

Women's Peace and Humanitarian Fund
ANNUAL PROGRESS REPORT 2023
(Regular Funding Cycle)

Country	Submitted by PUNO(s) UN Women or NUNO(s)¹
Republic of Moldova	Name of Entity: UN WOMEN MOLDOVA Name of Representative: Dominika Stojanoska
MPTF Project Number	Implementing Partners
00131408; 00131876; 00133673	20 CSOs acting as responsible partners and 16 sub-partners, implementing 23 projects
Reporting Period	
January 1 - December 31, 2023	
Funding Call	
<input checked="" type="checkbox"/> Regular Funding Cycle - <i>Calls for Proposals 1, 2 and 3</i> <input type="checkbox"/> COVID-19 Emergency Response Window	
WPHF Outcomes² to which report contributes for the reporting period	
<input type="checkbox"/> Outcome 1: Enabling environment for implementation of WPS commitments <input type="checkbox"/> Outcome 2: Conflict prevention <input checked="" type="checkbox"/> Outcome 3: Humanitarian response	<input type="checkbox"/> Outcome 4: Conflict resolution <input checked="" type="checkbox"/> Outcome 5: Protection <input checked="" type="checkbox"/> Outcome 6: Peacebuilding and Recovery
Programme Start Date	Total Approved Budget (USD)
04.04.2022	1st CfP – 323.453,00 USD 2 nd CfP – 669.841,00 USD 3 rd CfP - 2.875.784,00 USD 3 rd CfP (reserve list)- 621.045,00 USD Total: 4.490.123,00 USD
Programme End Date	Amount Transferred to CSOs (USD)
20.10.2024	Total 2022: 502.980, 29 USD Total 2023: 2.466.444,99

¹ Non-UN Organization. Applicable to Rapid Response Window for Peace Processes

² As per WPHF results framework nested model, WPHF outcome areas are equivalent to the impact level for grantees

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Background on WPHF

Since Russia invaded Ukraine, approximately 700,000 people fleeing the conflict have passed through Moldova.³ Despite Moldova being mainly a transit country, there are around 120,000 refugees remaining⁴. Of them, 65% are females, and 50% are children.⁵ Moldova is doing its best to respond to this crisis by welcoming refugees. But, still, as the poorest country in Europe, it needs to scale up its response and provide the quantity and quality of services demanded.⁶ There is a protection crisis in which women, children, the Roma population, people with disabilities (PWD), transgender people, and the LGBTQ+ community are facing significant risks. Thus, in response to the humanitarian crisis caused by the military invasion of Ukraine, the Women's Peace & Humanitarian Fund (WPHF) activated a regional emergency response to the crisis for women's organizations to build the backbone of the feminist movement in Ukraine and Moldova⁷. WPHF launched Phase 1 and Phase 2 of its targeted response in March and April 2022 through a series of targeted Calls for Proposals as part of its emergency track.

The **first Call for Proposals (CfPs)** launched by WPHF in March 2022 for women's CSOs for Ukraine and Moldova focused on WPHF's Impact Area 5 (IA) of enhanced safety, security, and mental health of women and girls. Hence, two Partnership Agreements (PA) with local women's NGOs have been signed: International Centre "La Strada" and Public Association "Women Law Center", both members of the National Coalition "Life Without Violence".

Based on UNW Moldova advocacy and Moldovan Government efforts, on the 14th of April 2022, the **second targeted Call** for women's CSOs from Ukraine and Moldova was launched with a focus on WPHF IA 3 - Enhanced participation of women in humanitarian planning and response and WPHF IA 5 of enhanced safety, security and mental health of women and girls. As a result, four new partnerships with Moldovan CSOs were launched:

- "Institutum Virtutes Civilis" - to strengthen public-private partnerships for better response to the refugee crisis.
- "Gender-Centru" - to enhance participation and leadership of women in humanitarian planning and response.
- "Women for Women" - to build resilient women's organizations for feminist peacebuilding.
- "Motivatie from Moldova" - to enhance the participation of women with and without disabilities in humanitarian planning and response.

Since the figures of refugees fleeing Ukraine were still increasing by May 2022, the WPHF launched a **third Call for Proposals** on the 14th of June, focusing on the WPHF's IA 1. Enabling Environment for Women Peace and Security (WPS) and IA 6. Peacebuilding and Recovery to contribute to creating peaceful and gender-equal societies. Out of 76 project proposals, 14 were selected, and their activities were launched in February 2023. In May 2023, the program's steering committee made the decision to use the reserve list, and four additional projects started their implementation in October. Since the start of WPHF funding in 2022, **24 projects have been supported for a budget of 4.490.123,00 USD** and which contribute to peacebuilding and gender-responsive humanitarian action.

Consolidated WPHF impact on the country level

The refugee crisis in Moldova poses significant challenges to the country's stability and development. It is essential to ensure that the humanitarian response is coordinated and aligned with the national processes, such as the peace process, the human rights framework, and the social protection system. The Refugee Coordination Forum, led by the Government of Moldova and UNHCR in line with the Refugee Coordination Model, provides the overarching framework for humanitarian coordination. The coordination system ensures that the humanitarian actors can contribute to protecting vulnerable groups, promoting durable solutions for the displaced population, and preventing further conflict. The coordination effort was made through the Regional Refugee Response Plan for 2023 for Moldova, which aimed to assist 320.000 individuals, of which 200.000 are refugees and 180,000 are host community members.⁸

To mainstream gender across the Regional Refugee Response Plan, as well as promote women's meaningful participation in decision-making and localization of humanitarian action in Moldova, UN Women established and continues to sustain the Gender Task Force. Co-chaired by the Platform for Gender Equality⁹, it contributed to enhanced coordination of gender equality in refugee response, provided technical support, fostered capacity building, and facilitated information sharing among humanitarian actors in Moldova. The Gender Accountability Framework commissioned at the end of 2023 revealed that the Moldovan response fully satisfied 44 per cent and partially met 47 per cent of the criteria, demonstrating a robust commitment to addressing gender gaps within the response.

To support the Government of Moldova to fill in gaps in service provision, UN Women Moldova provided gender-responsive multi-sectorial services to individuals and communities most affected by the crisis in partnership with the Women's Peace and Humanitarian Fund (WPHF) and specialized CSOs, in the framework of the Refugee Response Plan. These interventions not only addressed the critical needs of the

³ <https://news.un.org/en/story/2023/02/1133122>

⁴ <https://data.unhcr.org/en/situations/ukraine.org>

⁵ <https://data.unhcr.org/en/documents/download/92392>

⁶ <https://data.unhcr.org/en/documents/download/92392>

⁷ <https://wphfund.org/2022/06/27/governments-join-wphf-delegation-to-moldova-witness-impact-drive-support-for-local-csos-protecting-women-girls-at-forefront-of-ukraine-refugee-crisis/>

⁸ https://civil-protection-humanitarian-aid.ec.europa.eu/where/europe/moldova_en

⁹ The Platform for Gender Equality is a voluntary association of gender activists and women's rights organizations that act as a unified voice for the active promotion of gender equality, improving the legal framework and ensuring its proper implementation. The platform was launched in 2015 and has currently 51 members.

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most vulnerable populations, but also contributed to women empowerment and strengthening of women organizations within the refugee response efforts.

Overall, in the period January – December 2023, the operational humanitarian interventions implemented by the WPHF-funded CSOs reached **16.854 persons (11.962 women, 2.190 girls, 1.623 boys, and 1.073 men and 6 LGBTQI+)**; **53% (8.984 persons)** of the beneficiaries are refugees from Ukraine, and less than **1% are people with disability (174 persons)**.

In particular, **2.712 people** (1.302 women, 513 girls, 486 boys, and 411 men), the population most affected by the humanitarian crisis, were reached with **critical emergency food and non-food items** (hygiene packages, winter clothes/footwear, household items) and vouchers. Of this number, **2051 persons (76%) were refugees** and 129 persons with a disability.

WPHF partners facilitated the **social inclusion of refugees** into hosting communities by implementing programs addressing community inclusion. Overall, **1.359 persons** (725 women, 316 girls, 222 boys, and 96 men) participated in the targeted activities to create spaces where refugees and locals can communicate and exchange experiences on culture, customs, and children's education. **528 refugees had the opportunity** to feel better integrated into the hosting communities.

The partnership between UN Women and WPHF-funded projects significantly contributed to the **livelihood and economic empowerment of 9.086 people** (7.672 women, 919 girls, 447 boys, and 48 men) by assisting them with information, job matching schemes, job counseling, mentorship, employment-related legal advice, vocational education, skilling/reskilling, training and mentoring on business topics, business-related legal advice and access to finance. **49% of supported women and girls are refugees (4419 persons)**. In particular:

- **1.361 women and girls** received **employment-related support** (job matching programs, job counseling, mentorship, employment-related legal advice). 73% are refugees.
- **776 persons** (735 women, 39 girls, and 2 boys) attended vocational education and training, **skilling/reskilling courses**. 84% of them are refugees.
- **80 refugee women** who benefited from job placement programs **were employed**.
- **6.178 persons (4.810 women, 850 girls, 472 boys, and 46 men)** enhanced their **business skills** by receiving training and mentoring on business management. 37% of them are refugees.
- **557 women** are ready to engage in entrepreneurship activities after receiving **counseling, business-related legal advice**, and access to financial services.
- **134 women** (114 are refugees) received small grants totaling **USD 274.073** to open businesses or other forms of formal self-employment.

1.007 people (891 women, 37 girls, and 79 men), among them 166 refugees, were capacitated with knowledge of GIHA (Gender in Humanitarian Action) (including GBV and PSEA) and providing specialized assistance to women and children refugees. Specifically:

- **473 female leaders** are equipped with new practical tools to enhance their **participation and leadership** by being involved in programs focusing on improving leadership skills and abilities to contribute to human security in the context of the humanitarian crisis and gender aspects of conflicts.
- **43 women** improved their knowledge and skills about **GiHA** by joining workshops and training on the **PSEA (Prevention of Sexual Exploitation and Abuse)** and **GBV (Gender-Based Violence)** managing emotions in crises, and gender and disability-based humanitarian crisis response planning.
- **491 professionals** (454 women and 37 men) are more **resilient and efficient** in providing specialized assistance to women and child refugees, better equipped with tools and techniques to relieve accumulated professional stress to avoid professional burnout syndrome.

1.695 women and children, including 1438 refugees, were reached with **prevention and response interventions** (including for GBV):

- 952 women (75% refugees) received social assistance, counseling, and referrals.
- 548 women (94% refugees) received or were referred to receive MHPSS support.
- 49 women and girls got medical support and assistance.
- 146 women were provided with individual legal assistance on various topics.

964 persons (586 women, 139 girls, 129 boys, and 110 men), including 382 refugees, **are better informed on their rights and options to access assistance and prevent GBV** after participating in information sessions.

7.011 women refugees learned about the country's available support services, rights, assistance, and specific information on SV/GBV in the context of the humanitarian crisis from information materials published by partner CSOs and distributed via accommodation centers for refugees (RACs) located in the communities hosting the highest number of refugees.

A total of 962.907 persons were reached via social media with gender-focused information about the refugee crisis and the participation and leadership of women's CSOs, beneficiaries of the WPHF projects, in addressing humanitarian planning and response.

Overall challenges

Moldova faced a humanitarian crisis as it received thousands of refugees fleeing the war in Ukraine. Despite the efforts of the government, civil society, and humanitarian actors, the crisis posed many challenges and constraints for the WPHF projects involved in the response. These include logistical and coordination issues among various stakeholders; economic strain due to the high costs of providing essential services; slow and limited refugee registration for temporary protection; integration difficulties due to language, cultural, and socio-economic barriers; uncertainty about the duration and scale of the crisis; vulnerability of certain groups of refugees and host communities; and tensions and generosity between the refugees and the Moldovan people. The crisis also highlighted the need for gender-responsive interventions at the local level, as well as global cooperation and compassion.

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Another challenge was a high fluctuation of the exchange rate. One impactful challenge to CO programming was the unfavorable exchange rate fluctuation that led to a total deficit of approximately 142,000 USD for the office budget deriving from 14 Partner Agreements, signed with local CSOs financed by the UN Women, Peace and Humanitarian Fund (WPHF). Since these partner agreements are not linked to one specific project, where contingency funding could be foreseen, and the WPHF had no reserve funds to mitigate such risk, the CO had to find a solution by revising the project plans – jointly with the CSO partners.

Capacity building project

UN Women Moldova was granted with funding for the capacity-building project, which targets both partnering CSOs and UNW staff. The implementation of the activities is planned for 2024. In 2023 CO had a series of preparatory activities for the launch of the capacity building project, namely: questioning NGOs regarding training needs/themes, mapping of NGOs was carried out to establish the list that will be included in the project, and other preparatory activities. At the same time, the NGOs were focused with the speed of the response and interventions considering the imperious need of the humanitarian response.

1. Project Profile for Reporting Period

Please consult the Annex A. Projects' Profile.

2. Beneficiaries and Reach (Consolidated)*

	CURRENT REPORTING YEAR 2023			CUMULATIVE (2022-2023)		
	Direct Beneficiaries for Year	Indirect Beneficiaries	Number of CSOs, CBOs, and women's groups supported	Direct Beneficiaries	Indirect Beneficiaries	Number of CSOs, CBOs, and women's groups supported
Girls (0-17)	2.190			2.708		
Women (18+)	11.962			1.4309		
Boys (0-17)	1.623			2.116		
Men (18+)	1.073			1.357		
LGBTQI+	6			6		
Total	16.854	962.907	37	20.496	3.301.417	109

Select all that apply.

X Refugees/IDPs X People/Women living with disabilities X Survivors of SGBV ☐ LGBTQI+
X Child/Single Mothers ☐ Widows X Youth/Adolescents ☐ Others, please specify:

3. Context/New Developments

The Republic of Moldova experienced several updates in the peace/security/humanitarian/political/human rights context during 2023, mainly related to the impact of the Russian aggression against Ukraine and the European integration process. Some of the most notable updates are:

- The Moldova-U.S. Strategic Dialogue, held in March 2023, reaffirmed the strategic partnership and close ties between the two countries and resulted in significant economic, security, and humanitarian assistance from the US to help Moldova manage the repercussions of the war and maintain progress on its reform agenda.
- The 2nd European Political Community Summit, hosted by Moldova in June 2023, which brought together 45 heads of states and governments, as well as leaders of European Union institutions, to discuss joint efforts for peace and security, energy resilience and climate action, and interconnections in Europe for a better connected and more stable continent.
- The launch of the EU civilian mission to strengthen the resilience of the security sector in Moldova in May 2023, which aims to contribute to the strengthening of Moldova's crisis management structures and to enhance its resilience to hybrid threats, including cybersecurity, and countering foreign information manipulation and interference.
- The participation of Moldova in the UN Economic and Social Council session on peacebuilding and sustaining peace in June 2023, where it highlighted its achievements and challenges in implementing the 2030 Agenda for Sustainable Development and advancing human rights, democracy, and the rule of law.
- The EU, the UN, the US, and other humanitarian actors continued supporting Moldova with funding, equipment, and technical assistance to cope with the influx of displaced people and to strengthen its civil protection and security.
- On the 8th of November 2023, the European Commission adopted the 2023 Enlargement Package, providing a detailed assessment of the state of play and the progress made by Albania, Bosnia and Herzegovina, Kosovo, Montenegro, North Macedonia, Serbia, Türkiye, and for the first time also Ukraine, the Republic of Moldova and Georgia on their respective paths towards accession to the European Union. In light of the results achieved by the Republic of Moldova, and of the ongoing reform efforts, the Commission has recommended that the Council opens accession negotiations. Furthermore, the Commission recommends that the Council adopts the negotiating frameworks once Moldova has adopted certain key measures.

These updates have had various impacts on women and operations at the country level. On one hand, they have created new opportunities for women's empowerment, participation, and leadership in decision-making processes, as well as for addressing gender-based violence, discrimination, and inequalities. On the other hand, they have also posed new challenges and risks for women's security, well-being, and access to basic services, especially in the context of the ongoing and humanitarian crisis caused by the war.

At the level of operation, these developments impacted the implementation of the projects addressing the humanitarian crisis by creating new needs, challenges, and opportunities for coordination, advocacy, and service delivery.

Overall, the COSs implementing the WPHF-funded projects channeled their efforts to support refugee women who constantly face problems and needs from the social, legal, and economic spheres: difficulties with psychological and social assimilation in society due to the high level of stress, instability, and uncertainty in the future and life planning; regional peculiarities and current legislation differ from the previously familiar ways and methods of organizing business processes, which requires more time, effort and assistance; low wages; administrative responsibility; language barrier (lack of knowledge of foreign languages); lack of pedagogical support in the field of

additional education of refugee children and teenagers (for example, IT courses, courses on financial and legal literacy, language training, etc.).

4a. Overall Results (Impact and Outcomes) Achieved

Overall Impact

During the reporting year, the CSOs implementing the WPHF-funded projects contributed substantially to enhancing ***civil society organizations' role in advocating for and ensuring accountability on WPS commitments¹⁰***. Thus, 109 CSOs (women-led and women's rights organizations) are more robust in providing and overseeing services, resources, and goods for women in humanitarian settings. This was achieved through various means, including establishing 50 partnerships that bolstered collaboration with organizations and key actors in refugee-hosting communities, such as women's organizations and gender groups. These partnerships aimed at jointly developing and implementing gender-responsive initiatives in decision-making processes and providing humanitarian support. For instance, after receiving training in innovative and experiential non-formal education tools and methods, experts from 6 women-led CSOs' are actively promoting and encouraging the civic participation of youth and females in peacebuilding and social innovation. They are doing this through various ways, such as summer schools, online training, and mentoring. A special focus is given to working with teenagers who have been affected by war trauma. 25 CSOs created the Gender Equality Platform "Alliance" (under the leadership of WPHF-funded CSO Facilia), focusing on four specific directions for action: women's rights, women's involvement in peacebuilding processes, economic empowerment of women, and intercultural dialogue. Furthermore, CSO HELP conceptualized and developed an online platform (<https://avahelp.md/>) to disseminate information, engage social partners CSOs, strengthen stakeholder networks, and empower women, effectively contributing to the increased capacity of women's organizations in delivering and monitoring the quality of services, resources, and goods in both humanitarian and development endeavors. The Association of Entrepreneurs with Disabilities from Moldova (AEFL) boosted the creation of the Ukrainian Refugee Women's Network Association "Female Support Force". The new CSO is inspired by Ukrainian female refugees who actively collaborated as an informal network with various organizations that protect women's refugee rights. Currently, the CSO consists of 182 members of refugees from Ukraine and is developing its internal policies, strategy, and activity plan, all with the support of WPHF and UNW Moldova.

Consequently, in 2023 the WPHF funded CSOs via partnerships with UN Women reached in total **16.854 people (11.962 women, 2.190 girls, 1.623 boys, 1.073 men, and 6 LGBTQI+)** which could access information, goods, and services aiming to provide gender-responsive multi-sectorial services to individuals and communities most affected by the crisis in the framework of the Ukraine RRP 2023. **53% (8.984 persons)** of the targeted beneficiaries are refugees from Ukraine.

The participation and leadership of women in humanitarian planning and response¹¹ were noticeably enhanced: 927 **women and girls** (including 166 refugees) were equipped with new practical tools and leadership skills and abilities, allowing them to increase their participation and contribution to human security in the context of the humanitarian crisis and gender aspects of conflicts. Among them, 473 female leaders are involved in programs focusing on applying and understanding of Gender in Humanitarian Action (including GBV and PSEA), and 454 female professionals are more resilient and efficient in providing specialized assistance to women and child refugees.

The improvement in ensuring the safety, security, and mental health of women was quite noticeable, and their human rights are better respected¹². The activities promoted by the WPHF-funded CSOs facilitated the social inclusion of refugees into hosting communities by implementing programs addressing community inclusion, counseling, and referral programs, distribution of critical emergency items, information campaigns on human rights, and opportunities for assistance. Hence:

- **1.041 women and girls** (725 women and 316 girls) participated in the targeted activities to create "safe spaces" for refugees and local women, providing opportunities for participants to communicate and share their experiences on culture, customs, and children's education thus facilitating smoother social integration.. Accordingly, 528 refugees have reported feeling better integrated into the hosting communities.
- **1.302 women and 999 children** (513 girls and 486 boys), the population most affected by the humanitarian crisis, were reached with critical emergency food and non-food items (hygiene packages, winter clothes/footwear, household items) and vouchers. Of this number, 2051 persons (89%) were refugees and 129 PWDs.
- **1.695 women and children, including 1438 refugees**, were reached with **prevention and response interventions** (social assistance, counseling, referral, legal and medical support, including for GBV).
- **725 women and girls** are better informed on their rights and options to access assistance and **prevent GBV** after participating in information sessions.
- **7.011 women refugees** learned about the country's available support services, their rights, assistance, and specific information on SV/GBV in the context of the humanitarian crisis from information materials published by partner CSOs.

¹⁰ The impact statement for WPHF IA 1: Enabling Environment for Women Peace and Security (WPS): Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments

¹¹ The impact statement for WPHF IA 3: Enhanced participation and leadership of women in humanitarian planning and response

¹² The impact statement for WPHA IA 5: Enhanced safety, security, and mental health of women and girls and their human rights respected.

Women and young women's socio-economic recovery and political participation in peacebuilding contexts were significantly improved¹³. The partnership between UN Women and WPHF-funded projects contributed to the **livelihood and economic empowerment of 8591 women and girls** by assisting them with information, job matching schemes, job counseling, mentorship, employment-related legal advice, vocational education, skilling/reskilling, training and mentoring on business topics, business-related legal advice and access to finance. **49% of supported women and girls are refugees (4419 persons).**

Outcomes Results

• Institutional Funding

The Women's Peace and Humanitarian Fund (WPHF) supported the institutional sustainability of 6 CSOs. In particular, three CSOs were enabled to continue their work for an average of nine months. The WPHF funding covered the rent for the offices and the car, as well as the utilities. Additionally, the WPHF budget ensured the salaries of 74 staff members from five CSOs, preventing them from losing their jobs.

The five CSOs adopted various adaptive strategies, tools, or systems to enhance their organizational capacity and sustainability. These included reviewing and adjusting their statutes; acquiring new IT office equipment; increasing their visibility through web pages, branding policies, and social media platforms; developing fundraising plans and donation tools; creating strategic plans with integrated response measures; and establishing policies and documents on ethical conduct, security, abuse prevention, and risk management. These measures helped the CSOs to cope with the challenges and opportunities in their context. As example:

- **Women4Women CSO** ensured its continuity by reviewing and adjusting the Statute of the organization; purchasing IT office equipment; increasing the visibility of the organization (new webpage); drafting branding policy (the project brand book and logo)
- **Roma Women's Platform "ROMNI"** improved its IT capacities and its sustainability by purchasing a Zoom annual subscription for online training and drafting a Fundraising Plan
- **CSO "Motivatie"** boosted its presence by developing a strategic plan with integrated response measures to the rural crisis for four years and by launching the new web page of the Association "MOTIVATE" from Moldova with integrated donation tools, which corresponds to the new media promotion requirements
- **CSO "Union for Equity and Health" developed** 4 organizational documents (*Code of ethical conduct concerning refugees or persons temporarily located in the community, Security instructions for working with refugees, Instructions for preventing abuse and harassment, and Risk management plan.*

• WPHF Impact Area 3. Humanitarian and Crisis Response

3.1. Number of women participating in decision-making in humanitarian planning and response

As a result of WPHF projects' interventions, **473 women leaders** are actively participating in decision-making bodies, community committee mechanisms, or other spaces where women can voice opinions and influence decisions on how response and recovery are carried out in their communities, districts, regions, or country. This was achieved through various means, including establishing **50 partnerships** that bolstered collaboration with organizations and key actors in refugee-hosting communities, such as women's organizations and gender groups. Due to innovative training and experiential non-formal education tools and methods, the participation of youth and females in humanitarian crises was considerably boosted. In this regard, it is worth mentioning:

- 57 women leaders (partnered with WPHF-funded CSO "Faclia") created a practical tool, Platform "Alliance," gathering 25 local women-led CSOs, to promote gender equality and women's economic rights, women's rights, women's involvement in peacebuilding processes, and intercultural dialogue.
- Furthermore, CSO HELP conceptualized and developed an online platform (<https://avahelp.md/>) to disseminate information, engage social partnership, strengthen stakeholder networks, and empower women, effectively contributing to the increased capacity of women's organizations in delivering and monitoring the quality of services, resources, and goods in both humanitarian and development endeavors.
- 88 women with improved capacities in response to the humanitarian crisis from civil society, all members of Platform "Alliance" (members of 25 NGOs and 10 LPAs), are participating in the coordination of the humanitarian crisis in the Central Region by mobilizing and coordinating the resources in their respective communities to organize activities for local and displaced women (training on subjects related to systemic leadership, soft skills; exploring new forms to support female entrepreneurship; supporting the activity of 3 Career Centers for local and displaced women etc.)
- The Association of Entrepreneurs with Disabilities from Moldova (AEFL) boosted the creation of the Ukrainian Refugee Women's Network Association "Female Support Force". The association is inspired by Ukrainian female refugees who actively collaborated as an informal network with various organizations dedicated to protecting women's refugee rights. Currently, the CSO consists of 182

¹³ The impact statement for WPHF IA 6 *Improved socio-economic recovery and political participation of women and young women in peacebuilding contexts*

members of refugees from Ukraine and is developing its internal policies, strategy, and activity plan, all with the support of UNW and WPHF.

- 10 women (including 3 refugees) graduates of the Women Leaders for Peace Academy 2022 implemented local initiatives for women messengers in the peacebuilding process. These activities include media campaigns, awareness-raising and advocacy activities regarding women's rights, economic empowerment of rural women, rural/local development activities, cultural/social events and community integration (ex.: Community House in Balti, Refugees' space 'Peace partners', multicultural and multiethnic festival in the village of Sireți). Overall, 1567 people (1333 women and 234 men) benefiting from activities implemented within the local projects.
- 50 women, members of the ROMNI platform and Roma refugees, are involved in various online and in-person coordination meetings and field visits to Roma localities to identify the refugee's needs, facilitate access to services, and identify local ways to participate in public, social and cultural life.
- 102 women (57 from women-led CSOs and 45 from LPAs), representatives from 5 pilot districts (South Region), participated in the drafting and implementing 5 Local Action Plans for humanitarian response to women and children refugees based on the needs assessment. These plans cover various actions such as distribution of food and non-food items, social and economic inclusion of refugees, and safeguard measures. They are designed to coordinate the involvement of various actors such as NGOs, national structures, and donor communities in crisis response. Consequently, 2503 refugees (1623 women, 228 men, and 625 children) were addressed in the target districts.

