Terms of Reference

GENDER TASK FORCE (GTF) FOR REFUGEE RESPONSE IN MOLDOVA

Background

Moldova along with Poland are hosting the largest number of refugees per 10 thousand population, 412 and 450 refugees respectively, per 10 thousand inhabitants. As of 10 March, about 106 thousands of Ukrainians refugees reside across the different regions of Moldova. Women and girls make up 66 per cent of all refuges hosted in Moldova.

Effective and equitable service delivery for refugees cannot be achieved without understanding and responding to their specific needs and constraints, as well as risks that they face not only in forced displacement settings but also due to (pre-) existing gender norms, stereotypes and unequal power relations.

For these reasons, integrating gender equality measures as well as age and diversity dimensions into the cross-sectoral refugee response efforts is critical to ensuring that women, girls, boys and men — particularly the most at heightened risk and marginalized — have equitable access to (and benefit from) relief, services and information. Effective refugee response programming takes into account and meets the specific needs of refugees and those affected by crisis. Sectors should make gender equality a central priority in Multi-Sectoral Response Plans, which will guide project partners in designing projects that meet the distinct needs of persons in all their diversity, including women, girls, boys and men equally/equitably, and non-binary (or gender non-conforming) persons

The refugee response must ensure that the different situations, 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[1], are included and addressed when designing, planning, costing, implementing, monitoring and evaluating the refugee response efforts. This is enabled through a rights-based, needs-based, inclusive and participatory approach to ensure equitable access to and benefit from protection, assistance, services and information, as well as equal and meaningful opportunities to inform, engage in and lead the refugee response. Gender attitudes and gender norms do not always shift together, and do not always progress toward gender equality during 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 services[2]. 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.

Understanding how crisis affect differently marginalized groups and those at heightened risk through an intersectional lens is key to design gender-responsive and human rights-based humanitarian actions that meet the specific needs and diverse priorities of persons of concern. .The strength and capacities of

[1] 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.

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

forcibly displaced and stateless women and girls and their expertise should be included in protection responses, decision-making and leadership structures. .

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 Policy and Accountability Framework on Gender Equality and the Empowerment of Women and Girls in Humanitarian Action (2017), the Agenda for Humanity from the World 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 United Nations Security Council Resolutions.

To mainstream and integrate gender equality and the empowerment of women and girls in refugee response, the Gender Task force is established.

The GTF is part of the Refugee Coordination Structure under the Refugee Coordination Model, which provides the overarching framework for coordination.

Objective

The Gender Task Force (GTF) for the refugee response in Moldova will provide cross-sectoral and inter-organisational support to ensure the integration of gender dimensions in the refugee response by addressing protection and gender mainstreaming gaps, including by pursuing safe, responsive and harmonized feedback and response mechanisms , gender sensitive distributions, facilities, the collection and analysis of sex and age 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 older persons and persons with disabilities.

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 organisations to exchange information, analysis and address gender inequality issues in refugee response action (needs, gaps, inefficient response efforts).
   - Coordinate with sectors and working groups 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.
   - Identify opportunities for learning of good practices across sectors and organisations and regularly undertake capacity development on gender-responsive humanitarian action, preparedness, resilience, and recovery.
   - Strengthen networks/linkages between gender advocates from both national and local levels. Link to global-level opportunities, where appropriate.

2) **Technical Support, Guidance and Capacity Development**

- Provide technical guidance, including through the use of available tools from national actors, UN actors[3] and others, also based on the IASC (2018) Gender in Humanitarian Action Handbook, for the integration of gender dimensions into sectors' work and cross-sector joint actions (policies, guidelines, tools, advocacy, briefs, assessments, planning, programming, and monitoring).
- Promote the use by the sectors of the IASC gender with age marker and provide support for its application.
- Review the sectors needs assessments and ensure that regular collection and analysis of sex and age 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.
- 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.
- Support in ensuring gender analysis and gender-responsive assessments and research, messaging and feedback mechanisms for each sector and across sectors including sex, age and disability and diversity disaggregated data. Refugee women and girls should be active parts in designing and implementing research and have an active role as decision-makers influencing coordination and programming.
- Share the lessons learned and good practices on gender equality and women's and girls' empowerment programming and initiatives, including on mainstreaming gender equality in the humanitarian-peace-development nexus

3) **Advocacy and information sharing**

- Prepare the coordinated and harmonized strategic and analytical gender briefs, Gender Alerts, including recommendations in different languages (if possible), for the Refugee Coordination Forum Multi-Sector Working Group and UNCT for their further use and advocacy as needed.
- Ensure linkages and information sharing with other established coordination mechanisms for the refugee response.
- Organise joint GTF advocacy campaigns and events and information sharing activities on gender responsive refugee response.
- With support of Information Management working group identify and analyse important developments, including needs, gaps, good practices and success stories in gender mainstreaming and raise at the GTF meetings.
- Share lessons learned and good practices on gender-responsive programming, including through provision of platforms and events for affected women in local communities to participate in these dialogues through local coordination structures. Explore opportunities to share good practices regionally and globally, if feasible and applicable.

Task Force Leadership and secretariat

[3] For example, UNHCR - UNHCR Gender Equality Toolkit

The Task Force will be co-chaired by UN Women and UNHCR. The chair 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 andwill consist of gender focal points from each sector, nominated by each sector, government and local women 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 WorkPlan.

Member Responsibilities and Commitments

- Respond to all communications, 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

- Weekly planning meetings to discuss progress and exchange information and pending actions.
- Agenda will be circulated a day before the taskforce meeting to allow members an opportunity to suggest additional items for discussion.
- Need-based, exceptional meetings may be called by the co-lead, when this is considered necessary to address an issue of urgent matter.
- The GTF will report to the Refugee Coordination Forum Multi-Sector Working Group on the progress and relevant issues raised as well as on any decisions and actions taken.
- **Meetings will take place every Friday from 10:00 –11:30.**

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 to arises.

For further information regarding the GTF please contact:

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