Gift of the United States Government

PROMOTING GENDER-RESPONSIVE REFUGEE RESPONSES AT THE REGIONAL AND COUNTRY LEVEL

Regional Refugee Response for the Ukraine Situation

UN WOMEN

Gender Equality in Humanitarian Action

WORKSHOP REPORT

12TH – 13TH JULY 2023
CHISINAU, MOLDOVA

Contents

Contents 1

Introduction 2

Background 2

Day 1: Introductory Workshop on Gender Equality in Humanitarian Action 3

Opening 3

Session I: Gender Equality Basics 3

Session II: Why Gender Matters in Humanitarian Response 4

Session III: Framework for Gender Equality Programming in Crises 4

Session IV: Challenges to Applying Gender in Crisis 5

Session V: GBV and Risk informed Programming 5

Session VI: Protection from Sexual Exploitation and Abuse (PSEA) 5

Day 2: Program-focused Workshop on Gender in Humanitarian Action 6

Session I: Framework for Gender Equality in Humanitarian Action – A Refresher 6

Session II: Gender Analysis for Better Programming 6

Session III: Translating Findings of Gender Analysis into Program Design 6

Session IV: Participation and Gender Equality Programming 7

Session V: Gender-Sensitive Monitoring, Evaluation and Learning for Better Results 7

Conclusion 8

Evaluation and feedback 8

Annexes 9

Annex 1: Agenda 9

Annex 2: List of Participants 10

Annex 3: Workshop Evaluation 12

Introduction

A two-day workshop on Gender Equality in Humanitarian Action, took place from 12-13 July 2023 in Chisinau, Moldova with the aim of providing front line actors with increased knowledge and skills on how to apply gender equality concepts and tools in the context of the refugee response.

The training objectives were to:

- build a greater understanding of the foundational concepts and principles of gender equality programming in humanitarian action.

- introduce some practical gender equality tools and how to apply them for better humanitarian program results; and

- improve humanitarian outcomes by strengthening the capacity of practitioners to design and deliver evidence-based programs that respond to the distinct needs and priorities of crisis-affected persons of all genders, ages, and abilities in all their diversity.

Day 1 of the workshop provided an introductory overview of gender equality in humanitarian action, while Day 2 provided more in-depth coverage of gender equality programming with a focus on gender analysis, participation and monitoring. A total of 29 individuals participated in the workshops including representatives from local national and international organizations and public institutions from Moldova, including Transnistria, covering a broad variety of sectors and professional backgrounds.[1]

The training was organized by UN Women under the framework of the Gender Equality Task Force in Moldova, and with funding from the US Department of State. The training was facilitated by Galit Wolfensohn, Gender in Humanitarian Action Consultant with UN Women, with the support of Evghenia Hiora, Project Officer, UN Women Moldova and Sabine Ebner, Junior Professional Officer, UN Women Moldova. On Day 1, the session on GBV as well as the session on PSEA were facilitated by Vanessa Bordin, GBV focal point from UNHCR.

Background

Following the invasion of Ukraine by Russia on 24 February 2022 and the subsequent displacement of over 15.7 million individuals, the Republic of Moldova saw over 869,100 forcibly displaced persons from Ukraine enter the country. While many transited to other EU countries, an estimated over 108,000 individuals have remained in Moldova (4% of the Moldovan population), out of which 83% are women and children and 21 % elderly.[2] The Moldovan government has responded generously to refugees from Ukraine, and UN agencies, international NGOs and local CSOs' have been supporting government-led efforts to provide reception, life-saving assistance, access to basic services to refugees in the country, and safe transport for those moving onwards. In March 2022, the Gender Task Force (GTF) was established under the Refugee Coordination Structure and was tasked with supporting efforts to mainstream gender throughout the Moldovan refugee response. The members of the GTF include representatives of UN agencies, governmental bodies, INGOs and local CSOs.

The objectives of the GTF are to support coordination on gender, provide technical support and capacity building to humanitarian actors on gender in humanitarian action (GIHA) and ensure

[1] Out of the total 29 individual participants, 26 participated on Day 1, and 19 participated on Day 2, out of which 16 participated both days. Please see Annex 2 for the list of participants.

[2] Operational Data Portal: Republic of Moldova, Daily Population Trends: link (update 26/07/2023).

gender-equality programming is mainstreamed in the refugee response across the country.

Day 1: Introductory Workshop on Gender Equality in Humanitarian Action

Opening

The objectives of the Day 1 were to build greater understanding of the foundational concepts and principles of gender equality programming in humanitarian action and to improve humanitarian outcomes by strengthening the capacity of humanitarian practitioners to design and deliver evidence-based programs that respond to the distinct needs and priorities of crisis-affected persons of all genders, ages, and abilities in all their diversity.

The workshop opened with a statement by Evghenia Hiora, Project Officer of UN Women Moldova, who welcomed participants on behalf of UN Women and the Gender Task Force.

Session I: Gender Equality Basics

Session I covered the basic concepts of gender equality. It began with a presentation of some facts and figures on gender inequality globally, in the form of a quiz. Key gender and diversity terms and concepts were introduced and discussed, including the difference between sex and gender, gender and power and the concept of intersectionality.[3]

Interactive activities including 'Vote with your feet' encouraged participants to reflect on their personal views on gender roles, and the 'Power Walk" invited participants to reflect on the question of access to and control over resources and decision making, which differed significantly according to age, sex, ability, ethnicity and other factors of diversity.

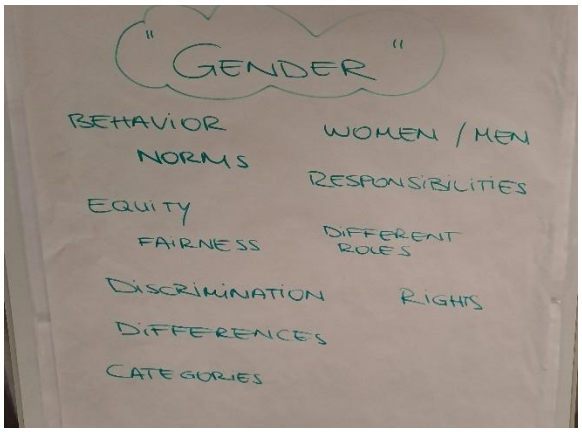
The concepts of *inequality* (unequal access to opportunities), *equality* (evenly distributed tools and assistance), *equity* (custom tools that identify and address inequality) and *justice* (fixing the system to offer equal access to both tools and opportunities) were also presented and discussed. Session 1 concluded by emphasizing that gender is a social construct which changes across place, time and location; that gender is not about women, but about power relations between males and females of diverse identities; that gender interacts with other variables such as age, class, status, ethnicity, ability, sexual identity and other factors which can shape

[3] While the terminology "women, girls, men and boys" is commonly referenced in gender training material (and the training itself) the facilitator emphasized that that these short form terms should be understood to include everyone, taking in account different ages, diverse backgrounds such as sexuality, ethnicity, nationality, disability, belief, civil or economic status, norms and cultural and traditional practices as well as different experiences and diverse forms of marginalization.

access to power and resources, and; that gender equality does not mean that we are the same, but that our enjoyment of rights, opportunities and life chances should not be governed or limited by our sex.

