



**GOVERNMENT OF THE REPUBLIC OF
MOLDOVA**

**MINISTRY OF HEALTH, LABOUR AND SOCIAL
PROTECTION**

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MINISTRY OF HEALTH, LABOUR AND SOCIAL PROTECTION

NATIONAL LEVEL REVIEW
ON THE FULFILMENT OF COMMITMENTS TAKEN UNDER THE BEIJING
DECLARATION AND PLATFORM FOR ACTION
BEIJING+25

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LIST OF ABBREVIATIONS

AA	EU-RM Association Agreement
ASEM	Academy of Economic Studies of Moldova
LPA	Local public administration
AAAM	Association of Advertising Agencies of Moldova
NEA	National Employment Agency
NBS	National Bureau of Statistics of the Republic of Moldova
GRB	Gender responsive budgeting
CAP	Centre for assistance and protection for victims and potential victims of trafficking in human beings
CEDAW	The UN Convention on the Elimination of all forms of Discrimination Against Women
CEC	Central Election Commission
CAHVIO	Convention on preventing and combating violence against women and domestic violence
NHIC	National Health Insurance Company
CPD	Centre Partnership for Development
YFHC	Youth-Friendly Health Centres
SAFPD/SAFPU	Social assistance and family protection division / Social assistance and family protection unit
DG EYS	Division General for Education, Youth and Sports
DPGEPV	Division for Policies in Gender Equality and Prevention of Violence
MDT	Territorial Multi-Disciplinary Teams
NIJ	National Institute of Justice
SLI	State Labour Inspectorate
MFAEI	Ministry of Foreign Affairs and European Integration
MIA	Ministry of Internal Affairs
MECR	The Ministry of Education, Culture and Research
MEI	Ministry of Economy and Infrastructure
MHLSP	Ministry of Health, Labour and Social Protection
IOM	International Organisation for Migration
IO	International Organisations
WHO	World Health Organisation

NGO	Non-Governmental Organisations
UN	United Nations
CSO	Civil Society Organisations
OSCE	Organisation for Security and Co-operation in Europe
NHRAP	National Human Rights Action Plan
UNDP	United Nations Development Programme
RM	The Republic of Moldova
NRS	National Referral System for assistance to and protection of victims and potential victims of human trafficking
GES	Gender Equality Strategy
THB	Trafficking in human beings
EU	European Union
UNAIDS	Joint United Nations Programme on HIV/AIDS
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
MSU	Moldova State University
UPR	Universal Periodic Review
SAAIS	Social Assistance Automated Information System
NES	National Employment Strategy 2017-2021
DV	Domestic violence

EXECUTIVE SUMMARY

The Report outlines the progress made by the Republic of Moldova in the implementation of the Beijing Platform for Action and the challenges faced during 2014-2019. The review also means a renewal of Moldova's commitments towards the Beijing Declaration and Platform for Action by setting priority actions for the future and specific areas of intervention in order to strengthen gender equality and promote women and girls. The Report also identifies synergies with the activities related to the 2030 Agenda for Sustainable Development, encouraging responsible gender-sensitive implementation of SDGs.

The Report highlights that the Republic of Moldova focuses on fulfilling the commitments made by joining international human rights treaties, which is confirmed by having the equality principle guaranteed by a number of organic and ordinary laws. During the reporting period, the national legislation has been supplemented with several provisions, which stipulate the principle of equal rights and opportunities for women and men in all areas. Thus, the legal-regulatory framework of the given area has been improved by amendments and addenda made in the fields of ensuring equality between women and men, preventing and combating domestic violence and violence against women, and trafficking in human beings in order to adjust the regulatory framework to the international standards through the adopted Law No 71/2016, Law No 196/2016 and Law No 32/2018. The Gender statistics system was further developed and the implemented policies were monitored.

In order to enforce the law and implement actions in compliance with the Beijing Platform for Action, the Republic of Moldova has also improved the public policy framework on gender equality and in other related fields. Important strategic policy documents were adopted and their implementation commenced: 2017-2021 National Gender Equality Strategy, 2018-2023 National Strategy on Preventing and Combating Violence against Women and Domestic Violence, 2018-2023 National Strategy for Preventing and Combating Trafficking in Human Beings, National Action Plan on implementation of the provisions of the UNSCR 1325 Women in Peace and Security 2018-2022, as well as other sectorial strategies (health, employment, social protection, security, child protection, etc.) Currently, a structured institutional state mechanism in the area of gender equality is established, consisting of the Government Commission on Gender Equality, Division for Gender Equality Policies/MHLSP¹, Gender Units/Gender Coordinating Groups within line ministries and other central public authorities, Gender Units within local public authorities. This denotes positive developments in achieving gender equality and promoting women.

However, despite these achievements, the analysis of the situation in the Republic of Moldova on the issue of gender equality and promotion of women highlights that the biggest challenges during 2014-2019 were: empowering women in the political, economic, and social areas; work and family life reconciliation; domestic violence; and the specific situation of certain groups of disadvantaged women (Roma women, women from rural areas, women living with HIV, women in detention, migrant women, etc.).

