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MOLDOVA

GENDER
ACCOUNTABILITY
FRAMEWORK REPORT
2023



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UNHCR
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Regional Refugee Response
for the Ukraine Situation



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UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide.

UNHCR, the UN Refugee Agency, is a global organization dedicated to saving lives, protecting rights and building a better future for people forced to flee their homes because of conflict and persecution.

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ACRONYMS

AAP	Accountability to Affected Populations
CDPD	Centre for the Rights of Persons with Disabilities Moldova
CSO	Civil Society Organization
CVA	Cash Voucher Assistance
IASC	Inter-Agency Standing Committee
GAF	Gender Accountability Framework
GAM	Gender and Age Marker
GiHA	Gender in Humanitarian Action
GBV	Gender-based Violence
GTF	Gender Task Force
GEEWG	Gender Equality and the Empowerment of Women and Girls
LRCF	Local Refugee Coordination Forum
MHPSS	Mental Health and Psycho-Social Support
MSNA	Multi-Sector Needs Assessment
NGO	Non-Governmental Organization
NRC	Norwegian Refugee Council
PSEA	Protection Against Sexual Exploitation and Abuse
RCF	Refugee Coordination Forum
RRP	Refugee Response Plan
RAC	Refugee Accommodation Centre
RLO	Refugee-Led Organization
SADDD	Sex, Age and Disability Disaggregated Data
TOR	Terms of Reference
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNHCR	United Nations High Commissioner for Refugees
WASH	Water, Sanitation and Hygiene
WLO	Women-Led Organization
WOs	Women's Organizations
WRO	Women's Rights Organization

EXECUTIVE SUMMARY and RECOMMENDATIONS

The Gender Accountability Framework (GAF) is an inter-agency tool that helps humanitarian actors track their performance against global commitments to address gender equality and the empowerment of women and girls. The GAF exercise was carried out in Moldova in September 2023 by the Gender Task Force under the leadership of UN Women and the Refugee Coordination Forum under the leadership of UNHCR in collaboration with the sectoral working group to inform 2024 Refugee Response Planning efforts, as well as to feed into global monitoring efforts.

The global GAF tool was adapted to the Moldovan context and includes a total of 32 criteria¹. Out of these, the Moldovan response was found to have fully met 44% and partially met 47% of the GAF criteria, a substantial result demonstrating a strong commitment to addressing gender issues throughout the response. That said, there is room for improvement and further efforts are needed by refugee response actors in Moldova to ensure that 100% of the criteria are fully met.

The results of the GAF exercise demonstrate that Moldovan humanitarian actors have made efforts to integrate gender equality and the empowerment of women and girls into the refugee response since the early days of the influx of refugees from Ukraine. These actions have steadily increased over the past 18 months, and as of September 2023, efforts to mainstream gender and diversity can be seen across institutional, programmatic, and strategic levels.

These include good practices such as:

- Establishing a dedicated Gender Task Force (GTF) to lead coordination on gender mainstreaming within the humanitarian response. The GTF was established as part of the refugee coordination framework in March 2022, and is co-chaired by
- UN Women and the Platform for Gender Equality², which contributes to strengthening its legitimacy and connections with local CSOs.
- Promoting the regular and meaningful participation of Moldovan women's organizations and interest groups in the response. This went beyond one-time consultations and included regular engagement with women's organizations through their membership in local refugee coordination forums and in national coordination groups (e.g. the GTF, GBV Sub-Working Group and PSEA Network, among others³), as well as by convening dedicated consultations with women's organizations to inform strategic planning.⁴
- Promoting the meaningful participation of refugee women in the response, including hiring Ukrainian refugee women to participate in local coordination forums and the Gender Task Force (GTF) to inform and influence advocacy and planning efforts.
- Providing targeted flexible funding to women CSOs including funding for institutional support, for example through the Women's Peace and Humanitarian Fund.

1 Out of the total 32 criteria, the Moldova response fully met 14 criteria, partially met 15 criteria, and did not meet 3 criteria. See: Annex 1 - GAF Framework for Moldova Summary of Ratings - at the end of this report for details.

2 A Moldovan network of 51 women's rights organizations and gender experts.

3 GBV SWG held several consultations with WLOs, including GBV Safety Audit (2022 and 2023), mapping of GBV services and disclosure study carried out in consultation with WLOs. PSEA Network also had consultations with WROs as part of the Risk Assessment and targeted many activities on them.

4 Ensuring that facilities for simultaneous interpretation and translation were in place (in Romanian, Russian and Ukrainian) in the context of coordination forums, and reducing the number of coordination meetings to make them more manageable for local CSOs also supported greater participation including of smaller NGOs.

- Integrating gender considerations into refugee response planning, implementation, and monitoring, including delivering gender-responsive and gender-targeted services. From the beginning of the refugee influx, there were dedicated efforts to design programs targeting women and girls, given that they comprised the majority of refugees from Ukraine. As well, in 2022, actions were taken to adopt a more diversity-informed intersectional approach, including responding to specific needs of Roma, older persons and other populations. These efforts were further strengthened in 2023.
 - Conducting a dedicated gender assessment to inform humanitarian planning and integrating gender and diversity considerations into some sectoral and inter-sectoral assessments.
 - Building the capacity of front-line actors on gender equality programming through ongoing training on Gender in Humanitarian Action (GiHA) tailored for the Moldovan context.
 - Ensuring gender expertise was available to provide support to inter-agency coordination, technical support to the Refugee Coordination Forum, sectors and partners, and support and encourage gender mainstreaming efforts throughout the refugee response (e.g. through UN Women working in close collaboration with UNHCR).
 - Investing in positive inter-agency collaboration, including strong collaboration between UNHCR and UN Women on mainstreaming gender throughout the response and positive working relationships between the GTF, GBV Sub-Working Group and PSEA Task Force on complementary areas of work.
- existence of some practical barriers that may hinder active participation of local organizations in decision making;
 - limited participation of refugee wo-men leaders in shaping/informing the agenda/decisions;
 - at times inadvertent exclusion of men and boys, as well as underrepresented groups (e.g. elderly, Roma, persons with disabilities) from some mainstream services and programs (e.g. some livelihood or MHPSS programs);
 - lack of data on funding trends for gender mainstreaming;
 - lack of gender capacity across sectors, agencies and organizations with sufficient funding, time and expertise;
 - uneven engagement on gender equality programming across sectors and agencies;
 - narrow scope of professional profiles participating in GiHA trainings.

Summary of recommendations:

1. Ensure sector and cross-sector assessments capture and analyse SADDD and include at minimum a brief **gender and diversity analysis** to highlight the distinct needs, barriers, vulnerabilities, and priorities among different affected population groups. (*Sector Leads, Refugee Coordination Forum, Operational Agencies*)
2. **Incorporate an intersectional lens in sectoral and cross-sectoral planning** in order to better target more underrepresented groups (e.g. Roma women, older women, women with disabilities), as well as to make sure the needs of men and boys are not (inadvertently) excluded. (*Sector Leads, Refugee Coordination Forum, Operational Agencies*)
3. Continue to build on the good practices of gender mainstreaming in the response and **document and disseminate best practices** across the region. (*Gender Task Force Moldova, Regional Gender Task Force*)
4. Introduce and roll out the **Gender and Age Marker** to help track gender responsiveness of refugee response projects. (*Refugee Coordination Forum, Gender Task Force*)

While efforts to promote gender equality and the empowerment of women and girls have been relatively strong in the Moldovan response, some gaps and challenges/areas for improvement remain. These include:

- limited intersectional and diversity analysis to complement the gender lens and inform programming;
- limited reporting and/or analysis of Sex, Age and Disability Disaggregated Data (SADDD);

5. Review sector performance indicators to ensure they capture SADDD and are gender and diversity-responsive; ensure sectors include and regularly report on gender and diversity considerations. *(Sector Leads, Operational Agencies)*
6. Create more opportunities for **meaningful participation and decision making** of smaller and specialized CSOs in the refugee response by continuing to organize dedicated consultations with WROs, WLOs, RLOs, Organizations of Persons with Disabilities and LGBTQIA+ organizations; and inviting CSO representatives to sectoral planning as well as to strategic discussions with the government, UN, INGOs and local authorities. *(Refugee Coordination Forum, Local Refugee Coordination Forums, Gender Task Force, Sector Leads)*
7. Create opportunities for **engagement amongst CSOs including women's organizations and refugee women** by establishing platforms for experience exchange, peer-learning, and peer-networking to enhance knowledge and the collective response across Moldova and the Region. *(Gender Task Force Moldova, Regional Gender Task Force)*
8. Continue to **invest in gender equality and the empowerment of women and girls**, including funding for technical expertise, coordination of gender mainstreaming, gender capacity across sectors, agencies and organizations, collection and analysis of SADDD, gender in humanitarian action trainings and gender equality programming to ensure sustained focus and technical support for the 2024 RRP. *(Donors)*
9. Introduce **criteria for gender mainstreaming in funding applications** and lobby to ensure gender-sensitive funds tracking mechanisms such as the Gender and Age Marker (GAM) are in place. *(Donors)*
10. Provide **flexible funding opportunities** that can be absorbed by smaller local women's CSOs and other underrepresented interest groups to facilitate their engagement in the response. *(Donors)*
11. Continue **funding Gender Task Force, as well as gender in humanitarian action experts** within the Refugee Coordination Forum and associated task forces. Promote ongoing collaboration between these experts and senior leadership, agencies, and key stakeholders. *(Donors, Refugee Coordination Forum, Gender Task Force)*
12. Continue investing in systemic capacity building on gender equality and diversity issues to develop the understanding and necessary skills for sectors, Gender Focal Points, data specialists, representatives of international and local civil society organizations, including women's organizations.⁵ *(Gender Task Force, GBV Sub-Working Group, PSEA Task Force)*
13. Ensure **gender and diversity are included as standing agenda items** in sector and sub-sector Working Group meetings. *(Sector Leads, Refugee Coordination Forum)*
14. Further to this report **develop a joint actionable response-wide Gender Accountability Framework** with clear indicators, outcomes, outputs, indicative activities and responsible parties *(Gender Task Force, Sector Leads, Refugee Coordination Forum)*
15. Building on good practice, **increase the frequency and quality of collaboration across sectors and among agencies** on gender equality programming. *(Sector Leads, Refugee Coordination Forum, Operational agencies, Gender Task Force)*

Additional detailed recommendations can be found on page 33.

5 Training topics include: Humanitarian principles; Effective incorporation, analysis and interpretation of SADDD; Gender analysis, including its integration into assessments, plans and reports; Gender mainstreaming into sector plans and humanitarian programs; Targeted gender actions in sector plans and humanitarian programs; Intersectionality in program design, monitoring and reporting; Gender in Humanitarian Action; Gender-based Violence; Protection Against Sexual Exploitation and Abuse; Gender with Age Marker in project planning, implementation, monitoring, and evaluation; Refugee Coordination Model, RRP planning processes, advocacy, policy influence, humanitarian negotiation and effective communication strategies to enhance participation of local CSOs, including women's organizations, in the refugee response; Fundraising and grant-writing, strategic planning, program and financial management for grassroots local women organizations to enable these organizations better articulate their inputs and navigate decision-making structures.

INTRODUCTION

1. The IASC Gender Policy and Accountability Framework

As women and girls usually face higher risks and vulnerabilities in crises due to pre-existing gender inequalities and discrimination, promotion of gender equality and empowerment of women and girls (GEEWG) is essential for ensuring that refugee response efforts are effective, gender-responsive, inclusive, sustainable, and accountable to the needs and perspectives of all individuals affected by crises and that promote the safety, well-being, and dignity of all individuals.

The Inter-agency Standing Committee (IASC) *Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action*⁶ was developed in 2017 to guide the IASC to make GEEWG a core principle of its humanitarian action. The Policy specifies principles, standards, and actions that IASC Bodies, Members and Standing Invitees should abide by at global and field level to integrate GEEWG into all preparedness, response, and recovery efforts.

The *Gender Accountability Framework* mainly focuses on IASC-managed crisis contexts in which a Humanitarian Coordinator is appointed. Whilst when it comes to situations of internal displacement huma-

nitarian responses are carried out within the framework of the IASC Humanitarian Program Cycle⁷ (HPC), refugee responses fall under the UNHCR Refugee Coordination Model (RCM)⁸. However, the GAF has been usefully adapted to inform refugee responses in other country operations with the aim of providing strategic guidance and recommendations on gender integration and mainstreaming.