3.2. Types of mechanisms established to improve gender-responsive humanitarian planning, frameworks, and programming

Due to interventions promoted by WPHF partner CSOs, various **efficient mechanisms** have been established to improve gender-responsive humanitarian planning, frameworks, and programming:

- 20 Crisis Cells were created in 20 localities hosting refugees (covering 31 communities). 1604 refugees (1141 women and girls, 463 boys and men) were supported via the crisis cells' purchase of food and hygiene products according to their preferences and tastes. 136 professionals (127 women, 9 men) that provide humanitarian support to refugees within the crisis cells better understand how to prevent professional burnout in humanitarian crises. (CSO Gender Centru)
- 75 Mobile Technical Teams (MTTs) set up to support the Crisis Cells in humanitarian response to refugees, aiming to provide holistic support and assistance to Ukrainian refugees, addressing their social, psychological, legal, and medical needs. The MTTs reached out to 1,887 refugees and locals, including 1,370 women and girls and 517 boys and men.
- CSO "Gender Centru" contributed to the concept of 'inclusive communities' which are involved in planning and responding to the humanitarian crisis by strengthening the capacity of emergency/crisis committees. 40 cultural events and community information and integration sessions were held to raise awareness of humanitarian responses in 22 localities.
- 5 Local Action Plans approved, and 4 Local Action Plans implemented in partnership with local women-led CSOs and LPAs, based on the conducted needs assessment surveys and identified deficiencies. The contracted women led CSOs, in partnership with trained representatives of the local public authorities, offered targeted support for displaced people: 2503 refugees (1623 women, 228 men, and 625 children) received targeted support according to needs through the sub-granted projects' interventions. (CSO Gender Centru)
- Support for Moldova for Peace Volunteers Platform's capacity to assist women and child refugees by providing daily food services (lunches) for up to 45 female volunteers: 3475 lunches were supplied from 15 December 2022 to 19 June 2023.
- Research study containing recommendations to improve the response of national authorities to preventing and combating GBV in the humanitarian context provided to public authorities available and approved by professionals from public authorities (CSO LaStrada)¹⁴
- A Small grants scheme and mentoring on GBV and SV response in the context of the humanitarian crisis offered to 4 women's local NGOs managed to build strong abilities in the field of anti-violence to early identify the vulnerabilities and needs of women and girls at risk of violence, especially in humanitarian crises. **15000 refugees (80% women & children, 20% men)** were reached with qualified and timely assistance (information and training sessions for refugees and victims of GBV, psychological counselling, medical support, legal assistance and advice, assistance through Mobile Teams, procurement of goods and food aid) to ensure their safety, security, and mental health and make their human rights respected (CSO La Strada). <https://bit.ly/3lgULHu>
- Social inclusion activities in close cooperation with the local NGOs and public authorities to support the most vulnerable, and thus the most affected by the humanitarian crisis population from Ialoveni, Leova, and Soldanesti districts, showed a high degree of accountability for the inclusion of people with disabilities and refugees in their communities, the approach being changed from just satisfying the basic needs of refugees towards professional integration of refugees in planning the communities' overall response to the humanitarian crisis. (CSO Motivatie).

• WPHF Outcome 5. Protection of Women & Girls

5.1. Number and percentage of CSOs that report having greater influence and agency to work on ending sexual and gender-based violence (SGBV)

¹⁴ <https://bit.ly/3lgULHu>

41 women-led and women-rights CSOs reported they have increased agency to contribute to ending sexual and gender-based violence (SGBV) within conflict or emergency contexts. The enhanced capacities and the mechanisms put in place by these CSOs led to a higher degree of protection of women and girls in the humanitarian setting.

1.695 women and children, including 1438 refugees, were reached with **prevention and response interventions** (including for GBV):

- **952 women and children (75%refugees)** received social assistance, counseling, and referrals. In particular, **203 women** were guided to access suitable services and resources, improve their financial situation, increase their level of independence, and develop skills to cope with the challenges of daily life (social, educational, legal, medical services, etc.,) through **case management approach** implemented by **CSO CCF**. On top of that, 374 women benefited from social support provided through 181 sessions with social workers. The Mobile Teams, created by **CSO "Gender Centru"**, helped **75 refugee women** solve problems of domestic violence, cases of GBV, enrolment in educational institutions for children, psychological consultation, and referrals.
- 548 women received or were referred to receive **MHPSS support**. Among these, **CSO Gender Centru** provided individual and group psychological counseling for **327 refugees from Ukraine**. Via CSO CCF, 164 women received caregiver support provided through 111 sessions with Psychologists.
- 49 women and girls got medical support and assistance. IVC & "Dăruim Vise" Orhei procured medical monitoring equipment (blood pressure monitors and glucometers). Mobile teams set up by Gender Centru ensured 38 medical consultations for refugees.
- 146 women were provided with individual **legal assistance** on various topics. CSO IVC and its partners (Asociația Psihologilor Tighina" and "Dăruim Vise") helped 67 refugee women by counseling on public services, transportation, official governmental papers for the refugees, transport to EU countries, etc.

5.2. Degree to which social accountability mechanisms are used by civil society to monitor and engage in efforts to end SGBV

The activities of the CSO partners were focused on creating operational mechanisms to hold local authorities and government accountable and reduce the risks of SGBV as a result of the humanitarian crisis:

- The close collaboration with the National Coalition of NGOs, „Life without violence“, and representatives of local NGOs and central authorities led to several recommendations for a mechanism to be put in place in the field of preventing and combating violence against women, girls, and refugees. The recommendations are embedded in the Study on practices for preventing and combating violence against women and girls in the humanitarian context, validated by the Ministry of Labor and Social Protection, the Ministry of Internal Affairs, and the Ombudsman.
- 3 public service institutions/buildings were assessed regarding accessibility for PWDs, and activities were carried out to exemplify the difficulties encountered by PWDs.(CSO Motivatie)

5.3. Number of local women's organizations, CSOs, or autonomous social movements coordinating efforts to end SGBV

The WPHF projects contributed to strengthening the e-Platform for Gender Equality, a network of 44 organizations and activists, by developing knowledge in providing sensitive and adapted humanitarian support, namely for 103 people (88 women and 15 men) during training and workshops for building capacities in response to the humanitarian crisis. Besides representatives of civil society, experts from educational institutions, social assistance, medical establishments, town halls and mayoralities, local councilors, and refugees from Ukraine - all members of the Crisis Cells- got involved in consolidating the response system to the refugee crisis.

• WPHF Outcome 6: Peacebuilding and Recovery

6.1. Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations

The partner CSOs created suitable premises and tools for including women and civil society organizations in the peacebuilding process and integration of populations who are forcibly displaced. In this regard:

- A Report aiming to draw a more objective picture of migrant women's problems and their integration opportunities from the perspective of the Moldovan communities and directly from the migrant women's side was drafted and discussed with Transnistria region-de facto structures. (CSO HELP)
- 4 local initiatives for meaningful integration of Ukrainian refugee girls into Moldovan host communities through non-formal political participation on the local level have been fully implemented in the Basarabeasca, Congaz, Chisinau Municipality, and Transnistria region. The other 3 local initiatives are in the process of implementation. (Women4Women CSO)
- A Mapping Report of the potential beneficiaries of LPA, women mayors/decision makers/heads/women leaders of the law enforcement, security, and defense sector or professional associations, women journalists, and communicators/front liners was drafted and presented for discussions. (I4DD CSO)
- Training curricula and interactive exercises for women and young women to improve political and public leadership skills and knowledge in the context of peacebuilding and conflict prevention. "Political and Public Leaders Tool-kit in Peace-building Context" and "Women's Political and Public Leadership in Peace-building Context" (CSO Women's Democracy Network)

- Peace Consul mechanism: to enhance women's participation in political and/or decision-making processes in peace-building contexts (WDN CSO)

6.2. Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age group)

654 women (374 women refugees) reported increased confidence and have boosted their decision-making leadership due to economic empowerment and benefits. Thus,

- 572 women benefited from economic recovery activities implemented by WPHF projects: counseling, mentoring, and business-related legal advice, access to financial services, and access to markets and business networks. Thus, 80 women producers (70 women & 10 girls) participated at the Women Local Producers Fair organized by CSO Nika Generation. Moreover, 79 women entrepreneurs increased their learning, knowledge levels, and business connections after participating in the Satellite Women Entrepreneurship Expo, organized as part of the regional office initiative "Women Entrepreneurship Expo 2023". 33 women participated in the networking event 'WE Connect & WE Talk' to allow participants to interact, get inspired by each other, and discuss exciting topics for business and personal development. CSO AID opens a business counseling service (129 telephones, messenger, and offline counseling sessions on business-related issues).
- 82 women were provided with small grants for opening businesses or other forms of formal self-employment (70 are refugees) for an overall amount of USD 233,500. The support was offered by 7 partner CSOs funded by WPHF: AID, MPA, AEFL, CCF, CNTM/AFAM, HELP, and W4W.

6.3. Number of women participating in political and decision-making processes (disaggregated by type of displacement and age group)

192 women, including 29 representatives of Roma national minorities and 4 to the LGBTQI+ Community, are actively participating in political and decision-making processes aimed at promoting peacebuilding and recovery as a result of your WPHF project's interventions.

- 29 ROMNI staff members and volunteers participating in regional and international activities around the "1325 Agenda" (ROMI CSO)
- 51 women, representatives of civil society, and local authorities are engaged in addressing the migrant women's problems and their integration opportunities in Transnistria region (AID CSO)
- 8 civil society actors (activists, trainers, and art people, 4 of them belong to the LGBTQI+ Community) are capacitated with innovative, experience-based, nonformal education tools and methods for youth/female participation in the peacebuilding process (W4W CSO)
- 54 women refugees settled in the Transnistria region directly participated in the round tables to assess the needs and situation of refugees in the Transnistria region (AID CSO)
- 50 refugee women leaders, members of the Leadership Academy, and founders of the Association of Ukrainian Women Refugees - a non-governmental organization registered by Ukrainian women - are providing psychological, peer, political, and economic support to women refugees.

Reach Indicator 1: Number of women who are forcibly displaced that benefit from the response (by type of displacement and age group)

Reach Indicator 2: Number of other people directly benefiting from the response (by sex, age group, or other variables)

Overall, due to the partnership between UN Women and WPHF-funded projects, **8,591 women and girls** improved their **livelihood**, **52%** of supported women and girls **are refugees** from Ukraine (**4,419 persons**), while 28 women are persons with disabilities. The success resulted from economic recovery and empowerment activities implemented by the WPHF projects: assisting with information, job matching schemes, job counseling, mentorship, employment-related legal advice, vocational education, skilling/reskilling, training and mentoring on business topics, business-related legal advice and access to finance. In particular:

- 1,361 women and girls received employment-related support (job matching programs, job counseling, mentorship, employment-related legal advice). Examples: CSO "CCF" organized 268 group information sessions for 624 women/girls, thus establishing contacts and providing assistance for training or employment to interested girls and women. (CSO CCF). Due to CSO Facila, Career counselors from the 3 Regional Career Centers supported 90 women (43 displaced and 47 local) in building their career path by providing individual career counseling sessions and 2) training to develop competencies for the labor market - Job Finding Club.
- 774 women and girls attended vocational education and training, skilling/reskilling courses. For instance, with the support of CSO CCF, 259 women/girls were referred to vocational and language classes, and 79 attended the courses (business skills, IT, cosmetology, massage, language learning, accounting, etc.) and obtained certificates of completion. The concept of TECH hubs in regions affected by conflict and crisis was developed. They consisted of an eight-week program to support vulnerable women in accessing the global digital economy by providing them with the knowledge, skills training, and individualized support needed to access the global digital economy and remote work. Following the activities implemented by CSO AEFL, 80 women received training to have better digital and informational skills. Courses „Digital Marketing“, „Visual Arts Skills“, and Healthy Nutrition Consultants“ were provided for 39 displaced women within activities implemented by CSO Facila.
- 80 refugee women who benefited from job placement programs are employed.

- 5.737 women and girls (4.887 women and 850 girls) enhanced their business skills by receiving training and mentoring on business management due to activities developed by the WPHF CSO- partners: Women's Law Center, Motivatie, Gender Centru, CCF, CTM/AFAM, Facia, "Institutum Virtutes Civilis", Public Association HELP, "Women for Women", NIKA, THE MOLDOVA PROJECT ASSOCIATION, Agency for Innovation and Development, "European Abilities without Limits" AELF. Thus, CSO AID launched the Startup Academy program for refugee women from Ukraine (offline and online) for 75 participants (65 women refugees from Ukraine and 10 from CSOs). 91 women participated in the leadership and business skills training (4 sessions of a two-day training) conducted in 4 cities by CSO CCF. 60 women and youth participated in the Elevator - Women Accelerator Program and Ideathon (13 refugees enrolled), accessing online learning platforms, offline lectures with startup and business experts, and online & live feedback sessions - all provided within the project implemented by CSO Nika Generation. Moreover, the Financial literacy camp "Money 101: School of Money" was completed by 100 participants (60 girls and 40 boys), which increased their knowledge of financial and entrepreneurial literacy. The 3 Regional Career Centers in Ungheni, Bati, and Chisinau provided training courses on entrepreneurship and self-employment for 58 women (5 local and 53 displaced) focused on various topics from basic principles of entrepreneurship to business planning, financial management, funding, and marketing. 61 women (30 women host, 31 women refugees) from rural areas in the Transnistria region and Autonomous Territorial Unit Gagauzia participated in entrepreneurial training activities organized by CSO HELP.
- 557 women are ready to engage in entrepreneurship activities or scale -up their businesses after receiving counseling, business-related legal advice, and access to financial services. For example, 80 women producers (70 women & 10 girls) participated in the Women Local Producers Fair organized by CSO Nika Generation. Moreover, 79 women entrepreneurs increased their learning, knowledge levels, and business connections after participating in the Satellite Women Entrepreneurship Expo, organized as part of the regional office initiative "Women Entrepreneurship Expo 2023". 33 women participated in the networking event 'WE Connect & WE Talk', to allow participants to interact outside their everyday work and production environment, get inspired by each other, and discuss exciting topics for business and personal development. CSO AID conducted 129 telephone, messenger, and offline counseling sessions on business-related issues.
- 82 women were provided with small grants for opening businesses or other forms of formal self-employment (70 are refugees) for an overall amount of USD 233,500. The support was offered by 7 partner CSOs funded by WPHF: AID, MPA, AEFL, CCF, CNTM/AFAM, HELP, and W4W.

4b. Outputs and Activities Completed

• Institutional Funding

• Lead Organization: Public Association "Women for Women"

The organization has adjusted its statute documents according to the new legislation. It underwent an internal restructuring process, and two women staff members improved their leadership capacity by participating in leadership training. The organization's capacities were significantly consolidated by completing a two-year strategic and operational plan. The organization has a fund-raising plan for one year that increases the chances of its financial sustainability. The diversity and gender equality policy was elaborated. The preconditions for the efficient financial management of the organization have been created: the organization's accountant benefited from mentoring support from the external consultant, and a new accounting software was acquired. Moreover, a system to assess the quality and impact of its services was developed and is functional. Necessary actions were taken to increase the organization's visibility by creating and launching a new website and a branding policy. The organization's staff-built communication abilities and can maintain the website and update its content. The staff members (4 women staff members and 4 women volunteers) increased their self-resilience following psychological counseling and mentoring in well-being, self-care, and organizational care. Presently, the organization is sustained, and its staff members (**4 women employees and 10 women volunteers**) are retained due to 8 months of WPHF institutional funding.

Direct beneficiaries: 14 people (4 women employees and 10 women volunteers).

Indirect beneficiaries: 0

• Lead Organization: Roma Women's Platform "ROMNI" (CfP 3)

The organization successfully strengthens the role of the Roma Women Platform ROMNI to advocate for the rights and accountability towards Roma women in Moldova and their inclusion in national, regional and international processes around the WPS. Intense cooperation and partnerships were established with key stakeholders for the promotion and protection of Roma Women's and children's rights. The **29 ROMNI staff members and volunteers** (25 women and 5 men) improved their capacities by participating in national, regional, and international activities around the 1325 Agenda. More specifically, the organization was included in the activities for International Roma Week and Day in collaboration with INTERSOS and UNHCR; took part in 10 coordination and working meetings for the elaboration of the Platform for Gender Equality Action Plan.

Coordination meetings with the Interethnic Relations Agency to organize the International Roma Week and Day. The staff members and volunteers and the members of the Roma Women Platform ROMNI (50 people: 40 women and 10 men) supported activities developed

4b. Outputs and Activities Completed

by UN Women, Roma Task Force, and INTERSOS in the context of Week and International Roma Day 2023: ROMNI March and debate and the Concert dedicated for the Roma International Day.

Due to the financial support of WPHF, the organization is sustained: 3 part-time new staff members are hired to develop and implement the strategic and operational documents. Thus, 10 strategic documents and internal protocols are being developed (Ethical and Conduct Code and connected policies with related reported mechanisms, Adult Safeguarding Policy, Child Safeguarding Policy, PSEA, Strategy refugee crisis response adapted to WPS, Fundraising Plan, Communication and Visibility Strategy, Accounting policy) and **2149 people** (120 local persons: 90 women and 30 men and 2000 refugees: 1700 women and 300 men) were indirectly supported by the organization.

Direct beneficiaries: 29 ROMNI staff members and volunteers (25 women and 5 men)

Indirect beneficiaries: 2170 people (120 local persons (90 women and 30 men) and 2000 refugees (1700 women and 300 men); 50 persons of ROMNI Platform and Roma refugees

- **Lead Organization: Public Association "Motivatie" (CfP 3)**

The organization developed tools to integrate response measures to the humanitarian crisis. In particular, the Strategic Plan of the organization that meets the needs of the beneficiaries involved in the organization's activities over the years 2024-2027. A new web page was developed to promote the Association, integrating the new promotion and fundraising tools.

The ability of the organization to respond to the humanitarian crisis was enhanced. The staff members (**20 staff members: 16 women and 4 men**) became more resilient following a series of training: 14 association's disability specialists (11 women and 3 men) acquired tools and techniques to relieve accumulated professional stress to avoid the occurrence of professional burnout syndrome; and 10 persons (8 women and 2 men) gained practical experience and knowledge about project proposal initiation, basic project concepts, typical mistakes in writing a project, project idea eligibility and the correct formulation of the project need, the clarity of the proposal. Consequently, 2 project applications were submitted for donor attention, both being selected for financing: a 6-month program funded by Japan through UN Women and another program financially supported by the European Disability Forum for 18 months. Overall, the organization activity is followed by **1.042 people** on the new organization's website.

Direct beneficiaries: 20 staff members: 14 women and 6 men.

Indirect beneficiaries: 1.042 people informed via social media about CSO's activity.

- **Lead Organization: Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality (CfP 3)**

The organization strengthened its institutional capacities by drafting and approving the primary policy documents for PGE: the Communication policy, the General strategy of the PGE and 6 sectorial plans, and the Intern regulation of PGE. The documents were approved at the annual meeting of the Permanent Board of PGE, attended by **18 women members**. Financial sustainability was ensured by covering the monthly salary for **4 women**, staff members of WPC, and part-time remuneration for 6 women, members of PGE.

The work performance of PGE members improved after purchasing new IT equipment and office equipment: 2 laptops for the PGE secretariat team and 2 tablets for AO LEX 21 and Honor and Contemporary Rights CSOs, members of the Platform; 1 borage generator for AO AFINA CSO. The operational costs (rent of vehicle) were paid for 8 months. Two new activities were added for consolidating the capacities of the WPC team: team building for WPC and a study visit to 3 member PGE from Balti (AO AFINA, AO Drepturile Omului LEX XXI); a Press conference of PGE is to be performed.

Direct beneficiaries: 4 women, staff members of WPC

Indirect beneficiaries: 18 women, members of the PGE Board

- **Lead Organization: Union for Equity and Health (CfP 3) - finalized project**

The institutional capacity of the organization was consolidated by developing and approving four primary organizational documents (*Code of ethical conduct with refugees or persons temporarily located in the community, Security instructions for working with refugees, Instructions for the prevention of abuse and harassment, Risk management plan*), they are public and available on the association web page (www.uorn.md). Due to continuous group coaching sessions (20 bi-monthly coaching sessions) and individual supervision sessions provided by a professional psychologist, 24 staff members (18 women and 6 men) were retained, and the team's burnout phenomenon was considerably reduced, which is especially important for the team working with the refugees from Ukraine.

Consolidating the organization's capacity increased the NGO's staff resilience in providing support services for Ukrainian refugees displaced on the territory of Balti Municipality. As a result, 3573 people (863 women and 2710 men) benefited from the organization's direct support services; 785 were refugees from Ukraine (174 men, 611 women). The services were provided to the Ukrainian refugees according to the results of the mapping exercise conducted and documented by the CSO on the territory of Balti Municipality.

Direct beneficiaries: 24 staff members (18 women and 6 men)

Indirect beneficiaries: 3573 people (863 women and 2710 men) benefited from the organization's direct support services; 785 were refugees from Ukraine (174 men, 611 women).

4b. Outputs and Activities Completed

- **Lead Organization: Public Association "Katalyst" (CfP 3)**

The CSO Katalyst improved the alignment of its work with the needs of women in forced displacement by consolidating its operational capacity and the skills of staff members. The CSO team is more resilient due to the organization of bi-weekly women empowerment meetings for female employees from rural areas (15 female participants) to recharge, exchange, and improve their mental health, self-confidence, and mutual reliance to be resilient in the face of potential GBV and stand up for their rights. Also, individual discussions about safeguarding with staff involved in contact with vulnerable beneficiaries (mainly refugees) were conducted: overall, 38 participants (22 women and 16 men), staff members, volunteers, and 7 refugees. In the same context, a draft PSEA Policy was developed.

The organization was able to pay the rent for 8 months for a car used for field missions to refugee displacement centers and procured two light portable laptops we procured with external memory for storage of photos, videos, and other heavy files. As a result, the CSO increased its efficiency in delivering emergency food support to refugees. In the reporting period, 12.810 officially registered families received food packages.

Launching a new website increased the COS's visibility and acknowledged UN Women's and WPHF's support.

Direct beneficiaries: 25 staff members (15 women and 10 men), including 7 refugee women, 2 women PWD, and 3 women survivors of GBD

Indirect beneficiaries: 3.3306 persons receiving emergency food support in Chisinau Municipality, a number calculated by multiplying 12.810 officially registered families by 2.6 (average family size as indicated in CSO's database).

- **WPHF Outcome 3. Humanitarian and Crisis Response**

- **Lead Organization: Public Association "Motivatie" from Moldova (CfP2) – finalized project , 2023**

As a result of project activities, the number of women and their leadership in humanitarian planning and response significantly enhanced. 38 women from the three target regions increased their knowledge in gender and disability-based humanitarian crisis response planning due to training provided within the WPHF project. They were involved in direct activities at the local level in response to the humanitarian crisis. Moreover, 52 women representatives of LPAs from these regions learned how to identify the needs of people with different types of disabilities and issues related to accessibility for people with disabilities and focused on the involvement of women and persons with disabilities in the decision-making process in crisis situations. As a practical application of the acquired knowledge, the accessibility conditions of 3 public service institutions/buildings were assessed, the assessment reports were made public, and 2 user-safari activities were carried out to exemplify the difficulties encountered by PWDs.

During the reporting period, the project implemented several vital social inclusion activities in close cooperation with the local NGOs and public authorities to support the most vulnerable, and thus the most affected by the humanitarian crisis population from target regions (Ialoveni, Leova, and Soldanesti districts). Hence, 669 persons (280 women, 105 girls, 110 boys, and 174 men, including 67 refugees and 154 PWD) affected by the humanitarian crisis increased their well-being due to the receipt of directly targeted aid as the distribution of 260 packages with food products, hygiene products and special hygiene products (diapers for people with disabilities, infants), seasonal clothes. At the same time, the attitude of the citizens of the respective localities towards disabled people and refugees became more inclusive and supportive after the outreach activities organized by the project and attended by 73 people (62 women, 1 girl, 3 boys, 7 men, including 10 refugees and 19 PWDs).

Local public authorities showed a high degree of accountability for the inclusion of people with disabilities and refugees in their communities, the approach being changed from just satisfying the basic needs of refugees towards professional integration of refugees in planning the communities' overall response to the humanitarian crisis. Thus, 38 women (including 15 disabled women, three refugee women, and 3 minor girls) from 3 target regions know, understand, and apply what needs to be done at a given moment to ensure a more coherent, effective, and accountable response. The knowledge and skills acquired as a result of participation in 2 training provided by the project allow them, jointly with LPAs, to define the overall shape of the response, position their role about other local organizations and LPAs, in particular by assessing the needs of the people most affected by the humanitarian crisis and preparing a prompt response.

Due to project advocacy, the approach of the local authorities and social assistance services changed from just satisfying the basic needs of refugees to community and professional integration of refugees. Thus, 6 refugees were supported in finding jobs, and 4 were hired.

Direct beneficiaries: 808 people (400 women, 106 girls, 113 boys, 189 men), including 77 refugees and 173 PWDs, improved their well-being. In the reporting period, 519 people were addressed (77 girls, 231 women, 86 boys, and 125 men).

Indirect beneficiaries: 408.426 people reached via social media and are aware of refugees' problems, humanitarian crisis and stories with a positive impact involving refugees and help given to vulnerable people. In the reporting period 219.731 people were informed about projects results.

- **Lead Organization: Public Association "Gender – Centru"(CfP2) – finalized project**

Through its activities, the project significantly contributed to greater participation and leadership of women in humanitarian planning and response by creating a discussion platform (in person) for coordination and exchange of experience among civil society

4b. Outputs and Activities Completed

organizations, women organizations, activists in humanitarian actions, and local public authorities acting at the local area. As a result, 45 women from civil society, including refugees from Ukraine and members of the "Local Alliances" Platform, were involved in coordinating the humanitarian crisis response. The Platform gathers 26 NGOs and 10 LPAs (hosting refugees from Ukraine and Refugee Centers- RAC) and provides inputs for efficient coordination of humanitarian response and peacebuilding at the local level.

