



Terms of Reference

GENDER TASK FORCE (GTF) FOR REFUGEE RESPONSE IN MOLDOVA

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 1,512,208 forcibly displaced persons from Ukraine enter the country over the course of the last two years. While many transited to other EU countries, over 115,000 individuals remained in Moldova (4.4% of the population), out of which 37% are women, 18% men, 21% girls and 23% boys.¹

In crises women, men, girls, and boys are affected differently due to pre-existent gender inequalities and intersectionality. Women and girls often face increased risks of gender-based violence and limited access to resources, while men and boys may experience challenges related to livelihoods and protection. Effective service delivery for refugees in all their diversity requires a comprehensive understanding of their specific needs and constraints, as well as the risks they face due to existing gender norms, stereotypes, and unequal power relations. Integrating gender equality considerations, along with age and diversity dimensions, into cross-sectoral refugee response efforts is essential to ensuring equitable access to protection, assistance and services, and information for women, men, girls, boys and non-binary individuals, particularly those most at risk and marginalized².

To achieve this, it's crucial for sectors to prioritize gender equality in their response plans, guiding project partners to design initiatives that address the distinct needs of individuals in all their diversity equitably and ensure that the different situations, needs, priorities, and capacities of refugee women, men, girls and boys and host community populations are considered and addressed throughout the response. Moreover, the strength and capacities of forcibly displaced and stateless women and girls and their expertise should be included in protection responses, decision-making and leadership structures.

Gender attitudes and gender norms do not always shift together, and often tend to be negatively influenced in settings of crisis, conflict and resulted forced displacement. Changes in gender norms are complex but some of the patterns might be explained by the lack of access to sexual and reproductive health information and services³. By facilitating structural changes and developing innovative ways to advance women and girls' inclusion and active and safe engagement, the refugee response can support gender-transformative approaches. Engaging with women-led organizations and promoting the leadership and empowerment of women and girls as decision makers, first responders and resilience builders, while ensuring equal access to adequate services contribute to response effectiveness and communities' longer-term resilience.

Humanitarian actors have an obligation to promote gender equality through humanitarian actions in line with the Inter-Agency Standing Committee (IASC) "Gender Equality Policy Statement" (2008), the IASC

¹ <https://data.unhcr.org/en/dataviz/248?sv=0&geo=680> (13.02.2024)

² including older persons, persons with disabilities, children, adolescents, female headed households, single women, single parents, religious minorities, minorities, persons of diverse gender identities and sexual orientations.

³ [Document - WB - The Gender Dimensions of Forced Displacement : A Synthesis of New Research \(unhcr.org\); How gender roles change in displacement | ODI: Think change.](#)

Policy on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action (2024), the Agenda for Humanity from the Words Humanitarian Summit (2016), and the Grand Bargain. Humanitarian actors also have an obligation to support women's and girls' protection, participation and empowerment through targeted actions, as articulated in the Women, Peace and Security thematic agenda as outlined in the United Nations Security Council Resolutions.

The Gender Task Force was established in March 2022 under the Refugee Coordination Structure to mainstream gender equality and empower women and girls within the refugee response efforts.

Objective

The Gender Task Force (GTF) vision is that all persons affected by the Ukraine refugee crisis in Moldova — in all their diversity and particularly the most at marginalized and those at heightened risk — have equitable access to and benefit from the refugee response, including programs that span the humanitarian, development and peacebuilding nexus.

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

Scope of Work of the Gender Task Force

The Gender Task Force (GTF) for the Refugee crisis response in Moldova will provide cross-sectoral and inter-organisational support to ensure the integration of gender aspects in the refugee response with the following key focus areas:

1) Coordination

- Convene meetings of gender focal points, advisers and advocates from each sector, including working groups and key stakeholders to exchange information, analysis and address gender inequality issues in refugee response action (needs, gaps, inefficient response efforts).
- Coordinate with sectors and other actors in the refugee response to ensure that gender issues are addressed in all phases of intervention.
- Include local women's and girls' rights organisations and networks, in particular also those led by refugees, and local gender equality actors in the GTF to promote their influence and engagement in all aspects of response, including through engagement in coordination structures and oversight committees.
- Strengthen networks/linkages between gender advocates from both national and local levels, as well as with the Regional Gender Task Force and Gender in Humanitarian Action Task Force in Ukraine, as well as link to global-level opportunities, where appropriate.
- Share the lessons learned and good practices on gender equality and women's and girls' empowerment programming and initiatives. Explore opportunities to share good practices regionally and globally, if feasible and applicable.
- Ensure regular information sharing with the established coordination mechanisms, as well as with local, national and regional actors within the refugee response.

