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GENDER MAINSTREAMING CHECKLISTS TO INFORM REFUGEE RESPONSE IN MOLDOVA



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Publication compiled, reviewed and edited by:
Heba Zayyan, UN Women

Acknowledgments and Disclaimer:

UN Women in Moldova would like to thank and express sincere appreciation to the members of the Gender Task Force (GTF) in Moldova, particularly the GTF co-chair the Platform for Gender Equality, and to the members of the Regional Gender Task Force for reviewing and providing substantive inputs to the checklists.

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Publication by UN Women Moldova Country Office



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INTRODUCTION

Effective, equitable and participatory humanitarian action cannot be achieved without understanding and responding to the specific needs, priorities and capacities of diverse women, girls, men and boys¹ in different age groups. Integrating gender equality also reinforces a human rights-based approach to humanitarian action which improves programming by respecting and protecting the universally recognized rights and dignities of every individual as a human being. Incorporating gender equality in humanitarian action therefore enhances the impact of humanitarian strategies and interventions².

Sectoral responses that mainstream gender and age are ones that are designed well and intentionally address the needs and capacities of women, girls, men and boys of all ages, and have the best chance of being implemented in a way that assists all of these groups to improve their lives. Women, girls, boys and men have immediate practical and strategic needs particularly in humanitarian crises.

The checklist below is based on [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and draws from the Inter-Agency

Standing Committee (IASC) [Gender with Age Marker](#) (GAM) tool that “looks at the extent to which essential programming actions address gender- and age-related characteristics in the humanitarian response. It was developed in response to requests to strengthen the IASC Gender Marker, by including age and by adding a monitoring component. In addition to measuring programme effectiveness, it allows organizations to learn by doing in developing programs that respond to all aspects of diversity.”

The purpose of this checklist is to provide humanitarian/refugee response actors in the Republic of Moldova with entry points/tips on how to ensure that the needs, priorities and capacities of women, girls, men and boys are considered in all aspects of humanitarian/refugee response.

In alignment with Moldova refugee response structure, the checklist uses “working group” to describe refugee response coordination structures. Sometimes, the word “sector” is used to refer to thematic focus. Similar to other settings, UN Women is aware that the humanitarian architecture will continue to develop, and other working groups and sub-working groups might be created or merged.

¹ The checklist uses the shorter phrase “women, girls, men and boys” throughout to refer to women and men of: (a) different ages, understanding that gender roles and responsibilities change across the life cycle; (b) diverse backgrounds, understanding that sexuality, ethnicity, nationality, disability, belief, civil or economic status, norms and cultural and traditional practices etc. can be barriers or enablers, depending on context; and (c) different experiences, understanding that experiences of marginalization are heterogeneous. Marginalization derives from multiple and intersecting factors.

² [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#)



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PROTECTION

PROTECTION Working Group³

NEEDS ASSESSMENT AND ANALYSIS

- Ensure baselines and analysis capture sex-, age- and disability-disaggregated data (SADDD), analyzing the composition of the affected population through participatory assessments to capture the different gendered protection needs, risks and capacities of the most vulnerable groups.

EXAMPLE:

- ◆ *Percentage of refugees reporting awareness of MHPSS services, disaggregated by sex and age*
- ◆ *Percentage of refugees reporting gender related protection concerns (incidence of GBV, child marriage, trafficking etc), disaggregated by sex and age*
- ◆ *Percentage of refugees who are aware of available protection services (GBV, legal, MHPSS, child protection) disaggregated by sex and age*
- ◆ *Number of refugee women and girls that lack access to legal documents*
- ◆ *Percentage of refugee women and girls that have access to information about the availability of protection services out of the total population.*

- Undertake a gender analysis of the protection needs and priorities.

EXAMPLE:

- ◆ *Assess prevailing social norms, gender dynamics and environmental factors that may increase the risk of exposure to GBV against refugee and displaced women and children.*
- ◆ *Assess and unpack incidence of GBV, how it is exasperated by the gendered impacts of the crisis and its impact on creating gender specific*

vulnerabilities among the affected population. Assess access of affected population to quality survivor-centred protection services.

- Review and ensure that protection WG assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., how patriarchal norms and systems may restrict refugee women's access to protection services, impact of male and female children's and adolescents' exposure to GBV on access to health and education, how issues of societal perception and stigma can affect LGBTQI community's access to protection services).
- Ensure an equal balance of men and women in the protection WG assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.

RESOURCE MOBILIZATION

- Include information and key messages on gender and protection in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in the protection WG to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct protection needs of women, girls, men and boys and at risk-groups such as LGBTQI, female heads of households, older people, persons/ women and girls with disabilities, widows, female adolescents, unaccompanied children, Roma community etc.

³ The checklist also includes actions for the protection sub-working groups (i.e. GBV and child protection).

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for the protection WG that consider gender, age and disability.
- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations and other diversities participate equally and meaningfully in the protection WG programme/project formulation, implementation and monitoring.
- Ensure gender balance in the protection teams and allocate women for duties and functions in situations where socio-cultural factors and gender norms may prevent men from addressing women's and girls' needs.
- Raise the awareness of the affected population of gender, and train female and male early responders, protection workers and local actors on gender in humanitarian action.
- Inform the affected communities about existing Protection against Sexual and Exploitation and Abuse (PSEA) codes of conducts and set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms including SEA reporting measures and integrate this into overall Protection Incident Monitoring.

SECTOR SPECIFIC GENDER-RESPONSIVE ACTIONS:

- ◆ *Establish safe spaces for women and girls needed following gender-based violence (GBV) sub WG technical guidelines.*
- ◆ *Provide male support groups with focus on promoting positive masculinity.*
- ◆ *Ensure minimum standard for gender responsive Child Friendly Spaces.*
- ◆ *For child protection services, explore specific needs and risk for girls and ensure child friendly spaces and child protection case management address specific gendered barriers and risks for girls especially.*
- ◆ *Scale-up provision of dignity kits and other targeted relief and services for women and girls.*
- ◆ *Recognize and take action to raise awareness of GBV, including early and forced marriage, discriminatory and harmful practices, trafficking, domestic violence, and violence based on sexual orientation and gender identity.*
- ◆ *Support the establishment of multi-purpose support centres to address women's and girls' protection, psychosocial and livelihood needs. These support centres should be one-stop service centres that prepare the most vulnerable women (e.g., older people; pregnant; lactating mothers; widows etc) for livelihood activities, and raise awareness on WASH, nutrition, health, and that link medium-to-long-term needs to other services.*
- ◆ *Provide age-appropriate, survivor-centred and confidential psychosocial services for women, men, girls and boys GBV survivors and child rights violations.*
- ◆ *Train security and police personnel on child protection and GBV concepts as well as referral pathways.*
- ◆ *Adapt and develop capacities of local staff (LPA) in multitasking groups (social assistance, police inspectorate, mayor, doctor, administration of the shelters, civil society, economic operators if this is the case). Friendly community policing.*

- ◆ *Strengthen community-based protection mechanisms, e.g. legal and psychosocial counseling, with a specific focus on women, girls, boys and at-risk groups, and promote gender balanced participation in these mechanisms.*

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the protection WG response plan from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share good lessons learned and practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards in Protection outlined in the Sphere Handbook



Photo: UN Women / Aurel OBREJA

LOGISTICS AND SUPPLY

LOGISTICS AND SUPPLY Working Group

NEEDS ASSESSMENT AND ANALYSIS

- Ensure baselines captures sex-age-disability disaggregated data (SADDD) analyzing the composition of the affected population and identifying the most vulnerable groups.

