



A gender approach to humanitarian response in armed conflict (Toolkit)

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The materials in this publication were developed by the project team with the assistance of gender equality experts:

- Valentina Bodrug-Lungu, university professor, President of the Public Association «Gender Center», Republic of Moldova;
- Ella Lamakh, head of the board of the Public Association «Center for Development of Democracy», Ukraine.

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CONTENT

List of abbreviations	3
Introduction	4
Chapter 1. Gender component of humanitarian response in armed conflict	6
1.1. Introduction to gender issues	6
1.2. General overview of international gender policy legislation and relationship with humanitarian programs and projects	10
1.3. Target group analysis	13
1.4. Gender aspects in the activities of public organizations	16
Chapter 2. Issues of gender-based violence in armed conflict	22
2.1. Gender-based violence: definition, types, impact	22
2.2. Gender-based violence as a tool of war: definition, types, response	24
Chapter 3. The activity of different structures in Ukraine and Moldova with refugees and internally displaced persons in the context of armed conflict	28
3.1. Tools for identifying gender-specific needs	28
3.2. Gender aspects of working with refugees and internally displaced persons from Ukraine in the Republic of Moldova	30
3.3. Gender aspects of working with internally displaced persons and local populations in Ukraine	37
Appendices	42
Appendix № 1 Literature used in the guide and recommended	42
Appendix № 2 List of institutions and organizations providing support to victims of violence and refugees from Ukraine on the territory of the Republic of Moldova	43
Appendix № 3 List of services for IDPs and the population of Ukraine affected by Russia's armed aggression against Ukraine	46
Appendix № 4 Peace and human security, components of security	48
Appendix № 5 Transitional justice	49
Appendix № 6 Main legislative documents of Ukraine and Moldova on gender issues and humanitarian assistance	51
Appendix № 7 Indicative training program on gender politics in humanitarian response during armed conflict	53

List of abbreviations

CEDW	UN Convention on the Elimination of All Forms of Discrimination against Women
GBV	Gender-based violence
IDP	Internally displaced person
IOM	International Organization for Migration
LGBTI	Lesbian, gay, bisexual, transgender and intersex people
MLSP	Ministry of Labor and Social Protection
NGO	Non-governmental organisation
OSCE	Organisation for Security and Cooperation in Europe
PSEA	Protection from sexual exploitation and abuse
PA	Public association
SEA	Sexual exploitation and abuse
SV	Sexual violence
UN	United Nations
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UN SC	United Nations Security Council
UNFPA	United Nations Population Fund
UNICEF	UN Fund for Children's Rights
UNHCR	Office of the United Nations High Commissioner for Refugees
WASH	Water, sanitation and hygiene
WHO	World Health Organization
WASH (engl)	Apă, Sanitație și Igienă

Introduction

The **Toolkit on Gender Approach in Humanitarian Response to Armed Conflicts** is addressed to volunteers, representatives of public organisations, local governments working or planning to work in humanitarian assistance projects in countries where armed conflicts occur.

This toolkit is aimed at increasing the level of knowledge from gender perspectives on the provision of quality services in humanitarian response programs/projects for women and girls, men and boys suffering from armed conflicts. The presented text is structured into three chapters:

- **Chapter 1.** Gender component of humanitarian response in armed conflict;
- **Chapter 2.** Issues of gender-based violence in humanitarian response to armed conflict;
- **Chapter 3.** The activity of different structures in Ukraine and Moldova with refugees and internally displaced persons in the context of armed conflict.

This publication provides a description and definition of gender policy, a gender perspective in humanitarian response programs and projects, and the importance of its use in the activity of various organisations to reduce the impact of crises on the lives of people during conflicts at the national and local levels.

The toolkit presents recommendations and describes the practices of public organisations in Moldova and Ukraine in rendering services to the population affected by Russian military aggression against Ukraine. The pages of the toolkit briefly summarize international documents that help to highlight the significance of including a gender approach in the work of humanitarian programs and projects at both national and local levels.

The publication also contains appendices with a list of services for refugees and IDPs on the territory of the Republic of Moldova, a list of services for the population on the territory of Ukraine and other information that may be useful in humanitarian response projects in armed conflicts.

In this toolkit one will find various definitions associated with the term “war”. When describing the general situation in the world where conflicts occur, the authors use the term “armed conflict/conflicts”. Various international organizations and Security Council Resolution 1325 (2000) on women, peace and security use the terms “conflict”, “conflict and post-conflict situation/s”.

The statement of the Verkhovna Rada of Ukraine dated January 27, 2015 states the beginning of the Armed Aggression of the Russian Federation against Ukraine on February 20, 2014, when the first cases of violations by the Armed Forces of the Russian Federation were recorded contrary to international legal obligations¹.

Since this toolkit was developed in 2023 during the Russian armed aggression against Ukraine, the definitions used are: “Russia’s war against Ukraine” and “Russian armed aggression against Ukraine.”

In the Republic of Moldova, different terms were used at different levels and at different time stages (from the military conflict in Ukraine to the war in Ukraine). Officially, the government and the media use the following formulation: “Russian aggression against Ukraine”, “Russia’s illegal invasion of a neighboring country”², “the deeply unjust and inhumane war that Russia is waging against Ukraine”³.

1 <https://zakon.rada.gov.ua/laws/show/337-19#Text>

2 <https://gov.md/ro/content/declaratii-de-presa-ale-prim-ministrului-dorin-recean-dupa-intrevederea-cu-premierul-polonez>

3 <https://gov.md/ro/content/discursul-prim-ministrului-dorin-recean-plenul-parlamentului-legatura-cu-prelungearea-starii>

The authors of the toolkit reserve the right to use different terminology used by governments and the media. The Austrian Development Agency (ADA) is not responsible for the choice of terms and the selection of materials.

All the texts, examples and recommendations described in this toolkit are based on interviews with representatives of public organizations, on the experience of project partners, but also reflect the personal experience of the toolkit' authors.

It shall be noted that while elaboration of the toolkit, various materials from international structures and organizations of the UN and OSCE were used.

While citing the interviews, authors could change the names of people interviewed to protect their personal data during armed conflict.

For the examples and materials provided, Hilfswerk International expresses its gratitude to the representatives of the following public organizations:

In Ukraine: NGO «STAN», NGO «Spectrum Kharkov», NGO «Center for the Development of Democracy», NGO «Skadovsky Aktiv», NGO «Rural Women in Ukraine» and NGO «Center for International Development “Elpis».

In the Republic of Moldova: PA «Gender-Centru», PA «Mostenitorii», as well as PA «Dignity and Rights of the Modern Woman» (Balti), PA “Afina” (Balti).

Chapter 1. Gender component of humanitarian response in armed conflict

Gender equality is not only a fundamental human right, but also an essential foundation for achieving peace, prosperity and sustainable development.

UN Sustainable Development Goal 5

1.1. Introduction to gender issues

Across countries or regions, armed conflict and post-conflict situations exacerbate the pre-existing patterns of discrimination against women and girls, men and boys. These groups may be at high risk of discrimination and various forms of violence, including sexual slavery and human trafficking, as well as murder, torture and mutilation as tactics of war. In this toolkit we devote a special place to disclosure of this topic. Stereotypes, various forms of discrimination and violence are the main obstacles to the fulfilment of all human rights.

Stereotypes begin to influence from childhood: “Be obedient, you’re a girl!”, “A boy fights, and that’s normal.” Such statements increase stereotypical ideas about girls and women, boys and men, leading to stigmatization and discrimination in various spheres of life. Stereotypical judgments can lead to discrimination against one person or another depending on gender, nationality, status in the social environment, position in the workplace and other norms of behavior.

What is gender?

Gender – the social status of women and girls, men and boys, which determines social opportunities to realize oneself in education, professional activities, participation in decision-making, distribution of roles in the family, at work, etc.

Gender – a set of cultural and social characteristics that determine the social behavior of women and men and the relationships between them. It describes the relationships between women and men in society.

Examples of gender roles

- *A woman and a man are equally responsible for the upbringing, education, and health of their children.*
- *Both women and men can work on a computer, be cooks, psychologists, pilots, doctors, lawyers, etc.*
- *In shelters and help points, everyone must take turns cooking and cleaning: men and women, or hired staff.*
- *Today mother prepares food and father picks up the children from school, tomorrow it's the other way around. Moms and dads go on business trips. Women and men benefit of advanced training courses.*

Gender equality – is not just an abstract idea, it is about a human resource that is of great importance today. Human resources - specific women and girls, men and boys for whom humanitarian actions, projects and programs are developed and implemented. However, each of this group may experience different vulnerabilities throughout life: with ageing, with moving or under other circumstances. In most cases, the most vulnerable groups are women and girls. This is explained not only by the specific needs, but also by existing gender stereotypes that have a negative impact on the implementation and protection of their rights.

Gender stereotypes – internal attitudes towards the place of men and women in society, their functions and social tasks, which are formed throughout lifetime under the influence of social conditions and one’s own life experience.

Examples of gender stereotypes

- *In refugee temporary placement shelters, in most cases, women cook and clean, while men relax or watch the news, they wait for food to be prepared for them, etc.*
- *Refugee men are looking for jobs, while women stay with the children and do the housework.*
- *A man must be self-possessed, balanced, courageous, especially during the war, and a woman can cry, ask for help, she must be with her family, and not at work;*
- *Boys should play with cars and soldiers, girls should play with dolls, dishes and use cosmetics;*
- *Men are obliged to defend their homeland, earn money and support their families;*
- *Real men shouldn’t cry.*

Gender stereotypes in the form in which they exist today feed and fuel discrimination, which limits the ability of women and men to protect themselves in times of crisis or danger. Discrimination is one of the basic concepts in the field of gender equality.

Among the factors that can create and exacerbate discrimination against women and girls, there are still patriarchal gender norms in societies in which the strongest or elders take leadership, and girls and women are expected to be submissive and subservient. An example of this is the attitude towards women in Muslim communities, despite their residence in different countries of the world.

!!! Note

- Education influences the search for oneself in the world; in the last century, in many countries of the world, girls were raised as responsible for care, cooking, and cleaning.
- When gender discrimination intersects with other forms of discrimination, such as socio-economic status, ethnicity, religion, disability, age, geographic location, sexual orientation, the impact of violence can be compounded, leading to multidimensional marginalization and discrimination.

Examples of gender stereotypes during armed conflict

Mother and children left Kharkov (Ukraine), but father remained to take care of old relatives. Unfortunately, the management of the company did not give him a flexible work schedule and flexible time to work and help his relatives, explaining this by saying that he should hire a woman to care for his relatives, although he could work on a flexible schedule.

One of the representatives of a public organization of veterans in Ukraine shared a story about her family: “Her husband stayed with the children in the village, while she left to serve in the army, went to the frontline. Returning from the front, she stayed with the children, and her husband went to the city on a regular bus to get documents. On the bus, he heard conversations in his direction that his wife was a prostitute at the front, that he was not a man if he stayed at home with their children.” This greatly influenced the attitude in the family and communication with neighbors and residents of this village. The woman turned to a public organization for veterans, and they helped resolve the conflict in the family.

Anna, representative of the public organization “Skadovsky Aktiv”, Ukraine, 2023

Examples of gender inequality, stigma and multidimensional discrimination in various social groups:

- **Women and men living with HIV/AIDS** in many cases must receive specific treatment and are dependent on regular receipt of various medications. Many women may not receive treatment on time, as they depend on the decisions of their husbands or relatives. Women and men living with HIV/AIDS may have difficulty disclosing their status and are more susceptible to stigma and discrimination, especially women, who may be subjected to various forms of violence. Young women and girls are more often infected through sexual relations at a young age, they are treated as a sexual object and are drawn into escort services or prostitution. Thus, this group is more difficult to provide timely medical care, which affects pregnancy, childbirth and the health of newborn children.
- **Women and men** are also more susceptible to stigma and discrimination **after leaving prison**. They often have health problems and are addicted to drugs or alcohol, and may have HIV/AIDS. Various forms of violence may be used against them due to their position in society.
- **LGBTI community**. Representatives of this group may also be in other groups listed above. In relation to them, such forms of discrimination as stigma and persecution for their sexual orientation are added. They may not be hired or provided with housing. Disclosure of status can lead to stigma from relatives and friends. Various forms of violence may also be used against them. They may be parents or guardians of children, but society may judge them or express insults towards them and their children.
- **Women and men in rural areas**. They may also represent the above groups, which makes them more vulnerable in accessing resources and services: lack of transport from villages to cities, lack of jobs, additional costs for treatment from specialized experts in cities and other difficulties. (The UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) emphasizes in Article 14: “States Parties shall take into account the special problems faced by women living in rural areas <...> shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development... »)⁴
- **Women and men with disabilities** depend on many logistical issues related to health care, transportation, access to school, work, shopping and other institutions. Women in this group suffer more because they depend on the services of gynecologists, who may not have special examination chairs. The lack of an elevator makes it difficult to access doctors’ services on higher floors. During pregnancy, women need more comprehensive care, which may not be available at the level of villages or small towns in the regions.

Most of you have already been familiar with gender politics since childhood; we see what women and men of various social groups do in their everyday lives, we observe their relationships in families, at work and in society. In the 20th century, these relationships, rights and opportunities for women and men in society were described, structured and began to be called: gender roles, gender, gender politics. There is an opinion that gender policy is only about and for women, but gender policy is aimed at creating equal conditions for women and men in all spheres of life.

!!! Note

Gender policy addresses all topics in the social sphere and **implies taking into account the interests, needs and priorities** of women and men, thereby recognizing their diversity in different social groups. First of all, these are living conditions, resources, and equal opportunities for their development and the realization of human rights.

4 https://www.un.org/ru/documents/decl_conv/conventions/cedaw.shtml

Comprehensive gender policy is the purposeful activities of all structures without exception in various areas of life support for women and men, girls and boys for the implementation of their rights and freedoms at all levels of decision-making: the presence of kindergartens, pharmacies in villages, equal access to jobs, counteraction to violence and assistance to victims, representation in political parties, transport provision, shelters for war victims with rooms for women and men and other services.