2) Technical Support, Guidance and Capacity Development

- Provide demand-driven technical guidance, including through the use of available tools from national actors, UN actors⁴ and others, also based on the [IASC Gender in Humanitarian Action Handbook \(2018\)](#), for the integration of gender dimensions into sectors' work and cross-sector joint actions (policies, guidelines, tools, advocacy, briefs, assessments, planning, programming, and monitoring).
- Identify opportunities for learning of good practices across sectors and organisations and provide orientation and capacity development trainings, on gender in refugee response to GTF members, sectors/TF, National/Local government, I/NGOs, local organizations, including women-led organizations and especially those led by refugee women and girls.
- Promote and support the use of the IASC Gender and Age Marker⁵ as a programme design tool across sectors.

3) Evidence and Advocacy

- Advocate for the regular collection, analysis and use of sex, age and disability disaggregated data to inform better programming and strengthening access to services for persons of all ages, genders and diversities, including women, men, adolescents/youth, boys and girls, and for groups at heightened risk including the older persons and persons with disabilities.
- Produce and/or disseminate the coordinated and harmonized strategic and analytical gender briefs, gender assessments and research for the Refugee Coordination Forum and UNCT for their further use and advocacy as needed.
- Organise joint GTF advocacy campaigns and/or initiatives for gender-responsive refugee response.
- Monitor compliance of the refugee response coordination system with the IASC Gender Policy through the IASC Gender Accountability Framework and its findings.

Task Force Leadership and Secretariat

The Task Force will be co-chaired by UN Women and the Platform for Gender Equality. The co-chairs will represent and advocate for the interests of the Task Force as a whole, not the lead agencies' interests.

The co-chairs will be in charge of convening meetings and coordinating with various relevant entities and stakeholders. The co-chairs will jointly serve as secretariat for the Gender Task Force. Other core responsibilities include:

- Review, monitor, and advance progress of the workplan.
- Represent the Task Force with coordination bodies and other relevant actors.

Membership

- Membership is open to all service providers who are part of the response and will consist of gender focal points from each sector, nominated by each sector, government and local women's organizations, women refugee committees, as well as women refugees and additional gender advocates, experts and resource persons from selected agencies/organisations, as standing members. The standing members will work together on the development and implementation of the Gender TF Work Plan.
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⁴ For example, [UNHCR - UNHCR Gender Equality Toolkit](#)

⁵ See more information here: <https://www.iascgenderwithagemarker.com/en/home/>

- **Member Responsibilities and Commitments**
- Respond to communication that require action, attend meetings and conference calls, provide inputs and feedback on agreed deadlines.
- Support the development of the Work Plan and monitor closely its implementation.
- Technical review of the assessment and evaluation tools, training materials and guidance materials on refugee women's and girls' leadership and empowerment in the different sectors.
- Act as a liaison with other sectors and ensure that key messages and relevant guidance and tools are shared.

Meetings

- Quarterly planning meetings to discuss progress and exchange information and pending actions.
- Agenda will be circulated at least a day before the meeting to allow members an opportunity to suggest additional items for discussion.
- Need-based, exceptional meetings may be called by the co-leads, when this is considered necessary to address issues of urgent matter.
- The GTF will report to the Refugee Coordination Forum on the progress and relevant issues raised as well as on any decisions and actions taken.
- Meetings will take place in online/hybrid format on the third Friday of every quarter from 11:00 –12:30 unless otherwise noted.

TERMS OF REFERENCE (ToR) Members of the Gender Task Force shall revisit the ToR and update as needed. All the members have the right to propose amendment to the ToR whenever the need arises.

For further information regarding the GTF please contact:

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Co-chair: Nina Lozinschi (secretariat.platformadegen@gmail.com), Gender Equality Platform

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National Level Roles and Responsibilities of IASC Gender Equality Policy (2024)

The integration of GiHA and addressing the specific needs of women, girls, men, and boys in all their diversities is the collective responsibility of all humanitarian stakeholders. However, to ensure delivery of the Policy commitment, principles, and priority areas, the following roles and responsibilities of the IASC and its structures are set out below.

