

**PRO
CAP**

**GEN
CAP**

INTER-AGENCY PROTECTION AND GENDER CAPACITY PROJECTS

PROCAP & GENCAP

2020 APPEAL



An IASC initiative in
collaboration with:



Table of Contents

3 Background

4 Mission statement

- 5 ProCap
- 6 Gencap
- 7 ProCap and GenCap collective achievements in 2019
- 7 Gender with Age Marker
- 7 Capacity development
- 8 ProCap and GenCap 2019 key achievements

9 Anticipated protection and gender needs in 2020

10 The Projects' response in 2020

- 10 Future orientation
- 11 Types of support
- 11 Deployments
- 11 Capacity building
- 12 Policy influence and sharing of practice and tools
- 12 Thematic areas
- 13 Management structure
- 13 Roster management
- 13 Update on the impact of COVID-19 on the projects

14 Funding requirements: January 2020–June 2021

Acknowledgements

In 2019, the work of the projects was made possible thanks to the generous support of Member States, United Nations and other organizations that have helped the projects provide support to promote gender equality and the centrality of protection in major crises and complex humanitarian contexts across the world.

The Projects are grateful to the following donors (listed in alphabetical order): Ireland, Norway, Sweden, Switzerland and the US for their contributions in 2019.

This publication was produced by the United Nations Office for the Coordination of Humanitarian Affairs (OCHA).

Front cover

Girl collecting water from the pump in Katanika IDP site, Tanganyika, Democratic Republic of the Congo, February 2018. Credit: OCHA/Eve Sabbagh.

Back cover

Children of the ethnic group of Bororo (Fulani) nomadic population watch the voucher distribution. Danamadja temporary camp, Chad, 5 July 2014. Credit: OCHA/Philippe Kropf.

Graphic Design

OCHA Geneva

For additional information, please contact:

Marina Skuric Prodanovic
Chief, System-wide Approaches and Practices Section,
OCHA Geneva, skuric@un.org, +41 22 917 5293

Emily Walker
Head of Unit, walker5@un.org, +41 22 917 1502

The designations employed and the presentation of material in this publication do not imply the expression of any opinion whatsoever on the part of the Secretariat of the United Nations concerning the legal status of any country, territory, city or area or of its authorities, or concerning the delimitation of its frontiers or boundaries.

Background

The Inter-Agency Protection Stand-by Capacity (ProCap) Project and Gender Stand-by Capacity (GenCap) Project were originally launched in 2005 and 2007 respectively. Their aim is to meet a widely recognised need for experienced protection and gender staff, particularly at senior level, to support HCs and HCTs in their efforts to prioritize and mainstream gender and protection at country-level. The Projects deploy senior technical advisers, as inter-agency resources, to address capacity needs in protection and gender equality programming efforts of the humanitarian system, in addition to providing capacity development, policy advice and best practice. Specifically, supporting the humanitarian community in finding practical

respond to protection and gender challenges and remain relevant in adapting to new ones. The main focus of the project is to strengthen leadership and capacity within the humanitarian system to deliver on commitments to protection, gender equality and women's empowerment through the deployment of senior Advisers who are available to deploy to humanitarian situations and support inter-agency country, regional and global partners in mainstreaming protection and gender equality programming in all aspects of humanitarian response.

A world in which all persons affected by humanitarian crises are protected and humanitarian action prioritises gender equality and women's empowerment.

solutions for complex protection and gender issues remains a key focus for the Projects. The inter-agency approach, which pools senior level expertise and strategic support, is recognised as the Projects' added value and comparative advantage.

To date the ProCap and GenCap Projects have enabled the humanitarian system to

Mission



MISSION



Strengthen inter-agency capacity and leadership to ensure protection is central to humanitarian action, through strategic and operational support and expertise.



MISSION



Strengthen inter-agency capacity and leadership to deliver on commitments to gender equality and women's empowerment in humanitarian action, through guidance, tools and expertise.



The Projects' missions are implemented through three key modalities:



DEPLOYMENTS



CAPACITY BUILDING



**SHARING OF
INFLUENCE AND
PRACTICE**

ProCap

ProCap provides strategic and operational support, as well as technical advice on humanitarian protection to humanitarian leadership operating in humanitarian situations, while fostering synergies with development and peacekeeping actors. ProCap raises awareness, promotes respect for and assists in incorporating and applying protection to durable solutions frameworks, tools and policies. While focusing on humanitarian contexts, ProCap also works closely with development actors to strengthen humanitarian-development collaboration, particularly in contexts with protracted displacement.