The Country Report based on the analysis of sectorial reports, drafted by MHLSP and the independent consultant hired by UN Women, with the support of the Government of Sweden. Also, at the initiative of the Ministry of Health, Labour and Social Protection, with the support of UN Women Moldova, a broad participative process was carried out in order to mobilize all government and non-government structures, the private sector and development partners, academia and the media, as well as other social stakeholders to tap into their experience and expertise in promoting women and gender equality and validate the findings of the national review. The public consultation brought together 79 people, from different social and

¹ MHSPF- Misitryc of Health, Labour and Social Protection

professional groups, of different ethnicities and generations, etc. and provided the opportunity to have a constructive dialogue, aiming at identifying possible new directions for gender-responsive intervention actions to be promoted by the Government in the coming period, which would be aligned to other international commitments, such as CEDAW, Security Council Resolution 1325, Paris Agreement on Climate Change, etc.

By joining efforts, the Government, together with the entire society, will continue to fulfill its commitments by eradicating causes of inequalities and finding ways to strengthen substantive and consistent gender equality to the benefit of both women and men, boys and girls, and the whole society.

CHAPTER I.

OVERVIEW OF GENDER EQUALITY AND WOMEN EMPOWERMENT

I.1. An analysis of priorities, achievements, challenges and set-backs during 2014-2019

1. *What have been the most important achievements, challenges and set-backs in progress towards gender equality and the empowerment of women over the past 5 years?*

Gender equality and empowerment of women are regarded as fundamental rights and values by the Government of the Republic of Moldova, as well as a prerequisite for attaining the sustainable development goals, employment and social cohesion objectives.

✚ Although there are some persisting inequalities between women and men, significant progresses were achieved during the past decades in ensuring that women and men benefit from equal opportunities in all areas of their activity. These progresses were achieved primarily because the Republic of Moldova has harmonized and aligned its legislative framework to the international standards in the area of equal treatment, adopted measures aiming to integrate the principle of equal opportunities in all public policies and adopted special measures promoting women. At the same time, the Republic of Moldova committed to the 2030 Sustainable Development Agenda having nationalised the objectives, targets and global indicators and having adopted the ‘Moldova 2030’ strategy paper. Thus, the major objective of the strategy is to ensure that the fundamental social and economic human rights are observed and that all people have equal opportunities regardless of the different criteria that make people different, while also taking into account the development sustainability, reflected by the environment in which people live.

✚ During the reporting period, amendments and addenda to the legal framework on gender equality adopted in 2006 (the Law on Equal Opportunities for Men and Women) and in 2012 (the Law on Equality) were made. In this respect, the Government passed the Law No 71² (2016) amending 15 national laws³, including the Electoral Code, the Law on Government and the Labour Code of the Republic of Moldova, containing the following key amendments:

- introducing 14 calendar days of paid paternity leave;
- prohibiting sexist language and sexist images in advertising;
- strengthening the institutional mechanism meant to ensure gender equality at central and local level;
- introducing 40% gender quota in electoral and decision-making processes.

✚ Several public policy papers on gender equality were developed and approved:

- The 2017-2021 Gender Equality Strategy⁴ and the Action Plan for its implementation;
- The 2018-2023 National Strategy to Prevent and Combat Violence against Women and Domestic Violence⁵ and the 2018-2020 Action Plan for its implementation;
- The 2018-2023 National Strategy to Prevent and Combat Trafficking in Human Beings⁶ and the 2018-2020 Action Plan for its implementation;
- The 2018-2021 National Program on the United Nations Security Council Resolution 1325 on Women, Peace and Security⁷ and the Action Plan for its implementation;

² <http://lex.justice.md/md/365019/>

³ <https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/106138/130038/F1156538266/PDF.pdf>

⁴ <http://lex.justice.md/md/370442/>

⁵ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=374992>

⁶ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=375580>

⁷ <http://lex.justice.md/md/374810/>

- The 2018-2022 National Program on Sexual and Reproductive Health and Rights⁸;
- The 2017-2021 National Employment Strategy⁹;
- The 2018-2023 National Action Plan on Human Rights¹⁰.

Several reforms aimed at improvement of public systems, the legislation and its enforcement mechanisms were launched, among which we highlight those with direct impact on gender equality and the empowerment of women:

- Pension system reform;
- Salary reform;
- Employment reform;
- Reform in the area of disability.

✚ The pension system reform envisaged a gradual increase of the retirement age to 63, both for men and women, and establishing a clear relationship between paid contributions and established pensions. According to the new amendments, the retirement age and the contribution period for men and women are going to be gradually matched. Thus, the retirement age for men will increase to 63 years by 1 January 2019 (4 months per year). The same retirement age was set for women, which will be reached at 1 July 2028 (6 months a year). Similarly, there'll be the same contribution period required for women and men (34 years). The contribution period for men was established since 1 July 2018, while for women it will be established since 1 July 2024. In 2018 the total number of persons insured in the national pension system constituted 846 thousands, meaning that only about 67,6 % of the employed population have contributed to the state system of social insurance. From the point of view of financial sustainability of the pension system it is necessary to incentivise and retain the labour force in economy for longer periods.

✚ On this background, the Government decided to promote pro-active labour market policies aiming to address the population's ageing, included as in the concept of pension system reform, as well as in the 2011-2025 National Strategic Program on Demographic Security in the Republic of Moldova¹¹, and in the 2017-2021 National Employment Strategy. The objective of the new strategy is to increase formal employment based on economic competitiveness, skills and appropriate qualifications, in an environment of inclusive and sustainable development with a strong focus on vulnerable people, including youth and women.

