pocket Guide; WASH has developed 5 minimum standards based on AAP and a people-centred approach; CCCM has developed minimum standards in South Sudan and other country-specific contexts; Child Protection has a Toolkit with gender and age mainstreamed in it; Protection has a Handbook for the Protection of IDPs; Early Recovery recognizes the people centred approach as the foundation of its work; Food Security focuses on people centred approaches etc.

**Point for discussion:** Similar to the feedback to the GBV Guidelines, it is recommended that the Handbook ‘should broadly follow humanitarian reform and the cluster system in its organization of the content—including AoRs and cross-cutting issues--but not be restricted by it’ and not be too UN-centric. Another option suggested was strengthening the intersectoral work levels, while acknowledging the harm done by working in silos. One participant referred to ‘the absurdity of only talking about water without discussing food security or livelihoods’, with gender as the entry point.

In terms of missing guidance from the 2006 version, some of the recommendations included the following:

- Insert a briefing note, with examples, of how and what to do to mainstream gender when your cluster (like **Logistics**) is primarily a service provider and has limited beneficiary contact;
- Guidance on **Cash & Voucher** assistance;
- Although the feedback to the revised GBV Guidelines was that **Early Recovery** has shifted to an inter-cluster platform and should be integrated throughout Guidelines, it was recommended for the Handbook to keep the mainstreaming approach as well as include a specific chapter;
- Guidance on **mental health and psychosocial support** for refugees;
- Strengthen guidance on **Sexual and Reproductive Health and Rights**
- Have a shorter chapter on **Shelter** and another on **Settlement Planning** (broader, multisectoral)
- Some argued for a separate section on **Child Protection** while others would not separate it;
- Registration and documentation** issues were presented as cross cutting issues needing guidance;
- A parallel with the centrality of **Protection** was established with gender: ‘If the analysis of the crisis is not done with age, gender and diversity lens you will not capture what characterises the needs of the affected population and the challenges they face’;
- Advocacy** was highlighted as being an important tool across programmes.
- There was also the agreement that **gender-sensitive budgeting** was a core step;
- Also related, include tips and examples of what is critical to do when humanitarians have no safe access to the affected area. i.e. gender and protection best practices in air drops. SS example: a survival kit customized to the local context was identified, pre-positioned and emergency funded by Emergency Response Program (ERP). The kits include light collapsible jerry cans, high-energy biscuits, *kangas* (traditional wraps for women) etc. that can be trucked or airdropped into large inaccessible areas. The compacted survival kit contains most critical items from the health, WASH and NFI kits.

### C. Structure and Layout

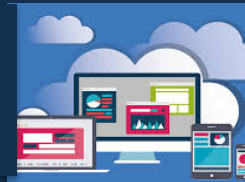
Most respondents were concerned about the size for the revised Handbook and strongly recommended making it into a small booklet that is 'concise', 'to the point', 'short enough not to need a summary', 'field friendly' and 'easy to carry around, like a plumber always carries a hammer'. The Handbook would then be linked to an online version /multimedia package/downloadable app with more resources, ensuring easy access and making it easy to regularly update the information.

#### PRINTED BOOKLET



- Short and concise
- 1 page per sector or standalone series/packs
- In resistant material
- Available in different formats (USB, CD, posters, downloadable app)
- Accessible to people with print disability (in Braille and audio)
- Translated into key languages (translatable into others)
- Clear language, highlighted boxes, easy 'how to use' notes, pop/boxes, checklists, do's and don'ts, images, info graphics, and links to the multimedia package.

#### MULTIMEDIA PACKAGE



- Information should be easy to find according to the respective audience and sector. Case studies, tools, and resources should be grouped by cluster and themes.
- Include a Youtube channel with short videos allowing interaction among social networks for those connected.
- Develop an app that can be downloaded for mobile devices at HQ, can be easily updated and is easy to use in the field.
- Have a discussion forum on which users can share ideas and experiences for applying the principles of the Handbook in a more effective and localized manner.
- Organize a series of webinars and record them as part of a learning package.
- Issue a weekly or monthly gender e-update.