The development and implementation of gender policies in various communities is not always successful, as stereotypes towards women and men hinder this. Women and men, holding responsible positions, can impose their beliefs (stereotypes) on others based on their own childhood experiences, the influence of advertising, films, and social media resources.



!!! CONCLUSIONS

- The modern world is changing, however, stereotypical judgments about women, girls, men and boys still influence their lives and can contribute to various forms of discrimination and violence in their lives.
- Gender inequality is the root cause of discrimination and various forms of violence that are exacerbated in armed conflicts.
- Leadership qualities in men and women do not depend on gender; they are developed throughout life.
- Both boys and girls need to equally try themselves in various activities (play with a variety of toys/games and learn housekeeping), learn life skills that help them build their own fulfilling lives.
- Although men and boys in their communities may be a group that appears to have power, strength and superiority, in the middle of these groups they can be discriminated against and suffer various forms of violence.
- If we talk about resources, opportunities, needs for women and men, girls and boys, this is the topic of gender policy.

1.2. General overview of international gender policy legislation and relationship with humanitarian programs and projects

To promote gender policy and protect women's rights, international organizations at various levels have adopted a number of significant documents which emphasize that ensuring human rights cannot be achieved without eliminating all forms of discrimination and violence in communities. Some treaties in the field of gender equality and women's rights that are important for reducing the impact of the crisis on the lives of different groups suffering from armed conflicts and aimed at achieving peace and post-war reconstruction are presented in this section.

The UN Convention on the Elimination of All Forms of Discrimination against Women (onward: "CEDAW") was adopted on December 18, 1979 by the UN General Assembly⁵. The spirit of the Convention is based on the goals of the UN: to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equality of men and women. This document explains the meaning of equality and how it can be achieved. Thus, the Convention not only established an international bill of rights for women, but also a program of action for states to ensure the implementation of all these rights.

UN Security Council Resolution 1325 (2000)⁶ on Women, Peace and Security was approved by the UN Security Council on October 31, 2000, and subsequent resolutions No. 1820, 1888, 1889, 1960, 2106, 2122, 2242, 2467, 2493 form the agenda "Women, peace, security." Resolution 1325 is one of the most important and emphasizes the imperative for countries to create conditions for the inclusion of women in the decision-making process as part of the mechanism for ensuring sustainable peace and human and national security.

UNSCR 1325 and other commitments contained in the Beijing Declaration and Platform for Action (A/52/231)⁷, as well as the commitments set out in the outcome document of the 23rd special session of the UN General Assembly entitled «Women 2000: Gender Equality, Development and peace in the twenty-first century» (A/S-23/10/Rev.1), particularly those related to women and armed conflict, create a synergy of documents that are important for each UN member country in supporting women and girls who suffer from war.

UNSCR 1325 has four main components:

- the role of women in conflict prevention;
- women's participation in peacebuilding;
- protecting the rights of women and girls during and after the conflict;
- the special needs of women during repatriation and resettlement, and the needs for rehabilitation, reintegration and post-conflict reconstruction.

5 https://www.un.org/ru/documents/decl_conv/conventions/cedaw_handbook/ch1.shtml

6 <https://peacekeeping.un.org/ru/promoting-women-peace-and-security>

7 <https://www.un.org/womenwatch/daw/beijing/pdf/BDPfA%20R.pdf>

Example

In one of the local government structures of the Kherson region (Ukraine), there was an accountant who was sent to training with the words: “Everyone is busy, we are already tired of going to these gender events, now you go.” The woman listened to the entire training and at the end of the day began to cry. She said: “Everyone thinks that I’m only an accountant, that such training events are not for me. But I am the mother of a son who was in the war in Donbass, as he sometimes beats me, drinks, and I no longer know what to do, where to run. I’m afraid. It turns out that all these training sessions are about the UN Security Council Resolution “Women, Peace and Security” and about gender issues for me. After all, first of all, I am a woman, despite my specialty and position. Our structure works at the local event, and I represent it, but I am a mother, a wife who has problems, and I also have burnout. I cannot work well, I only think about my son, what awaits me at home.

Valentina, representative of the public organization “Skadovsky Aktiv”, Ukraine, 2022

!!! Note

- In order to fulfill international obligations, countries (governments) adopt documents at the national level to implement their obligations. Representatives of civil society, authorities, and other organizations take part in the preparation of such documents. Both countries, Ukraine and the Republic of Moldova, developed country plans in close cooperation with central and local executive authorities, public organizations and international partners. After the adoption of documents at the national level, regional and local authorities and relevant structures must adopt appropriate action plans.

The Republic of Moldova developed and approved the 2nd National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2023-2027 (approved by Government Resolution No. 152 of March 22, 2023)⁸. For the first time, the document includes provisions on human security; overall goal 5: Humanitarian support for women and girls from conflict and post-conflict areas.

On October 28, 2020, the government of Ukraine decided to approve the National Action Plan for the implementation of UN Security Council Resolution 1325 “Women, Peace, Security” for the period until 2025. After the adoption of national level documents, regional and local authorities and relevant structures must adopt appropriate action plans.⁹

In September 2015, within the framework of the 70th session of the UN General Assembly in New York, the **Sustainable Development Summit** was held, at which new Sustainable Development Goals (SDGs) were approved. The final document of the summit «Transforming our world: the 2030 Agenda for Sustainable Development» approved 17 Sustainable Development Goals and 169 targets¹⁰.

To implement a document on sustainable development, it is crucial to study each of the goals, but in this work, the authors highlight 2 SDGs aimed at strengthening the work on introducing gender policies in humanitarian response:

8 Monitorul Oficial Nr. 147-150 https://www.legis.md/cautare/getResults?doc_id=136728&lang=ro

9 <https://zakon.rada.gov.ua/laws/show/1544-2020-%D1%80#Text>

10 <https://www.un.org/sustainabledevelopment/ru/sustainable-development-goals/>

Goal 5: Achieving gender equality and empowering all women and girls.

The goal includes:

- creating conditions for the elimination of all forms of discrimination against women and girls;
- reducing the level of gender-based and domestic violence;
- encouraging shared responsibility for running the household and raising children;
- ensuring equal opportunities for representation at the highest levels of decision-making in political and public life;
- expanding the population's access to family planning services and reducing the teenage birth rate;
- expansion of women's economic activity.

Goal 16: Promote peaceful and inclusive societies for sustainable development, ensuring access to justice for all and building effective, accountable and participatory institutions at all levels.

The goal includes:

- Significantly reduce the prevalence of all forms of violence and reduce mortality rates from this phenomenon throughout the world.
- End abuse, exploitation, trafficking and all forms of violence and torture against children.

Each UN member country has developed its own national documents to achieve these goals and identified implementation indicators. The developed documents can be viewed on the government websites of each country and the websites of UN structures.

Examples of implementation of international obligations undertaken within the framework of gender equality at the local level (region, district, city, town)

Organizing leadership training for women and gender policy training for men in order to understand the importance of decision-making without gender discrimination.

Organizing training sessions and development of action plans at the local level to prevent violence in the family, in the sphere of education and sports.

Organizing workshops for trade unions to combat discrimination when hiring, equal distribution of parental leave for men and women.

Adoption of local policy documents (strategies, programs, action plans) in various areas of social policy including actions i) to achieve equal rights and opportunities for women and men, ii) to prevent violence in schools, clubs, sports, iii) to prevent discrimination, sexual harassment in workplaces.

Monitoring and evaluation of activities carried out to combat violence in local communities (in sports, cultural clubs, schools, workplaces etc.)

Allocation of budget at the local level for programs to prevent discrimination, gender-based violence and provide assistance to victims.

!!! CONCLUSIONS

In recent decades, the UN and other international organizations have adopted several important documents to achieve the respect for human rights. For example, the Council of Europe also adopted legislative acts that help introduce gender policies in the region and protect women's rights, such as: *European Social Charter (revised)*¹¹; *Convention against Trafficking in Persons*¹²; *Council of Europe Gender Equality Strategy 2018-2023*¹³; *Council of Europe Convention on preventing and combating violence against women and domestic violence*¹⁴ and others. The adoption of such documents has made it possible to achieve significant progress in ensuring equal rights and opportunities for women and men in all areas of life at the national and local levels in democratic states.

1.3. Target group analysis

Humanitarian crises and armed conflict are not neutral towards women and men, and affect them differently depending on age, social status, opportunities and background. In most cases, the vulnerable groups during armed conflict may comprise of the following categories:

- internally displaced persons;
- persons affected by all types of violence;
- individuals who suffered from torture by illegal armed groups during detention;
- persons vulnerable to falling into situations of human trafficking, sexual exploitation;
- persons with disabilities, groups with limited mobility living in territories close to the combat zone (contact line);
- elderly people living in areas close to the combat zone;
- persons who were in captivity and families of prisoners;
- residents of temporarily occupied territories;
- families of participants in hostilities, military personnel, prisoners, missing persons, and deceased participants in hostilities;
- veterans;
- volunteers;
- specialists involved in assistance and rehabilitation of various groups affected by conflicts;
- persons who have become disabled due to wounds, concussions, injuries or illnesses received as a result of combat operations and/or while in captivity, and related accidents;
- persons who suffered material damage due to hostilities and shelling, etc.



11 <https://rm.coe.int/168007cf96>

12 <https://rm.coe.int/16805a937a>

13 <https://rm.coe.int/ge-strategy-2018-2023/1680791246>

14 <https://rm.coe.int/168046253f>

Each of the groups mentioned above is represented by men and women; in these groups there may be boys and girls of different ages and from different territories suffering from the war in their villages, at checkpoints, in occupied or liberated territories. One of the groups may be more represented by women/girls and children, for example, the IDP group, which mainly includes women of different ages and children. Also, there are often more women of different ages, as well as men, most of whom are disabled or elderly, remaining in the occupied territories.



On the other hand, men dominate in groups of people who returned from captivity, missing persons, and veterans, including those with disabilities. This list is not exhaustive; it may change and be supplemented depending on the analysis of the situation in the region or country where the armed conflict is taking place.

Gender characteristics of various social groups, the situation of which is aggravated during an armed conflict:

Pregnant women during conflicts may wait in line to be moved to another location for long periods, without food and under fire at checkpoints or on evacuation routes, which affects their health. It is more difficult for them to find and get to hospitals if shelling starts or there are no quality roads. Sometimes they give birth in basements built as bomb shelters, without proper hygiene conditions, and they may not have relatives or people with them for support.

Women and men in captivity. There are various forms of violence against these groups, torture, intimidation, lack of access to hygiene or medical services, and lack of nutrition. However, women in captivity may be more vulnerable. Pregnancy, gynaecological problems, frequent use of sexual violence and rape against them, intimidation and control. Men may also be subjected to torture, sexual violence, rape, and reproductive organ mutilation as a method of humiliation.

Veterans and veterans with various forms of disability. This is a new status for them; they and their families definitely need the services of psychologists, social workers, and accessible infrastructure.

National minorities. They may not be allowed into IDP shelters and may be required to leave. A group of Roma nationality was not allowed into many shelters in Ukraine; they spent the night at train stations, in parks and forests, in order to get to the Transcarpathian region, where they were accommodated and given food and warmth.

Women and men with disabilities often do not have access to special transport, since it is sent for other needs; they cannot receive rehabilitation services, consultations with doctors or other specialists on time. Moving as an IDP from various villages or towns under fire can cause additional difficulties due to the presence of checkpoints, lack of roads or inadequate facilities for movement or accommodation.

Women and girls with disabilities have a need for special hygiene kits and may need an urgent examination by gynecologists. When moving, evacuating, or occupying, this can become a problem, since not everywhere there is the necessary equipment or access to the upper floors (the elevator is missing or disabled). Pregnant women with disabilities need specialists who understand the specifics of their examination, but during the war there are not enough of such doctors or they are absent in certain localities.

Members of the LGBTI community during war may face even greater stigma and discrimination, denial of services, and may be denied shelter placement or not accepted by relatives because

they know about their sexual orientation. Also, many of them may have various addictions, illnesses, or HIV/AIDS status, which makes it difficult to receive help when disclosing their status. Lesbians can be solo mothers; they need the help of gynecologists and hygiene kits. They need specialized, safe services.

Women and men released from prison may be undocumented, which exacerbates their displacement, and have a variety of underlying chronic illnesses and addictions that can make them more vulnerable. Residents of shelters may be pickier towards them and stigmatize them because of their status. They may also include women and men with disabilities, which makes their survival more difficult. Few centers operating during armed conflicts have been created for such social groups.

Women and men from rural areas. They are the first to come under occupation or shelling, and for them everything can change at any moment. They are subject to various forms of violence and intimidation; roads and houses may be mined and it is more difficult to evacuate due to domestic issues. First aid kits and other services are less accessible to them due to supply difficulties. Among rural residents there may also be representatives of all of the above population groups.

As of January 2023, 4,867,106 internally displaced persons (IDPs) were officially registered in Ukraine, and according to international estimates, the number of IDPs exceeds 7 million citizens, the «Ukrinform» news agency reported on September 9, 2023¹⁵. Of the total number of internally displaced persons, approximately 60% are women, 40% are men¹⁶.

According to UN agencies, women and girls make up 66% of the total number of refugees from Ukraine in Moldova¹⁷.

Examples of situations

“Shootings began in the city. The relatives to whom my colleague and his parents were traveling as IDPs warned that they would not let him in because he was gay, and that he had to look for housing on his own. But he didn’t have the money to find rental housing. It’s good that at this time help centers for LGBTI community groups were already being created”.