Another reform having a gender impact is the salary reform, initiated by the Government in 2018. It aims to create a transparent, fair and attractive salary system capable of rewarding the professional performance of employees in every field of work. The newly adopted legislation increases the salaries of public servants in budgetary areas, such as education, health, social assistance and for local public authorities, which mainly employ women. Thus, the salaries of teaching staff (78% of staff in education are women) will increase significantly. Kindergarten teacher assistants used to have an average salary of MDL 1,745, but after the reform the salary will increase up to MDL 3,168; the average salaries of nursemaids will increase by 109% – from MDL 1,454 to MDL 3,042. The reform will also raise the salaries in public health (81.4% of the staff working in the health system are women). The medical assistants used to have an average salary of MDL 2,806. As a result of the reform, their monthly salary will go up to MDL 5,220 a month.

⁸ <http://lex.justice.md/viewdoc.php?action=view&view=doc&id=377272&lang=1>

⁹ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=369765>

¹⁰ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=376768>

¹¹ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=340745>

- ✚ Having the goal of reforming the system of protection of the rights of people with disabilities, The Government adopted a new institutional and regulatory framework in line with the UN Convention on the Rights of Persons with Disabilities: the 2017-2022 National Program on Social Inclusion of People with Disabilities¹², as well as the 2018-2026 National Program on Deinstitutionalization of People with Intellectual and Psychosocial Disabilities from residential institutions managed by the National Social Assistance Agency and the Action Plan for its implementation¹³, whereby the institutionalisation system was re-conceptualised and alternative and community-based social services were developed.
- ✚ Despite the progress made, gender equality is still gaining strength in the Republic of Moldova. According to the Global Gender Equality Index in the Global Gender Gap Report launched by the World Economic Forum¹⁴ (2018) Moldova ranked the 35th out of 149 countries, having dropped out of the top 30 countries over the past 3 years (it ranked the 26th in 2015). The Human Development Report¹⁵ (2018), prepared by the United Nations Development Program, ranks Moldova the last among the high human development countries in terms of the Gender Development Index (ranking at 112th position out of 189 evaluated countries). Moldova holds the same position according to the evaluation of the Gender Inequality Index.
- ✚ The range of challenges that women in Moldova struggle with is diverse, these issues being a major obstacle to ensuring welfare and optimal development conditions. Discrimination against women persists on the labour market, particularly in terms of employment and promotion, remuneration, reintegration at work after childcare leave, and participation in trainings and business trips, etc. Discrimination against women on the labour market is due to stereotyped perceptions and beliefs about the status and role of women and men in the society and at home. The discriminatory job advertisements contribute to the reinforcement, multiplication and perpetuation of social stereotypes on the labour market in terms of gender, age, physical appearance and other features. The shortage of pre-school childcare services and little involvement of fathers in bringing up the children create obstacles to women's professional fulfilment and their involvement in public and political activity. At the same time, women continue to suffer from domestic violence, gender-based violence and trafficking in human beings. Also, the establishment of the new mixed electoral system by the Law No 60 of 14 March 2017 does not envisage the 40% gender representation in the uninominal districts. This amendment of the Electoral Code has nullified the affirmative measures passed by Law No 71/2016 meant to ensure gender equality in the decision-making and politics.

2. *Which of the following areas were the top five priorities for accelerating the progress made by women and girls in your country over the past five years through laws, policies and/or programs?*

- Equality and non-discrimination in compliance with the law and access to justice;
- Participation and political representation;
- Women's entrepreneurship and women's businesses;
- Unpaid care and unpaid household work/ work-life balance (for example, paid maternity or paternity leave and childcare);
- Changing the negative social norms and gender stereotypes (the impact of these actions is under constant monitoring, as it is harder to evaluate).

¹² <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=371431>

¹³ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=377713>

¹⁴ http://www3.weforum.org/docs/WEF_GGGR_2018.pdf

¹⁵ http://hdr.undp.org/sites/default/files/2018_human_development_statistical_update.pdf

Detailed overview

☑ Equality and non-discrimination in compliance with the law and access to justice

The Republic of Moldova's legal and regulatory framework in the area of gender equality, women's empowerment and non-discrimination was improved during the reporting period.

- ✚ The following innovative changes were made to the legal framework:
 - approved the 40% gender quota in public and political decision-making, gender disaggregated data collection in political processes, introduction of provisions on the registration of political parties on the basis of the gender equality principle, introduction of the obligation for political parties to contribute to ensuring equal rights and opportunities among their members;
 - approved the proposed amendments to the Labour Code regarding the 14-calendar day paternity leave paid from the social insurance budget to socially insured fathers;
 - approved amendments to the Press Law, the Law on Advertising, the Broadcasting Code, obliging periodicals and press agencies to use non-sexist language and show images of women and men through the lens of equal rights in public and private life; included criteria for inappropriate advertising and the definition of sexist advertising, provided contraventional sanctions for sexist publicity;
 - strengthened the Gender Equality Institutional Mechanism at central and local level.

- ✚ Concomitantly, the following processes were initiated: harmonisation of the national legislation to the *acquis communautaire* by introducing amendments and supplements to transpose Directive 2006/54/EC; Directive 2004/113/EC with regard to guaranteeing the application of the principle of equal opportunities and equal treatment between women and men in terms of employment and work, including the principle of equal treatment between men and women in terms of access to and supply of goods and services; inclusion of new definitions in the framework Law No 5/2006 concerning harassment, victimisation, direct and indirect discrimination; addenda to the Law No 158-XVI/2008 on Public Service and Status of Civil Servant, in the context of ensuring equal conditions as regards civil service positions, promotion in the civil service, continuing professional development.