Considering the refugee dimension of the displacement caused by the full-scale invasion of Ukraine by the Russian Federation, UNHCR has a mandate to provide international protection to refugees and to support the efforts of host governments by seeking funding for and coordinating assistance provided by the many stakeholders outlined in the Global Compact on Refugees (GCR), and under the overall framework of the Refugee Coordination Model (RCM). To this end, UNHCR leads the development and implementation of inter-agency Refugee Response Plans (RRPs)⁹.

RRPs are guided by UNHCR's Age, Gender and Diversity (AGD) Policy, which sets out key commitments relevant to gender mainstreaming, including promoting gender equality and the empowerment of women and girls in refugee responses, integrating an AGD approach into all aspects of a refugee response, and ensuring accountability to affected people, including refugee women and girls.

In Moldova, the RCM is operationalized through a national Refugee Coordination Forum (RCF) co-chaired by UNHCR and the Government of the Republic of Moldova, as well as through eight Local Refugee Coordination Forums (LRCF). The RCF is an inter-agency coordination mechanism comprised

6 [IASC Policy on Gender Equality and the Empowerment of women and girls in humanitarian action](#) - IASC Reference Group on Gender and Humanitarian Action, Nov. 2017.

7 Humanitarian Program Cycle (HPC) is an operational framework developed by the Inter-Agency Standing Committee (IASC) which sets out the sequence of actions that should be taken, at inter-agency level, to prepare for, plan, manage, deliver and monitor collective humanitarian responses. It is led by OCHA, under the direction of a Humanitarian Country Team (HCT), to ensure efficient planning, information management and coordination amongst relevant humanitarian actors.

8 The Refugee Coordination Model (RCM), formalized in 2013 and further updated in 2019, is the framework that provides a model for leading and coordinating refugee responses.

9 [The 2023 Regional Refugee Response Plan \(RRRP\)](#) for the Ukraine situation outlines the multi-sector response strategy and financial requirements of inter-agency partners supporting the host government of Bulgaria, Czech Republic, Estonia, Hungary, Latvia, Lithuania, Moldova, Poland, Romania and Slovakia, in providing protection and assistance to refugees.

of eight sectoral working groups and four cross-sectoral task forces/technical reference groups/networks. The Sectoral Working Groups are Protection (which also comprises the GBV and Child Protection Sub-Working groups, as well as the Disability and Age, Roma and Anti-Trafficking Task Forces), Health and Nutrition, Livelihoods and Socioeconomic Inclusion, Education, Basic Needs (also comprising WASH and Food Security Sub-Working Groups), Logistic and Supply, Information Management and Multipurpose Cash Assistance. The cross-sector task forces are dedicated to (i) AAP, (ii) Gender, (iii) PSEA and (iv) MHPSS.¹⁰ The coordination structure aims at complementing, supporting and strengthening the national response to the refugee influx in Moldova.

Against this background, the GAF criteria have been adapted to the refugee response in Moldova to strengthen accountability across the inter-agency coordination structure with respect to advancing GEEWG, taking into consideration the RCM as well as international protection standards reflected in UNHCR policies, which are applicable to refugee contexts.

2. Methodology

This report builds on the global GAF framework, which was adapted to the Moldovan national context.¹¹ This framework was shared with UNHCR and circulated to the inter-sectoral coordination group for review and validation in July 2023, before starting the assessment.

The first part of the assessment involved a desk review of over 100 documents published between October 2022 and September 2023, including refugee response plans, inter-agency and sectoral assessments, sectoral work plans, monitoring reports, sector working group documents and meeting minutes, among others. The documents were compared against the criteria in the GAF, and an analysis conducted.

A draft report was shared with sectors for input and once feedback was received, a final draft was produced. The final report will be shared with the Refugee Coordination Forum and with senior management of UN agencies and government actors.

10 Moldova: Refugee Coordination Forum Structure (03.01.2023) <https://data.unhcr.org/en/documents/details/97714>

11 The GAF assessment criteria can be found in Annex 1. The criteria were adapted to the Moldovan context drawing from the [IASC ACCOUNTABILITY FRAMEWORK FOR THE INTER-AGENCY STANDING COMMITTEE POLICY ON GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN HUMANITARIAN ACTION 2018-2022](#), the Gender Accountability Framework Report Template from UN Women and the Proposed Indicator and Criteria Framework developed for a GiHA review of the Jordan Response. The GAF adaptations focused on selecting country-level criteria and reformulating them for the refugee response context. The adapted GAF framework was shared with UNHCR and circulated to the inter-sectoral working group in Moldova in July 2023 for comment and validation.

1. GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN ANALYSIS, DESIGN, AND IMPLEMENTATION



1.1. GENDER ANALYSIS

Extent to which humanitarian assessments integrate gender and diversity analysis including SADDD into their findings

CRITERIA:

- A.** The Multi-Sector Needs Assessment (MSNA) is based on solid gender analysis and sex and age disaggregated data, which identifies gender inequalities that lead to different power, vulnerabilities, capacities, voice and participation of women, girls, men and boys.
- B.** At least one joint gender analysis produced and inputs to the needs assessment and the RRP on GEEWG per year.¹²
- C.** Sectors and sector assessments integrate gender analysis and sex, age and disability disaggregated data (SADDD).

NARRATIVE

A. The Multi-Sector Needs Assessment (MSNA) is based on solid gender analysis and sex and age disaggregated data, which identifies gender inequalities that lead to different power, vulnerabilities, capacities, voice and participation of women, girls, men and boys.

→ Criteria partially met

The MSNA for Moldova (September 2022)¹³ includes demographic data on the households surveyed¹⁴ (including sex, age, ethnicity and other vulnerability factors) and several sectoral sections make reference to gender differences (e.g. education in relation to school enrolment, and protection in relation to safety and security). However, other sectoral sections including Cash and Voucher Assistance, Livelihood, Health do not reference SADDD results, which makes it difficult to assess different needs among population groups. Overall, the MSNA does not fully use the SADDD collected to analyse gender or intersectional dimensions of population needs and priorities. As such, the report provides a limited understanding of inequalities among refugee population groups, or of their distinct vulnerabilities and capacities. That said, available information could be extracted to develop a short brief on the gender dimensions of the MSNA findings, which could in turn help complement the larger report with a more focused analysis.

This rating should be interpreted considering the intended scope of the MSNA, which is designed to provide an overall understanding, rather than a detailed picture of all aspects of needs. In Moldova, unlike in many other contexts where the MSNA is the only assessment and often fills a significant data gap, there are other sources of data that are used to complement the MSNA's findings that provide a more nuanced analysis of diverse needs and priorities.

A select list of such cross-sectoral assessments include:

- NRC's *Hidden Hardship* (February 2023), which includes a strong diversity analysis looking specifically at sex, age and diversity issues, including

¹² This includes the capacities of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on their vulnerabilities.

¹³ MSNA was carried out jointly by REACH Moldova, in partnership with UNICEF, ECHO, UNHCR and humanitarian actors.

¹⁴ The MSNA involved collecting primary data through a structured, multi-sectoral survey which included questions pertaining to both the individual and family level for all surveyed refugee families. All interviews were conducted at the family level (featuring individual loop questions per family member reported by the respondent on behalf of the household members). Enumerators interviewed only adult members of the family.

capturing the distinctions between Roma and non-Roma refugees.¹⁵

- UNHCR’s 2022 *Participatory Assessment* (March 2023), which provides disaggregated data by sex, age and diversity issues and reported results according to target group responses.¹⁶
- Acted’s *Roma Community Needs Assessment*, Roma Task Force (April 2023), which includes an intersectional analysis and useful data on needs and priorities of Roma in Moldova.¹⁷
- NRC and CDPD’s *Needs Assessment of Ukrainian Refugees with Disabilities* (January 2023) includes some SADDD, and while it does not have an extensive gender or intersectional analysis, its target focus on people with disabilities makes it a valuable resource to inform a more nuanced understanding of their needs.¹⁸
- UNHCR’s *Lives on Hold, Regional Intentions Report* (February 2023) includes disaggregated data by age and sex but does not use this data to inform a gender analysis.
- The REACH *Area Based Assessment for Chisinau and Stefan Voda* (January 2023) includes some reference to sex and age when looking at household demographics, employment, but does not have an extensive gender analysis.
- UNHCR and WHO’s *Safety Assessment of Refugee Accommodation Centres in Moldova* as part of the PSEA Risk Assessment, which includes gender-sensitive analysis of risks (draft unpublished September 2023).
- Disability and Age Task Force, *Disability Briefing Note* (August 2023), presents an overview of the situation of refugees with disabilities in Moldova, including needs, barriers to access, and program responses, but does not specify gender-specific needs.

- Disability and Age Task Force, *Older Refugees Briefing Note* (August 2023), presents an overview of the situation of older refugees in Moldova, including gaps, needs and program responses, but does not specify gender-specific needs.
- Roma Task Force, *Mapping of Roma Refugees* (August 2023), presents an overview of demographic data (including age and gender) about Roma refugees in Moldova, as well as brief information concerning their intentions and needs.¹⁹ However, no analysis of the distinct needs of male and female Roma refugees is included.

In short, a representative sample of cross-sectoral assessments reveals a mixed picture with regards to the inclusion of gender analysis. While most assessments collected SADDD, approximately half of the assessments use this data to analyse the gender dimensions within the scope of the respective reports. While none of the cross-sectoral assessments reviewed provided an “in-depth analysis of gender inequalities that lead to different power, vulnerabilities, capacities, voice and participation of women, girls, men and boys,” as per the GAF criteria I.A., it may be beyond the scope of such assessments to do so. Notably, many of these reports were used to inform the 2023 in-depth gender analysis (see criteria I.B below).

B. At least one joint gender analysis produced and inputs to the needs assessment and the RRP on GEEWG per year.²⁰

→ **Criteria Fully Met**

In 2022, several rapid gender analyses in Moldova were published by CARE, Action Aid and UN

15 <https://www.nrc.no/resources/reports/hidden-hardship/>

16 <https://data.unhcr.org/en/documents/details/99673>

17 <https://data2.unhcr.org/en/documents/details/102293>

18 <https://reliefweb.int/report/moldova/republic-moldova-needs-assessment-ukrainian-refugees-disabilities-january-2023>

19 <https://reliefweb.int/report/moldova/roma-task-force-mapping-roma-refugees-republic-moldova-3-october-2023>

20 This includes the capacities of women and girls to prevent and respond to crises, to counteract the frequent exclusive focus on their vulnerabilities.

Women.²¹ The 2023 RRP attempted to integrate gender elements into the response (see Section 1.2 below) suggesting an alignment between the two.

In 2023, UN Women under the umbrella of the Gender Task Force conducted an updated gender analysis “*Liminal Lives: Gender and Diversity Assessment of Refugees from Ukraine in Moldova After One Year of Forced Displacement*” (May 2023).²² The objectives of the report were to assess the gender differentiated impacts, needs, priorities and capacities of different groups of the affected population in all their diversity and to assess the gender and diversity-specific considerations for planning sector and inter-sectoral responses. The report, which drew heavily from assessments done by other agencies, but analysed them specifically with a gender lens, examined gender roles and responsibilities, division of labour and control over resources, capacity and coping mechanisms, safety and protection, access to services and resources, access to information and participation and priority needs.

Key gender-related findings of the 2023 gender analysis include:

- Traditional gender and age roles are impacted by displacement and demographic composition of refugees.
- The majority of refugees, both women and men, feel safe in Moldova and report positive relations with host communities. However, most refugees intend to return to Ukraine permanently as soon as it is safe.
- A state of liminality makes it difficult for families to plan long-term, for both women and men, with impacts for livelihoods, education, integration, and well-being.
- There is increased pressure to secure sustainable

income and employment. Barriers for women include lack of flexible work and childcare, lack of job opportunities, information on employment options, language barriers, and mismatch between skills and available jobs.

- Targeted programming for women and girls has at times inadvertently marginalized men and boys, for example in livelihood and MHPSS.
- Roma refugee women face compounded discrimination by virtue of their gender and ethnicity, with implications for housing and livelihoods.
- Risk of sexual exploitation and abuse remains a concern, particularly for women and girls, as refugee resources dwindle, and as medium-term housing and livelihood solutions must be found.

The findings and recommendations of the 2023 Gender Analysis were shared with the Refugee Coordination Forum, the Gender Task Force and the Regional GBV Working Group, as well as published on the Operational Data Portal and downloaded as of November 2023 more than 390 times. It remains to be seen how the results of the gender analysis will feed into 2024 RRP Planning.