ProCap is guided by and promotes the IASC policy on Protection in Humanitarian Action (2016), the IASC Centrality of Protection in Humanitarian Action Statement (2013), the Professional Standards for Protection Work (2018), and the IASC Framework on Durable Solutions for Internally Displaced Persons (2010). ProCap also ensures linkages and supports synergies as appropriate with other relevant protection and peacebuilding actors in line with policies and initiatives such as the

UN policy on Integrated Analysis and Planning (2018), the UN DPKO/DFS policy on Protection of Civilians in United Nations Peacekeeping (2015) and the UN system-wide 'Human Rights Up Front' Initiative (2013).

ProCap works closely in partnership with the Global Protection Cluster (GPC), and its Areas of Responsibility (AoRs) including Child Protection and Gender Based Violence. This includes ensuring that protection is central to humanitarian action through involvement of a wide range of duty-bearers. In partnership with the GPC, ProCap also provides global level inter-agency policy advice and guidance to protection clusters in the field, in support of protection responses for internally displaced persons. In 2019, ProCap supported the development of the GPC's new strategic framework, launched in February 2020. In addition, it is anticipated that the Projects will work closely to ensure comprehensive field response solutions, support centrality of protection and undertake joint advocacy initiatives.

Child labour in goldmine, Hope for a better life, Mali 2013.
Credit: OCHA/Ulrike Dassler.



GenCap

The main focus of the GenCap project is to support and strengthen leadership and capacity within the humanitarian system to deliver on its commitment to gender equality. This commitment is the enjoyment of equal opportunities and rights between women, girls, men and boys in humanitarian action and the empowerment of women, so that women and girls acquire the means to build resilience and be part of decision-making processes.

Working from a humanitarian perspective and fostering linkages with development and peacekeeping actors, GenCap is guided by the IASC Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action (2017) and the IASC Gender Handbook, whilst receiving policy level guidance from the IASC-associated entity, the Reference Group on Gender and Humanitarian Action (GRG).

GenCap also facilitates the use of the IASC Gender with Age Marker (GAM), a tool which supports the incorporation of gender in humanitarian programming action. The GAM updates the IASC Gender Marker's gender equality programming framework (2012) to highlight synergies with developments in protection, GBV and accountability to affected populations. It enhances gender equality programming in reflective and sustainable ways, by improving gender analysis to show how needs, capacities and vulnerabilities of men, women, boys and girls are considered in programme design and implementation throughout the whole humanitarian programme cycle. GAM monitoring reports have been commended for providing a unique overview of humanitarian performance on gender and age inclusion across a range of accountability and protection indicators.



EDG Visit to Les Cayes, Haiti (04 November 2016). A health worker teaches a child proper hand-washing practices as part of the mobile clinic's hygiene promotion activities in Les Cayes.

Credit: OCHA/Rébar Jaff.

ProCap and GenCap collective achievements in 2019

One of the foremost achievements of the ProCap and GenCap Projects has been to provide strategic support and technical advice to Resident/Humanitarian Coordinators (RC/HCs) and Humanitarian Country Teams (HCTs) for the promotion of the centrality of protection and gender equality in major crises and complex humanitarian contexts across the world. The projects also supported inter-agency protection and gender coordination mechanisms and embedded protection and gender in humanitarian tools and processes. Other types of assistance entailed supporting national governments developing and initiating IDP and durable solution policies, as well as engaging on gender issues to ensure the distinct needs of women, men, boys and girls are addressed. With regard to humanitarian actors and local stakeholders, the Projects reinforced their capacity to engage and incorporate protection and gender in humanitarian action. Finally, the Projects strengthened the accountability of the humanitarian system for gender equality programming through the application of the revised IASC Gender with Age Marker (GAM).

the Kobo questionnaire during project design and monitoring are much more likely to implement a gender and age-sensitive program. The 2019 humanitarian planning cycle was the GAM's first full year of use. Over 6,500 projects applied the GAM for project design, and approximately 300 have used it for monitoring.

