

GiHA WG Meeting Notes

17.04.2023; 08:30 – 10:00 (3rd meeting in 2023)

UNHCR Meeting Room and Online

Cox's Bazar, Bangladesh

No	Participants	Organisation	Location
01	Silja Rajander — HoSo, co-chair	UN Women	In person
02	Tahmina Parvin, co-chair	UNHCR	
03	Liz Pick	UN Women	
04	Tilda Christensson	UN Women	
05	Marisa MacLennan	ISCG	
06	Shanta Dey	IOM	
07	Tazreen Jahan	UNICEF	
08	Sadikur Rahman	WFP	
09	Ashfike Khalaque	OXFAM	
10	Mohita Joshi	UNFPA	
11	Nasrin Bethe	BNWLA	
12	Shahida Parvin	BNPS	
13	Johanna Reina	UNHCR	
14	Amir Hossen	NGO Platform	
15	Samrawit Assefa	Health Sector (WHO)	
16	Moury Rahman	UN Women	
17	Afrina Bintah-A Ashraf		
18	Ayrin. PHALS (Guest)		
19	Emilia Fagerlund	IFRC	
20		Ganochetona Foundation	
21	Bora Ozbek	ISCG	
22	Peal Das	NGOF	
23	Nujulee Begum	AAB	
24	Jaynab Akhtab	UNHCR	
25	Katya	UNFPA	
26	Backey Tripura	CRS	
27	Melissa Bencik	UNICEF	
28	Tahmida Akter	Save the Children	
29	Rashad	BRAC University	
30	Kaniz Zinath	RI/BGD	
31	Tahmina Yesmin	BRAC	
32	Sumi Akter Shewly	EDUCO	
33	Farjana Yeasmin	ICRC	

34	Salma-	Mukti Cox's Bazar	
35	Md. Moin Uddin	NGOF	
36	Halima Akter	RWWS	
37	Samiha Salam	Prottashi	
38	Tahmina Akter	Mukti Cox's Bazar	
39	Bianca	GNWP	
40	Syed Abul Farah	ActionAid	
41	Umma Aliya Mokta	NONGOG	
42	Tahmina Sultana	BRAC	

Agenda

- **Welcome and introductions.**
- **Debrief and discussion: 2023 IWD Events**
- **Rapid assessment of gender equality in the workplace**
- **GiHA WG's current set-up and future vision**
- **AoB**

Agenda and Key Discussion	Action Points
<p>Welcoming remarks and introductions</p> <p>In the introductory remarks, the Head of UN Women Sub-office, Silja Rajander (as GiHA WG co-chair a.i.), and Tahmina Parvin (as GiHA WG co-chair, UNHCR) thanked members for their active contributions to the GiHA WG, and noted the important role of the GiHA WG in spearheading and ensuring accountability to gender equality across the Rohingya refugee response. Following the welcoming remarks, all in-person and online participants introduced themselves and their organizations.</p>	<p>-The meeting minutes from the previous two meetings will be circulated today 17th of April, for any review and inputs due Thursday 27 April</p> <p>-The GiHA Coordination Specialist who will be supporting GiHA WG coordination, is expected to arrive in Cox's Bazar in the next couple of weeks.</p>
<p>Key Discussions</p> <p>Debrief and discussion: 2023 IWD Events:</p> <p>Liz Pick, communication lead from UN Women provided debrief on 2023 IWD events. Highlights include:</p>	<ul style="list-style-type: none"> - All GiHA WG members to update the activity data in the spreadsheet (bit.ly/3KEF7qs). - Share case studies and photos with captions from the events for developing newsletter to Liz (liz.pick@unwomen.org)