C. Sectors and sector assessments integrate gender analysis and sex, age and disability disaggregated data (SADDD).

→ Criteria Partially Met

A review of 14 selected sector assessments revealed a mixed picture regarding the integration of SADDD and a gender analysis²³. 29% (4) of sector-specific assessments reviewed (e.g. Shelter, Health, Temporary Protection), included sex, age and diversity data in their reports, but did not analyse the gender data.

21 See: Action Aid: Ukraine Situation - Moldova: ActionAid Rapid Gender Analysis (April 2022) <https://reliefweb.int/report/moldova/ukraine-situation-moldova-actionaid-rapid-gender-analysis-27-april>; CARE: Rapid Gender Analysis Brief Ukrainian Refugees in Moldova (March 2022) https://careevaluations.org/wp-content/uploads/RGA-Brief_Moldova_Final.pdf; UN Women: Brief analysis on the gendered impacts of the crisis in Ukraine – a focus on Moldova, 2022, https://eca.unwomen.org/sites/default/files/2022-07/Brief%20analysis%20on%20the%20gendered%20impacts%20of%20the%20crisis%20in%20Ukraine%20-%20a%20focus%20on%20Moldova_2.pdf

22 See: <https://moldova.unwomen.org/en/digital-library/publications/2023/05/liminal-lives-gender-and-diversity-assessment-of-refugees-from-ukraine-in-moldova-after-one-year-of-forced-displacement>. It was based on field research conducted in late 2022 (FGDs and KIIs) and early 2023, and on a desk review of document published during the same period.

23 Selected reports included in this assessment were either found on the data portal at the time of the research, or those shared by sectors to the GAF assessment team following requests for input. Results will vary depending on assessments selected.

71% (10) of sector-specific assessments reviewed (e.g. Education, GBV, WASH and Livelihoods) included SADD and integrated some level of gender analysis into the assessments, although the extent of gender analysis differed across these reports.²⁴ Among the latter 10 reports, 3 specifically focused on the gender or GBV dimensions of the sectors (*Gender Brief on Livelihoods and Access to Work of Refugees from Ukraine in Neighboring Countries*, *Rapid GBV Risk Assessment*, and *Moldova: Rapid GBV Risk Assessment in CVA*).²⁵ A review of briefing notes produced by the Disability and Age Task Force

on refugees with disabilities, and older refugees respectively, have similar findings: they present an overview of demographic data and needs of these distinct population groups, and thus notably focus on one component of intersectionality, but do not include sex-disaggregated data or a gender analysis of identified needs and priorities. The Mapping of Roma Refugees produced by the Roma Task Force does include sex and age disaggregated data, but does not include a gender analysis of the different needs or priorities of men vs. women from that community.²⁶

24 While no objective criteria for the extent of a gender analysis is established in the GAF, this assessment made a distinction between reports which provided a more detailed analysis of gender dimensions (e.g. through a dedicated paragraph or section of the report), while other reports restricted their gender analysis to 1 or 2 sentences reflecting on the SADD findings.

25 The sector assessments reviewed are listed below:

Livelihoods:

1. REACH MDA Cost of Living survey included section on gender differences drawn from KIs (Jan 2023); https://repository.impact-initiatives.org/document/reach/36884f2d/REACH_MDA_Brief_Cost-of-Living_January-2023-1.pdf
2. Helvetas' and EPER's Feasibility Study on Employment Opportunities, Skills Development and Social Cohesion for Ukrainian. Refugees and Vulnerable Moldovan Individuals in the Republic of Moldova included a gender analysis, (Feb 2023), <https://data.unhcr.org/en/documents/download/101085>
3. UN Women's Gender Brief on Livelihoods and Access to Work of Refugees from Ukraine in Neighboring Countries (May 2023) specifically looked at gender dimensions of livelihood issues <https://eca.unwomen.org/en/digital-library/publications/2023/06/gender-brief-livelihoods-and-access-to-work-of-refugees-from-ukraine-in-neighboring-host-countriesand>
4. War Child and CCF Moldova published a report of FGDs conducted with Moldovan Refugee women on employment opportunities (Jan 2023).

Protection and GBV:

5. Temporary Protection Assessment findings (March 2023) – did not include SADD, so difficult to analyze findings accordingly; The Temporary Protection Survey Dashboard does include sex and age breakdown by respondents, and while the responses can be filtered by age, they cannot be by sex so it is difficult to analyze the findings by gender. <https://data.unhcr.org/en/working-group/329?sv=0andgeo=680>
6. Rapid GBV Risk Assessment includes a gender analysis (Feb 2023); <https://data.unhcr.org/en/documents/details/98650>
7. UNFPA and UNHCR's Moldova: Rapid GBV Risk Assessment in CVA (Feb 2023) looks at GBV risks in the context of cash and voucher assistance: <https://data.unhcr.org/en/documents/details/98650>.

Education:

8. The TOR for the REACH Education assessment (May 2023) clearly outlines gender related questions, indicators as well as guidance for gender-sensitive research methods: "Using a gender-sensitive approach, boys and girls will be consulted separately. Female group interviews will be done with female facilitators and note-takers while male groups could have mixed male and female facilitators."
9. ISRAID, UNICEF, and MoEs Education Rapid Needs Assessment includes extensive gender indicators and analysis (June 2022). <https://data.unhcr.org/en/documents/download/99505>.
10. Plan International's qualitative Needs assessments (May 2023) includes gender and age analysis.

Health:

11. REACH and UNICEF's - Multi-Sector Needs Assessment (MSNA) Health and Nutrition (06 Jul 2022), includes demographic information on sex and age, but no gender analysis: <https://data2.unhcr.org/en/documents/details/94194>

Shelter/Housing

12. REACH's Housing market assessment (May 2023) included indicator related to housing discrimination "Respondents that reported feeling discriminated against when renting for reasons related to place of origin or nationality, economic status, gender, culture or race, number of children, pets or others" <https://data2.unhcr.org/en/documents/download/100902>
13. REACH's RAC factsheet includes basic demographic info on gender, age, nationality and vulnerability (Feb 2023) https://repository.impact-initiatives.org/document/reach/d218ed12/REACH_MDA_Factsheet_RAC-Monthly-Needs-Monitoring_2023-02-27_EN.pdf

WASH:

14. WHO's Assessment of water, sanitation and hygiene (WASH) conditions in refugee accommodation centers in the Republic of Moldova (March 2022) looks at gender related issues and makes concrete recommendations for gender-sensitive WASH facilities. <https://data.unhcr.org/en/documents/details/92762>

26 <https://data.unhcr.org/en/documents/details/103795>; <https://data.unhcr.org/en/documents/download/103257>; <https://data.unhcr.org/en/documents/download/103254>



1.2. GENDER PRIORITIES IN REFUGEE RESPONSE PLANS

Extent to which both gender mainstreaming and targeted actions for GEEWG are reflected in the Refugee Response Plan, Sector Plans and other related planning processes

CRITERIA:

- A.** Priorities and needs of women, girls, men, and boys in all their diversities are reflected in the objectives of the **RRP** as well as through gender mainstreaming and targeted action.
- B.** Priorities and needs of women, girls, men, and boys in all their diversities are reflected in the objectives of **Sector planning**, including gender mainstreaming and targeted actions.
- C.** The RRP provides support to women’s economic empowerment through **targeted livelihoods and employment interventions**.
- D.** The RRP makes specific provisions for **sexual and reproductive health** for women and girls, as well as for men and boys.
- E.** The RRP addresses **mitigation and response to GBV**.
- F.** The RRP addresses mitigation and **response to Sexual Exploitation and Abuse**.
- G.** The RRP reflects commitment to Accountability to Affected Populations/PSEA, UNHCR Age, Gender and Diversity Policy, the IASC Policy on the Centrality of Protection in Humanitarian Action, and the IASC Gender Policy.

NARRATIVE:

A. Priorities and needs of women, girls, men and boys in all their diversities are reflected in the objectives of the RRP as well as through gender mainstreaming and targeted action.

→ **Criteria Fully Met**

The 2023 RRP strategic objectives make specific reference to “providing protection and assistance on a non-discriminatory basis” with “special attention at higher-risk and marginalized groups including children, older persons, PWD, ethnic minorities in particular Roma, and LGBTIQIA+ refugees”; and to “ensuring that refugees with specific needs continue to have access to targeted support and assistance” in particular for persons at heightened risk “including unaccompanied and separated children, survivors of GBV, LGBTIQIA+ individuals, Roma refugees, stateless persons, persons living with HIV, older persons and persons with disabilities.”²⁷ While the strategic objectives do not specifically mention the distinct needs of men, women, boys and girls, gender considerations could be implied by the terms non-discriminatory and targeted support to those with special needs.

The priorities and needs of women, girls, men, and boys, are, however, integrated throughout the Moldovan 2023 RRP chapter. These include considerations related to gender mainstreaming, targeted actions addressing the distinct needs of women, men, girls and boys in inter-sector and sector responses, and supporting local women’s CSOs²⁸. For example, the introduction to the chapter states: “RRP partners will work together to mainstream gender, mental health and psychosocial support (MHPSS), age, disability and diversity considerations across the response and ensure that all population groups from all ages and genders are reached, consulted, and inte-grated

²⁷ Defined as: including unaccompanied and separated children, survivors of GBV, LGBTIQIA+ individuals, Roma refugees, stateless persons, persons living with HIV, older persons and persons with disabilities – (RRP 2023, page 156).

²⁸ See: excerpts from 2023 Ukrainian Situation Regional Refugee Response Plan (Moldova Chapter) (February 2023).

throughout the response.” (RRP, p. 154). In another example, the WASH section states: “RRP partners will continue to address the immediate gender-specific needs of refugee women, girls, boys and men and host communities around safe access to and availability of water, sanitation and hygiene (WASH) services, including at border crossing points, RACs and host communities,” (RRP, p. 164).

The 2023 RRP also includes a dedicated section on gender mainstreaming under the section on cross-cutting priorities, which includes reference to collecting and analysing SADDD, to gender mainstreaming and targeted actions, to the empowerment of women and girls, and to increasing meaningful participation and leadership of women’s organizations in the humanitarian response.²⁹ There is also a dedicated section on PSEA under cross-cutting issues, and a section on GBV prevention and response under the Protection chapter, which together with gender mainstreaming contribute to gender equality programming.

B. Priorities and needs of women, girls, men and boys in all their diversities are reflected in the objectives of Sector planning, including gender mainstreaming and targeted actions.

→ **Criteria Fully Met**

In the 2023 RRP, all sectors refer to diversity among the refugee population, and some make specific reference to gender mainstreaming and targeted actions.

- **Protection, including sub-working groups of GBV and Child Protection:** includes reference to persons with specific needs, and the sub-sector on GBV includes specific targeted actions for prevention, mitigation, and response to GBV for

women, girls, boys and men with particular emphasis on adolescent girls, persons with disabilities, and older persons.³⁰ The GBV section covers prevention mitigation and response as part of the protection sector response and references the provision of survivor-centred services as well as strengthening GBV programming through capacity building, awareness raising and information sharing main-streaming GBV risk mitigation across sectors. The Child Protection sub-sector refers to the “inclusion of refugee children, both girls and boys, including those with disabilities, and representatives of ethnic minorities particularly Roma in service provision.”³¹

- **Education:** includes reference to equitable inclusion of children with disabilities and Roma children, as well as ensuring access for pre-school and school-aged boys and girls, and adolescents. It also references gender-sensitive response and gender-based violence prevention.³²
- **Health and Nutrition:** includes reference to promoting access to inclusive and accessible life-saving critical care and gender-, age-and diversity-responsive essential health services, including MHPSS, and sexual and reproductive health and rights.³³
- **Livelihoods and Inclusion:** refers to tailoring interventions to the differentiated needs of women, persons with disabilities, young people, minorities, and other vulnerable groups, including persons at heightened risk of GBV and/or trafficking in persons.³⁴
- **Basic Needs, including sub-working groups for Accommodation and WASH:** includes reference to ensuring that “assistance is tailored and delivered in a dignified, gender and protection-sensitive manner, taking in consideration the specific demographics of the refugee population,

29 Page 167 of 2023 RRP Moldova Chapter.

30 Page 159 RRP 2023.

31 Page 160, RRP 2023.

32 Page 161, RRP 2023.

33 Page 161 RRP 2023.

34 Page 162 RRP 2023.

while ensuring GBV and SEA risk mitigation measures, as well as complementarity with and integration into national social protection systems.”³⁵ The WASH section (part of basic needs) also makes reference to addressing gender-specific needs.