Vasilii Malikov, head of NGO “Spectrum Kharkov”, Ukraine, 2023

“Women from the IDPs group agree to take retraining courses for subsequent employment, which are organized in a neighboring city. However, then they refuse, since the daily worries associated with treatment, child care, as well as moving from one locality to another are difficult to combine and manage to organize everything. At the beginning of the project, the organizers forgot to conduct a survey/situation analysis of women’s needs so that they could successfully complete the retraining course”.

Valentina, representative of public association “Skadovskii Aktiv”, Ukraine, 2023

!!! CONCLUSIONS

When developing humanitarian response projects, an analysis of the needs of the target group is conducted before planning begins. This allows you to understand the situation more accurately, form/understand a portrait of your target group with whom you are working, and determine the situation in which they find themselves, especially women and children, people with disabilities and others.

15 <https://www.ukrinform.ua/rubric-society/3649695-v-ukraini-oficijno-zareestruvali-4-867-106-pereselenciv.html>

16 <https://www.ukrinform.ua/rubric-society/3739830-iz-usiei-kilkosti-pereselenciv-60-stanovlat-zinki-opora.html>

17 <https://euneighbourseast.eu/wp-content/uploads/2022/06/profilul-refugiatorilor-din-perspectiva-de-gen.pdf>

1.4. Gender aspects in the activities of public organizations

A gender perspective should be taken into account when designing humanitarian response programs. A comprehensive gender approach always begins with gender analysis and identifies the relationships between men and women in their respective roles, status, and social position. The analysis also shows how they live in their daily lives and the resources on which they depend.

Gender mainstreaming is a strategy that ensures that the interests and experiences of women and men are taken into account as an integral part of the planning, implementation, monitoring and evaluation of policies and programs in the political, economic, cultural and social spheres to ensure that women and men benefit equally. A gender approach is sometimes called a gender-responsive approach. By studying the problem of each target group, we find ways to solve certain problems, taking into account the interests of certain groups, both among women or girls, and among men or boys. The concept of an integrated gender approach was approved in the Program of Action of the IV UN World Conference on Women (Beijing, 1995)¹⁸.

Gender analysis – is the collection of accurate and detailed data, including qualitative and quantitative information, to identify current conditions, identify trends and assess the impact of armed conflict on women and men of different ages and different groups. Profiling your target population through gender analysis within any humanitarian action/mission is essential to ensure the response is effective and achieves the desired outcome.

!!!Note

Questions to help with analysis:

- What group of women, girls, boys and men do you plan to work with? What problems does each of these groups have? What problems do women/men of different ages have? How have these groups been affected by the conflict? What barriers exist for men and women of different ages and different social groups (example: ensuring constant access to food, problems with transport, inability to participate in various courses due to daily worries and matters related to caring for children, the elderly, etc.). What risks might each group face when receiving assistance?

Answers to the questions above and anonymous surveys will help improve the consideration of all the needs and vulnerabilities of every woman, girl, man, boy.

Remember that vulnerabilities or discrimination in relation to gender and social group are not immediately obvious, so you should pay closer attention to less obvious inequalities among these groups, which can be done by anonymously surveying each of the groups in the area where you plan the work.

Gender analysis also facilitates the development of more appropriate and effective responses: What should be done first for each group of women/men and how? What actions will be effective? Which partners can help? What needs to be negotiated with local authorities? What risks might there be when implementing the action plan? Has the action plan considered suggestions from target groups of women and men?

Remember that planning can be effective if representatives of different target groups are acted for in the discussion and implementation of humanitarian response projects and programs.

18 <https://www.un.org/ru/conferences/women/beijing1995>

Examples

In Moldova, in the first days of the war in Ukraine, with the influx of many refugees, the first efforts on the part of the population, of public associations and other structures were to provide everyone in need with food, shelter and communications (telephone or Internet). However, along the way, specific gender needs were also identified: the need for women's underwear, hygiene bags, diapers and baby food for babies. Accordingly, resources had to be urgently restructured based on a gender analysis of their needs.

(Interview with the representative of "Gender-Centru")

Assistance with wheelchairs, canes, hearing aids, etc., adaptation of access to institutions (ramps) are examples of real humanitarian support from public associations and ordinary people.

(Interview with a representative of the local administration Calfa village, Moldova).



!!! Note

- An integrated gender approach includes training of staff and volunteers; understanding the assigned tasks is important when creating and providing services.
- A gender integrated approach is based on collaboration with local authorities and various community organizations for a comprehensive humanitarian response.

Examples

In one of the tents at the station (aid point, Donetsk region, Ukraine), a volunteer was distributing food. A woman from the IDP group came up to get help, but began to cry, covered her face with her hands and did not respond to the volunteer's appeal. He immediately turned to representatives from another tent and asked a volunteer in the tent to help this woman. The IDP woman agreed to talk about her problems only to a female volunteer.

Tatiana, representative of the public organization "Elpis", Ukraine, 2023

In one of the humanitarian response projects, training was conducted to provide psychological assistance to IDPs. Educational programs were created for children and women participants. The project team organized individual psychological sessions for mothers with children with disabilities, taking into account a time convenient for mothers, and also attracted special personnel with knowledge of providing services to children with disabilities.

In the city of Valki, Kharkov region, kindergartens and other structures for children were closed due to frequent shelling. Parents, mostly mothers, had to go to work and had nowhere to leave

their children. The project, together with local authorities, created a group for children with flexible schedules to help parents with children. Following all safety instructions, they began working with children as educators and psychologists.

Yana, representative of the project “Comprehensive humanitarian assistance to victims of IDPs and the most vulnerable categories of the population in Ukraine”, implemented by Hilfswerk International (Austria) in partnership with the public organization «STAN» in Ivano-Frankivsk, Ukraine.

In Moldova, on the basis of a tripartite memorandum between public associations «Gender Centru», «Mostenitorii» and local administrations from Anenii Noi, Bulboaca, Balti, Stefan Voda, Orhei and other communities, based on the identified needs of refugee women from the accommodation centers, purchases were made to ensure decent living (briquettes for heating, technical equipment for kitchens and bathrooms, arrangement of premises for children and newcomers).

The project “Emergency relief and protection of conflict affected IDPs in Ukraine and of Ukrainian refugees in Moldova” is implemented by Hilfswerk International in partnership with public associations «Mostenitorii», «Gender-Centru» and the public organization «STAN» from Ukraine, financed by the Austrian Development Agency (ADA) with funds from the Austrian Development Cooperation (ADC), and by the Nachbar in Not Foundation.

“I didn’t think that I would convince people on the evacuation bus that they needed to go. I said into the speakerphone that I was from a public organization, and we would help them all the way until they left the occupied territory. We paid for gas and food. And thus, we saved the passengers/approx. I didn’t even think that our public organization would be like a straw for frightened people”.



Valentina, representative of public association “Skadovskii Aktiv”, Ukraine, 2022

Maria Vakarchuk from the village Glinjeni, Falesti district, director of the Multifunctional Center for Social Assistance «Nufarul alb» and founder of the NGO «Sat modern», was among the first to organize a number of events to integrate refugees into the local community: joint cooking master classes, disembarkation flowers, gatherings with songs. So, together with her colleagues, she organized a shelter for refugees on the basis of the Multifunctional Social Assistance Center, where 15 people were accommodated. Through the mayor’s office, a crisis cell for refugees was created. From my point of view: “These people do not just need a roof over their heads, it is very important to offer them warmth and spiritual support. The war in Ukraine taught us to be kinder and more attentive to others.”

The project was implemented with the support of Gender-Centru/ UNWomen/ Women’s Peace & Humanitarian Fund¹⁹.

In January-February 2023 in Moldova, public organizations «Gender-Centru» in partnership with «Mostenitorii» organized a series of trainings on **Gender equality in humanitarian actions** for representatives of centers for temporary accommodation of refugees, social services, volunteers and representatives of public organizations and government institutions. As part of the training, participants developed skills in taking into account gender aspects in humanitarian work and exchanged experience in working with refugees and local communities.

19 <https://moldova.unwomen.org/ro/stories/din-perspectiva-mea/2023/03/din-perspectiva-mea-razboiul-din-ucraina-ne-a-invatat-sa-fim-mai-buni-si-mai-atenti-fata-de-cei-din-jur>

!!! Note

Women's participation in decision-making is important and essential for comprehensive decision-making. Wherever you work, wherever you go, your teams should have both women and men influencing decision making. Among the various target groups with which you work, there are many women with different experiences and education. Sometimes they are pushed back from making decisions, but their life experience is invaluable.

Examples

In the Donetsk region, one of the leaders of the military administration spoke to the local population: "I will take men who will be the same as me, strong and brave into the team. Don't offer women, I won't work with them."

Katerina, representative of the public organization "Elpis", Ukraine, 2023

!!! CONCLUSION

Various organizations, no matter what they are called and what goal they set for themselves, must undergo training on gender issues, adopt gender equality, anti-discrimination and gender-based violence policies, safety rules and others in their organizations.

1.5. Training modules or training sessions for representatives of organizations involved in humanitarian response.

Today's personnel training programs have largely already been formed on the basis of many years of experience of international organizations in countries where armed conflicts have occurred. Public organizations also have their own developments and training modules with methods for training staff, volunteer groups and representatives of government or the public. At the same time, an important part of planning training modules is understanding the problems of the target groups for which we create training programs.

Example

In the Zaporozhye region of Ukraine, the humanitarian response training was carried out with the constant distraction of participants to the situation of the local population in the occupied and liberated territories of the region. Many cried and were distracted from the topics of the training, as memories of the war were superimposed on personal grief or tragedies seen or heard while providing assistance to the local population. It was only during the training that the organizing team realized that before conducting it, it was necessary to organize the work of psychologists, and only after that, taking into account their recommendations, draw up a training program. We had to rebuild the program, shortened the training sessions and allowed the participants to spend more free time, take a walk, go to the pool or work with a psychologist.

Maria Dmitrieva, representative of the organization "Center for the Development of Democracy", Ukraine

Appendix No. 7 presents an approximate training program on gender policies in humanitarian response during armed conflict using Ukraine as an example. Training programs can be adapted due to the format of the training and the needs of the participants.

Some recommendations for planning training programs:

Duration of programs	2-3 full days
Place	In the countryside
Materials	Theoretical presentations combined with exercises to restore team mental health and prevent burnout Collect successful and not so successful examples, analyze them and draw up an action plan for improvement
Trainer profile	<ul style="list-style-type: none"> • Experience in working on gender issues and implementing UNSCR 1325 at the national and local levels; • practical experience in implementing humanitarian response projects in countries where armed conflicts have occurred/are occurring; • if necessary, involve psychologists in the work
Additional topics	In any humanitarian crisis or armed conflict, it is important to include prevention of gender-based violence (GBV), domestic violence, and sexual violence during conflict in training programs.
Mandatory topics for training personnel of organizations providing humanitarian assistance	<ul style="list-style-type: none"> • Gender, stereotypes and types of discrimination against girls, women, boys and men. • Gender policy: analysis, planning, creation of gender-responsive services. • International and national legislation on gender policy and women's rights. • Implementation of UNSCR 1325 "Women, Peace and Security"/ other UNSCRs on the topic "Youth, Peace and Security" at the national and local levels. • Synergy between international norms, national and local strategies, programs and action plans. • Integrating the needs and interests of women and men in humanitarian missions and post-conflict renewal. • Preventing and countering gender-based violence and conflict-related sexual violence. • Analysis of examples of gender-based social services at the local level in humanitarian response. • Components of human security during various crisis situations (Appendix No. 4 of this guide). • Post-conflict reconstruction. • Transitional justice or transitional justice (Appendix No. 5 of this guide). • Crisis communication. • Combating human trafficking and new forms of risks of involvement. • Gender budgeting in the preparation of local policies and others.
Invited persons	It is important to invite representatives of local authorities and leaders of the communities in which work is planned for training. The main thing is that the entire team and the team of partners have the same knowledge, then it will be easier to plan collaboration

Example

In Moldova, within the framework of the project “**Emergency relief and protection of conflict affected IDPs in Ukraine and of Ukrainian refugees in Moldova**” various trainings were conducted for social assistants, psychologists, workers of refugee centers, local administration.

The trainings included such topics as:

- I) Gender and safety;
- II) integration of the needs and interests of women and men in humanitarian work;
- III) Gender-based violence: definition, types, impact;
- IV) Gender violence as a tool of war: definition, types, response;
- V) Prevention and protection from sexual exploitation and abuse;
- VI) Implementation of the Women, Peace and Security Agenda. Synergy of international documents.



Chapter 2. Issues of gender-based violence in armed conflict

2.1. Gender-based violence: definition, types, impact

Gender-based violence (GBV) is a human rights violation. This type of violence perpetuates stereotypes of gender roles that deny the human dignity of every woman and every man, every girl and every boy, leading to a dead end in human development. GBV, as such, occurs everywhere. Cases of GBV are underreported around the world due to fear of stigma or retaliation, impunity for perpetrators and lack of awareness of the benefits of seeking help. But the vast majority of victims of gender-based violence and survivors of sexual violence are women, girls, girls and boys.

Gender-based violence is «any act of violence that results or is likely to result in physical, sexual, psychological harm or suffering to women. This includes threats of violence, coercion or unauthorized deprivation of liberty, both in public and in private»²⁰.

What are some causes of GBV?

1. Misunderstanding of the essence of masculinity and femininity, which leads to justification for the use of violence against women and children.
2. Unequal status of men and women in families and society.
3. Historically unequal power relations between men and women (physical, social, economic).
4. Gender-based violence against women is based on the idea of “Power and Control”, which justifies violence by forcing women to endure and occupy a subordinate position compared to men.

The women’s rights movement has fought for decades to ensure that the international community finally recognizes violence against women as a human rights issue, rather than simply treating it as a private matter in which the government should not interfere.²¹

!!! Note

- Violence against women is a violation of human rights, a cause and consequence of gender inequality and a leading cause of poor health among women of all ages. It harms the well-being of women and very often leads to crime and significant losses to society. These issues are especially important in the areas of law enforcement, health, family, education and economic well-being.²²
- Violence is the result of structural and deep-rooted discrimination, which the state has a responsibility to combat. Preventing and combating violence against women requires legislative, administrative and institutional measures and reforms, including the elimination of gender stereotypes.