## D. Distribution and Uptake

One recurrent recommendation was to work on a communications strategy rather than just disseminate/distribute the Handbook after its launch. This requires bringing on board a (non-gender expert) communications or strategy person/team who can support designing a marketing outreach strategy after the initial consultation phase for the Gender Handbook Review in April. Developing the content of the revised handbook needs to go hand in hand with developing a strategy for people to use it, that means targeting the right audience with the right format and the right language.

No.	Findings	Recommendations
D1	The clusters are overloaded and understaffed; peak periods should be avoided.	Time the <b>launch</b> for well before or after the HNO/SRP process. Plan in advance how to leverage the investment in the launches with follow-up to both participant's and those that were not able to attend.
D2	Previous initiatives have focussed too much on one very big launch event and after one year they are forgotten.	Have a <b>communications long-term plan</b> and organise multiple presentations: i.e. ICVA and Interaction annual meetings, high-level events in various locations etc. Have a gender advisor in the cluster/unit to provide specific support as needed.
D3	Several stakeholders complained of copies being sent with no instructions on what to do with them.	Distribute <b>copies with instructions</b> ; accompany any major distribution with a meeting to review the contents of the Handbook; hard copies could be distributed regionally for regional advisors to take them to different countries to present.
D4	Local organisations were not familiar with the Handbook due to lack of or inaccurate translation.	Provide <b>translation guidance</b> and ensure versions in different languages are used at the local level. Do a mapping of civil society working on humanitarian action for the distribution of the Handbook.
D5	Several stakeholders reported that introducing minimum standards for the first time amidst a crisis with little guidance on who and how was not welcome.	Promotion of the Handbook can change according to the <b>type of emergency</b> : -Sudden onset: Introduce it during preparedness so that there is time to think about it. -Protracted: before a discussion on HRP and HNO each cluster coordinator or advisor should be consulted to use the handbook and identify 2 or 3 actors to act as champions and discuss its utility informally. Following this, each cluster coordinator should present it more formally emphasizing its ease of use, its importance, and how performance will be measured against gender.

D6	Gender mainstreaming is left to gender advisors with little accountability of the senior management for implementation of key actions.	<b>Championing</b> by the HC, Head of OCHA, Emergency Directors, Donors, the Humanitarian Liaison Working Group (HLWG), and Government leaders (not just the ministries concerning family & women, but also those dealing with coordination, national disaster management, prime minister's office, etc.). The Communication Strategy to include short advocacy papers written from the different angles of these different actors and for them as it is unlikely that they will go through the Handbook page-by-page.
D7	The Handbook is seen as disconnected from key cluster/country documents.	-For clusters: build awareness and capacity by integrating minimum gender actions in preparedness into <b>contingency Plans and cluster guidance</b> /websites at all levels. -For governments: promote the Handbook as both a preparedness and response resource designed to complement the country's contingency plan, and as a direct support to achieving the national gender policy and gender commitments within the national disaster management plan.
D8	The training was well received by many stakeholders, some complained it was too 'simple' or too 'condescending', but the interactive nature of it was appreciated although technical problems were reported and translations were late.	Partner the Handbook with <b>one or several animated interactive e-courses</b> with a certificate of completion. Mini-courses could be cluster-specific e-courses like previous version of e/learning, but preferably they would cover specific issues such as SADD, analysis, GEMS etc. rather than just focus on the clusters as the cluster system does not always resonate with all actors. Consider linking with other ongoing trainings, either topic- or cluster-specific, and feature in ongoing INSET, Red Cross and IO training etc.
D9	Preferred training modality was face to face but it is also the most timely and costly	Establish cadre of trainers at regional and country level to support the on-going capacity building needs i.e. induction and refresher courses and adapt the training to specific contexts and use modules of different lengths (2 hours, 4 hours, 1 day etc.); trainings should have a short theoretical part and a longer section demonstrating how to put the concepts into practice.