- ✚ During the reporting period, a draft amending some legislative acts was developed for the purpose of removing functional barriers that threaten the protection of the victims of discrimination and reinstatement of their rights. A proposal was made to amend the legislation that regulates the power of the Council for Preventing and Eliminating Discrimination and Ensuring Equality to notify the Constitutional Court. The proposed new provisions will also clearly define certain terms: discrimination, affirmative measures, situational testing, stakeholder (interested party).

- ✚ There are still gaps in terms of women's access to justice, despite the progress made in adopting laws and policies¹⁶. Specific barriers include women's *de jure* discrimination, such as labour protection legislation that restricts women's access to certain professions and types of work or gaps in the anti-discrimination legislation. Among the barriers in the field of labour law the, practices of limiting fathers' access to parental leave or illegally firing pregnant women stand out. At the same time, women's economic dependence, economic inequality and the gender pay gap determine women's low access to resources, which are often necessary for court proceedings. At the same time, there are several good practices in place: institutional mechanisms for equality in place; awareness raising about gender-based violence and sex

¹⁶ Study „Barriers, Remedies and Best Practices on Women's Access to Justice in Moldova”, carried under the CoE Project "Facilitation of Women's Access to Justice in 5 countries from Eastern Partnership (Armenia, Azerbaijan, Georgia, Republica Moldova and Ukraine).

discrimination, trainings for professionals; maternity leave protection measures; free legal aid to victims of minor crimes and victims of DV and THB.

Participation and political representation

- ✚ During the reporting period, legislative amendments were made, which contributed to making political parties accountable for observing the gender equality principle. Provisions that demand of political parties to observe the minimum gender quota of 40% in managerial bodies and lists of candidates were thus introduced in the Law No 5-XVI of 9 February 2006 on Ensuring Equal Opportunities between Women and Men, in the Electoral Code and in the Law No 294 of 21 December 2017 on Political Parties (package of amended laws included in the Law 71 (2016). The electoral system was changed in 2018 by moving from proportional representation in one constituency – to a mixed system with 50 % of seats in the parliament/ legislative body elected according to the proportional party lists, and 51% of seats to be elected in uni-nominal /single-member constituencies. Gender equality experts and political analysts concluded that the mixed electoral system diminishes the chances of female candidates, it is discouraging for them and puts them at a disadvantage. Although the 40% quota of women's representation on party lists for the national constituency is observed, the principle of equal opportunities for men and women is undermined in uninominal constituencies, Most women and young people continue to be placed at the bottom of the party lists, on unwinnable positions that are less likely to secure them a seat in the Parliament of the Republic of Moldova.
- ✚ Concurrently, the new provisions of the Electoral Code give advantageous conditions to women as regards the mandatory number of signatures they need to collect to be registered as candidates to the position of MP on single-member constituencies. Accordingly, a female candidate can be registered if she manages to collect the signatures of at least 250 people (while male candidates are required to collect a minimum of 500 signatures) and at most 500 supporters (at most 1000 for male candidates) with voting rights from the constituency in which they are going to run for elections.
- ✚ Another important gender impacting element is the new party financing formula, with the following distribution of resources:
 - a) 40% – to political parties in proportion to the parliamentary elections results;
 - b) 40% – to political parties in proportion to the results of the mayoral elections;
 - c) 10% – to political parties, proportionately, which will respect the 40% quota of female candidates of the total number of candidates nominated in all single-member constituencies in Parliamentary elections. This increase is to be based on the amount appropriated to the party concerned in that particular budget year;
 - d) 5% – to political parties in proportion to the number of women effectively elected as MP by single-member constituencies;
 - e) 5% – to political parties in proportion to the young people effectively elected in Parliamentary elections and local general elections.
- ✚ In the Parliament, the number of women in decision-making positions was constant over the reporting period. After the Parliamentary elections in February 2019, 25% of the MP seats are held by women. Out of 101 MPs who won a seat in Parliament, only 26 are women, according to election results ¹⁷.
- ✚ In the Central Government, the number of women in the cabinet of ministers has considerably increased (from 20.8% in 2016 to 38.5% in 2017). This was conditioned by the central public administration reform whereby institutional powers were reviewed and the number of ministries was cut down from 16 down to 9 ministries. As regards the representation of women at local level, the number of women mayors increased slightly (20.6% in 2015 compared to

¹⁷ <http://www.progen.md/?pag=n2&opa=view&id=531&tip=noutati&start=&l=>

18% in 2011). Women's representation in Local Councils (2011 – 28.6%, 2015 – 30%) and in District and Municipal Councils (2011 – 17.4%, 2015 – 18.5%) increased by 1.4% and 2.2%, respectively, in 2015 compared to 2011.

☑ *Women's entrepreneurship and women's businesses*¹⁸

One of the priorities of the 2012-2020 Small and Medium Enterprises Sector Development Strategy is to develop women's entrepreneurship in Moldova.

- ✚ Thus, the Government Decision No 1064 of 16 September 2016¹⁹ approved the 'Women in Business' Pilot Program²⁰. Its purpose is to provide financial and non-financial support by awarding grants for investments and relevant services for business development to women, particularly from the rural area and to young women. So far, two calls for projects were announced under the Government's programme 'Women in Business'²¹. As a result, 201 investment projects were selected to be subsidised. In the near future, a third call for projects will be launched. Other 101 business women from Moldova will receive non-reimbursable financing, available grants amounting to MDL 14.2 million, which will encourage direct investments in the economy in the total amount of MDL 23 million and will create 385 jobs. Funding for companies managed by women will keep about 263 existing jobs (84% for women, 61% for young people under the age of 35) and will create 385 new jobs (81% of which for women and 65% – for young people).