Declaration on the Elimination of Violence against Women²³ defines “violence against women” as “any act of violence committed on the basis of gender that causes or is likely to cause physical, sexual or psychological harm or suffering to women, as well as threats of such acts, coercion or arbitrary deprivation of liberty, whether public or private life.”

20 <https://unece.org/statistics/video/gendernoe-nasilie>

21 <https://www.ohchr.org/ru/women/gender-based-violence-against-women-and-girls>

22 <https://unece.org/statistics/video/gendernoe-nasilie>

23 Декларация об искоренении насилия в отношении женщин. Принята резолюцией 48/104 Генеральной Ассамблеи ООН от 20 декабря 1993 года. https://www.un.org/ru/documents/decl_conv/declarations/violence.shtml

The term “victim of violence/ survivor” refers to individuals and groups who have experienced sexual and gender-based violence. In a certain legal situation, the terms “victim/s”, “victim of violence” may be more appropriate and/or mandatory in order to comply with the law when filing a claim. However, in a non-legal situation, the phrase “victim of violence” may imply helplessness and victimization, a characteristic that should be avoided by all concerned parties. To recognize all these cases, both terms are used in different literatures. At that time, the term “survivor” was generally preferred in the psychological and social support sectors as it implies resilience. For example, the IASC Guidelines (2015) use the term “survivor” to reinforce the concept of resilience.²⁴

Example

“When we got into the car, we tried to hide the girls and young women; they had to be silent. We knew that if they were seen, they could be raped and turned into sex slaves. We were warned that there were cases when young girls disappeared at checkpoints and could not be found”.

Yana Maliga, Kherson region, New Kakhovka, 2022

Materials collected by Ella Lamakh, representative of the public organization “Center for the Development of Democracy”, Ukraine

Although men and boys are often victims/survivors of sexual abuse, statistics confirm that the majority of victims/survivors of sexual abuse are women and children. In recognition of this reality, this publication uses feminine pronouns to refer to victims/survivors of violence.

The term “participant” refers to individuals, groups, organizations and institutions involved in preventing and responding to sexual and gender-based violence. Participants may include refugees, IDPs, local populations, employees or volunteers of UN agencies, NGOs, institutions, governments, donors and other members of the international community.²⁵

!!!! Note

Perpetrators of sexual and gender-based violence are sometimes the very people on whom survivors depend for help and protection. Rapists and aggressors have no nationality or religion, and there is no justification for their actions.

!!! Conclusion

Working to prevent sexual and gender-based violence in all structures and contributes to strengthening peace at all levels. It is based on the belief that relationships between people must be seen in a broader social context, and that constructive change can occur outside the family.

Violence against women and girls is also common in post-conflict communities due to the general weakening of the rule of law, the availability of small arms, the breakdown of social and family structures, and the acceptance of gender-based violence as an additional component of pre-existing discrimination.

24 Inter-Agency Standing Committee. 2015. Руководство по интеграции мер реагирования на гендерное насилие в гуманитарную деятельность. Снижение риска, укрепление устойчивости и содействие в восстановлении. https://gbvguidelines.org/wp/wp-content/uploads/2018/10/2015-IASC-Gender-based-Violence-Guidelines_full-res-highlighted_RU_v-24_09_18.pdf

25 <https://unece.org/statistics/video/gendernoe-nasilie>

2.2. Gender-based violence as a tool of war: definition, types, response

One of the most important reasons for any violence is the ability to have power and control. Violence against women and girls is the result of a complex interaction of social, cultural and economic factors. During armed conflict, it escalates and women/girls are increasingly and particularly the victims of sexual violence, including as a tactic of war. However, men and boys can also be victims of sexual violence, especially in custodial settings and as IDPs or refugees.

Trafficking of women and children, involvement in prostitution, pornography, and surrogacy also worsens during and after armed conflicts due to the collapse of political, economic and social structures, high levels of violence and increased militarism.

Sexual exploitation involves the use of sex or sexual activity for money or other basic needs, obtaining necessary means for survival (survival sex), such as food, protection, drugs. The majority of victims of sexual exploitation are women, and some groups may be more vulnerable than others. Sexual slavery, forced or early marriage, forced prostitution and/or forced pregnancy are particular forms of exploitation that occur mainly in armed conflict or post-conflict zones.

Sexual abuse of women and girls and the use of child soldiers are common forms of exploitation that occur primarily in armed conflict or post-conflict environments.

The tables below (based on a table developed by S. Purdin)²⁶ describe the types of violence across different life cycles (Table 1) and the types of violence at different stages of conflict (Table 2).

Table 1. Types of violence at different life stages of an individual's life

Before birth	Sex-selective abortions; beating during pregnancy; forced pregnancy;
Childhood	Murder of female children; emotional and physical abuse; differentiated access to food and medical care;
Girlhood	Child marriage; genital mutilation; sexual violence committed by family members and strangers; differentiated access to food, medical care and education;
Puberty	Violence during courtship; economically forced sex (for example, as payment for going to school); sexual harassment in the workplace; rape; sexual harassment; forced marriage; human trafficking;
Reproductive age	Physical, psychological and sexual violence by male intimate partners and relatives; forcing a partner to become pregnant; sexual harassment in the workplace; sexual harassment; rape; humiliation of widows, including confiscation of property and practice sterilization;
Old age	Abuse of widows, including confiscation of property; accusations of witchcraft; physical and psychological violence committed by young family members, differentiated access to food and medical care.

26 Сексуальное и гендерное насилие над беженцами, возвращающимися лицами и внутренне перемещенными лицами. [Руководство по предотвращению и реагированию. Управление Верховного Комиссара ООН по делам беженцев, 2003, с.20](#)

Table 2. Types of violence at different stages of armed conflict

Phase	Types of violence
During the conflict, before hostilities	Violence committed by persons in authority; trafficking of women; sexual crimes, rape, kidnapping by armed members of conflicting parties, including security forces; mass rape and forced pregnancy.
During hostilities	Sexual attacks by border guards, military groups, capture for the purpose of human trafficking.
In the country that granted asylum	Sexual assault, coercion, harassment committed by persons in authority; sexual violence in an educational institution against excluded children; domestic violence; sexual assault in transit premises, while collecting firewood, going out to fetch water, etc.; survival sex/forced prostitution; sexual exploitation of persons seeking legal status in a country that has provided asylum or access to assistance and resources, resumption of dangerous rituals.
Upon repatriation	Sexual abuse of women and children who have been separated from their families; sexual violence committed by those in positions of power; sexual attacks, rapes committed by bandits, border guards, forced/forced repatriation.
When reunited with family	Sexual violence as a form of punishment; sexual harassment in order to regularize legal status; exclusion from decision-making processes; denial or difficulty accessing resources, the right to individual documentation, and the right to recover/possess property.

Security forces and soldiers, including peacekeepers, are often the embodiment of ultimate power. They are usually armed and have the authority to provide security in areas under their control. In some communities, soldiers can detain and/or arrest people with impunity. Often soldiers or security forces may dictate their own rights and intimidate or deny rights to local populations, IDPs and refugees.

!!! Note

- Armed groups may systematically use sexual violence as a tactic of war, targeting specific categories of individuals, sponsoring its commission in order to support broader strategic and ideological goals.
- Despite the prevalence of sexual violence in many armed conflicts, it often goes undetected. Feelings of guilt and shame, fear of retaliation and the taboo that surrounds this phenomenon are factors that prevent survivors from talking about their fate. Therefore, the real extent of the problem is often hidden and consequently it can be very difficult to access and assist victims.

Sexual and gender-based violence during refugee status

During armed conflict, social structures are destroyed. Women and children face additional risks of sexual and gender-based violence when fleeing fighting and seeking refuge. During the escape, family members are often scattered, with children separated from their families and women left alone with responsibility for protecting and supporting families.

UNFPA, UNICEF, and the Office of the United Nations High Commissioner for Refugees conducted an audit of assistance provided to refugees in Moldova, which identified the following **risks of gender-based violence**:

- sexual assault and harassment,
- human trafficking,
- intimate partner violence,
- sexual exploitation and abuse.

This study confirmed that the risks of gender-based violence increase in the context of private individuals hosting refugees, and individual private organization of transport for refugees.²⁷

Examples

The International Center “La Strada” in Moldova registered 4 cases of domestic violence and 2 cases of sexual violence received from refugees from 02/24/22 to 09/25/2022. These cases were forwarded to the appropriate services.

In Moldova, UNFPA also provided post-rape kits to hospitals in ten districts, as well as the Palanca border crossing, and trained health workers to provide crisis mental health support to victims of sexual violence among refugees.

!!! Note

- Rape and other forms of sexual violence, as serious violations of international humanitarian law, entail individual criminal responsibility. Persons guilty of committing them are subject to prosecution. All states are required to criminalize these violations under their national laws, investigate any allegations of sexual violence, and prosecute those responsible.
- To end sexual violence in conflict, women must have a seat at the table in conflict resolution.
- The preventative response to sexual and gender-based violence involves the actions of many participants, most of whom come from one of the key areas: health, psychosocial, security, rights and justice.

Example

In the Dnepropetrovsk region, classes on creating a doll (lyalika) were organized. Boys and girls and their parents are invited to these classes. Through symbols and the creation of a “doll” we help both boys and girls understand the birth of a child, how to swaddle him, how to decorate him, we learn to speak and create an image of the person who will be born. I noticed that these lessons help prevent violence. We invite parents to these classes; we have had fathers and mothers with their children. But dads are more embarrassed to come, they haven’t come for the second time, although at the first lessons they carefully create and decorate “dolls”. These sessions have shown that they are important in understanding kindness and caring in preventing violence and dealing with bullies.

Experience of the project “Comprehensive humanitarian assistance to victims of IDPs and the most vulnerable categories of the population in Ukraine”, implemented by Hilfswerk International (Austria) in partnership with the public organization “STAN” in Ivano-Frankivsk, Ukraine. Funded by the Austrian Development Agency

27 Gender-Based Violence (GBV) Safety Audit Report Ukraine Refugee Response, Republic of Moldova, August 2022/ Regional Refugee Response for the Ukraine situation, UNHCR, UNFPA, UNICEF <https://moldova.un.org/sites/default/files/2022-09/GBV%20SA%20report%20final%20version%2020.09.22.pdf>

!!! CONCLUSIONS

- All national and international organizations working in the field of humanitarian assistance in armed conflicts have a responsibility to protect those affected by the crisis, including protecting them from gender-based violence. For this purpose, it is necessary to train teenagers, teachers, representatives of local authorities, organizations and volunteers about GBV, and provide everyone with lists of organizations and structures with contacts and addresses working in this area. It is also important to provide training on the referral process for survivors of GBV in a country experiencing armed conflict.

Recommendations for organizations when working with victims of violence

When dealing with complaints of sexual exploitation and violence during armed conflict, it is necessary to:

- React calmly and impartially.
- Avoid unnecessary questions and not try to “be an investigator.” Allow an authorized person (investigator-expert) to conduct a survey.
- Assure the person making the complaint that you are sincerely interested in the issue and are willing to help.
- Ensure that grievance mechanisms are effective and that complaints are communicated promptly to the appropriate decision makers.
- Maintain confidentiality regarding all reports of sexual exploitation and abuse.
- Consider removing the alleged offender(s) from the complainants.
- Remember that any person who contacts you must be treated with respect and dignity, regardless of your assessment of the trustworthiness of such person’s statements.
- Never distort evidence.
- Ensure the physical safety of victims/persons and their families.
- Maintain confidentiality regarding victims of violence and their families.

Appendix No. 2 and 3 provide lists of services for refugees/s and displaced persons/s on the territory of the Republic of Moldova and in Ukraine

!!! Conclusion

The use of rape as a tactic of war must be stopped. All States must step up efforts to bring to justice those responsible for this heinous crime and provide victims with the necessary support. Coordinated and concerted action at the international and national levels is helping to successfully combat sexual violence in armed conflict.

Chapter 3. The activity of different structures in Ukraine and Moldova with refugees and internally displaced persons in the context of armed conflict

3.1. Tools for identifying gender-specific needs

When the Russian armed invasion began on February 24, 2022, all international organizations working in the humanitarian response quickly responded with aid, services and began working with governments of different countries, public organizations and volunteers to provide support to the population of Ukraine.

This section outlines the experiences of various organizations we interviewed working on the territory of the Republic of Moldova and Ukraine since the first days of Russian military aggression against Ukraine.

Checklist/list of questions on the needs of IDPs and refugees/s by gender (Table 3)²⁸. The indicators presented in the table are general in nature and can be adapted to specific contexts and service delivery.

Table 3. Checklist/list of questions on the needs of IDPs and refugees by gender

Services/ sector	Main items of the questionnaire	Yes	No	Comments
Shelter/ Temporary Accommodation Center	<ul style="list-style-type: none"> private sleeping areas; distribution of residential premises; availability of reliable door locks; whether the spaces were allocated to one or more families; the number of people living in the center (people: bed-to-bed ratio); female security guards; whether there is access to support facilities and services; are there mechanisms for filing complaints and reporting cases of GBV; percentage of GBV survivors who access various types of services and report satisfaction/dissatisfaction with the care provided. 			
Nutrition	<ul style="list-style-type: none"> whether the routes to food distribution points are safe; whether the locations of food distribution points are accessible and safe, and whether distribution times are safe and appropriate; whether gender/GBV training has been provided and is available to nutrition consumers interacting with beneficiaries; percentage of women who seek nutrition services and report satisfaction/dissatisfaction with the assistance. 			

