Food Security Sector Gender Focal Point ToR

Introduction

In order to enhance the role of the Food Security Sector (FSS) in gender mainstreaming and gender equality throughout the humanitarian response and all main FSS activities, it was agreed amongst the FSS leading agencies and FSS partners to have two gender focal points who can support the FSS team and FSS partners to make sure that women, girls, boys and men of all ages, abilities and backgrounds have access to humanitarian and protection services that cater to their distinct needs and experiences. The gender focal points, in coordination with the FSS team, will lead the work of the FSS with sector partners on strengthening gender focus in the sector response.

Tasks and responsibilities

The main tasks of the gender focal points are:

1. To participate in the development of all strategic documents (HNO, HRP, sector plans, etc.) in order to support the FSS team in ensuring that gender issues are addressed in the sector work, across all the functions of the sector (i.e. needs assessment, information management, planning, programming and advocacy) to ensure that gender and age dimensions are considered. This will include:
   - Specific gender, and age-related needs are identified, supported by sex and age-disaggregated data.
   - Outcomes and activities are adapted to meet the needs of each group.
   - Indicators measure whether humanitarian aid has been adapted and has been accessible to the different groups.
2. To advocate the equal representation and participation of men and women in sector activities, including workshops, consultations, decision making spaces and strategic forums.
3. To advocate the inclusion of female staff in all assessments and M&E teams, and for the consultation of affected men and women of different ages in all assessments and M&E activities.
4. To advocate access and participation of women, girls, boys and men of different ages, physical abilities, tribal and geographical backgrounds in all activities associated with accountability to affected people.
5. To advocate the collection and analysis of sex- and age-disaggregated data, and ensure that this data informs policies and strategies.
6. To support FSS partners in using the Inter agency Standing Committee (IASC) Gender Marker to properly code their projects (HRP, HPF, etc...) and provide feedback to project designers when needed to ensure 2a or 2b projects are part of the HRP.
7. To support the FSS team in identifying, collating and disseminating good practices and lessons learned on gender mainstreaming in humanitarian response plan to inform programmes/projects design and implementation.
8. To raise awareness of and promote the integration of agreed priority cross-cutting issues (e.g. age, environment, gender, HIV/AIDS and human rights) in cluster/inter-cluster needs assessments, analysis, planning, implementation and monitoring.
9. To contribute to the development of appropriate strategies to address these issues.
10. To ensure gender sensitive programming and promote gender equality.
10. To ensure that the needs, contributions and capacities of women and girls as well as men and boys are addressed.
11. To work with inter-cluster staff and cross-cutting issues focal points (if they have been designated) to support the effective mainstreaming of these issues within the response.
12. To regularly attend FSS general meetings and main FSS initiatives that involves FSS partners.
13. Already mentioned at point 5.

Profile and Competences

The gender focal points are:
1. Staff members of FSS partners
2. Impartial
3. Available to share their expertise and work experience with other FSS partners

The gender focal points can demonstrate:
1. Qualifications or relevant experience in the fields of gender, protection, people centric issues
2. Proper support provided by their organizations
3. Capacity of working in complex context
4. Ability to work within networks of staff and agencies

The gender focal points are committed to the principle of impartiality and to respect the principles of partnership defined by the IASC.

Nomination and duration

The nomination of the gender focal points is confirmed by the country director of their organizations and endorsed by the FSS partners during a FSS general meeting. The FSS team will also share the nomination to all FSS partners through e-mail.

The gender focal points will stay in charge for one year. After that, the position can be renewed, upon agreement of FSS partners, for a maximum of two mandates.