As sector plans in the RRP are not articulated at the activity level, details about the number and scope of planned gender mainstreaming and targeted actions are limited.

See section 1.3 E below for a gender analysis of sector work plans.

C. The RRP provides support to women’s economic empowerment through targeted livelihoods and employment interventions.

→ **Criteria Fully Met**

The Livelihoods section of the RRP refers to tailoring interventions to the differentiated needs of women, persons with disabilities, young people, minorities, and other vulnerable groups, including persons at heightened risk of GBV and/or trafficking in persons.³⁶ A summary of the Inclusion and Livelihoods Working Group activities reveals further details on relevant actions. According to the working group, through their interventions, the Livelihoods and Inclusion Working Group members are supporting both women and men to facilitate their inclusion on the labour market or to start an entrepreneurial activity. Mirroring the refugee gender distribution, most of the supported beneficiaries are women.³⁷

In 2023, the Working Group focused on better understanding and meeting the specific needs of women, and particularly women with children, for increased access to employment and entrepreneurial

opportunities. The Working Group has discussed, including with Government partners, how to increase the access of women, both refugees and members of host communities, to childcare services, as one of the top barriers to women’s socio-economic inclusion. Working Group partners have facilitated the participation of refugee and local women in accredited child caretaking courses, opening the possibility for women to be employed as child caretakers, while also contributing to reducing the gap in childcare services. The Working Group has also focused on the links between livelihoods and GBV prevention/response. For instance, GBV mobile teams have been used to provide comprehensive and tailored support to refugee and local women at heightened risk of GBV, including participation in vocational education, job identification, or support for entrepreneurship. Partners have also provided support to one public centre for the rehabilitation of GBV survivors (hosting also refugees) to continue providing quality services, by helping reduce energy costs and increase energy efficiency.³⁸

The Working Group has also organized joint meetings with the GBV Sub-Working group and the Roma Task Force, to raise awareness about intersectionality, and the specific needs of these vulnerable groups.³⁹

D. The RRP makes specific provisions for sexual and reproductive health for women and girls, as well as for men and boys.

→ **Criteria Fully Met**

The Health section of the RRP includes reference to sexual and reproductive health and rights, but does not specify target group or activity details in the RRP document.⁴⁰

35 Page 164 RRP 2023.

36 Page 162 RRP 2023.

37 Livelihoods and Inclusion Working Group, October 2023.

38 Ibid.

39 Ibid.

40 Page 161 RRP 2023; Reviewing other resources such as Activity Info or the RRP dashboard can provide further details on activities – however reference in the RRP is limited.

While reference in the RRP is limited, a report of Health sector activities reveals the sector has taken a gender-responsive approach. According to the sector, the Health Working Group worked to incorporate a gender lens over the course of 2023 particularly planning, implementation, and monitoring.⁴¹

Response by Emergency Medical Teams (EMT) as coordinated by WHO, focused on the protection of women and girls by including prevention activities such awareness raising on sexual and gender-based violence, and men's engagement. EMT personnel includes qualified personnel were trained on gender in emergencies and EMTs leveraged the expertise of women-led organizations and local humanitarian partners to identify priority needs and GBV risks during emergency response.⁴²

From an IM point of view, the Health Working Group collects gender disaggregated data on participation of clinical personnel in training, while the EMT Minimum Dataset includes an analysis of the impacts of emergencies on women, men, girls, and boys, and collects sex and age disaggregated data by default.⁴³

Supported by UNFPA, costs for SRH-related services provided in hospitals for women and girls refugees with temporary protection were covered in 2023 through the National Health Insurance Company. Support was also provided to pregnant women and lactating mothers with cash assistance and specialized maternity bags. SRH activities also included the renovation and endowment of relevant health facilities.⁴⁴ Capacity building activities were conducted with staff of perinatal centres on gynecological and obstetric emergencies' case management, and with primary healthcare providers and interdisciplinary teams (staff of Youth Friendly

Health Centres, Community Mental Health Centres, Hospitals Emergency Departments and forensic medicine specialists) on clinical management of rape.

E. The RRP addresses mitigation and response to GBV.

→ Criteria Fully Met

As outlined in section I.2 B above, within the 2023 RRP, the sub-sector on GBV addresses mitigation and response to GBV.

An overview of the GBV sub-sector activities reveals further details on relevant actions. According to the GBV sub-sector, members have trained over 3,150 frontline responders and program managers in 2023 on GBV core concepts, GBV minimum standards, GBV risk mitigation, intimate partner violence and mandatory reporting as well as on addressing the needs of persons who engage in the sale and exchange of sex in humanitarian settings. Several trainings included sessions on Gender in Humanitarian Action conducted by the Gender Task Force. Multi-sectoral services, including health, legal, psychosocial support as well as case management, reached more than 15,780 survivors and persons at risk of GBV. GBV referral pathways are in place for all regions of Moldova. Information about GBV services, sexual and reproductive health and Prevention of Sexual Exploitation and Abuse (PSEA) reached more than 9,000 persons.⁴⁵

Several assessments and studies were conducted since the beginning of the refugee influx, including

41 Health Working Group, October 2023.

42 Health Working Group, October 2023.

43 Health Working Group, October 2023.

44 These included: Private Lactation Spaces at Chisinau Train Station, endowment of 8 hospitals with modern life-saving medical equipment for Comprehensive Emergency Obstetric Care and Emergency Gynaecological Care; endowment of the National Blood Transfusion Center and 14 health-care facilities with blood banks; renovation and endowment of space for assisting survivors of rape within the National Centre of Forensic Medicine; endowment of modern medical equipment for 26 gynaecological examination offices in Hospitals' Emergency Departments, and an additional 11 hospitals; as well as endowment of gynaecological examination rooms and counselling spaces were equipped with devices and furniture for counselling survivors of rape; 12 colposcopy offices were endowed with colposcopy equipment, IT equipment and software; 20 ambulances were provided to territorial stations of the National Centre for Pre-hospital Emergency Care, 9 additional ambulances - to Perinatal Centers and a mobile clinic to the Youth Friendly Health Network. Mannequins were provided for building practical skills on SRH to the Simulation Centre of the Institute of Mother and Child and all medical education institutions in the country. (Source: Health Working Group, October 2023)

45 GBV Sub-Working Group, October 2023.

a GBV safety audit, an analysis of the legal framework in Moldova around mandatory reporting of intimate partner violence, and a risk analysis in cash and voucher jointly with the Cash Working Group. A second GBV safety audit encompassing women, girls, boys, and men, including those belonging to groups disproportionately affected by displacement, such as Roma, LGBTQIA+, persons with disabilities and women who engage in the sale and exchange of sex were included. In addition, the safety audit is also looking at potential risks associated with temporary protection and with technology-facilitated GBV. In collaboration with women-led organizations, a mapping of GBV services and capacities is also being conducted and will support the identification of gaps and areas to prioritize on the GBV response, and a study on the barriers to GBV and SEA is being carried out.⁴⁶

The GBV sub-sector has worked with the Basic Needs Working Group to incorporate GBV risk mitigation measures in the SOPs for the consolidation strategy of the Refugee Accommodation Centres. A document was developed to support organizations identifying potential risks and referring survivors to services in line with a survivor-centred approach.⁴⁷

F. The RRP addresses mitigation and response to Sexual Exploitation and Abuse.

→ Criteria Fully Met

The RRP includes a dedicated section on PSEA under cross-cutting priorities, which focuses on PSEA capacity building, community outreach, SEA risk assessment and mitigation, and inter-agency complaints and feedback mechanisms.

An overview of PSEA Task Force relevant actions provides further details on how PSEA is being addressed. According to the Task Force, with over

100 organizations operating in Moldova, the UN Country Team and the Refugee Coordination Forum have adopted a joint approach to ensure that all people receiving aid can do so with safety and dignity. The PSEA Network and the PSEA Task Force are joint coordination bodies under the overall leadership of the UN Resident Coordinator and the Refugee Coordinator that promote a collaborative approach across the humanitarian-development spectrum.⁴⁸

Since the beginning of the humanitarian response in 2022, they have provided PSEA essential training to over 1,300 aid workers in Moldova. The Network has also translated the IASC Learning Package on Saying No to Sexual Misconduct into Romanian and has been promoting its use by local organizations through four Training-of-Trainers workshops to build local capacity on PSEA. These efforts have yielded substantial results: according to a Perception Survey involving over 350 aid workers, nearly 80% affirmed receiving PSEA training in the past 12 months, with 98% endorsing its usefulness and relevance. Furthermore, there is a high-level understanding of core PSEA standards among respondents.⁴⁹

Throughout 2023, partners have also reached more than 3,680 individuals with PSEA awareness-raising activities. To address the limited capacity for SEA investigations within local CSOs, WHO, UNHCR, UNICEF, and IOM have initiated a collaborative project to develop a pool of local investigators. Fifteen CSO representatives, mostly women, have already been trained through the CHS Investigator Qualification Training Scheme (Tier 1 and 2). In addition, with the support of WHO, a consultant has been hired to support UN Agencies to ensure that all partners have their SEA risks assessed and put in place capacity strengthening implementation plans.⁵⁰

A joint PSEA risk assessment was concluded, which included primary data collection from over 800

46 GBV Sub-Working Group, October 2023.

47 GBV Sub-Working Group, October 2023.

48 PSEA Task Force, October, 2023.

49 PSEA Task Force, October, 2023.

50 PSEA Task Force, October, 2023.

respondents and a secondary data review to identify risks to be prioritized for the development of the upcoming 2024 action plan, which will support consolidating the collaborative and complementary approach of PSEA efforts in Moldova.⁵¹

G. The RRP reflects commitment to Accountability to Affected Populations (AAP), UNHCR Age, Gender and Diversity Policy, the IASC Policy on the Centrality of Protection in Humanitarian Action, and the IASC Gender Policy.

→ **Criteria Fully Met**

The RRP reflects a commitment to AAP, which has a stand-alone section in the plan, and is informed by an age, gender and diversity policy, as well as a protection policy.

According to the AAP Task Force, they developed diversity-informed information campaigns with different target audiences in mind. For example, information material was designed to be user-friendly and reach a diverse audience using varied media formats including video, sign interpretation, and adapted visual materials, both online and printed. These materials were revised with the support of the Disability and Age Task Force members. In addition, together with GBV SWG, the AAP TF developed a radio information campaign targeting female refugees, about sexual harassment and which services are available.

In addition to the RRP, the 2023 Winterization plan included a specific section outlining sector-specific gender considerations for the winterization response. The Moldova Contingency Plan 2022, does not include gender considerations, aside from reference to the demographics of the affected population including by sex and age.⁵²

⁵¹ PSEA Task Force, October, 2023.

⁵² Inter-agency contingency plan Moldova, September 2022, page 5

⁵³ See: Partners Achievements page for the Moldovan Refugee Response: <https://app.powerbi.com/view?r=eyJrjoiMjksOTJkMGZTEzExNyooNmE1LWJiNTAtMTIjRiODhINWYzIiwidC6ImU1YzZM3OTgxLTy2NjQ0NDEzNC04YTBJLTy1NDNkMmFmODBiZSIsImMiOjhg>



1.3 GENDER RESPONSIVE MONITORING AND REPORTING

Extent to which gender responsive monitoring, evaluation and reporting mechanisms are in place

CRITERIA:

- A.** Refugee-related data collection, monitoring and reporting tools systematically incorporate, analyse and report on **SADDD**.
- B.** More than 50% of **sector performance indicators** are gender responsive.
- C.** **Gender and Age Marker (GAM)** is implemented and tracks gender responsiveness of refugee response projects.
- D.** The Moldovan Refugee Response is evaluated against gender-specific results after every cycle.
- E.** Each sector strategy/work plan has integrated gender equality considerations and routinely reports on their status.

NARRATIVE:

A. Refugee-related data collection, monitoring and reporting tools systematically incorporate, analyse and report on SADDD.

→ **Criteria Partially Met**

The overview of partner achievements for the refugee response is reflected in UNHCR's online Activity Info Dashboard.⁵³ The data includes information on the number of partners, number of activities by sector, geographical coverage of activities, and numbers of people reached, filtered by sector, and related

indicators. While the indicators refer to sex and age disaggregated data, this information is not presented in the dashboard. As such, SADDD is not reported on or analysed on this platform.

More detailed results data for the period of January-August 2023, which was extracted from the Operational Data Portal of Activity Info⁵⁴ (based on results as reported by individual agencies) reveals that out of the total reported animate indicators 33% are disaggregated by sex, age and disability, and 5% are not disaggregated by any dimension of diversity.