Healthcare	<ul style="list-style-type: none"> • availability of specific services (mammalogist, gynecologist, andrologist) in the shelter and communities; • presence of female security guards in medical institutions; • whether access to institutions is safe, routes to institutions are safe; • whether health workers have received training on GBV issues; • availability and use of referral routes to specialists on GBV/SGBV issues; • percentage of GBV survivors who access various types of health care services and report satisfaction/ dissatisfaction with this care. 			
Education	<ul style="list-style-type: none"> • are there protective fences and walls around schools, bomb shelters; • Are routes to schools safe? • Are there separate toilets for men/boys and women/girls; • whether schools are accessible (safe and inclusive); • are there sanitary and hygienic supplies; • are there separate toilets for boys/men and girls/women with clear markings (m/f); • whether training has been provided to teachers and students on GBV issues; • ratio of men and women among teachers and students; • is there a mechanism for referral of GBV cases; • enrollment and attendance of girls in schools; • whether safe transportation of victims of GBV is ensured, if necessary, etc.; • are there feedback mechanisms for filing complaints and reporting incidents of GBV; 			
Water, Sanitation and Hygiene (WASH)	<ul style="list-style-type: none"> • is there adequate lighting around WASH premises; • are there risks for women and girls when accessing WASH; • ratio of men to women on shelter WASH committees; • evidence that women’s voices were heard in WASH committees (their input was taken into account); • is the safety of the toilets ensured (locks on the restrooms); • are there separate toilets for men and women with clear markings (m/f); • are there any risks of access and peeping; • whether women and girls are consulted on WASH issues; • is there safe access to WASH facilities for women and girls; • percentage of refugees and IDPs (by gender, age, disability) who use WASH services in a shelter. 			

3.2. Gender aspects of working with refugees and internally displaced persons from Ukraine in the Republic of Moldova

Since Russia invaded Ukraine on February 24, 2022, the population of Ukraine has been forced by circumstances to leave the country. The massive flow of refugees fleeing war has challenged the entire continent and especially neighboring countries. The Republic of Moldova, perhaps, took on the most difficult task. In the period from February 24, 2022 to February 12, 2023, about 800,000 refugees crossed the border of the Republic of Moldova.²⁹

More than sixty percent of Ukrainian refugees in the Republic of Moldova are women and 50 percent are children, making them a significant group in need of protection from violence and human trafficking.

In the Republic of Moldova, UN Women and other relevant UN agencies coordinate a working group on gender issues related to Ukrainian refugees, whose members include relevant national authorities and NGOs.

UNFPA and the Office of the United Nations High Commissioner for Refugees (UNHCR) coordinate the Working Group on Gender-Based Violence.

IOM consequently chairs the Working Group on the Prevention of Trafficking in Persons in Refugee Flows.

These working groups meet regularly and jointly discuss the problems faced by refugees, plan the mobilization of resources to prevent gender-based violence, human trafficking and methods of countering these phenomena, using existing standard operating procedures in the national context. These groups also conduct campaigns to raise awareness among refugees about available assistance mechanisms, specialized services and competent authorities where victims can turn to. Other activities include: training for police officers, border guards, social workers, health care providers and volunteers; publication of information resources for refugees, support of the web portal www.dopomoga.gov.md, etc.

Also, UN agencies have consolidated a number of non-governmental organizations in providing assistance and monitoring the risks of gender-based violence/SEA and providing psychosocial and legal services to refugee women.

The Republic of Moldova has ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence, which entered into force on 1 May 2022. Chapter VII of the Convention on Migration and Asylum recommends that countries grant residence status to women victims of violence, accept and process asylum applications under gender-sensitive procedures, and not resort to deportation in these cases.

The Council of Europe is currently carrying out a project to support the implementation of the Istanbul Convention in the Republic of Moldova. The project provides assistance and support to the Moldovan authorities in the implementation of the Istanbul Convention. The planned activities of the project were adapted to the needs of women and girls from Ukraine who remained for long-term residence in the Republic of Moldova.³⁰

The corresponding project of the Council of Europe is also being implemented in Ukraine, which is developing gender-sensitive guidance and training for psychologists, hotline staff and social

²⁹ <https://data.unhcr.org/en/situations/ukraine/location/10784>

³⁰ <https://www.coe.int/ro/web/chisinau/supporting-the-implementation-of-the-istanbul-convention-in-the-republic-of-moldova>

workers to better identify and respond to war trauma among refugees. In addition, relevant Council of Europe materials on gender and migration are currently being translated into Romanian to support the Moldovan authorities in their work with refugees from Ukraine.

Regarding sexual and reproductive health, an agreement between UNFPA and the National Health Insurance Company of Moldova ensures that refugees from Ukraine have free access to sexual and reproductive health services, including prenatal and postnatal care, delivery and treatment of sexually transmitted infections.

The Ministry of Labor and Social Protection regulates the creation of placement centers for refugees, and the following documents have been developed:

- a. Regulation on the organization and operation of the Center for temporary placement of refugees (Order of the Ministry of Labor and Social Protection No. 21 of 26.02.2022, Appendix 1);
- b. rules for personnel and expenditure for the Center for temporary placement of refugees, (Order of the Ministry of Labor and Social Protection No. 21 of 26.02.2022, Appendix no. 2);
- c. The Mechanism for funding Centers for temporary placement of refugees (Appendix no. 3 to the Order of the Ministry of Labor and Social Protection no. _63_ of _April 25_2023).

In order to implement the Regulation on the creation of a mechanism for intersectoral cooperation for the identification, assistance and monitoring of children at risk arriving from the territory of Ukraine unaccompanied, developed by the Ministry of Labor and Social Protection and the Ministry of Internal Affairs, and approved by the Commission for Emergency Situations of the Republic of Moldova, on April 14, 2022 the responsible persons from the territorial social structure were appointed to meet children from representatives of the border police 24 hours a day, 7 days a week, in order to determine the optimal form of their protection.

The following normative documents were approved:

- a) Joint order of the Minister of Labor and Social Protection and the Minister of Internal Affairs N 34/169 of 04/22/2022 on some measures for the implementation of the Regulations on the Commission for Emergency Situations of the Republic of Moldova, through which a model of the *Act on the Authorization of Crossing the State Border of the Republic of Moldova* was adopted on the direction of departure of unaccompanied children or children accompanied by an unauthorized person;
- b) Order of the Minister of Labor and Social Protection no. 36 of May 5, 2022, which approved a sample *Act on the prompt assessment of the best interests of a child at risk* who arrived from the territory of Ukraine during the period of declaration of a state of war in Ukraine, posted on the Ministry's website (www.social.gov.md)

It is important to emphasize that, on the basis of the previously noted documents, responsible persons have been appointed from the territorial guardianship authorities and border police, who ensure registration, processing and provision of the necessary protection.

Based on the accumulated experience of working with refugees/IDPs over the last period, the Ministry of Education and Research developed an Instruction on the enrollment of children from refugee families from Ukraine in the general education institutions of the Republic of Moldova (Order of the Ministry of Education and Research of the Republic of Moldova dated 04.09.2023 No. 1109)³¹, simplifying this process and expanding the possibilities in this area.

31 https://mec.gov.md/sites/default/files/05092023131733_3719.pdf

Decision no.80 of 04.09.2023, adopted by the Commission for Emergency Situations (CES), simplifies the procedures for documenting residence in the Republic of Moldova in order to obtain temporary protection.³²

On the platform of the Gender Panel, led by UN Women and UNHCR, and the Platform for Gender Equality, it was decided to conduct more research and analysis from a gender perspective. This decision was driven by the need to collect statistical data disaggregated by sex and to learn about the issues faced by women who are moving.

In this context, the following were implemented:

1. The “Profile of Refugees from a Gender Point of View” informative booklet was developed in close cooperation with the Border Police of the Republic of Moldova.

<https://moldova.unwomen.org/ro/digital-library/publications/2022/03/profilul-refugiatilor-din-perspectiva-de-gen-republica-moldova>

2. Research on the movement of refugees from Ukraine and citizens of third countries, with the support of the International Organization for Migration (MOM) in partnership with the UN Women structure (February – March; March – April 2022).

<https://moldova.unwomen.org/ro/digital-library/publications/2022/03/sondaj-cu-privire-la-stramutarea-personelonei-fugiate-din-ukraine>

<https://moldova.unwomen.org/en/digital-library/publications/2022/05/displacement-survey-overview-ukrainian-refugees-and-third-country-nationals>

3. Brief analysis of the impact of the crisis in Ukraine through gender optics: Republic of Moldova.

<https://moldova.unwomen.org/ro/digital-library/publications/2022/08/o-scurta-analiza-a-impactului-de-gen-in-criza-din-ukraina-republica-moldova>

4. The control list for the inclusion of the gender aspect in the preparation of the national response to the refugee crisis in Moldova.

<https://moldova.unwomen.org/en/digital-library/publications/2022/07/gender-mainstreaming-checklists-to-inform-refugee-response-in-moldova-and-other-publications>.³³

Within the framework of the platform of the Gender Violence Group, coordinated by UNFPA and UNHCR, created for the prevention and suppression of cases of gender violence among the flow of migrants from Ukraine, risk reduction and consolidated interagency response, coordination of sectoral measures in the context of humanitarian activities, the following main events were carried out in partnership with state structures:

- UNFPA together with partners established Mobile Orange Safe Space. Mobile teams provide refugees and host communities in remote and border areas with psychosocial support, information on existing services and referral on GBV and sexual and reproductive health.³⁴;
- The UNHCR pocket guide on how individuals who offer professional support can help victims of gender-based violence was translated in both Romanian and Russian languages and distributed;
- young volunteers from Moldova strengthened their skills of working with young refugees, learned to effectively communicate in crisis situations and familiarize themselves with the aspects of preventing gender violence;

32 https://gov.md/sites/default/files/document/attachments/dispozitia_cse_nr_80_din_04.09.2023.publi-care.pdf

33 <http://unwmoldovainnumbers22.tilda.ws/>

34 <https://moldova.unfpa.org/en/news/mobile-orange-safe-space-brings-support-and-services-remote-communities>

- UNFPA in partnership with the Government and the National Youth Council of Moldova launched the “Know the country that hosts you!” program for the young citizens of Ukraine³⁵, aimed at strengthening social cohesion and solidarity between youth of different nationalities. The program includes six tours around the country, visits to different regions of the country and familiarization with its language and culture;
- A GBV Safety Audit was carried out with the aim to promote multi-sector action to reduce risks of GBV and provides an analysis of gaps and challenges in access to comprehensive and quality support for survivors of GBV (UNHCR UNFPA UNICEF / August 2022). The Safety audit showed that the risks of gender violence are higher in the context of private/hosting housing, private arrangements for transport and means of reception and transit, refugee accommodation centers³⁶.

UN Women, UNHCR, WHO, IOM contributed to the strengthening of the knowledge of NGO specialists, government structures, international organizations on the implementation of the gender dimension in humanitarian activities, on the prevention of gender and sexual violence.

As part of the project «Emergency assistance and protection of internally displaced persons affected by the conflict in Ukraine, as well as Ukrainian refugees in Moldova», special manuals were developed for the team of specialists on providing psychological assistance to refugees and special reminders on the prevention of violence and human trafficking, which were distributed among the beneficiaries along with women dignity kits (*Gender-Centru/ Mostenitorii/ STAN/ Hilfswerk International/ ADA*).

The actions noted above have led to certain success.

Examples of problem solving for refugee women in Moldova

«I came to Moldova completely crushed, scared of what would happen to us. But thanks to the help received from local people and Gender Center specialists, I now feel more comfortable, more confident, and have the opportunity to continue self-development».

(Marina, 36 years old, from Nikolaev, residing in Anenii Noi, Moldova, interviewed by Doina, Gender Center, on 07.08.2023)

«The war radically changed our lives. Having fled to Moldova with my children, I became both a mother and a father for my children, a protector and a breadwinner. This challenged me even more - I can't relax. We must move on with our lives! I'm thinking about how to further build our life in Moldova».

(Tatiana, 34 years old, from Kharkov, residing in Chisinau, Moldova, interviewed by Daria, Gender Center, on 05.04.2023)

«Moldova motivates me, gives me the opportunity to express myself and help others. Participation in the Women's Leadership Academy has opened up new opportunities - I am planning a project for our refugee community. Thank you for your support and help!»

(Irina, 34 years old, from Odessa, residing in Balti, Moldova, interviewed by Natalia, Gender Center, in 2022)

35 <https://moldova.unfpa.org/ro/news/cunoa%C8%99te-%C8%9Bbara-care-te-g%C4%83zduie%C8%99te-primul-program-de-incluziune-social%C4%83-pentru-tinerii-refugia%C8%9Bi>

36 <https://moldova.un.org/en/201100-gender-based-violence-gbv-safety-audit-report-ukraine-refugee-response-re-public-moldova>

Rada, a 41-year-old woman of Roma origin, mother of 5 children, beneficiary of the Popeasca center in the Stefan Voda region, was a member of a large family in Ukraine, living with her parents, her sister's family and her own family in one house. When the war began, her parents insisted on leaving the country to save their children. The council at the center began to work with children and participate in social activities. She tells how in her family it was necessary to do housework, she learned to work around the house, to obey her father, then her husband. The father said that she did not need school, that a woman should sit at home, give birth to children and take care of her husband. For the first time, she is now studying the letters, learning to read, and increasing her self-confidence. 10 months of living in Moldova became a new step in her life. (Gender-Centru/ Mostenitorii/ STAN/ Hilfswerk International/ ADA)

There have been cases when refugees came with high expectations: demands for special medicines, free services (including those not related to the humanitarian situation), improved living conditions, etc. The question about Moldova receiving funds for refugees, but not getting the money often arose...

All this confirms the fact that the Republic of Moldova was not ready (like other countries) for a humanitarian crisis. A strict mobilization of all resources (human and material) was required. Many things and situations had to be decided on the spot.