EXAMPLE:

- ◆ *Percentage of refugees reporting awareness of MHPSS services, disaggregated by sex and age*
- ◆ *Percentage of refugees who have access to relief items and services, disaggregated by gender, age and disabilities*
- ◆ *Number of women who report gender specific access restrictions that affect access to services (exposure to GBV, menstruation, lack of information)*
- ◆ *Percentage of refugees who are satisfied with their access to logistical support, disaggregated by gender age and disability*

- Undertake a gender analysis to inform the Logistics and Supply working group.

EXAMPLE:

- ◆ *Assess gender specific risks and concerns that affect the affected population access to equal, safe dignified and meaningful access to humanitarian assistance (existing socio-cultural norms (e.g., the expectation that women and girls should not leave their home without their male guardians) and security concerns (e.g. women and girls may stay/be kept at home due to fear of potential harassment and abuse).*
- ◆ *Unpack gender specific vulnerabilities affecting specific group (i.e., women with disabilities, LGBTQI etc) and proper methods and tools for gender equal beneficiary consultation and targeting*

- Review and ensure that logistics and supply WG assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., how lack of information on available assistance can have a gendered impact on the affected population access to assistance).
- Ensure an equal balance of men and women in logistics and supply assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.

STRATEGIC PLANNING

- Ensure the mainstreaming of gender in logistics and supply WG plan (i.e., include gender mainstreamed and gender targeted interventions, gender sensitive indicators and targets etc.)
- Ensure that SADDD and the findings of in the logistics and supply WG gender analysis are utilized to inform the Ukraine Regional Refugee Response Plan and other relevant plans.
- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to all logistics and Supply WG programmes/projects and ensure that they are GAM coded.
- Ensure that women, girls, men and boys and at risk-groups such as the older people, LGBTQI, persons with disabilities, female-headed households, unaccompanied children etc. are consulted, through gender-segregated focus group discussions/consultations, and their voices and priorities inform the design of in the logistics and supply WG planning.

RESOURCE MOBILIZATION

- Include information and key messages on gender responsive logistics and relief distribution

in donor briefs, visits and meetings to influence funding priorities.

- Report regularly on gender-related resource gaps in the logistics and relief/supply distribution to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct logistics and relief distribution needs of women, girls, men and boys and at risk-groups such as LGBTQI, female heads of households, older people, persons/women and girls with disabilities, widows, female adolescents, unaccompanied children, Roma community, etc.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for the in the logistics and supply WG that consider gender, age and disability.
- Ensure gender balance in the logistics and supply staff and allocate women for duties

and functions in situations where socio-cultural factors (e.g., the existing taboo and stigma around menstruation and GBV) may prevent men from addressing women's and girls' needs.

- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations, and other diversities participate equally and meaningfully in the logistics and supply WG programme/project formulation, implementation and monitoring.
- Raise the awareness of the affected population of gender, and train female and male early responders, logistics and distribution workers and local actors on gender in humanitarian action.
- Inform the affected communities about existing Protection against Sexual and Exploitation and Abuse (PSEA) codes of conducts and set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms including SEA reporting measures and integrate this into overall Protection Incident Monitoring.

SECTOR SPECIFIC GENDER RESPONSIVE ACTIONS:

- ◆ Provide targeted support and distributions for the most vulnerable and marginalized persons such as women, girls, boys, older people, persons with disabilities, female-headed and child headed households.

Example of addressing potential gaps: Ensure the time and location of relief distributions and the routes to distribution sites are most appropriate and safe for the diverse groups of the target population with a specific focus on women, girls, boys and the most vulnerable and marginalized.

- ◆ Ensure distributions are gender-responsive by considering alternative and innovative safety equipment and distribution tools in the planning phase.

Example: Consider segregated lines for men and women and a priority line for vulnerable people such as pregnant and breastfeeding mothers, older and sick people, persons with disabilities, etc. when distributing relief items.

- ◆ Train all Logistics staff, including contractors, on safeguarding issues such as Protection against Sexual Exploitation and Abuse (PSEA), gender-based violence (GBV and Child Protection according to the Sphere Standards and ensure that they can be held accountable in case of violation of these principles.
- ◆ All logistics staff should keep the list of protection focal points up to date for immediate referral pathways in case of PSEA and GBV incidents.

Examples: Avoid the distribution of heavy items to young girls and boys, persons with disabilities and chronic illnesses, female headed households, older people, etc. and provide them with extra labour force for transportation and construction of shelters.

- ◆ Guarantee quick procurement of key security and medical items such as dignity and Post-Exposure Prophylaxis (PEP) kits.
- ◆ Set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms including SEA reporting measures.
- ◆ Blanket distributions to be supplemented by targeted distributions for missed and most vulnerable persons (including extra provision of labour for transportation and construction of shelters).
- ◆ Provide orientation to military to ensure distributions are gender-sensitive including segregated lines for men and women, priority line for vulnerable people such as pregnant and breastfeeding mothers and older persons, access to latrines and drinking water and privacy for breastfeeding, and avoiding the distribution of heavy items to women, older persons, children, and persons with disabilities.
- ◆ Distribution staff should be trained in, and enumerators should look out for, proper behavior when working with beneficiaries, to reduce the risk of inadvertent or intentional inappropriate touching or behavior

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the logistics and supply WG response plan from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share lessons learned and best practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards outlined in the Sphere Handbook



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HEALTH AND NUTRITION

HEALTH AND NUTRITION

Working Group

NEEDS ASSESSMENT AND ANALYSIS

- Develop tools and ensure that the Health and Nutrition WG data collection and baselines capture sex-age-disability disaggregated data (SADDD).

EXAMPLE:

- ◆ *Percentage of family members with an unmet health care and/or nutrition needs, disaggregated by sex, age and disability.*
- ◆ *Percentage/number of pregnant and lactating refugee women out of the total.*
- ◆ *Percentage of refugee children in need of MHPSS disaggregated by sex, age and disability.*

- Undertake a gender analysis of the health and nutrition sector.

EXAMPLE:

- ◆ *Assess the composition of the affected population identifying gender specific vulnerabilities, gender trends in access to health care and nutrition, how gender roles, prevailing gender and socio-cultural norms and practices as well as security-related obstacles might deprive certain groups of equal access to health services and nutrition (i.e., pregnant and lactating women, older people, Roma women etc), reasons for inequalities in malnutrition rates between women, girls, boys and men, how exposure to GBV affects health conditions of the affected population, attitudes and gender awareness of medical and nutrition teams;*

- ◆ *Assess if food baskets meet the needs of women, girls, boys and men with a special focus on infants, pregnant and lactating women, people with chronic diseases, older people and people with disabilities.*

- Review and ensure that health and nutrition WG assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., how patriarchal norms and systems may restrict refugee women's access to health including sexual and reproductive health services and nutrition, how issues of societal perception and stigma can affect LGBTQI community's access to health and nutrition services).
- Ensure an equal balance of men and women in the health and nutrition WG assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.

STRATEGIC PLANNING

- Ensure the mainstreaming of gender in the health and nutrition WG plan (i.e., include gender mainstreamed and gender targeted interventions, gender sensitive indicators and targets etc.)
- Ensure that SADDD and the findings of the health and nutrition WG gender analysis are utilized to inform the Ukraine Regional Refugee Response Plan and other relevant plans.
- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to all health and nutrition WG programmes/projects and ensure that they are GAM coded.

- Ensure that women, girls, men and boys and at risk-groups such as the older people, LGBTQI, persons with disabilities, female-headed households, women with chronic diseases, women cancer survivors etc. are consulted, and their voices and priorities inform health and nutrition WG planning.

