Gender Equality in Humanitarian Action

WORKSHOP REPORT

14TH – 15TH FEBRUARY 2023
CHISINAU, MOLDOVA

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INTRODUCTION

A two-day workshop on Gender Equality in Humanitarian Action, took place from 14-15 February 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 their humanitarian work.

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 30 individuals participated in the workshops including representatives from local, national and international organizations and institutions covering a broad variety of sectors and professional backgrounds.[1]

The training was organized by UN Women in collaboration with the Platform for Gender Equality under the framework of the Gender Equality Task Force in Moldova, and with funding from the Government of the United States. 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, Sabine Ebner, Junior Professional Officer, UN Women Moldova. On Day 1, the session on GBV was facilitated by Petru Lupu, GBV Assistant and GBV focal point from UNHCR, and the session on PSEA by Maria Scicchitano, PSEA/GBV Technical Expert from the World Health Organization (WHO).

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 658,800 forcibly displaced persons from Ukraine enter the country over the course of the year. While many transited to other EU countries, over 96.000 individuals remained in Moldova (4% of the population), out of which 92% are women and children and 21 % elderly. The Moldovan government and civil society responded generously to refugees from Ukraine, and throughout 2022, UN agencies, international NGOs and local CSOs' supported government-led efforts to provide reception, life-saving assistance, access to basic services, and safe transport for those moving onwards. Within these efforts, the Gender Task Force (GTF) was established in March 2022 under the Refugee Coordination Structure and was tasked with supporting efforts to mainstream gender throughout the response. The members of the GTF include representatives of UN agencies, governmental bodies, INGOs and local CSOs.

Key outcomes of the GTF are to provide technical support and capacity building to humanitarian actors on gender in humanitarian action for refugees from Ukraine and host communities in Moldova and ensure gender-equality programming is mainstreamed in the refugee response across the country.

[1] Out of the total 30 individual participants, 22 participated on Day 1, and 24 participated on Day 2, out of which 16 participated both days. Please see Annex 2 for list of participants.

DAY 1: INTRODUCTORY WORKSHOP ON GENDER EQUALITY IN HUMANITARIAN ACTION

OPENING

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.

The objectives of the Day 1 introductory workshop 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.

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 terms and concepts were introduced and discussed, including the difference between sex and gender, the link between gender and power, and the idea of gender roles. Emphasis was given to the socially constructed, context and time-specific nature of gender roles and expectations. The concepts of diversity and intersectionality were also introduced and discussed.[2]

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, 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

[2] 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.

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 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 are affected in very different ways and face different risks. Sector-specific examples of how "gender-blind" humanitarian responses may have unintentional negative consequences for individuals and affected communities were presented.

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) as well as 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 shift the balance of power between men and women.

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, emphasizing the importance of both to achieving gender-responsive programs.

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 response 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 options 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 set of ten questions 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.

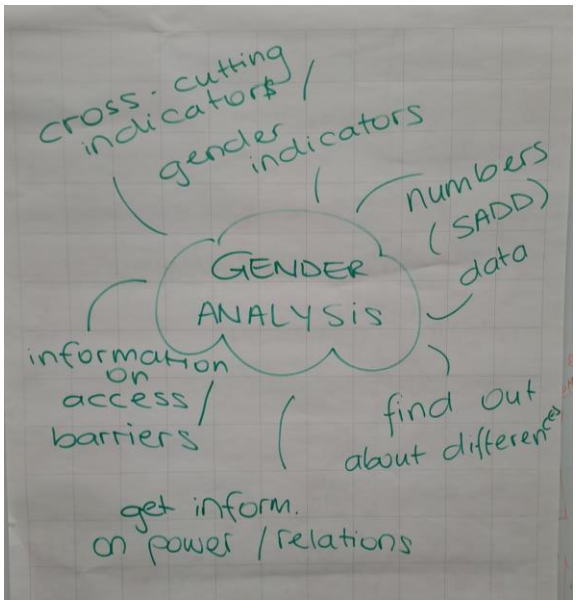
SESSION II: GENDER ANALYSIS FOR BETTER PROGRAMMING

Session II covered the critical role that a gender analysis plays in gaining a better understanding of a humanitarian situation and 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 targetted gender-assessments, the importance of integrating gender considerations into broader 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 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 to be used in the context of ongoing humanitarian programs to help refine and adapt them to better meet different needs and priorities of target groups. 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. In addition to designing gender-responsive programs, participants were encouraged to identify gender gaps within ongoing humanitarian projects and to introduce simple modifications that can make them more gender-responsive and ultimately more effective.