Recommendations:

- The most important condition for successful humanitarian action is the establishment of partnerships between civil society organizations, local government, central government and international partners.
- It is crucial to ensure a strict, clear coordination mechanism for the interaction of all humanitarian participants to ensure coordination of actions and resources, monitoring and assessment of the real situation and state of affairs, with the involvement of representatives of refugees. *For example, UN Women and the Platform for Gender Equality coordinate a working group on gender issues related to Ukrainian refugees, whose members include relevant national authorities and civil society organizations. The group considers all issues related to the introduction/ compliance of gender approaches in all humanitarian actions; conducts gender monitoring*³⁷.
- For successful humanitarian action, it is significant to create and train a team of specialists who must be prepared to understand and have the skills to interact with both women/girls and men/boys in crisis situations, able to work without stereotypes, stigma and discrimination, taking into account different cultural and religious aspects.



For example, representatives of Roma nationality insisted on living together in large communes. Refugees of Armenian and Azerbaijani nationality demanded to be settled separately.

³⁷ <https://data.unhcr.org/en/working-group/341?sv=54&geo=10784>

- Programs are needed to help establish relationships between refugees and the local population, and to train volunteers who will help with dialogue and coordination on both sides. *For example, refugees from Ukraine provide mutual support through the UN Volunteer Program*³⁸.

!!! Note

For refugee families who settled in rural areas, adaptation was often easier. Firstly, people in such communities live more compactly, mostly knowing and helping each other. Children interacted especially quickly; in joint games, they communicated easier and established contacts faster, helping adults overcome barriers in getting to know one another better.

Festivals of folk song, folk cuisine, folk art, cooking master classes, etc., with the participation of refugees and the local population, were popular especially in local communities.



To provide targeted assistance to refugees, especially in vulnerable situations, including victims/survivors of gender-based violence, it is recommended to organize mobile groups of specialists who are ready to respond to calls at any time, as well as periodically visit local communities.

Example

As part of the project « Emergency relief and protection of conflict affected IDPs in Ukraine and of Ukrainian refugees in Moldova», the partners created and trained three regional teams of specialists to provide psycho-social and educational assistance to refugees from Ukraine living in 15 temporary residence centers for refugees. These teams provide professional services throughout the year, work with beneficiaries, and, if necessary, refer to service specialists from localities.

(Gender-Centru/ Mostenitorii/ STAN/ Hilfswerk International/ ADA)

Given that women's vulnerability has increased significantly as a result of the war crisis, it is important to conduct a gender needs analysis. It is vital to provide assistance to refugee women, but also to women in host communities: psychological services, social assistance, vocational training, employment assistance.

Considering the particular importance of communication during humanitarian situations, it is necessary to provide telephones/cards. For example, *several mobile phone companies have organized the provision of free mobile phones/cards to refugees.*

Particular attention should be paid to preventing gender-based violence, including sexual violence. It is recommended to responsibly communicate the types of sexual crimes during crisis situations, so that men are also not afraid or ashamed if they become victims/survivors in such situations, and do not take the blame for it.

38 <https://moldova.unwomen.org/ro/stories/comunicat-de-presa/2023/04/femeile-refugiate-din-ucraina-isi-ofera-sprijin-reciproc-prin-intermediul-programului-de-voluntariat-al-onu>

During the individual counseling, some women admitted that they had been sexually assaulted by armed men while trying to escape the war. Russians, Ukrainians and representatives of other nationalities were noted among the rapists. But the survivors categorically refused to record these cases officially. They were afraid of stigma, but more often they said that no one would hold the military accountable - «they are heroes, protectors»; «who will believe us? ». These are very difficult situations, but nothing justifies sexual violence. Rapists have no nationality and no religion.³⁹



!!! Note

In order to prevent possible contradictions between refugees and the local population, it is necessary to inform both parties about existing services, social assistance, monetary compensation (costs and income of host families); ensure transparency of programs and resources, their focus on vulnerable groups; considering the specific physiological needs of women/girls, it is important to include feminine hygiene products in care packages.

It is crucial to remember and inform everyone about the types of humanitarian assistance (medical assistance based on vital signs, emergencies, social protection, provision of food and safe housing, etc.) in order to prevent any expectations and demands for services not included in the list of humanitarian assistance (such as cosmetic services, separate apartments, appliances, etc.).

Do not consider refugees only as victims, because this is a direct path to low self-esteem and depressive symptoms. It is important to involve women in all activities and consultation processes, highlighting the strengths and invaluable experiences of women in everyday life and beyond. Women are active agents of change. It is important to create entrepreneurship and economic development programs that create conditions for economic security for refugees and local women.

Remember!!! We are responsible for those who expect help and support from us!

Where to seek help:

Hotline for victims of violence –
0800 880 08

Free legal advice for victims of violence – 0800 800 00

Helpline for women and girls
+373 22 24 0624

Police support – 112

List of services for IDPs on the territory of the Republic of Moldova in the appendix № 2



³⁹ Нота: Принцип конфіденційності важливіший в роботі з такими ситуаціями. Ми не маємо право розкривати дані про постраждалих. Інтерв'ю состоялось в Кишиневі.

3.3 Gender aspects of working with internally displaced persons and local populations in Ukraine

Since the beginning of Russia's full-scale invasion of Ukraine, which began in February 2022, the local population of all regions of Ukraine has had a different status: internally displaced persons who sought refuge in other regions of the country and those who traveled to other countries; those who remained to survive the war at home; those representing territorial defense authorities; those serving in the armed forces of Ukraine; those who fell under occupation; those who returned to the liberated territories and others. The entire population of Ukraine suffered from the war and at the same time showed how important it is and how it is possible in a short time to plan, collect, find, bring help, feed, shelter, create and rebuild, and clothe those who suffered from the war from the first day.

State structures, regional authorities, local governments, representatives of business and public organizations, individuals, international organizations, the population of different countries of the world, all without exception in Ukraine began to form a system of humanitarian response to the current situation in Ukraine and beyond. Men and women on equal terms, regardless of place of residence and age, joined forces to provide humanitarian assistance to victims in various places in Ukraine and beyond. At the same time, most requests for help for children, relatives, neighbors, and acquaintances came from women who realized that they needed to start helping those in need.

Regardless of place of residence, the category of IDPs is mainly composed of women of various ages and social status and children. Many of them were traveling outside their region or country for the first time. From this, many also dealt with fear, mistrust, a desire to think about good things, hope and other feelings that sometimes changed from receiving news or talking with friends or relatives. The majority of those who remained in the liberated territories are women and older men, also people with disabilities who did not want or were unable to leave. Some people stayed in basements or in their homes, unable to leave or move out.

The symbiosis of relationships between authorities at various levels and public organizations that created social services for different groups of the population, volunteer groups in collaboration with international agencies, helped build a real mechanism for assisting everyone in need. Since the beginning of the war, along all routes of population movement, national agencies, structures at various levels, together with the local population, volunteer groups, public organizations and international organizations have created shelters, nutrition centers, distributed humanitarian aid, provided free transportation for those who decided to leave dangerous territories, and where possible, the gender needs of women and men were taken into account.



Examples of experience in various areas of humanitarian response.

Helping pregnant women. “Many cars were parked along the road from Kherson city to Nikolaev city. The Russian army set up checkpoints everywhere, and all roads without checkpoints were mined. It was impossible to leave; the refugees slept and lived right on the roads in their cars. Pregnant women approached the checkpoint management and asked to be allowed into the Nikolaev region to the nearest maternity hospital. They were refused, with the answer that they could give birth here too. One of the women had previously attended events of women’s organizations, and she still had the phone numbers of the event organizers. She helped the women contact one of the structures of the Ministry of Social Policy of Ukraine, and they were given instructions on how to travel to the territory of the Zaporozhye region. Once in the territory of this region, all pregnant women were provided with medical assistance”.

Valentina, representative of a public organization “Skadovsky aktiv”, 2022

Helping children with diabetes: In the Zaporozhye region, a public organization “Ukrainsko Jinotsvo”⁴⁰ began to help mothers whose children live with diabetes from the first day of the war. Representatives of the organization purchased medicines and tests, handed them over to families with children, and over time, these assistance services expanded to include baby food and hygiene products. Volunteers already knew that this particular organization specifically provides help to families with children and gave them the necessary goods. In parallel with services for children, they began to provide first psychological aid for parents. Over time, the organization sent all its representatives to be trained in the psychological aspects of working during crisis situations.

Helping national minorities. Transcarpathian Regional Charitable Foundation “Blago”⁴¹ works with Roma groups throughout the country of Ukraine. On March 1, 2022, they opened the first shelter in Ukraine for Roma families from all regions of Ukraine. From 50 people and later up to 150 people could live in the shelter. Over the entire time the shelter has been operating, more than 2,500 people have received free housing, food, hygiene, psychological and legal assistance. Other nationalities also use the shelter’s services: Ukrainians, Greeks, Azerbaijanis, Turks, Georgians, and others.

Gynecological care. Three mobile gynecological clinics provided by the Feminist Association Lygiai (Lithuania) to offer medical care in the Lviv, Volyn, and Kherson regions allowed to examine and consult more than 11,000 women from remote villages of these regions in one hour of work. Meanwhile, field meetings of rural children with psychologists, measures to combat sexual violence were also organized.

Combating human trafficking. Our organization helps with prevention and provides assistance to victims of various forms of modern slavery (human trafficking). Today, the portrait of people falling into slavery due to the war is also changing. We monitor new challenges in this area. For example, veterans with disabilities can also be victims of human trafficking. There are also risks of getting into rehabilitation centers for veterans, where they may face violations of their rights, such as the lack of rehabilitation and treatment, deprivation of telephones, documents, social benefits, coercion to various types of work. Cooperation of our organization with various shelters and centers of compact settlement of veterans helps to provide residents of these structures with information about the risks of modern slavery.

Igor Trydub, head of the public organization “Chistii Arkush”, Ivano-Frankivsk region, Ukraine, 2023. Project cooperation is realized in partnership with public associations «Mostenitorii», «Gender-Centru» and the public organization «STAN» from Ukraine, with funding of the Austrian Development Agency (ADA), using funds provided by the Austrian Development Cooperation (ADC) and Nachbar in Not Foundation.

The materials were collected by Ella Lamakh, a representative of the public organization “Center for the Development of Democracy”, Ukraine

40 <https://to4ka.fun/listing/ukrainske-zhinotstvo/>

41 <https://opendatabot.ua/c/26397408>

Gender issues in shelters, accommodation assistance centers

Shelters for HPV in Ukraine were opened mainly in schools, kindergartens, and art centers. These premises were not ready for the settlement of a large number of people. The living conditions and psychological state of people in shelters and aid centers immediately impacted the state of women, men and children. Due to a shortage of separate rooms in many schools and kindergartens, people had to live all together. Sometimes women of various ages with children could be accommodated on mattresses with men with alcohol or drug addictions, or former prisoners, in one large auditorium or sports hall, there were cases when only one toilet and one shower were available to be used by over 50 people.

At first, there were no washing machines and other household appliances in all the rooms where people were housed, which created additional difficulties in common living, especially for women. Most women cooked, while men sat on benches and discussed the news or their life plans.

Many directors of structures where IDPs were housed began to create separate spaces for men and women, for married couples, to build more toilets and bathrooms.

The issue of employment was also reflected in life in shelters and assistance centers. Most of the women had a double burden: taking care of family members, cleaning, looking for online/ offline work. HPV - women and men - perceived this state of affairs as a matter of course, women agreed that they are the main ones in caring for family members, cleaning, cooking and looking for work, while men of different ages rarely offered to assist with care and housekeeping, but agreed to make repairs if necessary.

“I used to live alone, I am 82 years old, I was tired of traveling and was afraid to leave my home. But I saw that everyone supported me during the move. We were transported and fed for free, placed in shelters, asked how to help, even at the stations there were volunteers who helped carry our things. I did not believe that at my age I could move out”.

Kateryna Stetsenko, who survived moving from the occupied Kherson region to Zaporizhzhya and then to a shelter in the Lviv region, 2022

!!! Note

Communication or availability of information is very important in today's world. Many women and men cannot work fully or maintain relationships in a team if they do not have news from their relatives or friends about their safety. This especially affects the psychological state of the population; many of them have relatives who stayed in the war zone, and sometimes they can be depressed, constantly waiting for information about their loved ones or family members.

“There are more women in the liberated territories, especially older women, who do not have knowledge of modern approaches to Internet technologies; most of them have old equipment and phones. Without having and mastering modern methods of communication, they cannot undergo training on the components of safety and lose the opportunity to fully communicate and find work”.

Interview conducted by Ella Lamakh, representative of the public organization “Center for the Development of Democracy”, Ukraine, 2022-2023

Working with the local population in territories liberated from occupation, the experience of Ukraine

In the liberated territories, everyone without exception is a victim, both women and men, girls and boys. Many women of different ages are willing to talk about their problems only to women, and men – only to men, and such risks must be taken into account when planning humanitarian missions. Specialists with the knowledge and skills to work with victims of violence and trauma should enter the liberated territory along with the military.

Domestic conflicts may arise between the population that survived the occupation and those who returned to their homes in the liberated territory. The gender characteristics of the conflict also need to be studied and understood. Mostly women and children left; they may return and face reproaches and an unfriendly attitude towards them. This can cause discrimination, violence and stigma. It is necessary to bring specialists from outside this community for long-term residence in these territories, trained in conflict management and ways to resolve them. Local specialists may take one or the other side of the conflict without realizing it; they must be trained to work in such territories.

Note!!!

Pay special attention to children and women who witnessed violence, as this is almost the entire population under occupation. They need psychological help; shock and pain sometimes make it difficult for them to talk about what they saw.

Rehabilitation programs in liberated territories must operate continuously, no matter how much time has passed. The traumas of war are timeless.