RESOURCE MOBILIZATION

- Include information and key messages on gender, health and nutrition in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in the health and nutrition WG to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct food security needs of women, girls, men and boys and at risk-groups such as LGBTQI, female heads of households, older people, persons/women and girls with disabilities, persons/women with chronic diseases, pregnant and lactating women etc.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for the health and nutrition WG that consider gender, age and disability.
- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations and other diversities participate equally and meaningfully in the health and nutrition WG programme/project formulation, implementation and monitoring.
- Ensure gender balance in the health and nutrition teams and allocate women for duties and functions in situations where socio-cultural factors and gender norms may prevent men from addressing women's and girls' needs.
- Raise the awareness of the affected population of gender, and train female and male health and nutrition workers and local actors on gender in humanitarian action.
- Set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms, including on sexual exploitation and abuse (SEA) reporting measures.

SECTOR SPECIFIC GENDER RESPONSIVE ACTIONS:

- ◆ *Adjust timing and location of health services to the different needs of women, girls, men and boys.*
- ◆ *Integrate GBV services in health facilities (one-stop service centre approach).*
- ◆ *Support and promote exclusive breastfeeding practices and consider the construction of secluded and safe spaces for breastfeeding.*
- ◆ *Ensure coordinated health service delivery strategies including effective referral of protection and GBV cases to relevant actors in line with the IASC GBV Guidelines*
- ◆ *Provide culturally appropriate Psychosocial Support (PSS) based on consultations with women, girls, men and boys directly affected by the emergency in affected communities.*
- ◆ *Support healthcare workers and managers with knowledge on mainstreaming gender into service provision and to create a gender-responsive healthcare setting that guarantees equal access to quality essential healthcare treatment.*

- ◆ *Train female and male health workers on the MOHS Clinical Guidelines for Caring for GBV Survivors ensuring a strong understanding of the guiding principles and special considerations for child survivors, and consideration for sexual orientation, gender identity and expression.*
- ◆ *Sensitize medical staff on cultural beliefs and practices around pregnancy, delivery, menstruation, reproductive health and the importance of monitoring and discouraging harmful traditional practices (e.g. child pregnancy).*
- ◆ *Ensure the implementation of the Minimum Initial Service Package for sexual and reproductive health (SRH)*
- ◆ *Develop Code of Conduct by the inter-agency PSEA network for medical staff, including respect for private and confidential patient consultations and documentation as well as informed patient consent.*
- ◆ *Ensure that all women have access to free sexual and reproductive health services by scaling up services and ensuring community outreach to women.*
- ◆ *Ensure the availability of 'Minimum initial service package' (MISP) for reproductive health in crisis situations. Offer technically equipped medical staff to assist SGBV survivors.*
- ◆ *Scale-up targeted assistance to all persons with specific needs, including psychosocial First Aid (PFA), Psychosocial Support (PSS) and counseling services with a focus on the high number of female headed households and separated and unaccompanied children.*
- ◆ *Invest in recruiting and training both female and male health workers, including recruiting as volunteers the many Rohingya health workers amongst the displaced population. Consult with communities to identify preference for establishment of gender-segregated health care facilities.*
- ◆ *Ensure coverage of HIV/AIDS control and prevention methods, with particular attention to responding to GBV and women's health risks such as sexually transmitted infections (STIs), including HIV/AIDS.*
- ◆ *Train staff of medical and PSS services on PSEA, protection, GBV, and child protection referral and complaint pathways in CXB so survivors who come for services are offered information on how to report cases and receive support.*
- ◆ *Conduct gender-segregated focus group discussions based on age groups including women support groups and women's CSOs where appropriate, provide feedback and complaint boxes and hotline services.*

REVIEW AND EVALUATION

- Review projects within the health and nutrition WG response plan from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share good lessons learned and practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards in Health and Nutrition outlined in the Sphere Handbook



Photo: UN Women

EDUCATION

EDUCATION Working Group

NEEDS ASSESSMENT AND ANALYSIS

- Collect and analyze sex, age and disability disaggregated data (SADDD) on access and participation to education

EXAMPLE:

Sex, age and disability disaggregated enrolment rates by grade level, sex, age and disability disaggregated dropout rate).

- Conduct a gender analysis on access to and participation in education.

EXAMPLE:

Assess the trends and challenges around who among the affected population has and does not have access to education, gender-specific learning needs, , gender-sensitivity of the curricula (language, content, delivery methods), quality and gender sensitivity of formal and non-formal education, gender-related protection risks faced by specific groups (i.e., unaccompanied girls and boys, girls and boys in host communities vs. those in refugee accommodation centres (RACs), pregnant adolescents, girls and boys with disabilities), male and female teachers' attitudes and gender awareness, prevailing gender norms in early childhood development institutions, etc.

- Review and ensure that the Education Working Group (WG) assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., the age grouping of children, types of gender-based protection related risks faced by male and female learners).

- Ensure an equal balance of men and women in the Education WG assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.

STRATEGIC PLANNING

- Ensure that gender is mainstreamed in the Education WG plan (i.e., gender mainstreamed and gender targeted interventions, gender sensitive indicators and targets etc.).
- Ensure the collection and analysis of SADDD on access to safe and quality education and that the findings of the Education WG gender analysis are used to inform the Ukraine Regional Refugee Response Plan and other relevant plans.
- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to the Education WG programmes/ projects planning and ensure that the projects are GAM coded.
- Consult with women and girls and at risk-groups such as LGBTQI, older people, persons with disabilities, female-headed households, unaccompanied girls/boys, children accompanied by relatives or older siblings, as particularly vulnerable groups, through gender-segregated focus group discussions/consultations, on gender specific education needs and priorities.

RESOURCE MOBILIZATION

- Include information and key messages on gender and education in donor briefs, visits and meetings to influence funding priorities.
- Report regularly to donors on gender trends and gender-related resource gaps within the Education WG.

- Mobilize resources to support improved access of refugee/displaced learners and at-risk groups i.e., children with disabilities to quality and gender inclusive education.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for education assistance that consider gender, age and disability
- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations and other diversities participate equally and

meaningfully in the Education WG programme/project formulation, implementation and monitoring.

- Ensure gender balance in the education teams and allocate women for duties and functions in situations where socio-cultural factors and gender norms may prevent men from addressing women's and girls' needs.
- Raise the awareness of the affected population on gender, and train female and male education teams and local actors on gender-inclusive education.
- Set-up child and adolescent-friendly, gender-responsive, inclusive and confidential feedback and complaint mechanisms, including on sexual exploitation and abuse (SEA) reporting measures.

SECTOR SPECIFIC GENDER RESPONSIVE ACTIONS:

- ◆ *Ensure equitable and inclusive access of refugee children in formal and nonformal education in gender-friendly learning environments that use tailored teaching methods, suitable learning language, and take into account the specific needs of girls, boys, children/learners with disabilities and at-risk groups (i.e., Roma children).*
- ◆ *Assess from a gender lens the infrastructure of schools, including accessibility/proximity of schools, safety of roads, transportation needs for students (girls/boys/children/learners with disabilities/at risk learners).*
- ◆ *inclusion of refugee children (special/ specific needs, Roma) in formal and nonformal programme*
- ◆ *Design civic education models that focus on sensitizing refugee children, adolescents and youth on gender equality, GBV, social cohesion, positive masculinity etc.*
- ◆ *In collaboration with the Protection WG and GBV CWG/SS, provide training to female and male teachers and facilitators on the identification, monitoring, referral and confidential reporting of GBV and child protection issues, PSEA as well as on Psychological First Aid (PFA) and Mental Health and Psychosocial Support (MHPSS).*
- ◆ *Sensitize Local governmental and civil society actors on gender specific educational needs, social integration needs, gender related protection concerns etc.*
- ◆ *Encourage establishment of student groups/networks (separate for girls and boys) to raise relevant issues and concerns*

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects in the Education WG response plans and assess them from a gender lens.
- Share good practices and lessons learned around usage of SADD and gender-responsive approaches, and address gaps identified.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and Inter-Agency Network for Education in Emergencies.



