

Annual Report

GBV AoR Regional Support Teams

Period Covered by this Report: 1 January - 31 December 2021





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GLOSSARY

- 4Ws** - Who, When, Where, What (service mapping tool)
- AoR** - Area of Responsibility
- AUN** - American University of Nigeria
- CAR** - Central African Republic
- CASI** - Child and Adolescent Survivors Initiative
- DRC** - Democratic Republic of the Congo
- DTM** - Displacement Tracking Matrix
- EAC** - East African Community
- ECOWAS** - Economic Community of West African States
- GBV** - Gender-Based Violence
- GBV AoR** - Gender-Based Violence Area of Responsibility
- GBViE** - Gender-Based Violence in Emergencies
- GBVIMS** - Gender-Based Violence Information Management System
- GIHA** - Gender in Humanitarian Action
- GPC** - Global Protection Cluster
- HNO** - Humanitarian Needs Overview
- HRP** - Humanitarian Response Plan
- IASC** - Inter-Agency Standing Committee
- IM** - Information Management
- JIAF** - Joint Inter-Agency Analysis Framework
- MEL** - Monitoring Evaluation and Learning
- MSNA** - Multi-Sectoral Need Assessment
- OCHA** - United Nations Office for the Coordination of Humanitarian Affairs
- PARG** - Policy and Advocacy Reference Group (of the GBV AoR)
- REGA** - Regional GBV in Emergencies Advisor
- REGIM** - Regional GBV in Emergencies Information Management Specialist
- REGS** - Regional GBV in Emergencies Specialist
- RGA** - Rapid Gender Analysis
- SADC** - Southern African Development Community
- SDC** - Swiss Agency for Development and Cooperation
- SOPs** - Standard Operating Procedures
- UNFPA** - United Nations Population Fund

EXECUTIVE SUMMARY



The Regional Emergency GBV Advisor (REGA) project was established in 2014, to strengthen system-wide capacities and promote collective accountability to GBV prevention, response and risk mitigation. The project is field-focused, and strengthens country-level gender-based violence (GBV) sub-clusters coordination in emergencies. The REGA project mechanism was established through a strategic partnership between UNFPA, NORCAP and the GBV AoR. The GBV AoR, with UNFPA as its lead agency, is a functional component of the Global Protection Cluster.

The GBV AoR is committed to support humanitarian coordination structures in a flexible and inclusive manner. In delivering its core functions, the GBV AoR supports field level GBV coordination mechanisms, in advocacy, communications with partners, learning development and capacity building with the purpose of making the coordination functions fit for purpose for the context in which humanitarian crisis occurs. The REGAs have a supporting role in delivering on the commitments of the GBV AoR, through provision of responses that are tailored to the needs of each unique context and place an emphasis on the capacity building of local populations and leadership.

Due to the COVID-19 pandemic, GBV services have been de-prioritization globally. Furthermore, the lockdown measures caused disruptions to the implementation of programs. Despite these difficulties the REGAs reaffirmed their ability in adapting and adjusted their activities to the online sphere. Throughout 2021, the GBV AoR Regional Support Teams continued to strengthen GBV coordination in emergencies, reaching 41 different contexts, through both virtual and in-person provision of support.

Since the scale up of the REGA mechanism in 2019, the geographic reach of the teams has been expanded across five regions. New profiles have been added to the teams, including Regional Specialists on GBV in Emergencies Coordination and Information Management. In 2021, the REGA teams were consolidated with dedicated recruitment for the Latin America and Caribbean region and the deployment to UNFPA of a Regional GBV Coordinator for the regional Venezuela response.

During this year the field support activities were carried out in line with the Strategic Objectives set by the GBV AoR Strategy (2021-2025).



Studying the impact of the support provided by the regional teams against the Strategic Objectives and the Result Frameworks, the REGA teams have been successful in establishing mechanisms to deliver lifesaving services to GBV survivors. Results showed that information management analysis and products were significantly strengthened across the regions in 2021 with significant support by the Regional GBV Information Management Specialists, i.e in calculation of People in Need (PIN).

Representative of the work done on capacity building was the regional virtual learning series developed by the Arab States REGA in collaboration with the UNFPA roving GBV specialist. This training on the Inter-Agency Minimum Standards for GBV Programming in Emergencies was delivered to mixed groups of coordinators and program specialists across various contexts in the Arab States region.

Capacity building activities were designed and delivered through academic partnerships at the University of Nairobi and the American University of Yola (Nigeria). On advocacy and resource mobilization, the REGA supported GBV sub-cluster coordination priorities during Afghanistan’s ongoing humanitarian crises. The GBV AoR Strategy Consultations reflected on the successful identification of talent and matching of expertise within the REGA project, including all profiles.