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 were encouraged to explore and use participatory tools across various stages of programming (during program assessments, design, implementation, monitoring, evaluation). Understanding barriers to participation can help ensure that the voices of traditionally under-represented groups are heard.

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: 88% of participants agreed (69%) or strongly agreed (19%) that the workshop increased their understanding of gender equality in humanitarian action; and 100% agreed (75%) or strongly agreed (25%) 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, Framework for Gender Equality Programming, and Challenges to Applying GEP in practice (Day 1); and Participation and GEP, Gender Analysis for Better Programming and Gender-sensitive Monitoring and Evaluation (Day 2).

Participants reported that benefits they gained in the workshop included: improved knowledge of gender mainstreaming in humanitarian action and gender analysis in humanitarian programmes; useful techniques to analyze their work and identify gender gaps, and exchanging experience among participants and with the facilitator.

New ideas, skills or tools they could apply in the context of their work included: new ways of applying in gender analysis, GEM Tip sheets and how to conduct focus group discussions with a gender lens.

Recommendations for improving the workshop included: adding more practical examples of gender equality programming from the Moldovan and/or regional context and involving both international and local experts as trainers.

Please see detailed evaluation results in Annex 3.

ANNEXES

ANNEX 1: AGENDA

Day 1: Introductory Workshop on Gender Equality in Humanitarian Action (14 February, 2023)	
Outcomes: To have an improved understanding of gender equality programming approaches	
09:00-09.45	**Welcome & Introductions**
09:45-11:45	**Session 1: Gender Equality Basics – A refresher**
11.45-12.05	***Coffee break***
12:05-13:05	**Session 2: Why Gender Matters in Humanitarian Response**
13.05-14.05	***Lunch***
14:05-15:35	**Session 3: Framework for Gender Equality Programming in Crises**
15:35-15:55	***Coffee Break***
15:55-16:30	**Session 4: Challenges to Applying Gender in Crisis**
16:30-17:00	**Session 5: GBV & Risk informed Programming**
17:00-17:30	**Session 6: PSEA**
17:30-18:00	**Conclusion**

Day 2: Program-focused Workshop on Gender Equality in Humanitarian Action (15 February, 2023)	
Outcomes: To have an improved understanding of gender equality tools and how to apply them for better humanitarian program results.	
09:00-09.45	**Welcome / Introductions**
09.45-10.15	**Session 1: Framework for Gender Equality in Humanitarian Action – A Refresher**
10:15-11.45	**Session 2: Gender Analysis for Better Programming**
11.45-12.05	***Coffee break***
12:05-13:05	Session 2: continued…..
13:05-13:35	**Session 3: Translating Findings of Gender Analysis into Program Design**
13.35-14.35	***Lunch***

14:35-14:50	*Session 3 continued*
14:50-15:50	**Session 4: Participation and Gender Equality Programming**
15:50-16:10	***Coffee Break***
16:10-17:10	**Session 5: Gender-Sensitive Monitoring, Evaluation and Learning for Better Results**
17:10-18:00	**Wrap up/Closing**

ANNEX 2: LIST OF PARTICIPANTS

DAY 1 / 14 FEBRUARY 2023

	Name	Area
1	Angela Lazarenco	AO Lalolaltă
2	Ballan Andrea	Fundatia Don Bosco
3	Dabija Natalia	Medecins du Monde
4	Popa Vitalie	IOM Moldova
5	Iva Bucatciuc	Danish Refugee Council
6	Gribincea Alexandru	Keystone Moldova
7	Kim Beentjes	IMPACT Initiatives
8	Botsul Elena	Инициативная группа
9	Tonkoglas Raisa	Инициативная группа "Украинцы в Сороках"
10	Diana Andrușceac	CCF Moldova
11	Valentina Bodrug - Lungu	Gender-Centru
12	Osoianu Irina	CRS Moldova
13	Boaghe Mariana	CCF Moldova
14	Egorova Elena	Medecinc Du Monde
15	Vulpe Olesea	AO Centrul de Excelență în Dezvoltarea Antreprenoriatului și Afacerilor Sociale
16	Doroftei Cristina	AO Altruism
17	Gaidei Simona	World Food Programme
18	Leapciuc Romeo	Consiliul Național al Tineretului din Moldova

19	Miron Diana	CCF MOLDOVA
20	Liliana Istrati - Burcea	Voice
21	Eșanu Andrei	Federația Familiilor pentru Unificare și Pace în Lume din Moldova
22	Gribincea Corina	Keystone Moldova