The majority of stand-alone information products from sectors or overall snapshots of the situation, such as fact sheets and dashboards, reviewed for this assessment include basic demographic data on sex and age, however data on diversity/intersectional issues was often not evident.⁵⁵

B. More than 50% of sector performance indicators are gender responsive.⁵⁶

→ Criteria Partially Met

In the 2023 Moldovan response, 55% (56 out of 102) of all Activity Info performance indicators related to individuals and children were gender responsive.⁵⁷ Among the sectors, WASH, Food Security, Basic Needs had more than 80% gender-responsive indicators (at 86%, 80%, 80% respectively); the Health and Nutrition sector had 64% gender-responsive indicators; and the sectors and sub-sectors of Child Protection, GBV, and Livelihoods each had 50% gender-responsive indicators. The sectors of Protection and Education had less than 50% gender-responsive indicators (46% and 28% respectively), thus did not meet the threshold criteria.⁵⁸

In the future, consider reformulating gender-neutral indicators to be more gender-responsive (e.g. “number of children” can be rephrased as “number of children disaggregated by gender and age” and consider reformulating some non-animate indicators to reflect a more people centred approach (e.g. “number of cases,” can be rephrased as “number of individuals provided with case management support, disaggregated by sex, age and diversity”).

54 This data was extracted into an Excel file so information about SADD and calculated manually - creating an online interface which can easily identify gender trends in programs results would be welcome.

55 For example:

- Shelter: RAC Dashboard (May 2023) includes demographic data on residence including by gender, age, vulnerability. However, there is no information on breakdown by Roma/ethnicity, and on gender breakdown by age category. Also, the lists of needs are not linked back to gender or age. <https://data2.unhcr.org/en/documents/details/101294>
- CASH Assistance fact sheet (January 2023) includes data on gender and age, but not on ethnicity, or vulnerability factors. <https://data2.unhcr.org/en/documents/details/99724>
- GBV SWG Dashboard (August 2022) includes some statistics on % of women and girls in the response, but limited reporting on SADDD in terms of results. <https://data2.unhcr.org/en/documents/details/95748>
- Daily Population Trends (August 2023) includes data on sex and age, and third country nationals. There is no data however on Roma, people with disabilities, older persons. <https://data2.unhcr.org/en/dataviz/248?sv=oandgeo=680>
- Temporary Protection update (7 Aug 2023) does not include SADDD: <https://data2.unhcr.org/en/documents/details/102835>
- Temporary Protection data collected by the Government includes SADDD: <https://igm.gov.md/ro/content/statistica-5%C4%83pt%C4%83m%C3%A2nal%C4%83-igm-4>
- Temporary Protection Dashboard includes SADDD information about respondents, but does not allow for sex disaggregation across other results: <https://app.powerbi.com/view?r=eyJrjoiZDkxYzQ4MTQ0NzNjNCo0NjBmLWExZDgtMzRmOTRlYmQ2ZC5liwidCl6lU1YzMyOTg3LTUyNjQ0NDZlYmVjYmVjNDNkMmFmODBiZSIsImMiOjhg>
- Regional Protection Profiling and Monitoring Dashboard, includes basic demographic data on respondents and household composition by age and sex, but it is not possible to analyze other findings by gender (e.g. access to rights by gender): <https://data2.unhcr.org/en/dataviz/250?sv=oandgeo=680>

56 Gender responsive indicators refers to indicators that make reference to disaggregation by gender and age, for example: “number of individuals who received hygiene items disaggregated by gender and age” as opposed to gender-blind indicators which do not, for example: “number of children accessing formal education.”

57 These exclude the 25 non-animate indicators related to cases, assessments, consultations, devices, objects and municipalities.

58 Moldova Activity Info Indicators for 2023: <https://data2.unhcr.org/en/documents/details/99576>. Number of indicators that are gender responsive by sector: Basic Needs: 8 out of 14 (57%); Food Security: 4 out of 6 (66%); WASH: 6 out of 8 (75%); Education: 4 out of 17 (23%); Health and Nutrition: 9 out of 18 (50%); Livelihoods: 7 out of 19 (36%); Protection: 6 out of 16 (37.5%); Child Protection: 6 out of 14 (42%); GBV: 6 out of 15 (40%).

C. Gender and Age Marker (GAM) is implemented and tracks gender responsiveness of refugee response projects.

→ **Criteria Not Met**

The Gender and Age Marker was not introduced in Moldova in 2022 or 2023. While the Moldovan refugee response would benefit from introducing the GAM in 2024, dedicated funding for gender capacity to lead the process is required.

D. The Moldovan Refugee Response is evaluated against gender-specific results after every cycle.

→ **Criteria Partially Met**

The 2022 RRP Ukraine End of Year Report provides an overview of achievements by country. The Moldova chapter makes reference to: women when referring to population demographics (with women comprising 60 percent of the over 102,000 refugees remaining in Moldova); the participation of women-led organizations in local refugee coordination forums⁵⁹; the Gender Task Force's training on GIHA and provision of 1 million USD in funding to women-led organizations;⁶⁰ and highlights the work of the Platform for Gender Equality in supporting its network of members to work with host communities and refugee women, in focusing on economic empowerment, gender-based violence prevention and response, and social inclusion, and in co-chairing the Gender Task Force.⁶¹ In addition, the report also highlights activities linked to gender priorities including training conducted on GBV and PSEA, the development of PSEA SOPs, and distribution of dignity kits to women and girls.

59 See: 2022 RRP Ukraine EOY Final Report, p.26: <https://data.unhcr.org/en/documents/details/99791>

60 Ibid. p27

61 Ibid. p28.

62 See: Quarterly Inter-Agency Moldova Snapshot - January to June 2023: <https://data.unhcr.org/en/dataviz/291?sv=54andgeo=0>

That said, the reported numbers of populations reached by the response are not disaggregated by age or gender, and there is no reference to specific outcomes for women, men, girls and boys and other dimensions of diversity (sector and cross-sectoral) presented in the report.

The 2023 mid-year report of the Ukraine Situation Regional Refugee Response Plan, which provides an overview of results across the regional refugee response, is accompanied by an online Quarterly Inter-Agency Regional Snapshot which includes more quantitative details at the country level of the achievements made against the regional indicators and the funding status of the RRP.⁶² The results for Moldova are presented against achievements by sector, but the data presented is not sex, age and disability disaggregated and there is no reference to specific outcomes for women, men, girls and boys and other dimensions of diversity presented in the report.

It is important to highlight that at the country level, information on people reached by the response is disaggregated by sex and age, and available for all sector leads in Activity Info, and overall information on people reached is disaggregated by sex and age in Quarterly Reports published by UNHCR in Moldova.

E. Each sector strategy/work plan has integrated gender equality considerations and routinely reports on their status.

→ **Criteria Partially Met**

With regards to planning, an analysis of thirteen 2023 work plans for sectors, working groups and task forces, revealed varied results. 23% of work plans do not reference gender equality considerations or SADDD at all, 54% reference gender or inclusion 1 to 3 times, and the remaining 23% reference gender between 4–23

times.⁶³ As sector work plans focus on coordinating the sector/working group rather than program implementation, the work plans are not necessarily representative of the gender responsiveness of actual programs.

With regard to results reporting, the sector results presented in the Moldova Inter-Agency Updates for Q1⁶⁴ and Q2⁶⁵ include some SADDD in the overall figures of numbers of refugees and people reached, but not in sector specific results, except for Child Protection, which included sex disaggregated data

on numbers of girls and boys reached through child-friendly spaces.⁶⁶ Although reports did not relate to specific outcomes for women, men, girls and boys, as well as other dimensions of diversity and intersectionality, they highlighted some activity results linked to gender priorities including capacity building on gender equality, GBV and PSEA; GBV prevention and response programs; awareness raising on GBV, PSEA and Sexual and Reproductive Health, gender-related research, among others.

63 An analysis of 2023 work plans for sectors, sub-sectors and task forces show mixed results with varied references to gender across sectors. For example:

1. *Protection*: work plan includes reference to gender under section on AAP “ensure inclusion of persons and organizations representing various gender, age and diversity groups” and GBV is mentioned once under coordinating capacity building activities.
2. *Child Protection Sub-sector*: includes 5 references to gender including in overarching objective (referencing integration of cross-cutting issues); and in relation to member capacity building (training frontline staff on gender and GBV risk mitigation).
3. *GBV Sub-sector*: work plan includes reference to gender and age in indicators to measure persons reached/service providers with training, although no mention of men and boys.
4. *Education*: includes one reference to gender when coordinating with cross-cutting issues groups on capacity building.
5. *Health and Nutrition*: work plan mentions gender 23 times, incorporates SADDD in all its indicators, refers to targeted activities for women and children, mentions PSEA in staffing/capacity building, and makes reference to SRHR in the section on accessing health services.
6. *Livelihoods and Socio-Economic Inclusion*: work plan mentions gender 4 times, under strengthened coordination – gender mainstreamed in livelihoods inclusion activities and results; under capacity building: strengthened gender mainstreaming in sector programming; reference to gender and intersectionality check list; reference to distinct interventions for women, young people, PwD, Roma and other categories;
7. *Basic Needs*: work plan (WASH and Food Security) includes no reference to gender, women or SADDD.
8. *Food Security*: work plan includes no mention of women, gender or SADDD.
9. *AAP*: work plan references gender under community engagement – referencing support refugee participation including women, men, boys and girls; under AGD-sensitive feedback mechanisms, as well as collaboration with the Gender Task Force on capacity building.
10. *PSEA*: work plan mentions inclusion of persons of and orgs representing various gender, age, and diversity groups” and mentions GBV once under coordinating capacity building activities.
11. *Disability and Age*: work plan includes no reference to gender, women, diversity or intersectionality.
12. *MHPSS*: work plan includes one SADDD indicator related to number of participants accessing PSS activities.
13. *Gender Task Force*: includes gender mainstreaming throughout the section (this was not included in the analysis of other sector work plans so as not to influence results).
14. *Cash*: work plan references accountability to affected populations but includes no mention of gender, women, diversity or intersectionality.

64 Ukraine: Moldova - Inter-agency operational update - 1st Quarter (EN) <https://data.unhcr.org/en/documents/details/101530>

65 Ukraine situation: Moldova: Refugee Coordination Forum - Inter-Agency Operational Update Q2 (30 June 2023) <https://data.unhcr.org/en/documents/details/103692>

66 See: Moldova Inter-Agency Updates Q2, page 10. <https://data.unhcr.org/en/documents/details/103692>

II. GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN PARTICIPATION AND LEADERSHIP



2.1. PARTICIPATION OF WOMEN'S ORGANIZATIONS AND REFUGEE WOMEN

Extent to which humanitarian partners engage and foster the participation and leadership of national and local women's organizations and refugee women in coordination mechanisms

CRITERIA:

- A. Consultations were conducted** with local women's organizations and/or refugee women to inform the formal refugee response planning processes and assessments.
- B. Number and type of** women's organizations and women's CSO networks and/or refugee women that were consulted in the 2022/23 annual humanitarian planning process.
- C. Inputs** of women's organizations and/or refugee women were **integrated** into RRP and other related planning processes.
- D. Representatives** of women's organizations and refugee women leaders are included in the RCF, *Local Coordination Forums and sectors*.

NARRATIVE

A. Consultations were conducted with local women's organizations and/or refugee women to inform the formal refugee response planning processes and assessments.

Criteria Fully Met (at least 2 consultations)

Since the start of the response in March 2022, agencies have been consulting with populations including refugee women and local women's organizations to inform needs assessment (see examples of assessments listed in section 1 A above).

At least 2 consultations were conducted with local women's organizations and/or refugee women to inform formal refugee response planning processes and assessments. These include:

- In October 2022, consultations were held across Moldova in the context of the Local Refugee Coordination Forums. According to the report of the consultations, the participatory sessions gathered a diverse group of actors to listen to their overall feedback regarding the ongoing response, identify their needs, challenges, and proposed solutions to inform the planning process. Over 100 persons (79% female) from public institutions, international organizations, national and local NGOs, refugees and host communities participated in ten local consultations in nine cities of Moldova.⁶⁷ A specific consultation with Roma refugees was convened. The consultations covered a large range of topics relevant to the refugee response in Moldova, such as protection, basic needs, access to services (health, education, connectivity, etc.), social cohesion and

⁶⁷ The cities included: Chişinău, Ocniţa, Otaci, Donduşeni, Bălţi, Comrat, Cahul, Căuşeni and Ştefan Vodă. The locations were selected due to the significant presence of refugees living in those areas according to information collected through the delivery of cash assistance.

other topics of interest for the community.⁶⁸ While the report does disaggregate the sex of individual participants, it does not include information about if and how many women's organizations and/or refugee women were represented in the consultations, making it difficult to assess the extent of their participation.