Capacity Development

In 2019 ProCap held two Standard Protection training sessions, with a total of 39 participants, including NGO roster members and UN agency staff. The training was offered in French and English respectively. ProCap designed and delivered a mid-level Protection training for 18 participants, consisting of the SDC standby roster protection officers.

GenCap arranged two Gender in Humanitarian Action Training of Trainers with a regional focus on East Africa and the Middle East, with 56 participants in total, targeting local and national staff. One Gender in Humanitarian Action training was delivered by a Senior Adviser as part of their deployment, reaching 25 participants.

Gender with Age Marker

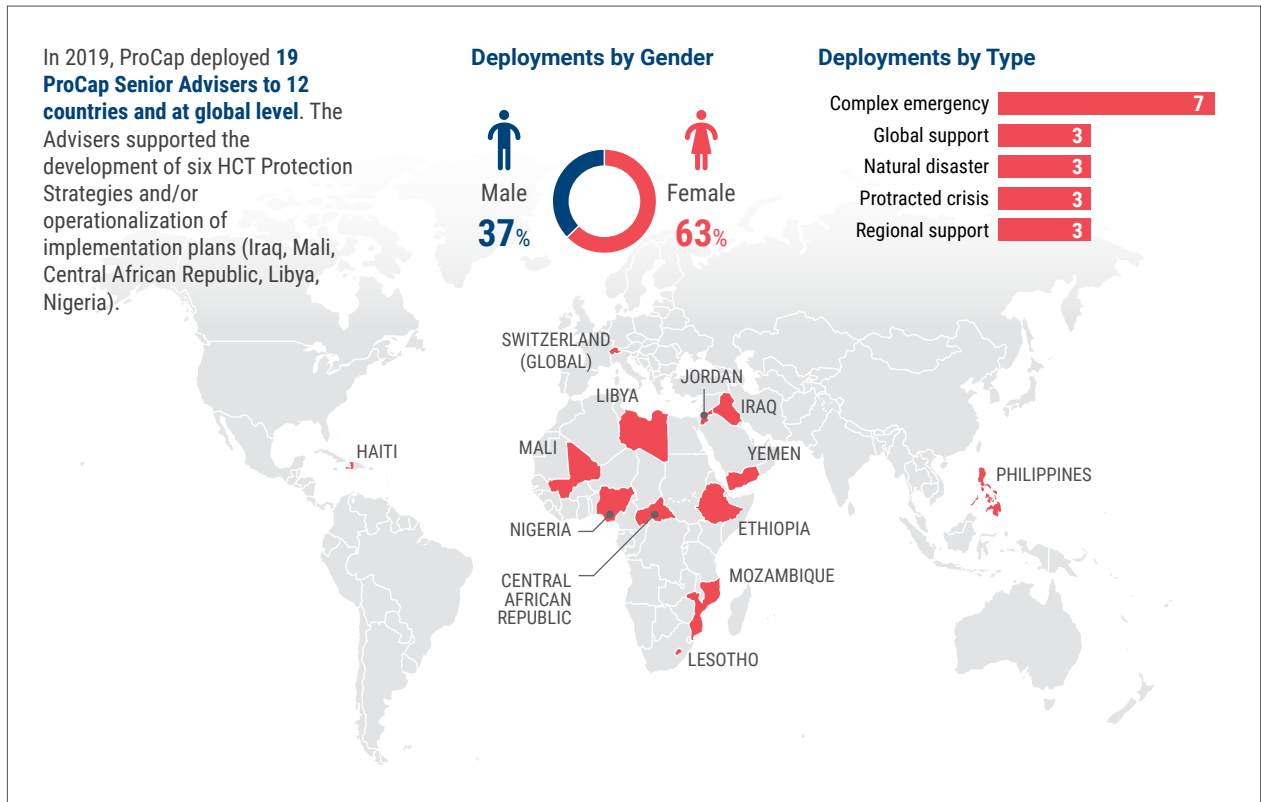


The GAM is increasingly recognized as a unique programming tool providing data on progress towards the Grand Bargain's accountability and