DAY 2 / 15 FEBRUARY 2023

#	Name	Area
1	Istrate Liliana	VOICE
2	Tonkoglas Raisa	Инициативная группа
3	Botsul Elena	Инициативная группа "Украинцы в Сороках"
4	Miron Diana	CCF MOLDOVA
5	Gribincea Corina	Keystone Moldova
6	Gribincea Alexandru	Keystone Moldova
7	Iva Bucatciuc	Danish Refugee Council
8	Doina Popa	HelpAge International, Moldova
9	Osoianu Irina	CRS Moldova
10	Leapciuc Romeo	Consiliul Național al Tineretului din Moldova
11	Ballan Andrea	Fundatia Don Bosco
12	Kim Beentjes	IMPACT Initiatives
13	Alina Sava	INTERSOS
14	Egorova Elena	Medecinc Du Monde
15	Rudco Steliana	AO "LAOLALTA"
16	Valentina Bodrug-Lungu	Gender-Centru
17	Dabija Natalia	Medecins du Monde
18	Gaidei Simona	World Food Programme
19	Nina Lozinschi	
20	Vlas Constantin	HIAS Moldova
21	Braslavschi Zinaida	CCF Moldova

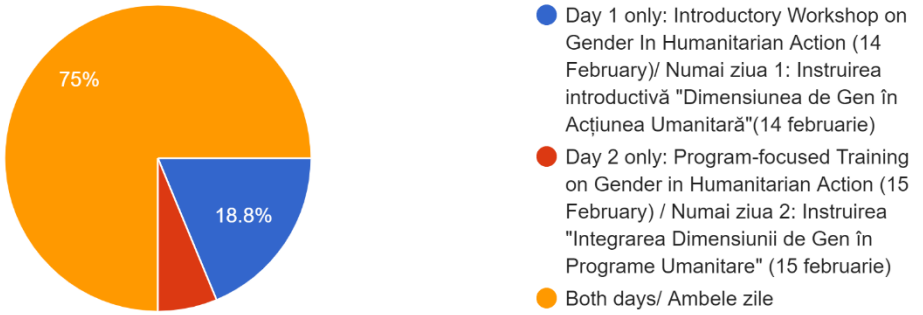
22	Eșanu Andrei	Federația Familiilor pentru Unificare și Pace în Lume din Moldova
23	Doroftei Cristina	AO Altruism
24	Vulpe Olesea	AO Centrul de Excelență în Dezvoltarea Antreprenoriatului și Afacerilor Sociale

ANNEX 3: WORKSHOP EVALUATION

BACKGROUND INFORMATION

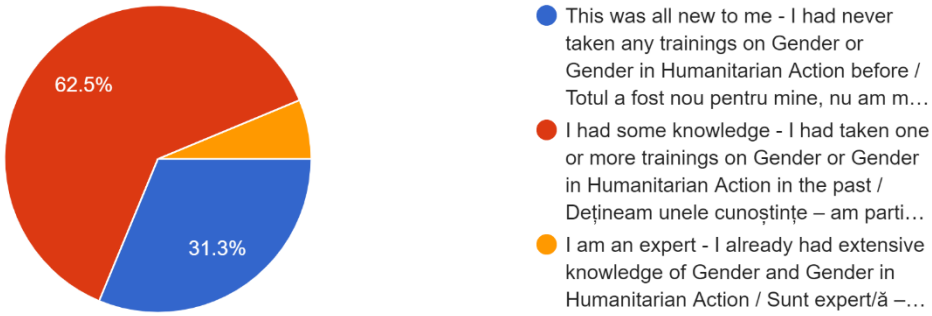
1.1 Which day(s) of the training did you participate? / În care din zilele de instruire ați participat?

16 responses



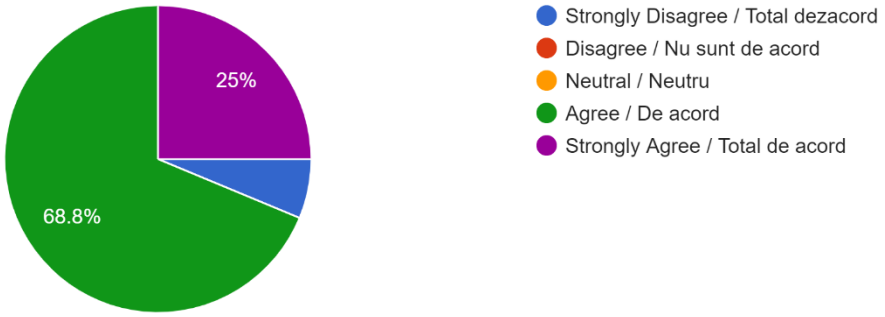
1.2 What was your level of knowledge on Gender in Humanitarian Action before completing the training?/ Care era nivelul dumneavoastră de cunoști...unea umanitară înainte de finalizarea instruirilor?