Photo: UN Women / Aurel OBREJA

LIVELIHOODS AND INCLUSION

LIVELIHOODS AND INCLUSION

Working Group

NEEDS ASSESSMENT AND ANALYSIS

- Ensure baselines and analysis capture sex-age-disability disaggregated data (SADDD) analyzing the composition of the affected population (refugees, return migrants and host communities) and identifying the most vulnerable groups.

EXAMPLE:

- ◆ Number of refugees staying at host communities disaggregated by gender, age and disability
- ◆ Percentage of women and girls benefitting from livelihoods interventions out of the total number of beneficiaries
- ◆ Percentage of at risk-groups, such as LGBTQI, older people, female-headed and child-headed households that benefit from inclusion and livelihoods interventions out of the total beneficiaries, disaggregated by genders, age and disabilities

- Undertake a gender analysis on the access of affected population to inclusion and livelihood opportunities as well as their specific needs.

EXAMPLE:

- ◆ Assess how prevailing gender norms, gender dynamics and power relations affect refugees' access to and benefit from inclusion and livelihoods interventions particularly the most vulnerable groups of women, children, persons with disabilities, and LGBTQI.
- ◆ Assess how access to livelihoods can affect male and female beneficiaries' purchasing power, protection from GBV, participation

in decision-making, access and control over resources among others.

- ◆ Assess the specific needs of men and women in terms of inclusion and livelihoods.
- ◆ Analyze gender dynamics and power relations prevalent among refugees in host communities as opposed to those among local residents in Moldova and the impact of these dynamics on social cohesion.
- ◆ Undertake a gendered needs assessment to understand the types of livelihoods interventions required / requested by targeted communities, with attention to decent work and wages.

- Review and ensure that the inclusion and livelihood WG assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., how discriminatory social norms and systems may restrict refugee women's access to inclusion and livelihoods, impact of access to income on household decisions making patterns).
- Ensure an equal balance of men and women in the inclusion and livelihoods WG assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.

STRATEGIC PLANNING

- Ensure the mainstreaming of gender in the inclusion and livelihoods WG plan (i.e., include gender mainstreamed and gender targeted interventions, gender-sensitive indicators and targets etc.)

- Ensure the mainstreaming of gender in the socio-economic inclusion policy documents and/or strategies at national or local level. Reflect gender analysis in the planning documents and reports.
- Ensure that SADDD and the findings of the inclusion and livelihoods WG gender analysis are utilized to inform the Ukraine Regional Refugee Response Plan and other relevant plans.
- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to all inclusion and livelihoods programmes /projects and ensure that they are GAM coded.
- Ensure that women, girls, men and boys, and at risk-groups such as older people, LGBTQI, persons with disabilities, female-headed households, unaccompanied children etc. are consulted, with targets set for their participation in focus group discussions/consultations, and their voices and priorities inform the inclusion and livelihoods WG planning.

RESOURCE MOBILIZATION

- Include information and key messages on gender responsive inclusion and livelihoods in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in the inclusion and livelihoods WG to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct inclusion and livelihood needs of women, girls, men

and boys, and at risk-groups such as LGBTQI, female heads of households, older people, persons/women and girls with disabilities, widows, female adolescents, unaccompanied children, Roma community, etc.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for the inclusion and livelihoods WG that consider gender, age and disability.
- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations and other diversities participate equally and meaningfully in the inclusion and livelihoods WG programme/project formulation, implementation and monitoring.
- Raise the awareness of the affected population of gender, and train female and male early responders, inclusion and livelihoods workers and local actors on gender in humanitarian action.
- Inform the affected communities about existing Protection against Sexual and Exploitation and Abuse (PSEA) codes of conducts and set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms including SEA reporting measures and integrate this into overall Protection Incident Monitoring.

SECTOR SPECIFIC GENDER RESPONSIVE ACTIONS:

- ◆ *Consider complementary community gender sensitization awareness with a focus on transformative social norms and roles changes in order to achieve longer-term outcomes of inclusion and livelihoods.*
- ◆ *Increase women's knowledge on financial management (incl. digital finance and digital and financial literacy), marketing, business development and entrepreneurship, and promote their access to markets, identification documents and technology that is required to receive digital cash transfers.*
- ◆ *Promote women's rights and equal opportunities to engage in more gender-transformative livelihoods by ensuring provision of childcare facilities and breastfeeding spaces; care services for older people, PwDs*

and the long-term sick; women's safety measures; gender sensitization of family members in multiple preferred languages, community and other economic actors; mentoring, leadership, life and livelihoods skills training for women.

- ◆ *Promote need- based skills building for economic inclusion/ integration in the labour force. For example, training needs are understood and triangulated with labour market assessment.*
- ◆ *Promote long-term women's engagement and inclusion in traditionally male-dominated livelihoods activities such as masonry, mechanics or electronics, ensuring that the sensitization with the male community has been conducted to avoid potential resistance from the male relatives and community.*
- ◆ *In coordination with the GBV CWG/SS, Protection WG and Protection against Sexual Exploitation and Abuse (PSEA) network, include GBV programming in inclusion and livelihoods interventions to prevent and mitigate the risk of GBV and sexual exploitation and abuse (SEA) and provide access to targeted protection services.*
- ◆ *Identify inclusion and livelihoods activities that are culturally acceptable and safe for women through community consultations (e.g. homestead based activities, or activities in women safe spaces); whilst at the same time working to promote women's rights and equal opportunities to engage in more gender-transformative livelihoods.*
- ◆ *Actively engage people of all genders from both the refugee and host community in inclusion and livelihood interventions.*
- ◆ *Consult with communities and investigate further to explore feasibility of doing livelihood interventions targeting women to build the self-reliance and resilience of women by helping them to meet their own needs.*
- ◆ *Involve women in consultation on preferences of livelihoods assistance, especially for single women headed households.*
- ◆ *Ensure markets are nearby, well-lit, safe and accessible for women. Explore options to set up women's corners in market spaces.*

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the inclusion and livelihoods WG response plan from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share lessons learned and best practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards outlined in the Sphere Handbook.



Photo: UN Women

ACCOMMODATION AND TRANSPORT

THE ACCOMMODATION AND TRANSPORT Working Group⁴

SHELTER AND NON-FOOD ITEMS (NFI)

NEEDS ASSESSMENT AND ANALYSIS

- Ensure baselines and analysis capture sex-age-disability disaggregated data (SADDD), analyzing the composition of the affected population and identifying the most vulnerable groups.

EXAMPLE:

- ◆ *Percentage of refugees who access NFI allocations and distribution disaggregated by gender, age and disability*
- ◆ *Percentage of refugee female headed households staying in private accommodation and RACs out of the total population.*
- ◆ *Number of women and girls with disabilities who need additional privacy during menstruation.*
- ◆ *Percentage of refugees who feel unsafe in their accommodation disaggregated by gender, age and disability*
- ◆ *Number of women reporting additional domestic and care burdens due to shelter arrangement, disaggregated by age and disability*

- Undertake a gender analysis of shelter and NFI.