1. INTRODUCTION



The REGA project was established in 2014 as a resource to support systems strengthening on GBV in emergencies. The regional GBV AoR teams address and contribute to the scale up of lifesaving and timely responses to GBV needs in emergencies. Support to GBV survivors is provided via field-level GBV sub-clusters, supported by the global GBV AoR, with regional hubs in Nairobi, Dakar, Cairo, Panama and Bangkok. The teams include a REGA Team Lead (REGA) and an Information Management Specialist (REGIM). So far in two regions, the teams also have an Emergency GBV Specialist (REGS). Finally, the project has financed a special deployment focused on migrants and refugees from Venezuela, based in Panama and managed directly by the UNFPA regional office.¹

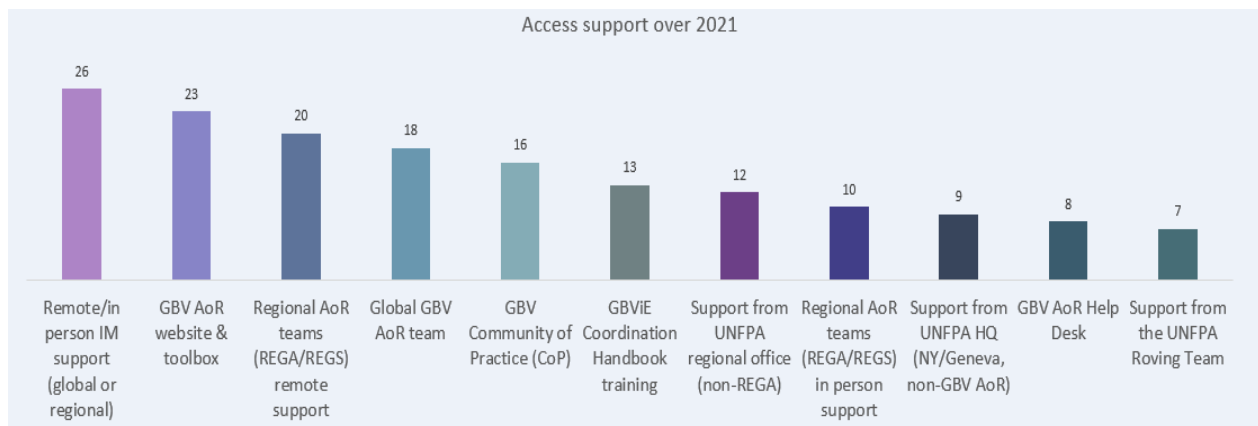


Figure: On average, a coordinator accessed five different types of GBV AoR support over the past 12 months

The REGAs work with the GBV field clusters on supporting the coordination of core functions, amplification of advocacy, resource mobilization, and risk mitigation. The prioritization of countries for this support is done based on a careful analysis of the emergency situation, capacity of the coordination team and the existing gaps in the cluster activated contexts. The technical support provided by the REGAs aims at improving the quality of services and responses to GBV needs, increase the engagement with leadership, and pooled funding mechanisms.

¹ See [Annex I. Regional Teams Scale Up for a detailed insight into the Composition of REGA Teams in the different regions](#)

The REGA mechanism is based on a strategic partnership between UNFPA, NORCAP and the GBV AoR. In this set up, NORCAP is responsible for the management of the REGA roster. Through this, GBV experts are identified and employed in different roles. UNFPA, as the lead-agency, is responsible for resourcing the GBV sub-clusters, via local recruitment of GBV coordinators and IM officers and the deployment of surge profiles. These field coordination teams are linked up with the REGA teams for ongoing support. UNFPA facilitates REGA deployments by providing managerial support. The GBV AoR ensures synergies to help institutionalize GBViE capacity at regional and field level, and to establish the inter-agency mandate of the REGA in support of the strategic objectives of the GBV AoR Strategy (2021 – 2025). Mission priorities are defined with GBV field sub-clusters through an inter-agency process.







Through the consultations for the development of the GBV AoR Strategy 2021-2025, the GBV AoR core members and other GBV actors reiterated the need for an increased focus on capacity building of country-level teams, including local actors. The strengthening of information management was identified as critical to provide quality responses. The continued technical support, capacity building and advocacy for strategic decision making done by the REGAs, ensures country-level compliance with coordination standards and adaptations to challenges of COVID-19 and the new humanitarian landscape.

2. GBV AoR STRATEGY 2021-2025



In 2021, the GBV AoR launched its Strategy for 2021-2025. The Strategy, informed by the voices of field and global members, partners and stakeholders, emphasizes the role of the REGA as an ‘enabling factor’ to the work carried out by the GBV AoR. The operational presence of the REGA enables easier communications between the field and the activities taking place at the global level, be it policy, advocacy, standards or program development . This makes the work of the GBV AoR more contextualized and relevant to the realities of the GBV survivors.