A better-coordinated response to humanitarian crisis ensures that the different needs and capacities of affected refugees and host community populations of all genders, ages, and diversities are included and addressed. It was realized mainly via a network of 20 Crisis Cells, established with the financial support of the project, in 20 localities (31 communities) hosting a high number of refugees. The humanitarian aid was provided according to the needs identified by the Crisis Cells through the distribution of vouchers. During the project implementation period April 2022 - July 2023, 1604 refugees (1141 women and girls, 463 boys and men) and 100 persons from host families (70 women and girls, 30 boys and men) from 31 communities, * benefited from 1,600 vouchers for food and hygiene products. 100 people for hosting communities (70 women and girls and 30 men and boys). The Crisis Cells are supported by 75 Mobile Technical Teams (MTTs), aiming to provide holistic support and assistance to Ukrainian refugees, addressing their social, psychological, legal, and medical needs. The MTTs reached out to 1887 refugees and local people (1370 women and girls and 517 boys and men). Moreover, 642 people (190 women, 251 girls, 160 boys, and 41 men), out of them 241 refugees, took part in 38 community information and integration sessions organized by local partner- CSOs to raise awareness on humanitarian responses, prevention of GBV, and non-violent communication.

Another aspect of the refugee support system that the Project successfully addressed - is building the resilience of front-runners and activists of humanitarian response by empowering them to continue with their struggle and focus on their work via extensive anti-burnout training and coping mechanisms (136 people trained: 127 women, 9 men, primarily representatives of 20 Crisis Cells).

The project contributed to strengthening the e-Platform for Gender Equality, a network of 44 organizations and activists, by developing knowledge in providing sensitive and adapted humanitarian support, namely for 103 people (88 women and 15 men, including 4 refugees), during training and workshops for building capacities in response to the humanitarian crisis. Besides representatives of civil society, experts from educational institutions, social assistance, medical establishments, town halls and mayoralities, local councilors, and refugees from Ukraine - all members of the Crisis Cells- got involved in consolidating the response system to the refugee crisis.

The Women Leaders for Peace Academy (WLP Academia) activities strengthen the capacities and skills of 30 women and girls to promote and protect their rights and fully realize their leadership potential in humanitarian crisis response. The Academy allowed participants to meet with leaders and activists who shared their success stories and examples of effective advocacy for women and girls. 10 small grants were awarded to the Academy's alumnae to run activities in their local areas: media campaigns, awareness raising, advocacy activities, research projects, rural/local development activities, cultural and social events, etc.) that had a multiplying effect on most remote communities. 1567 people (1333 women and 234 men) benefiting from activities implemented within the local projects initiated by 10 women graduates of the Women Leaders for Peace Academy 2022.

After the publication of 15 media products, **66545 persons, indirect beneficiaries**, learned via social media about refugees' problems, humanitarian crisis, and stories with a positive impact involving refugees, help given to vulnerable people, and training in HCM with the support of UN Women and WPHF.

Overall, **6.114 people (3.681 women, 964 girls, 826 boys, and 643 men) directly benefited from the project's activities**, of which 3.055 persons were refugees and 28 PWD. During the reporting period, 4634 people (2,688 women, 739 girls, 601 boys, and 606 men) were addressed by project interventions.

**The beneficiary did not desegregate the data as it concerns children; a proportion of 50/50 was applied for further desegregation of data by sex (boys and girls))*

- **Lead Organization: Public Association "Institutum Virtutes Civilis" (CfP 2)- finalized project**

The representatives of local women-led CSOs and Public Authorities from 5 pilot districts strengthened their capacity to cooperate and plan the humanitarian response following a comprehensive program consisting of two training sessions and seven mentorship sessions to guide and help the partners in conducting gender needs assessments and drafting action plans to offer better coordinated and needs-driven support to women and children's refugees at the local level. The training and mentoring sessions gathered 99 people (88 women and 11 men) representing 57 local NGOs and 42 LPAs from 5 pilot districts. They strengthened their capacities to cooperate and plan the humanitarian response to women and children refugees based on the need assessment approach. Additionally, 60 local women (26 representatives from CSOs and 14 representatives from APL, were trained in project management and communication. According to the pre-and post-evaluation survey, the average increase in the participants' competencies related to the training's scope constitutes 41%. To ensure the accomplishment of planned outcomes, the Project team concluded Partnership Agreements with five local women led CSOs from Anenii Noi, Cahul, Causeni, Orhei, and Stefan Voda Districts. It granted each 20,000 USD to provide local support for women, girls, and the population affected by the crisis. Thus, local Action Plans were developed by the CSOs in collaboration with local public authorities to assist refugee women and children based on the conducted needs assessment surveys and the identified current deficiencies.

4b. Outputs and Activities Completed

The contracted women led CSOs, in partnership with trained representatives of the local public authorities, offered targeted support for displaced people: 2503 refugees (1623 women, 228 men, and 652 children) received targeted support according to needs through the sub-granted projects' interventions. In particular:

- 886 women and children refugees benefited from services in Moldova, including legal and psychological assistance and counseling on job opportunities and employment procedures.
- 998 women and children's refugees were provided with food and basic needs.

Moreover, 559 refugees (224 women, 22 men, 158 girls, and 155 boys) became better integrated into the hosting communities by participating in social inclusion and recreation activities (288 refugee children received Christmas presents)

The 77 graduates of the Women Academy (including 60 refugees: 54 women and 6 men) enhanced their knowledge of preventing gender violence.

Moldova for Peace Volunteers Platform's capacity to assist women and child refugees was significantly improved as the project provided daily food services (lunches) for up to 45 volunteers: 3475 lunches were supplied from 15 December 2022 to 19 June 2023.

The project implementation period was extended until 31 July 2023, which allowed the organization of 15 training sessions for the project team in the field of gender equality and humanitarian action and in the protection working group. A car was purchased to boost project mobility.

38 media products (10 articles and 28 social media posts) were developed; **53.331 people were indirectly** reached by the information published on the Project's results and activities. In the reporting period 42.931 people were reached via social media.

Overall, the project's operational activities benefited **2.724 people (1833 women, 327 girls, 325 boys, and 239 men)**, of which 2503 persons (92%) were refugees. In the reporting period, the project reached 1970 people (169 girls, 1482 women, 170 boys, and 149 men)

• WPHF Outcome 5. Protection of Women & Girls

Lead Organization: International Centre „La Strada” (CfP 1)- finalized project in 2022

Due to the Project activities, 4 local NGOs benefited from the support and mentoring on GBV and SV response in the context of the humanitarian crisis. They received grants for direct outreach activities with women refugees in local communities. The members of these women-led NGOs (20 women) actively participated in the workshop to share experiences and discuss the Research study containing recommendations to improve the response of national authorities to preventing and combating GBV in the humanitarian context provided to public authorities available and approved by professionals from public authorities.

During the implementation period, "LaStrada" launched a massive public awareness campaign on sexual and gender-based violence in the context of a humanitarian crisis with the key message, „War does not justify rape; nothing justifies rape." The campaign made the voices of women refugees heard, profoundly impacting society's public awareness of the risks to which refugee women in the Republic of Moldova are exposed, their challenges, and their needs. 2,103,248 people were indirectly reached with information on the rights of women refugees in a humanitarian context and available services for cases of GBV and SV on the territory of the Republic of Moldova. Distribution of 26.325 brochures and leaflets with targeted information via accommodation centers and product collection centers for refugees (125 locations) increased the accessibility of the country's available support services and specific information on SV and GBV in the humanitarian crisis for refugee women.

The Trust Line for women affected by GBV or SV, established by the project and promoted within the public awareness campaign, offered a safe and trustworthy tool to report on abuses (GBV or SV) and to access further assistance (psychological, legal, informational) for 92 refugee women and girls. La Strada's mobile team assisted in 15 cases of GBV, as follows: 9 cases of domestic violence (2 cases involving a women refugee) and 6 cases of sexual violence. In 11 cases, La Strada's psychologists developed psychological evaluation reports; in 3 cases, they provided psychological assistance and facilitated access to shelter.

- Due to financial and capacity-building support (small grants and mentoring on GBV and SV response in the context of the humanitarian crisis) offered by the project, 4 women's local NGOs managed to build strong abilities in the field of anti-violence to early identify the vulnerabilities and needs of women and girls at risk of violence. Thus, they were actively involved in direct outreach with women refugees in the regions with the higher number of refugees, providing services according to the refugees' needs: information sessions in placement centers hosting refugee women (515 refugees: 365 women, 50 men, and 100 children), training sessions for refugees and victims of GBV - 232 refugees; consultations on legal and institutional aspects guaranteed by the state of R.M. legal stay -; employment opportunities; school enrolments conditions - 38 refugees; individual psychological assistance and counseling; assistance through the Mobile Team - 60 women refugees assisted; delivery of emergency food and non-food items- 30 refugees received direct support, etc. 480 refugees from RACs trained in Protecting women and girls against gender-based violence and sexual violence in the humanitarian crisis (4 days training in 4 regions)) As a result, over 15000 refugees (80% women and children, 20% men) were reached with qualified and timely assistance to ensure their safety, security, and mental health and make their human rights respected.

4b. Outputs and Activities Completed

Training and capacity-building activities organized by the “LaStrada” for the representatives of local authorities and local police departments significantly enhanced their skills as it concerns protecting women and girls against gender-based violence and sexual violence in the context of the humanitarian crisis. 17 professionals (women) from local NGOs and community organizations and 18 leaders of police departments learned about the specifics of the services offered for victims of sexual violence and the specifics of intervention in such cases.

The close collaboration with the National Coalition of NGOs, „Life without violence, “representatives of local NGOs, and authorities led to several recommendations for a mechanism to be put in place in the field of preventing and combating violence against women and girls, women displaced or refugees. The recommendations are embedded in a Study on practices for preventing and combating violence against women and girls in the humanitarian context.

Overall, the project's operational activities **benefited 1637 people** (1006 women, 251 girls, 251 boys, and 129 men), of which 1500 were refugees (92%). In the reporting period, **the project reached 518 beneficiaries** (145 girls, 144 women, 165 boys, 64 men), out of them 78% refugees.

• **WPHF Outcome 6: Peacebuilding and Recovery**

• **Lead Organization: Public Association “HELP” (CfP 3)**

The project focused on designing interventions in peacebuilding contexts influenced by women or civil society organizations. In this light, a report aiming to draw a more objective picture of what concerns migrant women's problems and their integration opportunities from the perspective of the Moldovan communities and directly from the migrant women's side. 59 persons (51 women and 8 men), relevant actors in the problem of forced displaced women, join 3 round tables (community sessions) to provide inputs and support in this exercise.

65 women (27 women from host communities and 38 women refugees) developed leadership skills in the context of 3 training sessions in the Transnistria region. All women leaders who participated in the leadership courses were encouraged to create community projects/joint actions to disseminate information received during the leadership course and related to the opportunities created through the project. Thus, 15 joint actions were selected to be implemented with the support of the project team. One of the joint actions was carried out with 21 participants (14 refugee women, 7 women from the host community) aiming to facilitate the integration of refugee women, to familiarize women refugees with the traditions and customs of the host communities, to value their potential and creativity and to reduce the stress caused by military conflicts from Ukraine.

Throughout the online training, 61 women (30 women hosts and 31 women refugees) acquired skills to develop their businesses. Specifically, to identify and analyze business ideas; establish objectives, activities, results, and business indicators; plan human resources; create a marketing strategy and sales plan; study clients and market competition, services, and products; draft business plan and budget; and financial planning.

Entrepreneurial counseling was provided to 15 women who participated in the entrepreneurial training courses and were interested in participating in small grant competitions. 5 women (2 from host communities and three refugees) from those who developed a business plan were selected and awarded a small grant (3000 USD each) for financing its implementation.

The CSO launched an information campaign for refugee women and welcoming communities in the Transnistria region, information and awareness activities being carried out creatively (media posts), development and dissemination of media materials (establishing the final format of media materials- informative brochure, umbrellas), facilitating cooperation with formal and informal opinion makers to promote the campaign messages (mass-media appearances in podcasts and national TV channels) and development of the online platform (technical development, content development, visibility materials). Thus, 147 participants (100 women and 47 men) in the Marathons contributed to increasing awareness about local/regional/ national resources available for women who are forcibly displaced and women's rights.

An online platform to create opportunities for information and information dissemination, co-optation of social partners CSOs, strengthening the network of stakeholders, networking, and empowerment for women members on the online platform (<https://avahelp.md/>) was created and is functional. Overall, **26757** persons were reached via social media following the project publication.

The project's activities directly **benefited 373 people (318 women and 55 men)**, and 23% of them were refugees from Ukraine.

• **Lead Organization: Public Association “National Youth Council of Moldova (CNTM)” (CfP 3)**

Through its activities, the project significantly enhanced the abilities of women forcibly displaced to participate in economic recovery and peacebuilding initiatives. Thus, 51 women and young women refugees passed the pre-coaching training based on the International Labor Organization Methodology and have better knowledge concerning women's labor rights and exploitation prevention. Meanwhile, 50

4b. Outputs and Activities Completed

women refugees were coached and mentored within the program “Generate your business idea” and consolidated their skills in business development. 5 Ukrainian forcibly displaced women who initiated a business in Moldova were hired to provide master classes for their conational. Thus, 114 Ukrainian women refugees were trained during 5 masterclasses and courses organized by Ukrainian women business owners. During the masterclass, businesswomen from Ukraine who opened businesses in Moldova presented their experiences establishing and developing businesses in Moldova, all the steps taken to comply with the legal requirements, leadership, motivation, human capital development, marketing, etc. But the most important thing is that they not only shared their professional experience but revealed the personal way to success and highlighted the importance of a woman's financial independence and socioeconomic inclusion in the host country.

In the frame of the internship programs, 14 young refugee women worked with the project team, participating in the preparation and delivery of the events, as well as the Solidarity Club and front desk.

To facilitate the process of accessing the Moldovan labor market and to be involved in income-generating activities by forcibly displaying women and girls, the front desk-first screening and consultation mechanism on personal and professional development was developed. Thus, 90 refugee women were consulted within the “Front desk - first screening, first consultations, then needs screening, and the Business screening” referral mechanism followed.

19 women refugees were informed and consulted on career development, access to the Moldovan labor market, and entrepreneurial opportunities via the Women Refugee Club “We Women – CAN”, a place designed to foster social cohesion by providing spaces for interaction, networking, and shared learning experiences between host and refugee communities.

After participating in pre-coaching training sessions, a subset of the beneficiaries has made tangible strides in economic empowerment:

- 5 women have begun working under a patent system, which suggests they are operating their own small business or freelance services with a license (patent).
- 15 women have launched their businesses, indicating that the training provided them with the necessary skills and knowledge to initiate their entrepreneurial ventures.

Regarding peacebuilding between host and refugee, the National Youth Council of Moldova launched several activities involving youth from host communities and refugees. The National Youth Festival, embracing the Youth Conference, Career fair for young people, including refugees, Exhibition for sale with the participation of the refugees, and the youth NGO fair, was attended by 5000 visitors. Meanwhile, 54 young people (30 girls and 24 boys), including 13 refugees, contributed to fostering social cohesion and peacebuilding between host and refugee or IDP communities by meaningful participation in the Task Force Group's activities on the refugee response in Moldova. Within the Gender Debate Clubs, topics related to gender stereotypes, gender equality, discrimination, gender roles, and employability were addressed. They also learned about intercultural dialogue and the prevention of hate speech and took part in leadership and advocacy initiatives.

Overall, **378 people (298 women, 56 girls, 24 boys)** directly benefited from project activities; 89% of the benefices were refugees(338 persons). **Indirectly, 171.800 people** were addressed through publications in social media.

- **Lead Organization: Public Association “Women for Women” (CfP 3)**

To increase the capacity, leadership, and management skills of forced displaced and host, the project set up a Female Business Leadership Program. 15 women (12 women from Moldova and 3 forcibly displaced women from Ukraine), age group: 30 – 55 enlarged their knowledge about management rules, the importance of communication and the leader's role, strategic planning, female entrepreneurship, business planning, marketing, and sales, on the other hand, on the importance of work-life balance, communication in times of crisis, self-care, gender equality and the importance of women's economic autonomy, feminism, and women's rights. As a result, 8 women (7 local and one refugee woman) received mini grants/vouchers and mentorship support through the Voucher Support. Program to run their businesses or develop the existing ones. Assistance, guidance, and support were provided to each female entrepreneur in implementing the approved project for funding.

Information on the supported businesses could be found on the following links:

- <https://www.youtube.com/watch?v=mFpJCzUx8vg>
- <https://www.youtube.com/watch?v=WYdgdqtn2uo>

The Summer and Autumn Academies were organized to enhance the meaningful integration of Ukrainian refugee girls into Moldovan host communities through non-formal political participation on the local level. Thus, 30 girls (15 from Moldova and 15 from Ukraine) were skilled in designing and implementing their local initiatives. As a result, 4 local initiatives have been fully implemented in the Basarabeasca, Congaz, Chisinau Municipality, and Transnistria region. The other 3 local initiatives are in the process of implementation. In the context of meaningful participation of local civil society in humanitarian response 8, female civil society actors (activists, trainers, and art people, 4 belonging to the LGBTQI+ Community) were capacitated with innovative, experience-based, nonformal education tools and methods for youth/female participation.

4b. Outputs and Activities Completed

Overall, 53 women (30 girls, 19 women, and 4 LGBTQI+), 28% refugees, benefited from the project activity; **26608 indirect** beneficiaries.

- **Lead Organization: Public Association “Generatia-NIKA” (CfP 3)**

Due to project activities, 554 women and 847 girls have increased resilience to crisis, built self-confidence to speak loudly, and motivated other women through capacity-building programs, tailored assistance, and mentorship.

The project focused on ensuring access to business development programs for women and girls and the benefit of tailored mentorship through pre-acceleration programs (boot camps, 8 weeks of training, and mentorship). As a result, 165 participants (155 women, 5 girls, and 5 men), including 13 refugee women, gathered knowledge on how to validate an idea and transform it into a business. The follow-up activity (Elevator - Women Accelerator Program and Ideathon: 12 weeks of training, workshops, and tailored mentorship) empowered 36 women and youth with skills to scale on new markets. The mentioned activities had a tremendous impact on further personal and professional development of the beneficiaries and 14 of them later received grants from other donors for their business development.

Another stream was facilitating the access of women entrepreneurs, both local and refugee, to networking and promotion platforms, capacity and self-confidence-building events to elevate their voices, empower them, deepen business growth and resilience to the crisis, and foster social cohesion.

Thus, 103 women entrepreneurs encouraged each other, shared business and personal development topics, and enhanced their public speaking and efficient presentation product skills in the networking events 'WE Connect & WE Talk' and “Zero to Shero.” They became inspired in their quest to become true heroes of their lives.

As a result of the 2- day Women Local Producers Fair, - aiming to bring women entrepreneurs and buyers together and establish partnerships and networks, 80 women entrepreneurs, including 1% women refugees, got better opportunities for promoting their products, exchanging information, and lay the foundation for sustainable partnerships. 79 women entrepreneurs (1% refugees) increased their learning, knowledge, and business connections due to their participation in the Women Entrepreneurship Expo 2023 and the national conference dedicated to gender-sensitive procurements.

Special attention was given to developing a curriculum and organizing a school on financial literacy and entrepreneurial education for the young: 100 young people (60 girls and 40 boys) enhanced their financial and entrepreneurial knowledge through financial and entrepreneurial camps. Summer camp “Money 101” (5 days camp for teenagers). Furthermore, 1.324 young graduates (771 girls, 102 young women, 417 boys, and 34 young men) of the Startup 101 entrepreneurship school (5-day online training) increased their financial and entrepreneurial literacy. They acquired the necessary skills for economic independence by monetizing their talents.

<https://www.youtube.com/watch?v=J317Pt3S0gw>

Overall, **1890 people (554 women, 847 girls, 447 boys, and 42 men) directly benefited** from project activities (including 29 refugees. **Indirectly, 42576 people** were addressed through publications in social media.

- **Lead Organization: “The Moldova Project Association” (MP), (CfP 3)**

Project actions mainly focused on empowering women with tools and knowledge to increase resilience and economic sustainability in Ungheni, Calarasi, Chisinau, and Transnistria region. Thus, 219 refugee and local women were enrolled in employment retraining programs at MPA (176 refugee women, 37 women from Moldova, 6 declared other nationalities). 122 (101 Ukrainian refugee women and 21 local women) women successfully completed two months of entrepreneurial skills training which was a precondition for the grant competition. As a result of the grant competition 21 women (13 Ukrainian refugees and 7 local women) have been awarded with 4-5 k USD to start a business or to develop an existent one. During the process, they were mentored and monitored.

For additional information kindly consult Annex A. Grant Beneficiaries.

The Project strengthened the abilities of **219 refugees and local women** (176 refugee women, 37 women from Moldova, 6 declared other nationalities). **329.137 people** were informed about project activities and the successes of the beneficiaries.

- **Lead Organization: Public Association “Copil Comunitate Familie (CCF) Moldova”, (CfP 3)**

The project is achieving the major project goal – supporting women in expanding their economic productive resources by offering training leadership, vocational reskilling, and support for business development. Thus, 225 women (107 refugees and 118 locals) were enrolled in six two-day training on "Economic Empowerment of Women" based on contextualized ILO packages of Get Ahead and In Business. These training sessions covered essential issues for the professional and economic progress of the participants. All modules were developed in both Romanian and Russian languages to ensure better understanding and accessibility for the participants. Business consultants were conducted for 67 women. Consequently, 75 women (45 refugees/30 Md) received cash/vouchers for business start-up/scale-up after developing a business plan due to the acquired knowledge. Funded economic activities were related to beauty services

4b. Outputs and Activities Completed

(make-up, manicure, hairdressing, waxing), accounting, art and educational services, graphic design, handmade, cleaning, tailoring, massage, public food services (bakery, pastry), farming, production and sale of dairy products and poultry/meat, etc.

A total of 308 information sessions for women/girls were organized, thus establishing contacts and providing assistance for training or employment to girls/women interested. They were attended by 807 refugees and 38 local women. Following these info-sessions, 70 women (one of them PWD) started to work.

259 women were referred to take professionalization or vocational courses and were supported in preparing the necessary papers. As a result, some of them applied and attended various professional courses in business skills, IT, cosmetology, massage, language learning, accounting, photography, design, and driving and obtained certificates of completion for these courses. 80 women changed their professions and got employed.

War Child's and Humans in the Loop (HITL) developed a methodology to create tech hubs in regions affected by conflict and crisis: an eight-week program aimed to support vulnerable women to access the global digital economy by providing them with the knowledge, skills, training and individualized support needed to access the global digital economy and remote work. 36 women and girls were certified.

Women receive socio-economic, legal, MHPSS, and livelihoods case management and mentorship following a Case management approach. Thus, 50 women with 149 children (women-headed households) from Moldova were referred to social, educational, legal, medical services, etc., through case management to enhance the financial stability, well-being, and self-sufficiency of needy families. 4 women facing severe challenges related to mental health were reported and are supervised by Mental Health Centers from their counties and received treatment.

1.033 refugee women (female parents and caregivers) received childcare support provided through their children's participation in TeamUp activities. Caregivers' support was provided to 1.380 women refugee from RACs received childcare, caregivers' and social support: 445 women through 264 sessions with Psychologists Social support was provided to 935 women through 271 individual and group sessions with Social Workers. 220 women from RACs benefited from referrals to state and NGO-provided services

Overall, **the project response directly benefited 4833 women and children (4601 women, 117 girls, and 115 boys)**. 87% of the beneficiaries are refugees (1917 women and children). **11.351 people** were informed about project activities and the successes of the beneficiaries.

- **Lead Organization: Agency for Innovation and Development (AID) (CfP 3), finalized project**

To encourage and capacitate the refugee women to start a business and regain their financial independence, the project launched an educational training school, the "Start-UP Academy Women planning to start their business from scratch." 75 women refugees from Ukraine improved their knowledge in business development and management, marketing, development of management, leadership and communication skills, personal brand management, and characteristics of business negotiations. Moreover, the classes led to a deeper understanding of the key competencies of an entrepreneur, the specificity and essence of female entrepreneurship, the possession of stress management as a crisis management tool, enhanced social determination skills, and personal self-determination. The graduates were mentored during their education. Thus, 96 telephone, messenger, and offline counseling sessions on business-related issues were conducted. 8 agreements with the project winners were signed to implement the grant, each amounting to about 5000 USD (mainly procurement of equipment for starting a business).

18 refugee women were skilled in the course "I am a leader"; 6 modules were conducted offline on Situational leadership, Management games, Internal and external communication according to Adizes methodology, the Powers of a manager as a manager, and Motivating employees. 35 refugee women have mastered a new profession within the SMM direction.

Other results achieved include consultations with female refugees from Ukraine: 56 refugees from Ukraine settled in the Transnistria region directly participated in the 29 discussions (54 women and 2 men, counseling aimed at facilitating the process of adaptation and integration, as well as providing them with the necessary resources and knowledge to live independently in a new environment.

The project succeeded in creating a network of displaced women to participate in decisions related to post-conflict peacebuilding and reconstruction. Special training for trainers in peacebuilding and methods of working with IDPs and refugees was conducted, covering specific conflict resolution and advocacy modules. Moreover, 13 women refugees from Ukraine participated in the network meeting for women refugees from Ukraine on the topic: "Working with AI Media literacy. Ways to counteract fake information".

25 children and teenagers (age 12 – 17 y.o; 10 girls and 15 boys) have mastered the approach to the protection of life safety following a creative and entertaining program.

The project initiated the process of changing the local legislation to enable displaced women to get a job and employers to be able to accept refugees. Hence, a comprehensive study of the problems faced by refugee women from Ukraine in Moldova and Transnistria

4b. Outputs and Activities Completed

region was conducted. The issues faced by refugee women from Ukraine in Moldova and Transnistria region have been identified, and legal solutions for hiring and dismissal from work under a civil law contract and an employment contract were suggested.

Overall, **195 people (168 women, 10 girls, 15 boys, and 2 LBTQI+)** were supported within the project implementation phase. Indirectly, 10.000 people learned about the project's impact in the Transnistria region.

- **Lead Organization: Association of Entrepreneurs with Disabilities from Moldova — "European Abilities without Limits, (AELF)", (CfP 3)**

The project's activities were focused on increasing the economic agency of refugee women and helping them to become financially independent. Thus, 45 women refugees intending to launch a business in Moldova were trained in an entrepreneurship program: business idea, clients and competitors, vision and strategy, sales, marketing, capital, and resources- how to fundraise for the business, how to develop a business plan, how to calculate revenues and expenditures, as well as main financial indicators. Out of them, 20 were mentored to progress in developing business initiatives. Mentees also have had several business trips to local businesses: tourism companies, medical aesthetic centers, and beauty salons. Also, they had group training on Project management. As a result, 9 women refugees are the Beneficiaries of business voucher support (1.600 USD).