- In October 2022, UN Women under the framework of the Gender Task Force in collaboration with the Refugee Coordination Forum conducted dedicated consultations with local women-led and women rights CSOs involved in refugee response in Moldova in the context of formulation of the Refugee Response Plan for 2023. The consultations were focused on the needs of women CSOs involved in refugee response, on gaps and challenges from the perspective of intersectionality, as well as on recommendations on strengthening gender mainstreaming into humanitarian action.⁶⁹
- In November 2022, UNHCR carried out a Participatory Assessment as part of an ongoing dialogue with the refugee community in Moldova, which included separate FGDs with women across all refugee profiles (a strong example of an intersectional approach). Out of the 340 FGD participants, some 73% were female, reflecting the gendered nature of the Ukrainian crisis overall⁷⁰. Results of the Participatory Assessment informed the 2023 RRP planning process.
- In addition to consultations directly linked to the formal RRP planning process, consultations with women's organizations and/or refugee women have been conducted in the framework of the GBV Safety Audit in both 2022 and 2023 which both refugees and women's organizations were consulted; and a study by UNHCR on barriers to GBV/SEA disclosure with women-led organizations (ongoing), for example.

Formal inter-agency consultations with women refugees and local women's organizations to inform the 2024 Refugee Response Plan are being planned by the GTF and Local Refugee Forums for September/October 2023 as well as by the AAP Task Force, leading on the 2023 Participatory Assessment. Information on the number and types of organizations represented by participants should be included in future consultation reports.

In May 2023, UN Women and UNHCR, under the framework of the Gender Task Force and the Refugee Coordination Forum, commissioned a detailed assessment of local CSOs, including women-led and women's rights organizations, to gather insights about refugee planning processes, participation and inclusion. The recommendations of the report Mapping of Local CSOs in Refugee Response in Moldova include a call for the creation of more opportunities for meaningful participation and decision making of smaller and specialized CSOs in the refugee response by continuing to organize dedicated consultations with women's right organizations, women-led organizations, refugee-led organizations, organizations of persons with disabilities and LGBTQIA+ organizations. The report will be used to inform 2024 Refugee Response planning and coordination efforts.⁷¹

B. Number and type of women's organizations and women's CSO networks and/or refugee women that were consulted in the 2022/23 annual humanitarian planning process.

→ **Criteria Fully Met**

(at least 25 individuals consulted, including refugee women, women representative of CSOs including women's organizations)

68 2023 Refugee Response Plan Local Consultations Moldova (October 2022); <https://data.unhcr.org/en/documents/download/96344> <https://reliefweb.int/report/moldova/2023-refugee-response-plan-local-consultations-moldova-october-2022-enru>

69 Gender Task Force: Women CSOs RRP2023 Consultations Meeting Report, 7 October 2022; <https://data.unhcr.org/en/documents/download/96778>

70 2022 Participatory Assessment Moldova, UNHCR, p.5; <https://data.unhcr.org/en/documents/details/99673>

71 The objectives of the mapping included to explore opportunities for more inclusive and effective collaboration, coordination and participation of CSOs in the Refugee Coordination Forum; and to identify how to better support the meaningful participation of women-led and women's rights organizations in refugee response coordination, contingency planning and decision-making. UN Women and UNHCR. Mapping of Local CSOs: <https://moldova.unwomen.org/en/digital-library/publications/2023/10/mapping-of-local-csos-in-refugee-response-in-moldovanumberview>

In October 2022, at least 25 women CSOs representatives were consulted in the 2023 humanitarian planning process through the framework of the Gender Task Force and the Refugee Coordination Forum consultations. In addition, 79 women were consulted in the framework of Local Refugee Forum consultations, but the report does not specify who among them represent women's organizations and CSO networks, or refugee women. In November 2022, 248 refugee women participated in focus group discussions in the framework of the UNHCR 2022 Participatory Assessment.⁷² In addition, between August and December 2023, at least 180 women from local communities, refugee women, women with disabilities and Roma women were consulted for the GBV Safety Audit.⁷³

C. Inputs of women's organizations and/or refugee women were integrated into RRP and other related planning processes.

→ Criteria Partially Met

A substantial number of inputs from consultations with women's organizations and refugee women conducted by the Gender Task Force, the GBV Sub-Working Group, the Local Refugee Forums and through the 2022 Participatory Assessment, were reflected in the 2023 Moldova RRP and related planning process. These include specific recommendations on gender mainstreaming, targeted actions, and support to local women's CSOs.⁷⁴ (See Section 1.2 above on Gender Priorities in RRP).

In the *Mapping of Local CSOs in Refugee Response in Moldova*, however, some women representatives

felt that their inputs were not considered in formal humanitarian planning and decision-making forums. Those respondents felt that larger national organizations or structures have more say in decision-making in the refugee response, while smaller grassroots CSOs have limited influence and must adapt to the decisions taken. Additional attention to understanding such concerns, taking actions to inform smaller organizations about how they can make a meaningful impact, and addressing any barriers to inclusion should be taken.⁷⁵

D. Representatives of women's organizations and refugee women leaders included in the RCF, Local Coordination Forums and sectors.

→ Criteria Partially Met

The Refugee Coordination Forum includes representatives from the Gender Task Force, which is co-chaired by the Platform for Gender Equality, a network of local women's CSOs in Moldova.

Local Refugee Coordination Forums (LRCF) are open to the participation of local CSOs including women's organizations and refugee women leaders, and efforts to ensure inclusion are made including holding meetings in local languages and translating documents, emails, and reports into Romanian and Russian. While there is reference to the participation of women's organizations and refugee women leaders in LRCF consultation reports, the actual number of women's organizations and refugee women actively participating in the LRCFs was not available in the documents reviewed for this report.⁷⁶

72 2022 Participatory Assessment Report, Moldova, UNHCR February 2023. <https://data.unhcr.org/en/documents/details/99673>

73 GBV Sub-Working Group, Moldova December 2023.

74 See: Women CSOs RRP2023 Consultations Meeting Report, 7 October 2022.

75 Respondents also noted that grassroots CSOs' views and opinions have not always been considered and/or endorsed, and that their overall impression was that they are regarded by international humanitarian actors more as partners implementing programs and projects on the ground rather than decision-makers. UN Women and UNHCR. Mapping of Local CSOs: p.29; <https://moldova.unwomen.org/en/digital-library/publications/2023/10/mapping-of-local-csos-in-refugee-response-in-moldovanumberview>

76 The GTF should communicate this criterion to all WGs so that in the future they can record which organizations participate in their meetings are women's organizations/refugee leaders, etc.

Results from the Mapping of Local CSOs in Refugee Response in Moldova found that despite efforts to involve local CSOs including women's organizations in refugee coordination structures, only 25% of CSOs regularly participated in refugee coordination meetings, with women's rights organizations being the most active.⁷⁷ Low levels of participation were attributed to a limited clarity among CSOs about their role in refugee coordination, their limited ability to influence decisions, small numbers of staff which limited their capacity to attend many of the meetings, and to a lack of information about upcoming meetings.⁷⁸ Helping to clarify their role and how they can influence decisions in such meetings may help promote greater participation.

In 2023, UN Women contracted three refugee women coordinators in Balti (North region), Cahul (South region) and Ungheni (West region) to support local CSOs and refugee communities in their regions, ensure that the needs of refugee women and girls are addressed comprehensively and effectively, as well as to participate in the Local Refugee Coordination Forums to represent refugee women's issues

and provide their gender-sensitive perspectives on priorities and gaps in the refugee response. They have been attending these forums and also feed into meetings of the Gender Task Force at the national level. This model may be considered a promising for inclusion of refugee women in response planning, as well as for providing tailored job opportunities for refugee women, supporting the ecosystem of CSOs in Moldova, ensuring effective refugee and host community outreach, enhancing coordination of refugee response and promoting peace by strengthening social cohesion and integration of refugees in local communities.

The extent to which women's organizations and refugee women leaders participate in sectors is difficult to track, as meeting minutes list names of participating organizations, but don't necessarily include a description of them. It could be assumed that some sectors, such as the GBV sub-working group, or the Gender Task Force, have more regular representation of women's organizations than other sectors, given the nature of the sector.

77 58% of WROs reported participating in coordination forums, followed by WLOs (22%), MLOs (18%), UN Women and UNHCR. Mapping of Local CSOs: <https://moldova.unwomen.org/en/digital-library/publications/2023/10/mapping-of-local-csos-in-refugee-response-in-moldovanumberview>

78 UN Women and UNHCR. Mapping of Local CSOs: <https://moldova.unwomen.org/en/digital-library/publications/2023/10/mapping-of-local-csos-in-refugee-response-in-moldovanumberview>

That said, some information for individual donors is available. For example, the Women’s Peace and Humanitarian Fund directly targeted WROs/WLOs with flexible funding in the total amount of USD 3,981,194 for a total of 21 CSOs supported (6 partner agreements in 2022 with USD 993,294 and 18 partner agreements in 2023 USD 2,987,900).

mainstreaming, provided strategic advice and technical support to the Refugee Coordination Forum, and worked in close collaboration with UNHCR. UN Women staff and experts also focused dedicated attention on increasing the participation of local women’s organizations and refugee women across the response (see Section 2.1.D above).



3.2. HUMAN RESOURCES

Extent to which gender expertise available to the refugee response

CRITERIA:

- A. One or more gender in humanitarian action **experts** is deployed to provide advice and technical guidance to senior leadership.
- B. **Gender Focal Points** are appointed by agencies and sector working groups and actively lead on GFP issues.

NARRATIVE

A. One or more gender in humanitarian action experts is deployed to provide advice and technical guidance to senior leadership.

→ **Criteria Fully Met**

At the interagency level, UN Women led on providing gender technical guidance to the Refugee Coordination Forum for the refugee response. To support this effort, UN Women ensured dedicated gender in humanitarian action (GIHA) staff to support the inter-agency Refugee Response in Moldova. As co-lead of the Gender Task Force, UN Women along with the co-chair CSO Platform for Gender Equality led inter-agency coordination efforts on gender

B. Gender Focal Points are appointed by agencies and sector working groups and actively lead on gender issues.

→ **Criteria Partially Met**

As of September 2023, 16 Gender Focal Points (GFPs) appointed by agencies and sector working groups were registered as Gender Task Force members. These include GFP from INGOs (6), local CSOs (1), Government⁸¹ (1), and UN agencies⁸² (8). The GFP include representation from 9 sectors: Livelihoods, GBV and Cash and Voucher Assistance, Accommodation and Transport, Information Management, Child Protection, Health, Food Security, and Education.

While some GFPs have a background in gender, the majority who participate in the GTF are not gender experts, many are staff with limited decision-making power, and often there is a high turnover, making it challenging for them to actively lead on gender issues at the GTF and likely in their sectors.

The GBV sub-sector has made systemic efforts to address gender and diversity in their work. For example, they have trained front line responders on GBV, and have integrated GiHA components into these trainings, they have carried out GBV safety audits, and are working to integrate GBV risk mitigation and response across sectors.

Information about whether gender focal points actively lead on gender issues in the framework of their respective sectors was not available for other sectors.

81 Head of Department for Gender Equality Policy from the Ministry of Labor and Social Protection.

82 These include UNDP, UNFPA, UNHCR, UNICEF, WHO, and WFP.



3.3. GENDER ACCOUNTABILITY

Extent to which humanitarian partners are committed to championing gender equality and are accountable for IASC Gender Policy

CRITERIA:

- A. A country-specific plan for Gender Equality and the Empowerment of Women and Girls, including strategies for engagement with local women’s organizations and refugee women prepared/endorsed/implemented by RCF/ ISCG.
- B. Gender equality and women’s empowerment is a regular topic of discussion in the sector and sub-sector WG meetings and Inter-Sector Working Group Coordination meetings.
- C. Members of sector working groups and front-line staff participate in trainings on gender equality and diversity.

NARRATIVE

A. A country-specific plan for Gender Equality and the Empowerment of Women and Girls, including strategies for engagement with local women’s organizations and refugee women prepared/endorsed/implemented by RCF/ ISCG.