<b>D10</b>	Many stakeholders had not done or seen the e-learning.	Consider two types of <b>cascade trainings</b> (and determine who is better placed in each context to lead the training/ToT): -TOT of cluster gender focal points who later train IPs within their clusters. -Training of relevant government entities.
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## Annex 1: List of stakeholders met GENEVA/ROME

Name	Organization	Date/Time	Skype/F2F
Jahal de Meritens Delphine Brun	UNDP, Early Recovery	25/01, @11am	F2F
Sabine Rakotomalala	UNICEF, Child Protection	26/01, @9am	F2F
Shaun Scales	UNHCR, Shelter	26/01, @11am	F2F
Ayadil Saparbekov	UNICEF, Nutrition	26/01, @3pm	F2F
Ellen van Kalmthout	UNICEF, Education	26/01, @4:30pm	F2F
Rebecca Eapen Kristin Valasek	UNHCR	27/01, @9am	F2F
Kimberely Roberson, Marjolein Roelandt, Clementine Favier	UNHCR, CCCM (conflict)	27/01, @11am	F2F



Emma Tuck	UNICEF, WASH Cluster	21/01, @3pm	F2F
Lee Kanthoul	IOM, CCCM (disasters)	28/01, @10am	F2F
Siobhan Fioran	IFRC	28/01, @11.30am	F2F
Louise Aubin	UNHCR, Protection	28/01, @2pm	F2F
Veronica Birga Saori Terada	OHCHR	28/01, @4pm	F2F
Linda Doull Gabriel Novelo	WHO, Health		
Cyril Ferrand, Christine Ouellette, Ilaria Sisto	FAO-WFP, Food Security Cluster	29/01, @1pm	Skype

## NEW YORK

Name	Organization	KII, FGD, Workshop
Vivek Rai	UN Globe, UN Women	KII 15/02 @11am
Gwi	OCHA	KII 15/02 @pm
Maria Noel Vaeza	UN Women	Briefing 16/02 @10am
Kaitlyn Pritchard	Member State: Canada	Briefing 16/02 @10am
Marieke Vreeken Leonoor van Munster Laura Ornee	Member State: The Netherlands	Briefing 16/02 @10am
Alma Viviana Pérez Maria José Orgarena	Colombia	Briefing 16/02 @10am
Frida Linda	Sweden	Briefing 16/02 @10am
Vilde J. Tennfjord Ragnhild Simenstad	Norway	Briefing 16/02 @10am
Michael Sanfey	Ireland	Briefing 16/02 @10am

Tasha Gill	United States	Briefing 16/02 @10am
Rebecca Kenner	United Kingdom	Briefing 16/02 @10am
Ameira Alhefeiti	United Arab Emirates	Briefing 16/02 @10am
Sherina Saran	South Africa	Briefing 16/02 @10am
Thorbeu Glaser	Germany	Briefing 16/02 @10am
Mariana Gomes	Brazil	Briefing 16/02 @10am
Ralia Mohaued	Kenya	Briefing 16/02 @10am
Sandra Kreuse	WRC	KII 16/02 @2pm
Marie De Cenival	Heartland Alliance International	Skypecall 16/02 @3pm
Bethany Brown	HelpAge USA	Skypecall 16/02 @3pm
Sahar Alnouri	Mercy Corps	Skypecall 16/02 @3pm
Bethany Orlikowski	HIAS	Skypecall 16/02 @3pm
Alejandra Garcia Diaz Villamil	NDI	Skypecall 16/02 @3pm
Marzia Faraz	NDI	Skypecall 16/02 @3pm
Fabrizia Falcione	UNFPA	KII 17/02 @10am
Julie Montgomery	Interaction (e-learning 2006)	Skypecall19/02@11am
Erin Patrick	GBV Guidelines Interagency Coordination	Skypecall9/03@10am