16 responses

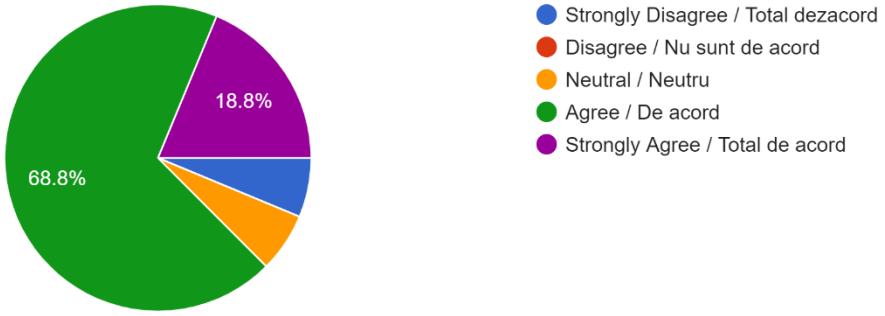


2. TRAINING CONTENT

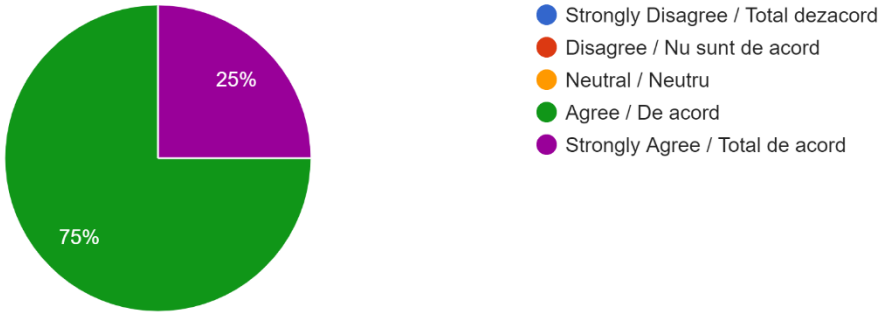
2.1 The training lived up to my expectations/ Instruirea a fost la înălțimea așteptărilor mele.
16 responses



2.2 I increased my knowledge/understanding of gender equality in humanitarian action/ Mi-am sporit cunoștințele/înțelegerea cu privire la egalitatea de gen în acțiunea umanitară.
16 responses

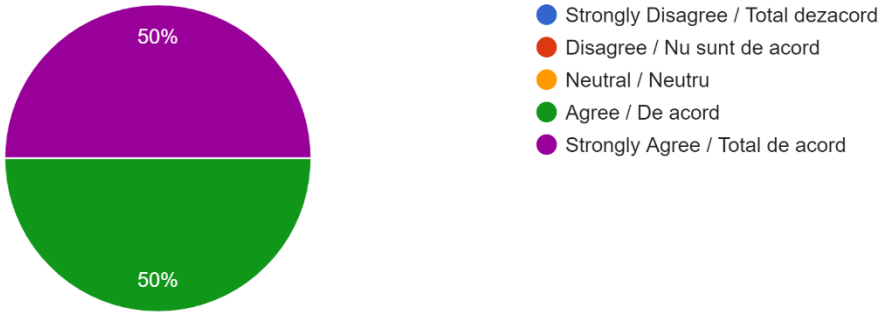


2.3 I increased my skills in applying gender equality in humanitarian action and can use them in the context of my work/ Mi-am crescut abilitățile în apli...anitară și le pot folosi în contextul muncii mele.
16 responses



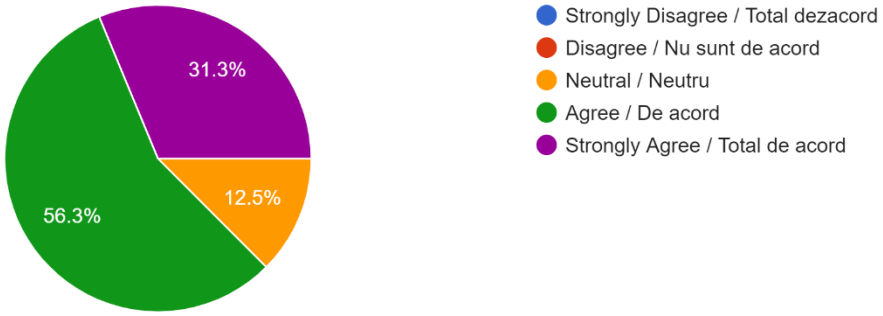
2.4 The content of the training is relevant to my work/ Conținutul instruiriii este relevant pentru munca mea.