☑ *Unpaid care and housework / work-life balance*

- ✚ Families with children enjoy social protection, so at the national level Moldova has the legislation and mechanisms to tackle the maternity leave risk and new-born nursing risk. The variety of social leaves provides for the following types of insurance against risks for formally employed staff:
 - Maternity leave. Formally employed women and apprentices, as well as women maintained by their formally employed partners are given a maternity leave consisting of a 70-day prenatal leave (for pregnancies with triplets or more – the prenatal leave is 112 days long) and a 56-day postnatal leave (in case of difficult delivery or birth of two or more children – the postnatal leave is 70 days long) and they are paid the benefits for this period in the established way.
 - Sick leave or leave in case of an accident; leave taken to take care of a sick family member for up to two years on the basis of a medical certificate;
 - Childcare leave for taking care of children up to 4 years old. When the maternity leave is over, the women are given a partially-paid childcare leave to take care of children up to 3 years old, the benefits being paid from the state social insurance budget. Part-time paid childcare leave can be used wholly or in parts at any time until the child reaches the age of 3. This leave is included in the length of service, including the special length of service and in the contributory period. After the paid childcare leave is finished, the parents can request another year of unpaid leave while also keeping their job.
- ✚ The labour legislation protects pregnant women, mothers who just gave birth or breastfeeding mothers allowing their transfer to an easier job according to the medical

¹⁸ Women's entrepreneurship is also tackled by the NGO sector — several NGOs specialising in this area are registered in Moldova, among which Moldovan Business Women's Platform and Moldova Business Women Association, which bring together several women interested in promoting women's entrepreneurship and business development.

²⁰ https://gov.md/sites/default/files/document/attachments/intr10_79.pdf

²¹ The 'Women in Business' Pilot Program is managed by the Organisation for Small and Medium Enterprises Sector Development (ODIMM). Its implementing period is 3 years and it is funded from the state budget and supplemented from European Union funds.

certificate, and prohibiting work in night shifts, additional work, prolonged shifts or work on public non-working holidays. The law also prohibits making pregnant women, mothers who just gave birth or breastfeeding mothers work underground in mines, as well as do any other work that puts at risk their security or health or that can affect the pregnancy or breastfeeding. In 2016, the Directive of the European Parliament and of the CoE 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding that provides for the minimum requirements for occupational security and health was transposed in the regulatory framework.

- ✚ In order to implement the CEDAW recommendations of combatting gender stereotypes and patriarchal attitudes to roles of women and men in the family and in the society, the Government diversified the social leaves by including a new type of leave for fathers – the paternity leave given on the basis of a written request within the first 56 days since the birth of the child, for 14 calendar days (Law No 71/2016). The paternity leave allowance cannot be smaller than the beneficiary's current salary and is paid from the social insurance budget. The employer must encourage employees to take paternal leave. Employer's actions that put employees who take parental leaves at a disadvantage are regarded as discrimination and are punished by law.
- ✚ In order to inform and encourage men to take paternity leave, the MHLSP in partnership with UN Women Moldova made a video spot on this subject, broadcast on national TV channels and social networks²².
- ✚ To make parents and legal representatives get more involved with their children's development, the 2016-2022 Cross-sectoral Strategy on the Development of Parenting Skills and Competencies²³ and the Action Plan implementing it²⁴ were developed. This strategy paper outlines the unified vision regarding the need to build and develop parental skills by creating public and private services both in order to enhance the skills of parents and legal representatives or of the person taking care of the child, as well as to develop parental skills in young people.

Gender-responsive budgeting

- ✚ Currently, the budget planning and budget execution in the Republic of Moldova is not done on the basis of Gender sensitive budgeting principle. However, the GRB approach is high on public agenda already for some years due to the support offered by UN Women through the Regional Project 'Promoting Gender-Responsive Policies in South East Europe, Phase II and Phase III' implemented by UN Women in Albania, Bosnia and Herzegovina, the Former Yugoslav Republic of Macedonia and in the Republic of Moldova, with financial support from the Austrian Development Cooperation and the Swiss Agency for Development and Cooperation. The project contributed to building the capacity of central and local authorities to use gender-responsive budgeting tools when planning and appropriating budget; to the development by the Academy of Economic Studies of Moldova of methodological guidelines for local and central public authorities staff to prepare and implement local gender responsive budgets.
- ✚ With UN Women support, the Academy of Economic Studies of Moldova also introduced the subject 'Gender Responsive Budgeting', Cucle II for the Master degree program, which represents an important phase in the implementation of sustainable development goals. Due to conceptual support from UN Women and based on the cooperation Agreement

²² https://www.youtube.com/watch?v=JxazCF6E1N8&index=13&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F

²³ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=366978>

²⁴ https://cnpdc.gov.md/sites/default/files/document/attachments/ro_5188_planul-national-de-actiuni-pe-anii-2018-2022.pdf

between UN Women și ASEM, the elaboration of M a manual and compendiums was launches, as well as GRB course was introduced as a mandatory module in the university training (earlier it was optional). This subject was approved by the ASEM Senate and by the Ministry of Education, Research and Culture and it was introduced in 2016-2017 among the mandatory courses in two master programs in ASEM: ‘Public Finance and Taxation’ and ‘Accounting and Auditing in Public Institutions’.

