

GENDER IN HUMANITARIAN ACTION WORKING GROUP (GiHA WG) MYANMAR

Terms of Reference

Humanitarian responses often miss opportunities to transform gender relations through the leadership and empowerment of women and girls in their roles as decision makers, first responders and economic actors — notwithstanding the fact that these are key to an effective response and to communities' longer-term resilience. Gender equality is central to inclusive and accountable humanitarian programming to effectively account for the complexity of the impact of crises on women, girls, men, and boys in all diversities and in humanitarian action. An inclusive humanitarian programming requires strong, equal, and inclusive partnerships with local and diverse constituencies, that can lead a gender humanitarian response that empowers the most marginalized and vulnerable population including persons with disabilities, youth, and LGBTQIA+.

Humanitarian actors have an obligation to promote gender equality through humanitarian actions in line with the 2024 Inter-Agency Standing Committee (IASC) Policy on Gender Equality and the Empowerment of Women and Girls (GEEWG) in Humanitarian Action, 'Gender Equality Policy Statement', the Agenda for Humanity from the World Humanitarian Summit (2016), and the Grand Bargain. The 2024 IASC Policy on Gender Equality and empowerment of women and girls in humanitarian action is the guiding document that informs the priority actions the Myanmar GiHA Working Group will be working on.

The GiHA Working Group is an evolution of previous equally constituted inter-agency group that has the primary goal of gender in humanitarian action. Previously, the Gender Workstream led by UN Women and UNFPA supported the coordination of Gender Equality and the Empowerment of Women and Girls (GEEWG) in Myanmar. During the past years with escalating humanitarian needs and response in the country, the GiHA Community of Practice was established with 20 membership of cluster gender focal points and sectoral experts at the national and Rakhine level. The Myanmar humanitarian response portfolio continues to expand and needs for gendered technical support increased. Aligning to the 2024 IASC policy on GEEWG, the GiHA CoP has been upgraded to a Working Group in 2024, and the membership has been expanded to primarily include local organizations, especially Women-CSOs across the country, to respond to the growing gendered technical needs of the humanitarian response.

Purpose

The purpose of the GiHA Working Group is to promote integration of gender considerations in humanitarian action across the humanitarian response areas of operation, including sectors, clusters, and cross-cutting themes. The GiHA Working Group will foster greater coordination and consideration of gender through humanitarian action mechanisms by bringing gender experts together to enhance knowledge and information sharing to improve influence within members' respective organisations and sectors/clusters. It will actively participate in preparedness planning and cluster/sectoral activities contributing to assessments, programming, and response monitoring. The GiHA Working Group shall contribute to gender equality programming for effective and efficient gender mainstreaming in humanitarian response bridging to development and peacebuilding work and facilitate identification and sharing of good practices in relation to gender mainstreaming in humanitarian action.

Scope of Work

The Gender in Humanitarian Action Working Group (GiHA WG) will provide cross-sectoral/cluster support to ensure the integration of gender aspects in humanitarian action with the following key focus areas:

- 1) Coordination, Knowledge Sharing and Management
 - Convene meetings to exchange information to address gender equality issues in the humanitarian actions (needs, gaps, response efforts) of the sectors/clusters and raise/discuss at the Inter Cluster Coordination Group (ICCG) or Humanitarian Country Team (HCT) whichever is most appropriate.
 - Identify opportunities for learning of good practices across sectors/clusters and regularly undertake capacity development of GiHA WG members on gender-responsive humanitarian action, preparedness, resilience, and recovery.
 - Identify and analyze important developments, including needs, gaps, challenges, good practices and success stories in gender mainstreaming and share at the GiHA WG meetings.
 - Ensure linkages and information sharing with other established coordination mechanisms.
 - Share lessons learned and good practices on gender responsive programmes, including through provision of platforms and events for local women from conflict-affected and hard to reach areas to participate in these dialogues through local coordination structures.
- 2) Technical Advice, Guidance and Capacity Development
 - Support and provide technical guidance, including through the use of available tools, based on the IASC (2017) [Gender in Humanitarian Action Handbook](#), for the integration of gender dimensions into sectors' work and cross-sector/cluster joint actions (policies, guidelines, tools, advocacy, briefs, assessments, planning, resource mobilization efforts, financing, programming, monitoring, preparedness and recovery actions).
 - Support and promote the use of the Gender Profile of Myanmar updated yearly and Gender Mainstreaming checklist for humanitarian action.
 - Provide orientation and capacity development trainings for humanitarian organizations, and as needed/requested by development organizations, on gender in humanitarian action, preparedness, resilience and recovery, prevention and response, gender information management and Gender with Age Marker.
- 3) Advocacy
 - Promote local women's and LGBTQIA+ group's leadership and engagement in all aspects of response, including through engagement in local coordination structures.
 - Prepare coordinated and harmonized strategic and analytical gender briefs, including recommendations, for the ICCG, and UN Resident Coordinator/Humanitarian Coordinator as necessary.
 - Promote commitment to intersectional gender analysis for gender equality and women's empowerment in humanitarian action by all humanitarian actors.
 - Promote accountability of humanitarian actors to the affected populations on gender equality results.
- 4) Assessment, Analysis and Monitoring
 - Support in ensuring gender analysis and gender-responsive assessments and research, messaging, and feedback mechanisms for each sector/cluster and across sectors/clusters, including sex, age, and disability disaggregated data (SADDD).

- Support in monitoring sectors' progress on gender mainstreaming through use of gender indicators and the IASC gender and age marker (GAM).
- Promote gender-equal (community led) monitoring and feedback mechanisms.

Modes of Operation of the GiHA Working Group:

- The GiHA Co-chairs shall remain with UN Women and UNFPA.
- The composition of the GiHA Working Group is gender experts/specialist, designated cluster or other working groups' gender focal points, Women-CSOs interested to be part of the GiHA WG, and other interested organizations that have gender mandates or are working on gender related projects and activities and interested to participate in and contribute to the GiHA WG priorities.
- A secretariat based with UN Women in consultation with the Co-chairs will be responsible in convening meetings, assist in agenda setting, record keeping of meetings and making necessary follow-ups on action points and agreements reached during meetings, disseminating meeting minutes and confirming attendance and updating the directory of members.
- Meetings will be held bi-monthly or as decided by the members depending on the current situation. Meeting frequencies can be changed as the situation changes.
- A yearly GiHA WG workplan shall be developed and collaboratively implemented by the members. The workplan shall be reviewed twice in a year for needed revisions based on the changes in the situation.
- Be open to all observers for overall information-sharing, learning and exchange of ideas and lessons learned.
- Shall work closely with all clusters, sectors, and other thematic areas like the PSEA, GBV, Disability Inclusion actors and AAP to link approaches that can achieve shared aims.
- Review and revise its ToR, including membership and modes of operation yearly, or as required, considering evolving programming across the humanitarian spectrum.