- The strategic objectives guide the work of the regional GBV AoR teams:
-  *Strategic Objective 1:* Support strong and effective coordination of GBV action in humanitarian contexts.
 -  *Strategic Objective 2:* Strengthen partnerships and facilitate joint advocacy to ensure that action on GBV is integrated into all humanitarian response efforts and is central to humanitarian action.
 -  *Strategic Objective 3:* Promote learning, set standards and communicate good practice and inclusive approaches for GBV prevention, risk mitigation and response services.
 -  *Strategic Objective 4:* Support a strong, diverse and inclusive GBV community that continues to innovate and work in partnership across the humanitarian development - peace nexus.

The success of REGA activities is determined by the degree to which they achieve impact towards the overall goal that **affected and at-risk populations have increased access to well-coordinated and quality GBV services**². As such the progress is broken down into the following long-term outcomes³

Outcome 1: Increased ownership by local actors in GBV coordination and response, including women and persons with disabilities, from affected regions.

² GBV services refer to both response and prevention efforts.

³ Please refer to the GBV AoR Results Framework. The Framework recognises that UNFPA, as lead agency, also contributes directly to these outcomes, as does field GBV coordinators and the broader membership.

Outcome 2: Increased coverage of referral pathways and adoption of SOPs for GBV survivors.

Outcome 3: Increased GBV integration in HPC, including risk mitigation.

Outcome 4: Increased political and financial investment by donor and beneficiary governments in GBV-related programming and policies.

Outcome 5: Increased focus and investment in effective preparedness actions to inform rapid and timely delivery of services following humanitarian crises.

Outcome 6: Increased adherence of key GBV standards in coordination, policy and programming at country and regional levels.

The Strategy is accompanied by a phased work plan and a Theory of Change that include results Indicators to guide the REGAs activities. The Results framework accompanies this Strategy by integrating reporting tools to systematize the monitoring and evaluation of the results.

The indicators included at this stage are:

- **% of HNOs analyzed that include dedicated GBV priorities.**
- **% of HRPs analyzed that include dedicated GBV priorities.**



3. 2021 HIGHLIGHTS



The GBV field sub-clusters benefited from sustained technical support by the regional support teams. The engagement of affected populations has been further integrated in the activities carried out by the GBV AoR. More spaces have been created for the participation of local actors in coordination. The GBV AoR at country level actively seeks to enlist women-led organizations from the affected populations to take part in coordination meetings and planning, especially at sub-national level. For example, 79% of the member organizations in Somalia are national/local organizations usually composed of field staff from the affected community. The REGA team has been supporting these local organizations through training on topics such as coordination and minimum standards for GBV programming so that they can actively participate in decision making and strategy development.

Data from the 2021 Feedback Survey shows that 95% of respondents reported that the support provided by the REGA teams addressed the needs that were raised. Amongst the identified success factors:

Success factors

- Regular mentoring
- Identifying/Providing relevant tools
- Flexible, effective, patient guidance
- Regional IMO
- Technical consultation & validation of thoughts

The data collected, based on a total of 20 respondents, including regional-level colleagues, IM colleagues, and GBV AoR country coordinators, highlighted that 90% were very satisfied, scoring above 5 on a scale of 1-7. In providing support, 80% of the requests were directed to the REGA advisors, 50% to the REGIM and 40% to the REGS. In 75% of support requests, additional needs were identified as a result of the AoR’s engagement. 80% of these additional needs were addressed, 55% of which were addressed immediately and 25% were eventually followed up on.

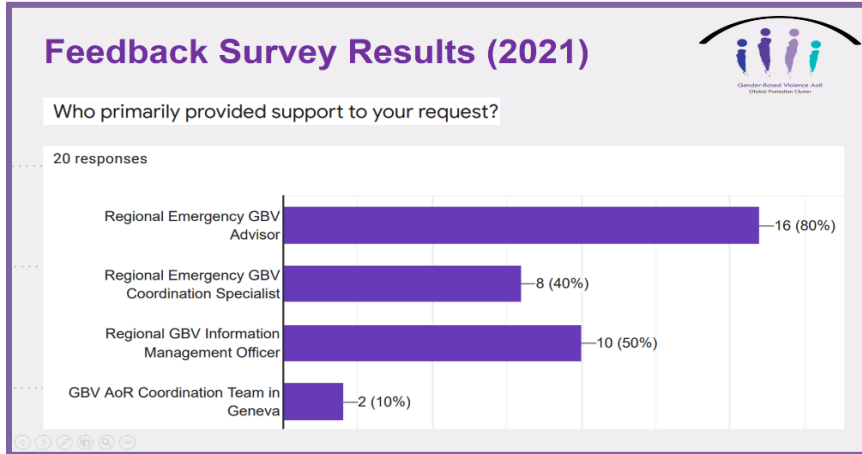


Figure: % of support provide by different roles of the global and regional GBV AoR team