## COLOMBIA

Name	Organization	KII, FGD, Workshop
Devanna De La Puente	GenCap	Co-facilitator mission
Gerard Gomez	OCHA	Meeting 22/02 @11am
Belen Sanz	UN Women	Meeting 22/02 @11am
Alejandro Sanchez	UN Women	Meeting 22/02 @11am
Federico Duarte	UN Women	Meeting 22/02 @11am
Aida Pesquera	OXFAM	Meeting 22/02 @11am
Enrique Garcia	OXFAM	Meeting 22/02 @11am
Diana Barbosa	Unidad de Atencion y Reparacion Integral a las Victimas (UARIV)	KII 22/02 @2pm
Lina Camargo	UARIV	KII 22/02 @2pm
Maria Cristina Careño	UARIV	KII 22/02 @2pm
Miguel Orlando Guerra	UARIV	KII 22/02 @2pm
Luisa Cremonese	UNDP	KII 32/02 @7.30am
Rosalie Fournier	UNHCR	KII 23/02 @9am
Paloma Blanch Carolina Melo	UNDP	KII 23/02 @12pm
Nadia Juliana Bazan	OXFAM	FGD 23/02 @3pm
Natalia Chavez	OXFAM	FGD 23/02 @3pm
Laura Gomez	OXFAM	FGD 23/02 @3pm
Marta Londono	OXFAM	FGD 23/02 @3pm
Rodrigo Cruz	OXFAM	FGD 23/02 @3pm

Valerie Dourdin Carolina Lopez	OIM	KII 24/02 @9am
Adriana Guerra	UNICEF, Mesa de Educacion	KII 24/02 @10am
Maria Consuelo Vergara	FAO, Cluster SAN	KII 24/02 @11am
Diego Lopez	UNICEF, cluster WASH	KII 24/02 @12pm
Carmen E Ocoro	Alianza de org. de mujeres tejedoras de vida Putumayo	Workshop 25-26/02
Camila Usuga	Representante Departamental Población LGBT	Workshop 25-26/02
Luz Myriam Mazo Ortiz	Asociacion Mujeres Ideales (AMII)	Workshop 25-26/02
Marta Lucia Botero	UNHCR	Workshop 25-26/02
Silviya Markova	UNHCR	Workshop 25-26/02
Hernando Carpio	ASOWOUDACH - ASOCIACIÓN WOUNAAN	Workshop 25-26/02
Andrea Gonzalez	Sistema Alertas Tempranas, Defensoría del Pueblo	Workshop 25-26/02
Gustavo Herrera	UARIV	Workshop 25-26/02
Chiara Capozio	OCHA	Workshop 25-26/02
Melissa Cordoba	Ministerio de Salud / Dirección de emergencias	Workshop 25-26/02
Marqarito Bernal V.	Ministerio de Salud / Dirección de emergencias	Workshop 25-26/02
Anna S. Lindor	ICRC	Workshop 25-26/02
Nicolas Giraldo	Colombia Diversa	Workshop 25-26/02
Andrea Tague	UNICEF	Workshop 25-26/02
Guillermo Toro Z.	La Federación Luterana Mundial	Workshop 25-26/02
Paula Rodriguez	Cruz Roja Colombiana	Workshop 25-26/02
Andrea Vaca	APC Colombia	Workshop 25-26/02
Marcela Enciso	Instituto Colombiano de Bienestar Familiar (ICBF)	Workshop 25-26/02

Yadeny Aguirre	Organización Nacional Indígena de Colombia (ONIC)	Workshop 25-26/02
Emese Kantor	UNHCR	Workshop 25-26/02
Raquel Vergara	ICBF	Workshop 25-26/02
Dana Baron	UNFPA	Workshop 25-26/02
Leila Pinillos	Cruz Roja Colombiana	Workshop 25-26/02
Gabriel Caicedo	Cruz Roja Colombiana	Workshop 25-26/02
Luis M. Perez	Sistema Alertas Tempranas, Defensoría del Pueblo	Workshop 25-26/02