- ✚ Also, the Training and coaching of CSOs on Development of Reports Regarding the Monitoring of Gender Responsive Budget, dedicated to civil society organisations keen to enrich their knowledge and develop their skills of monitoring the impact of public policies and public spending on women and men was conducted in 2018. Thus, about 30 members of civil society organisations representing 20 organisations from 9 districts created the GRB Civic Patform for gender responsive budgeting in order to join their efforts of monitoring and promoting budgets developed through the lens of gender equality.
- ✚ A training course on the gender responsive budgeting (GRB) and gender equality mainstreaming in the public policies for public servants was developed on the platform of the Academy of Public Administration with the UN Women support. For this purpose, a piloting training and ToT (training of trainers) was organised on the basis of the mentioned course at the end of 2018. At the same time, the State Chancellery included the ‘Gender Approaches in Public Policies’ subject in the ‘Public Policy Development and Assessment’ as mandatory module of the Civil Servants Training Plan for the 2nd semester of 2018.

Changing negative social norms and gender stereotypes

Biases and gender stereotypes, as well as other practices based on traditional roles of women and men, are major barriers to women’s empowerment, since they maintain women’s diminished status in the society and family life, which often leads to such negative phenomena as violence against women, domestic violence, sexual harassment, etc.

- ✚ In this respect, in addition to the gender equality policies and legislative amendments prohibiting the use of sexist language and requesting adherence to the principle of gender equality, protection of dignity and the presentation of positive image of women in public and private life and exclude media stereotypes, several initiatives (including the production of video spots and their broadcasting on TV channels with national coverage) aimed to change the general public’s beliefs and attitudes towards the role of women and men in the society and the importance of respecting human rights, were implemented in the past five years. Since social perceptions, beliefs and attotides are to big extent formed by the media, a number of awareness-raising campaigns were carried out in the Republic of Moldova in this respect, with the involvement of CPAs, LPAs, CSOs and development partners.

3. *Over the past five years, have you taken specific measures to prevent discrimination and promote the rights of women and girls who experience multiple and intersecting forms of discrimination?*

- Racial, ethnic or religious minority women
- Women living with disabilities
- Women living with HIV/AIDS
- Other: Women in detention and elderly women.

Concrete Examples of Undertaken Actions

☑ *Ethnic minority women*

The Recommendations of the CEDAW, CESCR, CERD Committees of United Nations, as well as of other evaluation committees of the CoE and OSCE addressed to the Republic of Moldova during the reporting period reiterate the need of reducing discrimination on the basis of race, ethnicity and gender of Romani women and girls, as well as the need to improve their access education, public health, labour market, politics and justice.

- ✚ To address the problems faced by Roma, the Government of the Republic of Moldova adopted an Action Plan to Support the Roma Population in the Republic of Moldova for 2016–2020²⁵ in 2016, designed to remedy the situation of Roma minority, including Roma women.
- ✚ The collective efforts made by the Government in partnership with the UN to empower women running for elected offices (mayors, local councilors), as well as the already elected women, resulted in a situation, where for the first time in the history of Moldova, 7 Roma women were registered on the electoral lists of political parties and as independent candidates in the local elections, and 2 of them were elected as local councilors. The ‘Roma Women in Politics’ Program was launched recently (2019) in partnership with the National Roma Centre. 15 Roma women from 8 localities from Moldova have participated in its trainings. The program aims to increase the number of Roma women in the decision-making process at the local level to increase their chances of running for office and being elected at the local elections of 2019.
- ✚ Quotas for enrolment in the vocational secondary education, post-secondary and technical education and vocational higher education were envisaged to ensure the access of Roma children and people with disabilities to professional training (annual order of the Ministry of Education, Culture and Research).
- ✚ To increase the sustainability of the Mediators’ Institution in Roma communities, the Government of the Republic of Moldova returned to the public funding of community mediators in 2018.

☑ *Women living with disabilities*

Following the hearing of the 2017 Government report by the UN Committee on the Rights of Persons with Disabilities and the UN Committee on Economic, Social and Cultural Rights, the Republic of Moldova received a set of observations²⁶ and recommendations to take more measures for improving the quality of life of people with disabilities.

- ✚ The Government’s key achievements over the reporting period:
 - Approved regulatory acts related to development of community-based services for people with disabilities, sign language interpretation services, approved regulations on the functioning of early intervention services, improved the mechanism of social aid provision.
 - Adopted mandatory standards and measures to ensure the accessibility of public institutions and public services to people with disabilities.
 - Approved regulatory acts that provide for accessibility of the ‘112’ emergency service to people with disabilities, especially with hearing disabilities.
- ✚ At the same time, the CSOs in the field of disability have actively participated in the development of the 2017–2021 NES. As a result, the project was supplemented by several

²⁵ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=365368>

²⁶ <http://cdpd.md/wp-content/uploads/2018/01/Recomand%C4%83rile-Ro-UN-CRPD.pdf>

important provisions, such as the indicator of monitoring the share of employed people with disabilities, disaggregated by sex, which has been collected since 2017.