Session II: Why Gender Matters in Humanitarian Response

Session II focused on why adopting a "gender lens" matters in humanitarian action. It began with a quiz on gender facts and figures in the context of humanitarian crises, illustrating that while all women, girls, men and boys suffer in emergencies, they may be affected in very different ways and face different risks. Sector-specific examples of how "gender-blind" humanitarian responses may have unintended negative consequences for individuals and affected communities were presented.



The concept of resilience was introduced. While crises may exacerbate pre-existing gender inequalities, they can also provide opportunities to transform traditional gender norms. Crisis-affected populations including women and girls often demonstrate enormous resilience and can act as powerful agents of social change.

Gender-responsive humanitarian programs may respond to practical gender needs (e.g. related to survival, such as shelter, water, food, health care) and to strategic gender interests (e.g. related to control over decision making, resources and power, such as labor rights, higher education, etc.), and both are required to promote greater equality and sustainability of response. At their most basic, humanitarian programs need to assess gender-differentiated needs, vulnerabilities and capacities and respond accordingly. Opportunities should also be taken to invest in transformative actions that can foster greater equality.

Session III: Framework for Gender Equality Programming in Crises

Session III presented the Inter-Agency Standing Committee (IASC) framework for Gender Equality Programming (GEP), which guides efforts to plan and implement humanitarian programs in a way that benefits all sectors of the affected population, in line with an analysis of their rights, distinct needs, and capacities. The concepts of gender mainstreaming and gender targeted actions were introduced, both of which are important to reaching diverse groups of refugees.

The IASC Gender Equality Measurement (GEM) tool was introduced and during group work, participants used the IASC Gender and Age Marker (GAM) sector-specific tip sheets to analyze the extent to which gender equality programming is considered in their current projects and programs. Together they proposed actions to make their projects more gender responsive. Entry points to address gender within the humanitarian program cycle were identified, and the link between gender equality and the humanitarian, peace and development nexus approach was emphasized (e.g. including by promoting equitable economic participation and recovery, preventing and responding to

gender-based violence and promoting women's social and political participation).

Session IV: Challenges to Applying Gender in Crisis

Session IV presented some common programmatic challenges (e.g. time/pressure to respond, lack of gender balanced staff, lack of disaggregated data) and institutional challenges (e.g. poor understanding of gender in emergencies among senior management and technical staff, limited institutional capacity and tools to mainstream gender) to gender equality programming and proposed ways to address these.

Session V: GBV and Risk informed Programming

Session V on GBV and risk-informed programming addressed the importance of integrating GBV protection principles into gender equality programming. It introduced key terms and concepts related to Gender Based Violence (GBV) and outlined key principles of a survivor centered approach, including respecting the rights and dignity of GBV survivors, prioritizing physical, psychological and emotional safety, ensuring privacy and letting survivors decide, and ensuring nondiscrimination.

Session VI: Protection from Sexual Exploitation and Abuse (PSEA)

Session VI on protection from sexual exploitation guided participants through a simulation of a PSEA case that helped clarify PSEA definitions, risks, prevention, and reporting mechanisms. It emphasized that PSEA refers to the behavior of humanitarian staff and collaborators towards third parties, often referred to as "beneficiary" populations; that it is everyone's obligation to report and investigation will follow; and that there are no consequences in case of false alert and reporting can be done anonymously. Contact details were shared for the PSEA focal points in Moldova (UNHCR and WHO).

Day 2: Program-focused Workshop on Gender in Humanitarian Action

The objectives of the Day 2 program-focused workshop were to generate an improved understanding of gender-informed analysis, participation, monitoring, evaluation and learning (MEL) tools and how to apply them in Moldova for better humanitarian program results.

Session I: Framework for Gender Equality in Humanitarian Action – A Refresher

Session I provided a summary and review of the key concepts, approaches and frameworks for Gender Equality Programming in humanitarian action that were presented on Day 1.

Session II: Gender Analysis for Better Programming

Session II covered the critical role that a gender analysis plays in gaining a better understanding of a humanitarian situation and the diversity of affected population groups, identify priority areas for

intervention, accurately target a population's distinct needs and priorities, promote participation and ownership, and ensure equality of outcomes in terms of impact and benefits.

In addition to stand-alone gender-assessments, the importance of integrating gender considerations into sectoral and multi-sector humanitarian assessments was emphasized.

Guiding questions for a gender analysis were presented and participants were given the opportunity to use these during a Focus Group Discussion group simulation activity.

The collection of sex, age and diversity disaggregated data (SADD) was emphasized as a critical component of a gender assessment, as it allows for a more rigorous analysis and diagnosis of the humanitarian situation, identifying who needs what, when and why to guide programme design. Using SADD to track the response/action through monitoring and evaluation is also critical to ensure that the intended assistance is delivered to the right people. Examples of gender-blind and gender-responsive assessments were presented, as were ethical considerations for data collection.

Session III: Translating Findings of Gender Analysis into Program Design

Session III on translating gender analysis findings into program design presented some additional gender analysis tools and participants were invited to workshop them. For example, participants worked in groups using the "Problem Tree" to identify the underlying root causes of gender inequalities and to inform more targeted responses.

Session IV: Participation and Gender Equality Programming

Session IV on participation showcased how creating opportunities for crisis affected girls, boys, women and men to participate in all stages of humanitarian action can result in better humanitarian outcomes. Participants discussed how participatory approaches can empower men and women, boys and girls and give them voice, minimize risk of exclusion during delivery of goods and services, generate tangible benefits, help practitioners collect accurate data about needs and priorities, and enhance local capacity. Participants worked in groups to prioritize barriers to participation faced by vulnerable, marginalized or traditionally invisible groups, and identify ways to overcome them. Participants were encouraged to explore and use participatory tools across various stages of programming (during program assessments, design, implementation, monitoring, evaluation).