## JORDAN

Name	Organization	KII, FGD, Workshop
Simon Opolots	GenCap	Co-facilitator mission
Rachel Dore-Weeks	UN Women	KII 15/03 @9am
Muna Al Rufuaa	Ministry of Social Development	FGD 15/03 @10am
Rula Al Shboul	Ministry of Interior	FGD 15/03 @10am
Issam Abd AlRouhaman Jaber	Jordan Armed Forces-National Employment &	FGD 15/03 @10am
Israa ali haikal	Jordan Armed Forces-National Employment &	FGD 15/03 @10am
Akil	Ministry of Interior	FGD 15/03 @10am
Mohammad Abu Gosh	Ministry of Justice -Family Division	FGD 15/03 @10am
Sulaaa Hani Nabir	Ministry of Justice -Family Division	FGD 15/03 @10am
Maryam Khalaf	Jordan Hashemite charity organization	FGD 15/03 @10am
Areen Talhan	Jordan Hashemite charity organization	FGD 15/03 @10am
Ghada Al sabag	Ministry of Interior	FGD 15/03 @10am
Sanaa Othman	National Aid Fund	FGD 15/03 @10am
Alia'a Thamer	Family Protection Department - Public Security Directorate	FGD 15/03 @10am
Jehan abbadi	Family Protection Department - Public Security Directorate	FGD 15/03 @10am
Sanaa Al Omosh	Ministry of Interior	FGD 15/03 @10am
Malak Hassoun	Ministry of Justice	FGD 15/03 @10am
Nessrin asali	Ministry of Justice	FGD 15/03 @10am
Huda Abd Hadi	Ministry of Justice	FGD 15/03 @10am

Bushra Bin Tareef	Ministry of Planning and International Cooperation	FGD 15/03 @10am
Dr. Amal ALawawde	University of Jordan- The Center for Women's Studies	FGD 15/03 @10am
Ghada Sabagh	Ministry of Interior	FGD 15/03 @10am
Dr. Iman Al Okour	Ministry of Labour	FGD 15/03 @10am
Assma Alnassan	Ministry of Labour	FGD 15/03 @10am
Jamileh AbuDuhou	CARE	FGD 15/03 @2pm
May Dowani	CARE	FGD 15/03 @2pm
Farrukh Mirza	UNICEF	FGD 15/03 @2pm
Ruba Abu Taleb	JHAS	FGD 15/03 @2pm
Elsa Groenveld	Medair	FGD 15/03 @2pm
Alejandro Hurtado	MPDL	FGD 15/03 @2pm
Selina Dahshan	JHAS	FGD 15/03 @2pm
Zaid Awamvh	PU-AMI	FGD 15/03 @2pm
Esrae Majd	HI	FGD 15/03 @2pm
Lina Darras	MHPSS GFP	FGD 15/03 @2pm
Katia Urteaga	UNICEF	FGD 15/03 @2pm
Eliza Murtazaeva	UNICEF	FGD 15/03 @2pm
Yukiko Koyama	UNHCR	FGD 15/03 @2pm
Thalena Al-Shawi	UNFPA	FGD 15/03 @2pm
Bushra Doshag	ACTED	FGD 15/03 @2pm
Leana Islam	UNFPA	FGD 15/03 @2pm

Genevieve Gauthier	OXFAM	Workshop 16-17/03
Hamida Jahzmah	UN Women	Workshop 16-17/03
Hannah Twine	UN Women	Workshop 16-17/03
Selina Dahshan	Jordan Health Aid Society	Workshop 16-17/03
Manal Al Farreen	Center for Victims of Torture	Workshop 16-17/03
Toloe Masori	UNHCR	Workshop 16-17/03
Fatma Khan	UNFPA	Workshop 16-17/03
Mohammed Nasereddin	Mercy Corps	Workshop 16-17/03
Lamia Rantissi	WHO	Workshop 16-17/03
Manal Al Taleb	Arab Women's Association	Workshop 16-17/03
Bushra Doshag	ACTED	Workshop 16-17/03
Esraa Majd	Handicap International	Workshop 16-17/03
Omar R. Al'Amr	MEDAIR	Workshop 16-17/03
Marius Otte	ZOA	Workshop 16-17/03
Kawtar Zerouali	UNDP	Workshop 16-17/03
Sawsan Sa'ada	CARE	Workshop 16-17/03
Alejandro Hurtado	MPDL	Workshop 16-17/03
Samah Al Manai	IRC	Workshop 16-17/03
Dr. Lina Darras	ARRD-Legal Aid	Workshop 16-17/03
Suhail Abualsameed	UNHCR	Workshop 16-17/03
Anne-Sophie Laenholm	ECHO	KII 17/02 @6pm