→ Criteria Fully Met

While there is no standalone country-specific plan for GEEWG for the refugee response, gender considerations have been mainstreamed throughout the refugee response plan⁸³ (see section 1.2 above).

To support the refugee response, the Gender Task Force, an inter-agency cross-cutting thematic group established under the Refugee Coordination Forum (RCF), has an annual work plan, endorsed by the RCF, which outlines the country wide plan to strengthen coordination for gender equality and the empowerment of women and girls in the Ukrainian refugee response, including through engagement of local women’s organizations and refugee women.

Since the establishment of the GTF local women’s organizations were engaged and involved, and in 2023, the GTF with the support of UN Women stepped up its engagement with refugee women including by contracting three refugee women from different regions in Moldova to represent the voices of refugee women in relevant local refugee coordination forums and at the GTF (see section 3.4 below).

There are currently discussions initiated by the RCF with the Resident Coordinator’s Office in Moldova to develop a broader UN strategy for the engagement with CSOs, including women’s organizations, in the country, building on the recommendations of the report on Mapping of the CSOs in the Refugee Response.⁸⁴

B. Gender equality and women’s empowerment is a regular topic of discussion in the sector and sub-sector WG meetings and Inter-Sector Working Group Coordination meetings.

→ Criteria Partially Met

83 There are generally no stand-alone gender plans in refugee response frameworks, rather they are mainstreamed into the broader response. This is also the case for the Moldovan development framework, where gender equality and the empowerment of women and girls is integrated into the Moldova UN Cooperation framework and assessed annually through a gender equality scorecard (See: UNDP and UN Women: [UNCT-SWAP Gender Equality Scorecard, Performance Indicators for Gender Equality and the Empowerment of Women for UN Country Teams, 2018 Framework and technical guidance \(2018\)](#)). In addition, the Moldovan government has a plan for the National Program for Gender Equality for 2023-2027.

84 Mapping of Local CSOs in Refugee Response in Moldova (September 2023), <https://moldova.unwomen.org/en/digital-library/publications/2023/10/mapping-of-local-csos-in-refugee-response-in-moldovanumberview>

Gender equality and women's empowerment has been discussed at sector and sub-sector WG meetings, at the Refugee Coordination Forum and at the Inter-Sector Coordination Group meetings on an ad hoc basis. Whenever the Gender Task Force requests to present or discuss an issue related to GEEWG, they are welcomed by the sectors and a dedicated space on the agenda is created for them. For example, the GTF has had dedicated presentations on gender tools and/or gender considerations at the GBV SWG, the Inclusion and Livelihoods WG, the MHPSS Task Force, and has presented the results of the gender assessment at the Refugee Coordination Forum and the Regional GBV Task Force.

C. Members of sector working groups and front-line staff participate in training on gender equality and diversity.

→ **Criteria Partially Met**

In 2022, 120 front line staff including representatives from UN, INGOs, CSOs, and Government actors participated in Gender in Humanitarian Action Training. Around 50 Individuals were also reached with self-paced training on GiHA.⁸⁵

Between January to September 2023:

- 113 front line staff (97 women, 15 men, 1 intersex), participated in training on gender equality and diversity issues delivered by the GTF. While these trainings were positively received, the majority of participants were women representatives from CSOs, INGOs and local government with few participants from sector management or UN agencies. Ideally, a greater number and a more diverse range of individuals should participate in gender trainings, including men, and members of under-represented groups.
- More than 3,150 individuals participated in training on GBV.

- More than 1,300 individuals (953 women, 388 men) participated in training on PSEA.
- More than 500 individuals participated in training on disability and age inclusion delivered by OPDs and Members of the DATF.



3.4 COORDINATION

Extent to which gender is addressed and integrated into formal coordination mechanisms

CRITERIA:

- A. A GiHA coordination mechanism** with sufficient gender expertise and resources is established and meets regularly.
- B. The group systematically assesses and reports** on the gender dimensions and feeds into humanitarian coordination and decision-making.
- C. GTF membership includes a wide representation of sectors**, including local and international CSOs, UN Agencies, representatives of the local and central government and refugee women (number of sector and sub-sectors represented in the group during 2022 and 2023).
- D. TOR of inter-agency coordination mechanisms** at both national and local level specifically includes gender mainstreaming related responsibilities.

NARRATIVE

A. A GiHA coordination mechanism with sufficient gender expertise and resources is established and meets regularly.

→ **Criteria Fully Met**

⁸⁵ Training series on concepts, international framework, and methods for working toward gender equality and women's empowerment. Links to key courses: [I Know Gender 1-2-3](#) (mandatory for all other courses), [I Know Gender 10: Gender Equality in Emergencies](#) and [IASC e-learning on Gender Equality in Humanitarian Action](#).

The Gender Task Force (GTF) was established in March 2022, and serves as one of the cross-cutting coordination mechanisms within the Refugee Coordination Forum in Moldova. The objectives of the GTF are to 1) increase coordination on gender in humanitarian action with relevant stakeholders including addressing the humanitarian-development-peace nexus, economic resilience, and localization⁸⁶; 2) provide technical support and capacity building for relevant stakeholders on gender in humanitarian action including through attention to humanitarian-development-peace nexus, economic resilience and localization⁸⁷; and 3) increase advocacy, communication and knowledge building on gender responsive humanitarian action including through focus on humanitarian-development-peace nexus, economic resilience, and localization.⁸⁸

As of 2023, the GTF had 130 registered members, out of which 20-25 members attend regular monthly and ad hoc meetings. The GTF is co-chaired by UN Women and the Platform for Gender Equality, a network of 51 local women’s CSOs and gender experts, that brings gender expertise to the group. In 2022 and 2023, resources were allocated to the GTF (via UN Women) to enable it to be staffed, to organize workshops, to carry out training and conduct gender assessments. GTF funding for 2024 has not yet been secured, which puts in question the capacity to carry out gender mainstreaming without dedicated resources including staff.

2023 GTF Vision and Mission

Our Vision

Women, men, girls and boys in all their diversity affected by the Ukraine refugee crisis in Moldova — particularly the most at marginalized and those at heightened risk— have equitable access to and benefit from humanitarian relief, services and information.

Our Mission

To strengthen accountability on mainstreaming gender in the refugee response, by ensuring that humanitarian actors understand and address the different needs, priorities and capacities of affected refugees and host community populations of all genders, ages and diversities, including the most marginalized population and those at heightened risk, when designing, planning, costing, implementing, monitoring and evaluating refugee response efforts. This includes ensuring that the strengths, capacities and expertise of refugees and host communities—including women and girls—as well as women-led organizations, are included in protection responses, participation, decision-making and leadership structures.

B. The group systematically assesses and reports on the gender dimensions and feeds into humanitarian coordination and decision-making.

→ **Criteria Fully Met**

The GTF systematically assesses and reports on the gender dimensions of the response and has fed into humanitarian coordination and decision-making. This includes providing input into the Moldovan RRP (2022 and 2023), the 2022/23 and 2023/24 winterization plans, assessment methodologies and findings including the MSNA and sectoral assessments. The GTF has facilitated the meaningful participation of refugee women and women organizations in the formulation and coordination of the refugee response and is supporting gender mainstreaming across the response. It has also

86 This includes conducting regular coordination meetings, strengthening inclusion and participation of WLOs, WROs and refugee women in the GTF, and strengthening collaboration and information sharing with the RCF and other sectors.

87 This includes ensuring gender is mainstreamed across the humanitarian planning cycle, providing input into RRP 2024 planning processes, advocating, and supporting the collection and analysis of SADDD, strengthening participatory approaches, and designing gender responsive, targeted and transformative actions. It also includes conducting capacity building activities with key stakeholders on gender mainstreaming.

88 This includes providing input into analytical briefs to raise awareness of gender and diversity issues, to organize joint advocacy initiatives and information sharing activities with a focus on intersectionality, to share lessons learned and good practice on gender responsive programming, and to continue to engage with donors.

initiated gender-specific assessments and reports, including a mapping of CSOs including women's organizations in the Moldovan Refugee Response (August 2023),⁸⁹ and several Gender Assessments including a rapid gender assessment in 2022⁹⁰ and a more comprehensive gender assessment in 2023: "Liminal Lives: A Gender and Diversity Assessment of Refugees from Ukraine in Moldova After One Year of Forced Displacement" (May 2023). The GTF has also produced knowledge products to inform humanitarian action, including gender mainstreaming checklists (2022) in English, Romanian and Russian languages.⁹¹

C. GTF membership includes a wide representation of sectors, including local and international CSOs, UN Agencies, representatives of the local and central government and refugee women (number of sector and sub-sectors represented in the group during 2022 and 2023).

→ Criteria Partially Met

As of 2023, the GTF membership list includes 130 individuals from over 60 organizations including local and international CSOs, UN agencies, and representatives of local government⁹². Out of these, approximately 20-25 individuals, representing 15 organizations, actively participated in monthly GTF coordination meetings in 2023.⁹³ They include a wide representation of types of agencies (UN, Government, CSOs) and sectors.⁹⁴

In 2023, UN Women contracted three Ukrainian refugee women to participate in local level coordination forums to represent refugee women's voices at the local level as well as in the GTF.

According to GTF co-chairs, the level of engagement with other sectors is limited. While some sectors have appointed Gender Focal Points to attend the GTF meetings, they are often staff with limited gender expertise and/or decision-making power in their organization, so their active participation is restrained.

D. TOR of inter-agency coordination mechanisms at both national and local level specifically includes gender mainstreaming related responsibilities.

→ Criteria Partially Met

The extent to which TORs of inter-agency coordination mechanisms at national and local levels specifically include gender mainstreaming related responsibilities varies. For example, strategic references to gender (e.g. tailored activities, gender assessments, SADDD) are referenced in the TORs of working groups on: WASH, Inclusion and Livelihoods, GBV, Gender Task Force, and Child Protection. More general reference to gender mainstreaming (as part of gender, age and diversity mainstreaming and with relation to coordination with cross-cutting issue groups) are referenced in the TORs of working groups on: Protection, Education, Basic Needs, Anti-Trafficking, Disability and Age, AAP, and CASH.

Gender issues and related responsibilities are not reflected in TORs of working groups on: MHPSS, Information Management, Food Security, Health and PSEA (although the TOR of the PSEA coordinator does reference need for child and gender sensitive approaches and need to have gender expertise).⁹⁵

89 UN Women and UNHCR. Mapping of Local CSOs in Refugee Response in Moldova (September 2023), <https://moldova.unwomen.org/en/digital-library/publications/2023/10/mapping-of-local-csos-in-refugee-response-in-moldovanumberview>

90 See: Liminal Lives (2023): <https://moldova.unwomen.org/en/digital-library/publications/2023/05/liminal-lives-gender-and-diversity-assessment-of-refugees-from-ukraine-in-moldova-after-one-year-of-forced-displacement>; Brief Analysis on the Gendered Impact of the Crisis in Ukraine - focus on Moldova (2022): https://eca.unwomen.org/sites/default/files/2022-07/Brief%20analysis%20on%20the%20gendered%20impacts%20of%20the%20crisis%20in%20Ukraine%20-%20a%20focus%20on%20Moldova_2.pdf

91 See: UN Women, Gender mainstreaming checklists to inform refugee response in Moldova (2022) <https://moldova.unwomen.org/en/digital-library/publications/2022/07/gender-mainstreaming-checklists-to-inform-refugee-response-in-moldova>

92 GTF membership records, 2023.

93 For example, in 2023, an average of 29 persons from 16 organizations participated in monthly meetings, GTF Minutes of Meetings, 2023.

94 For example, Livelihoods, GBV and Cash and Voucher Assistance, Accommodation and Transport, Information Management, Child Protection, Health, Food Security, and Education.