EXAMPLE:

- ◆ *Identify the needs, capacities, aspirations and priorities of vulnerable and marginalized groups with special needs (LGBTQI, older people, persons with disabilities, etc) as well as the socio-cultural norms and practices around privacy, safety and communal life.*

- ◆ *Unpack the impact of the crisis on female hygiene, privacy and modesty.*
- ◆ *Examine the relation between shelter conditions and gender specific protection risks (GBV, trafficking, child marriage, unwanted pregnancies)*

- Review and ensure that shelter and NFI WG assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., how patriarchal norms and systems may restrict refugee women's access to shelter and NFI services, impact of overcrowding on women's and girls' protection, how issues of societal perception and stigma can affect LGBTQI community's access to shelter services).
- Ensure an equal balance of men and women in the shelter and NFI WG assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.

STRATEGIC PLANNING

- Ensure the mainstreaming of gender in the shelter and NFI WG plan (i.e., include gender mainstreamed and gender targeted interventions, gender sensitive indicators and targets etc.)
- Ensure that SADDD and the findings of the shelter and NFI WG gender analysis are utilized to inform the Ukraine Regional Refugee Response Plan and other relevant plans.

⁴ The Accommodation and Transport Working Group includes Shelter and NFI, Food Security and WASH.

- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to all shelter and NFI WG programmes/projects and ensure that they are GAM coded.
- Ensure that women, girls, men and boys and at risk-groups such as the older people, LGBTQI, persons with disabilities, female-headed households, unaccompanied children etc. are consulted, through gender-segregated focus group discussions/consultations, and their voices and priorities inform shelter and NFI WG planning.

RESOURCE MOBILIZATION

- Include information and key messages on gender, shelter and NFI in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in the shelter and NFI WG to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct protection needs of women, girls, men and boys and at risk-groups such as LGBTQI, female heads of households, older people, persons/women and girls with disabilities, widows, female adolescents, unaccompanied children, Roma community etc.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for the shelter and NFI WG that consider gender, age and disability.
- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations and other diversities participate equally and meaningfully in the shelter and NFI WG programme/project formulation, implementation and monitoring.
- Ensure gender balance in the protection teams and allocate women for duties and functions in situations where socio-cultural factors and gender norms may prevent men from addressing women's and girls' needs.
- Raise the awareness of the affected population of gender, and train female and male early responders, shelter and NFI workers and local actors on gender in humanitarian action.
- Inform the affected communities about existing Protection against Sexual and Exploitation and Abuse (PSEA) codes of conducts and set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms including SEA reporting measures and integrate this into overall Protection Incident Monitoring.

EXAMPLES OF SECTOR SPECIFIC GENDER RESPONSIVE ACTIONS:

- ◆ *Prioritize and provide additional targeted support when providing shelter and NFI relief to women, female headed households, older persons, persons with disabilities, child-headed households, the sick or malnourished, pregnant and lactating women, GBV survivors, and other vulnerable groups.*
- ◆ *Ensure temporary shelters have locks and privacy partitions that consider women and girls' need to change clothes; and have appropriately located windows and doors that ensure privacy and protection while also providing ventilation to mitigate women's health risks from staying indoors.*
- ◆ *Distribute specific materials to women and adolescent girls directly, such as materials for partitions inside temporary shelters, blankets for pregnant and lactating women and solar lights / torches, appropriate clothes, undergarments, reusable sanitary pads and female cloth (Thami).*

- ◆ Provide households with alternative fuel, improved cooking stoves or community kitchens to ease the gendered burden and health impacts on women from cooking.
- ◆ Consider grouping of temporary shelter side-by-side for female-headed households or single women to provide a neighbor support network for jointly accessing basic services, relief and information, provision of shared childcare and household work support, as well as overall mental support.
- ◆ Ensure that shelter and settlement solutions meet the needs of the refugees and are agreed upon by women, girls, boys and men across diversities and age groups.
- ◆ Consider the specific needs of LGBTQI that may fall outside usual shelter needs and that they may find difficult to express in large community meetings.
- ◆ Consider temporary shelter grouping for female-headed households or single women to provide a neighbor support network, e.g. for shared childcare and household work, joint access to relief and information, etc.
- ◆ Enhance shelter safety, security and gender-responsiveness by considering providing sufficient lighting in public spaces, alert systems as well as adequate building materials, locks and gender-segregated partitions for privacy and safe breastfeeding as appropriate.
- ◆ Adjust the content of shelter NFI and household item packages to ensure incorporated gender-specific needs and vulnerability criteria.
- ◆ Consider alternative sources of energy and cooking, as the collection of firewood, which is often the responsibility of women and children, is time-consuming and may expose women, girls and boys to harassment
- ◆ Include safe child-friendly and women-friendly spaces in shelter construction programmes.
- ◆ Provide shelter construction skills trainings equally to women, girls, men and boys and provide adequate support in shelter construction to people with special needs.
- ◆ Conduct awareness raising campaigns among the community on the significance of women's and girls' engagement in construction tasks.
- ◆ Prevent shelters from overcrowding, implement Sphere Standards for space and density of shelter construction.

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the shelter and NFI WG response plan from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share good lessons learned and practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards in Shelter outlined in the Sphere Handbook

FOOD SECURITY

NEEDS ASSESSMENT AND ANALYSIS

- Develop tools to collect sex-age-disability disaggregated data (SADDD) and ensure that Working Group data collection and baselines capture SADDD on the nutritional status; accessibility to adequate food and productive agricultural resources; and safe access to distribution points, analyzing the composition of the affected population (including refugees and host communities) and identifying the most vulnerable groups.

EXAMPLE:

Collect SADDD on access to food distribution, intra-household decisionmaking on food expenditure, purchase, preparation, etc.

- Undertake a gender analysis of the food security of the affected population.

EXAMPLE:

Assess access patterns/trends for women and men and at risk-groups, such as LGBTQI, older people, persons with disabilities, to food security, productive assets, and agricultural inputs- and identify potential barriers for women, girls, men and boys in accessing these.

STRATEGIC PLANNING

- Review and ensure that food security assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., how patriarchal norms and systems may restrict women's freedom of mobility, women's access, control and ownership of assets (i.e., land) and their engagement in livelihood activities).

- Ensure an equal balance of men and women in the food security WG assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.
- Ensure the mainstreaming of gender in the Food Security WG plan (i.e., inclusion of gender mainstreamed and gender targeted interventions, gender sensitive indicators and targets etc.)
- Ensure that SADDD and the findings of the Food Security WG gender analysis are utilized to inform the Ukraine Regional Refugee Response Plan and other relevant plans.
- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to the Food Security WG programmes/projects planning and ensure that the projects are GAM coded.
- Consult with women and girls and at risk-groups such as LGBTQI, older people, persons with disabilities, female-headed households, unaccompanied girls/boys, children accompanied by relatives or older siblings, as particularly vulnerable groups, through gender-segregated focus group discussions/consultations, on gender specific food security needs and priorities.

RESOURCE MOBILIZATION

- Include information and key messages on gender and the Food Security WG in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in the Food Security WG to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct food security needs of women, girls, men and boys and at risk-groups such as LGBTQI, female

heads of households, older people, persons/women and girls with disabilities.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for food assistance that take into account gender, age and disability.
- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations and other diversities participate equally and meaningfully in the food security

programme/project formulation, implementation and monitoring.

- Ensure gender balance in the food security teams and allocate women for duties and functions in situations where socio-cultural factors and gender norms may prevent men from addressing women's and girls' needs.
- Raise the awareness of the affected population of gender, and train female and male food security teams and local actors on gender in humanitarian action.
- Set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms, including on sexual exploitation and abuse (SEA) reporting measures.