# NEPAL

Name	Organization	KII, FGD, Workshop
Ganesh Chaulagai	UN Women- District Gender Coordinator, Sindhu Palchowk	Review Facilitator -advice to the mission, workshop
Sandhya Shrestha	Oxfam- Women Empowerment and Partnership Coordinator	Review Facilitator -advice to the mission, workshop
Linda Pennells	IASC GenCap Capacity Advisor	Consultation Lead
Rameswor Dangal	Joint Secretary, Ministry of Home Affairs and Chief-	KII 24/3 11:00 am
Govind Prasad Subedi	Under Secretary, Ministry of Finance with Nigma Tamrakar,	KII 20/3 12:00 noon
Amardip Sunuwar	Section Officer, Ministry of Federal Affairs & Local	KII 20/3 1:00 pm
Bijaya Prasai	Director, Department of Women & Children, Ministry of Women,	KII 20/3 3:30 pm
Michael Jones	Resident Coordinator with Stine Heiselberg-Head,	KII 25/3 2:30 pm
Rajan Gengaje	Former Head of OCHA-Nepal earthquake response	KII- 22/3 skype 2:00 pm
Patricia Schiavinato	Team Leader, Protection and Counter-Trafficking, IOM	FGD -21/3
Barsha Hamal	Sr. Project Assistant, Protection and Counter-	FGD -21/3
Prajwal Sharma	Sr. Project Assistant, Early Recovery, IOM	FGD -21/3
Ratindra Khatri	Logistics Officer, EPR Coordination (WFP)	Cluster consult 25/3 9:30 am
Peter Donovan	Coordinator, Logistics Cluster (WFP)	Cluster consult 25/3 9:30 am
Radha Gurung	Child Protection Specialist, Protection Cluster	Cluster consult 25/3 9:30 am
Marina Gutmann	Programme Analyst-GBV, GBV Sub Cluster (UNFPA)	Cluster & GFP consult 22/3 1:30
Katja Vauhkonen	Programme Analyst (UNDP)	Cluster & GFP consult 22/3 1:30
Deepika Bhardwaj	Shelter Cluster Officer (IFRC)	Cluster & GFP consult 22/3 1:30
Meenu Hada	National Programme Officer (WFP)	Cluster & GFP consult 22/3 1:30

Muhammid Arif	Gender & Humanitarian Advisor, UN Women	FGD- UN Women 4:30 25/3
Sama Shrestha	Manager-Peace, Security & Humanitarian Unit, UN Women	FGD- UN Women 4:30 25/3
Kriti Thapa	Programme Officer- Ending Violence Against Women, UN Women	FGD- UN Women 4:30 25/3
Durga Prasad Khatiwada	Head-Governance and Leadership Unit, UN Women	FGD- UN Women 4:30 25/3
Gitanjali Singh	UN Women – Deputy Representative	NGO Workshop March 23-24
Sujata Singh	WOREC	NGO Workshop March 23-24
Dr. Rouchala Giri	CVICT	NGO Workshop March 23-24 NGO Workshop
Rakshya Risal	FEDO	NGO Workshop March 23-24
Bibesika Bhurtel	HELVETAS	NGO Workshop March 23-24
Rajan Sunar	Help Age International	NGO Workshop March 23-24
Nirmala Koirala	Saathi	NGO Workshop March 23-24
Reshma Thapa	WHR	NGO Workshop March 23-24
Simran Sherchan	FSGMN/ NPC	NGO Workshop March 23-24
Bhakti Shah	BDS/SGMSFN	NGO Workshop March 23-24
Kapil Kafle	MenEngageAllianceNepal/IHRI CON	NGO Workshop March 23-24
Rashmi Thapa	Nepal Press Institute	NGO Workshop March 23-24
Ojaswi Shah	Saferworld	NGO Workshop March 23-24
Bhagawati Kaphle	Women for Peace Development	NGO Workshop March 23-24
Nistha Bhandari	Women for Peace Development	NGO Workshop March 23-24
Neera Dulal	Shakti Samuha	NGO Workshop March 23-24
Apeksha Dahal	Blue Diamond	NGO Workshop March 23-24