To increase the chances of Ukrainian women refugees getting employed, the project supported them in upgrading their skills and knowledge. Hence, 80 female refugees (mainly from the Refugee Centres in Chisinau and Balti) acquired knowledge in IT soft skills such as artificial intelligence, social media and platforms, and practical skills in ITC. The training was held in the Impact Academies training session. In response to evolving needs and opportunities, the project's activities have been designed to cater to the skills required by Ukrainian women refugees to enhance their employability, focusing on ICT skills. The focus on this topic reflects a more tailored approach to empower these women with relevant capabilities to secure independent income in their host country. In addition, 60 female refugees were trained in IT or followed a target program, a three-day Training in "ICT Innovations for Sustainable Peace".

To enhance the integration of refugee Ukrainian women's needs into electoral platforms of political parties running for local general elections, 10 municipalities with acting refugee centers on their territories were identified, and discussions were promoted. They showed a willingness to develop local strategies to support the social and economic integration of Ukrainian refugees.

Meanwhile, the Leadership Academy provided training and mentoring to 50 refugee women leaders on political structure in the hosting country, operational management of a non-commercial organization, structure of a society, donors organigram, fundraising skills, project management, budgeting, and financing. As a result, the Association of Ukrainian Women Refugees was registered by Ukrainian women and is providing psychological, peer, political and economic support to women refugees.

Overall, **175 women directly benefited** from the project's activities; 100% are refugees. Indirect beneficiaries are 40 persons.

- **Lead Organization: Association for Children and Youth "FACLIA," (CfP 3)**

The project activities focused on increasing access to leadership skills and public administration for displaced (Ukrainian) and local (Moldovan) women and young women. Thus, 41 (21 local and 20 displaced women) were trained on systemic leadership and soft skills on subjects like: Ecology of oneself - connecting with our creative potential (Autonomy), Ecology of relationships - connecting with those around you (Belonging), Systems Ecology and Evolutionary Purpose (Purpose and Potential). Also, 64 displaced women have been provided legal counseling concerning property land contractual legislation in the Republic of Moldova. Additionally, 63 displaced women and young women have increased their knowledge and can access local public administration and public institutions and services following 3 training courses.

To support the promotion of gender equality and women's economic rights, the Gender Equality Platform Alliance was established. It was established with the participation of 25 civil society organizations (including 3 from Transnistria region and 1 from Autonomous Territorial Unit Gagauzia); 57 women are platform members (Alliance). So far, 3 workshops (meetings) of the platform (network) have been organized.

The Project enhanced the collaboration with 4 regional CSOs: „AVINT” Association, „Armonie Plus” Association, „Creative Women” Association, and the “Active Women” Association to create 3 Regional Career Centers for Women (functional in Cahul, Ungheni, Balti). The staff members and consultants (18 women practitioners) of the Career Centers were equipped with skills to assist in career guidance and economic empowerment.

Overall, 152 women (65 displaced and 87 local women) accessed career guidance services - they formulated their labor goals and objectives and drafted action plans. Out of them, 36 women (26 local women and 10 displaced women) access group or individual coaching services to support women to advance their careers.

Furthermore, local and displaced women received psychological support (individually or in groups) through the Career Centers. Hence, 34 women (26 displaced and 8 local women) feel more confident and willing to communicate with employers and to act to increase their professional competencies through vocational training. Consequently, 39 women (20 local and 19 refugees) have improved their vocational skills in digital marketing and healthy nutrition consulting.

4b. Outputs and Activities Completed

77 women (57 displaced and 20 local) were trained on entrepreneurship and self-employment issues (all components of the business plan, description of the product/service, market research, marketing and promotion, human resources management, financial forecasts, and risks).

Presently, 127 women (59 displaced from Ukraine and 68 from Moldova) better understand gender equality and are informed about their socio-economic rights: decent work and sustainable development goals.

To enhance networking, sharing, and integration among displaced women in the host communities, 9 intercultural events for local and displaced populations (Sezatori traditional) were organized in close cooperation with the regional partners. They provided a platform for women from diverse cultural backgrounds to share experiences and work towards common objectives. So far, 232 women (156 local and 76 refugees) have been actively involved in intercultural exchanges, creating connections and discovering their interior resources.

Overall, **899 women benefit from the project activities, and 58%** are refugees from Ukraine. Around 11.500 people were informed about the project results via social media.

- **Lead Organization: Public Association "Institute for Democracy and Development (I4DD)", (CfP 3)**

During the reporting period, AO I4DD carried out several activities related to the logistic and organizational aspects to create a safe and friendly space to conduct project activities. Thus, the project team developed the website <https://idd.md/en/despre-noi/> to offer access to information related to AO I4DD and project activities. The milestone activity was Mapping the potential beneficiaries of LPAs, women mayors/decision makers/heads/women leaders of the law enforcement, security, and defense sector or professional associations, women journalists, and communicators/frontliners in the Security Zone. 53 women (including 10 refugees, mayors, representatives of LPA, frontliners, journalists, and women associations) contributed to the findings of 3 focus group discussions, in particular in the Security Zone (7 regions), to draft the mapping report of the potential beneficiaries and partners to work with refugee people and women from WPS agenda. The main findings reflect that women at all levels and at each stage are engaged in promoting humanitarian aid, women, peace, and security agenda. The mapping reflected the perceptions and challenges in the context of the refugee crisis.

29 people (23 women and 6 men) enhanced their soft skills by attending the training "Soft skills for peacemaking, peacekeeping, peacebuilding and peace enforcement. Negotiation, mediation, and conclusion of peace (critical thinking, teamwork, communication skills, e.g.)". The activity reinforces and improves women's inclusion in peace processes and sustainable response in humanitarian aid. In this context, the AO I4DD initiated a partnership invitation to the Women's Army Association (MoU between AO I4DD and the Women's Army Association).

Presently, **82 persons (76 women and 6 men)** directly benefited from project intervention.

- **Lead Organization: Public Association "Budești – Casa Părintească", (CfP 3)**

The project activities were launched in October 2023. So far, several preparatory actions have been carried out: preparing and signing contracts and job descriptions for staff members, reviewing and updating internal procedures and organizational capacity. Meanwhile, some internal policies to govern the association's work in crucial areas such as accounting, payroll, gender and non-discrimination, information security, anti-corruption and fraud, procurement, and anti-abuse and sexual exploitation policies were approved.

- **Lead Organization: Public Association "Women's Democracy Network," (CfP3)**

The project started its activities in October 2023 and focused primarily on the meticulous design of learning curricula and concurrent planning for the information campaign materials. Thus, there are main tools that have been developed in the reporting period: the "Political and Public Leaders Tool-kit in Peace-building Context" and the "Women's Political and Public Leadership in Peace-building Context" training curricula and interactive exercises (8 Blended learning lessons and interactive exercises).

Preparatory activities to launch the "Women's Political and Public Leadership online Training" have been made so far. The training targets 150 women and young women from the Transnistria region. The preparatory works to increase the awareness of women and girls (both host community and refugees) via the Peace Consuls Institute were also accomplished.

5. A Specific Story (1/2 page maximum)

Viktoria Pisarenko¹⁵ is a beneficiary of the "Women with Vision" project, implemented by Moldova Project, within which she received a grant that will allow her to help 20 refugee women from the local community while investing in technology to digitize their business. Through the project, Vika is strengthening her capacities while creating transformative change for others. The project is supported by UN Women and the Women for Peace and Humanitarian Fund.*

¹⁵ Consent provided for use of name and story

Viktoria Pisarenko's story is an example of hope and empowerment. The war in Ukraine tore her from her roots in Kyiv, where she worked as a stylist. However, the woman shines through her resilience and entrepreneurial spirit in her new home, Balti City.

Viktoria looks beyond the uncertainty and difficulties of her stay in Balti. She sees untapped potential. Since arriving in the city, she has met refugee and local women alike, full of skills but struggling for stability. In response, she founded Women Energy – a business quickly transitioning from a beauty salon to a learning and personal development hub.

Women Energy is a sanctuary where Viktoria leverages her personal experience to help others overcome the obstacles of displacement. Recognizing the value of dignified work and autonomy, she is dedicated to training women in the beauty industry with lifelong skills.

Viktoria's training transcends conventional beauty techniques – it is a catalyst for empowerment. With every technique taught, she instills a sense of independence in her students. They see her as a mentor and an example of courage.

Among the inspired students is Elena from Kharkiv, Ukraine, whose encounter with Women Energy and Viktoria's story led her to a new purpose. "Entrepreneurial training is exciting, and the lessons are obvious. I look forward to every course of Viktoria Pisarenko, and I want to advance as a hair stylist," says Elena, full of hope. "With Women Energy, my dream is gradually coming true."

<https://moldova.unwomen.org/en/stories/feature-story/2023/12/viktoria-pisarenko-empowering-through-women-energy>

Olesea Kolomiț is a beneficiary of the project "Empowerment of Women Affected by Crises for a Richer and more Stable Society", implemented by the National Youth Council of Moldova in partnership with AFAM, supported by UN Women and financed by the Women for Peace and Humanitarian Fund.

Olesea Kolomiț worked as a specialist in chocolate tasting, being internationally certified, and at the same time, she ran a chocolate factory in Odesa. When the war started, she was forced to leave behind everything she had worked for in search of safety. He took refuge in Moldova, where he continued to follow her dream.

After arriving in Moldova, Olesia's passion for chocolate did not die out. Soon, she became a member of the Association of Sommeliers for Chocolate from Moldova and the only chocolate sommelier in the country. Thus, she periodically organizes tasting workshops and collaborates with various restaurants to create unique gastronomic experiences, from the concept to the elaboration of the menu.

Wanting a more significant impact, Olesea requested the support of the Association of Women Entrepreneurs from Moldova (AFAM) community. Qualified by AFAM, she initiated a project to provide physiotherapy and osteopathy services to Ukrainian and Moldovan children with special needs. She mobilized a dedicated team of medical specialists to ensure these children received the necessary care.

Determined to continue her meaningful involvement, Olesea Kolomiț is an inspirational role model. Despite challenges and uncertainty, she exemplifies strength, perseverance, and determination, motivating others to pursue their entrepreneurial aspirations while giving back to her community.

<https://moldova.unwomen.org/en/stories/feature-story/2023/12/a-taste-of-hope-the-inspiring-story-of-olesea-kolomits>

For more human stories, please access the following links:

<https://www.youtube.com/watch?v=mFpJCzUx8vg>

<https://www.youtube.com/watch?v=WYdqdgtn2uo>

6. Knowledge Products and Communications/Visibility

Please see **Annex C Online Library**.

7. Capacity Building of CSOs by UNW Country Office/Management Entity

The CSOs have completed mandatory training after the signature of the Partnership Agreement. On February 7th, 2023, they passed the Gender-Sensitive M&E and Reporting Webinar, followed by communication training on February 14th, 2023. For the new four partners, this training was held on September 19th. The UN Women Moldova Country Office organized this training on the brand book, UN Women Rules, and WPHF rules.

The project staff were invited to complete a PSEA training that included an online course (Agora on-line platform for education) on the Prevention of Sexual Exploitation and Abuse. This training was held on February 21-23, 2023. A PSEA in refugee response training was also organized by the UN Women's CO that equipped the beneficiaries' staff with the necessary skills to prevent, identify, and address any cases of sexual exploitation and abuse.

Considering the weak reporting skills of the partner CSOs, the CO. organized a series of trainings on project implementation issues. These trainings focused on narrative and financial reporting and were held either individually or in small groups. The training sessions were conducted on March 28-30, 2023, and November 7th, 2023.

All the WPHF- projects staff completed a two-day training on gender equality principles and their application in their work. This training included an Agora online course titled "I Know Gender" and a training on Gender in Humanitarian Action. The training was organized in different periods for different CSOs: February 14-15 (for the CSOs: CCF, Gender Center, CNTM); July 12-13 (for CSOs: CNTM, Motivatie,

7. Capacity Building of CSOs by UNW Country Office/Management Entity

UEH, CCF); November 13-14 (for CSOs: AEFL, AO Institutum Virtutes Civillis, CCF); November 15-16 (for CSOs: AO Budesti Casa-Parinteasca, I4DD, AO HELP).

8. Risks and Mitigation

Risk Area (contextual, programmatic, institutionally, briefly describe)	Risk Level 4=Very High 3=High 2=Medium 1=Low	Likelihood 5=Very High 4=Likely 3=Possible 2=Unlikely 1=Rare	Impact 5=Extreme 4=Major 3=Moderate 2=Minor 1=Insignificant	Mitigation Mitigating measures undertaken during the reporting period to address the risk
<ul style="list-style-type: none"> Contextual risks 				
The situation in Ukraine could continue to worsen, putting more pressure on Moldova to manage the refugee crisis.	3=High	4=Likely	4=Major	The CSOs funded under WPHF worked closely with local public authorities (LPAs) and national institutions to identify needs and cover gaps that LPAs and national support system cannot cope with. 5 Local Action Plans were developed and 4 approved and currently implemented by LPAs. Kindly consult Annex C Online Library
As the war continues and the flow of refugees increase, and the risk of resource depletion at the local level increases as well.	3=High	3=Possible	4=Major	According to the 3rd CfP, most of the contracted projects include humanitarian support for women, girls, and populations directly affected by the crisis (refugees and host families) and support for livelihood. The latter focuses on women's economic empowerment and ensuring their financial independence. This support started in 2023 but will be provided as well throughout 2024, although it will be limited. The main assumptions are that the project's target groups will continue to be actively involved in the project's activities, particularly in social and economic resilience in the peacebuilding context.
<ul style="list-style-type: none"> Institutional risks 				
Risks related to gaps in managing crisis situations due to low LPAs' capacities and shortage of professionals in the field.	3=High	4=Likely	4=Major	Training and mentoring sessions for LPAs in consolidating their capacities to coordinate and optimize the refugees response by using the existent human and financial resources
<ul style="list-style-type: none"> Programmatic risks 				
The worsening of the economic situation in the country, exchange rate	3=High	4=Likely	4=Major	Continuous financial monitoring of the partners' performance and

fluctuations, and high levels of inflation led to a decrease in the real value of the committed budget for the projects.				applying a flexible approach towards budget re-adjustment as per real situations and needs
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9. Delays and Adaptations/Revisions

At the Country Level

In 2023, compared with 2022, the realities of humanitarian crises in our country have been rapidly evolving, pushing the boundaries of traditional aid and assistance. One area where this change is particularly evident is the needs of refugees. Mostly in 2022 and at the beginning of 2023, their basic needs, such as food, shelter, and medical care, were paramount. However, as crises become more complex, refugees' needs also become more complex.

Education is one such aspect that has gained prominence for displaced children, mothers, and other women who are now seeking affordable and quality education to ensure a better future. Mental health support, psychosocial care, and trauma management are other critical needs arising from prolonged displacement. The psychological impact of the humanitarian crisis cannot be underestimated, and addressing these issues has become imperative for ensuring the well-being and resilience of refugees.

One crucial aspect is the need for social inclusion and economic empowerment, especially for women. Recognizing their potential and providing opportunities for education, skills training, and access to financial resources has become vital in ensuring their independence and full participation in society.

During 2023, the refugee population in Moldova has experienced high mobility, with many seeking opportunities beyond our borders. This new reality has led to a fluctuation that impacted the implementation of certain projects' outputs.

In 2023, 22 refugee accommodation centers (RACs) were closed, leaving only 33 remaining, with a significant portion potentially being closed in 2024. This has significant impact on the most vulnerable groups, as these are the ones still residing in RACs and many are in need for special support, including particularly Roma, women with three or more children, elderly, persons with chronic diseases and people with disabilities.

At the Project Level

- **Changing realities of the humanitarian crisis**
Considering the changing realities of the humanitarian crisis at the country level, numerous revisions and adjustments of the activities had to be considered at the project level, including the adjustment of the project documents, budgets, and agreements.
- **Migration of UNW to the Quantum evidence system**
This transition resulted in delays, causing a nearly two-month setback for the disbursement of the first tranche. Consequently, UNW faced tensions with partners, who started the planned activities later or had to find alternative solutions to sustain project activities. Later on, extensions of the agreements had to be managed as well.
- **High fluctuation of exchange rate:** One impactful challenge to CO programming was the unfavorable exchange rate fluctuation that led to a total deficit of approximately 142,000 USD for the office budget deriving from 14 Partner Agreements, signed with local CSOs financed by the UN Women, Peace and Humanitarian Fund (WPHF). Since these partner agreements are not linked to one specific project, where contingency funding could be foreseen, and the WPHF had no reserve funds to mitigate such risk, the CO had to find a solution by revising the project plans – jointly with the CSO partners. Thus, some activities were combined with others so that no additional expenses were necessary, other activities were carried out with fewer resources. In some cases, the costs were optimized and as a result lower than the planned ones. But all these solutions did not in any way affect the activities, indicators and results planned in the project documents.

10. Lessons Learned

Identify Challenge/Describe <i>Challenges can be programmatic or operational affecting the country program and/or of projects.</i>	What are the factors/reasons contributing to this challenge?	How was the challenge addressed? What was done differently, or what will be done to address the challenge?	Key Lesson Learned <i>As a result of the challenge what did you (and partners) learn from the situation that has helped to inform the project, or improve how the project is implemented or for future interventions?</i>
<ul style="list-style-type: none"> • External Challenges affecting the program implementation 			

<p>Coordination Challenge: Managing the influx of refugees requires efficient coordination among various stakeholders, including government agencies, international organizations, and local NGOs. Ensuring timely delivery of aid, proper registration, and resource allocation posed significant coordination and logistical challenges.</p>	<p>Insecurity is the primary risk in all armed conflict zones, including Moldova. Ensuring the safety of refugees and successfully deploying humanitarian resources and activities requires a multidimensional approach. This involves securing the acceptance of local communities, understanding political and customary structures, and respecting key engagement undertaken by all actors.</p>	<p>The actions and support were channeled to strengthening local and national capacities, namely:</p> <ul style="list-style-type: none"> ▪ Collaborate with international organizations, NGOs, and local communities to pool resources and expertise. ▪ Empower local and national authorities: Enhance their ability to respond effectively by providing training, resources, and support. 	<p>As the needs of refugees evolve, the project/program should be able to adjust its strategies accordingly. This requires a responsive and agile approach, ensuring that interventions are relevant, effective, and impactful. The CO and the project team must be proactive, continuously assessing changing circumstances and making necessary adjustments to provide the most appropriate support and assistance to affected communities.</p>
<p>Economic challenge: Hosting a large number of refugees strained Moldova's economy. The costs of providing shelter, food, healthcare, and other essential services were substantial. Balancing humanitarian needs with limited financial resources was a constant challenge.</p>	<p>Started war in Ukraine by Russia caused immediate deep negative impacts on the energetic, economic, and social crisis and added on top of that humanitarian emergency.</p> <p>In Moldova, there is currently a severe energy and economic crisis characterized by tripled prices for gas and electricity compared to 2021, along with the average annual inflation rate in Moldova for the fourth quarter of 2022 was 32.1%</p>	<p>In 2023, a combination of 73 partners in Moldova joined their efforts (compared to 45 in 2022) to ensure protection, safety, and assistance continue to reach refugees and Moldovans alike within the RRP 2023. The support and activities were focused on:</p> <ul style="list-style-type: none"> ▪ Build economic and social resilience. Implement policies and services that reduce poverty, inequalities, and vulnerabilities. ▪ Actions that benefit vulnerable populations, including women, youth, and the elderly. 	<p>Despite the tremendous number of mobilized resources, more was needed to reduce the impact of the energy crisis, and the population's poverty rate increased drastically compared to before the war. The lesson learned in this regard for the projects and the CO is:</p> <ul style="list-style-type: none"> ▪ Providing direct financial aid to affected individuals and communities helps meet immediate needs. This includes food and non-food vouchers and emergency relief funds. ▪ Job Creation - Initiatives that generate employment opportunities, alleviate poverty, and enhance economic stability during crises.
<p>Changing realities of the humanitarian crisis and the immediate need to adjust programs and projects response under humanitarian action.</p>	<p>Once the war against Ukraine started, over 750k Ukrainian refugees entered Moldova in 2022, with 113.000 temporarily residing, making the highest percentage of refugees per population per capita.</p>	<p>Based on UN Women's advocacy and Moldovan Government efforts, it opened a door for WPHF funding, which immediately activated a response to crisis-supporting organizations in both Ukraine and Moldova. Three calls for proposals have already been launched, and 24 projects are active in the humanitarian response.</p>	<p>One of the main lessons learned in the changing realities of humanitarian crises is the importance of adaptability in project planning, activities, and flexibility from the CO and project team.</p> <ul style="list-style-type: none"> ▪ Redesigning the overall strategy on the course and as per country and refugees' needs. ▪ Open and continuous communication with the Government and its institutions to correctly and timely address the needs.
<p>• Operational Challenges:</p>			

Exchange rate fluctuation: One impactful challenge to CO programming was the unfavorable exchange rate fluctuation that led to a tremendous deficit of approximately 142,000 USD for the office budget.	The WPHF partner agreements are not linked to one specific project, where contingency funding could be foreseen, and the WPHF needed reserve funds to mitigate such risk.	The CO had to revise the project plans jointly with the CSO partners.	The lesson in this regard is to foresee contingency funding in the partners' project budget before signing the agreement and envisage the same contingency expense line in future agreements with the donors.
High staff fluctuation: Another challenge for the CO was staff/talent retention.	The high staff fluctuation was due to non-competitive local salaries caused by the delayed transition to the new contractual modality replacing service contracts and the need for an updated salary scale.	CO started applying in 2023 a new employment policy.	The main lesson learned by the CO was to include more staff in fixed-term positions funded by non-core donor agreements that have a duration of 4 or more years and have already started applying in 2023.
<ul style="list-style-type: none"> Project level: 			
Integration Challenges: There was increased tension between the local population, especially from vulnerable families, and refugees from placement centers.	In the condition of a high level of inflation and increased prices for energy and food products, the number of the population reaching the poverty level is getting critical, which creates uncertainty and insecurity for the population with a low-income level.	Language barriers, cultural differences, and access to education and employment opportunities needed careful attention. Negotiations with donors were conducted to extend the target group and include the local population/ families most affected by the humanitarian crisis in the project activities.	Creating an inclusive environment while addressing the needs of both refugees and host communities is a delicate balance. Targeting both vulnerable groups eases tensions between the communities and acknowledges the public good host countries provide when affording safe refuge to displaced populations.
Accessibility: Limited access to community population and refugees based in rural areas.	Shortage of local NGOs at the community level.	In the situation where no local CSOs were identified, national/regional CSOs could cover more localities/communities that were subcontracted.	Mobilization of civil society and capacity-building activities are highly needed, including in rural areas.
Duration Uncertainty: The ongoing conflict in Ukraine created uncertainty about the duration of the crisis and the volume of refugees. Project teams face challenges involving refugees in economic empowerment and community inclusion activities.	Refugee women are focused on daily survival and meeting basic needs. Projects had to plan for short-term relief and long-term solutions without knowing the exact trajectory of the war.	Advocacy and motivation for being open to assuming responsibility for community involvement and their financial independence. The projects from Cfp 3 mainly focus on supporting women refugees through technical training, development of socio-emotional skills, small-granting, and financial access to ease starting and growing businesses in Moldova.	Giving a long-term perspective to refugees is essential in creating trustful relations with the local population. The refugees were motivated by the comprehensive visibility of employed refugees' success stories and those who started their own businesses with the financial support of WPHF.
Participatory process: Despite the awareness-raising materials widely promoted online, on TV, and through printed brochures and flyers, the number of reported SV and GBV cases remains low, and many refuse further assistance	Many SV and GBV victims/survivors, among refugees, might be afraid of the potential consequences (persecution).	Mobile teams were involved in outreach activities with women from local communities to discuss the challenges and available services for survivors. These direct activities created opportunities for direct communication with women refugees and direct promotion	The entire referral mechanism, including protecting confidentiality and follow-up actions, must be transparent and easily accessible.

provided by the crisis-supported mechanism.		of the Trust line for Women and Girls to report these cases.	
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11. Innovations and Best Practices

- **WPHF Impact Area 3. Humanitarian and Crisis Response**

Public Association “Gender Centru” Project “Feminist and Localized Humanitarian Action”

Besides the creation of 20 Crisis Cells covering 31 communities that accommodated a high number of refugees, the CSO Gender Centru and its implementing partners (two local women-led CSOs) organized the activity of 75 Mobile Technical Teams (MTT) **composed** of social workers, psychologists, lawyers, and medical professionals who travel within the Central-North region of the Republic of Moldova. The MTTs aim to provide holistic support and assistance to Ukrainian refugees, addressing their social, psychological, legal, and medical needs. Through their activities, the MTTs have reached out to and assisted 1887 refugees and local people (1370 women and girls and 517 boys and men), including those placed in official centers and those residing with host families or relatives. The assistance is offered to hosting families as well.

By applying and replicating these good practices, one can envision a more inclusive and supportive environment for refugees, where gender equality is actively promoted, and the specific needs of individuals are addressed. This practice serves as models for creating a more inclusive society where everyone can thrive and contribute to the community regardless of their refugee status.

- **WPHF Outcome 6: Peacebuilding and Recovery**

Association of Entrepreneurs with Disabilities from Moldova — “European Abilities without Limits, (AELF”), Project “Stronger Together.”

The “Ukrainian Women Refugee Network Female Support Force,” a CSO of Ukrainian refugee women in Moldova was created to address the hidden needs of the Ukrainian refugee community, especially women and children, who fled the war with Russia. The CSO has five main objectives: creating a community, supporting education and skills, promoting entrepreneurship, enhancing mental health, and fostering multicultural exchanges. The CSO plans to implement various programs and activities to achieve these objectives, such as providing professional and psychological preparation, supporting economic integration, preserving cultural heritage, accessing reliable information, and organizing events for refugee women. Presently, the CSO has 182 members and is developing its internal policies, strategy, and activity plan.

Public Association Nika - Generation – “Increasing women's and youth social economic resilience and meaningful participation in social and community life, elevating their voices as agency in the crisis and peacebuilding context.”

The pre-accelerator and accelerator programs implemented by Nika – Generation exemplify innovation and best practices in fostering entrepreneurship among women. The pre-accelerator’s 8-week training and mentorship equipped participants with essential skills, guiding them from idea validation to business transformation. Meanwhile, the 12-week accelerator program focuses on scaling into new markets. The impact on women beneficiaries has been remarkable: 160 women (including 13 refugees) engaged in the pre-accelerator, while 16 teams (comprising 14 local and 2 refugee women) participated in the accelerator. A total of 196 women have been reached, kickstarting or advancing their entrepreneurial ventures. These initiatives empower women, promote diversity, and drive economic growth.

Public Association – The Moldova Project – “Women with Vision.”