16 responses



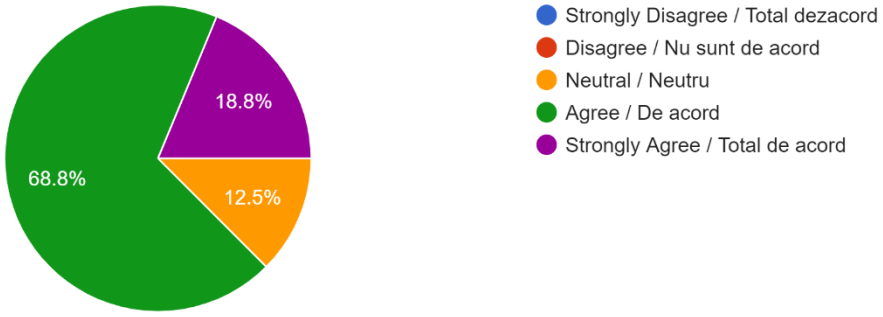
2.5 The examples provided (case studies, good practices, stories, etc.) in terms of quality, diversity and relevance were useful/ Exemplele oferite (studii ... calitatea, diversitatea și relevanța au fost utile.

16 responses



2.6 The complementary learning materials (manuals, checklists, tools, etc.) were useful/ Materialele de învățare complementare (manuale, liste de verificare, instrumente etc.) au fost utile.

16 responses



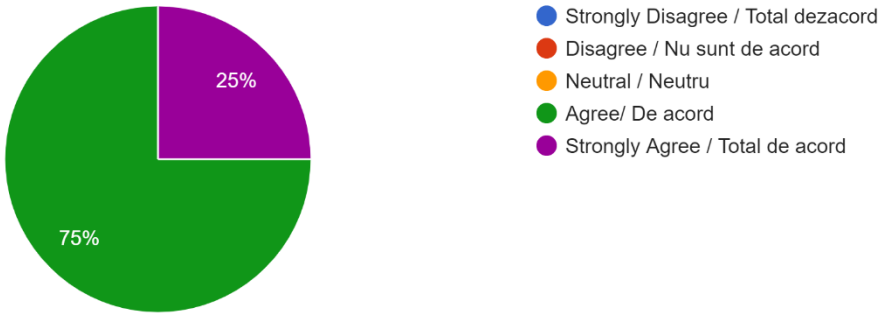
2.7 The level of the content of the training was/ Nivelul conţinutului instruirii a fost:

16 responses

3. TRAINING DESIGN

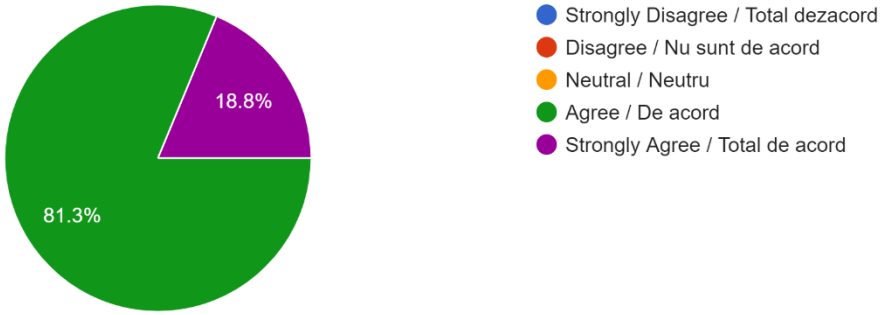
3.1 The training objectives were clear to me/ Obiectivele instruirii mi-au fost clare.

16 responses



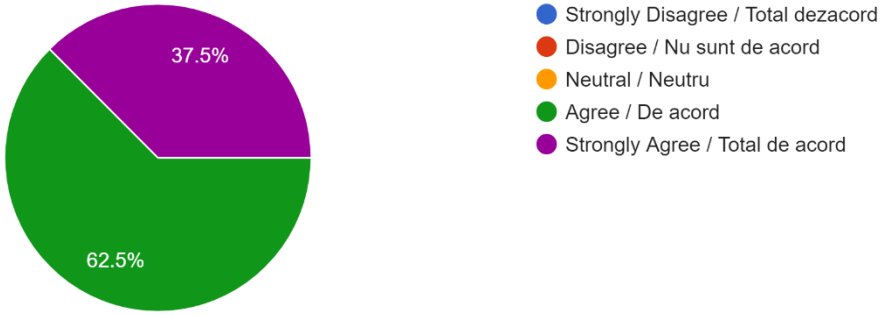
3.2. The learning methods related with the learning objectives/ Metodele de învățare erau în corelare cu obiectivele de învățare.