- ✚ The Broadcasting Coordinating Council (BCC) approved Decision 16/101 of 21.07.2017 on access of people with hearing and visual impairment to the audiovisual program services. As of 1 September 2017, the broadcasters that broadcast newsletters were obliged to deliver daily, between 5:00 p.m. and 11:00 p.m., a newscast in sign language or with simultaneous subtitling for people with hearing impairment.
- ✚ The 2018–2026 National Program on Deinstitutionalization of People with Intellectual and Psychosocial Disabilities from Residential Institutions Managed by the National Social Assistance Agency was approved (2018) to ensure the right to independent life for people with intellectual and psychosocial disabilities²⁷. According to the document, social services will be developed and provided at the community level. Thus, 6 residential institutions managed by the National Social Assistance Agency are to be transformed and Regional Centres for development and provision of social services for people with disabilities are to be created over the next 9 years.
- ✚ To raise awareness and sensibilization of the general public and decision makers about the specific problems faced by women with disabilities, for the first time in the Republic of Moldova, 40 women with disabilities, including from the left bank of the Nistru river, participated in ‘We Have Abilities - We Want Possibilities!’ National Forum in 2017. The participants expressed their worry that women and girls with disabilities were subject to multiple discrimination and were excluded from all areas of life. In addition, they talked openly with representatives of the Government and Parliament about the low participation of women with disabilities in the political and public life, and their invisibility in the anti-discrimination laws and policies for women. At the same time, the first National Network of Women with Disabilities, which has over 100 members, was launched during this event²⁸. Starting from January 2019, the program of civic and political empowerment for 50 women with various types of disabilities from the RM has started, aiming to prepare future candidates for 2019 local elections.
- ✚ To increase the access of women with disabilities to quality services and respect for their sexual and reproductive rights, the Ministry of Health, Labor and Social Protection, with the support of foreign partners, has implemented an initiative that provides equipment of [30 Youth Friendly Health Centers](#)²⁹ (YFHC) in the country with gynecological couches adapted for girls and women with disabilities.

☑ *Women living with HIV/AIDS*

HIV prevention remains a sensitive public health issue in the Republic of Moldova given the controversial situation in this field. Thus, official statistical data shows an increase of the number of new HIV cases – from 714 (in 2013) to 835 (in 2017)³⁰. Women are at greater risk of HIV infection than men. By 2017, one in two people diagnosed with HIV was a woman, compared with 16% in the early 1990s. At the same time, 89 pregnant women with HIV positive status were detected among 35,812 pregnant women tested for HIV through the lab system in 2017, and in 2018 there were 68 of them. Similarly, 220 HIV positive women gave birth in 2017 and 148 – in 2018.

²⁷ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=377713>

²⁸ Both the program aimed at strengthening the leadership abilities of women with disabilities, and ‘We Have Abilities – We Want Possibilities!’ National Forum were implemented by ‘European Abilities With No Limits’ Association of Entrepreneurs with Disabilities, with the support of UN ‘Women in Politics’ Programme, implemented by the UN Women and UNDP, in partnership with East Europe Foundation and ‘Partnership for Development’ Center, financially supported by the Government of Sweden.

²⁹ <http://new.neovita.md/reteaua-cspt/>

³⁰ Records of the National Bureau of Statistics

- ✚ Significant changes in addressing this issue through the involvement of affected communities were made following the implementation of the ‘Strengthening HIV Control in the Republic of Moldova, 2015-2017’³¹ Project. At the same time, according to the legislation, in case of socially-conditioned diseases with major public health impact, specialized outpatient and hospital health care services are covered from the funds of compulsory health insurance funds. For uninsured persons, pre-hospital emergency health care and primary health care are provided as established by the Single Program, including the prescription of reimbursed medicines in line with the regulatory acts in force, with no payment for provision of these services implied.
- ✚ To ensure access of HIV/AIDS infected persons and members of their families to social services, the Government approved a Framework-Regulation on Organisation and Functioning of the Regional Social Centre for Assistance to HIV/AIDS Infected Persons and Members of their Families and the minimum quality standards, and in collaboration with the development partners created 4 Regional Social Centres for Assistance to HIV/AIDS Infected Persons and Members of their Families (Chisinau mun., Balti mun., Comrat mun. and Tiraspol mun.).

Other: Women in detention

- ✚ In Prisons with female inmates, mothers with children benefit from allowances for families with children (single childbirth allowance and child-raising allowance), which are transferred to the peculium account.
- ✚ Female detainees benefit from health care throughout the detention from admission to the criminal investigation detention facilities until the release from the enforcement of the sentence in accordance with the fundamental right to health related to accessibility, equity and quality of medical services, as well as in compliance with individual rights related to respect for detainees as human beings, their dignity and integrity.
- ✚ Pregnant prisoners benefit from prompt health care – gynecological, therapeutic support, all necessary examinations, according to national standards; during the last trimester of pregnancy pregnant women are transported to penitentiary hospital under the supervision of the obstetrician-gynecologist.
- ✚ After discharge from hospital, women during the post-partum period with children are hospitalised at the penitentiary hospital ‘Mother and Child Home’ to be supervised by the gynecologist and pediatrician. Upon request, conditions are created for mothers to live with their children under 3 years of age. In this case the penitentiary administration ensures continuous supervision, including medical one, over the child and the mother.
- ✚ At the age of 3, with the written consent of the mother and with the consent of the guardianship authority, the child is given to the care of a person appointed by her or to the children’s institution. On request of the convict, the penitentiary administration may extend the stay of the child with his/her mother up to 6 months.