“A mobile medical vehicle with a gynecological office and relevant doctors who could take tests began to arrive in the liberated villages of the Kherson region. It was something unusual. After all, there are no roads; volunteer cars with food arrive very rarely, the leadership has to travel a lot to different villages. Then there was medicine on wheels in our village. We were so surprised, we thought we were already forgotten”.

“We started crying when we saw our soldiers who were the first to enter our village. Female doctors and volunteers came along with them. We received food, medicine, we started eating, everything else could wait”.

An interview with local residents of rural areas of the Kherson region liberated from occupation was held by Valentina Golovata, a representative of the public organization “Skadovsky Aktiv”, 2023

!!! Note

Preparations for de-occupation must also have their own action plan. It must have a gender component to problems and planning.

Any activity must be carried out within the laws of the country in which you operate. By familiarizing yourself with all legislative acts, you can learn about the responsible structures and the deadlines for local authorities to carry out measures to restore territories.

Specialists in various fields should be invited: psychologists, conflict specialists, lawyers, doctors, experts in trauma and working with victims of various forms of violence. Women have special needs for consultation with gynecologists.

Local women may not have experience in military service, and they have never come into contact with weapons or ammunition; most women do not know what certain explosive objects look like.

Information on the topic of sexual violence during armed conflict and sex slavery must be provided to all residents, regardless of age or gender. This can be done online; people may not tell you about cases they know about. But you can give examples of other people from other areas (changing names and addresses) as an impetus to start a conversation on this topic. This could be communication in notifications or short conversations. In this way you will show that you have the same attitude towards everyone, that different people can get into trouble and everyone needs to be helped. Prepare a list of structures that may be helpful and mention that you are available to help with referrals, transportation, and other resources.

List of services and assistance on the territory of Ukraine in Appendix No. 3

**WE WISH YOU PRODUCTIVE WORK!
COLLECT YOUR EXPERIENCE TO SHARE IT WITH OTHERS
AND ANALYZE MISTAKES AND SUCCESSES!**

Appendices

Appendix № 1. Literature used in the guide and recommended

1. Rules of sexual conduct for humanitarian workers.
<https://safeguardingsupporthub.org/ru/documents/rules-sexual-conduct-humanitarian-workers-0>
2. Special measures for protection from sexual exploitation and abuse.
<https://safeguardingsupporthub.org/ru/documents/special-measures-protection-sexual-exploitation-and-sexual-abuse>
3. How to apply global standards on sexual exploitation, sexual violence and harassment.
<https://safeguardingsupporthub.org/ru/documents/how-apply-global-standards-sexual-exploitation-abuse-and-sexual-harassment-0>
4. How to develop safety and security policies for civil society organizations (CSOs).
<https://safeguardingsupporthub.org/ru/documents/how-develop-your-safeguarding-policy-civil-society-organisations-csos>
5. Women's rights and gender issues in contexts of conflict and instability.
<https://www.ohchr.org/ru/women/womens-human-rights-and-gender-related-concerns-situations-conflict-and-instability>
6. Women, peace and security. <https://dppa.un.org/ru/women-peace-and-security>
7. Glossary and thesaurus. European Institute for Gender Equality.
<https://eige.europa.eu/thesaurus/overview>
8. Gender-based violence against women and girls, UN.
<https://www.ohchr.org/ru/women/gender-based-violence-against-women-and-girls>
9. Integrating a gender perspective into international operations. Manual with commentary, International Institute of Humanitarian Law, Italy, 2019
https://iihl.org/wp-content/uploads/2020/02/Handbook_Gender_Russian.pdf
10. Methodological recommendations for integrating gender approaches into the system of training specialists in the security and defense sector of Ukraine.
https://nuou.org.ua/assets/documents/method_recomendations_gender_integration.pdf
11. Gender Issues. Council of Europe <https://www.coe.int/ru/web/compass/gender>
12. Laws that work for the benefit of men and women. A Guide to Mainstreaming Gender in Legislation.⁴²
<https://www.osce.org/files/f/documents/2/a/342566.pdf>
13. A series of manuals on «Gender and Security» prepared by DCAF, OSCE/ODIHR and UN Women.⁴³
https://www.osce.org/files/f/documents/8/f/455653_0.pdf

42 <https://www.osce.org/files/f/documents/2/a/342566.pdf>

43 https://www.osce.org/files/f/documents/8/f/455653_0.pdf

Appendix № 2 List of institutions and organizations providing support to victims of violence and refugees from Ukraine on the territory of the Republic of Moldova

To assist and protect victims of domestic violence and human trafficking, as well as refugees in Moldova, the following specialized government services and organizations operate:

Name of institution/ organization	Contact Information	Type of assistance provided
National organizations of support		
The official portal of the Government of Republic of Moldova, dedicated to helping citizens of Ukraine.	Dopomoga.gov.md Phone: 0788 08 500	
Police	112	Prevention and Intervention Services for Domestic Violence
Emergency Medical Service/ Ambulance	112	Medical services
Helpline for women «La Strada»	Hotline: 08008 8008 Phone: +373 22 234 906 Email: office@lastrada.md	Psychological counseling Legal consulting
Women's Rights Center	Phone: +373 22 811 999 Mobile: +373 68 855 050 Free legal advice line: 0 800 80 000 Email: office@cdf.md	Legal assistance Psychological counseling Social assistance Economic empowerment
National Center for the Prevention of Violence Against Children	Phone: +373 22 758 806; +373 22 756 778 office@cnpac.org.md	Psychological counseling for children
„Promo-Lex” Association	Phone: + 373 22 450 024 Email: info@promolex.md	Legal consulting
Gender-Centru	Phone: +373 69215456 Email gendercentru@gmail.com	Information Services Psychological counseling Social assistance
Center for Rehabilitation of Torture Victims „Memoria”	Phone: +373 22 273 222 Mobile: + 373 79 704 809 Email: rctv@memoria.md	Legal consulting Psychological counseling
Center for Assistance and Protection of Victims, Chisinau	Phone: +373 22 927 174 Email: shelter_team@cap.md	Temporary housing Social assistance Psychological counseling Legal assistance

“Casa Marioarei” Shelter, Chisinau	Phone: +373 22 725 861 Email: cmarioarei@gmail.com	Temporary housing Psychological counseling Social assistance
Regional and district organizations of support		
„Stimul”, Ocnita	Mobile: +373 60165416	Psychological counseling Social assistance
Youth Resource Center „Dacia”, Soroca	Phone: +373 230 23 619 Email: crt.dacia@gmail.com	Social assistance Psychological counseling Legal consulting
“Honor and Right of Contemporary Women” / „Onoarea și Dreptul Femeilor Contemporane”, Balti	Phone: +373 231 70 778; +373 231 77 794; +373 231 70 149; Mobile: +373 79055616 E-mail: olgapatlati@mail.ru	Psychological and social counseling
„ Family Crisis Center” SOTIS, Balti	Phone: +373 231 92 541; Email: ccf.sotis@gmail.com	Temporary housing Social assistance Psychological counseling
Center for temporary placement of children, Balti	Phone: +373 231 710 03	Psychological counseling Social assistance
Emergency room for victims of violence family, Telenesti	Phone: +373 795 88 052	Social, medical and psychological counseling
Center for support and consultation for victims of family violence „Ariadna”, Drochia	Phone: +373 252 20 308 Mobile: 0790 00 118 Email: cm_ariadna@yahoo.com	Temporary housing Social assistance Psychological counseling Legal consulting
Center for mothers „Pro-Femina”, Hancesti	Phone: +373 269 233 64 Email: profemina.2009@mail.ru	Temporary housing Social assistance Psychological counselling Legal consulting
Center for mothers „Pro-Familia”, Causeni	Phone: +373 243 269 75; +373 243 268 35; +373 243 26 721 Email: profamilia2006@gmail.com	Temporary housing Social assistance Psychological counselling Legal consulting

Center for mothers, Cahul	Phone: +373 299 44 080 E-mail: centru-maternal.cahul@mail.ru	Temporary housing Social assistance Psychological counselling Legal consulting
„Vesta”, Comrat	Phone: +373 298 84 063; +373 298 84 062 Mobile: 060 122 508	Social assistance Psychological help Legal assistance
Center for Social and Psychological Assistance, Vulcanesti	Mobile: +373 68238386 Email: n.mocan@mail.ru	Psychological counselling Social assistance
Center for Social and Legal Innovations “Women’s Initiatives”, Tiraspol	Mobile: +373 533 52764 Email: jenskieinitsiativi@mail.ru	Legal advice Psychological counselling Social assistance Economic empowerment
Center for Development and Support of Civil Initiatives “RESONANCE”, Tiraspol	Mobile: +373 533 44411 Email: civicinitiatives@gmail.com	Temporary housing Legal consulting Psychological counselling Social assistance Economic empowerment

Appendix № 3 List of services for IDPs and the population of Ukraine affected by Russia's armed aggression against Ukraine

In Ukraine, the following government services and public organizations operate to help IDPs and the population affected by Russia's armed aggression against Ukraine:

Name of institution/ organization	Contact Information	Type of assistance provided
Free legal assistance from the Ministry of Justice of Ukraine	80893200086	Legal assistance
National Psychological Association under the Ministry of Health of Ukraine	0800100102	Psychological assistance during the war
IDP/refugee hotline of the Ministry of Reintegration	+380443551478 24/7	Legal, psychological support. Accommodation, transportation, humanitarian needs.
National hotline for children and youth	0800500225 From mobile 116 111	Psychological, legal support, and other issues
National hotline for the prevention of domestic violence, human trafficking, gender discrimination	0800500335, From mobile 116 123 Telegram @NHL116123 fb@lastradaukraine Email: hotlaine@la-strada.org.ua	All types of assistance
men's support line UNFPA and NGO "Innovative Social Solutions"	2345	Psychological, legal support and other issues
Telephone hotline for persons with disabilities	1539	All types of assistance
State hotline for people with hearing loss	1545 (webcall)	Psychological, legal support and other issues
Cyber Police Department of the National Police of Ukraine	0800505170 @ukraine-avanger-bot	Issues of information security, operational assistance and information.
Security Service of Ukraine	0 800 500 021 callcenter@ssu.gov.ua. @stop-russion-war-bot	Security related questions. Issues related to military operations.
National Police of Ukraine	102	Violation of human/child rights Emergencies
Medical Emergency	103	

Office of the General Prosecutor of Ukraine Line for crimes committed in armed conflict	+3096-755-02-40 Viber, WhatsApp, Telegram. Signal	Human rights violations, investigations during the war.
Legal aid center “Danish Union for Refugees”	+0800213103 +380504506990 +380626460333	Psychological, legal support and other issues
Red Cross in Ukraine	0-800-300-155	Psychological, legal support and other issues
NGO «Vostok SOS»	+3800953979848 +380939231486 +380682204337	Psychological, legal support and other issues
NGO «Донбасс SOS»	0800309110	Psychological, legal support and other issues
Humanitarian mission “Proliska” Hotline	+380932022232	Psychological, legal support and other issues
Hotline for assistance to internally displaced people/refugees NGO “Right to Zakhist”	+380995075090, +38065075090, +380935075090;	Psychological, legal support and other issues
Contact center for free legal assistance Ministry of Justice of Ukraine	0 800 213 103 www.legalaid.gov.ua	Legal assistance
National Hotline to Prevent Domestic Violence, Human Trafficking and Gender Discrimination	+116 123 •0 800 500 335	Legal and psychological assistance

Appendix № 4 Peace and human security, components of security

Human security is a paradigm created to understand threats on a global scale. Each component of human security must be viewed through the lens of gender equality. The action plans created by each country to implement UNSCR 1325 on Women, Peace and Security should take into account measures to identify and monitor potential security challenges in the broad sense (defense interference, conflict, violence, natural disasters, epidemics, etc.) taking into account gender aspects. Achieving gender equality is a prerequisite for a fair and peaceful life for all.

Over the past few decades, gender equality and women's empowerment have been on the agenda of most governments to create an action plan for security and sustainable peace.

Components of human security:

Economic security – provides a reliable basic income for individuals, usually from their productive work for remuneration or from a publicly funded social security system.

Food safety – assumes that all people have regular access, both physical and economic, to basic foods. According to the UN, food availability per se is not a problem - rather, the inadequate food distribution and insufficient purchasing power of the population are often the main issues.

Health safety – provides protection from diseases and harmful lifestyles. Poor nutrition and insufficient access to health services, clean water and other basic necessities affect health security.

Environmental safety – must protect people from short and long-term natural disasters and hazards, man-made hazards and environmental degradation. Global warming caused by greenhouse gas emissions is also another environmental safety issue.

Personal safety – aims to protect people from physical violence, from their own state, from individuals who use violence, and from organized groups. Crime, especially violent crime, is the biggest source of danger for many people.

Community safety – aims to protect people from the loss of traditional relationships, values and violence based on religion or ethnicity.

Political security – concerns whether people live in a society that respects basic human rights. Human rights violations most often occur during periods of political instability. Along with the suppression of individuals and groups, governments may attempt to control the exchange of ideas and the information space.

Cybersecurity – protection of an individual's vital interests, society and state when using cyberspace, which ensures the sustainable development of the information society and digital communication environment, timely identification, prevention and neutralization of real and potential threats to national security in cyberspace.

Appendix № 5 Transitional justice

Transitional justice includes a range of mechanisms used to seek redress for past human rights violations.

These mechanisms may take the form of criminal prosecutions (ex. war crimes trials), truth-seeking (ex. truth committees), institutional reforms (in law enforcement and the justice system), reparations and memory banking. Transitional justice is seen as a fundamental component for establishing the rule of law and access to justice in post-conflict settings, and promoting reconciliation and healing in communities.

Although some progress has been made over the past two decades in establishing a legal and regulatory framework for justice for conflict-related sexual violence, actual prosecutions for these crimes are infrequent. Moreover, women's experiences of conflict are not limited to sexual violence but include widespread socio-economic disruption, as well as the gender-differentiated impacts of enforced disappearances, torture, displacement and other crimes.