The 10-module online entrepreneurial program implemented by The Moldova Project, represents a remarkable innovation and best practice, specifically tailored for refugee women but as well presenting opportunities for local once. By combining accessible online learning with practical insights, this program empowers aspiring women entrepreneurs. Participants gain expertise in critical areas such as market research, financial planning, and marketing strategies. The subsequent business plan competition fostered creativity and encourages participants to refine their ideas. The real impact emerged when 21 businesses received grants of up to \$5,000 USD. These funds serve as a catalyst for launching new ventures or enhancing existing ones, driving economic growth, and celebrating entrepreneurship. The program’s holistic approach ensures that women, regardless of their background, can thrive as successful business owners!

Public Association HELP – “Women leaders of today Peace of tomorrow”

A conceptualized and developed an online platform - <https://avahelp.md/> that has the mission to build a bridge between Moldovan women and Ukrainian refugee women in Moldova, bringing them together in an innovative and safe digital community. The primary goals of the platform are to provide women with the tools and resources, that they need to grow their own businesses, achieve financial

11. Innovations and Best Practices

independence, and to have an impact on Moldova's economy but as well as to boost the creating and strengthening of a network of women leaders throughout Moldova, including the administrative-territorial units of the left bank of the Dniester, Autonomous Territorial Unit Gagauzia and the Centre.

12. Auditing and Financial Management

Three partners under WPHF funding were audited in 2023 within Partner Audit realized by BDO LLP:

One of the CSO's report was qualified due to advances claimed as expenditure, and it was considered material financial finding. The audit concern was that the CSO had reported (to UN Women) the spending in 2022 before receiving sub-partners' reports (referring to partners involved in crisis cells covering 31 communities to promptly address humanitarian response). There was no issue of missing the sub-partner's documents; still, concerning 2022 expenditure, these payments are advanced as per the cash advance policy.

From the UNW project team perspective, the risk was mitigated even in 2022 as these expenditures were related to crisis cells (32 in different regions), which received money (to 34 k MDL maximum each) for immediate interventions on the ground based on the stringent needs of refugees. Unfortunately, the procedures are rigid and not aligned with the humanitarian crisis, and no exception was considered. The audit finding was cleared in 2023.

13. Next Steps and Priority Actions.

- Strengthening the capacity of WPHF CSO partners through enhancing the role of civil society organizations in advocating for and ensuring accountability on WPS commitments (WPHF Impact Area 1) and improving the ability of CSOs to design, implement, and monitor their interventions;
- Strengthening of networking among WPHF grantees for experience sharing, referrals, better complementarity of programs, and shared advocacy;
- Continued inclusion of WPHF grantees into Refugee Response Coordination architecture through the Gender Task Force and local coordination forums to promote gender equality through women leadership and women empowerment;
- Monitoring missions to the partners that finalize their Partner Agreements, including those initiated at the end of 2023;
- Monitoring missions to the beneficiaries of grants offered to start businesses;
- Carrying out advocacy regarding the additional allocation by the WPHF of additional resources to ensure the continuation:
 - of the initiated programs, including newly created businesses (for both local and refugee women) or relocated businesses from Ukraine;
 - to promote women's leadership at all levels and ensure equal access to services and assistance to refugee women and girls who found refuge in Moldova.

ANNEX A: CSO Project Profile

	Funding CFP ¹⁶	Lead Organization Name	Type of Organization ¹⁷	Coverage/Level of Organization ¹⁸	WPHF Outcome/ Impact Area ¹⁹	Project Location (State, Province or Region)	Name of Implementing Partner(s) and Type of Organization ²⁰	Project Start and End Date as per PCAs ²¹	Total Approved Budget (USD)
1.	CfP2	Public Association "Women for Women"	Women-led and Women's Rights Organization	National	Institutional Funding	Chisinau Municipality	n/a	15.06.2022 – 12.06.2023	30.000
2.	CfP3	Roma Women's Platform "ROMNI"	Women-led and Women's Rights organization	Sub-national/Regional	Institutional Funding	Chisinau Municipality	n/a	01.02.2023 - 31.03.2024	30.000
3.	CfP3	Public Association "Motivatie"	Women-led, Women's Rights Organization and Protection of PWD	Local	Institutional Funding	Center Region	n/a	01.02.2023- 30.06.2023	30.000
4.	CfP3	Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality	Women-led and Women's Rights Organization	Local	Institutional Funding	Chisinau Municipality	n/a	01.02.2023- 31.10.2023	30.000
5.	CfP3	Union for Equity and Health	Women-led and Protection of rights, health, and security for socially vulnerable groups	Local	Institutional Funding	North Region /Balti Municipality	n/a	01.02.2023- 31.12.2023	30.000
6.	CfP3	Public Association "Katalyst"	Civil society organization focused on food and Women-led	Sub-National	Institutional Funding	Chisinau Municipality	n/a	01.02.2023- 30.10.2023	30.000
7.	CfP2	Public Association "Motivatie"	Women-led, Women's Rights Organization & Protection of PWD	Sub-National/Regional	Outcome 3. Humanitarian and Crisis Response	Leova, Soldanesti & Ialoveni Districts	n/a	15.06.2022 - 13.06.2023	87.000
8.	CfP2	Public Association "Gender – Centru"	Women-led and Women's Rights organization	National	Outcome 3. Humanitarian and Crisis Response	Countrywide with a special focus on security areas with	PA "Honour and Rights of Contemporary	14.06.2022 – 30.11.2023	244.279

¹⁶ For each grant, indicate if it is Country CFP 1; CFP 2; CFP 3, etc. Please also note if it is a Spotlight WPHF Partnership; Partnership with BMZ on Forced Displacement; or COVID-19 Emergency Response

¹⁷ Type of organizations are: i) Women's Led; ii) Women's Rights; iii) Both Women-led and Women's Rights; iv) Women's Rights and Youth Focused; v) Youth-focused/led; or vi) Other as identified by the CSO.

¹⁸ Please select from: i) International; ii) National; iii) Sub-National/Regional; or iv) Community-based (local) for each grant. International organizations operate in more than one country. National organizations have a nationwide coverage. Sub-National are organizations that work across multiple provinces/states/regions, but do not cover all provinces/states/regions in the country. Local organizations focus their work at the community level and do not have a sub-national/regional or national scope.

¹⁹ WPHF Outcomes are Outcome 1: Enabling environment for the implementation of WPS commitments; Outcome 2: Conflict prevention; Outcome 3: Humanitarian and Crisis Response; Outcome 4: Conflict resolution; Outcome 5: Protection; Outcome 6: Peacebuilding and recovery. As per WPHF results framework nested model, WPHF outcome areas are equivalent to the impact level for grantees

²⁰ For each co-implementing partner (those on cover page and who received a transfer), state if they are i) Women's Led; ii) Women's Rights; iii) Both Women-led and Women's Rights; iv) Youth-led/focused; or v) Other.

²¹ Use the official PCA for start and end dates. If the project received an extension, please note this.

	Funding CFP ¹⁶	Lead Organization Name	Type of Organization ¹⁷	Coverage/Level of Organization ¹⁸	WPHF Outcome/ Impact Area ¹⁹	Project Location (State, Province or Region)	Name of Implementing Partner(s) and Type of Organization ²⁰	Project Start and End Date as per PCAs ²¹	Total Approved Budget (USD)
1.	CfP2	Public Association "Women for Women"	Women-led and Women's Rights Organization	National	Institutional Funding	Chisinau Municipality	n/a	15.06.2022 – 12.06.2023	30.000
2.	CfP3	Roma Women's Platform "ROMNI"	Women-led and Women's Rights organization	Sub-national/Regional	Institutional Funding	Chisinau Municipality	n/a	01.02.2023 - 31.03.2024	30.000
3.	CfP3	Public Association "Motivatie"	Women-led, Women's Rights Organization and Protection of PWD	Local	Institutional Funding	Center Region	n/a	01.02.2023-30.06.2023	30.000
4.	CfP3	Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality	Women-led and Women's Rights Organization	Local	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-31.10.2023	30.000
5.	CfP3	Union for Equity and Health	Women-led and Protection of rights, health, and security for socially vulnerable groups	Local	Institutional Funding	North Region /Balti Municipality	n/a	01.02.2023-31.12.2023	30.000
6.	CfP3	Public Association "Katalyst"	Civil society organization focused on food and Women-led	Sub-National	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-30.10.2023	30.000
						the Transnistria region	woman", (women-led organization). PA "Women Political Club 50/50" (women rights/led)		
9.	CfP2	Public Association "Institutum Virtutes Civilis"	Women-led and Women's Rights organization	Sub-National	Outcome 3. Humanitarian and crisis response	Anenii Noi, Cahul, Orhei, Causeni & Stefan Voda Districts	n/a	16.06.2022 - 31.07.2023	244.645
10.	CfP1	Public Association "Women's Law Centre"	Women-led and Women's Rights organization	National	Outcome 5. Protection of Women & Girls	Republic of Moldova	n/a	01/05/2022 - 31/01/2023	150.000

	Funding CFP ¹⁶	Lead Organization Name	Type of Organization ¹⁷	Coverage/Level of Organization ¹⁸	WPHF Outcome/ Impact Area ¹⁹	Project Location (State, Province or Region)	Name of Implementing Partner(s) and Type of Organization ²⁰	Project Start and End Date as per PCAs ²¹	Total Approved Budget (USD)
1.	CfP2	Public Association "Women for Women"	Women-led and Women's Rights Organization	National	Institutional Funding	Chisinau Municipality	n/a	15.06.2022 – 12.06.2023	30.000
2.	CfP3	Roma Women's Platform "ROMNI"	Women-led and Women's Rights organization	Sub-national/Regional	Institutional Funding	Chisinau Municipality	n/a	01.02.2023 - 31.03.2024	30.000
3.	CfP3	Public Association "Motivatie"	Women-led, Women's Rights Organization and Protection of PWD	Local	Institutional Funding	Center Region	n/a	01.02.2023-30.06.2023	30.000
4.	CfP3	Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality	Women-led and Women's Rights Organization	Local	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-31.10.2023	30.000
5.	CfP3	Union for Equity and Health	Women-led and Protection of rights, health, and security for socially vulnerable groups	Local	Institutional Funding	North Region /Balti Municipality	n/a	01.02.2023-31.12.2023	30.000
6.	CfP3	Public Association "Katalyst"	Civil society organization focused on food and Women-led	Sub-National	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-30.10.2023	30.000
12.	CfP 3	Public Association" HELP"	Women-led and Women's Rights organization	Sub-National/Regional	Outcome 6: Peacebuilding and Recovery	Transnistria region, Autonomous Territorial Unit Gagauzia, Chisinau Municipality	PA "Inovatarum"	01.02.2023 - 31.03.2024	348.354
13.	CfP 3	Public Association "National Youth Council of Moldova (CNTM)"	Women's Rights, Youth focused, and Youth Women-Led	National	Outcome 6: Peacebuilding and Recovery	Autonomous Territorial Unit Gagauzia, Soroca, Bălți, Ocnița, Căușeni, Ștefan Voda, Ungheni, Basarabeasca Districts	Association of Entrepreneur Women from Moldova (AFAM)	01.02.2023 -31.03.2024	344. 920
14.	CfP 3	Public Association "Women for Women"	Women-led and Women's Rights Organization	Sub-national/Regional	Outcome 6: Peacebuilding and Recovery	Republic of Moldova	NGO Informal Education Center "Diversity"	01.02.2023 - 31.03.2024	149.074

	Funding CFP ¹⁶	Lead Organization Name	Type of Organization ¹⁷	Coverage/Level of Organization ¹⁸	WPHF Outcome/ Impact Area ¹⁹	Project Location (State, Province or Region)	Name of Implementing Partner(s) and Type of Organization ²⁰	Project Start and End Date as per PCAs ²¹	Total Approved Budget (USD)
1.	CfP2	Public Association "Women for Women"	Women-led and Women's Rights Organization	National	Institutional Funding	Chisinau Municipality	n/a	15.06.2022 – 12.06.2023	30.000
2.	CfP3	Roma Women's Platform "ROMNI"	Women-led and Women's Rights organization	Sub-national/Regional	Institutional Funding	Chisinau Municipality	n/a	01.02.2023 - 31.03.2024	30.000
3.	CfP3	Public Association "Motivatie"	Women-led, Women's Rights Organization and Protection of PWD	Local	Institutional Funding	Center Region	n/a	01.02.2023-30.06.2023	30.000
4.	CfP3	Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality	Women-led and Women's Rights Organization	Local	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-31.10.2023	30.000
5.	CfP3	Union for Equity and Health	Women-led and Protection of rights, health, and security for socially vulnerable groups	Local	Institutional Funding	North Region /Balti Municipality	n/a	01.02.2023-31.12.2023	30.000
6.	CfP3	Public Association "Katalyst"	Civil society organization focused on food and Women-led	Sub-National	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-30.10.2023	30.000
							NGO "CRISP – Crisis Simulation for Peace" (Germany)		
15.	CfP 3	Public Association "Generatia-NIKA"	Youth-focused and Women-led	Sub-National	Outcome 6: Peacebuilding and Recovery	Chisinau Municipality, Calarasi and Strasen Districts	Platform "Moldova Acasa"	01.02.2023 - 31.03.2024	274.020
16.	CfP 3	"The Moldova Project Association"	Women's Rights and Women-led Organization	Sub-national/Regional	Outcome 6: Peacebuilding and Recovery	Ungheni and Calarasi Districts, Chisinau Municipality, Transnistria region	AVI MOLDOVA - Association of International Volunteering (from Moldova), Camera Tinerilor Antreprenori" Ungheni	01.02.2023 - 31.03.2024	348.921

	Funding CFP ¹⁶	Lead Organization Name	Type of Organization ¹⁷	Coverage/Level of Organization ¹⁸	WPHF Outcome/ Impact Area ¹⁹	Project Location (State, Province or Region)	Name of Implementing Partner(s) and Type of Organization ²⁰	Project Start and End Date as per PCAs ²¹	Total Approved Budget (USD)
1.	CfP2	Public Association "Women for Women"	Women-led and Women's Rights Organization	National	Institutional Funding	Chisinau Municipality	n/a	15.06.2022 – 12.06.2023	30.000
2.	CfP3	Roma Women's Platform "ROMNI"	Women-led and Women's Rights organization	Sub-national/Regional	Institutional Funding	Chisinau Municipality	n/a	01.02.2023 - 31.03.2024	30.000
3.	CfP3	Public Association "Motivatie"	Women-led, Women's Rights Organization and Protection of PWD	Local	Institutional Funding	Center Region	n/a	01.02.2023-30.06.2023	30.000
4.	CfP3	Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality	Women-led and Women's Rights Organization	Local	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-31.10.2023	30.000
5.	CfP3	Union for Equity and Health	Women-led and Protection of rights, health, and security for socially vulnerable groups	Local	Institutional Funding	North Region /Balti Municipality	n/a	01.02.2023-31.12.2023	30.000
6.	CfP3	Public Association "Katalyst"	Civil society organization focused on food and Women-led	Sub-National	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-30.10.2023	30.000
17.	CfP 3	Public Association "Copil Comunitate Familie (CCF) Moldova"	Women's Rights and Women-led Organization	National	Outcome 6: Peacebuilding and Recovery	Chisinau Municipality, Anenii Noi and Edinet Districts	NGO War Child (Holland)	01.02.2023 - 28.02.2024	349.959
18.	CfP 3	Agency for Innovation and Development (AID)	Women's Rights, Young women Led, and Youth-Focused Organisation	Sub-National/Regional	Outcome 6: Peacebuilding and Recovery	Transnistria region	Moldovan NGO https://www.hope4.org , Ukraine National Tourism Organization, Agency for Peacebuilding (Italy)	01.02.2023 - 31.12. 2023	172.000
19.	CfP 3	Association of Entrepreneurs with Disabilities from Moldova	Women's Rights and Women-led Organization	National	Outcome 6: Peacebuilding and Recovery	Republic of Moldova	n/a	01.02.2023 – 31.03.2024	224.191

	Funding CFP ¹⁶	Lead Organization Name	Type of Organization ¹⁷	Coverage/Level of Organization ¹⁸	WPHF Outcome/ Impact Area ¹⁹	Project Location (State, Province or Region)	Name of Implementing Partner(s) and Type of Organization ²⁰	Project Start and End Date as per PCAs ²¹	Total Approved Budget (USD)
1.	CfP2	Public Association “Women for Women”	Women-led and Women’s Rights Organization	National	Institutional Funding	Chisinau Municipality	n/a	15.06.2022 – 12.06.2023	30.000
2.	CfP3	Roma Women's Platform “ROMNI”	Women-led and Women’s Rights organization	Sub-national/Regional	Institutional Funding	Chisinau Municipality	n/a	01.02.2023 - 31.03.2024	30.000
3.	CfP3	Public Association “Motivatie”	Women-led, Women’s Rights Organization and Protection of PWD	Local	Institutional Funding	Center Region	n/a	01.02.2023-30.06.2023	30.000
4.	CfP3	Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality	Women-led and Women’s Rights Organization	Local	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-31.10.2023	30.000
5.	CfP3	Union for Equity and Health	Women-led and Protection of rights, health, and security for socially vulnerable groups	Local	Institutional Funding	North Region /Balti Municipality	n/a	01.02.2023-31.12.2023	30.000
6.	CfP3	Public Association “Katalyst”	Civil society organization focused on food and Women-led	Sub-National	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-30.10.2023	30.000
		— “European Abilities without Limits” AELF							
20.	CfP 3	Association for Children and Youth “FACLIA”	Women’s Rights and Women-led Organization	Sub-National/Regional	Outcome 6: Peacebuilding and Recovery	Ungheni, Cahul and Balti Districts	Association “Mostenitorii”, Balti Association for Education and Development “AVINT,” Ungheni Association “Active Women,” Cahul	01.02.2023 - 31.03.2024	239.936
21.	CfP 3	Public Association “Katalyst”	Civil society organization focused on food and Women-led Organisation	Local	Outcome 6: Peacebuilding and Recovery	Chisinau Municipality and	n/a	17.10. 2023 – 15.10. 2024	113.890

	Funding CFP ¹⁶	Lead Organization Name	Type of Organization ¹⁷	Coverage/Level of Organization ¹⁸	WPHF Outcome/ Impact Area ¹⁹	Project Location (State, Province or Region)	Name of Implementing Partner(s) and Type of Organization ²⁰	Project Start and End Date as per PCAs ²¹	Total Approved Budget (USD)
1.	CfP2	Public Association "Women for Women"	Women-led and Women's Rights Organization	National	Institutional Funding	Chisinau Municipality	n/a	15.06.2022 – 12.06.2023	30.000
2.	CfP3	Roma Women's Platform "ROMNI"	Women-led and Women's Rights organization	Sub-national/Regional	Institutional Funding	Chisinau Municipality	n/a	01.02.2023 - 31.03.2024	30.000
3.	CfP3	Public Association "Motivatie"	Women-led, Women's Rights Organization and Protection of PWD	Local	Institutional Funding	Center Region	n/a	01.02.2023-30.06.2023	30.000
4.	CfP3	Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality	Women-led and Women's Rights Organization	Local	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-31.10.2023	30.000
5.	CfP3	Union for Equity and Health	Women-led and Protection of rights, health, and security for socially vulnerable groups	Local	Institutional Funding	North Region /Balti Municipality	n/a	01.02.2023-31.12.2023	30.000
6.	CfP3	Public Association "Katalyst"	Civil society organization focused on food and Women-led	Sub-National	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-30.10.2023	30.000
						Riscova Village / Criuleni District			
22.	CfP 3	Public Association "Institute for Democracy and Development (I4DD)"	Good governance, rule of law, and human rights organization and Women-led	Sub-National	Outcome 6: Peacebuilding and Recovery	Chisinau Municipality and Security Zone (Criuleni, Anenii Noi, Dubasari, Șoldănești, Florești, Rezina, Orhei, Căușeni, Ștefan Vodă Districts)	n/a	02.11. 2023 – 20.10. 2024	108.400
23.	CfP 3	Public Association "Budești – Casa Părintească"	Community Development and Women-led Organisation	Local	Outcome 6: Peacebuilding and Recovery	Budești, Cruzești, Tohatin Villages	n/a	30.10. 2023 - 20.10. 2024	100.018

	Funding CFP ¹⁶	Lead Organization Name	Type of Organization ¹⁷	Coverage/Level of Organization ¹⁸	WPHF Outcome/ Impact Area ¹⁹	Project Location (State, Province or Region)	Name of Implementing Partner(s) and Type of Organization ²⁰	Project Start and End Date as per PCAs ²¹	Total Approved Budget (USD)
1.	CfP2	Public Association "Women for Women"	Women-led and Women's Rights Organization	National	Institutional Funding	Chisinau Municipality	n/a	15.06.2022 – 12.06.2023	30.000
2.	CfP3	Roma Women's Platform "ROMNI"	Women-led and Women's Rights organization	Sub-national/Regional	Institutional Funding	Chisinau Municipality	n/a	01.02.2023 - 31.03.2024	30.000
3.	CfP3	Public Association "Motivatie"	Women-led, Women's Rights Organization and Protection of PWD	Local	Institutional Funding	Center Region	n/a	01.02.2023-30.06.2023	30.000
4.	CfP3	Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality	Women-led and Women's Rights Organization	Local	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-31.10.2023	30.000
5.	CfP3	Union for Equity and Health	Women-led and Protection of rights, health, and security for socially vulnerable groups	Local	Institutional Funding	North Region /Balti Municipality	n/a	01.02.2023-31.12.2023	30.000
6.	CfP3	Public Association "Katalyst"	Civil society organization focused on food and Women-led	Sub-National	Institutional Funding	Chisinau Municipality	n/a	01.02.2023-30.10.2023	30.000
24.	CfP 3	Public Association "Women's Democracy Network"	Women-led Organisation	Sub-National/Regional	Outcome 6: Peacebuilding and Recovery	Chisinau Municipality, Balti, Bender, Stefan Voda Districts, Transnistria region, Comrat Gagauz-Yeri	n/a	19.10. 2023 – 16.10. 2024	64.636

ANNEX B: Results Framework

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
Institutional Funding				
• Lead Organization: Public Association “Women for Women” (CfP 2)				
Impact: Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments.	1.1 Average number of months organization can be sustained as a result of institutional funding	8 months	<ul style="list-style-type: none"> for 8 months, the organization retained the same number of staff, provided 3 staff salaries for 8 months out of 10 planned, and paid the operating costs (8 months of rent). 	n/a
	1.2 Number/Percentage of staff retained as a result of institutional funding	n/a	<ul style="list-style-type: none"> 14 people were retained due to funding from WPHF (4 women staff members and 10 women volunteers). 	n/a
	1.3 Number/Types of adaptive strategies, tools, or systems adopted by the organization for continuity of operations	n/a	<p>The continuity of the organization’s operations is ensured by:</p> <ul style="list-style-type: none"> Reviewed and adjusted the Statute of the organization. Increased operational capacities due to procurement of IT office equipment. Higher visibility of the organization (the organization’s webpage is operational, and the staff members can update and maintain it following the provided training) Branding policy (the project brand book and logo are developed and used) Efficient and safe financial management and fundraising system. 	n/a
	1.4 Development of risk management and contingency plans or strategies for organization		<ul style="list-style-type: none"> 1 strategic plan and 1 operation plan developed and approved by the Board members 	n/a
Outcome: Enhanced capacities of the organization to adjust to crisis situations.	R1. Number of people directly benefiting from the response (by sex, age group, or other variables)	14 people (4 women staff members and 10 women volunteers)	<ul style="list-style-type: none"> 14 people (4 women staff members and 4 women volunteers with increased self-resilience following psychological counseling and mentoring in well-being, self, and organizational care 	n/a
• Lead Organization: Roma Women's Platform “ROMNI” (CfP 3)				
Impact: Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments.	1.1 Average number of months organization can be sustained as a result of institutional funding	12 months	<ul style="list-style-type: none"> 11 months out of 12 planned, the organization is sustained as a result of institutional funding (rental costs are paid for 11 months) 	
	1.3 Number/Types of adaptive strategies, tools, or systems adopted by the organization for continuity of operations	One fundraising plan	<ul style="list-style-type: none"> Zoom annual subscription for online training was purchased. the Fundraising Plan is being developed 	n/a
	1.4 Development of risk management and contingency plans or strategies for organization	2 documents	<ul style="list-style-type: none"> 10 strategic documents and internal protocols are being developed: <ul style="list-style-type: none"> - Ethical and Conduct Code and connected policies with related reported mechanisms: - Adult Safeguarding Policy 	n/a