95 PSEA WG TOR: <https://data2.unhcr.org/en/documents/details/99819>; PSEA Coordinator TOR: <https://data2.unhcr.org/en/documents/details/94795>

IV. RECOMMENDATIONS

1. GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN ANALYSIS, DESIGN AND IMPLEMENTATION

1.1 Gender Analysis

1. Ensure sector and cross-sector assessments capture and analyse SADDD⁹⁶ and include at minimum a brief **gender and diversity analysis** to highlight the distinct needs, barriers, vulnerabilities, and priorities among different affected population groups. (Sectors, Refugee Coordination Forum, Operational Agencies)
2. Ensure **gender and diversity distinctions are more prominently showcased** and analysed in information products including in online dashboards (e.g. Activity Info, Quarterly Inter-Agency Regional Snapshots, etc.) as well as fact sheets, situation reports and updates. (IM Working Group, Sector Leads, Refugee Coordination Forum, Operational Agencies)

1.2 Gender Priorities in Response Plans

3. Ensure **sectoral and cross-sectoral plans focus on the diverse needs and priorities of all distinct groups**, disaggregated by age, gender, disability and other diversity factors through both gender mainstreaming and targeted actions. (Sector Leads, Refugee Coordination Forum, Operational Agencies)
4. **Incorporate an intersectional lens in sectoral and cross-sectoral planning** in order to better target more underrepresented groups (e.g. Roma women, older women, women with disabilities), as well as to make sure the needs of men and boys are not (inadvertently) excluded. (Sector Leads Refugee Coordination Forum, Operational Agencies)
5. Continue to build on the good practices of gender mainstreaming in the response and document and disseminate best practices across the region. (Gender Task Force Moldova, Regional Gender Task Force, Refugee Coordination Forum)

1.3 Gender Responsive Monitoring and Reporting

6. Ensure that **refugee-related data collection, monitoring and reporting tools systemically incorporate, analyse and report on SADDD**. IM Working Group, Sector Leads, Refugee Coordination Forum, Operational Agencies)
7. Introduce and roll out the **Gender and Age Marker** to help track gender responsiveness of refugee response projects. (Refugee Coordination Forum, Gender Task Force, Disability and Age Task Force)
8. Review **sector performance indicators to ensure they capture SADDD** and are gender and diversity-responsive. Ensure sectors include and regularly report on gender and diversity considerations. (Sector Leads, Operational Agencies)

⁹⁶ Consider including “intersex” as an additional category for sex disaggregation (woman, man, intersex) for more granular understanding of underrepresented groups’ needs.

9. Ensure **gender and intersectional analysis is included in mid-year and end-of-year RRP reports** to clarify the impact and effectiveness of the refugee response on diverse groups. (Refugee Coordination Forum)
10. Adapt existing reporting platforms, such as the Activity Info Dashboard, to allow for **easy identification and cross-indicator analysis of data disaggregated by sex, age, disability**, and other relevant diversity factors. This may include introducing data visualization tools, graphs, or charts within the reporting platforms that can clearly present the disaggregated data. (IM Working Group, Refugee Coordination Forum)

2. GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN PARTICIPATION AND LEADERSHIP

2.1 Participation of Women's Organizations

11. Create more opportunities for **meaningful participation and decision making of smaller and specialized CSOs** in the refugee response by continuing to organize dedicated consultations with WROs, WLOs, RLOs, Organizations of Persons with Disabilities and LGBTQIA+ organizations; and invite CSO representatives to sectoral planning as well as to strategic discussions with the government, UN, INGOs and local authorities. (Refugee Coordination Forum, Local Refugee Coordination Forums, Sector Leads, Gender Task Force)
12. Create opportunities for **engagement amongst CSOs including women's organizations and refugee women** including by establishing platforms for experience exchange, peer-learning, and peer-networking to enhance knowledge and the collective response across Moldova and the Region. (Refugee Coordination Forum, Gender Task Force, Regional Gender Task Force)
13. Provide technical support to and **build the capacity of local women's organizations, as well as refugee organizations, youth organizations, Roma organizations** and other interest groups on humanitarian action, as well as operational support. (Gender Task Force, Disability and Age Task Force, Roma Task Force, GBV Sub-Working Group, PSEA Task Force, Refugee Coordination Forum)

3. ORGANIZATIONAL PRACTICES TO DELIVER ON PROGRAM COMMITMENTS

3.1 Financial Resources for Gender Targeted Programs

14. Continue to invest in gender equality and the empowerment of women and girls, including funding for technical expertise, coordination of gender mainstreaming, gender capacity across sectors, agencies and organizations, collection and analysis of SADDD, gender in humanitarian action trainings and gender equality programming to ensure sustained focus and technical support for the 2024 RRP. (Donors)
16. Introduce **criteria for gender mainstreaming in funding applications** and lobby to ensure funds for gender-sensitive tracking mechanisms such as the Gender and Age Marker are in place. (Donors)
17. Provide **flexible funding opportunities** that can be accessed and absorbed by smaller local women's CSOs and other interest groups to facilitate their engagement in the response. (Donors)

3.2 Human Resources Include Gender Expertise in the Response

18. Continue **funding Gender Task Force, as well as gender in humanitarian action experts** within the Refugee Coordination Forum and associated task forces. Promote ongoing collaboration between these experts and senior leadership, agencies, and key stakeholders. (Donors, Refugee Coordination Forum, Gender Task Force)
19. Continue investing in **systemic capacity building on gender equality and diversity issues** to develop the understanding and necessary skills for sectors, Gender Focal Points, data specialists, representatives of international and local civil society organizations, including women's organizations.⁹⁷ (Gender Task Force, Disability and Age Task Force, Roma Task Force, GBV Sub-Working Group, PSEA Task Force, Refugee Coordination Forum)
20. **Diversify the audience receiving training on gender equality programming**, to include people from different sectors, more men, more people from minority ethnic groups, senior management, etc. (Gender Task Force, Sector Leads, Operational Agencies)
21. **Define and communicate clear roles, responsibilities, and expectations for Gender Focal Points**, including responsibilities for gender mainstreaming, flagging gender-related concerns within their respective sectors/organizations, and monitoring gender-responsiveness of programs. Encourage senior level support and commitment to their roles and empower them to effectively lead on gender issues. Make sure that the work of GFPs is incorporated into their performance assessment. (Operational Agencies with support of Gender Task Force)

3.3 Gender Accountability Among Humanitarian Partners

22. Ensure **gender and diversity are included as standing agenda items** in sector and sub-sector Working Group meetings. (Sector Leads, Refugee Coordination Forum)
23. Further to this report, **develop a joint actionable responsewide Gender Accountability Framework** with clear indicators, outcomes, outputs, indicative activities and responsible parties. (Gender Task Force, Sector Leads, Refugee Coordination Forum)

3.4 Coordination:

24. Building on **good practice, increase the frequency and quality of collaboration across sectors and among agencies** on gender equality programming. (Sector Leads, Refugee Coordination Forum, Operational agencies, Gender Task Force)

⁹⁷ Training topics include: Humanitarian principles; Effective incorporation, analysis and interpretation of SADDD; Gender analysis, including its integration into assessments, plans and reports; Gender mainstreaming into sector plans and humanitarian programs; Targeted gender actions in sector plans and humanitarian programs; Intersectionality in program design, monitoring and reporting; Gender in Humanitarian Action; Gender-based Violence; Protection Against Sexual Exploitation and Abuse; Gender with Age Marker in project planning, implementation, monitoring, and evaluation; Refugee Coordination Model, RRP planning processes, advocacy, policy influence, humanitarian negotiation and effective communication strategies to enhance participation of local CSOs, including women organizations, in the refugee response; Fund-raising and grant-writing, strategic planning, program and financial management for grassroots local women organizations to enable these organizations better articulate their inputs and navigate decision-making structures.

ANNEX 1:

GAF ASSESSMENT CRITERIA AND SUMMARY OF RATINGS⁹⁸

Gender Accountability Framework for Moldova Assessment Criteria Summary of Ratings	
Criteria	Rating
I. GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN ANALYSIS, DESIGN, AND IMPLEMENTATION	
1.1 GENDER ANALYSIS: Extent to which humanitarian assessments integrate gender analysis including SADDD into their findings	
a. MSNA is based on solid gender analysis and sex and age disaggregated data, which identifies gender inequalities that lead to different power, vulnerabilities, capacities, voice and participation of women, girls, men and boys.	Partially Met
b. At least one joint gender analysis produced and inputs to the needs assessment and the RRP on GEEWG per year.	Fully Met
c. Sectors and sector assessments integrate gender analysis and sex, age and disability disaggregated data (SADDD).	Partially Met
1.2 GENDER PRIORITIES IN REFUGEE RESPONSE PLANS: Extent to which both gender mainstreaming and targeted actions for GEEWG are reflected in the Refugee Response Plan and Sector Plans	
a. Priorities and needs of women, girls, men and boys are reflected in the objectives of the RRP as well as through gender mainstreaming and targeted action.	Fully Met
b. Priorities and needs of women, girls, men and boys are reflected in the objectives of Sector planning, including gender mainstreaming and targeted actions.	Fully Met
c. The RRP provides support to women’s economic empowerment through targeted livelihoods and employment interventions.	Fully Met
d. The RRP makes specific provision for sexual and reproductive health for women and girls, as well as for men and boys.	Fully Met

⁹⁸ This Assessment Criteria template was compiled based on the IASC Framework and GAF Template, the GAF Template for UN Women, and the Jordan GIHA Report.

e. The RRP addresses mitigation and response to GBV.	Fully Met
f. The RRP addresses mitigation and response to Sexual Exploitation and Abuse.	Fully Met
g. The RRP reflects commitment to Accountability to Affected Populations/PSEA, the IASC Policy on the Centrality of Protection in Humanitarian Action, and the IASC Gender Policy.	Fully Met
1.3 GENDER RESPONSIVE MONITORING AND REPORTING: Extent to which gender responsive monitoring, evaluation and reporting mechanisms are in place	
a. Refugee-related data collection, monitoring and reporting tools systematically incorporate, analyse and report on SADDD.	Partially Met
b. More than 50% of sector performance indicators are gender responsive.	Partially Met
c. Gender and Age Marker (GAM) is implemented and tracks gender responsiveness of refugee response projects.	Not Met
d. The Moldovan Refugee Response is evaluated against gender-specific results after every cycle.	Partially Met
e. Each sector strategy/work plan has integrated gender equality considerations and routinely reports on their status.	Partially Met
II. GENDER EQUALITY AND THE EMPOWERMENT OF WOMEN AND GIRLS IN PARTICIPATION AND LEADERSHIP	
2.1 PARTICIPATION OF WOMEN'S ORGANIZATIONS: Extent to which humanitarian partners engage and foster the participation and leadership of national and local women's organizations in coordination mechanisms	
a. Consultations were conducted with local women's organizations and/or refugee women to inform the formal refugee response planning process and assessments.	Fully Met
b. Number and type of gender equality CBOs (women's organizations and CSO networks with gender expertise) and/or refugee women that were consulted in the 2022/23 annual humanitarian planning process.	Fully Met
c. Inputs of women's organizations and/or refugee women were integrated into RRP.	Partially Met
d. There are representatives of women's organizations and refugee women leaders included in the RCF and Local Coordination Forums and sectors.	Partially Met

III. ORGANIZATIONAL PRACTICES TO DELIVER ON Program COMMITMENTS

3.1 FINANCIAL RESOURCES: Extent to which adequate resources for gender targeted programs are allocated and tracked	
a. Funding mechanisms included minimum criteria for GEEWG.	Partially Met
b. Funding for gender targeted programs is tracked in refugee response plan.	Not Met
c. A financial target for program allocation for GEEWG has been established to ensure delivery of the global and interagency commitments.	Not Met
d. Percentage/ amount of funding mobilized through the RRP directly received by WROs/WLOs.	Partially Met
3.2 HUMAN RESOURCES: Extent to which gender expertise available to the refugee response	
a. One or more gender in humanitarian action experts are deployed to provide advice and technical guidance to senior leadership.	Fully Met
b. Gender Focal Points are appointed by agencies and sector working groups and actively lead on GFP issues.	Partially Met
3.3 GENDER ACCOUNTABILITY: Extent to which Humanitarian partners are committed to championing gender equality and are accountable for IASC Gender Policy	
a. A country-specific plan for Gender Equality and the Empowerment of Women and Girls, including strategies for engagement with local women's organizations and refugee women prepared/ endorsed/implemented by RFC/ ISCG.	Fully Met
b. Gender equality and women's empowerment is a regular topic of discussion in the sector and sub-sector WG meetings and Inter-Sector Working Group Coordination meetings.	Partially Met
c. Members of sector working groups and front-line staff participate in training on gender equality and diversity.	Partially Met
3.4 COORDINATION: Extent to which gender is addressed are integrated into formal coordination mechanisms.	
a. A GiHA coordination mechanism with sufficient gender expertise and resources is established and meets regularly.	Fully Met
b. The group systematically assesses and reports on the gender dimensions and feeds into humanitarian coordination and decision-making.	Fully Met
c. GTF membership includes a wide representation of sectors (number of sector and sub-sectors represented in the group during 2022 and 2023).	Partially Met
d. TOR of inter-agency coordination mechanisms at both national and local level specifically includes gender mainstreaming related responsibilities.	Partially Met