

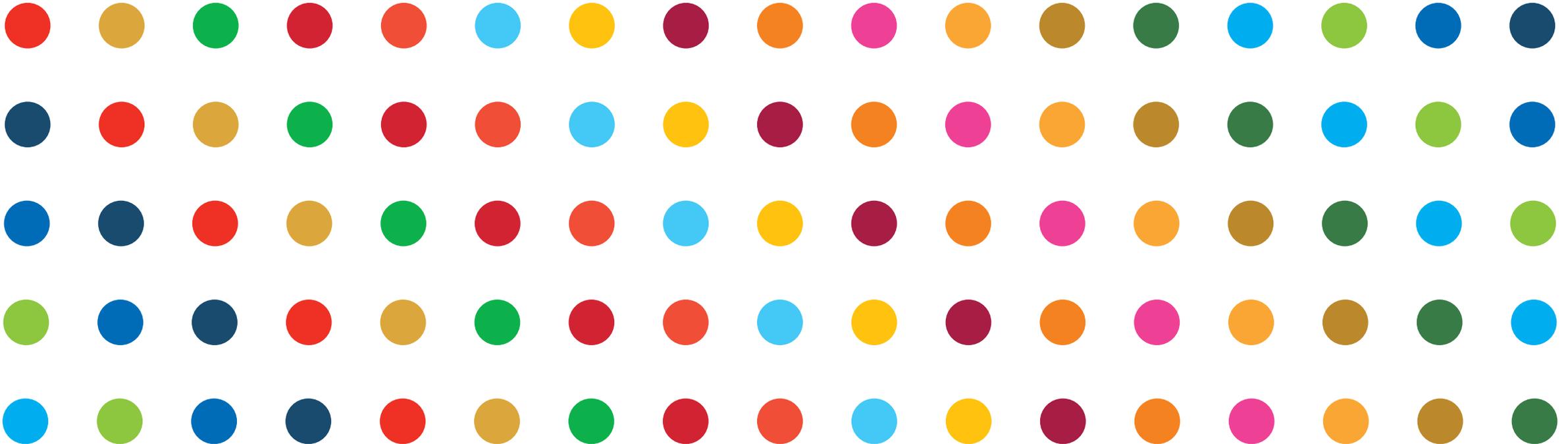


UNITED NATIONS
MOLDOVA



UNCT Moldova experience in advancing the implementation of 5.2 indicator of the UNCT SWAP GE Scorecard

*Olga Stoler,
Coordination Officer, UN Women Moldova CO,
14 September 2022*



INDICATOR 5.2 UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

Approaches Minimum Requirements	Meets Minimum Requirements Meets 2 of the following 3:	Exceeds Minimum Requirements Meets all of the following
<p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past year.</p>	<p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past</p> <p>b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country</p>	<p>a) At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past</p> <p>b) A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNDAF cycle and targets are on track</p> <p>c) UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country</p>
Selected UNCT-SWAP Performance Indicator	Second Comprehensive Reporting 2021	First Comprehensive Reporting 2019 (baseline)
5.2 Gender Capacities	Approaches Minimum Requirements, 2021	Missing Minimum Requirements, 2019
<p>In the period between 20 – 28 September 2021 a tailored and comprehensive training on gender mainstreaming in UN programming was undertaken for the members of the GTG and RGs, with the support of UN Women Moldova CO and ECA RO and UN Women Training Centre. Cumulatively, 40 representatives of different UN Agencies strengthened their capacities on mainstreaming gender into the programming.</p>		

Designing process

- **Partnership** established with UN Women Training Centre: Concept Note developed and signed by UNW and UNWTC; consultant recruited (by UNWTC); a dedicated space in UNWTC online campus created.
- **Agenda tailored** based on the [capacities and needs assessment](#) conducted prior to the session.
- **Leveraged** internal (MDA CO Monitoring and Reporting Analyst), **ECA RO** resources/expertise (Regional Planning and Coordination Specialist facilitated gender mainstreaming into UNSDSFs, GEM coding), and RC/RCO
- **Format and duration:** 5 half day sessions in online modules.
- **Participants:** 40 representatives from UN Women, OHCHR, UNDP, FAO, UNICEF, World Bank, WHO, ILO, UNFPA, IOM, UNODC, UN RCO, UNAIDS.
- **Collaboration with UNCT/GTG** - CN consulted at the planning stage; two agencies contributed financially by covering participation costs of 6 staff members (upon UNW call for financial contribution).
- **Total cost:** about 27k USD (85% being covered by UN Women, 10 % - UNDP and 5% - WHO).

Areas covered

- a. Gender inequalities in Moldova
- b. Self-reflection on gender unconscious bias
- c. Key concepts on gender, including intersectionality.
- d. Intersectionality and leaving no one behind (marginalized groups in Moldova)
- e. What is Gender mainstreaming? Gender mainstreaming principles, steps, definition
- f. Gender analysis: key conceptual framework, dimensions, questions, tools, key sources of information, good examples
- g. Problem tree on gender issues
- h. Gender sensitive indicators and RBM
- i. Gender markers coding
- j. Good practices from the ECA region on gender mainstreaming into the UNSDCF

Methodology:

All sessions were built on adult learning principles and include case studies, interactive and participatory methodologies (group exercises, quiz on gender equality in Moldova, short surveys on understanding the gender mainstreaming)



Lessons learned

- For an effective training it is of an utmost importance to use as many practical exercises as possible, contextualized for particular region/country.
- The handouts and other relevant information for practical work/exercices is better to be shared in advance. This allows trainees to be better prepared and saves some time (especially in the online format).
- It was difficult for the facilitator to measure the level of involvement of participants due to the online modality.
- Next time would opt for offline session, having the facilitator and the trainees in the same room (if the epidemiological situation will allow).



Thank you!