Session V: Gender-Sensitive Monitoring, Evaluation and Learning for Better Results

Session V addressed gender-sensitive approaches to monitoring, evaluation and learning. Participants were introduced to gender-sensitive indicators as one critical component of monitoring efforts which can be used to measure participation by girls and boys, women and men, in a program, project or activity, access to services, resources and activities, progress in addressing practical needs and strategic interests, and the (positive and negative) impacts and benefits of an intervention on girls and boys, women and men (as applicable). Well-defined gender-sensitive indicators should reflect and monitor achievements towards gender equality and the empowerment of women and girls. They are also used to plan, monitor and evaluate the gender equality effects/impact of policies, programs and projects.

Conclusion

In conclusion, the GiHA workshops strengthened the participants' understanding of gender equality programming in humanitarian settings and generated interest in further training. Participants were very engaged throughout the workshop and shared examples from their respective areas of work.

Evaluation and feedback

Sixteen participants completed a post-workshop online evaluation and the results were positive: 100% of participants agreed (44%) or strongly agreed (56%) that the workshop increased their understanding of gender equality in humanitarian action; and 100% agreed (69%) or strongly agreed (31%) that the workshop increased their skills in applying gender equality in humanitarian action in the context of their work. The sessions listed as most interesting and relevant included: Why Gender Matters in Emergencies, Challenges to Applying GEP in practice (Day 1); Gender Analysis for Better Programming, Framework for Gender Equality Programming, and Translating Findings of Gender Analysis into Program Design (Day 2).

Participants reported that benefits they gained in the workshop included: improved understanding of gender and gender-oriented programs, gaining new knowledge and useful information which can be applied in their personal work, new knowledge of tools, better identifying the needs of beneficiaries, increased understanding of good practices and develop strategies to implement more effective activities, new ideas and new connections among participants.

New ideas, skills or tools they could apply in the context of their work included: new ways of applying in gender analysis, data collection tools and beneficiary involvement.

Recommendations for improving the workshop included: to reconsider content for or the duration of the second day as information was quite complex, and it was difficult to stay concentrated in the last hour of the second day; more examples of good and bad gender practices; more interactive activities; study visits to other countries in humanitarian context.

Please see detailed evaluation results in Annex 3.

Annexes

Annex 1: Agendas

Day 1: Introductory GIHA Workshop

Wednesday, 12th July 2023
Chisinau, Moldova

Objectives: ● To build a greater understanding of the foundational concepts and principles of gender equality programming in humanitarian action. ● To improve humanitarian outcomes by strengthening the capacity of humanitarian practitioners to design and deliver evidence-based programs that respond to the distinct needs and priorities of crisis-affected persons of all genders, ages, and abilities in all their diversity.	
9.00-9.45	**Welcome/Opening**
9.45-10.15	**Session 1: Gender Equality Basics – A Refresher**
11.45-12.05	**Coffee break**
12:05-13:05	**Session 2: Why Gender Matters Humanitarian Response**
13.05-14.05	**Lunch**
14:05-15:35	**Session 3: Framework for Gender Equality Programming**
15:35-15:55	**Coffee Break**
15:55-16:30	**Session 4: Challenges to Applying Gender Approaches in Crises**
16:30-17:00	**Session 5: GBV & Risk informed Programming**
17:00-17:30	**Session 6: PSEA**
17:30-18:00	**Closing**

Day 2: Program-focused GIHA Workshop
Thursday, 13th July 2023
Chisinau, Moldova

Objective: ● To have an improved understanding of gender-informed analysis, participation, monitoring, evaluation and learning (MEL) and how to apply them for better program results.	
9.00-9.45	**Welcome/ Opening**
9.45-10.15	**Session 1: Framework for Gender Equality in Humanitarian Action – A Refresher**
10:15-11.45	**Session 2: Gender Analysis for Better Programming**
11.45-12.15	**Coffee break**
12:15-13:45	**Session 3: Translating Findings of Gender Analysis into Program Design**

13.45-14.45	**Lunch**
14:00-15:30	**Session 4: Participation and Gender Equality Programming**
15:30-16:00	**Coffee Break**
16:00-17:30	**Session 5: Gender-Sensitive Monitoring, Evaluation and Learning for Better Results**
17:30-18:00	**Wrap up/Closing**

Annex 2: List of Participants

Day 1 / 11 JULY 2023

#	Name	Area
1	Анна Ковальчук	Natoinal Youth Council of Moldova
2	Muravschi Elena	CPF 50/50
3	Natalia Platonova	VRC-Moldova
4	Boldurescu Mihaela	Consiliul Național al Tineretului din Moldova (CNTM)
5	Voleanschi Valerii	Center for Policies, Initiatives and Research ″PLATFORMA″
6	Наталья Паламарь	Альянс Общественного Здоровья
7	Toporet Valentina	Asociația „MOTIVAȚIE” din Moldova
8	Guțu Rodica	Asociația Obștească Ecologie pentru Sănătate
9	Cristina Bumacov	Mamica Alăptează
10	Corina Popa	Uniunea pentru Echitate și Sănătate
11	Aliona Onofrei	HIAS Moldova
12	Sandu Tatiana	AMFA (Academia Militara a Fortelor Armate)
13	Chicu Victoria	AO REthink Center
14	Жанна Вильховая	НП "Альянс общественного здоровья"
15	Arcadie Botnaru	Catholic Relief Services (CRS)
16	Pusca Tatiana	CRS

17	Гаценко Оксана	ОО " Веста " АТО Гагаузия
18	Пынзарь Юлия	Mamica Alaptează
19	Ботнарь Олеся	Взаимодействие
20	Cristina Berdos	CRS
21	Nahaba Lilia	CE PRO DIDACTICA
22	Său Viorica	Direcția generală asistență socială Ungheni
23	Rusu Veronica	Direcția Generală Asistență Socială și protecție a Familiei Ialoveni
24	Zinaida Ciobanu	CCF Moldova
25	Ecaterina Turcan	AO “Actionam pentru Dezvoltare”
26	Elena Popova	