Aanik Rana Magar	BDS	NGO Workshop March 23-24
Pinky Gurung	BDS	NGO Workshop March 23-24
Dipak Pd Bashyal	Jagaran Nepal	NGO Workshop March 23-24
Pratibha Rijal	CARE Nepal	NGO Workshop March 23-24
Urmila Simkhada	CARE Nepal	NGO Workshop March 23-24
Meena Poudel	UDWA	NGO Workshop March 23-24
Ujjwal Amatya	World Vison	NGO Workshop March 23-24
Babita Basnet	MAG	NGO Workshop March 23-24
Sadiksha Poudel	Oxfam	NGO Workshop March 23-24
Chadani Sharma	Youth Thinker's Society	NGO Workshop March 23-24
Chewan Rai	Youth Thinker's Society	NGO Workshop March 23-24
Subash Rai	Jagaram Nepal	NGO Workshop March 23-24
Shibu Shrestha	YPEER	NGO Workshop March 23-24
Aagya Khanal	YPEER	NGO Workshop March 23-24
Pradeep Shakya	Provision Photography	NGO Workshop March 23-24
BijayaRai Shrestha	Pourakhi Nepal	NGO Workshop March 23-24
Tara Bhattarai	Nepal Red Cross Society	NGO Workshop March 23-24
Sujata Singh	WOREC	NGO Workshop March 23-24
Dr. Rouchala Giri	CVICT	NGO Workshop March 23-24
Rakshya Risal	FEDO	NGO Workshop March 23-24
Bibesika Bhurtel	HELVETAS	NGO Workshop March 23-24
Rajan Sunar	Help Age International	NGO Workshop March 23-24

Nirmala Koirala	Saathi	NGO Workshop March 23-24
Reshma Thapa	WHR	NGO Workshop March 23-24
Simran Sherchan	FSGMN/ NPC	NGO Workshop March 23-24
Sharu Joshi	UN Women	NGO Workshop March 23-24
Apeksha Dahal	Blue Diamond Society	FGD-LGBTI 4:00 24/3
Aakashya Timsina	Blue Diamond Society	FGD-LGBTI 4:00 24/3
Simraon Sherchan	Blue Diamond Society	FGD-LGBTI 4:00 24/3
Peter Tamang	Blue Diamond Society	FGD-LGBTI 4:00 24/3
Anik Rana Magar	Blue Diamond Society	FGD-LGBTI 4:00 24/3
Bhakti Shah	Blue Diamond Society	FGD-LGBTI 4:00 24/3
Sudip Gautam	Blue Diamond Society	FGD-LGBTI 4:00 24/3
Jamie McGoldrick	HC (previous)	Skype call