EXAMPLE OF SECTOR-SPECIFIC GENDER-RESPONSIVE ACTIONS:

- ◆ *Ensure that refugee women have access to identification documents.*
- ◆ *Strengthen women's awareness of and access to available cash-based interventions (CBIs), livelihoods opportunities, access to markets, and mobile phones to receive digital cash transfers if appropriate.*
- ◆ *Support gender and age sensitive school feeding programmes to promote educational access and school attendance of girls and boys.*
- ◆ *Ensure the food assistance consider the specific dietary needs and labour capacity of certain groups such as older people, pregnant and lactating women, children under five and people with chronic illnesses.*
- ◆ *Provide flexible schedules for women and men to participate in cash-based interventions (CBIs) and offer childcare support, which can be provided as cash-for-work options for mothers, increasing the value of women's care work.*
- ◆ *Involve men's awareness of the importance of women's economic empowerment, and shared household responsibilities related to food preparation, production and procurement.*
- ◆ *Examine whether at-risk groups (e.g. children, pregnant and lactating women, female headed households, older women and men) are accessing adequate food and that the food basket meets their specific needs and consult with them to identify effective and accessible supplementary feeding interventions.*

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the Food Security WG and response plans from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share good lessons learned and practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards in Food Security outlined in the Sphere Handbook

WATER, SANITATION AND HYGIENE (WASH)

NEEDS ASSESSMENT AND ANALYSIS

- Ensure baselines and analysis capture sex-age-disability disaggregated data (SADDD) analyzing the composition of the affected population and identifying the most vulnerable groups with potential access barriers to WASH facilities.

EXAMPLE:

- ◆ *Percentage of refugees who access WASH services disaggregated by gender, age and disability*
- ◆ *Percentage of refugees who have access to gender-segregated wash facilities (i.e., communal latrines and bathing spaces disaggregated by gender, age and disability*
- ◆ *Number of women and girls who have access to distributions of hygiene-related materials*
- ◆ *Number of women reporting additional domestic and care burdens due to WASH conditions*

- Undertake a gender analysis of the WASH conditions of the affected population.

EXAMPLE:

- ◆ *Assess the gender dimensions of WASH needs of refugee women, girls, boys and men in Moldova.*
- ◆ *Identify the needs, capacities, aspirations and priorities of vulnerable and marginalized groups with special needs (LGBTQI, older people, persons with disabilities, etc), as well as the gender roles and socio-cultural norms and practices around access to WASH.*
- ◆ *Analyze women's and girls' menstruation needs and the impact these needs have on women's and girls' access to other services.*

- ◆ *Examine the relation between WASH conditions and gender specific protection risks (GBV, forced marriage, school dropout/child labour etc)*

and data collection tools include SADDD and gender and age sensitive indicators (i.e., how patriarchal norms and systems may restrict refugee women's access to WASH, impact of gender sensitive school infrastructure (gender-separated toilets or sanitary disposal systems) on girls' access to education).

- Ensure an equal balance of men and women in WASH WG assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team

STRATEGIC PLANNING

- Ensure the mainstreaming of gender in the WASH WG plan (i.e., include gender mainstreamed and gender targeted interventions, gender sensitive indicators and targets etc.)
- Ensure that SADDD and the findings of the WASH WG gender analysis are utilized to inform the Ukraine Regional Refugee Response Plan and other relevant plans.
- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to all WASH WG programmes/projects and ensure that they are GAM coded.
- Ensure that women, girls, men and boys and at risk-groups such as older people, LGBTQI, persons with disabilities, female-headed households, unaccompanied children etc. are consulted, through gender-segregated focus group discussions/consultations, and their voices and priorities inform WASH WG planning.

RESOURCE MOBILIZATION

- Include information and key messages on gender and WASH in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in the WASH WG to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct protection needs of women, girls, men and boys and at risk-groups such as LGBTQI, female heads of households, older people, persons/women and girls with disabilities, widows, female adolescents, unaccompanied children, Roma community, pregnant and lactating women etc.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for the WASH WG that consider gender, age and disability.

- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations and other diversities participate equally and meaningfully in the WASH WG programme/project formulation, implementation and monitoring.
- Raise the awareness of the affected population of gender, and train female and male early responders, WASH workers and local actors on gender in humanitarian action.
- Ensure gender balance in the WASH teams and allocate women for duties and functions in situations where socio-cultural factors and gender norms may prevent men from addressing women's and girls' needs.
- Inform the affected communities about existing Protection against Sexual and Exploitation and Abuse (PSEA) codes of conducts and set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms including SEA reporting measures and integrate this into overall Protection Incident Monitoring.

SECTOR SPECIFIC GENDER RESPONSIVE ACTIONS:

- ◆ *Ensure well-lit, lockable and gender-segregated toilet and bathing facilities that are safe and accessible across all ages, disabilities, gender identities, sexual orientations and other diversities.*
- ◆ *Promote outreach to men to ensure they are not using or entering bathing and toilet facilities for women and girls.*
- ◆ *Provide outreach messaging to women and girls to promote their use of bathing and toilet facilities for women and girls.*
- ◆ *Ensure equitable and dignified access to distributions of hygiene-related materials for women and girls of reproductive age and private spaces to wash or dispose of them; ensure materials are appropriate for users. Consult with women on appropriate menstrual cloths. (i.e., consider toilet and bathing facilities attached to the shelters especially for persons with serious disabilities or chronic illnesses, GBV survivors, female headed households, LGTIQ persons and older people.*
- ◆ *Establish safe WASH spaces for GBV survivors.*
- ◆ *Install household toilet and bathing facilities if space allows. If these are not possible, support facilities shared by a maximum of 2–3 families.*

- ◆ *Segregate communal latrines and bathing facilities by gender and install clear signage for women and men. In addition, install mixed latrines accessible for trans persons.*
- ◆ *Install sufficient lighting for sanitation facilities, provide privacy and locks on the inside and locate them in safe sites, design them in culturally appropriate manners (for example: gender-segregated communal latrines and bathing spaces in addition to mixed latrines accessible for trans-persons) and ensure they are safely accessible for persons with disabilities.*
- ◆ *Advocate with the Government for the expansion of IDP camps, including the allowance for space to provide adequate, safe and gender-responsive services, e.g. safe bathing areas for women and girls.*
- ◆ *Train women and men equally in the operation and maintenance of WASH facilities.*
- ◆ *Consult with women and girls on appropriateness of menstrual hygiene materials and conduct culturally sensitive MHM awareness initiatives.*
- ◆ *Distribute culturally appropriate MHM kits for women and girls of reproductive age regularly and provide private spaces to wash or dispose of sanitary pads when spaces allow. Explore options of cash-based programming for hygiene kits for women where feasible.*
- ◆ *Ensure that hand-pumps and water containers are women- and girl-friendly and designed in ways to minimize time spent on water collection.*

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the WASH WG response plan from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share lessons learned and best practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards in WASH outlined in the Sphere Handbook



Photo: UN Women / Aurel OBREJA

CASH

CASH Cross-Sector Working Group

NEEDS ASSESSMENT AND ANALYSIS

- Ensure baselines and analysis capture sex-age-disability disaggregated data (SADDD) analyzing the composition of the affected population and identifying the most vulnerable groups.

EXAMPLE:

- *Number of CBIs beneficiaries disaggregated by gender, age and disability*
- *Percentage of women and girls benefitting from CBI out of the total number of CBI beneficiaries.*
- *Percentage of at risk-groups, such as LGBTQI, older people, female-headed and child headed households that benefit from CBIs out of the total beneficiaries, disaggregated by gender, age and disabilities*

- Undertake a gender analysis of the cash-based interventions (CBI) WG.