DAY 2 / 12 JULY 2023

#	Name	Area
1	**Natalia Platonova**	VRC-Moldova
2	**Boldurescu Mihaela**	Consiliul Național al Tineretului din Moldova (CNTM)
3	**Наталья Паламарь**	Альянс Общественного Здоровья
4	**Guțu Rodica**	Asociația Obștească Ecologie pentru Sănătate
5	**Cristina Bumacov**	Mamica Alăptează
6	**Corina Popa**	Uniunea pentru Echitate și Sănătate
7	**Sandu Tatiana**	AMFA (Academia Militara a Fortelor Armate)
8	**Chicu Victoria**	AO REthink Center
9	**Жанна Вильховая**	НП "Альянс общественного здоровья"
10	**Arcadie Botnaru**	Catholic Relief Services (CRS)
11	**Pusca Tatiana**	CRS
12	**Ботнарь Олеся**	Взаимодействие

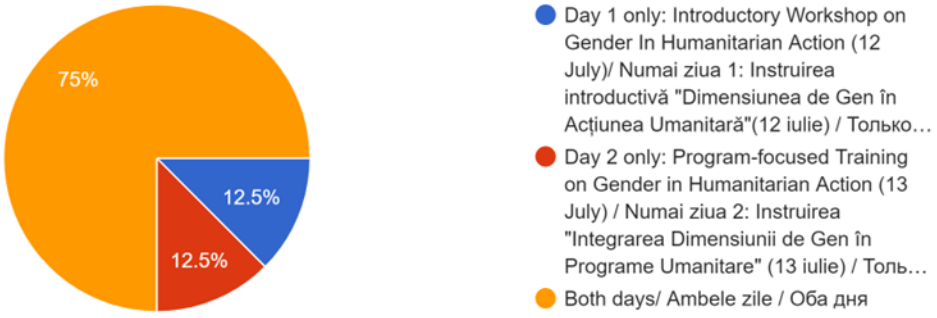
13	**Său Viorica**	Direcția generală asistență socială Ungheni
14	**Rusu Veronica**	Direcția Generală Asistență Socială și protecție a Familiei Ialoveni
15	**Zinaida Ciobanu**	CCF Moldova
16	**Ecaterina Turcan**	AO “Actionam pentru Dezvoltare”
17	**Taisia Lisov**	A.O. "COMUNITATEA PLUS"
18	**Daniela Buinovschi**	A.O. CCF Moldova
19	Moisa Svetlana	Voice

Annex 3: Workshop Evaluation

Background Information

1.1 Which day(s) of the training did you participate? / În care din zilele de instruire ați participat? / В какой день (дни) тренинга вы участвовали?

16 responses



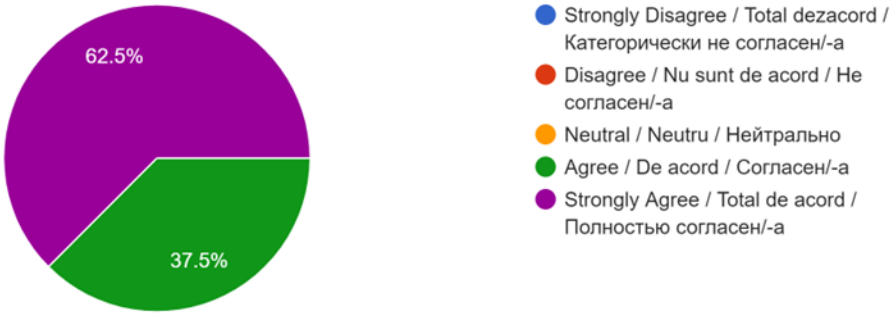
1.2 What was your level of knowledge on Gender in Humanitarian Action before completing the training?/ Care era nivelul dumneavoastră de c...нитарной деятельности до прохождения тренинга?

16 responses

2. Training Content

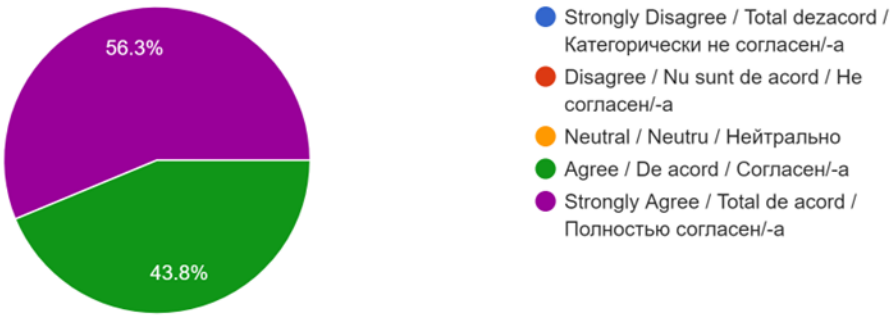
2.1 The training lived up to my expectations/ Instruirea a fost la înălțimea așteptărilor mele. / Тренинг оправдал мои ожидания.

16 responses



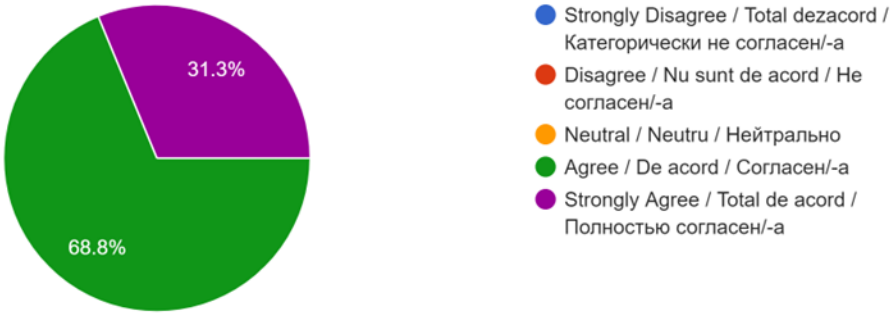
2.2 I increased my knowledge/understanding of gender equality in humanitarian action/ Mi-am sporit cunoștințele/înțelegerea cu privire la eg...ндерного равенства в гуманитарной деятельности.