Because women experience gender inequality and gender-based violence in their daily lives, gender-responsive transitional justice work must be transformative. The goal of transformative justice is to address not only the consequences of violations committed during the conflict, but also its root cause - the very social relations that lead to violations, including unequal gender power relations in society.

Serving to restore the rule of law, transformative justice is closely linked to gender justice in the post-conflict period. UN Women, in its research and support for gender-responsive transitional justice efforts, has identified these core principles of gender justice:

- Embracing the recognition that development and peace require gender equality;
- Recognition of women's right to participate in all aspects of the transition;
- Development of laws that take into account gender equality and promote gender equality;
- Introduce a justice component that does not allow impunity and ensures accountability for crimes committed against women and girls during conflict.

One of the most important transitional justice interventions targeting women is the least implemented or funded mechanism: compensations. Compensations are more focused on victims and their needs than any other accountability mechanism. For many people, particularly women, who have limited access to formal legal processes as a result of discrimination, this may be the only form of justice that victims will receive for wrongs committed during the war.

Compensations are often seen as a way to help victims regain their status as equal rights holders; However, even before the crisis, women often did not have the same rights as men, and these injustices left women vulnerable to gender-based violence both during and after conflict. Compensations must therefore be inclusive and gender-sensitive.

There is growing awareness of the need to provide transformative and sustainable mechanisms for compensating women after conflict, addressing not just one delinquency, but also the inequalities that make women vulnerable to violence and shape its consequences.

“The Most Working Right is Women and Girls' Right to Remedies and Compensation” (2007)

“Compensation mechanisms must go beyond the immediate causes and consequences of crises and violations; they must help address the political and structural inequalities that negatively impact the lives of women and girls.”

However, compensations are often made in resource-limited settings in the context of enormous

expectations on the part of victims. Therefore, many types of compensations are more symbolic in nature – for example, monuments and memorials – rather than concrete measures. Women’s groups around the world have demonstrated that coordinated advocacy can help ensure that women’s priorities are highlighted in any compensation program.

Compensations, and transitional justice in general, is one way to ensure the inclusion of women in post-conflict development planning. However, the implementation of compensations and justice can take years, and sometimes decades. Peacebuilding refers to activities that a state plans and funds to rebuild a society with strong and inclusive institutions to prevent the recurrence of armed conflict. This is also an excellent opportunity to highlight the need for change in structural inequalities and social injustices if development is to be sustainable and for the benefit of all. In other words, all people should receive their share of the “benefits of peaceful existence” that contribute to the end of conflicts and the development of a stable existence.

Appendix № 6 Main legislative documents of Ukraine and Moldova on gender issues and humanitarian assistance

Ukraine

Constitution of Ukraine № 254к/96-VR⁴⁴ dated 28.06.1996.

Association Agreement between Ukraine and the EU dated 27.06.2014⁴⁵.

The Law of Ukraine № 2866-IV “On ensuring equal rights and opportunities for women and men”⁴⁶ dated 08.09.2005.

The Law of Ukraine № 5207-VI «On the basics of preventing and combating discrimination in Ukraine»⁴⁷ dated 06.09.2012.

The Law of Ukraine № 2229-VIII «On preventing and combating domestic violence»⁴⁸ dated 07.12.2017.

The Law of Ukraine № 1750-IX “On amendments to the Law of Ukraine “On Advertising” on combating discrimination based on gender”⁴⁹ dated 10.09.2021.

Order of the Cabinet of Ministers of Ukraine № 1544-r «On approval of the National Action Plan for the implementation of UN Security Council Resolution 1325 “Women, Peace, Security” »⁵⁰ dated 28 October 2020.

Laws of Ukraine «On Public Associations» № 4572-VI⁵¹ dated 22.03.2012.

Laws of Ukraine «On charitable activities and charitable organizations» № 5073-VI⁵² dated 05.07.2012.

Laws of Ukraine «On volunteering” № 3236-VI⁵³ dated 19.04.2011. Order of the Cabinet of Ministers of Ukraine No. 1219-r. “On approval of the action plan of executive authorities for the restoration of the de-occupied territories of territorial communities”⁵⁴ dated 30 December 2022.

44 <https://zakon.rada.gov.ua/laws/show/254%D0%BA/96-%D0%B2%D1%80#Text>

45 http://online.budstandart.com/ru/catalog/doc-page.html?id_doc=89872

46 https://kodeksy.com.ua/ka/ob_obespechenii_ravnyh_prav_i_vozmozhnostej_zhenwin_i_muzhchin/17.htm

47 <https://zakon.rada.gov.ua/laws/show/5207-17#Text>

48 <https://zakon.rada.gov.ua/laws/show/2229-19#Text>

49 <https://zakon.rada.gov.ua/laws/show/1750-20#Text>

50 <https://zakon.rada.gov.ua/laws/show/1544-2020-%D1%80#Text>

51 https://kodeksy.com.ua/ka/ob_obwestvennyh_ob_edineniyah.htm

52 https://kodeksy.com.ua/ka/o_blagotvoritelnoj_deyatelnosti_i_blagotvoritelnyh_organizatsiyah.htm

53 https://kodeksy.com.ua/pro_volontersku_diyalnist.htm

54 <https://xn--80aagahqwyibe8an.com/download/rozporjadjennya-vid-grudnya-2022-1219-pro-2022-102254.html>

Republic of Moldova

Constitution of the Republic of Moldova dated 29.07.1994 / current edition dated 29.03.2016⁵⁵

Association Agreement between the Republic of Moldova and the EU dated 27.06.2014 / Updated EU-Moldova Association Agenda for the period of 2021-2027 approved on 22 August, 2022.⁵⁶

Law № 5 on ensuring equal opportunities for women and men in the Republic of Moldova dated 09-02-2006 ⁵⁷. *Version in force from 15.06.2018 based on changes by LP79 from 24.05.2018, MO195–209/338 from 15.06.2018*

Law no. 45 of 01-03-2007 regarding the prevention and combating of violence in the family in the Republic of Moldova⁵⁸. / *Version in force from 30.12.18 based on the amendments by LP238 from 08.11.18 MO441-447 from 30.11.18 art. 709*

Law № 121 on ensuring equality in the Republic of Moldova⁵⁹ dated 25-05-2012. *Version in force from 29.06.18 based on amendments by LP74 from 26.04.18, MO235-244/29.06.18 art.368*

Law № 62 about advertising (about sexism)⁶⁰ dated 17-03-2022.

Decree of the Government of the Republic of Moldova № 152 on approval of the National Program for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2023-2027 dated 22-03-2023 ⁶¹.

Decree of the Government of the Republic of Moldova № 332 on approval of the National Program for the Prevention and Combating of Violence against Women and Domestic Violence for 2023–2027 dated 31-05-2023 ⁶².

Law № 1491 dated 28-11-2002 on humanitarian assistance provided to the Republic of Moldova, modified / *ZP156 din 06/09/22, MO194-200/07/01/22 art.358; in force from 01.07.22* ⁶³.

Law № 86 about non-profit organizations⁶⁴ dated 11-06-2020.

Decree of the Government of the Republic of Moldova № 158 dated 12-03-2012 on the implementation of the Law on Volunteering № 121 from 18 June 2010.⁶⁵ / *Modified HG859 din 01.11.13, MO252-257/08.11.13 art.965*

55 https://www.legis.md/cautare/getResults?doc_id=111918&lang=ro

56 https://www.eeas.europa.eu/moldova/m%D0%BE%D0%BB%D0%B4%D0%BE%D0%B2%D0%B0-%D0%B8-%D0%B5%D1%81_ru?s=223

57 https://www.legis.md/cautare/getResults?doc_id=107179&lang=ro

58 https://www.legis.md/cautare/getResults?doc_id=110200&lang=ro

59 https://www.legis.md/cautare/getResults?doc_id=106454&lang=ro

60 https://www.legis.md/cautare/getResults?doc_id=130742&lang=ro

61 https://www.legis.md/cautare/getResults?doc_id=136728&lang=ro

62 https://www.legis.md/cautare/getResults?doc_id=138005&lang=ro

63 https://www.legis.md/cautare/getResults?doc_id=132813&lang=ro

64 https://www.legis.md/cautare/getResults?doc_id=122391&lang=ro

65 https://www.legis.md/cautare/getResults?doc_id=18722&lang=ro

Appendix № 7 Indicative training program on gender politics in humanitarian response during armed conflict

Nr	Session topic	Form of work	Description of work
1	<p>Stereotypes based on gender are around us.</p> <p>Gender discrimination, our roles in society.</p> <p>Gender roles of men and women in the age and social sphere.</p>	<p>Discussion of examples.</p> <p>Presentation of topics with definitions: stereotypes, discrimination, stigma, gender, roles of women and men in different fields of life.</p>	<p>We begin the discussion with the history of society development, where the roles of women and men were not the same as today.</p> <p>We provide examples and discuss how, as women and men age, more and more boundaries are imposed on them with stereotypes.</p> <p>We provide examples of different countries where there is progress in gender policy, countries with discrimination that still exists in relation to women and men. Religious or national stereotypes that develop into norms.</p> <p>Gender as a construct, definitions. Gender policies that promote the progress and quality of human resources represented by men and women.</p> <p>Gender roles of men and women in different spheres of life: work, education, health, sports, social services and others. Who plays what roles and why.</p>
2	<p>Women rights.</p>	<p>Presentation, discussion, group work.</p>	<p>For group work, take examples of suffragettes in different countries. Each group looks at one suffragette from around the world. (Encourage groups to use the Internet to search for and study examples of early feminists (suffragettes).</p> <p>Each group receives the same questions:</p> <ul style="list-style-type: none"> - What did she/they fight for? - How did she/they fight? - Did she/they have support and how was/were she/they punished/persecuted? <p>What happened to her then? What has she achieved?</p> <p>Question for the entire audience: What do these stories teach? What is the situation today? Is it difficult or easy to defend women's rights in the modern world? Why are we talking today about the importance of gender policy and protecting women's rights?</p>

3	International and national legislation in the field of gender policy.	Presentation, discussion of localization processes, work in groups.	<p>We present international standards for the protection of human rights: UN, EU RE, OSCE, NATO and others. Creation of international standards for gender policy and protection of women's rights. Obligations of member countries of organizations.</p> <p>We emphasize that each document obliges us to combat discrimination and all forms of violence. We discuss how international documents are reflected at the national, regional and local levels through the adoption of relevant legislative acts.</p>
4	UN Security Council Resolution No. 1325, "Women, Peace, Security" Agenda.	Presentation, discussion, group work.	<p>We present the content of UN Security Council Resolutions with the "Women, Peace, Security" agenda.</p> <p>We unite participants into groups and ask them to create a list of groups of people living during the armed conflict. Who represents these groups? Who are more in the group: women or men? Girls or boys? What are the problems and barriers for each group?</p> <p>As a group, we discuss the results of the exercise: women and girls of different groups face different forms of discrimination and violence during armed conflicts.</p> <p>Women and girls cannot be seen only as victims of war. They are partners, colleagues in post-conflict reconstruction programs.</p> <p>The importance of adopting national and local action plans, and the participation of different target groups of women and girls in their development.</p>
5	Origins of violence. Gender violence.	<p>Presentation of legislation.</p> <p>Work in groups to discuss examples of public organizations that provide services for victims of violence.</p> <p>Prepare examples of the work of community organizations or humanitarian response projects.</p>	<p>It is advisable to conduct classes on this topic with lawyers working in this field.</p> <p>We provide legislation defining types of violence and the functions of government authorities; a referral and coordination process to assist survivors of violence. We discuss the experience of public organizations and the creation of services at the local level. We analyze successful and unsuccessful examples. We are creating our own action plan in cooperation with various structures.</p>

6	Gender approach during armed conflicts.	Discussion and work in groups.	<p>We are considering the topic of gender policy and an integrated gender approach. We unite participants into groups and ask them to create portraits of target groups during armed conflicts: women and men, where do they live, what do they face? Are there any differences or common problems? We consider types of discrimination and violence against women and men of different ages and social groups during armed conflict.</p> <p>Use tables No. 1 and 2 from the manual to work in groups, invite participants to fill out the tables themselves.</p> <p>In table No. 2, invite the groups to fill in the places where there may be different and common forms of discrimination and violence against men and women.</p> <p>After the presentations of each group, we ask a question about the risks for women and men of different ages. Are there differences and where? What conclusion can we draw?</p>
	Armed conflicts and the activities of humanitarian missions and projects: gender component.	Discussion and work in groups.	<p>This lesson takes place immediately after the previous one.</p> <p>Distribute examples of gender projects among groups. Groups should present their experiences using examples from other projects.</p> <p>Take tables No. 1 and 2 from the previous lesson and propose your action plan. They may have little experience, but one must imagine that such situations may exist. Their actions, create your action plans. How to help? Which structure can I turn to for help?</p> <p>In the general group, discuss what was difficult and easy in the groups' work. What knowledge is important and how can you get it?</p> <p>What do you need to know when planning humanitarian response projects and programs? Where to start in order to build effective actions for women and men of different target groups?</p>

	<p>Opposition and sexual violence during military conflicts.</p>	<p>Presentation, discussion.</p>	<p>This lesson should be conducted in collaboration with psychologists, lawyers, representatives of the General Prosecutor's Office or specialized structures working in this area.</p> <p>Presentation with definitions, examples. Discussion of examples and proposal of an algorithm of actions.</p> <p>Give examples from other countries.</p>
	<p>Gender-sensitive services at the local level for different groups during military conflicts.</p> <p>Integrated gender approach.</p>	<p>Discussion.</p>	<p>After conducting a series of classes and providing various examples of services for women and men of different social groups, discuss in groups the definitions of gender-sensitive services and build an algorithm of actions. Each group presents its own view. We discuss examples of action plans in the group and present the definition of an Integrated Gender Approach.</p>

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