EXAMPLE:

Assess how prevailing gender norms, gender dynamics and power relations affect refugees' access to and benefit from CBIs particularly the most vulnerable groups of women, children, persons with disabilities, and LGBTQI. Assess how access to CBIs can impact male and female beneficiaries' purchasing power, protection from GBV, participation in decision-making, access and control over resources among others.

- Review and ensure that CBI WG assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., how

patriarchal norms and systems may restrict refugee women's access to CBIs, impact of CBIs on household decisions making).

- Ensure an equal balance of men and women in CBI WG assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.

STRATEGIC PLANNING

- Ensure the mainstreaming of gender in the CBIs WG plan (i.e., include gender mainstreamed and gender targeted interventions, gender sensitive indicators and targets etc.)
- Ensure that SADDD and the findings of the CBIs WG gender analysis are utilized to inform the Ukraine Regional Refugee Response Plan and other relevant plans.
- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to all CBIs WG programmes/projects and ensure that they are GAM coded.
- Ensure that women, girls, men and boys and at risk-groups such as older people, LGBTQI, persons with disabilities, female-headed households, unaccompanied children etc. are consulted, through gender-segregated focus group discussions/consultations, and their voices and priorities inform CBI WG planning.

RESOURCE MOBILIZATION

- Include information and key messages on gender responsive CBI in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in the CBI WG to donors and other humanitarian stakeholders.

- Mobilize resources to address the distinct CBI needs of women, girls, men and boys and at risk-groups such as LGBTQI, female heads of households, older people, persons/women

and girls with disabilities, widows, female adolescents, unaccompanied children, Roma community, etc.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Establish beneficiary targeting/selection criteria for the CBI WG that consider gender, age and disability.
- Ensure that women, girls, men and boys of all ages, gender identities, abilities, sexual orientations and other diversities participate equally and meaningfully in the CBI WG programme/project formulation, implementation and monitoring.
- Raise the awareness of the affected population of gender, and train female and male early responders, CBI workers and local actors on gender in humanitarian action.
- Inform the affected communities about existing Protection against Sexual and Exploitation and Abuse (PSEA) codes of conducts and set-up gender-responsive, inclusive and confidential feedback and complaint mechanisms including SEA reporting measures and integrate this into overall Protection Incident Monitoring.

SECTOR SPECIFIC GENDER RESPONSIVE ACTIONS:

- ◆ *Consider complementary community gender sensitization awareness with a focus on transformative social norms and roles changes in order to achieve longer-term outcomes of CBIs.*
- ◆ *Increase women's knowledge on financial management (incl. digital finance and financial literacy), marketing, business development and entrepreneurship, and promote their access to markets, identification documents and technology that is required to receive digital cash transfers.*
- ◆ *Promote women's rights and equal opportunities to engage in more gender-transformative cash-based livelihoods by ensuring provision of childcare facilities and breastfeeding spaces; women's safety measures; gender sensitization of family members in multiple preferred languages, community and other economic actors; mentoring, leadership, life and livelihoods skills training for women.*
- ◆ *Promote need- based livelihood skills building. For example, training needs are understood and triangulated with market assessment.*
- ◆ *Promote long-term women's engagement and inclusion in traditionally male-dominated livelihood activities such as masonry, mechanics or electronics, ensuring that the sensitization with the male community has been conducted to avoid potential resistance from the male relatives and community.*
- ◆ *Explore piloting more multi-purpose, gender-responsive cash programmes.*
- ◆ *Integrate CBIs in more comprehensive programme planning and include increased gender equality and women's empowerment as one of its objectives.*

- ◆ *In coordination with the GBV CWG/SS, Protection WG and Protection against Sexual Exploitation and Abuse (PSEA) network, include GBV programming in CBIs to prevent and mitigate the risk of GBV and sexual exploitation and abuse (SEA) and provide access to targeted protection services.*
- ◆ *Identify cash-for-work activities that are culturally acceptable and safe for women through community consultations (e.g., homestead-based activities, or activities in women safe spaces); whilst at the same time working to promote women's rights and equal opportunities to engage in more gender-transformative livelihoods.*
- ◆ *Actively engage women and men from both the refugee and host community in cash for work activities for camp infrastructure construction work, distributions, volunteer work as health workers and teachers, etc.*
- ◆ *Provide childcare as a cash-for-work opportunity for mothers who are exclusively home-based, freeing up women to participate in other cash-for-work activities and enhancing the value of women's care work.*
- ◆ *Create flexible schedules for women and men to participate in CBIs.*
- ◆ *Consult with communities and investigate further to explore feasibility of doing cash-based interventions targeting women to build the self-reliance and resilience of women by helping them to meet their own basic needs.*
- ◆ *Involve women in consultation on preferences of assistance, and information about cash assistance and how to engage with markets, especially for single women headed households.*
- ◆ *Ensure markets are nearby, well-lit, safe and accessible for women. Explore options to set up women's corners in market spaces.*

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the CBI WG response plan from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share lessons learned and best practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards in CBIs outlined in the Sphere Handbook



Photo: UN Women / Aurel OBREJA

INFORMATION MANAGEMENT

INFORMATION MANAGEMENT

Cross-Sector Working Group

NEEDS ASSESSMENT AND ANALYSIS

- Ensure baselines and analysis capture sex-age-disability disaggregated data (SADDD) analyzing the composition of the affected population and identifying the most vulnerable groups.

EXAMPLE:

- ◆ *Number of refugees consulted in humanitarian interventions design, disaggregated by gender age and disability.*
- ◆ *Percentage of refugees who have access to information, feedback and complaint mechanisms, disaggregated by gender age and disability.*
- ◆ *Percentage of refugees who are satisfied with their access to information, feedback and complaint mechanisms, disaggregated by gender age and disability.*

- Undertake a gender analysis of communication with communities (CWC) and accountability to affected population (AAP).

EXAMPLE:

Assess prevailing gender norms, gender dynamics and power relations among affected population. Assess gender specific risks and concerns that affect the affected population access to assistance. Unpack gender specific vulnerabilities affecting specific group (i.e., women with disabilities, LGBTQI etc) and proper methods and tools for gender equal beneficiary consultation and targeting.

- Review and ensure that CWC and AAP WG assessment and data collection tools include SADDD and gender and age sensitive indicators (i.e., how lack of information on available assistance can have a gendered impact on the affected population access to assistance).
- Ensure an equal balance of men and women in CWC and AAP assessment team. Where feasible, include a gender specialist and protection/GBV specialist as part of the team.

STRATEGIC PLANNING

- Ensure the mainstreaming of gender in the CWC and AAP WG plan (i.e., include gender mainstreamed and gender targeted interventions, gender sensitive indicators and targets etc.)
- Ensure that SADDD and the findings of the CWC and AAP gender analysis are utilized to inform the Ukraine Regional Refugee Response Plan and other relevant plans.
- Introduce the [IASC Gender with Age Marker \(GAM\)](#) to all IM WG programmes/projects and ensure that they are GAM coded.
- Ensure that women, girls, men and boys and at risk-groups such as the older people, LGBTQI, persons with disabilities, female-headed households, unaccompanied children etc. are consulted, through gender-segregated focus group discussions/consultations, and their voices and priorities inform CWC and AAP WG planning.

RESOURCE MOBILIZATION

- Include information and key messages on gender responsive CWC and AAP in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in the CWC and AAP WG to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct CWC and AAP needs of women, girls, men and boys and at risk-groups such as LGBTQI, female heads of households, older people, persons/women and girls with disabilities, widows, female adolescents, unaccompanied children, Roma community, etc.