<p>- “Empowered women empower generation” slogan and visual design were developed by the task team and used on visibility materials for joint events</p> <p>-Partners registered almost 200 activities and events in the joint calendar across 33 camps and host communities</p> <p>-Partners coordinated with CiCs for dialogue sessions with community people and volunteers</p> <p>-Some partners distributed tokens of recognition (i.e., umbrellas, solar torches, or orna) to the women leaders</p> <p>- The round table event planned for 5 April with representatives from the RRRC office and UN agencies was canceled due to the fire incident in camp 11. Refreshments and food ordered for the event were instead distributed to survivors.</p> <p>-It was proposed by ISCG that such an event still take place and should be pitched during the next meeting between the GiHA co-chairs and RRRC after the GiHA workshop. This would be to seek the endorsement from RRRC for the agreements reached during the GiHA workshop, including priorities.</p>	<ul style="list-style-type: none"> - Liz will also share a drive link for direct photo upload from the event. - During next meeting with RRRC, ask if the planned IWD event can still take place this year.
<p>Rapid assessment of gender equality in the workplace</p> <p>The drafthe rapid assessment to assess gender equality issues in the workplace, spearheaded by a GiHA WG taskforce, is pending finalization, including to reflect feedback from the ISCG on the introduction/background and feedback from the GiHA WG members to reflect qualitative statements and the experiences shared by survey participants.</p> <p>The recommendations of the assessment have been presented, and inputs and suggestions are requested on how these can be improved, potentially during a workshop. (The recommendations need to be further elaborated to ensure clear, implementable action points and responsibilities). UN Women is expecting a</p>	<ul style="list-style-type: none"> - UN Women as GiHA WG coordinator, to re-disseminate the report to ISCG, HoSOs, and the operation unit to get more specific and concrete recommendations -GiHA WG to further ‘workshop’ the recommendations, seeking inputs from Operations and ISCG, and securing HOSO/ROCT buy-in (date, time, and modality to be defined, while agreement is that this should take place soon). UN Women as GiHA WG Coordinator to come back with a proposal on this.

<p>short-term specialist to arrive soon. This person will facilitate finalization.</p> <p>Inputs from the participants included:</p> <ul style="list-style-type: none"> -GiHA to re-disseminate the report to ISCG, HoSOs, and the operation unit. -Recommendations need to be more specific and tangible to make agencies accountable -The lack of availability of childcare facilities and day-care options in CXB remains a concern, in general, for humanitarian actors. It was proposed to engage with the private sector to seek entrepreneurs who, may be interested in taking this on. It was also noted in relation to workplace policy, that it would be important to ensure that women who take maternity leave are able to return to work following this break. -Incorporate specific input on sexual harassment and abuse in the office in future (as the rapid survey looked at harassment in general), and the role of the senior management. -Share good practices within different organizations including feedback mechanisms -If any meeting or workshop is planned, the operation and HR working group, key GiHA members, and communication people should be requested to attend, and findings will be shared with the sector later. -Action plan suggested per organization to address the issues reported is mandatory. <p>Recommendation: The GiHA WG should organise a workshop to come up with concrete, collective actions and to identify responsibilities. The workshop should also ensure that mechanisms are in place to ensure there are indicators to track the progress on this, which can be brainstormed during the workshop.</p>	
<p>GiHA WG's current set-up and future vision</p> <ul style="list-style-type: none"> -UN Women co-chair recapped previous discussions and provided an overview on the current set-up, including TOR of GiHA WG, and the purpose and key focus areas of the GiHA WG. (Ref: PPT slides 6-9). 	<ul style="list-style-type: none"> - A consultative workshop to revisit the GiHA WG ToR and identify priorities for the 2023 GiHA workplan to be organised on the 8th May. UN Women as GiHA WG Coordinator will prepare the Concept Note.

Specific discussion points, including on membership:

- The importance of aligning with the current protracted crisis context, including considering what this means to GiHA WG scope of work and membership.

- Ensuring a strong focus women's voice, choice, and safety, advancing social-norm change and ensuring an evidence-based approach, are key.

- In terms of the operations, ensuring gender parity and gender-responsive procurement should be addressed.

- The district oWCA has participated in the GiHA WG before; UN Women has sought to engage with them, including to ensure their continued engagement.

- Currently, 350 members are on the list of the GiHA WG, some of whom are not working in this response or in the country, and many are not actively a part of GiHA WG meetings, while they may participate in events such as campaigns, and in trainings. Such an extensive list of members makes it difficult to plan for meetings and work. Moving forward, it will be important to assess membership and the configuration of the GiHA WG to ensure that needs such as trainings, and mobilization for campaigns, is secured, with an active cohort of technical experts, representatives of WROs and gender progressive groups (LGBTQI) and the different SWGs, in keeping with the TOR to spearhead the GiHA WG.