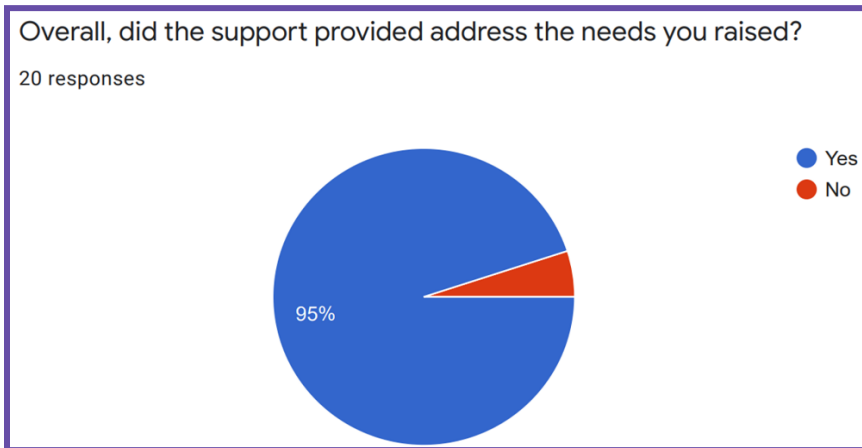


Figure 2: 95% perceived the support provided addressed the needs raised

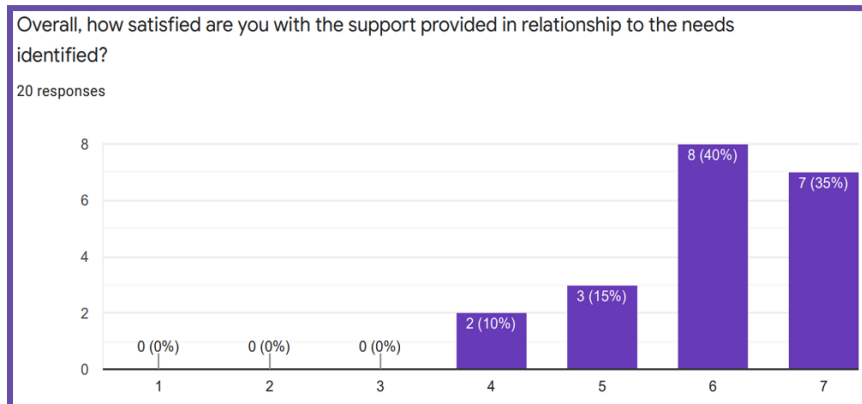
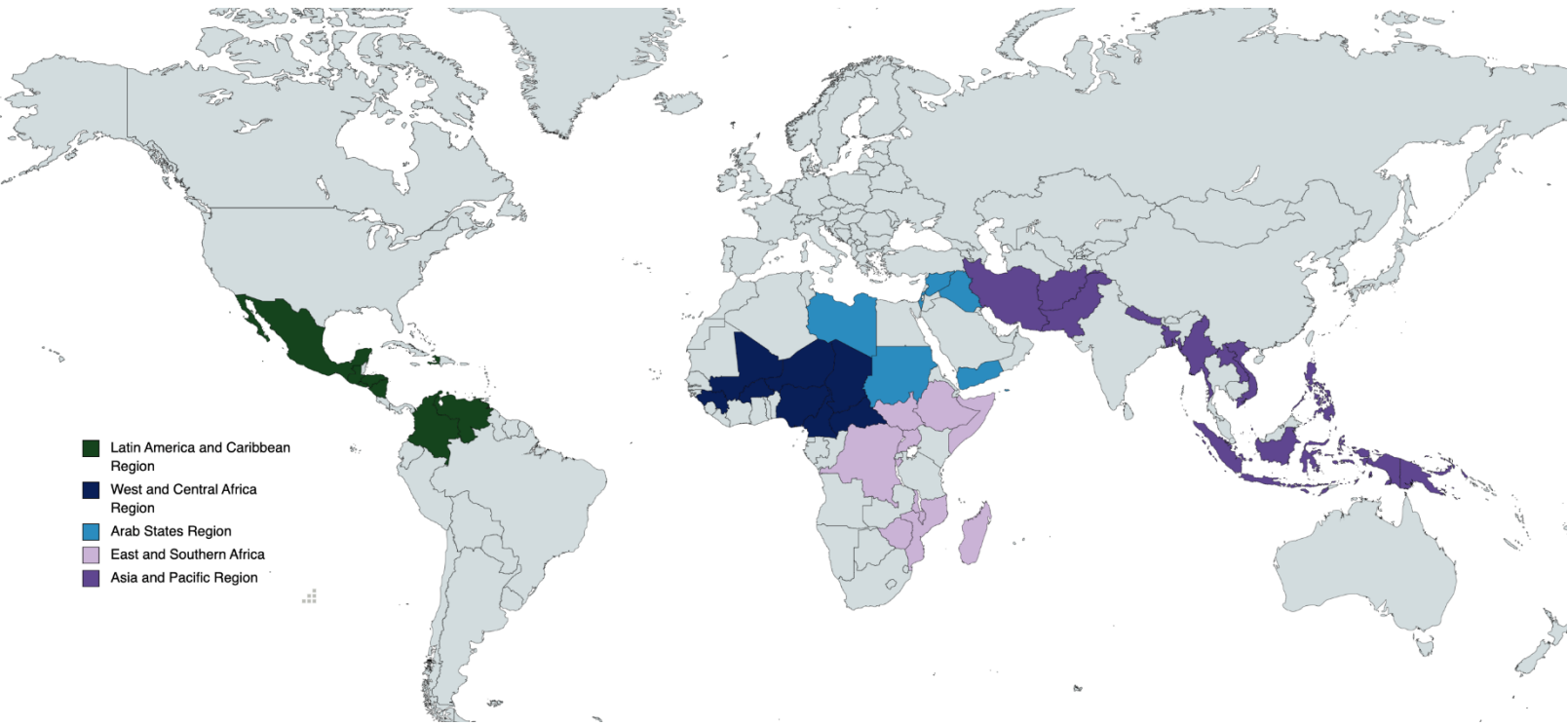