IMPLEMENTATION AND MONITORING

- Utilize SADDD and gender indicators for implementing programmes/projects, monitoring purposes and measuring outcomes.
- Routinely monitor equal access to information, feedback and complaint mechanisms as well as their satisfaction with communication channels through collecting SADDD, and address barriers to equal access and inclusion across all phases of the HPC promptly. Remember that channels that are effective in reaching men may not be as effective in reaching women and different approaches may therefore need to be used.

- Consult with women, girls, men and boys in advance of every change in humanitarian assistance in a dignified manner to ensure affected communities play an active role in decision-making and inform them about any changes in a timely manner, while promoting gender equality (providing women with safe, trusted opportunities to contribute to decision-making).
- Ensure project activities are conducted in compliance with policies and measures on standards and principles suggested by the PSEA network, the PSEA code of conduct, the PSEA organizational checklist, the PSEA minimum package and the six principles of SEA.
- Train humanitarian staff on humanitarian guiding principles and ensure they adhere to principles of confidentiality, respect and survivor choice, non-discrimination and safety. Example of humanitarian guiding documents are: the IASC standards for gender equality and empowerment of women and girls, IASC GBV Guidelines (2015), the IASC Principle of the Centrality of Protection and Protection Mainstreaming Toolkit, the Minimum Standards for Child Protection in Humanitarian Action, IASC Guidelines on the Inclusion of Persons with Disability in Humanitarian Action, and the Pride in the Humanitarian System – Call for Action (2018).

SECTOR SPECIFIC GENDER RESPONSIVE ACTIONS:

- ◆ *Ensure that APP approaches include PSEA principles and accessible by all, including women and the most vulnerable groups, through the Humanitarian Programme Cycle (HPC) and planning process*
- ◆ *Establish a coordinated referral and reporting that respects confidentiality and is accessible to women and the most vulnerable groups*
- ◆ *Coordinate with the PSEA Network to raise community awareness and promote dialogue on their right to assistance, acceptable behavior of aid workers and where to report inappropriate behavior by aid workers. Ensure that your communication reassures community members that they will continue to receive the same services even if they report. Use 2-way communication, information, and feedback loops to and build trust with communities.*

- ◆ *Ensure clear, safe, accessible and inclusive communication with communities through gender-sensitive and people-centred participatory consultations that can reflect different needs and preferences of the most vulnerable and marginalized population groups.*
- ◆ *Ensure accountability, participation, and meaningful engagement, building trust through open, 2-way communication, with LGBTQI organizations and individuals, who represent the diversity of LGBTQI communities in the development of humanitarian policies and good practice guidelines.*
- ◆ *Ensure systematic post-distribution monitoring including consultations with women, men, boys and girls of all ages and diversities equally, and ensure feedback feeds into future response and contingency planning.*
- ◆ *Routinely monitor women's, girls', boys' and men's (across age groups and diversities) access to relief services through spot checks, consultations with refugees, etc. to ascertain if/how their needs have been addressed and correct any reported negative impact of relief services on women's, girl's, boy's and men's vulnerability.*
- ◆ *Coordinate with the PSEA Network to raise community awareness on their right to assistance, acceptable behavior of aid workers, where to report inappropriate behavior by aid workers, and building trust through 2-way communication to allow those reports to come.*

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the CWC and AAP WG response plan from a gender lens and assess the effectiveness of the projects in reaching most excluded/vulnerable groups
- Share good practices around usage of gender-responsive approaches and address gaps identified.
- Review and measure AAP and PSEA related results at the agency and interagency level, including through principles such as the Core Humanitarian Standard and the Minimum Operating Standards on PSEA, the Best Guide to establish Inter-Agency Community-Based Complaint Mechanisms (CBCM) and its accompanying Standard Operating Procedures.



Photo: UN Women / Stela DONTU

COORDINATION

COORDINATION Working Group

NEEDS ASSESSMENT AND ANALYSIS

- All sectors/working groups to apply the IASC Gender Marker and select sectors/working groups to apply [IASC Gender with Age Marker](#) in response proposals.
- All sectors/working groups to use gender profile, sector gender tipsheets and IASC GiHA guidance.

STRATEGIC PLANNING

- Ensure the leadership and meaningful equal representation of women and marginalized groups, as well as civil society organizations representing these population groups, in assessments, planning, management, implementation, relief distribution and monitoring of humanitarian response activities.
- Ensure gender balance and adequate numbers of trained female staff as aid workers, interpreters, assessors and security staff, health staff; female staff members availability at any time to support women; and that female staff are provided with necessary safety and security measures including for housing and transportation. Explore setting up a joint mechanism for outreach to networks and institutions where local female staff could be recruited from, e.g., local universities.
- All humanitarian workers to engage and familiarize themselves with Gender in Humanitarian Action (GiHA), Protection, GBV and Child Protection referral pathways and PSEA and incorporate PSEA and protection (including GBV and child protection) mainstreaming into all ongoing cross-sector planning, assessment and implementation and monitoring.

RESOURCE MOBILIZATION

- Include information and key messages on gender responsive humanitarian action in donor briefs, visits and meetings to influence funding priorities.
- Report regularly on gender-related resource gaps in humanitarian action to donors and other humanitarian stakeholders.
- Mobilize resources to address the distinct gendered needs and priorities of women, girls, men and boys and at risk-groups such as LGBTQI, female heads of households, older people, persons/women and girls with disabilities, widows, female adolescents, unaccompanied children, Roma community, etc.

IMPLEMENTATION AND MONITORING

- Set up a Gender in Humanitarian Action (GiHA) working group/Gender Task Force that includes governmental agencies, women's led organizations and sector/working group leads involved in the coordination process of refugee assistance and humanitarian support delivery.
- Coordinate gender reviews of Ukraine regional refugee needs analysis and response plan.
- Raise key GiHA priorities and concerns in inter-sectoral and working groups meetings.
- Build the capacity of humanitarian clusters, refugee response working groups, female and male early responders, and local actors on (GiHA) and the Gender with Age Marker (GAM).
- Support the inclusion of women's led organizations in humanitarian architecture and programming and their benefit from humanitarian financing.
- Ensure the inclusion of gender sensitive message in humanitarian advocacy and information management.

- Ensure gender is mainstreamed in the Protection against Sexual and Exploitation and Abuse (PSEA) codes of conducts and support set-up gender-responsive, inclusive and

confidential feedback and complaint mechanisms including SEA reporting measures and integrate this into overall Protection Incident Monitoring.

GENDER OPERATIONAL PEER REVIEW AND EVALUATION

- Review projects within the humanitarian response plan from a gender lens and assess the application of GAM.
- Assess GAM data trends and their interrelatedness/impact on financing.
- Share lessons learned and best practices around usage of gender-responsive approaches and address gaps.
- Routinely measure project-specific indicators based on the checklist provided in the [Inter-Agency Standing Committee Gender in Humanitarian Action Handbook](#) and the Minimum Standards outlined in the Sphere Handbook

UN WOMEN IN THE UN ORGANIZATION
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.

UN Women supports UN Member States as they set global standards for achieving gender equality, and works with government and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities: Women lead, participate in and benefit equally from governance systems; Women have income security, decent work and economic autonomy; All women and girls live a life free of all forms of violence; Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action. UN Women also coordinates and promotes the UN system's work in advancing gender equality.



202, Stefan cel Mare si Sfânt Blvd., 3rd Floor
Chisinau, Republic of Moldova
Tel: +373 22 839 898

Email: info.md@unwomen.org
Website: moldova.unwomen.org
Facebook: [unwomenmoldova](https://www.facebook.com/unwomenmoldova)
Twitter: [@unwomenmoldova](https://twitter.com/unwomenmoldova)