16 responses



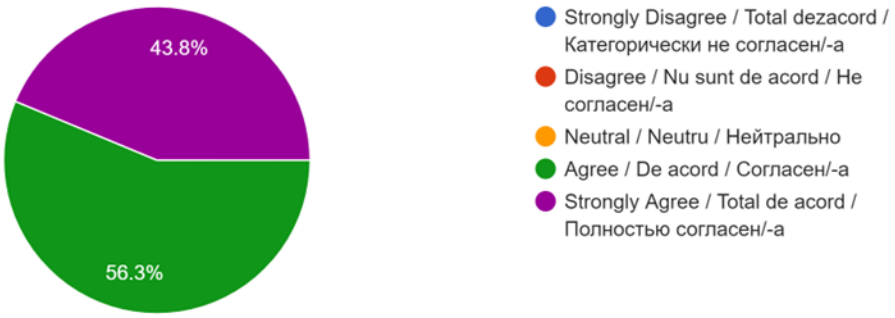
2.3 I increased my skills in applying gender equality in humanitarian action and can use them in the context of my work/ Mi-am crescut abilitățile în ... могу использовать их в контексте своей работы.

16 responses



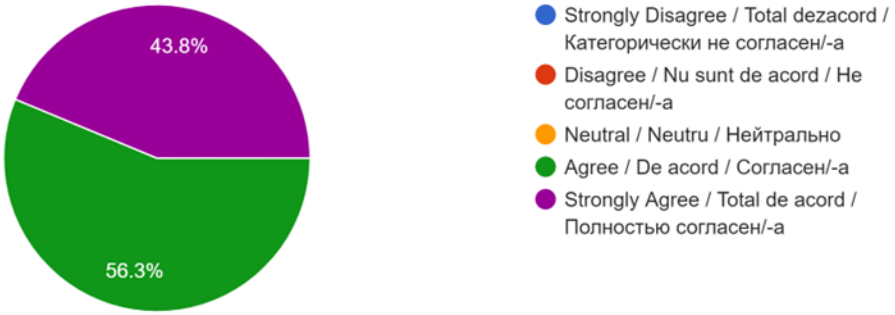
2.4 The content of the training is relevant to my work/ Conținutul instruiriii este relevant pentru munca mea. / Содержание тренинга актуально для моей работы.

16 responses



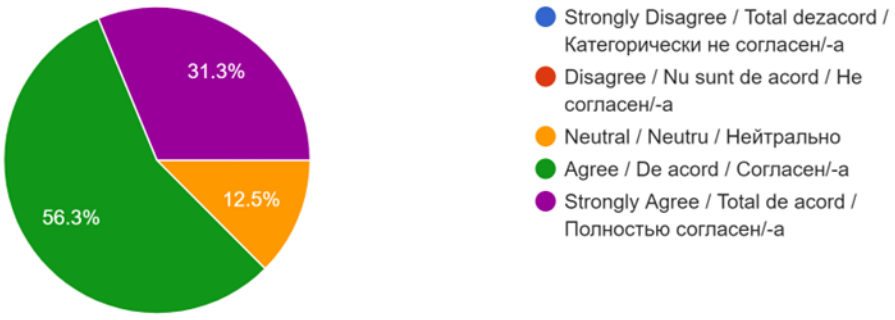
2.5 The examples provided (case studies, good practices, stories, etc.) in terms of quality, diversity and relevance were useful/ Exemplele oferite (s...ва, разнообразия и актуальности были полезны.

16 responses



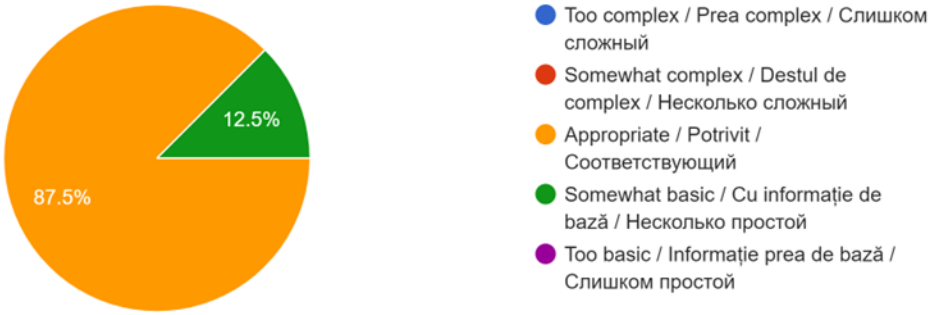
2.6 The complementary learning materials (manuals, checklists, tools, etc.) were useful/ Materialele de învățare complementare (manuale, liste de ver...ные списки, инструменты и т. д.) были полезны.

16 responses



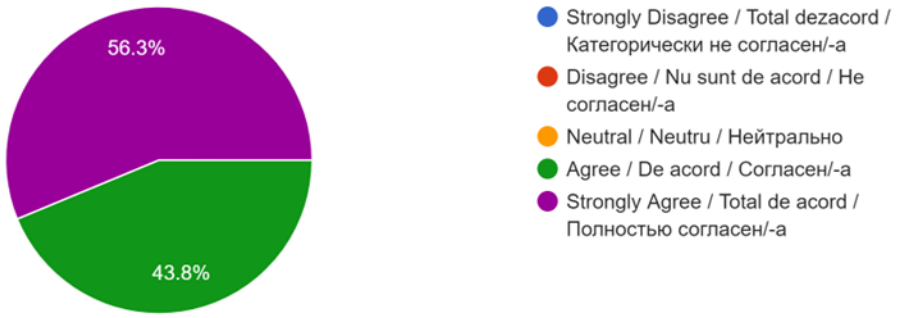
2.7 The level of the content of the training was: / Nivelul conţinutului instruirii a fost: / Уровень содержания тренинга был:

16 responses



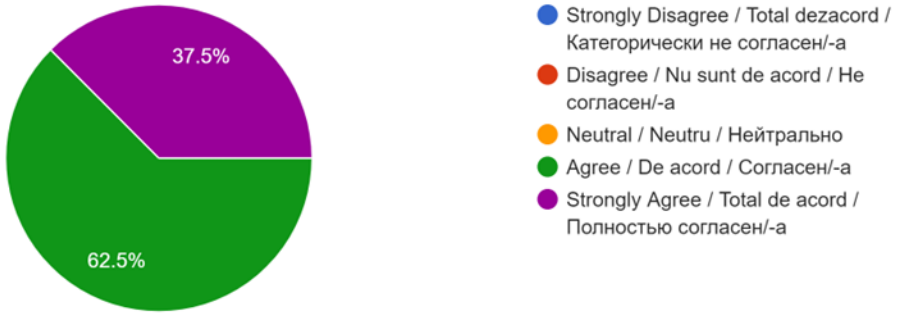
3.1 The training objectives were clear to me/ Obiectivele instruirii mi-au fost clare. / Цели тренинга были мне ясны.