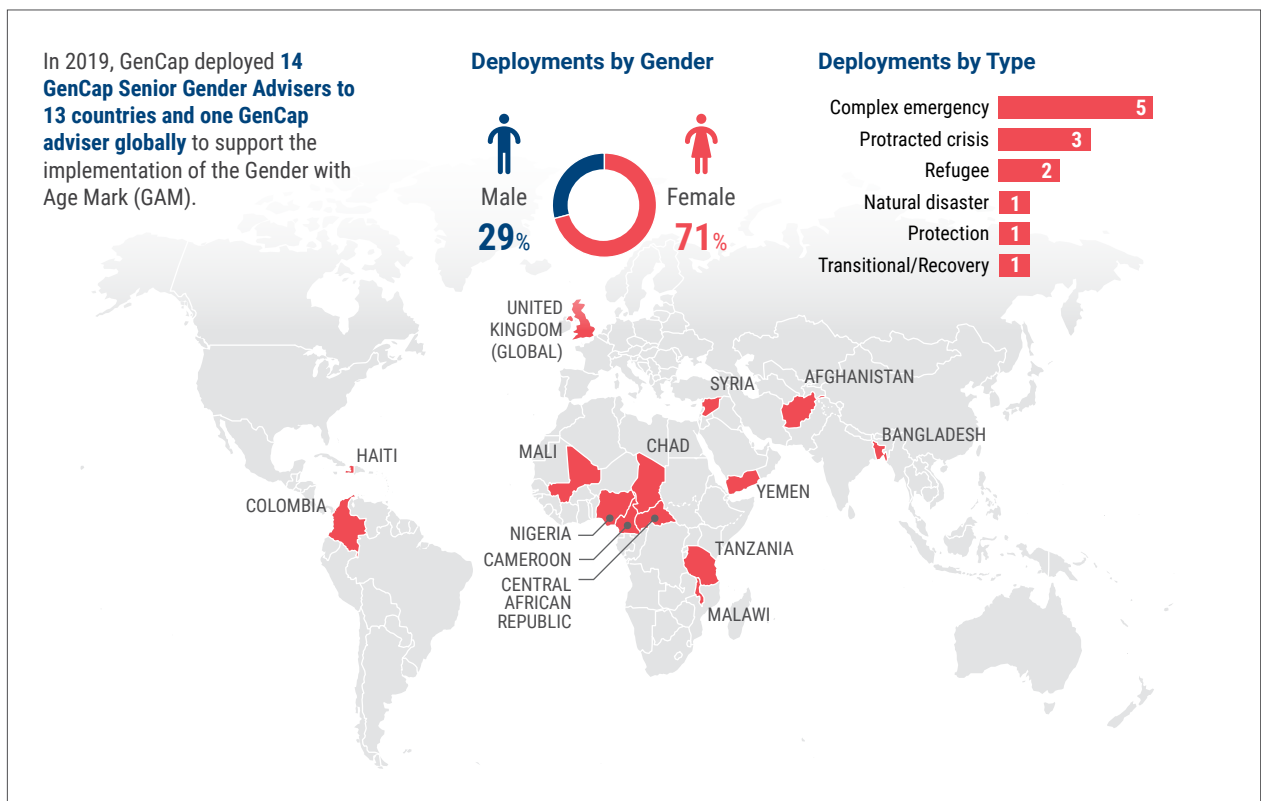
inclusion indicators. It is also a valuable learning tool, based on the premise that project teams who reflect on and complete

ProCap and GenCap 2019 key achievements

PROCAP DEPLOYMENTS 2019



GENCAP DEPLOYMENTS 2019



Anticipated protection and gender equality programming needs

The work of the ProCap and GenCap projects is framed by overall humanitarian needs globally which are directly correlated to challenges in protection and gender equality. The Global Humanitarian Overview for 2020 (GHO 2020) indicates that armed conflicts and persecution will drive a record number of people from their homes. It is predicted that armed conflict and natural disasters including climate-related displacement will cause widespread hunger, displacement, death and destruction around the world.

Against this backdrop of unprecedented need, gender equality and protection concerns are also expected to grow. The Projects expect to prioritize deployments and other types of support to five key types of settings: 1. natural disasters and their aftermath (e.g. Mozambique); 2. humanitarian-development -peace collaboration (e.g. in regional contexts such as the Sahel – Burkina Faso, Mali, Niger); 3. health crises / disease outbreaks (e.g. DRC); 4. climate change and environmental concerns; and, 5. urbanization. These areas will be finetuned further in line with priorities defined by the IASC Emergency Directors' Group (EDG) in their annual review of operations.

