



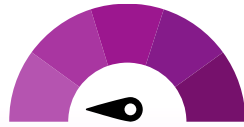
# UNCT Moldova experience in advancing the implementation of UNCT SWAP GE Scorecard 5.2 indicator

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# INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING

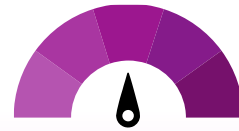


## Indicator 5.2 | UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING



### Approaches Minimum Requirements

- a)** At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past 12 months.



### Meets Minimum Requirements

Meets **2** of the following 3:

- a)** At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past 12 months.
- b)** A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track.
- c)** UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.



### Exceeds Minimum Requirements

Meets **all** of the following:

- a)** At least one substantive inter-agency gender capacity development activity for UN personnel has been carried out during the past 12 months.
- b)** A capacity development plan based on an inter-agency capacity assessment is established or updated at least once per UNSDCF cycle and targets are on track.
- c)** UNCT induction material includes gender equality and the empowerment of women commitments and related development challenges of the country.

# INDICATOR 5.2: UNCT HAS ADEQUATE CAPACITIES DEVELOPED FOR GENDER MAINSTREAMING (Moldova)

Selected UNCT-SWAP Performance Indicator	Annual Reporting 2022	Comprehensive Reporting 2019 (baseline)
5.2 Gender capacities	<b>Meets Minimum Requirements, 2022</b>	<b>Missing Minimum Requirements, 2018/2019</b>

1. Tailored and comprehensive training on **gender mainstreaming in UN programming** for GTG /RGs (2021)
2. Training on UNSDCF **Results Framework formulation** ensuring mainstreaming LNOB/HRBA/GEWE (2022)
3. Refresher **training on "Gender Equality Markers' coding** for GTG /RGs (2023)
4. List of **induction materials** developed and approved by UNCT

# Process

2021

**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).



# Process

## Why?

To enhance the capacities of the GTG / RGs that will result in

- ✓ Gender mainstreamed UNSDCF
- ✓ Accurate GEM coding into the JWP
- ✓ Better performance and higher results achieved in GEWE areas

## Who?

2021

UN Women Moldova CO, UN Women Training Centre, RCO, UNDP

2022/2023: UN Women and RCO

## How?

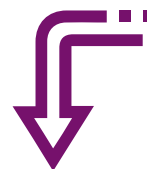
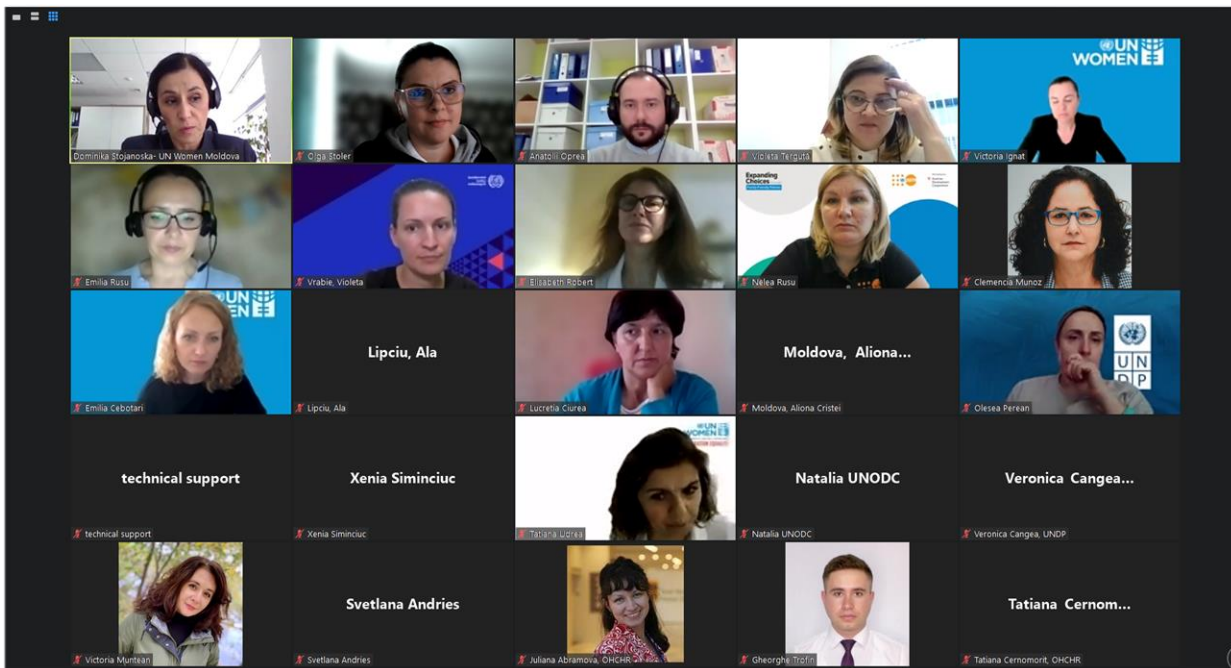
2021

- ✓ Capacities and need assessments
- ✓ Partnership with UNWTC initiated and Concept Note and tailored agenda developed
- ✓ Cost sharing
- ✓ 5 half day sessions in online modules.

2023

- ✓ UNW/RCO cost-shared event

# Challenges



## Challenges



Epidemiological situation in 2021 limiting UNCT in having an offline training

Competing priorities and overloaded agendas limited the participation of more colleagues to the training session

# Lessons Learned



## Lessons Learned

- Practical exercises, contextualized for a particular region/country is of an utmost importance
- The handouts and other relevant information for practical work/exercises is better to be shared in advance.
- In case of an online training, it was difficult for the facilitator to measure the level of involvement/engagement of participants in the training.
- Offline sessions are always the best option with facilitator and the trainees in the same room
- Refreshing the knowledge from time to time might be needed and learned skills should be applied





## Success factors

- ✓ Committed UNCT to advance GEWE and common objective
- ✓ Adequate funding for GEWE related capacity development
- ✓ Strong partnerships with other UN agencies within UNCT (for future the enhanced dialogue with IBCs at regional level, especially in the areas where capacities are missing might be considered (in MDA case- energy, climate change and gender etc.)
- ✓ Opportunities to exchange good practices among the regions and offices