16 responses



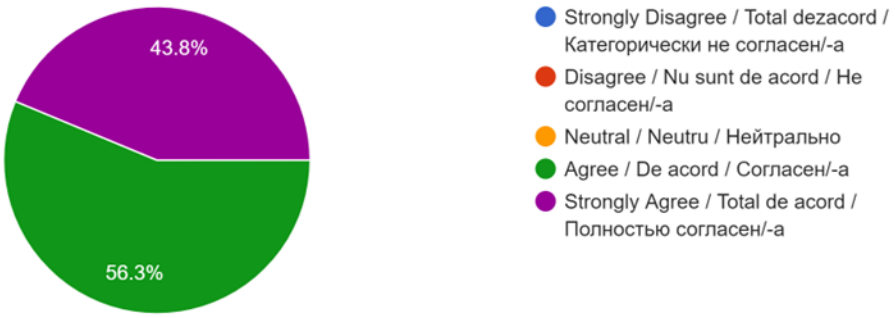
3.2. The learning methods related with the learning objectives/ Metodele de învățare erau în corelare cu obiectivele de învățare. / Методы обучения соотвествовали целям обучения.

16 responses



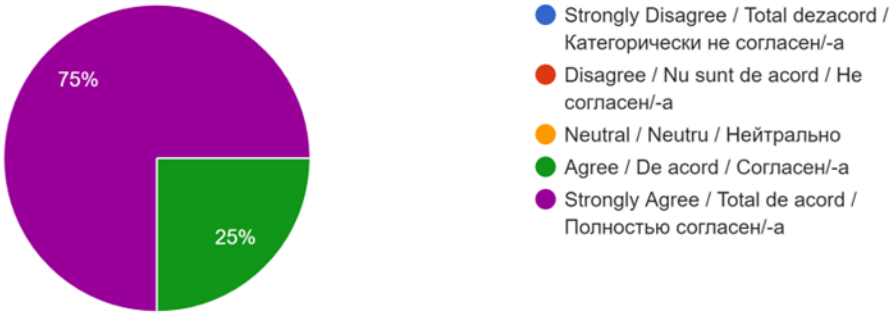
3.3 The agenda was well structured/ Agenda a fost bine structurată. / Повестка дня была хорошо структурирована.

16 responses



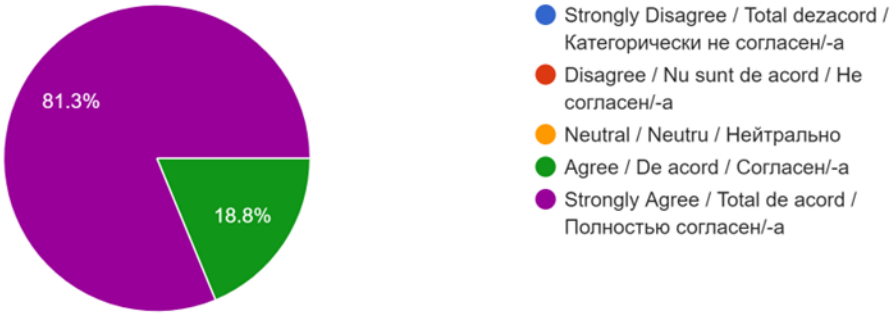
3.4 The facilitators were well prepared and helpful/ Facilitatorii au fost bine pregătiți și de ajutor. / Тренеры были хорошо подготовлены и помогали усвоить материал.

16 responses



3.5. I felt comfortable participating in the workshop/ M-am simțit confortabil participând la instruire. / Мне было комфортно участвовать в тренинге.

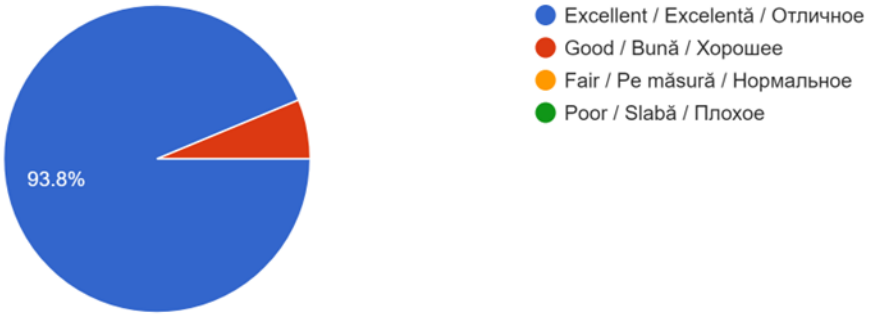
16 responses



3. TRAINING LOGISTICS

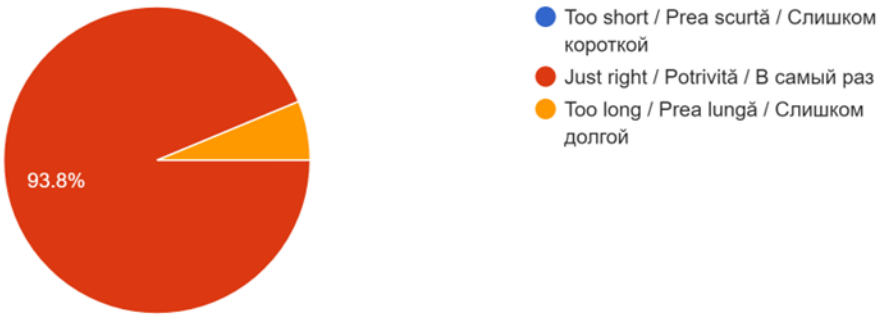
4.1 The facilities were: / Locația a fost: / Место проведения было:

