



NWS Protection Cluster

Inclusion Technical Working Group (ITWG)

Terms of Reference

1. Purpose:

The Inclusion Technical Working Group (ITWG) is a technical advisory body to the Protection Cluster, established to ensure that the needs and perspectives of most affected population groups are identified, understood, and addressed in humanitarian protection responses as identified by information gathering process, protection analysis exercises and feedback from partners on the ground. The Rapid Protection Assessment led by the PC in February 2023¹ showed specific population groups with increased exposure to risks, among them persons with disabilities, older persons, persons experiencing homelessness, and ethnic minority group. The ITWG provides technical guidance and support to the Protection Cluster, its members, and partners on issues related to inclusion, accessibility, diversity, and equity in the context of humanitarian protection.

2. Scope:

Advise, provide technical guidance and support the Protection Cluster on the development, implementation, and monitoring of inclusive protection strategies, tools and activities, ensuring that it is Inclusive to the most affected prioritized population groups.

The Inclusion technical working group (ITWG) will ensure that these strategies, tools and activities are age, gender, disability diversity-sensitive and rights based. This includes, but is not limited to-reviewing and providing feedback on protection strategies, policies, as well as identifying good practices, lessons learned while providing technical input on program design, monitoring and evaluation frameworks, and capacity-building activities for Protection Cluster members and partners.

Objectives:

- Provide technical guidance on protection mainstreaming and integration of cross-cutting issues such as age, gender, disability, diversity, and human rights in the design and implementation of protection programs, including community-based protection and prevention of sexual exploitation and abuse for the attending members.
- Promote evidence-based research, data collection, and analysis on issues related to inclusion, diversity, and equity to inform the Protection Cluster's response and advocacy efforts. This may involve conducting research and data analysis, as well as identifying gaps in knowledge and advocating for the collection of sex, age and disability disaggregated data (SADDD).
- Strengthen partnerships and coordination among Protection Cluster members and partners, including national authorities, civil society organizations, and community-based organizations, in addition to older people association (OPA) and organizations of persons with disabilities (OPDs)

¹ <https://reliefweb.int/report/syrian-arab-republic/rapid-protection-assessment-north-west-syria-june-2023>

to ensure inclusive and participatory protection planning, decision-making, and implementation processes. This may involve facilitating coordination meetings, promoting collaboration and information sharing, and building the capacity of partners to participate in protection planning and decision-making processes.

- Advocate for the meaningful participation and leadership of most affected population groups, including women, girls, boys, men, persons with disabilities, older persons, persons experiencing homelessness, and ethnic minority groups, in protection programming and decision-making processes. This may involve promoting the meaningful participation of these groups in Protection Cluster meetings and decision-making processes, as well as advocating for their representation in leadership positions.
- The ITWG will focus on enhancing the capacity of its members and other cluster members in incorporating persons with disabilities, older persons, persons experiencing homelessness, and ethnic minority group aligning with the IASC guidelines and not limited to the *four must do actions* to be taken into consideration for inclusive interventions.
- The objective of incorporating intersectionality in the ITWG's response is to promote a more comprehensive and inclusive approach to humanitarian assistance. This involves recognizing and addressing the intersecting forms of discrimination and barriers that individuals may face based on their multiple identities. By doing so, the ITWG aims to ensure that its interventions are equitable, accessible, and responsive to the diverse needs of all individuals, regardless of their intersecting identities.

3. Membership:

The membership of the Inclusion Technical Working Group (ITWG) comprises a diverse group of individuals and organizations committed to promoting inclusion and addressing the needs of persons with disabilities, older persons, persons experiencing homelessness, and ethnic minority groups. The ITWG consists of experts, practitioners, and representatives from relevant stakeholders, including non-governmental organizations, older people association (OPA) and organizations of persons with disabilities and other key actors in the field.

The composition of the ITWG is intentionally inclusive, ensuring a range of perspectives, expertise, and experiences are represented. Through this inclusive membership, the ITWG aims to create an effective platform for knowledge sharing, exchange of best practices, and collective action towards achieving greater inclusion for persons with disabilities, older persons, ethnicity minority and homelessness. The composition of the ITWG will be reviewed periodically to ensure that it reflects the needs of the Protection Cluster and is inclusive of all relevant perspectives and expertise.

4. Governance:

The ITWG will report to the Protection Cluster and will be accountable to its members. The ITWG will be governed by a Chair represented by UNHCR and Co-chair represented by HI, who will be responsible for overseeing the work of the ITWG, coordinating meetings, and liaising with the Protection Cluster.

With the Chair and Co-chair, the ITWG will have a committee of expertise representing the following thematic areas:



- Persons with disabilities
- Older persons
- Ethnic minorities
- Homelessness

Members should commit to the following :

- Members should have knowledge and skills in addressing the unique needs and challenges faced by the prioritized groups.
- Members should be committed to promoting inclusion and equity in humanitarian assistance.
- Members should be able to work collaboratively with diverse stakeholders to develop and implement inclusive interventions.
- Members should be able to collect and analyze data on the prioritized groups to inform programming and decision-making processes.
- Members should have access to relevant resources and tools to support inclusive interventions.
- Members should be able to communicate effectively and sensitively with the prioritized groups and other stakeholders
- Members should be committed to participating in research or data collection related to the prioritized groups. This can help ensure that the ITWG's interventions are informed by the latest data and evidence.
- Members should be responsive to the needs and feedback of the prioritized groups. This can help ensure that the ITWG's interventions are tailored to the unique needs and challenges faced by these groups.

5. **Meetings and Communication:** The ITWG will meet regularly on monthly basis in person and online for the members out of Gaziantep, and communicate regularly through electronic means. Meetings may be held virtually or in-person, depending on the circumstances. Minutes of meetings and other relevant documents will be shared with the Protection Cluster Coordinator and ITWG members.

6. **Reporting:**

The ITWG will report to the Protection Cluster on its activities, achievements, and challenges. The ITWG will provide regular updates to the Protection Cluster on its work, including technical guidance provided, research conducted, in addition to partnerships and coordination efforts undertaken.

7. **Resources:**

The ITWG will be supported by the Protection Cluster in its work, including through the provision of technical support, logistical support, and resources as needed. The ITWG will also seek to leverage additional resources and partnerships to support its work.