INTRODUCTION
Progress has been made to improve women participation in refugee camp lead elections. One recent positive development for women is the participatory elections that UNHCR piloted in Nayapara camp in June 2018 which resulted in women being elected for half of the leadership positions.\(^1\) Based on the pilot, a Governance sub working group was establish in July 2018 composed of IOM, UNHCR, Care, ActionAid Bangladesh, DRC, ACTED, the Protection Sector Working Group (PSWG) and 3 Camp in Charges (CiCs), under the leadership of the Site Management sector of the Inter-sector Coordination Group (ISCG). The aim of the sub working group is to establish a harmonized and joint camp governance model through development of the guidelines, including to promote gender parity. There is a plan to roll out these elections across all camps. However, the elected women in Nyapara are facing intimidation from the Madji (local traditional leaders appointed by the Army), and the community that is highly conservative in their gender norms and practices. This demonstrates the need to prepare women to seize the opportunity, since they have not received any training to effectively carry out their leadership responsibilities. At the same time, a supportive environment for women to take up leadership positions need to be created through community dialogues.

In this context, under the leadership of GIHA WG, a woman in leadership empowerment sub working group composed of sectors and organizations involved in service provision in refugee camps shall convene to present tools and guidance strategic actions of empowering refugee women at home and in their communities.

The sub working group shall be responsible for working on the plan of action in close consultation with other GIHA WG members and other organizations working of Women’s empowerment area and ensure that developed materials are in line with internationally-recognized standards and frameworks for Gender to ensure promote safety, provide skills and empower women in the camp governance.

The sub working group shall be informed by the following guidelines and frameworks:

- The sub working group shall foster peer-learning and sharing of good practices that may be applied and adapted to service provision for the Rohingya humanitarian response. The sub working group shall contribute to improved coordination by promotion of good practices in service provision.

GOAL
To ensure that future women leaders possess the leadership and representation skills for effectively carrying out their tasks and to prepare the community by creating a safe and supportive environment that is conducive to strengthen the capacity of women.

Roles and responsibilities
- Develop a plan of action on empowerment and leadership of Rohingya refugee women in Cox’s bazar
- Support to be develop and standardize information and communication tools for sharing information on leadership roles for service providers, communities and refugee leadership and women refugee leaderships;

\(^1\) Women leading the way for Rohingya at a Bangladesh Camp, 18 August 2018, Aljazeera
• Develop and promote wide dissemination of key messages on women refugee leadership;
• Coordinate the efforts ensuring all sectors encourage and foster women participation in leadership roles by attending regular sector meetings and advocating for gender mainstreaming;
• Present, discuss and ensure endorsement from GHIA WG of all documents and activities mentioned above.

Advocacy
• Under the overall direction of the GIHA WG, promote the effective application of the Guidelines\(^2\) like gender Hand Book, for empowering refugee women within in Humanitarian Action;
• Issue recommendations to the ISCG and sectors for improving the participation of women in decision making at the camp-level;
• Provide contextualized guidance on procedures related to women empowerment in leadership in line with protection guiding principles and approaches for working with communities (human rights, community-based, systems);
• Work with Women Rights Organizations, Networks and/or Actors at local and national levels to bridge strategic connections among women leaders in camps and outside.

Sub working group Leadership
The sub working group in Cox’s Bazar will be chaired by UN Women and co-chaired by UNHCR.
The chair will represent and advocate for the interests of the sub-working group as a whole, not the lead agency interests.

Co-Chair
One-member organization shall be identified by the GIHA WG co-chair the sub working group.
The chair and co-chair will be in charge of convening meetings and coordinating with various relevant entities and stakeholders. Other core responsibilities include:
• Review, monitor, and advance progress of the work plan
• Represent the sub working group with coordination bodies and other relevant actors

Membership
Membership in the sub working group is by organization and not individuals. However, in as much as possible it is encouraged to maintain the same individual representation. Membership is open to all service providers who are part of GIHA WG.

Member Responsibilities and Commitments
• Respond to all communications, attend meetings and conference calls, provide inputs and feedback on agreed deadlines
• Support the development of the Action Plan and monitor closely its implementation.
• Technical review of the assessment and evaluation tools, training materials and guidance materials on refugee women leadership and empowerment.
• Act as a liaison with other sectors, ensuring key messages and relevant guidance and tools are shared

Meetings
• Twice a month for planning meetings to discuss progress and exchange information and pending actions

• Agenda will be circulated three days before the force meeting to allow members an opportunity to suggest additional items for discussion.
• Need based meetings may be called by the lead, when this is considered necessary to address an issue of urgent matter.
• The sub working group will report to the GIHA WG on the progress and relevant issues raised as well as on any decisions and actions taken.

TERMS OF REFERENCE (ToR)
Members of the refugee women leadership empowerment sub working group shall revisit the sub working group ToR and update annually. All the members have the right to propose amendment to the ToR whenever the need to arises.

Sub working group members till date:
UNFPA, IOM, WFP, UNHCR, Oxfam, MUKTI, Relief International, Action Aid, BRAC, Plan International, LAW, CARE international, CODEC, and UN Women