National Level

<p>Humanitarian Coordinators</p> <ul style="list-style-type: none"> ▪ Ensure compliance with the principles, priorities and field level roles and responsibilities set out in the IASC Gender Policy. ▪ Ensure adequate senior gender expertise, such as advisers from the IASC Gender Capacity (GenCap) project, UN Women, UNICEF, UNFPA, is appointed to inform both strategic and operational aspects of the planning and implementation of the humanitarian response. ▪ Ensure quality funding to WROs, WLOs and organizations representing girls, adolescent girls and persons with disabilities and/or with diverse SOGIESC and set funding benchmarks through the appeals process and pooled funds including CBPF, in line with localization principles and commitments. Appeals and pooled funding should consider alignment with the UN-SWAP benchmark of a minimum 15% allocation for gender programming including but not limited to GBV prevention and response, as well as the viability of a dedicated small grants mechanism to resource a) tailored programming for/with women and adolescent girls, and b) the local civil society organizations and networks led by women and girls wherever feasible. ▪ Ensure gender and inclusive analysis is utilized in the planning, implementation and monitoring of the HRP. ▪ Ensure gender equality and empowerment of women and girls is included in all HCT strategies, including through meaningful participation of WLOs and WROs and organizations representing persons with disabilities and/or with diverse SOGIESC. HCT strategies should consider the engagement of local organizations and networks led by girls, wherever feasible.
<p>Humanitarian Country Teams</p> <ul style="list-style-type: none"> ▪ Ensure the use of detailed gender analysis and consistent use of sex, age and disability disaggregated data across all clusters in the formulation of the HRP. Ensure adequate funding and resources are available to cover gender and protection focused assessment, data gathering and analysis to inform the formulation of the HRP on the needs of women and girls. ▪ Identify and agree on a set of key priorities on gender equality across the clusters/sectors in the formulation of the HRP based on the findings of gender analysis and sex, age, and disability disaggregated data driven evidence. ▪ Ensure adequate funding for identified GEEWG needs is included in all published appeals. ▪ Promote the use of the JIAF and other analytical tools to support inclusive analysis that informs prioritized response and planning. ▪ Ensure meaningful participation of WLOs and WROs and organizations representing persons with disabilities and/or with diverse SOGIESC within the HCT and hold other parts of the system accountable for doing the same, as per the IASC's commitments to AAP, localization, and the empowerment of women and girls. This meaningful participation includes identifying opportunities to engage local civil society organizations and networks led by female adolescents and youth. ▪ Convene forums to promote engagement of women and persons of diverse SOGIESC in decision-making processes and all other relevant mechanisms, including AAP, localization efforts, PSEA networks etc. ▪ Liaise with the GiHA Working Group to ensure integration of gender into collective coordination efforts as per the IASC Gender Policy.
<p>Cluster Coordinators</p> <ul style="list-style-type: none"> ▪ Integrate gender equality and inclusion in all cluster strategies, work plans, needs assessments, etc.

- Contribute to the development of and consistently use gender analysis and sex, age and disability disaggregated data to identify and address the specific needs of women, girls, men and boys in their diversities in the formulation of prioritized cluster needs.
- Ensure consultation with crisis affected women and their organisations as part of context analysis and needs assessment activities, as well as during implementation and MEAL.
- Ensure the appointment of a suitably capacitated and experienced gender focal point to provide cluster specific gender expertise at coordination level and to represent the cluster at the GiHA Working Group which reports to the HCT.
- Strengthen capacity and accountability of members to deliver on GEEWG.
- Ensure meaningful participation and leadership of WLOs and WROs in humanitarian coordination and decision-making within the Cluster.
- Ensure the meaningful participation of Girl's Rights Organizations (GRO) and Girl-Led Organizations (GLO), female youth and other persons discriminated against - including those due to their gender identities - is actioned in line with the IASC Guidelines on Working with and for Young People in Humanitarian and Protracted Crises.
- Identify and promote good practices and lessons learned on the impact of cluster activities on promoting gender equality.
- Facilitate integration of GBV risk mitigation across all sectors of humanitarian response in line with the IASC Guidelines for Integrating Gender-Based Violence Interventions in Humanitarian Action, including through coordinating/working with GBV AoR/working groups.

Inter-Cluster Coordination Group

- Ensure dedicated gender expertise and integration of gender in all inter-cluster strategies, work plans, guidance and activities, monitoring and review processes.
- Commission and coordinate joint intersectoral and intersectional gender analysis to inform the planning and implementation of the response at all levels.
- Include GiHA Working Group coordinators as members of the ICCG.
- Ensure that clusters work with local actors on gender equality programming in emergencies in ways that shares understanding, tools and expertise.
- Encourage and monitor the use of the IASC GAM in design and monitoring processes.
- Liaise with the GiHA Working Group to ensure integration of gender into collective coordination efforts as per the IASC Gender Policy.

Gender in Humanitarian Action (GiHA) Working Group

- Include membership from UN, NGOs, local organizations (including local women's organizations, WLOs and WROs and organizations representing girls) and local government (where appropriate), including representation across the clusters. GiHA WGs are highly encouraged to engage – both rural and urban settings - local civil society organizations and networks led by adolescent girls, youth, and women wherever feasible in line with the IASC Guidelines on Working with and for Young People in Humanitarian and Protracted Crises.
- Provide leadership and coordination on identifying and including the needs of crisis-affected women and girls into the formulation of the prioritized humanitarian response plan and its associated appeals.
- Monitor compliance of humanitarian coordination system with the IASC Gender Policy through the IASC Gender Accountability Framework and its findings.
- Work with the ICCG, Clusters and HCT on how to integrate gender equality provisions in humanitarian assistance, including but not limited to the HPC.
- Identify, develop, and collate gender equality tools and processes useful within the context.
- Promote intersectional gender analysis and programming.
- Facilitate a holistic, inclusive approach to principled humanitarian response by including/establishing relevant links with local actors with a gender equality focus and AAP, PSEA, GBV, Disability Inclusion actors.