



GenCap Frequently Asked Questions

IASC Gender Standby Capacity Project

What is GenCap?

The IASC Gender Standby Capacity (GenCap) project seeks to build capacity of **humanitarian actors** at country level to mainstream gender equality programming, including prevention and response to gender-based violence, in all sectors of humanitarian response.

GenCap's goal is to ensure that humanitarian action takes into consideration the different needs and capabilities of women, girls, boys and men equally. It is a critical part to building inter-agency capacity on the integration of cross-cutting issues into the cluster approach.

GenCap consists of a pool of 35 gender advisers at a P-4/ P-5 level to be deployed on short notice as an inter-agency resource to support the UN Humanitarian/Resident Coordinators (HC/RC), humanitarian country teams and cluster/sectors leads, in the initial stages of sudden-onset emergencies as well as in protracted or recurring humanitarian situations.

The Norwegian Refugee Council (NRC) is administering the expert pool. GenCap Advisers' salary, DSA/hazard pay, insurance and flights are covered by the GenCap project.

GenCap is an initiative of the IASC's Sub-working Group on Gender in Humanitarian Action

What is the primary role of the GenCap Advisers?

The primary role of the GenCap Advisers is to work with the humanitarian country team and in particular the cluster/sector actors to facilitate the establishment of sustainable coordination mechanisms and build capacity to ensure that the needs and capabilities of women, girls, boys and men are considered in all clusters'/sectors' emergency response.

GenCap Advisers provide technical leadership and support on Gender Equality Programming, including GBV programming, through close collaboration with humanitarian actors and building on existing resources in the following main areas of work: information collection and analysis; programme planning; capacity building; coordination; and advocacy. The expected output of the GenCap Advisers' work is effective gender equality programming, including prevention and response to GBV in humanitarian situations.

How long is each deployment?

Each deployment will be made for 6-12 months (less in exceptional cases). Extensions can be made up to a maximum of 24 months altogether. If an office needs a more permanent gender adviser presence it should go through its regular recruitment procedures.

How does GenCap differ from ProCap?

The Protection Standby Capacity Project (ProCap) is a roster of protection officers and GenCap is copying many of ProCap's structures. While protection issues such as GBV is a part of the GenCap Advisers' ToR they have a broader role in facilitating gender equality programming in all sectors/ clusters of humanitarian response.

Who can make requests for a GenCap Adviser?

All UN/INGO entities with a MoU with the Norwegian Refugee Council (NRC) can make a request for a GenCap Adviser.

UN Agencies and Organizations with MoUs with NRC are:

IOM, FAO, OCHA, OHCHR, UNDP, UNESCO, UNFPA, UNHCR, UNICEF, UNRWA, WFP and WHO

How do I make a request for a GenCap Adviser?

Ideally one agency should initiate the request and bring other IASC partners into the development of a country specific ToR, adapting the standard GenCap ToR. This should be done in a consultative fashion with relevant actors in the entire humanitarian country team. For administrative reasons, an entity with a MoU with NRC will be the host of the GenCap Adviser. The GenCap Adviser could be based in the HC office or where the country team deems it most adequate. The HC must approve and sign the request before submission.

Questions can be directed to the GenCap secretariat (gencap@un.org), which is the recipient of the signed request. The inter-agency GenCap Steering Committee formally approves the request before a deployment is made.

The request form is available on
<http://www.humanitarianreform.org/gencap>

**GenCap had by April 2009 deployed
29 GenCap Advisers to support
19 humanitarian situations:**

*Afghanistan, CAR, Chad, Ethiopia,
Georgia, Guinea, Indonesia, Iraq,
Kenya, Liberia, Myanmar, Namibia,
Nepal, oPt, Somalia, Sri Lanka, Sudan,
Uganda, Yemen*

Can GenCap Advisers work on a specific agency's programme or do they need to sit with the HC?

GenCap Advisers work primarily on inter-agency activities and not on the work of the hosting agency. On a case-by-case basis GenCap Advisers could also be deployed to agencies/programmes needing specific gender equality programme support if there is capacity available on the roster.

Who does the GenCap Adviser report to?

The GenCap Adviser reports to the Humanitarian Coordinator and/or head of the hosting agency. As the nature of deployments may vary, additional solutions for reporting lines will have to be decided on in consultation with the GenCap Steering Committee on a case-by-case basis.

The GenCap Adviser will also send regular monitoring and evaluation reports to the GenCap Secretariat. The HC and relevant cluster leads will sign off on the reports. The GenCap Advisers also send a bi-monthly update to NRC.

What is the responsibility of the host agency?

The host agency is responsible for providing the GenCap Adviser with an office space, phones, computer, local transport/vehicle and interpreter (if necessary); and for covering cost of internal travel. For more details, please consult your agency's MoU with NRC.

What is the role of NRC?

The Norwegian Refugee Council covers salary, DSA/hazard pay, insurance and travel to and from duty station; and maintains contact with the advisers on logistical and contractual issues during the deployment.

What is the role of the GenCap Steering Committee?

The Steering Committee is made up of a core group of IASC entities and oversees the operations of the GenCap. It considers and approves requests for deployments and has the final responsibility for monitoring and evaluation of the project.

What is the role of the GenCap Secretariat?

The Secretariat supports the Steering Committee; the monitoring and evaluation project; organises the GenCap Advisers' training workshop; provides substantive support to GenCap Advisers on mission; and liaises with donors and partners. It also supports field offices in developing requests for GenCap Advisers.

Contact and Further Information:

GenCap Secretariat

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www.humanitarianreform.org/gencap