16 responses



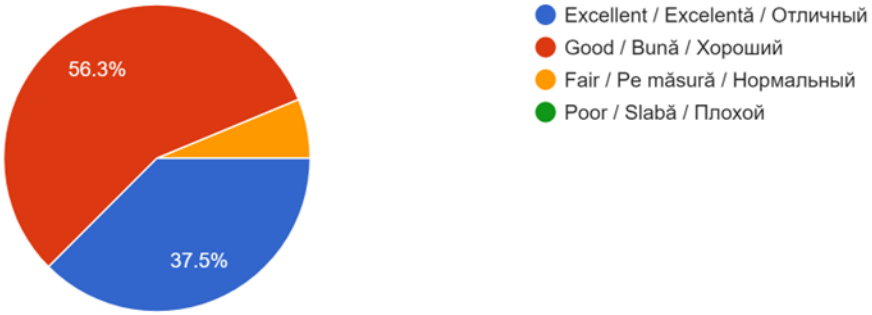
4.2. The duration of the workshop was:/ Durata instruirii a fost: / Продолжительность тренинга была:

16 responses



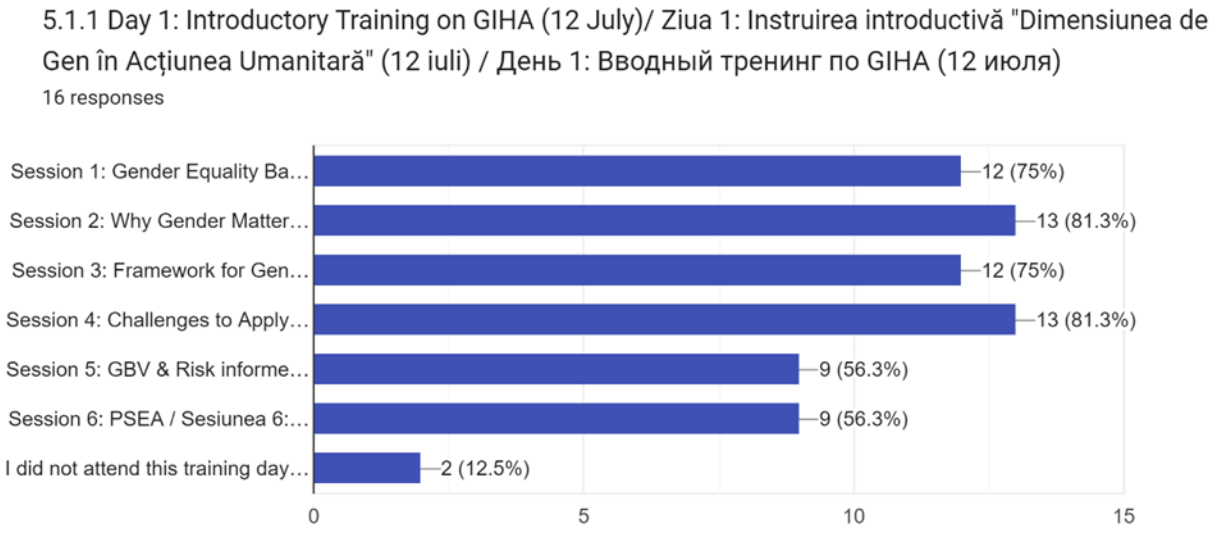
4.3 The interpretation at the workshop was:/ Traducerea oferită în cadrul instruirii a fost:/ Перевод на тренинге был:

16 responses

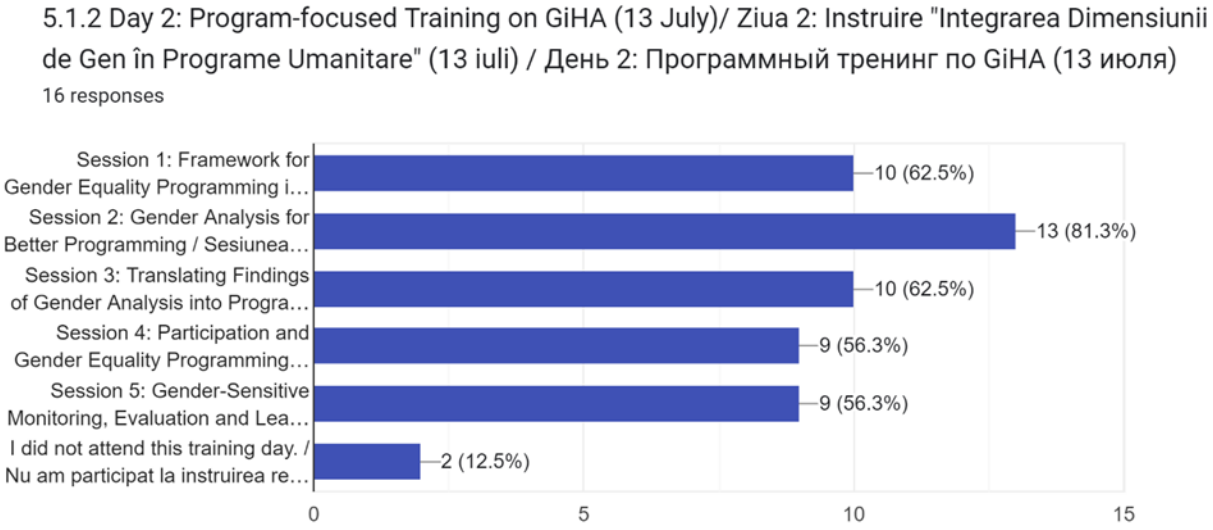


5. YOUR OPINION

5.1. I found the following sessions most interesting and/or relevant (please select all that apply):



Day 1: Session 1: Gender Equality Basics – A Refresher, Session 2: Why Gender Matters Humanitarian Response, Session 3: Framework for Gender Equality Programming, Session 4: Challenges to Applying Gender Approaches in Crises, Session 5: GBV & Risk informed Programming, Session 6: PSEA



Day 2: Session 1: Framework for Gender Equality in Humanitarian Action – A Refresher, Session 2: Gender Analysis for Better Programming, Session 3: Translating Findings of Gender Analysis into Program Design, Session

4: Participation and Gender Equality Programming, Session 5: Gender-Sensitive Monitoring, Evaluation and Learning for Better Results