Figure 3: 90% of respondents were very satisfied with REGA support (scoring above 5 on a scale of 1-7)

GBV AoR Field Support to Priority Countries

The GBV AoR provides support to countries that need global, regional attention, and technical support to strengthen GBViE leadership and operational capacity. Prioritization is done through a tiering system that identifies, compares, and prioritizes countries based on a standardized tool. The three main criterias are: scale and severity of humanitarian crisis and risks, humanitarian funding level , and coordination capacity and gaps. The data is used to establish a Tier 1 and Tier 2 country categorisation, and a country watch list. Progress is reviewed and monitored on a regular basis to ensure the accuracy of the support that is being implemented.



Outcome of integrated REGA support in line with GBV AoR Strategic Objectives (2021 - 2015)	Targeted Countries
Support strong and effective coordination of GBV action in humanitarian contexts.	Afghanistan, Myanmar, Cox’s Bazar, Iran, Bangladesh, Philippines, Nepal, Cambodia, Laos, Chad, CAR, Burkina Faso, Mali, Niger, Malawi, Zambia, South Sudan, Ethiopia, Mozambique, Kenya, Libya, Yemen, Palestine.
Strengthened partnerships and facilitation of joint advocacy to ensure that action on GBV is integrated into all humanitarian response efforts and is central to humanitarian action.	Nepal, Bangladesh, Laos, Philippines, Fiji, Afghanistan, Mali, Libya, Yemen, Chad, DRC, Nigeria, Sudan, Myanmar, CAR, Burkina Faso, and Afghanistan.
Promote learning, set standards and communicate good practice and inclusive approaches for GBV prevention, risk mitigation and response services. (Capacity building)	Myanmar, Afghanistan, Cox’s Bazar, Burkina Faso, Ethiopia, Bangkok, Pakistan, Sudan, Libya, Cameroon, Bangladesh, Iraq, Palestine, Vietnam, DRC, Burundi, Chad.
Support a strong, diverse and inclusive GBV community that continues to innovate and work in partnership across the humanitarian-development-peace nexus.	Kenya, Cox’s Bazar, Zambia, Ethiopia, Nigeria, Iraq, Sudan.

High Impact Technical Support

The regional teams supported field coordination by providing technical support and engaging in capacity development. In 2021, 60% of support requests concerned technical needs.

More than 1000 people were reached with dedicated capacity building events on GBV in Emergencies. This includes training on the inter-agency Minimum Standards for GBV in Emergencies Programming, GBV coordination, risk mitigation, and preparedness. In collaboration with other agencies, the focus of

the capacity building activities was on evidence-based advocacy of GBV, Monitoring and Evaluation, HNO/HRP skills-building, GBV referral mechanisms and Safety Audits.

The REGA teams have been supporting country-level AoR functions with the key aim of ensuring high quality coordination, including all 30 IASC contexts. These include contexts with complex emergencies such as Afghanistan, Bangladesh, Mali, South Sudan, Zambia, Mozambique, Libya, Sudan, Iraq, and Syria. The REGA teams provide a range of support, both in-person and virtually. These can range from mentoring/coaching to actual gap-filling and recruitment for a coordination position.