Since the outbreak of the COVID-19 pandemic, the Projects have started receiving indications that there are increased concerns around protection as well as gender-based violence as a result of this crisis. This places great emphasis on the need for the Projects to continue to deliver and support the field in any way possible.

Furthermore and in line with recommendations of the Projects' ReDesign a Technical Reference Group (TRG) has been established composed of one ProCap Senior Adviser and one GenCap Senior Adviser. The TRG will identify opportunities, carry out or support initial assessments, baseline and end-line processes around field investments/ deployments; support the measurement of overall impact of the projects and measure the achievement of objectives of individual deployments; work to support and improve the Projects' monitoring and evaluation systems; design or support the design of field work plans; support the definition of measurable capacity development objectives and identify the needs for specific learning tools; support the development of specific learning tools by providing technical expertise and drawing lessons and experiences from the community of Senior Advisers.

In order to further prioritise and target support, the Projects will periodically conduct an analysis of needs on protection and gender equality in major humanitarian contexts. This will allow for more targeted outreach to humanitarian leadership in contexts where there are needs. This analysis will be done in close consultation with the field (e.g., OCHA field offices, UN Women, Protection Cluster Coordinators) but also through monitoring outcomes and applying learning from key IASC-related missions, discussions, reviews and evaluations (EDG, P2P, IAHE, GCCG, etc.); and, consulting with relevant actors at global level (e.g., GPC, GRG, etc.).

The Projects' response in 2020-21

Future orientation

The year 2020 marks the mid-point for the Projects strategic framework (2018-2021). The Projects' 2019 Evaluative Review reiterated findings from previous external reviews of the Projects, namely that ProCap and GenCap had achieved positive impact within HCTs requesting support and that the key added-value of ProCap and GenCap is derived from their neutrality and independence as well as the acknowledged expertise of their Senior Advisers. The key conclusion of the Review was that protection and gender equality deployments merit continued investments. Additionally, the review made a number of key recommendations which will be actioned including: only deploying advisers to contexts with leadership buy in; strengthening senior-level advocacy and partnership to support field-level results and resolve bottlenecks; developing a simple theory of change to guide ProCap and GenCap strategies and investments, thus overcoming the artificial separation among the three components: (1) deployments, (2) policy, advocacy and influence, (3) training; developing solid multi-year plans in each selected humanitarian context, based on an assessment of current protection and gender equality capacities at field level; implementing a solid MEL Framework and establishing standard processes; and, adopting an overall capacity development strategy that includes training, peer-to-peer support approaches and knowledge exchange.

The ProCap and GenCap Projects' Re-Design, endorsed by the newly constituted Advisory Groups (AGs) in July 2019, ensures a greater focus on: field-level impact; leadership; solving bottlenecks; the timeliness and duration of deployments; capacity building vs. training; and advocacy.

The Projects' Re-Design also outlines the new Theory of Change for the Projects and the new MEL Framework. The Framework describes the essential elements needed to monitor and report on the implementation of the Projects' Plans, to continuously adjust critical project management processes, and enhance the knowledge exchange among the Roster Members and with the Projects' stakeholders.

The strengthening of the roster of deployees, and roster management process are critical areas that the Projects will start addressing during Q2 of 2020. Equally, project management will continuously maintain a dialogue with receiving entities (RC/HCs/HCT members, global entities e.g. GPC) and use the new 360 performance assessment tool and other M&E tools to continuously improve and adapt the performance of deployees and other types of capacity support and to identify and report on good practices.

Finally, the Projects also adopted a new communications strategy to increase outreach to key stakeholders and visibility of the projects. This will include establishing web pages on the IASC website, active use of social media and other means of communication to highlight the breadth of support available, span of results, points of advocacy and sharing of practice.

Types of support

In 2020-21, the Projects will continue to provide three main modalities of support: deployments, capacity-building and policy influence/sharing of practice. ProCap and GenCap will continue to be guided by relevant protection and gender frameworks, accountability to affected populations through effective and timely decision-making and other developments within the humanitarian system. The Projects will support the work of IASC and IASC-associated entities, including the EDG, P2P, GPC and the GRG.