5.2 Describe benefits gained from the training:

- Aceste cunoștințe le voi folosi la activitîțile ONG-ului care îl administrez. (I will use this knowledge in the activities of the NGO I manage)
- Am consolidat cunoștințele și am cunoscut persoane noi care se ocupă cu aceleași probleme (I consolidated knowledge and met new people dealing with the same problems)
- Улучшено мое понимание гендера и гендерной ориентированности программ, стало проще формировать заявки, проекты и отчеты по проектам с учетом гендерной чувствительности, сформировалось понимание - зачем это нужно учитывать в своей деятельности (Improved my understanding of gender and gender-oriented programs, it became easier to prepare applications, projects and reports on projects with consideration of gender sensitivity, an understanding was formed - why it is necessary to consider this in your activities.)
- Я получила много полезной информации, которую впоследствии смогу применить в своей работе (I received a lot of useful information that I can later apply in my work.)
- În urma instruirii am căpătat cunoștințe noi, abilități și aplicarea lor în practică (Following the training I gained new knowledge and skills that I can apply in practice)
- Detalierea planului de interventie (In detail design of the intervention plan)
- Спасибо за качественно проведенный тренинг. Теперь я знаю различные инструменты по гендерному вопросу и смогу ими пользоваться в моей организации. (Thank you for the quality training. Now I know the various tools on gender and can use them in my organization)
- Cunostintele si abilitatile dobindite imi vor fi utile sa elaborez un program de lucru, cu scopul de a identifica grupul in situatie de criza pentru a interveni cu anumite solutii importante necesitatilor beneficiarilor. (The acquired knowledge and skills will be useful for me to develop a work program, with the aim of identifying the group in a crisis situation in order to intervene with certain important solutions to the needs of the beneficiaries.)
- Mulțime de bune practici, idei noi și conexiuni noi (A lot of good practices, new ideas and new connections)
- Новые контакты, знакомства. (New contacts, acquaintances.)
- Стала лучше понимать слабые места прошлых проектов и планировать и разработать стратегию и применять на практике более полезно деятельность (I became better able to understand the weak points of previous projects and plan and develop strategies and apply more useful activities in practice)
- Лучше понимаю тему гендерного равенства в гуманитарных проектах (I better understand the topic of gender equality in humanitarian projects)
- Good networking.
- Am înțeles ce înseamnă egalitatea de gen și cum aceasta poate fi aplicată în programele umanitare. (I understood what gender equality means and how it can be applied in humanitarian programs.)

5.3 New ideas, skills or tools learned at the training that I can apply in my work:

- Analiza și evaluarea categoriilor de beneficiari. Capacitățile gender în perioade de criză (Analysis and evaluation of beneficiary categories. Gender capacities in times of crisis)
- Практические упражнения были интересны и их можно использовать в своей работе (особенно, упражнения первого дня), инструменты сбора данных и вовлечения бенефициаров (Practical exercises were interesting and you can use them in your work (especially the exercises of the first day), data collection tools and beneficiary involvement)
- Вся информация будет принята для работы (all information will be accepted for work).
- După instruire mi-am ridicat nivelul de cunoștințe pentru a le aplica în practica mea la funcția deținută în legătură cu persoanele refugiate.(After the training I raised my level of knowledge to apply it in my practice in the position held in connection with refugees.)
- Specificul intrebarilor adresate pentru a primi informatie atit calitativa, cit si cantitativa; de a pune intrebarile corecte; de a determina problemele beneficiarilor, de a le oferi beneficiarilor suport informational, prin implicarea ONG sau altor structuri de stat; de a stabili corect bugetul si al utiliza rational; de a identifica corect beneficiarii in situatii de criza (The specifics of the questions asked to receive both qualitative and quantitative information; to ask the right questions; to determine the beneficiaries' problems; to offer the beneficiaries informational support through the involvement of NGOs or other state structures; to correctly establish the budget and use it rationally, to correctly identify the beneficiaries in crisis situations).
- Analysing the gender situation in our project.
- Большинство навыков и инструментов, полученных на тренинге могу применить в своей работе. (Most of the skills and tools obtained at the training can be applied in my work.)
- Предотвращение сексуального насилия; гендерный анализ для улучшения программирования (prevention of sexual violence; gender analysis for the improvement of programming).
- Am învățăt care e comportamentul inadmisibil al lucrătorilor în prevenirea abuzului sexual (I learned what is unacceptable behavior of workers in the prevention of sexual abuse).

5.4. Improvements and recommendations for future training:

- Totul a fost ok. Dacă e posibil o vizită de studiu și schimb de experiență cu specialiști din alte țări. (Everything was ok. If possible, a study visit and exchange of experience with specialists from other countries.)
- Может быть, чуть сократить время тренинга, так как информация довольно сложная и последний час тренинга было уже очень трудно сосредотачиваться на информации. (Maybe shorten the training time a bit, as the information is quite complex and it was already very difficult to concentrate on the information in the last hour of the training.)
- Взаимопонимание между участниками (mutual understanding between participants).
- Mai multe studii de caz (More case studies).

- Instruirea a avut loc la un nivel inalt. Trainerii au fost bine pregatiti. Informatia a fost accesibilita tuturor, datorita si exemplelor. Ati avut grija si de organizarea logistica pentru participanti, astfel noi am avut posibilitatea sa ne implicam intelectual la activitati. (The training took place at a high level. The trainers were well prepared. The information was accessible to everyone, thanks to the examples. You also took care of the logistical organization for the participants, so we had the opportunity to get intellectually involved in the activities.)
- More workshops. They are useful.
- Рекомендаций нет. (No recommendations.)
- Sunteți SUPER! (You are great).
- More interactive activities.

5.5 Topics to add for future trainings:

- Instrumente de comunicare, consiliere, managmentul conflictelor (Communication tools, counseling, conflict management).
- Educația pentru gender în instituțiile de învățămînt. Violența pe bază de gen în rândul vârstnicilor. (Gender education in educational institutions. Gender-based violence among the elderly.)
- Отражение гендерных подходов в отчетности организаций (например, проектной отчетности или в целом по деятельности организации) и информационной деятельности НКО (то есть в публикациях, новостях, месседжах и т.д.) (For example, project reporting or overall organization activity) and НКО information activity (that is, in publications, news, messages, etc.)
- Приемлемы любые темы (any topics are welcomed)
- Abordarea temei in rindul romilor, care au o rezistenta istorica (Approaching the topic among the Roma, who have a historical resistance)
- Temele abordate au fost bine structurate si au acoperit problemele importante cu care se confrunta o mare parte din populatie. (The topics addressed were well structured and covered the important problems faced by a large part of the population.)
- Example of good and bad practices in gender sphere (at your organization, for ex.)
- На усмотрение организаторов. (To the discretion of the organizers.)
- Scrierea unui proiect cu scopul prevenirii violenței în bază de gen (Writing a project to prevent gender-based violence).
- How to be partners with UN Woman, how to collaborate and when we can ask for help.