The response to GBV in emergencies in Afghanistan was significantly improved. In collaboration with UNFPA, the REGA team worked to implement key reforms and bolster GBV coordination capacity including new recruitments. The REGA established monitoring and reporting mechanisms in line with minimum standards. To ensure the continued delivery of GBV services throughout the 2021 crisis, they developed tailored training packages for the context, created an emergency referral system and a transition plan.

In collaboration with the GIHA regional task force, led by UN WOMEN, the Regional GBV coordination specialist (REGS) in West and Central Africa strengthened the capacities of CSOs in Chad on the prevention and response to GBV in humanitarian situations. He focused on the role of gender specialists in the implementation of the following GBV Interagency Minimum Standards: Compliance with the GBV guiding principles, participation and empowerment of women and girls (MS2), security and GBV risk mitigation (MS9), and the transformation of social systems and norms. In addition, the REGS also worked with the Senior Inter agency Gender Advisor in Humanitarian Action - GenCap in Mali for GBV risk analysis to influence the sectors' minimum commitments for gender and protection.

The REGA teams provided support on the Humanitarian Programme Cycle across all regions. In cooperation with OCHA, technical support was provided to ensure increased visibility of GBV in HNO/HRPs. Implementation of Safe and Ethical Data Guidelines remained an area of concern across all contexts, and advocacy and technical advice emphasized the need to understand and communicate GBV response in ways that portray survivors as more than numbers.

The Regional GBV Specialist in Dakar conducted an in-person mission to Bamako, Mali. This mission was preceded by a period of remote support. The mission resulted in a coordinated GBV sector strategy for the HRP and GBV analysis was integrated within the protection cluster's sectoral page. The GBVIMS

officer and the UNFPA gender/youth specialist updated the "One Stop Centers" contact information for the GBV referral system.

Preparedness and Anticipatory Actions/Early Warning Systems

The teams increased their attention and technical capacities to support Anticipatory Action and preparedness activities for natural disaster response, including developing analysis and indicators of GBV inclusion in contingency planning and support to regional and cross-regional peer exchange sessions on climate change and GBV.

The regional team in the Asia-Pacific Region provided ongoing technical advice and support to all countries with GBV in Emergency coordination mechanisms. This included the regular Quarter 4 peer-to-peer exchange call for all UNFPA GBV coordinators. A Preparedness toolkit\starter pack was drafted for non-IASC contexts. This was specifically aimed at contexts in early stages of establishing a GBV coordination mechanism or need to quickly transition in and out of emergency coordination modalities.

The East and South Africa team collaborated with food security actors, and progressed on early warning indicators of vulnerability to GBV. The teams supported countries in the development of their anticipatory action frameworks; set up a Regional GBV Anticipatory Action Learning Group to facilitate learning exchange and experience sharing among countries; and rolled out a "preparedness" pilot project in two countries that experience cyclical natural disasters (Zambia and Malawi), targeting interventions at the "institutional" and "community" level.

Technical Support on Information Management across the four regions

During 2021, the Regional GBV information management specialists, based in UNFPA Regional Offices, provided extensive bilateral technical support to the GBV sub-clusters across the four regions. The high demand for support on how to engage and navigate inter-agency planning and analysis was addressed. They helped with the determination of severity and calculated People in Need (PIN), costing, and indicators to inform the GBV sector needs and plans. They integrated GBV into OCHA led inter-sectoral analysis and multi-sector needs assessments. Support was also provided to service mapping, enabling GBV sub-clusters to identify gaps and communicate referral pathways to affected communities. Beyond the HPC processes, they helped to improve systems and platforms for service mapping, response monitoring, and data visualization products.

The Arab States regional team focused on building cross-country and regional collaborations. A peer team of IM focal points was established in the region to work collaboratively on Secondary Data Reviews (SDRs), sharing expertise and promoting cross-country support. Three countries developed their SDRs with GBV AoR IM support. A Sudan country mission resulted in the recruitment of dedicated IM staff in the country.

Information management systems were strengthened across the East African region in 2021, with a stronger focus on joint indicators and learning across countries, and reaching agreement on standardized GBV data collection and analysis, including the need to utilize minimum standards indicators to monitor the quality of sub-cluster response.

In West and Central Africa, apart from a couple of countries, the region had almost nonexistent capacities in information management for GBV AoR. The team leveraged knowledge and experience on the GBVIMS, strengthened service mapping and drew information from secondary data sources such as food security and displacement data to develop key IM products, analytical dashboards, advocacy papers, donor briefing at both country and regional level. Furthermore, in line with capacity building and knowledge sharing strategy, technical workshops on the HPC and a podcast series on minimum standards were conducted in French as well as online lectures for two cohorts at the American University of Nigeria.