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			<ul style="list-style-type: none"> - Child Safeguarding Policy - PSEA - Strategy refugee crisis response adapted to WPS - Fundraising Plan - Communication and Visibility Strategy - Accounting policy - Procurement Manual - Anti-fraud and anti-corruption policy 	
Outcome: Strengthened institutional capacity and sustainability of ROMNI to continue promoting and defending the rights of Roma women in Moldova	R1. Number of people directly benefiting from the response (by sex, age group, or other variables)	29 staff members and volunteers (25 women and 4 men)	<ul style="list-style-type: none"> ▪ 29 ROMNI staff members and volunteers (25 women and 4men) with improved capacities after participating in regional and international face-to-face and online activities around 1325 Agenda. Overall, 16 training hours attended. 	n/a
	R2. Number of people indirectly benefiting.	120 members of the ROMNI platform (90 women and 30 men) 2000 Roma refugee women and children assisted by ROMNI	<ul style="list-style-type: none"> ▪ 50 persons of ROMNI staff (staff members and volunteers) members of the ROMNI platform and Roma refugees are involved in various online and in-person coordination meetings, national events, and field visits to Roma localities to identify the refugee's needs, facilitate access to services, and identify local ways to participate in public, social and cultural life. ▪ 120 local persons: 90 women and 30 men ▪ 2000 refugees: 1700 women and 300 men In total, 2170 people benefited indirectly from project activities.	n/a
	Number of months over which a part-time staff member is dedicated to strategy Implementation and fundraising	1 part-time staff member is dedicated for 12 months to strategy update and Implementation of the fundraising plan, development of internal plans, protocols, and other documents	<ul style="list-style-type: none"> ▪ 3 part-time staff members (3 women) were hired and are dealing with implementing the strategy and fundraising plan, providing inputs for internal documents, protocols, and other documents. 	n/a
	Number of months ROMNI can sustain office rent and well-equipped office space	ROMNI can sustain 12 months of rent for a well-equipped office	<ul style="list-style-type: none"> ▪ an office rental agreement signed with iHub from February to the end of December, 11 months 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
	Number of plans guiding ROMNI communication and visibility strategy/number of social media targeted ads published over 12 months.	1 plan and 40 social media targeted ads published over 12 months	<ul style="list-style-type: none"> activity is still ongoing; the Communication Strategy and Visibility Plan is being finalized 	
<ul style="list-style-type: none"> Lead Organization: Public Association "Motivatie" (CfP 3) 				
Impact: Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments.	1.2. Number/Percentage of staff retained as a result of institutional funding	20 staff/association members empowered and retained as a result of institutional funding	<ul style="list-style-type: none"> 20 staff/association members (14 women and 6 men) empowered with knowledge and retained as a result of institutional funding (direct project beneficiaries) 	n/a
	1.3 Number/Types of adaptive strategies, tools, or systems adopted by the organization for continuity of operations	2 tools adopted by the organization for the continuity of operations	<ul style="list-style-type: none"> one strategic plan developed with integrated response measures to the rural crisis for four years developed the new web page of the Association "MOTIVATE" from Moldova with integrated donation tools, which corresponds to the new media promotion requirements developed and launched 	n/a
Outcome: Enhanced ability of the organization to respond to the humanitarian crisis and become more resilient.	R1. Number of people directly benefiting from the response (by sex, age group, or other variables)	20 Staff members/ Association members (6 men / 14 women) aged 25 - 60 years.	<ul style="list-style-type: none"> 14 staff members (11 women and 3 men) capacitated with skills and techniques to avoid professional burnout syndrome. 10 staff members (8 women and 2 men) with improved skills in project writing and fundraising 18 staff members (14 women and 4 men) committed to enhancing the organization's ability to respond to humanitarian crises by participating in the workshop, Elaborating MOTIVATIVE strategic plan. 	n/a
	R2. Number of people indirectly benefiting.	500 people	<ul style="list-style-type: none"> 1,042 people following the new organization's website 	n/a
<ul style="list-style-type: none"> Lead Organization: Women Political Club 50/50 (WPC), as the host organization of the Platform for Gender Equality (CfP 3) 				
Impact: Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments.	1.1 Average number of months organization can be sustained as a result of institutional funding	8 months during the funding period, another 24 months after the financing	<ul style="list-style-type: none"> the work performance of PGE members improved after purchasing new IT equipment and office equipment: 2 laptops for the PGE secretariat team and 2 tablets for AO LEX 21 and Honor and Contemporary Rights CSOs, members of the Platform; 1 borage generator for AO AFINA CSO. 8 months of vehicle rent was ensured. 	n/a
	1.2. Number/Percentage of staff retained as a result of institutional funding	4 women staff members (2 from the host organization and 2 from the secretariat of PGL)	<ul style="list-style-type: none"> 4 women from the staff continued to be employed (WPC).- direct beneficiaries 6 women, members of PGE, continue to receive part-time remuneration 	n/a
Outcome: Enhanced financial sustainability of the PGE	R1. Number of people directly benefiting from the response (by sex, age group, or other variables)	4 staff members	<ul style="list-style-type: none"> team building for 4 staff members - study visit to 3 member PGE from Balti (AO AFINA, AO Drepturile Omului LEX XXI) Press conferences of PGE 	NEW activities were added

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
	R2. Number of people indirectly benefiting.	n/a	<ul style="list-style-type: none"> 18 women attending the meeting on the Permanent Board of PGE 	
	4 members of the team will support the member organizations to provide gender-sensitive humanitarian support	4 staff members	<ul style="list-style-type: none"> policy documents of the PGE were developed: <ul style="list-style-type: none"> Communication policy/strategy of PEG General strategy of the PGE and 6 sectorial plans Intern regulation of GEP 	
<ul style="list-style-type: none"> Lead Organization: Union for Equity and Health (CfP 3) 				
Impact: Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments.	1.2. Number/Percentage of staff retained as a result of institutional funding	80% of staff - 20 employees (16 women, 4 men)	<ul style="list-style-type: none"> 24 staff members (100%) were retained due to continuous group coaching and individual supervision, especially for the team working with the refugees from Ukraine. The team's burnout phenomenon was reduced. 	n/a
	1.4. Types (and number) of adaptive strategies, tools, or systems adopted by the organization for continuity of operations	4 organizational documents are developed, approved, and implemented	<ul style="list-style-type: none"> 4 organizational documents are developed and approved by the Board members and are available on the association web page (www.uorn.md). Code of ethical conduct concerning refugees or persons temporarily located in the community, Security instructions for working with refugees, Instructions for the prevention of abuse and harassment, Risk management plan. 	n/a
Outcome: Increase the resilience of the ONG staff, as well as partner organizations, in the process of providing support services for people from Ukraine displaced in Balti City.	R1. Number of people directly benefiting from the response (by sex, age group, or other variables)	20 employees (16 women, 4 men)	<ul style="list-style-type: none"> 24 employees (18 women and 6 men), direct beneficiaries, benefited from individual professional supervision and group psychological support. 	n/a
	R2. Number of people indirectly benefiting.	3200 annually indirect beneficiaries (40% women, 60% men), at least 800 of them people from Ukraine	<ul style="list-style-type: none"> 3753 people (- indirect beneficiaries - benefited from the organization's direct support services for persons in Ukraine located on the territory of Balti Municipality the services were provided to the Ukrainian refugees according to the results of the mapping exercise conducted and documented by the CSO on the territory of Balti Municipality. The reports are placed on the CSO website. 	n/a
	R3. Number of the support activities organized within the project.	20 support groups (4 hours each) led by a professional supervisor and psychologist 20 beneficiaries from the staff organization, including individual professional supervision	<ul style="list-style-type: none"> 20 bi-monthly group support sessions (4 hours each) led by a professional supervisor and psychologist organized 24 staff members (18 women and 6 men) benefited from individual professional supervision 	n/a
<ul style="list-style-type: none"> Lead Organization: Public Association "Katalyst" (CfP 3) 				

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
Impact: Enhanced role of civil society organizations in advocating for and ensuring accountability on WPS commitments.	1.1 Average number of months organization can be sustained as a result of institutional funding	8 during the funding period, another 24 months after the funding period	<ul style="list-style-type: none"> 8 months of vehicle rent was ensured 2 light portable laptops we procured with external memory for storage of photos, videos, and other heavy files 	n/a
	1.2 Number/Percentage of staff retained as a result of WPHF institutional funding	18 people (78% of total staff), including 14 women, 4 women refugees), out of the 7 rural women and 10 women-headed households, 2 women PWD and 3 women victims of GBV	<ul style="list-style-type: none"> 6 staff members received salaries for 7 months 16 (15 women, one man) staff members with an increased understanding of GBV, the role of women and the opportunities in an organization where gender equality is ensured (78% of total staff), Per total: <ul style="list-style-type: none"> 25 staff members (15 women and 10 men), including 7 refugee women, 2 women PWD, and 3 women survivors of GBV are directly benefiting from project activities Due to retained staff and enhanced capacities of the CSO, 33.306 persons (indirect beneficiaries) continue receiving emergency food support in Chisinau Municipality, a number calculated by multiplying 12.810 officially registered families by 2.6 (the average family size as indicated in the CSO's database). 	
	1.4. Types (and number) of adaptive strategies, tools, or systems adopted by the organization for continuity of operations	4 adaptive strategies, including gender-sensitive program work, safeguarding policy, new visibility strategy, new fundraising strategy	<ul style="list-style-type: none"> draft PSEA Policy developed Safeguarding policy drafted and approved by the Board one new website created draft visibility Strategy developed Linked In page for Katalyst set up and populated with content Increased visibility of the FB page 	n/a
Outcome1: Enhanced alignment of Katalyst work with the needs of women who are in forced displacement	Number of staff and volunteers trained in and effectively applying gender-sensitive and safeguarding approaches	36 people, including: <ul style="list-style-type: none"> 25 staff members (15 women and 10 men) 11 volunteers (5 women, 6 men), 7 being refugees 	<ul style="list-style-type: none"> 16 people (15 women, one man) staff members with an increased understanding of GBV, the role of women and the opportunities in an organization where gender equality is ensured. 38 people (22 women and 16 men) out of the 7 refugees, coached by the Safeguarding focal point to establish direct work relations between local and displaced population 	n/a
Outcome 2: Enhanced financial sustainability of the organization	Amount of funds mobilized as a result of higher visibility and new resource mobilization strategies	additional \$300,000 for the last quarter of 2022 and 2023 to keep up the work	<ul style="list-style-type: none"> draft fundraising strategy elaborated one grant project of 191.000 for 2.5 years was secured. Project in collaboration with UN Women, a child-friendly space project with the Child Fund New Zealand and WeWorld, and a food distribution project with NRC 	
WPHF Outcome 3. Humanitarian and Crisis Response				
Lead Organization: Public Association "Motivatie" (CfP 2)				

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
WPHF Impact Area 3. Impact: Enhanced participation and leadership of women in humanitarian planning and response	Indicator 3.1. Number/Percentage of women participating in decision-making in humanitarian planning and response	30 women with and without disabilities from Ialoveni, Soldanesti, and Leova districts, aged between 18-56	<ul style="list-style-type: none"> 38 women from the 3 target regions with increased knowledge in gender and disability-based humanitarian crisis response planning were involved in direct activities in response to the humanitarian crisis at the local level. 52 women representatives of LPAs from the 3 target regions trained on identifying the needs of people with different types of disabilities and accessibility for people with disabilities and focused on the involvement of women and persons with disabilities in the decision-making process in crisis situations. 	
Outcome: Increased number of women, girls, and population affected by crisis directly supported by civil society organizations initiatives and through actions taken by local authorities	R1. Number of people directly benefiting from the response (by sex, age group, or other variables)	120 women citizens of RM and Ukraine, aged between 18 and 65	<ul style="list-style-type: none"> 73 participants in social inclusion activities (62 women, 1 girl, 3 boys, 7 men, including 10 refugees, 19 PWDs); 6 women refugee supported in finding jobs; out of them, 4 hired 669 persons (280 women, 105 girls, 110 boys, and 174 men, including 67 refugees and 154 PWD) affected by the humanitarian crisis received direct aid (food and non-food items). 60 representatives of LPAs (52 women and 8 men) from the 3 target regions trained on identifying the needs of people with different types of disabilities, <p>In total, during the project implementation period, 808 people—direct beneficiaries (400 women, 106 girls, 113 boys, 189 men), including 77 refugees and 173 PWDs—improved their well-being. The project activities reached 519 beneficiaries (77 girls, 231 women, 86 boys, and 125 men) during the current reporting period.</p>	
	R2. Number of people indirectly benefiting from the response	# of people aware of social inclusion of refugees in hosting communities (follow up of project publications and visibility actions)	<ul style="list-style-type: none"> Overall, 408.426 people were reached via social media and are aware of refugees' problems, humanitarian crisis, and stories with a positive impact involving refugees and help given to vulnerable people. During the reporting period, 219.731 people were reached via social media. 	
	R3. Number of accessibility type recommendations/adaptations promoted with LPAs	180 persons direct beneficiaries	<ul style="list-style-type: none"> 60 representatives of LPAs (52 women and 8 men) from the 3 target regions trained on identifying the needs of people with different types of disabilities, accessibility for people with disabilities and focused on the involvement of women and persons with disabilities in the decision-making process in crises 3 public service institutions/buildings assessed as it concerns the accessibility conditions for PWD; assessment reports made public 2 user-safari activities were carried out after the LPAs' representatives acknowledged the results of the assessment 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
• Lead Organization: Public Association "Gender – Centru" (CfP 2)				
WPHF Impact Area 3. Impact: Enhanced participation and leadership of women in humanitarian planning and response	3.1. Number/Percentage of women participating in decision-making in humanitarian planning and response		<ul style="list-style-type: none"> 45 women from civil society, including refugees from Ukraine and members of "Local Alliances" (members of 26 NGOs and 10 LPAs), are participating in coordinating humanitarian crisis response. 	
	3.2. Types of mechanisms established to improve gender-responsive humanitarian planning, frameworks, and programming		<ul style="list-style-type: none"> 1 platform for discussions to capitalize on experience and expertise in coordinating humanitarian crisis response. 	
Outcome: Development of inclusive and participatory communities in humanitarian support based on needs, which builds peace with refugees.	Strengthen the capacity of the emergency committee and local NGO's capacity to provide gender-sensitive humanitarian support.	100 representatives of civil society and LPAs	<ul style="list-style-type: none"> 103 people, including 4 refugees (88 women and 15 men, including 4 refugees), with strengthened capacities in response to the humanitarian crisis. 20 Crisis Cells created in 20 localities hosting refugees 75 Mobile Technical Teams (MTTs) set up to support crisis cells in humanitarian response to refugees (lawyers, social workers, doctors, and psychologists), providing assistance to 1887 refugees and the local population (1370 women and girls and 517 boys and men) affected by the crisis 	
	Strengthen resilience and create safe communities for women and girls, activists, host families, and refugees.	n/a	<ul style="list-style-type: none"> 136 people (127 women, 9 men), mostly representatives of 20 crisis cells that provide humanitarian support to refugees with a better understanding of how to prevent professional burnout in humanitarian crises. 	
	Women, girls, and populations affected by the crisis who are directly supported by civil society organizations' initiative	1700 people	<ul style="list-style-type: none"> 1604 refugees (1141 women and girls, 463 boys and men) from 31 communities, supported via the 20 crisis cells; purchase of food and hygiene products, according to their preferences and tastes. 100 persons from host families (70 women and girls/30 boys and men) 642 people (190 women, 251 girls, 160 boys, and 41 men), out of them 241 refugees, took part in 38 community information and integration sessions to raise awareness on humanitarian responses, prevention of GBV, and non-violent communication 1887 refugees and local people (1370 women and girls and 517 boys and men) were supported via 75 Mobile Technical Teams (MTTs) 30 women participated in Women Academy- an activity program for women leaders, with improved leadership skills on human security in the context of the humanitarian crisis, gender aspects of conflicts, and gender-based discrimination 1567 people (1333 women and 234 men) benefiting from activities implemented within the local projects supported by 10 women) graduates of the Women Leaders for Peace Academy 2022 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			<ul style="list-style-type: none"> 45 women from civil society, including refugees from Ukraine and members of "Local Alliances" (members of 26 NGOs and 10 LPAs), are participating in coordinating humanitarian crisis response 103 people, including 4 refugees (88 women and 15 men, including 4 refugees), with strengthened capacities in response to the humanitarian crisis 136 people (127 women, 9 men), mostly representatives of 20 crisis cells that provide humanitarian support to refugees with a better understanding of how to prevent professional burnout in humanitarian crises <p>Overall, the project activities benefited 6.114 people (3.681 women, 964 girls, 826 boys, and 643 men), about 50% being refugees from Ukraine. During the reporting period, 4634 people (2,688 women, 739 girls, 601 boys, and 606 men) were addressed by project interventions.</p>	
	Women's networks and associations are collaborating in humanitarian response, recovery, and building peace 0	n/a	<ul style="list-style-type: none"> 103 people (88 women and 15 men, including 4 refugees) with improved capacities in response to the humanitarian crisis from civil society, all members of "Local Alliances" (members of 26 NGOs and 10 LPAs) coordinating the humanitarian crisis 1 platform for discussions to capitalize on experience and expertise in coordinating humanitarian crisis response <p>30 women participated in Women Academy- an activity program for women leaders, with improved leadership skills on human security in the context of the humanitarian crisis, gender aspects of conflicts, and gender-based discrimination. 10 women (including three refugees) graduates of the Women Leaders for Peace Academy 2022 were awarded small grants (1000 USD each) to pursue their projects. The grantees' activities benefited 1567 people (1333 women and 234 men).</p>	
	Number of media products and/or campaigns people have viewed (FB, website, radio, Twitter, webinars, etc.		<ul style="list-style-type: none"> 66.545 persons, indirect beneficiaries, learned via social media about refugees' problems, humanitarian crisis, and stories with a positive impact involving refugees, help given to vulnerable people, and training in HCM with the support of UN Women and WPHF. (30.187 persons were reached via social media during the current reporting period) 15 media products distributed via social media 	
• Lead Organization: Public Association "Institutum Virtutes Civilis" (CfP 2)				
WPHF Impact Area 3. Impact: Enhanced participation and	3.1. Number/Percentage of women participating in decision-making in humanitarian planning and response	n/a	<ul style="list-style-type: none"> Project reached the overall project goal: 88 women (57 from women-led CSOs and 45 from LPAs) representatives from 5 pilot districts strengthened their capacities to cooperate and plan 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
leadership of women in humanitarian planning and response	0		the humanitarian response to women and children refugees based on the needs assessment	
Outcome 1: Women-led organizations empowered to participate in humanitarian planning and response	Number of local planning documents in humanitarian response developed with the involvement of local women's CSOs 0	n/a	<ul style="list-style-type: none"> 5 Local Action Plans, approved and currently implemented by CSOs and LPAs, based on the conducted needs assessment surveys and identified deficiencies. 99 people (88 women and 11 men) representing 57 local women-led CSOs and 45 LPAs were mentored in developing Local Action Plans (LAP) to assist refugee women and children based on the findings of needs assessments. 	
	Number and type of initiatives/projects implemented by women-led CSOs on humanitarian response 0	5 initiatives	<ul style="list-style-type: none"> 5 Women-led CSOs benefited from grants to implement the local projects to assist refugee women and children housed in the 5 pilot districts 	
Outcome 2 Increased the number of inputs/initiatives taken by women led CSOs in partnership with LPAs in assisting women and children refugees who are accommodated in the project pilot areas.	R1. Number of displaced people directly benefiting from the response (by sex, age, and other variables) 0	2500 people	<p>2503 refugees (1623 women, 327 girls, 325 boys, and 228 men) benefited from sub-granted CSOs projects' interventions</p> <ul style="list-style-type: none"> 559 refugees (224 women, 22 men, 313 children) participating in social inclusion activities 998 (659 women and 339 children,) refugees addressed with direct food and non-food support 886 refugees (686 women and 200 men) receiving psychological assistance, legal support, and counseling 60 refugees (54 women and 6 men) participants in Women Academy enhanced their knowledge in preventing gender violence following the organization of Women Academy training <p>221 local people (210 women and 11 men) benefited from project interventions</p> <ul style="list-style-type: none"> 99 people (88 women and 11 men) representing 57 local women-led CSOs and 45 LPAs were mentored in developing Local Action Plans (LAP) to assist refugee women and children based on the findings of needs assessments 45 women volunteers assisting women and child refugees received 3475 lunches 17 local women, participants in Women's Academy enhanced their knowledge in preventing gender violence following the organization of Women's Academy training 60 local women (26 representatives from CSOs, 14 representatives from APL, trained in project management and communication 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			Overall, the project's operational activities benefited 2.724 people (1833 women, 327 girls, 325 boys, and 239 men) , of which 2.503 persons (92%) were refugees. In the reporting period, the project reached 1970 people (169 girls, 1482 women, 170 boys, and 149 men)	
	R2. Number of people indirectly benefiting from the response 0	7500* (3 per every direct beneficiary)	<ul style="list-style-type: none"> 53.331 people (indirect beneficiaries) were reached through published media products 	
	Number of women and children provided with food, services, legal services, and other basic needs	500 (100 per each region)	<ul style="list-style-type: none"> 559 refugees (224 women, 22 men, 313 children) participating in social inclusion activities 45 women volunteers assisting women and child refugees received 3475 lunches 	
WPHF Impact Area 5. Protection of Women & Girls				
• Lead Organization: International Centre „La Strada” (CfP 1)				
WPHF Impact Area 5. Impact: Enhanced safety, security, and mental health of women and girls' and their human rights respected	5.1. Number and percentage of CSOs that report having greater influence and agency to work on ending sexual and gender-based violence (SGBV)	5	<ul style="list-style-type: none"> 4 local NGOs benefited from the support and mentoring on GBV and SV response in the context of the humanitarian crisis, received grants for direct outreach activities with women refugees in local communities 	
	5.3. Number of local women's organizations, CSOs, or autonomous social movements coordinating efforts to end SGBV	5	<ul style="list-style-type: none"> 4 local sub-granted NGOs involved in sharing experience and drafting a Research study with recommendations to improve the response of national authorities to preventing and combating GBV in the humanitarian context provided to public authorities available and approved by professionals from public authorities. 1 Study on practices for preventing and combating violence against women and girls in the humanitarian context 33 professionals from public authorities - Ministry of Labor and Social Protection, Ministry of Internal Affairs, the Ombudsman; UN agencies - UN Women, UNDP, IOM, and civil society representatives attended the Research Study validation session 	
Outcome: Increased access to gender-responsive and specialized services for GBV and SV in humanitarian contexts by CSOs in targeted areas	R1. Number of people directly benefiting from the response (by sex, age group, or other variables) 0	at least 1000 people reached with dedicated information about the rights of women refugees in a humanitarian context and available services for cases of GBV and SV	<ul style="list-style-type: none"> 515 refugees (365 women, 50 men, and 100 children) reached through information sessions by local NGOs with dedicated information about the rights of women refugees in a humanitarian context and available services for cases of GBV and SV 232 refugees consulted by local NGOs on diverse issues 38 refugees legally assisted. 60 women refugees assisted by the mobile teams. 90 children (55 girls and 35 boys) enjoyed the summer camp activities. 17 refugees received psychological counseling (15 women, 1 girl, and 1 boy provided with specialized support in SV and GBV cases) 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			<ul style="list-style-type: none"> 15 cases of GBV, as follows: 9 cases of domestic violence (2 cases involving women refugee) and 6 cases of sexual violence assisted by La Strada's mobile team 92 calls registered at the Trust line for refugees 30 refugees received direct emergency support (30 food packages, 25 pcs. hygiene bags, 25 clothing vouchers) 480 refugees from RACs trained in Protecting women and girls against gender-based violence and sexual violence in the humanitarian crisis (4 days training in 4 regions)) 17 professionals with improved capacities in protecting women and girls against gender-based violence and sexual violence in the context of the humanitarian crisis 18 representatives from police departments in Comrat and Autonomous Territorial Unit Gagauzia trained and informed about specifics of the services offered to victims of sexual violence 33 professionals from public authorities - Ministry of Labor and Social Protection, Ministry of Internal Affairs, the Ombudsman; UN agencies - UN Women, UNDP, IOM, and civil society representatives attended the Research Study validation session <p>Overall, the project's operational activities benefited 1637 people (1006 women, 251 girls, 251 boys, and 129 men), of which 1500 were refugees (92%). In the reporting period, the project reached 518 beneficiaries (145 girls, 144 women, 165boys, 64 men), out of them 78% refugees.</p>	
	R2. Number of people indirectly benefiting from the response 0	at least 4 NGOs benefit from support and mentoring on GBV and SV response in the context of the humanitarian crisis	<ul style="list-style-type: none"> 26.200 refugees (women and girls) reached by information on available services in cases of SV and GBV following the distribution of info materials 2.103.248 people (number of views) became aware of the risks to which refugee women in the Republic of Moldova are exposed 	
	Number of media materials covering the topic of GBV in the context of the humanitarian crisis 0	at least 5 media materials covering the topic of GBV in the context of the humanitarian crisis	<ul style="list-style-type: none"> 125 information panels set up in 125 locations 2.6000 materials with targeted information produced: <ul style="list-style-type: none"> 1.000 posters in Russian, 200 posters in Romanian 20.000 brochures in Russian 5.000 brochures in Romanian 6 media and 4 video materials covering the topic of GBV in the context of the humanitarian crisis. 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
	Number of local initiatives implemented by local NGOs providing support to women affected by forced displacement 0	at least 4 organizations involved in direct outreach with women refugees in local communities	<ul style="list-style-type: none"> 4 local NGOs benefited from support and mentoring on GBV and SV response in the context of the humanitarian crisis and received grants for direct outreach activities with women refugees in local communities. 20 participants from 4 local NGO sub-grantees attended the sharing of experience workshop. 	
	Availability of recommendations for public authorities regarding the integration of GBV in the humanitarian context	Evidence-based recommendations for public authorities regarding the integration of GBV in the humanitarian context	<ul style="list-style-type: none"> Research study with recommendations to improve the response of national authorities to preventing and combating GBV in the humanitarian context provided to public authorities available and approved by professionals from public authorities 	
WPHF Outcome 6: Peacebuilding and Recovery				
• Lead Organization: Public Association "HELP" (CfP 3)				
Impact: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.1. Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations:	1 policy document	<ul style="list-style-type: none"> A report aiming to draw a more objective picture of what concerns migrant women's problems and their integration opportunities from the perspective of the Moldovan communities and directly from the migrant women's side was drafted 59 persons (51 women and 8 men). relevant actors in the problem of forced displaced women join actions to better provide support 	
	6.2. Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)	5 women (2 women host, 3 women refugee), aged 18 years +	<ul style="list-style-type: none"> 5 women (2 from host communities and 3 refugees) developed a business plan selected and awarded with a small grant (3000 USD each) for financing its implementation 	
Outcome 1 Enhanced social cohesion and peacebuilding between host and refugee/IDP communities.	R1. Number of people directly benefiting from the response (by sex, age group, type of displacement)	60 women (20 women host, 40 women refugee), aged 18 years +	<ul style="list-style-type: none"> 65 women who developed leadership skills (27 women from host communities, 38 women refugees) 21 participants (14 refugee women, 7 women from the host community) into 15 joint events to facilitate the integration of refugee women, to familiarize women refugee with the traditions and customs of the host communities, to value their potential and creativity and to reduce the stress caused by military conflicts from Ukraine 61 women (30 women host, 31 women refugee) with skills to develop their own business: identifying and analyzing business ideas, establishing objectives, activities, results and business indicators, human resources planning, marketing strategy, and sales plan, clients and market competition, services and products, business plan budget and financial planning. 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			<ul style="list-style-type: none"> 152 participants (53 women, 56 girls, 24 boys, and 19 men) to the marathons, with increased awareness about local/regional/ national resources available for women forcibly displaced and about women's rights 15 women received entrepreneurial counseling and participated in the entrepreneurial training courses to further develop their business plans and participate in the project small grant competition 5 women (2 from host communities and 3 refugees) awarded a small grant (3000 USD each) for financing its implementation 59 persons (51 women and 8 men). relevant actors in the problem of forced displaced women join their actions to better provide support <p>Overall, 378 people (271 women, 56 girls, 24 boys, and 27 men) directly benefited from project activities; 89% of the benefices were refugees(338 persons).</p>	
	R2.Number of people indirectly benefiting from the response.	150	<ul style="list-style-type: none"> over 4000 persons informed about local/regional/national resources available for women forcibly displaced and about women's rights as a result of an information campaign with information and awareness activities (3 marathons carried out in 3 cities, 11 posters, 35 T-shirts disseminated, 5000 flyers designed and printed, 5000 flyers disseminated) <p>26757 persons were reached via social media following the project publication Indirectly, 171.800 people were addressed through publications in social media.</p>	
	Number and types of approaches adopted/adapted to foster social cohesion and ensure the needs of refugees are integrated	1	<ul style="list-style-type: none"> online platform to create opportunities for information and information dissemination, co-optation of social partners CSOs, strengthening the network of stakeholders, networking & empowerment for women members on the online platform: https://avahelp.md/ 	
Outcome 2 Increased access of women who are forcibly displaced to income generation activities.	Number of women who have established new IGAs (by type of displacement and age group)	5 women (2 women host, 3 women refugee), aged 18 years+	<ul style="list-style-type: none"> 15 women received entrepreneurial counseling and participated in the entrepreneurial training courses to further develop their business plans and participate in the project small grant competition. 5 women (2 from host communities and 3 refugees) developed a business plan selected and awarded a small grant (3000 USD each) for financing its implementation. 	
• Lead Organization: Public Association "National Youth Council of Moldova (CNTM)", (CfP 3)				
Impact: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.1. Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)	n/a	<ul style="list-style-type: none"> 256 women and 14 girls with increased agency as a result of economically productive resources. 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
Outcome: Enhanced ability of women who are forcibly displaced to participate in economic recovery and peacebuilding initiatives	Number of women forcibly displaced who are supported by the project (by type of displacement and age group)	300 women refugee	<ul style="list-style-type: none"> 50 Ukrainian women refugees have better knowledge as it concerns the labor rights and exploitation prevention provided to refugee women and young women 51 women refugees passed the pre-coaching training based on the International Labor Organization Methodology: Generate your business idea 114 Ukrainian refugees (88 women and 26 girls) trained during the masterclasses and courses organized by Ukrainian women business owners; Out of them 15 women have launched their businesses, and 14 young Ukrainian women benefiting from internships in the Partner organizations 90 refugee women consulted at the Front desk - first screening, first consultations. After the Needs screening and the Business screening and referral mechanism 19 women refugees with better understanding of career development, of access to the Moldovan labor market, and of entrepreneurial opportunities via the Women Refugee Club ; 5 of them have begun working under the Patent system, which suggests they are operating their own small business or freelance services with a license (patent) 54 young people (30 girls and 24 boys), including 13 refugees, contributed to fostering social cohesion and peacebuilding between host and refugee or IDP communities by meaningful participation in the Task Force Grope's activities on the refugee response in Moldova <p>Overall, 378 people (298 women, 56 girls, 24 boys,) directly benefited from project activities; 89% of the benefices were refugees (338 persons).</p>	
	Number of people indirectly benefiting from the response.	n/a	<ul style="list-style-type: none"> 150 publications on social media (FB page We Woman Can with 60900 views, Afam Facebook page with 88900 views, Afam web page with 22000 unique visitors). 350 printed leaflets and brochures 3 information campaigns about the experience of Ukrainian compatriots and Moldovan women entrepreneurs in opening a business in Moldova. 	
	Types of activities that foster social cohesion and peacebuilding between host and refugee or IDP communities.	n/a	<ul style="list-style-type: none"> 54 young people (30 girls and 21 boys), including 13 refugees, contributed to fostering social cohesion and peacebuilding between host and refugee or IDP communities by meaningful participation in the Task Force Grope's activities on the refugee response in Moldova: (
	Number of forcibly displaced women who have established IGAs or found employment to support their economic recovery (disaggregated by age group).	n/a	<ul style="list-style-type: none"> 3 women refugees were awarded grants of 6500 USD following their participation in the Hackathon on developing and enhancing the digital ecosystem and digital skills for the economic empowerment of refugee women. 5 women have begun working under the Patent system, which suggests they are operating their own small business or freelance services with a license (patent). 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			<ul style="list-style-type: none"> 15 women have launched their businesses, indicating that the training provided them with the necessary skills and knowledge to initiate their entrepreneurial ventures. 	
• Lead Organization: Public Association "Women for Women" (CfP 3)				
Impact: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.2. Number of women with increased agency as a result of economic productive resources.	5 women	<ul style="list-style-type: none"> 8 women (7 local and one refugee woman) received mini grants/vouchers and mentorship support through the Voucher Support Program to run their businesses or develop the existing ones. They participated in the Female Business Leadership Programme 	
	6.3. Number of women participating in decision-making processes (disaggregated by type of displacement and age)	30 girls (under 18 years) – 20 Ukrainian refugee girls and 10 Moldovan girls from host communities	<ul style="list-style-type: none"> 30 girls graduates of the Summer and Autumn Academies (15 from Moldova and 15 from Ukraine), skilled in designing and implementing their local initiatives. 8 female civil society actors (activists, trainers, and art people, 4 belonging to the LGBTQI+ Community) are capacitated with innovative, experience-based, nonformal education tools and methods for youth/female participation. 	
Outcome 1 Increased capacity leadership and management skills of forced displaced and host women	R1. Number of women directly benefiting from the project activities (disaggregated by host/refugees)	At least 15 women, both Moldovan women and women refugees (disaggregated by host/refugees)	<ul style="list-style-type: none"> 15 women participated in the Leadership Programme. They had the opportunity to learn about management rules, the importance of communication and the leader's role, strategic planning, female entrepreneurship, business planning, marketing, and sales, on the other hand, on the importance of work-life balance, communication in times of crisis, self-care, gender equality and the importance of women's economic autonomy, feminism, and women's rights. 8 women (7 local and one refugee woman) received mini grants/vouchers and mentorship support through the Voucher Support Program to run their businesses or develop the existing ones. They participated in the Female Business Leadership Programme 30 girls graduates of the Summer and Autumn Academies (15 from Moldova and 15 from Ukraine), skilled in designing and implementing their local initiatives. <p>Overall, 53 women (30 girls and 23 women), 28% are refugees.</p>	
	Number of small grants for women to launch their small business or to advance their career/existing business at the next level.	5 grants	<ul style="list-style-type: none"> 8 women (7 local and one refugee woman) received mini grants/vouchers and mentorship support through the Voucher Support Program to run their businesses or develop the existing ones. They participated in the Female Business Leadership Programme 	
Outcome 2 Enhanced meaningful integration of Ukrainian refugee girls into Moldovan host communities through non-formal political	R1. Number of girls refugees and from host communities engaged in participation processes on a local level.	30 girls (under 18 years) – 20 Ukrainian refugee girls and 10 Moldovan girls from host communities	<ul style="list-style-type: none"> 30 girls graduates of the Summer and Autumn Academy (15 from Moldova and 15 from Ukraine), skilled in designing and implementing their local initiatives. 	
	R2. Number and types of local initiatives conducted at the local level	6 socio-political initiatives	<ul style="list-style-type: none"> 4 local initiatives have been fully implemented in the Basarabeasca, Congaz, Chisinau Municipality, and Transnistria region. The other 3 local initiatives are in the process of implementation. 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
participation on the local level	R3. Number of civil society actors feel prepared to work professionally in the field of female participation.	8 persons	<ul style="list-style-type: none"> 8 civil society actors (activists, trainers, and art people, 4 of them belong to the LGBTQI+ Community) are capacitated with innovative, experience-based, nonformal education tools and methods for youth/female participation in the peacebuilding process 	
• Lead Organization: Public Association "Generatia-NIKA" (CfP 3)				
Impact: Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.2. Number of women with increased agency as a result of economic productive resources	at least 400 women and youth	<ul style="list-style-type: none"> 554 women and 847 girls with increased agency as a result of economically productive resources 	
Outcome: Women and youth in all their diversity, including women and youth entrepreneurs, both local and refugee, have increased resilience to crisis and built self-confidence to speak loudly and become a source of motivation for other women and young people through capacity-building programs, tailored assistance, and mentorship.	R1. Number of women and youth entrepreneurs, including local and refugee, directly benefiting from networking, capacity building, and self-confidence programs and mentorship	<p>At least 400 women and youth entrepreneurs, including local and refugee</p> <p>Over 70 participants at the WEPs conference, with at least 50% rate of women;</p> <p>Min. 70 women and youth, both refugee and local, to participate in the 2-day open market;</p> <p>Min. 50 women and youth to participate in the pre-accelerator program;</p> <p>Min. 30 women and youth entrepreneurs participants in the accelerator program;</p> <p>About 100 women and youth to increase their financial and digital literacy skills;</p>	<ul style="list-style-type: none"> 70 women entrepreneurs with enhanced public speaking and efficient presentation of the product skills, inspired in their quest to become true heroes of their lives, with a particular focus on promoting and celebrating women's power, courage, and ambition. ("Zero to Shero" and "WE Connect and WE Talk" networking events) 79 women entrepreneurs (1% refugees) with increased levels of learning, knowledge, and business connections due to participation in the Women Entrepreneurship Expo 2023 and the National conference dedicated to gender-sensitive procurement 80 women entrepreneurs, including 1% women refugees, with better opportunities for promoting their products due to the 2-day Women Local Producers Fair - aiming to bring women entrepreneurs and buyers together, establish partnerships, network, exchange information, and lay the foundation for sustainable partnerships. 33 women participating in the networking event 'WE Connect & WE talk,' inspired by each other and discussing exciting business and personal development topics. 160 women (13 refugee women) with knowledge on how to validate an idea and transform it into a business within the Pre-accelerator program (Bootcamps, 8 weeks of training and mentorship) 36 women and youth with skills to scale on new markets (Elevator - Women Accelerator Program and Ideathon: 12 weeks of training, workshops, and tailored mentorship). 100 youth (60 girls and 40 boys) with enhanced financial and entrepreneurial knowledge through financial and entrepreneurial Summer Camp Money 101 (5 days camp for teenagers) 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
		About 100 youth to enhance	<ul style="list-style-type: none"> 1.324 young graduates (771 girls, 102 young women, 417 boys, and 34 young men) of the Startup 101 entrepreneurship school (5-days online training) with increased knowledge on financial and entrepreneurial literacy, skills for financial independence by monetizing their talents 1.890 people directly benefited from project activities (554 women, 847 girls, 447 boys, and 42 men), 29 persons were refugees 	
	R2 Number of people indirectly benefiting from the response	n/a	42.576 persons were indirectly reached via social media following the project publication	
<ul style="list-style-type: none"> Lead Organization: "The Moldova Project Association" (MP), (CfP 3) 				
Impact Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.2 Number of refugee and local women with increased agency as a result of economic productive resources in 4 regions of Moldova: Ungheni, Calarasi, Chisinau, Transnistria region (number/percentage of women with increased economic agency/power).	2000		
Outcome 1 Increased capacity, leadership, and management skills of forced displaced and host women	R1. Number of women who are forcibly displaced that benefit from the response	1500 refugee women are informed about the project scope and objectives and have access to free online courses	<ul style="list-style-type: none"> 219 refugee and local women were enrolled in employment retraining programs at MPA (176 refugee women, 37 women from Moldova, 6 declared other nationalities). 122 women successfully completed the entrepreneurial skills training and received certification (101 Ukrainian refugee women and 21 local women). 	
	Number of Number of refugee women who have established new businesses	20	<ul style="list-style-type: none"> 21 women are funded to start a business or are supported to expand their business and are mentored (out of 20 women, 16 are Ukrainian refugees, and 5 are local women.) 	
	Number of refugee women are employed through internship activities and job fairs.	100 women have completed internship practice and participate in local job fairs	Activities are not initiated.	
	Number of people indirectly benefiting from the response (number can be further determined based on the average family size).	n/a	The social media campaigns, spanning platforms such as Facebook, Instagram, and LinkedIn, have approximately 329,137 unique views of the Project's publication.	
<ul style="list-style-type: none"> Lead Organization: Association for Children and Youth "FACLIA" (CfP 3) 				