## SOUTH SUDAN

Name	Organization	KII, FGD, Workshop
Lawrence Akola Sarafino	Director General- (F&A)Department of Humanitarian & Disaster Management	KII
Regina Lullo	Director General- Ministry of Gender	KII
Paul Jenkins	Head-Country Office-IFRC	KII
Karl Baker	Transition & Recovery Program Manager -IOM	KII
Joan Allison	Sr Cluster Coordinator –UNHCR with Mmone Moletsan/Veton Orana	FGD
Adede Rose	FAO Gender Officer with FAO Consultant Angela Raven-Roberts	FGD
Eliza Hilton	ECHO-ERC OXFAM Gender in Emergencies	KII
Gemma Connell	Deputy Head of Office-OCHA	KII & Workshop
Viola Riak	Gender Analyst-UNFPA	Workshop
Diane Moody	Country Manager-Norwegian Red Cross	Workshop
Zlatko Gejic	Country Director-Oxfam	Workshop
John Angok	Program Accountant-CAFOD	Workshop
Hellen N. Atiol	CS Coordinator-ADRA	Workshop
Joyce Kamara	Gender/ GBV Advisor-CARE	Workshop
Moses Bukachi	Communication Officer-MRDA	Workshop
Keri Justin Bosco	Sustainable Development Officer-CEPO	Workshop
George Oluoch	Operations Director-ARUDA	Workshop
Aling Margreth	Project Manager-SPEDP	Workshop

Kiden Lillian	Program Coordinator-SPEDP	Workshop
Jane Tumalu	S/Inspector for Gender-Ministry of Gender, Child & Social Welfare	Workshop
Joseph Njoroge	Gender Specialist-Ministry of Gender, Child & Social Welfare	Workshop
Emmanuel Wani Francis	Assistant Inspector Earlier Warning-Ministry of Humanitarian Action	Workshop
Mabel Isolio	Gender Consultant-Oxfam	Workshop
Patrick Osodo	Gender Advisor-Oxfam	Workshop
Emmett Watson	Field Program Manager-UN Women	Workshop
Angelina Bazugba	Ass. Professor and Director- National University of Juba	Workshop
Edla Muga	Gender Coordinator - Oxfam	Workshop co-facilitator
Elizabeth Awate	Gender and Humanitarian Specialist – UN Women	Workshop co-facilitator
David Coffey	Humanitarian Specialist- UN Women NYC	Workshop co-facilitator
Linda Pennells	Advisor -GenCap	Workshop co-facilitator
Fatou D Thiam	Senior Officer, Women Protection-UNMISS	Gender Working Group Consultation
Shelina Doro	Women Protection-UNMISS	Gender Working Group Consultation
Patrick Osodo	Gender Advisor-OXFAM	Gender Working Group Consultation
Edla Muga	Gender Coordinator-OXFAM	Gender Working Group Consultation
Mabel Isolio	Gender Consultant-OXFAM	Gender Working Group Consultation
Christine Hechman	Child Protection/GBV Specialist-UNICEF	Gender Working Group Consultation
Viola Riak	Gender Analyst-UNFPA	Gender Working Group Consultation
Cecilia Joshua	Gender and Security Officer-UN Women	Gender Working Group Consultation
Zahra Lilian Mogosi	Gender Advisor-WFP	Gender Working Group Consultation
Joy Zacharia	National Programme Officer-UN Women	Gender Working Group Consultation

Martha Kow-Donkor	CCCM Cluster UNHCR	Cluster Consultation
Sabit Juma	Field Associate CCCM UNHCR	Cluster Consultation
Patrick Osodo	OXFAM	Cluster Consultation
Gemma Connell	Deputy Head of Office OCHA	Cluster Consultation
Isaack Manyaneh	Nutrition Cluster Coordinator UNICEF	Cluster Consultation
Rashin Kanu	Child Protection Sub-Cluster Coordinator	Cluster Consultation
Laura Jones	S-NFI Cluster	Cluster Consultation
John Fitzgerald	Wash Cluster coordinator	Cluster Consultation
Rukaya Mohammed	Programme Manager UN Women	Cluster Consultation
Mabel Imali Isolio	Gender consultant in Oxfam	Cluster Consultation
Edla Muga	Gender coordinator Oxfam	Cluster Consultation
Eliza Hilton	ECHO-ERC Oxfam gender in Emergency	Cluster Consultation
Elizabeth Awate	Gender and Humanitarian specialist UN Women	Cluster Consultation