- UN Women has been in discussions with the ISCG and is seeking confirmation on SWG membership.

- It was proposed to seek confirmation on membership from current members by updating the Google list.

ISCG: Vision for cross-cutting working groups

Marisa from ISCG presented some of the vision for cross-cutting areas:

- Increasing funding cuts are projected, security risks and food rations cuts present significant challenges, which need to inform our response.

ISCG agrees that GiHA needs to identify memberships and its priorities for 2023. To consider the changing context, a similar workshop took place with AAP, which

- UN Women will ensure that the workshop Concept Note is circulated by Thursday 27th with the GiHA WG members and the ISCG, and will share an update at the next ISCG meeting on the workshop and seeking participation.

- UN Women as GiHA WG Coordinator to follow-up with the ISCG to ensure an updated list of SWG GiHA focal points; and to remove members who are known to no longer be in Cox's Bazar, from the list. Further inputs on membership will be sought via the GiHA WG workshop planned for the 8th May, to ensure that membership is defined by the TOR of the GiHA WG, and later, via emails.

also included senior management. ISCG further shared the priorities identified as part of the AAP workshop (Refer to: PPT slide 14).

TOR discussion

-GIHA WG co-chair/UN Women: Building on above discussion, it is suggested that some needed actions include: 1) removing the gender hub inputs from the GiHA WG TOR and considering what this means for the work of the GiHA WG (funding, modalities of work, responsibilities); 2) revise the GiHA WG membership (ref: above discussion); 3) secure buy-in from senior leadership (HOSO, ROCT) and engage with the inter-sector coordination group to identify committed sectoral GiHA WG members; and 4) ensure the strong voice and leadership of women's rights organizations and gender progressive groups (LGBTQI) in the GiHA WG, building on the work of the TWGs before (noting these groups have not convened for some time, while the leadership of these groups is key).

- These issues require deliberation and consultation within the GiHA WG and buy-in on the way forward from leadership. A workshop for this purpose is proposed on the 8th May.

Participants feedback on the workshop shared by the participants are:

-Need to consider a monitoring framework and reporting lines to ensure participants skills are strengthened, to track progress and improve.

-Need to secure feedback and buy-in from the senior management; their thoughtful insights and decisions will be helpful to the GIHA WG.

-Relevant documents including the latest ToR will be shared prior to the workshop so that colleagues can come prepared.

Proposed participants are:

ISCG and Sector Participants, GiHA WG participants, senior leadership and ROCT.

* Update: UN Women has agreed to update the ROCT at its meeting, as the ROCT on the 8th May has another

<p>event in the morning; and also, in order to secure sufficient time for consultations and consensus building during the workshop itself.</p> <p>-It was suggested to set up a task team with the active GiHA members to prepare for the workshop. However, noting the forthcoming Eid break, UN Women, suggested that in its Secretariat function it would prepare and share a Concept Note for the workshop, seeking inputs from community representatives and ISCG, among others, and coordinating for SWG engagement. As agreed, the workshop will pursue a participatory approach.</p>	
<p>AoB</p> <p>MHM Coordination:</p> <p>Multiple sectors-sub sectors are involved in MHM response. One of the multisectoral meetings in this regard took place in ISCG in February to define the joint action plan. Progress on the action plan and way forward has been presented and discussed by Marisa and other sectors had shared their inputs on MHM kit distribution.</p> <p>-GBV has discussed and distributed MHM kits only during emergencies and coordinated with WASH to mitigate duplication.</p> <p>-The education sector has a clear standard that they only distribute the kits during emergencies in the schools, and not in other settings.</p> <p>- There is the need to increase women’s voices by asking women and girls what their preference are in the case of MHM contents and specifications.</p> <p>Have meeting with RRRC:</p> <p>Due to the fire incident, some of the significant events to celebrate IWD got cancelled, including the senior leadership dialogue event with RRRC. It was proposed that during the next meeting with RRRC, to pitch that the discussion will still be scheduled.</p>	<ul style="list-style-type: none"> - UN Women will share the information about MHM for the group members’ information
<p>Meeting Closed: 10:00 AM</p>	<p>Meeting length: 1.5 hours</p>



GiHA WG
GENDER IN HUMANITARIAN ACTION
WORKING GROUP COX'S BAZAR