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
Impact Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.3. Number of women participating in decision-making processes (disaggregated by type of displacement and age)	120	<ul style="list-style-type: none"> 1 platform (Alliance) to promote gender equality and women's economic rights created with the participation of 25 civil society organizations (including 3 from Transnistria region and 1 from Autonomous Territorial Unit Gagauzia); 57 women members of the platform (Alliance) 	
Outcome 1 Increased access for displaced (Ukrainian) and local (Moldovan) women and young women to leadership skills and public administration	R1. of people directly benefiting from the response (by sex, age, gender)	120	<ul style="list-style-type: none"> 63 displaced women and young women have increased knowledge and can access local public administration and public institutions and services following 3 training courses conducted; 64 displaced women have been provided with legal counseling as it concerns housing and property legislation as well as contractual legislation 41 women with an understanding of systemic leadership and soft skills (21 local and 20 displaced women). 127 women (59 displaced from Ukraine and 68 from Moldova) have a better understanding of gender equality and are informed about their socio-economic rights: decent work and sustainable development goals. 	
	R2. Number of people indirectly benefiting (by age group)	300	<ul style="list-style-type: none"> 11.500 people have been informed about the project objectives, activities, expected results, as well as current/intermediary achievements. 	
Outcome 2. Displaced (Ukrainian) and local (Moldovan) women are economically empowered	R 2.1. Number of women directly benefiting (by age group)	120	<ul style="list-style-type: none"> Enhanced collaboration with 4 regional CSOs: „AVINT” Association, „Armonie Plus” Association, „Creative Women” Association, and” Active Women” Association to create 3 Regional Career Centers for Women functional in Cahul, Ungheni, and Balti. 18 practitioners equipped with skills to assist with career guidance and economic empowerment 152 women (65 displaced and 87 local women) accessed career guidance services - they formulated their labor goals and objectives and drafted action plans. Out of them, 36 women (26 local women and 10 displaced women) access group or individual coaching services aimed at supporting women to advance their careers 34 women (26 displaced and 8 local women) access individual psychological counseling services. They are more confident and willing to communicate with employers and to act to increase their professional competencies through vocational training. 39 women (20 local and 19 refugees) have increased vocational skills in Digital Marketing and Healthy Nutrition consulting 77 women (57 displaced and 20 local) trained on entrepreneurship and self- 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			employment issues (all components of the business plan (description of the product/service, market research, marketing and promotion, human resources management, financial forecasts, and risks). Overall, 899 women benefit from the project's activities , and 58% are refugees from Ukraine	
	R 2.2. Number of women who have secured jobs or initiated an income generating activities	22	to be reported in 2024	
Outcome 3.* Enhanced networking, sharing and integration	R3.1. Number of women and young women who report being welcomed/integrated into the hostcommunities	200	<ul style="list-style-type: none"> 232 women (156 local and 76 refugees) actively involved in intercultural exchanges, creating connections and discovering their interior resources. 9 intercultural events for local and displaced population (Sezatori traditional) organized in close cooperation with the regional partners and provided a platform for women from diverse cultural backgrounds to come together, share experiences, and work towards common objectives 	
• Lead Organization: Agency for Innovation and Development (AID), (CfP 3)				
Impact Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.2. Number of refugee and local women with increased agency as a result of economic productive resources (number/percentage of women with increased economic agency/power)		<ul style="list-style-type: none"> 83 women refugees increased agency as a result of economic productive resources 	
	6.3. Number of women participating in decision-making processes (disaggregated by type of displacement and age)		85 women participating in decision-making processes: <ul style="list-style-type: none"> 54 women refugees settled in the Transnistria region directly participated in the round tables to assess the needs and situation of refugees in the Transnistria region 18 refugee women were skilled in the course "I am a Leader" 13 women refugees from Ukraine were empowered with knowledge in peacebuilding and methods of working with IDPs and refugees 	
Outcome 1 Displaced women increase their economic agency and become financially independent.	R1.1. Percentage of displaced women who have generated an income and Average income generated.	200 women (age 18+ and 12-18 years)	75 women refugees from Ukraine improved their knowledge in business development and management, marketing, development of management, leadership and communication skills, personal brand management, and characteristics of business negotiations. Out of them: <ul style="list-style-type: none"> 29 refugee women received consultations in various areas (qualified legal assistance on business aspects and other issues)10 refugee women mastered the analysis of business processes, the introduction of reporting and analytics, and the construction of a financial model 8 women winners of the project signed grant agreements (each amounting to 	
	Number/Percentage of women who say that the project helped them become more confident in launching businesses or seeking employment while in Moldova			

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			about 5000 USD) mainly procurement of equipment for starting a business .	
Outcome 2 Displaced women increase their social agency and more actively participate in decision-making processes related to peace and security.	R2.1. Percentage of displaced women who say that they are more confident to make their voices heard on issues related to post-conflict peacebuilding and reconstruction (disaggregated by age group)		<ul style="list-style-type: none"> 54 women refugees settled in the Transnistria region directly participated in the round tables to assess the needs and situation of refugees in the Transnistria region 18 refugee women were skilled within the course "I am a leader"; 6 modules were conducted offline on Situational leadership, Management games, Internal and external communication according to Adizes methodology, Powers of a manager as a manager, and Motivating employees. 13 women refugees from Ukraine empowered with methods of working with IDPs and refugees in media literacy and ways to counteract fake information. 25 children and teenagers have mastered the approach to protecting life safety (10 girls and 15 boys) 	
	Number of direct beneficiaries of the project		Overall, 195 people (168 women, 10 girls, 15 boys, and 2 LBTQI+) were supported within the project implementation phase.	
	Number of indirect beneficiaries of the project		Indirectly, 10.000 people learned about the project's impact in the Transnistria region.	
• Lead Organization: Association of Entrepreneurs with Disabilities from Moldova — "European Abilities without Limits, (AELF)", (CfP 3)				
Impact Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.2. Number of refugee and local women with increased agency as a result of economic productive resources (number/percentage of women with increased economic agency/power).	n/a	<ul style="list-style-type: none"> 195 women refugees with increased agency as a result of economic productive resources 	
	6.3. Number of women participating in decision-making processes (disaggregated by type of displacement and age)	n/a	<ul style="list-style-type: none"> 50 refugee women leaders, members of the Leadership Academy, and founders of the Association of Ukrainian Women Refugees - a non-governmental organization registered by Ukrainian women - providing psychological, peer, political, and economic support to women refugees 	
Outcome 1 Displaced women increase their economic agency and become financially independent.	R1. Number of people directly benefiting from the response (by sex, age, gender)	180 Ukrainian women refugee	<ul style="list-style-type: none"> 45 women refugees intending to launch a business in Moldova were capacitated with knowledge on selecting business ideas, clients and competitors, vision and strategy, sales, marketing, capital, and resources on how to fundraise for the business, how to develop a business plan, how to calculate revenues and expenditures, as well as main financial indicators. 20 of them were mentored to progress on the development of business initiatives. 9 women refugees are the Beneficiaries of business voucher support (1600 USD each). 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			<ul style="list-style-type: none"> 80 women refugees (mainly from the Refugee Centers in Chisinau and Balti) acquired knowledge in IT soft skills such as Artificial Intelligence, social media, and platforms, and practical skills in ITC. The training was held in the Impact Academies training session 60 women refugees have better skills to get employed in the IT sector following the target program to cater to the specific skills required by Ukrainian women refugees to enhance their employability, focusing on ICT skills. 50 refugee women leaders, members of Leadership Academy, got deep-insight knowledge on the structure and operational management of a non-commercial organization, the political structure of a society, donors organigram, fundraising skills, project management, budgeting, and financing. <p>Overall, 175 women directly benefit from the project activities, 100% are Ukrainian refugees.</p>	
	R2. Number of indirect beneficiaries	n/a	40 people indirectly benefited from project activities	
	Number of capacitated women able to get employed or to attract incomes	150	<ul style="list-style-type: none"> 80 women refugees (mainly from the Refugee Centers in Chisinau and Balti) acquired knowledge in IT soft skills such as Artificial Intelligence, social media, and platforms, and practical skills in ITC. 60 women refugees have better skills to get employed in the IT sector following the target program to cater to the specific skills required by Ukrainian women refugees to enhance their employability, focusing on ICT skills. 9 women refugees are the Beneficiaries of business voucher support (1600 USD each). 	
Outcome 2. Enhance the integration of refugee Ukrainian women's needs into electoral platforms of political parties running for local general elections.	Number of political parties that have made commitments to integrate the needs of refugee women into their electoral platforms	3	<ul style="list-style-type: none"> 10 municipalities with acting refugee centers on their territories are willing to develop local strategies to support the social and economic integration of Ukrainian refugees. 	
	R2. Types of commitments made by political parties to address the needs of refugee women	Type of commitment divided into the sectors (economic, Social, health, civic participation) and terms of implementation.	Activities are planned for Q4	
Outcome 3. Creation of the Ukrainian Women Refugee Network in Moldova, providing psychological, peer,	at least 50 of active Ukrainian women refugees participants		<ul style="list-style-type: none"> 50 refugee women leaders, members of Leadership Academy, got deep-insight knowledge on the structure and operational management of a non-commercial organization, the political structure of a society, donors organigram, fundraising skills, project management, budgeting, and financing. Association of Ukrainian Women Refugees registered by Ukrainian women with 182 members 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
political, and economic support to women				
Lead Organization: Public Association "Copil Comunitate Familie (CCF) Moldova", (CfP 3)				
Impact Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.2. Number/percentage of women with increased agency as a result of economic productive resources (disaggregated by type of displacement and age)	n/a	<ul style="list-style-type: none"> 225 women (107 refugees and 118 local women) acquired business, leadership skills, and IT abilities 	
Outcome 1 Women benefit from leadership, vocational training, and business support to develop their productive economic resources.	R1. Number of women forcibly displaced who are directly benefiting from the response (by sex, age group)	500 refugees 550 local population	<p>4184 forcibly displaced women benefited directly from the response:</p> <ul style="list-style-type: none"> 1033 refugee women female parents and caregivers received childcare support provided through their children's participation in TeamUp activities 1.380 women refugee from RACs received childcare, caregivers' and social support (445 women benefited from caregivers' support, provided through 264 individual and group sessions with Psychologists; 935 women benefited from social support, provided through 271 individual and group sessions with Social Workers) 220 women from RACs benefited from referrals to state and NGO-provided services 807 women were informed about the opportunities of accessing employment and guide during 308 information sessions 107 women refugees acquired business (84 women) and IT training (23 women) 260 women/girls were informed about vocational training opportunities, 67 refugees were mentored on the business environment in Moldova 45 refugee women receiving cash/voucher for business start-up/scale-up 70 women (one of them PWD) started to work 80 refugees changed their skills and got a new profession after vocational training sessions 61 women participated at the leadership and business skills training 54 refugees received mentoring during home visits <p>649 local people (417 women and 232 children from Moldova) benefited directly from the response:</p> <ul style="list-style-type: none"> 196 people (50 women and 146 children) were assisted through case management received support and services according to the identified needs; 38 women from Moldova were informed about the opportunities of accessing employment; 53 women from Moldova received childcare, caregivers' and social support. 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
			<ul style="list-style-type: none"> - 118 women from Moldova participated in the training activities: 33 women were skilled in business; 28 were skilled in IT; 29 women trained in ToT for TeamUp delivery. - 86 children (benefited from equipment for the TeamUp sessions) - 84 women participated in the leadership skills training - 30 refugee women receiving cash/voucher for business start-up/scale-up - 40 local women received mentoring during home visits - 4 women facing severe challenges related to mental health were reported and are supervised by Mental Health Centers from their counties and received treatment <p>Overall, project activities benefited 4.833 people (4.601 women, 117 girls, 115 boys)</p>	
	Number of people indirectly benefiting from the response (number can be further determined based on the average family size).	2.500	<ul style="list-style-type: none"> ▪ 11.351 people benefited indirectly from the response (3,613 family members of people who benefited directly from project interventions and 7,738 people who were impacted by the communication materials) 	
	Number / % of women who report greater capacity to meet their own basic needs	400/80%	<ul style="list-style-type: none"> ▪ 75 women (45refugees/30 Md) receiving cash/voucher for business start-up/scale ▪ 70 women (one of them PWD) started to work ▪ 79 women changed their skills and got a new profession after vocational training sessions 	
	Number /% of project participants who report an increase in average monthly household income as a result of the project intervention	400/80%	<ul style="list-style-type: none"> ▪ 70 women (one of them PWD) started to work ▪ 75 women (45refugees/30 Md) receiving cash/voucher for business start-up/scale-. 	
	Number of refugee women who have established and sustained new/strengthened business	75	<ul style="list-style-type: none"> ▪ 75 women (45refugees/30 Md) receiving cash/voucher for business start-up/scale-up. 	
Outcome 1 Protection, legal, and psychosocial drivers of economic disempowerment are mitigated for families and children.	Number / % women and children who report an increase in personal wellbeing	90 / 60%	<ul style="list-style-type: none"> ▪ 200 women from RACs benefited from referrals to state and NGO-provided services ▪ 50 women with 146 children from the Moldova project location were identified according to the case management and IAP and are guided to access suitable services and resources, improve their financial situation, increase their level of independence, and develop skills to cope with the challenges of daily life ▪ 4 women facing severe challenges related to mental health were reported and are supervised by Mental Health Centers from their counties and received treatment 	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
• Lead Organization: Public Association “Katalyst” (CfP 3)				
Impact Improved socio-economic recovery and participation and leadership of women and young women in peacebuilding contexts	6.2. Number/percentage of women with increased agency as a result of economic productive resources	25 vulnerable adult women trained in the vocational program	The project began on October 15 th 2023 with preparatory work and the results will be reported on 2024 report.	
Outcome 1 Forcibly displaced Ukrainians in Moldova have acquired skills, connections, and confidence for income generation in the professional field of construction and repairs	R1. Number of women forcibly displaced who are supported by the project (by type of displacement and age group)	15 women - Ukrainian refugees above the age of 18	The project began on October 15 th 2023 with preparatory work and the results will be reported on 2024 report.	
	R2. Number of other people directly benefiting from the response (by sex, age group, or type of beneficiary)	10 women from vulnerable backgrounds	The project began on October 15 th 2023 with preparatory work and the results will be reported on 2024 report.	
	R3. Number of people indirectly benefiting from the response	minimum 1350, out of which 50 family members of direct program beneficiaries, 1300 Moldovans from host communities	The project began on October 15 th 2023 with preparatory work and the results will be reported on 2024 report.	
Outcome 2 Beneficiaries have higher chances for employment and initiation of other income-generating activities.	R4. Number of women with increased agency as a result of economic productive resources	15 women above the age of 18, out of which 10 Ukrainian and 5 Moldovan	The project began on October 15 th 2023 with preparatory work and the results will be reported on 2024 report.	
	R5. Number of women establishing formalizing their income-generating activities (IGAs) to support their economic recovery	7 women above the age of 18, out of which 3 Ukrainian and 2 Moldovan	The project began on October 15 th 2023 with preparatory work and the results will be reported on 2024 report.	
• Lead Organization: Public Association “Institute for Democracy and Development (I4DD) (CfP 3)				
Impact Improved socio-economic recovery and participation and leadership of women	6.1. Number and types of plans and/or policies in peacebuilding contexts influenced by women or civil society organizations	n/a	▪ Mapping Report of the potential beneficiaries of LPA, women mayors/decision makers/heads/women leaders of the law enforcement, security, and defense sector or professional associations, women journalists and communicators/front liners drafted and presented for discussions.	
	6.2. Number/percentage of women with increased agency as a result of	n/a	No progress registered	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
and young women in peacebuilding contexts	economic productive resources (disaggregated by type of displacement and age)			
	6.3. Number of women participating in decision-making processes (disaggregated by type of displacement and age)	n/a	<ul style="list-style-type: none"> 53 women (10 refugees, mayors, representatives of LPA, front liners, journalists, and women associations) involved in focus group discussions, consultations, and interviews, in particular in the Security Zone or focus on the impact in the Security Zone (7 regions) to draft the mapping report of the potential beneficiaries and partners to work with refugee people and women from WPS agenda 29 participants (23 women and 6 men) with increased soft skills for peace-making, peacekeeping, peacebuilding, and peace enforcement; negotiation, mediation, and conclusion of peace (critical thinking, teamwork, communication skills). 	
Outcome: Reinforcement and improvement of women's inclusion in peace processes and sustainable response in humanitarian aid.	R1. Number of women/girls refugee' people who requested humanitarian aid received access to information, training, and education (disaggregated by type of displacement and age).	100 women/girls' refugee' people who requested humanitarian aid 15 women mayors/decision makers/heads/ women leaders 10 women journalists and communicators. 30 women guided and oriented as potential negotiators, mediators	<ul style="list-style-type: none"> 29 participants (23 women and 6 men) with increased soft skills for peace-making, peacekeeping, peacebuilding, and peace enforcement; negotiation, mediation, and conclusion of peace (critical thinking, teamwork, communication skills). 	
	R2. Up to 10 Host community, local and central public administration, women associations from law enforcement, and social media actors involved in humanitarian aid and WPS	Transformative safety agenda and enhancement of women's inclusion in peace processes and sustainable response in humanitarian aid	55 people (primarily women: 10 refugees, mayors, representatives of LPA, front liners, journalists, women associations, etc.) involved in focus group discussions, consultations, and interviews, in particular in the Security Zone or focus on the impact in the Security Zone (7 regions) to draft the mapping report of the potential beneficiaries and partners to work with refugee people and women from WPS agenda.	
<ul style="list-style-type: none"> Lead Organization: Public Association "Budești – Casa Părintească", (CfP 3) 				
Impact Improved leadership of women and young	6.1 Number/Types of plans on ensuring gender equality and integration of refugee and young women in local public policies in	3	No progress was achieved. The project started in October 2023. Inception face finalized	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
women in peacebuilding contexts and their socio-economic recovery.	peacebuilding contexts influenced by women or civil society organizations.			
	6.2. Number of women with increased agency as a result of economic productive resources	30 women, including 10 refugee women	No progress was achieved.	
	6.3. Number of women participating in decision-making processes	30 women, including 10 refugee women and 3 girls under 18 years.	Preparatory actions to carry out training and planning activities in the field of participatory democracy at the local level and ensuring gender equality and integration of refugee women and girls in local public policies in the context of peacebuilding.	
Outcome 1. Increased involvement of women in the public policy-making process in the 3 beneficiary localities of the project (Budești, Cruzești, Tohatin) in supporting refugees in a peaceful context.	R1. Number of women involved in the public policy making process in the 3 beneficiary localities of the project in supporting refugees in a peaceful context has increased.	1800 women, including 30 women directly benefiting from the response: 30 women, inclusive of 10 refugee women, inclusive of 3 girls under 18 years.	Preparatory actions to carry out training and planning activities in the field of participatory democracy at the local level and ensuring gender equality and integration of refugee women and girls in local public policies in the context of peacebuilding.	
	R2. Number of people indirectly benefiting from the response.	2500 people indirectly benefited from the response.	Activities to be launched in the next reporting period	n/a
Outcome 2. Increase economic empowerment and benefits of 30 women, inclusive 10 refugee women, inclusive of 3 girls under 18 years.	R1. Number of people directly benefiting from the response, including 10 refugee women and 3 girls under 18 years.	30 people directly benefiting from the response,	Activities to be launched in the next reporting period	n/a
	R2. Number of people indirectly benefiting from the response.	2500 people indirectly benefiting from the response	Activities to be launched in the next reporting period	n/a
• Lead Organization: Public Association “Women's Democracy Network”, (CfP3)				
Impact Improved political participation and leadership of women and young women in peace-building contexts	Number of women participating in political and/or decision-making processes.		In progress	
Outcome 1 Women and young women have improved	R1. Number of women and young women forcibly displaced that benefit from the response	20	In progress	

