

Sample ToR for the Gender Lead Organisation supporting the MYRP implementation

I. Rationale:

The gender lead organisation (either UN agency, INGO, or CSO/local women organisation) is designated as gender lead organisation (GLO) during the MYRP development process by the MYRP development team at country level. The objective of such a role is to ensure that during the MYRP implementation phase, sufficient resources will be allocated to strengthen gender capacity at country level within the MYRP country team and ensure dedicated gender technical support, monitoring, training, and knowledge management/ production is available to all grantees and sub-grantees.

II. Main tasks and responsibilities¹ during the MYRP implementation phase:

➤ During the first 3 months:

- The GLO will be responsible for ensuring the MYRP country team (particularly all grantees and sub-grantees) is aware of the gender lead organisation role and all partners are given a chance to express their needs and expectations so that the ToR is tailored to the specific context.
- The GLO will be responsible for recruiting a gender specialist (*see detailed tasks below*) on a full-time basis for the duration of the MYRP. This role will directly report to the GLO whilst supporting all grantees and sub-grantees. The gender specialist will be recruited in the first three months of implementation upon reception of the funds from ECW.

➤ Throughout the MYRP duration:

- The GLO will ensure the gender specialist is empowered to have access to all grantees and sub-grantees and is involved in all key discussions (such as the MYRP Steering Committee, and others as relevant).
- The GLO will ensure that gender capacity strengthening, monitoring, and coordination is prioritized by all partners and that gender equality and empowerment of women and girls is clearly articulated in the annual report and annual performance assessments conducted with the ECW Secretariat.

III. Main tasks and responsibilities for the Gender Specialist:

1. Summary of key functions:

- ✓ Ensure the implementation of all the gender deliverables in the MYRP (gender mainstreaming and gender targeted strategies)
- ✓ Lead on capacity building and knowledge building and management on gender equality and empowerment of women and girls in EiEPC
- ✓ Provide strategic advice to MYRP steering committee for integration of gender
- ✓ Serve as quality assessor in MYRP implementation ensuring gender issues properly addressed.

¹ This ToR is indicative and must be adapted to the specific needs of each MYRP country team.



The global fund for education in emergencies

- ✓ Support in creation of strategic partnerships and implementation of resource mobilization strategies.

2. Duties and responsibilities:

1. Ensure the implementation of a gender responsive MYRP with focus on the following results:

- Support grantees to implement the MYRP in a gender-responsive manner (in line with the gender priorities identified in the MYRP document and global/ECW guidance on gender in EiEPC²).
- Establish the MYRP grantees and sub-grantees gender focal point team and hold a regular coordination meeting to discuss issues and find solutions.
- Ensure the gender analysis in the EiEPC context is up-to-date and available to all MYRP country team.
- Ensure the MYRP monitoring, and evaluation is gender-responsive: review and provide inputs on the formulation of work plans, budgets, monitoring and evaluation mechanism (set milestones and indicators for achievement)
- Ensure the IASC GAM monitoring tool³ is used at the end of the first year of implementation, and lessons learnt are collectively identified to strengthen implementation the following year.
- Complete the brief MYRP gender profile in collaboration with ECW Gender Manager
- Provide critical feedback and inputs on the implementation of specific program components in mainstreaming gender
- Ensure gender equality and empowerment of women and girls is strongly reflected in the annual report and in the annual performance assessment review, including the provision of key human-interest stories highlighting how the MYRP is contributing to gender equality and the empowerment of women and girls.
- Support grantees to identify local women organisations⁴ for collaboration and partnership as relevant and ensure local women organisations are meaningfully engaged in the MYRP implementation.

2. Capacity building and knowledge building and management on gender issues to MYRP country team achieving the following results:

- Identify gender capacity gaps amongst the MYRP country team and ensure adequate support is provided (training of gender focal points, coaching,..) in collaboration with relevant stakeholders in-country (Gender Taskforce, Gencap, GBV Taskforce, and others) based on earmarked MYRP funding available in the MYRP budget.
- Identify local and/or regional resources and network that can be accessed for knowledge building of MYRP country team on gender equality and empowerment of women and girls

² [EiE-GenKit | UNGEI](#)

³ <https://www.iascgenderwithagemarker.com/en/home/>

⁴ <https://www.educationcannotwait.org/launch-for-the-two-guidance-notes-on-gbv-risk-mitigation-and-meaningful-engagement-of-local-women-organisations/>



The global fund for education in emergencies

- Contribute as relevant to knowledge networks and communities of practice on gender in EiEPC
- Organize the documentation of lesson learned and best practices.

3. Support in creation of strategic partnerships and alliance building for the promotion of gender equality and empowerment of women and girls in EiEPC:

- Participation in partnership with the UN Agencies, donors, government institutions, and civil society in the promotion of gender equality and women and girls empowerment in EiEPC with a particular focus on key issues (nexus, localization and local women organisations, GBV risk mitigation,...).
- Liaise as necessary with in-country gender coordination mechanisms and actors (Gender, GBV, PSEA) as relevant.
- Contribution to the overall MYRP country team effort i resource mobilization.
- Preparation of draft project briefs, advocacy materials, presentations related to gender equality and women and girls' empowerment in the MYRP.

IV. Profile of the gender specialist:

Education:

- Master Degree or equivalent in Women Studies, Social Science or related field focus on gender issues

Experience:

- At least 5 years of relevant experience at the national or international level in the areas of Gender mainstreaming and women and girls' empowerment, ideally within the education context.
- Experience in design, monitoring and evaluation of gender mainstreaming projects in the humanitarian and development contexts.
- Experience in coordination
- Previous work experience in MYRP country context.

Language Requirements:

- Fluency in both written and spoken English and MYRP country context language.