4. Regional Partnerships - Regional Working Groups



The regional teams engaged in strategic advocacy efforts to create and leverage regional and global platforms, including in the country humanitarian coordination mechanisms. They provided support on resource mobilization and collective action that aims to scale up GBV prevention, risk mitigation and response. The regional teams advocated with the humanitarian coordination teams, other clusters, donors and other partners to increase accountability of stakeholders to GBV survivors.

In Dakar, the team conducted a webinar for 58 focal points from the region on the importance of Case Management for strong GBV coordination.

The GBV in Emergency Regional Advisor for the Arab states supported the countries in this region by providing input to their advocacy efforts targeting regional decision makers and government networks.

The support provided by the regional advisor resulted in an increased participation of local women organizations in coordination platforms. Local women's organizations were actively included in the coordination structures and capacity building activities.

The Asia team focused on climate change anticipatory action, and inter-agency collaboration on GBV throughout their advocacy efforts. The team conducted two inter-agency events on the GBV implications of the COVID-19 vaccination. The inter-agency engagement on vaccination showcased the connection to GBV risk mitigation. This will continue to be relevant for 2022, planning of future pandemics and for other types of vaccination campaigns.

The GBV AoR in West and Central Africa has also developed a series of podcasts in French on the 16 Inter Agency Minimum Standards for GBV Programming in Emergencies. Through the voices of first responders, the podcasts combined experiences and knowledge from at least 10 different French-speaking countries. Each episode of the podcast was made with the intent of familiarizing and advising the listener on how to operationalize each of the 16 Standards based on the context.

Across all regions, REGA organized and supported campaigns for the 16 Days of Activism across the different regions. In East and Southern Africa they oversaw the production of 16 videos developed by GBV activists from across the region. The videos, which highlighted different aspects of GBV prevention and response, had over 36,000 views. The team in Asia and Pacific Region also led a series of collaborations with the Asia-Pacific regional UNITE group for the 16 Days campaign. This resulted in the dissemination of advocacy videos by Women-led Organizations that are members of GBV sub-clusters in Nepal, Bangladesh, the Philippines and Fiji.

5. Special Initiatives



Academic Partnerships - University of Nairobi GBViE Postgraduate Diploma Course

Building on the foundation and success of the GBViE certificate course, the University of Nairobi embarked on developing an innovative GBViE online postgraduate diploma course. The programme sought to increase the number of GBViE specialists working in humanitarian contexts. The field staff that was trained advanced their knowledge on global standards and addressed the gap of limited qualified GBV specialists available for deployment when emergencies occur. This is especially relevant in the East Africa Region. In 2021, the REGA facilitated a workshop with academics from UoN, GBV field practitioners and UN partners, to review the GBViE postgraduate syllabus. It was recommended for approval to the UoN academic Senate. The development of the diploma course, which was in the stages of being finalized, was approved by the institution's governing council.

Partnership with Local Actors in Nigeria

The American University of Nigeria (AUN), in collaboration with UNFPA and the GBV AoR, initiated an innovative capacity building programme. The programme, built on the experiences from the programme at the University of Nairobi, and has been contextualized to the needs in Nigeria. The course focuses on the theory and practice of Interagency GBV Minimum Standards. Through complementing classroom sessions, graduates are provided with internship opportunities in organizations that manage GBV interventions or that are involved in coaching GBV practitioners. This programme was initiated under the Road Map of the Call to Action for Northeast Nigeria, in response to a request by local actors for a dedicated GBViE learning programme.

In 2021, the curriculum and relevant course materials were updated in line with global standards, the local context and COVID-19 restrictions. By July 2021, 106 students from Nigeria, South Sudan and Ethiopia participated in the programme at AUN. 15 of the participants have taken part in a competitive internship program and are now employed in the sector.





Child and Adolescent Survivors Initiative

The overall objective for the Child and Adolescent Survivor Initiative (CASI) is to strengthen the response and coordination of services to child survivors of sexual violence. Two CASI Coordinators placed in the global GBV and Child Protection AoRs supported the coordinating mechanisms in Bangladesh, Iraq, Myanmar, Nigeria, Pakistan, South Sudan and Sudan to integrate child survivors in SOPs, referral pathways. They also conducted child protection and GBV survivor centered training for practitioners at global, regional and local levels.

CASI instigated the ‘Participatory Barrier Analysis Project’ with adolescents in Nairobi, Kenya and Zamboanga, Philippines to demonstrate adolescent led needs analysis and transformative change through the simultaneous process of doing research and taking action. Phase one focused on collecting data to better understand the contextualized barriers that exist for adolescents to access services. Phase two involved adolescents developing strategies for addressing the identified barriers. Finally, the adolescents in each setting were driving dissemination of lessons learnt, sharing resources and best practices to in-country and global stakeholders. The project revealed the need to understand and address barriers that affect adolescents from a contextualized standpoint. It further highlighted the role

of youth themselves in the prevention of sexual violence. The conceptual and methodological approach and tools are available for replication in other contexts.