16 responses



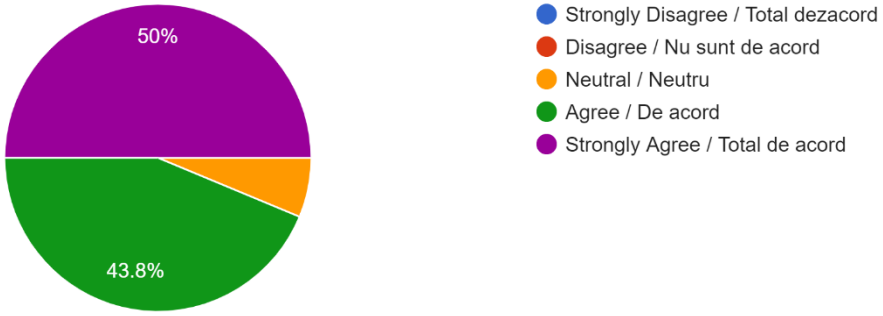
3.3 The agenda was well structured/ Agenda a fost bine structurată.

16 responses



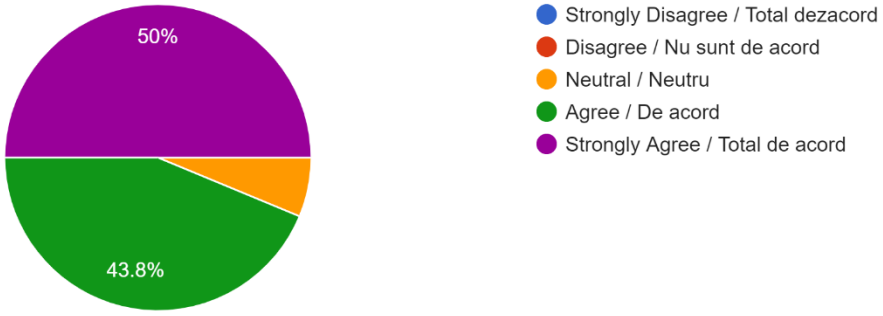
3.4 The facilitators were well prepared and helpful/ Facilitatorii au fost bine pregătiți și de ajutor.

16 responses



3.5. I felt comfortable participating in the workshop/ M-am simțit confortabil participând la instruire.

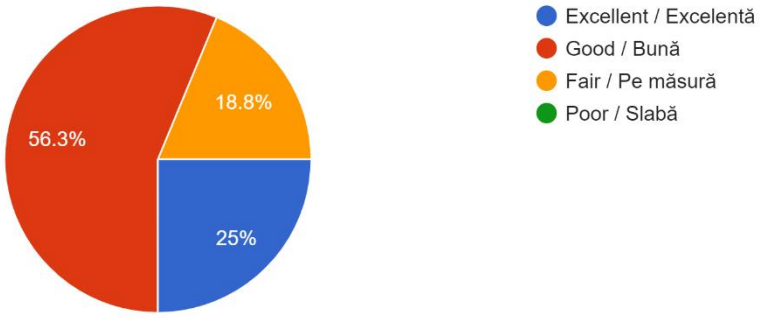
16 responses



3. TRAINING LOGISTICS

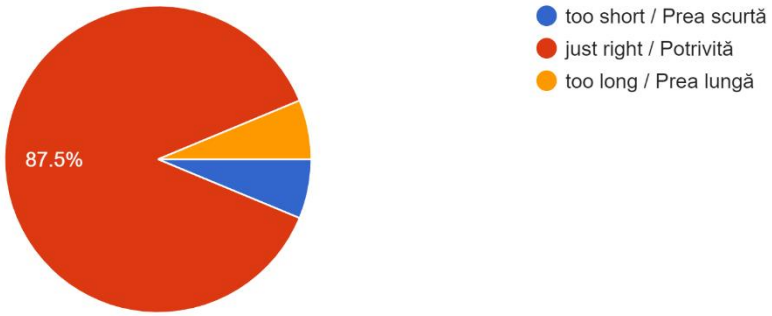
4.1 The facilities were/ Locația a fost:

16 responses



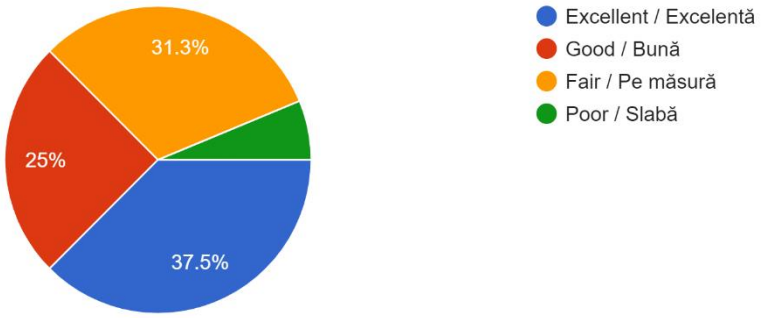
4.2. The duration of the workshop was/ Durata instruirii a fost:

16 responses



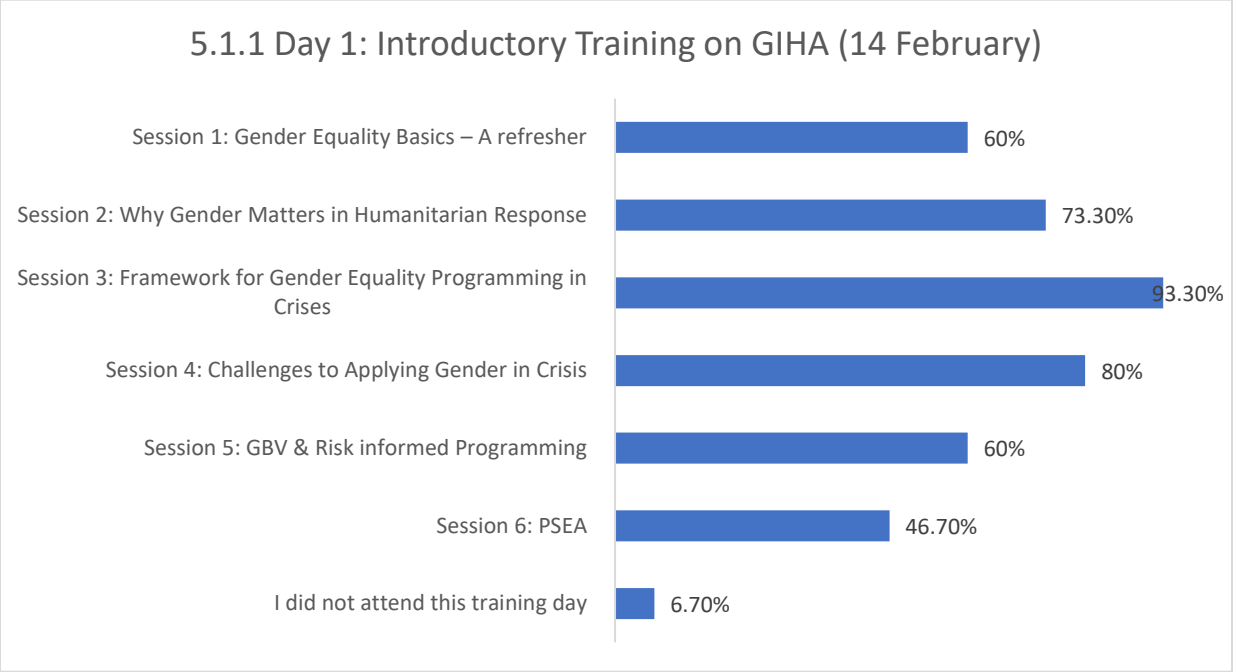
4.3 The interpretation at the workshop was/ Traducerea oferită în cadrul instruirii a fost:

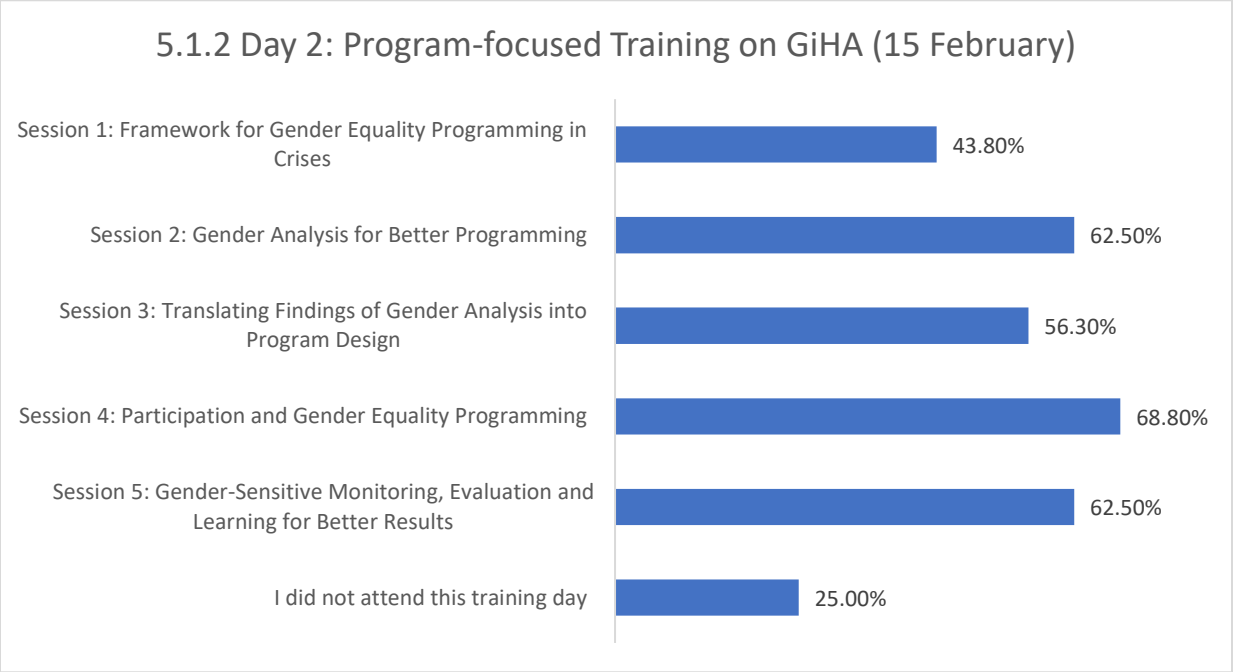
16 responses



5. YOUR OPINION

5.1. I FOUND THE FOLLOWING SESSIONS MOST INTERESTING AND/OR RELEVANT (PLEASE SELECT ALL THAT APPLY):





5.2 DESCRIBE BENEFITS GAINED FROM THE TRAINING:

New practices

I have improved my knowledge of gender mainstreaming in humanitarian action and its analysis in humanitarian programmes.

I enriched the knowledge

Recalling some working methods

I could analyze work of our NGO with refugees from Ukraine and see what is there and what is missing related to Gender Equality

Knowledge

Exchange of experience

Enhanced knowledge useful for my work as a Protection Officer and GBV Focal point

We have a much better understanding of the basics of gender equality and will try to adapt our programmes.

Information, teaching techniques, case studies.

5.3 NEW IDEAS, SKILLS OR TOOLS LEARNED AT THE TRAINING THAT I CAN APPLY IN MY WORK:

Building communication with beneficiaries

I have known new methods of working in gender analysis.

Everything

Yes

Gender Marker - i.e. Gender Equality Measures in Education from IASC - iascgenderwithagemarker.com - new and very useful tool for us.

YES

some examples

Gender lens when doing field work

We will necessarily use the guiding questions for rapid gender analysis and thematic "type sheets" to evaluate our programs.

I will apply the learning techniques, the way to conduct focus groups by keeping the gender component.

5.4. IMPROVEMENTS AND RECOMMENDATIONS FOR FUTURE TRAINING:

Present more practical tools for working in terms of gender monitoring and evaluation.

Whatever's good

Application of more real cases and proposal of solutions

It was very good

To explain certain methods as examples of countries that are equal to Moldova.

To do Local case studies

I would have liked the gender dimension to have been approached in the context of the crisis situation in our country (in the context of the war), given that a large part of the participants were employees of humanitarian organizations.

Keeping the interactive component. Everything was well structured and well organized.

5.5 TOPICS TO ADD FOR FUTURE TRAININGS:

Trainings related to the sharing of knowledge and practical examples of experts/ specialists from other countries, who have worked or are working directly on the ground with beneficiaries of humanitarian protection, are welcomed. Such exchanges of knowledge/experiences/practices, I think, would help to change or improve certain working skills that are stagnating or needing improvement in this area.

Anything is welcome

Methods of working with trauma

How to create and develop internal policies, regulations and documents in the NGO with mainstreaming Gender Equality.

A study by country - would be welcome , and the crisis situations that will be foreseen in the study - to be discussed in the seminars proposed in the future.

to expand the topics

How do gender stereotypes develop through childhood?