Deployments

ProCap and GenCap will continue to deploy senior and experienced advisers, based on need. In total 50 deployments are expected (25 for ProCap and 25 for GenCap) with an estimated total of 300 deployment months (150 for ProCap and 150 for GenCap). The deployment of advisers will be prioritised based on potential impact on the system-wide response and at the strategic level; the scale and severity of the crisis; existing capacity; and sustainability of the intervention and following the assessment of the TRG.

Advisers may also be deployed at the regional and country levels to support a range of stakeholders including RC/HCs, HCTs, UNCTs, UN agencies, INGOs, as well as national authorities. Relevant actors not traditionally represented within the humanitarian system including civil society, national and local human rights groups, will be more systematically included in field level work. Targeted strategic, technical and capacity development support to global or regional actors, such as the global clusters or regional disaster management bodies, will also be included based on the potential for catalytic effect on protection or gender capacity and efforts at field level.

Capacity building

The ProCap and GenCap Projects consider training and learning initiatives as strategic entry points for strengthening the institutionalization and system change of gender equality and protection capacity in key field response mechanisms and functions. According to the Evaluative Review, global and regional trainings carried out by the Projects remain highly relevant; however, they should further target advanced-level participants.

In alignment with the Project Re-Design, the Projects will focus on offering tailored and targeted training and capacity development resources in support of deployment objectives in the field. The Projects' new MEL framework will strengthen evidence-based interventions, and ongoing analysis of learning outcomes from the field will ensure that best practices are captured and reflected in capacity development activities.

Building on existing ProCap and GenCap training packages, the projects are developing a repository of module-based training resources, which the Senior Advisers may adapt and employ in country specific capacity development plans. In 2020, one global ProCap standard protection training and two regional Gender in Humanitarian Action training of trainers will be held. The projects will also pilot advanced-level training modules in the form of a 3-day training. In total, these trainings are expected to have 96 participants. In the case the training moves to a virtual option, the number and modalities of the training will be revisited. In addition, Senior Advisers will carry out training activities in accordance with their deployment workplans. Short-term support and advice will be provided for the preparation and implementation of workshops involving humanitarian leadership in the field to provide guidance in addressing protection dilemmas humanitarian community.

Policy influence and sharing of practice and tools

ProCap will continue to support the development of policies and strategies by the international community and national governments (for example, national policies on internal displacement and frameworks for durable solutions and HCT and Centrality of Protection Strategies). ProCap will identify recurring issues and challenges through their deployments and training to promote knowledge sharing and best practices in gender equality protection in humanitarian action. The projects will contribute to discussions and provide support in the development and implementation of policies, frameworks and tools which impact protection. Furthermore, ProCap will, when relevant, influence protection policy and practice by providing a practitioner’s perspective in global forums, inter-agency panels and thematic learning events, as well as support on developing global tools and guidance frameworks. To this end, the projects will work with existing partners to complement ongoing efforts to promote exchanges on good practice. The projects will also reach out to new partners, including the private sector, academic/ research institutions and NGO consortia to encourage peer exchange and learning on implementing global protection frameworks and policies.

Thematic areas

In addition, the Projects will continue to support two key thematic areas of work – the GAM and efforts around Protection from Sexual Exploitation and Abuse (PSEA).

GAM: To ensure the aim of a wider adoption of the GAM among agencies, it was decided that the GAM tool would be best supported by being placed in an entity with a clear inter-agency remit. In December 2019, the Projects’ Advisory Groups agreed that OCHA’s Gender Equality Unit would be well-placed to ensure that the GAM is used

to enable system-wide, awareness-raising, evaluation and reporting.

The global rollout process will continue with workshops to develop regional expertise in Asia-Pacific, HECA, Southern Africa and LAC, and production of videos in multiple languages. Results of the GAM – such as how affected women and men are involved in projects, how programs address GBV, or the proportion of projects with responsive complaints and feedback mechanisms – globally, by country, organization or cluster – will be available to users on an interactive platform currently under development by OCHA.

PSEA: As specified in the 2018-21 ProCap GenCap strategy, the Projects will support the advancement of the Protection from Sexual Exploitation and Abuse (PSEA) agenda within HCTs, including supporting the implementation of global frameworks and mechanisms by field operations. The Projects will align themselves to the priorities of the IASC. The Advisory Groups and relevant IASC structures continue to provide continued guidance in terms of the Projects’ overall engagement in PSEA. A ProCap or GenCap deployment can for example: support the role of PSEA Coordinators, advocate for PSEA Coordinators, assess accountability structures of PSEA in-country and integrate gender and protection principles and perspectives into prevention activities and building PSEA strategic partnerships.