The CASI team developed guidance for GBV-Child Protection cooperation and coordination, called the ‘GBV-Child Protection Field Cooperation Framework’. The framework was developed in close collaboration with field-based coordinators and the global AoRs. The field cooperation framework applies the IASC Cluster Coordination Core Functions on areas where GBV and Child Protection have shared responsibilities for the affected population. The field based framework includes nine mini case studies (Iraq, Libya, Ecuador, Bangsamoro Philippines, Colombia, Ethiopia, South Sudan, Sudan, occupied Palestinian territories) and links to a repository of tools developed in the field to make it practical and to ease its applicability. The roll out of the FCF is planned for 2022.

6. RISING TO THE CHALLENGE



In the year 2021, the REGAs provided timely and relevant support to the prioritized country coordination teams, in responding to GBV needs. The REGAs have responded to the specific needs associated with strengthening the GBV response and strategized on how to make the response more sustainable. The increased focus on IM enabled progress in regions technical and strategic engagements. The provision of technical support, strategic thinking, and advocacy were tailored to regional needs. The shift from in-person training to virtual mode continued and made capacity building opportunities more accessible.

The technical support provided, strengthened a wider audience as demonstrated by the reported results. The indicators registered indicate that more people were reached compared to what was initially expected for 2021. Building upon the work done in 2020, the regional teams have stepped up their focus on local institutional capacity. The changes in the humanitarian contexts seen in the last two years, due to the COVID-19 pandemic, highlight the urgency of continuing to intensify and expand capacity building.

The following challenges continue to affect the project’s long-term sustainability and impact: Firstly, the recruitment of appropriately qualified GBViE personnel in insecure, complex humanitarian settings remains resource demanding. This is also a challenge for NORCAP as it is difficult to replace REGA teams with a new generation of experts at the required level of expertise. While other agencies have stepped up investment in national and sub-national coordination capacities, there is a significant gap in IM

functions. The low IM capacity in many countries, due to lack of human resources, means REGIM dedicates much time to setting up data systems and ensuring immediate priorities are met, diminishes time and focus on more strategic activities.

In addressing these and other challenges a REGA Review will be carried out in 2022. The aim of the Review is to consolidate the added value of the role of the REGA mechanism in the work carried out by the GBV AoR. It will investigate how it can continue addressing the needs of GBV survivors in a relevant manner and heighten its impact.



Annex I. Regional Teams Scale Up

Composition of REGA Teams

Region	Base	Employee	Profile focus	Time frame (contracts)
East and South Africa	Kenya	Jessica Gorham	REGA team lead	January – December 2021
	Uganda (home-based)	Christine Apio	REGS: Preparedness (regional and country support)	January - December 2021
	Zimbabwe (home-based)	Grace Chirewa	Academic Partnership Coordinator: Nairobi University diploma course	January - September 2021
	Ethiopia (home-based)	Girum Beyene	Regional GBV Information Management Officer	January - August 2021
Arab States and North Africa	Egypt	Tamah Murfet, REGA	REGA team lead	January - December 2021
	Egypt	Iosto Ibba	Regional GBV Information Management Officer	January - December 2021
West and Central Africa	Italy (home-based)\ Burkina Faso	Noemi Dalmonte	REGA team lead	January - December 2021
	Senegal	Oswald Chishugi, REGS	REGS: GBV Coordination including rapid response	January - December 2021
	Senegal (home-based in Dublin)	Adish Maudho	Regional GBV Information Management Officer	January-December 2021
	Nigeria	Agnes Enid Koome	Academic Partnership Coordinator: Yola University GBViE	January - December 2021

			modules and internship program	
Asia and the Pacific	Thailand	Leigh-Ashley Lipscomb	REGA team lead	January - December 2021
	Thailand	Pamela Marie Godoy	REGS: GBV Coordination and Preparedness	January - December 2021
	Pakistan (home-based)	Aijaz Asghar	Regional GBV Information Management Officer	January - December 2021
Latin America and the Pacific	Colombia (home-based)	Maria Ariza	Regional GBV Coordinator for Venezuela Response (UNFPA inter-agency position in support of refugee and migrant response)	January - December 2021
		Vacant	REGA team lead	Recruitment in 2022
		Vacant	Regional GBV IM	Recruitment in 2022
Global	Geneva	Emily Siu	Monitoring, Learning and Evaluation Expert (MEL): theory of change and results framework	January - December 2021



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Agency for Development
and Cooperation SDC



Norwegian Ministry
of Foreign Affairs

Generous funding in support of the 2021 REGA Scale Up was received from the Bureau of Population, Refugees and Migration (BPRM), the Norwegian Ministry of Foreign Affairs (NMFA) and the Swiss Agency for Development and Cooperation (SDC).