Expected Results	Indicators	Planned Target (if applicable)	Results/Progress (Against Each Indicator)	Reason for Variance against the planned target
political and public leadership skills and knowledge in peacebuilding and conflict prevention.	R2. women and young women from Autonomous Territorial Unit Gagauzia and Transnistria region	40	Preparatory work for launching “Women's Political and Public Leadership Training” is ongoing.	
	R3. People directly benefiting from response %	200	<ul style="list-style-type: none"> Works in progress. Tools for learning curricula developed. <ul style="list-style-type: none"> “Political and Public Leaders Tool-kit in Peace-building Context” “Women's Political and Public Leadership in Peace-building Context” training curricula and interactive exercises 	
Outcome 2 Increased awareness of women and girls – both host community and refugees who are reached by the Peace Consuls and have improved awareness of peace, etc.	R1. women and young women forcibly displaced who are supported by the project	20	No progress	
	R2. women and young women from Autonomous Territorial Unit Gagauzia and Transnistria region	40	No progress	
	R3. 150 of directly benefiting from the response and awarding Women Peace Consuls titles;	150	Call for Peace Hubs was designed and published, and the selection process of participants is in progress.	
	R4. activities that foster social cohesion and peacebuilding between host and refugee or IDP communities - ongoing throughout the WPHF project;	Russian language speakers	No progress	
	R5. Interventions implemented by WDN to enhance women's participation in political and/or decision-making processes in peace-building contexts (political leadership training, advocacy campaigning, awarding the title of Peace Consul)- ongoing throughout the WPHF project	participants' families and friends, other community members, social-media users, mass-media listeners of readers	No progress	

Annex C: Knowledge Products

No	Activity	Communication channel	Type	Link
Clubul Politic al Femeilor 50/50				
1.	Promoting project activities on social media	website	Post	https://bit.ly/3SsnFcw
Roma Women's Platform "ROMNI"				
2.	Promoting project activities on social media	website	Post	https://bit.ly/499Lld3
Union for Equity and Health				
3.	Promoting project activities on social media	website	Post	https://bit.ly/499LNrL
Public Association "Motivatie"				
4.	Promoting project activities on social media	website	Post	https://bit.ly/42BHyCP
5.	Promoting project activities on social media	website	Post	https://bit.ly/3wb3poD
6.	Promoting project activities on social media	website	Post	https://bit.ly/49bwmiA
7.	Promoting project activities on social media	website	Post	https://bit.ly/3SBLQW1
8.	Promoting project activities on social media	website	Post	https://bit.ly/3OFnXvT
9.	Promoting project activities on social media	website	Post	https://bit.ly/4bBRd0n
10.	Promoting project activities on social media	website	Post	https://bit.ly/3usNy4e
11.	Promoting project activities on social media	website	Post	https://bit.ly/3SUIHTN
12.	Promoting project activities on social media	website	Post	https://bit.ly/3utSIO
AO "Help"				
13.	Promoting project activities on social media	website	Post	https://bit.ly/3SPQa5r
14.	Promoting project activities on social media	website	Post	https://bit.ly/48bV1T1
15.	Promoting project activities on social media	website	Post	https://bit.ly/48cZdle
16.	Promoting project activities on social media	website	Post	https://bit.ly/4bqhgay
17.	Promoting project activities on social media	website	Post	https://bit.ly/3SRpb9J
18.	Promoting project activities on social media	website	Post	https://bit.ly/3wfuln5
19.	Promoting project activities on social media	website	Post	https://bit.ly/3SUKA6z
20.	Promoting project activities on social media	website	Post	https://bit.ly/3SRGual
21.	Promoting project activities on social media	website	Post	https://bit.ly/3SSQ3WG
22.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid0GeiLo3YLYPCVSTc2iPjpYZDpyf985qSyOHTzUewJNbL8taidJ1tSZSCTu8ZsdmRGI
23.	Promoting project activities on social media	website	Post	https://www.facebook.com/watch/?v=591547586423799
24.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid0b6s1TKYooCb2eNcmBdhqoFvh3zrTp7utURzkiT2n4CsEEGxKsTQWsAnpVUuEFzzUI
25.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid023MFbCBd7BmShp4nwLwH2nwzfa2w9HdFuZMYnd4sfQNWkduwFgiRLsLPhBz5naaqI
26.	Promoting project activities on social media	website	Post	https://www.facebook.com/watch/?v=979190116561315
27.	Promoting project activities on social media	website	Post	https://www.facebook.com/watch/?v=610275084528290
28.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid096ubyC2z8V1m6nfzzxvneE2xcXJKfgqc9ytVc7iHXo3d1UU2W3cBiyDf78uyMC4fl
29.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid0Yso4hJxXZhEauZNSk5Ybrx9aWSD3PzYnSfXi9RoBHFw1MSoeqVub2xgNtNNfnRCl
30.	Promoting project activities on social media	website	Post	https://www.facebook.com/watch/?v=178910275193280
31.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid02nuxN2ycD8QrFDaQWkW1ze82DZMhP4kX6cRAyApmTuNrjawC7HSqVFMYocrXUzOz3l
32.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid0227DboCTBu5x8wrPK5rGU8zfTiV1dP5mBNnh8Y62YjPK5HpZSXGDtHwGjuMjoAt61l
33.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/videos/318127790849478/

34.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid017FffgKxuCuTxmrMZB8aJXD93F2BikQSHwkkYfSQ1m5xyw1gpshiy6eyTyFAj3gl
35.	Promoting project activities on social media	website	Post	https://www.facebook.com/aohelp/posts/pfbid0BSGgMK3o1R7Pw8XhqxCkZFmKQu8q1wQtjXYwQEPDLkSUNXo3dYTE2TyMyJKz59Ql
Public Association "National Youth Council of Moldova (CNTM)"				
36.	Promoting project activities on social media	website	Post	https://bit.ly/3HRilp0
37.	Promoting project activities on social media	website	Post	https://bit.ly/48l6gl2
38.	Promoting project activities on social media	website	Post	https://bit.ly/3Sy3IXy
39.	Promoting project activities on social media	website	Post	https://bit.ly/4buxNKB
40.	Promoting project activities on social media	website	Post	https://bit.ly/3HRdFT
41.	Promoting project activities on social media	website	Post	https://bit.ly/3ODTB1o
42.	Promoting project activities on social media	website	Post	https://www.facebook.com/events/922259308882626/?ti=ls
43.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid02hbyWhDjx1mrbtdu5ND6TqCMawX5EC7FoGffEA18R2DxMYGg7YZcyR8PfWPqnWKmtl
44.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid09tsrJHGHrtj2GTWbNAaTY1xUPnW4ExRxXc6wRtuosZhhcPQJusPWXdRxdTFnpZl
45.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid02SedQTddruHdRZ4yjuHac8Ae81RDcensow5L7v3G4ELqQ3ubUU1Y1jDpqDNG9gfyMI
46.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid06bYP4ScFCMHLcet96JpJfStWTymHhZvJseG5x6hdRmt4GMr1g18SL7wANyZVVRNVI
47.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid02yxUNBd8Q1mViApHYTTvdCkvMjhgBFnM6PT6qn6ieiwmKJoCp4ZzMr75Sh8TMVdwaI
48.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid08AXBLGBDoYbKSu6Q3c3qrpdknn9ifwrmRCgPV5KUvrgYVhJw9KFHgGDGHfSWnFZzQl
49.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/videos/281838621315814/
50.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/videos/652587723299630/
51.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid02A3KYzGnnxm8wfo2dNcmDixm8jyWYi189rysk5XB7zbJ2JtcPJYUfyxRniuk8K2DFI
52.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/videos/281838621315814/
53.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid0d2D5mDxK4i3ZVNmDWRbAAATmzPPJGJED29uLZscWmE3TB2Mf3SgvJU5yYVAJepo7NI
54.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid02LfPdvTZHoK3yLd3Ua8ZPLmBCUzQ9sYLVauUJ7DmcCcNdBsDoo1byeRZi8C61xRmQl
55.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid0aLNDwFb27rX1banLDubKe5K5rhUYpX4GVCDk3DzNW3gRan1cz4EWWC9LuQ4TF9hzl
56.	Promoting project activities on social media	website	Post	https://www.facebook.com/CNTMoldova/posts/pfbid07qZXg5KNGQH75GWk8ZEB5B37FYkN6oZzhFPYsKFM8VZAhGTv9TQoKcrAZGhUHbLnl
Public Association "Generatia-NIKA"				
57.	Promoting project activities on social media	website	Post	https://bit.ly/3ST2CkP
58.	Promoting project activities on social media	website	Post	https://bit.ly/3SAmjN1
59.	Promoting project activities on social media	website	Post	https://bit.ly/48fwbS2
60.	Promoting project activities on social media	website	Post	https://bit.ly/310huri
61.	Promoting project activities on social media	website	Post	https://www.facebook.com/photo.php?fbid=189082623884296&set=a.161998196592739&type=3

62.	Promoting project activities on social media	website	Post	https://www.facebook.com/watch/?v=296293719585668
63.	Promoting project activities on social media	website	Post	https://www.facebook.com/watch/?v=248589034615314
64.	Promoting project activities on social media	website	Post	https://www.facebook.com/yepmoldova/posts/pfbid02LJoVeQxAm7xtjpJFEnmH1hKkFVpTp1AJUQfSNrYjyobhyXoiDN8QxBKBCy2jVh8FI
65.	Promoting project activities on social media	website	Post	https://www.facebook.com/yepmoldova/posts/pfbid0NtRPZiqa4W3cGHb3Mfz31aNEUR4okS24LeokMQvW9d2sMqWnSstRsWtNRMGffeF1l
66.	Promoting project activities on social media	website	Post	https://www.facebook.com/yepmoldova/posts/pfbid0KuDNSHq1fhhf1aFkXyoPhqSUyJkSGu3seu7bjrETrLMvArJysWnhzMdL3YNspaFnI
Public Association "Copil Comunitate Familie (CCF) Moldova"				
67.	Promoting project activities on social media	website	Post	https://bit.ly/3HVZQVS
68.	Promoting project activities on social media	website	Post	https://bit.ly/42HE6GU
69.	Promoting project activities on social media	website	Post	https://bit.ly/3OCYQcZ
70.	Promoting project activities on social media	website	Post	https://bit.ly/48hf6XY
71.	Promoting project activities on social media	website	Post	https://bit.ly/49rDQOj
72.	Promoting project activities on social media	website	Post	https://www.facebook.com/CCFHHC Moldova/posts/pfbid02AVisDBH9XgTsBkHmKKytxuCDR54tHsssk2DbvuKoxXs595N88XSQy5LE64H858I
73.	Promoting project activities on social media	website	Post	https://www.facebook.com/CCFHHC Moldova/posts/pfbid028MYsXWWJ8kn5hmdXUSW3nhsizDUnE85Mbgyqxh74rzoWZcN9SYpsnmVGrznMV6I
74.	Promoting project activities on social media	website	Post	https://www.facebook.com/CCFHHC Moldova/posts/pfbid02rpbLLRCZkNfTiFisup1BQocRuSwGJ76gxbwNuDnXqEpfeRKaZtVfVazZhdganERDI
75.	Promoting project activities on social media	website	Post	https://www.facebook.com/CCFHHC Moldova/posts/pfbid02BZb1XfiXnBc2VFNksZA2szWSF829SmHx7pYgXvKm5CMD5q2jUmbo184ZjD5vxPFI
76.	Promoting project activities on social media	website	Post	https://www.facebook.com/CCFHHC Moldova/posts/pfbid0MPzXPRba5pxPNzLFV5EKsFWcsSFNohZANAPFCsmKzpcqLv77hbGCwGgjnVzUhpYI
77.	Promoting project activities on social media	website	Promoting project activities on social media	https://www.facebook.com/CCFHHC Moldova/posts/pfbid0MiAVspVKzQV2bRSfV6CPFDiAa6neoYLSZC1C4tmpCNaUhclKsQg4ZH6aQvNXAa5ul
Public Association "Women for Women"				
78.	Promoting project activities on social media	website	Post	https://bit.ly/3HWXKow
79.	Promoting project activities on social media	website	Post	https://bit.ly/3UInMU2
80.	Promoting project activities on social media	website	Post	https://bit.ly/3SUI8JG
81.	Promoting project activities on social media	website	Post	https://bit.ly/3UH79sd
82.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid0cp9r967GnQJPEka9kiqsmxHw3QSCETuK1fxgwWEP4tgN3kKis8J67UjX2zgxLdZal
83.	Promoting project activities on social media	website	Post	https://www.facebook.com/cendiversitate/posts/pfbid0233U8dnQ5CtEPoWExaamUKqmhzTfJu6p6UoWYsQcdn3VTckaQZ59H3RWdKL7kaQDvl
84.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid02VxqzbKqv73Chw4yiyaaQMZWfQNGUtozCGvAEkVbLkZB1Tmu4JuZWt5CHR1UxZ4LI
85.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid0x6aFScMEDbjSLV2BfRJEYJ1ePU8738uEqqeUnQezS5x5Ub4VMXrJkvsuAv23RxYnl
86.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid033juHDgudN425Pxr2z1ynKzGw4yzgGZq9HeWWA6Z8p5UgDXLLWhA1pPBLEPNgHhA8I

87.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid02zxAMHY9QT1yaUmFD9XVLgVGLhd5pVrQvr49BNgMkge751fHh6AKJmtd3ubKsLRuCl
88.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid099u8FjsqCLWeGkHKHDYJH3UnxSpWxurW9vqze2vsVmKZ4UHALcv2DHw1s6hCpcLcl
89.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid025CSxwwwvH6Zif4sMRMp5T1ydR4ZaVKLanhC7YqWP2jBfFe1xAaGunG3efpCApQttsl
90.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid0gWNBUIJQG7FCRuSiPrBq1NqiwLURHZfKZoz4snSeyZt2h6kVZxeoNvKx3hQJef46MI
91.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid02H8Qs6kiL37YwRMfAm4qVGqDX723UarvSfigKVeQHmg9dqxjtjyF8GkcCDrPGj6Hel
92.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid02bLunMN2561Y74onV4u2JnQoy74M1qqRiDu4beHjYTzwFwqrU5yHYgvt2AuLeiKDJI
93.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid021QYw4TvTnhwvg3xfHxyGsmo9N54qKjXpMDWrebBNn66XhQoFWcYR6Yy3WxqQy8JI
94.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid037jpiaXaZGdFhQCGJjTyZEKvoEKpapDwouFcDzKbhKD94AYVtdnKGXjAkyjhBCHP5ul
95.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid0QPf4tqrQ7fxTja1c8Wdv5Etj7g9oQErj3q41Tz9jnT8KQvNPDit5qWqNKE4fJyl
96.	Promoting project activities on social media	website	Post	https://www.facebook.com/femeipfemei/posts/pfbid0pJ6u8XEPuiqwVFvPYL7YczPsVVFJmQJcbN5kZjPfvVaHEV1U4V6yE9GCdSHKdUEI
Association of Entrepreneurs with Disabilities from Moldova — "European Abilities without Limits"				
AEFL				
97.	Promoting project activities on social media	website	Post	https://bit.ly/3wcXyiq
98.	Promoting project activities on social media	website	Post	https://bit.ly/3SyHejt
99.	Promoting project activities on social media	website	Post	https://www.facebook.com/AEFL.MD/posts/pfbid0L11u5U5dNhNFsAh3MC6WvaGamrL9QyArRHwPabTBxYwNkbeVH2N2FZ6cAg6mphYtl
100.	Promoting project activities on social media	website	Post	https://www.facebook.com/AEFL.MD/posts/pfbid0BKfcJ8sGgEHAemUMTcrwPrfGLV8HGTzF1snENqWaYa8buLjt8wNepeEfKD6fioRI
101.	Promoting project activities on social media	website	Post	https://www.facebook.com/AEFL.MD/posts/pfbid0A9r5aHBEAEF3dWfBwQFo4rqQw2nSzynQhTAE3v9cbXmHLbX8aBtPbaxpWoEEfcxjl
102.	Promoting project activities on social media	website	Post	https://www.facebook.com/AEFL.MD/posts/pfbid031PoMGFzSMq2wDbtc7vn7CG33C2Fkqy1WJX8nbkMMSjEfsGAdgGtxZPhQX9oPr1EtI
103.	Promoting project activities on social media	website	Post	https://www.facebook.com/AEFL.MD/posts/pfbid02C8wTfUA4ZkEab3n5AadND57exwkZ7vuxi9SDduCEwix7PigJYSFoAbMh66gLBZYXI
"The Moldova Project Association"				
104.	Promoting project activities on social media	website	Post	https://bit.ly/499MRvL
105.	Promoting project activities on social media	website	Post	https://bit.ly/42DmFqE
106.	Promoting project activities on social media	website	Post	https://bit.ly/3wlzutF
107.	Promoting project activities on social media	website	Post	https://www.facebook.com/themoldovaproject/posts/pfbid02hZ2ukEkDkhfc6qmiSvzJJaThRDNV5gFSS5RZr1BqqrzxbCwceRk2K5dFTsNiLMHI
108.	Promoting project activities on social media	website	Post	https://www.facebook.com/watch/live/?ref=watch_permalink&v=298538692581392
109.	Promoting project activities on social media	website	News	https://bit.ly/3SydcMN

110.	Promoting project activities on social media	website	Post	https://www.facebook.com/WWV.Moldova/posts/pfbid0Fh9HDMFHGEwVw46cDEWaBT6ythT5sU9EwXZymVRjLssvhDXwni96GAaX3mbmZWVl
111.	Promoting project activities on social media	website	Post	https://www.facebook.com/watch/live/?ref=watch_permalink&v=298538692581392
112.	Promoting project activities on social media	website	Post	https://www.facebook.com/ruporMD/posts/pfbid026yPaYkXiiLKXAJwXD3sFTeDbgcS9TFtCkBWkRoLnhJxKjXp8ePvQXxot7waj1S22l
113.	Promoting project activities on social media	website	News	https://ok.ru/realitatea/topic/155647121797979
114.	Promoting project activities on social media	website	News	https://realitatea.md/women-with-vision-in-moldova-se-lanseaza-un-proiect-educational-pentru-femeile-refugiate/?fbclid=IwAR2pYC5UY7j-vfNcpEfSSc_HiRz_wgZCRz-J06aFmJU0OtcqHEBM6_34LJg
115.	Promoting project activities on social media	website	News	https://realitatea.md/21-de-beneficiare-refugiate-din-ucraina-dar-si-femei-din-moldova-au-primit-granturi-pentru-dezvoltarea-afacerilor/
Agency for Innovation and Development (AID)				
116.	Promoting project activities on social media	website	Post	https://bit.ly/3HSC0u2
117.	Promoting project activities on social media	website	Post	https://bit.ly/3HWoA0k
118.	Promoting project activities on social media	website	Post	https://bit.ly/3SRHeN2
119.	Promoting project activities on social media	website	Post	https://www.facebook.com/BusinessHubTiraspol/posts/pfbid0cPMxor9LCougVFkZRGZDDPyEmPbKCKdV7jdWCtvYkBcbJVMsz3ZsTxFsmkuQmbkel
120.	Promoting project activities on social media	website	Post	https://www.facebook.com/BusinessHubTiraspol/posts/pfbid037peEiw1uyVCXuQrQcJMZDWtNocTFFnRwdr1xhiYrcd9Y5qzkgATTdm9zfo5naosl
121.	Promoting project activities on social media	website	Post	https://www.facebook.com/BusinessHubTiraspol/posts/pfbid02rFUYN6zrCVbKK3r159AhzmN4pkXF9Th9NccCGM1u4co9wYQ9RXKTEski2dRV2zZ3l
122.	Promoting project activities on social media	website	Post	https://www.facebook.com/BusinessHubTiraspol/posts/pfbid0PwvMSG1FEsSieZQ9AdN9WHveAM6Tzy85GUTWLGgTxmo6pbE1UpY4Wkq7Hh8xoCJBI
123.	Promoting project activities on social media	website	News	https://innovation.md/news/2954-rabota-s-nejrosetjami-mediagramotnost-sposoby-protivodejstvija-s-fejkovoj-informaciej.html
Association for Children and Youth "FACLIA"				
124.	Promoting project activities on social media	website	Post	https://www.facebook.com/AsociatiaObsteascaFacia/posts/pfbid0HhAfGqbmmNCE1fGftqrKiW5a1ZFaPz2QLaKmmDo5QZrmsPteuEAIq1J33W2FVJndI
125.	Promoting project activities on social media	website	Post	https://www.facebook.com/AsociatiaObsteascaFacia/posts/pfbid072pVqLHPvMVbh2meTvifefmdv2W4X6dcQTbiVZdynmVJR7oJAKxRcnafxH2zdFgUI
126.	Promoting project activities on social media	website	Post	https://www.facebook.com/AsociatiaObsteascaFacia/posts/pfbid022BwRvneSMVLJmx5hZQQtUYC9pj1Yk11nELWn8fCQnkWRQn1d3wweNuW7Gajwip5Yl
127.	Promoting project activities on social media	website	Post	https://www.facebook.com/AsociatiaObsteascaFacia/posts/pfbid02YHT6G5EW3FhJuWNWF4Va4rHQzZv12MDh78BmdKJua61JhWnzmYeuCTi6kxSbhxwl
128.	Promoting project activities on social media	website	Post	https://www.facebook.com/AsociatiaObsteascaFacia/posts/pfbid02uiUSNny7BvaNMDydrzXjKi3UEayegLE23muftiRbWfT4gQZSseLqQBwETTN9eKjnl
129.	Promoting project activities on social media	website	Post	https://www.facebook.com/AsociatiaObsteascaFacia/posts/pfbid0Sffurh6kbBq3Tg55msBYhtwffJAGRfNMK6gGMwoPQXTXSLreib49P4CUxUg3V5QUI
I4DD - Institute for Democracy and Development				
130.	Promoting project activities on social media	website	Post	https://www.facebook.com/permalink.php?story_fbid=pfbid02xqv3bQq2qzq4tpMGZcpY5fXLQZOpFhWbMLkkDXuX9fNBTr7sH9gXiDqtpQc62cZAI&id=61554566429326
Budesti Casa Parinteasca				

131.	Promoting project activities on social media	website	Post	https://www.facebook.com/permalink.php?story_fbid=pfbid0akLRrKuwrwEHfazrFJJSyZs665xanNUAZaA7GSTTdmfvLg29SBasMugAwT8eL4HI&id=100066457959701
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