Management structure

The Projects' continue to rely on the strong partnership of OCHA and NRC NORCAP. The projects' management staffing structures will be adjusted in 2020 to respond to the recommendations of the Evaluative Review (please refer to separate document on Project ReDesign for details).

Roster management

In recognition of the importance of the quality of the rosters on the Project's impact and as suggested by the Projects' Advisory Groups, a plan for strengthening and diversifying the Projects' roster will also be developed in 2020.

Update on the impact of COVID-19 on the Projects

At the time of writing this Appeal, the full system-wide impact and scale of the COVID-19 pandemic could not be accurately predicted. Since the outbreak of the COVID-19 pandemic, the Projects have started receiving indications that there are increased concerns around protection as well as gender-based violence as a result of this crisis. This places great emphasis on the need for the Projects to continue to deliver and support the field in any way possible – and we are adapting to make sure that this is achieved.

Before the outbreak of COVID-19, deployment figures at the start of 2020 were promising. For example, for ProCap there were 47 deployment months committed in 2020 (in comparison to 35 months for the same period in 2019). This upward trajectory has been affected by the COVID-19 outbreak. Current travel restrictions have mainly affected new expected deployments and requests for new deployments.

Employees are fully engaged and eager to adapt their work to new needs that are appearing as a result of COVID-19, especially in terms of protection of vulnerable groups and gender-based violence.

The Projects are working on the assumption that travel restrictions will remain in place until end June 2020. The Projects will continue identifying innovative ways of adapting to this new reality, including by providing remote support and also utilizing this period to translate the Project ReDesign to action, developing MEL baselines, developing and delivering new capacity development modules, materials and training (virtually), among other critical tasks.

Funding requirements for 2020-21

For this period (January 2020 – June 2021), the Projects are requesting a total **US\$ 9,622,273** (US\$ 4,635,074 for ProCap and US\$ 4,987,199 for GenCap) to address protection and gender capacity requirements within the evolving humanitarian system by adapting to new global humanitarian commitments, policies and agendas.

The expanded timeline (1.5 years) takes into account adaptations to the implementation of the Projects in light of the COVID-19 response. Furthermore, it also allows the Projects to ensure predictable and sustained support to the field, which is critical to contribute to effecting change in mainstreaming and prioritizing protection and gender in this critical period.

To deliver on the outcomes of the Joint Strategic Framework 2018 - 21, ProCap and GenCap need to mobilise adequate resources to address protection and gender capacity requirements within the evolving humanitarian system and to provide predictable and sustained support to the field. Finally, the Projects will develop a resource mobilisation strategy in 2020 to identify new resources modalities and partnerships for the Projects.

ProCap and GenCap: Funding Requirements (in US\$)

BUDGET LINES 1 JANUARY 2020–30 JUNE 2021	PROCAP 2020–2021	GENCAP 2020–2021
A. Staff and Other Personnel Costs (costs of staff, consultants and other personnel to be recruited directly for project implementation)	3,352,830	3,349,404
B. Supplies, Commodities, Materials (direct and indirect costs of consumables to be purchased under the project, including associated transportation, freight, storage and distribution costs)	25,000	33,400
C. Equipment (costs of non-consumables to be purchased under the project)	7,350	6,800
D. Contractual Services (works and services to be contracted under the project)	173,282	170,450
E. Travel (travel costs of staff, consultants and other personnel for project implementation)	335,825	482,033
F. Transfers and Grants to Counterparts (transfers and sub-grants to project implementing partners)	–	–
G. General Operating and Other Direct Costs (general operating expenses and other direct costs for project implementation)	315,027	486,731
Subtotal Direct Project Costs	4,209,314	4,528,818
Indirect Programme Support Costs (PSC)		
PSC rate 7%	294,652	317,017
PSC Amount 3%	131,108	141,364
Total Project Cost	4,635,074	4,987,199

GRAND TOTAL FOR PROCAP AND GENCAP - JAN 2020 - JUNE 2021

US\$ 9,622,273