Other: Elderly women

Actions to build the capacities of organizations run by older people, of professionals from various fields, related to the protection of the rights of older people and the need to adjust public policies to the population ageing phenomenon, focusing in particular on the health and social protection sector, were carried out with the support of HelpAge International Organisation during the reporting period. At the same time, a ‘Breaking the silence: Elder abuse in the Republic of Moldova’ project was implemented at the national level. It aimed to alleviate all forms of neglect, abuse and violence

³¹ The project supported by the Global Fund to Fight AIDS, Tuberculosis and Malaria and implemented in partnership by the Ministry of Health, Ministry of Labour, Social Protection and Family, Ministry of Justice, Hospital of Dermatology and Communicable Diseases PHCF, institutions subordinated to ministries, local public authorities, main beneficiaries of Guarantee Fund (GF), UNAIDS and WHO Offices in Moldova, non-governmental organisations active in the field of HIV/AIDS and communities of affected key population.

against older people, with specific attention to older women, mobilise the community and state authorities in the awareness raising, promotion and protection of the rights of older people.

In order to implement the **Action Plan Implementing the Active Ageing Principle (2017-2021)**, approved by the Government in 2017, **2 editions of the Small Grants Program in the field of active ageing** were carried out, aimed at promoting active ageing and encouraging older people to organise themselves in non-governmental organisations to actively participate in social life. As a result, 1,030 women and 378 men became direct beneficiaries of the Program. During 2017–2018, on the occasion of the International Day of Older Persons, two editions of the **‘For an Active Life at Any Age’ National Prize Award for the Elderly** contest were carried out. A number of 13 women and 6 men were named the winners for outstanding achievements in the fields of culture and art, folk crafts, health care, education, sports, civic activity, volunteering and agriculture. The winners were awarded with diplomas and prize money.

4. *Have the humanitarian crises – caused by conflict, extreme weather or other events – affected the implementation of the Platform for Action in your country?* **NO.**

I.2. Projection of emerging priorities and trends

5. *Which of the following does your country consider to be the top five priorities for accelerating progress for women and girls in your country for the coming five years through laws, policies and programs?*

- Equality and non-discrimination under the law and access to justice
- Eliminating violence against women and girls
- Access to affordable quality health care, including sexual and reproductive health and reproductive rights
- Participation and political representation
- Gender-responsive budgeting
- Other: Gender mainstreaming in public policies and Security

Brief Description

- Equality and non-discrimination under the law and access to justice*

Building on the recommendations of national studies and the recommendations made, and taking into account national public policies, gender equality and non-discrimination – according to the law and access to justice – are the priority areas for the coming years.

-  In this context, all governmental and non-governmental stakeholders, as well as the development partners of the Republic of Moldova will continue to cooperate to further implement the following national public policy documents:

- The 2017-2022 Gender Equality Strategy
- The 2018-2023 Strategy on Preventing and Combating Trafficking in Human Beings
- The 2018-2023 National Action Plan on Human Rights
- The draft Strategy for Justice Sector Development for the next 5 years
- The ‘Moldova 2030’ National Development Strategy

- Eliminating violence against women and girls*

-  As a result of signing the Istanbul Convention, the Government of the Republic of Moldova will conduct a number of activities to prepare for the ratification of the treaty, such as:

review the compatibility of the national legislation with the Istanbul Convention, develop the draft law adjusting the national legislation to the treaty, develop the related normative framework on different cross-sectoral areas of approach to the phenomenon.

- ✚ At the same time, the Government approved the first policy document in this area – the 2018-2023 National Strategy to Prevent and Combat Violence against Women and Domestic Violence and the 2018-2020 Action Plan. The Strategy builds on the approach centered on the four pillars of the Istanbul Convention (Prevention, Protection, Prosecution and Policy Integration) and aims at ensuring a systematic approach to the violence against women, including domestic violence, in order to tackle this phenomenon and ensure an effective response of law enforcement bodies in cases of violence. The Strategy focuses on informing the public about the severity of this phenomenon, promoting zero tolerance to all forms of violence, fighting gender stereotypes and preconceptions, improving the legal and regulatory frameworks by aligning them to the international standards, implementing good practices, new tools and mechanisms in order to increase the efficiency of stakeholders working with the victims of domestic violence, strengthen the institutional mechanism and multi-sectoral cooperation, including by improving the capacities of the professionals in the field and developing a range of specialised services for the victims of domestic violence.

☑ *Access to affordable quality health care, including sexual and reproductive health and reproductive rights*

- ✚ RM objectives on the *access to affordable quality health care, including sexual and reproductive health and reproductive rights* are integrated via the public policy documents approved to this end:
 - The National Health Policy;
 - The 2016-2020 National Program on Health Promotion;
 - The 2018-2022 National Program on Sexual and Reproductive Health and Rights;
 - The 2017-2021 National Program on Tobacco Control and the Action Plan implementing it;
 - The 2017-2021 National Program on Mental Health;
 - The 2016-2020 National Program for Prevention and Control of HIV/AIDS and Sexually Transmitted Infections.

According to the data of the National Bureau of Statistics, maternal mortality at birth or during pregnancy per 100,000 live births is 14.9 higher in rural areas than in urban areas. The statistical survey ‘Access of Population to Healthcare Services’³² (2017), developed by the National Bureau of Statistics, reveals that in recent years, the population’s health status, according to the individual assessments, has improved, especially among women. In 2016, 17.4% of women assessed their health status as bad or very bad, compared to 24% of women in 2008.

Rural population more often gives up seeking healthcare due to insufficient financial means and lack of health insurance. As with primary healthcare, in the case of inpatient healthcare, women refused hospitalisation more frequently than men. The rate of refusals of inpatient

³²http://www.statistica.md/public/files/publicatii_electronice/acces_servicii_sanatate/Acces_servicii_sanatate_2016.pdf

healthcare among women is 5.1% compared to 2.7% for men. As much as 36% of women refused hospitalisation due to family issues. In contrast, only 25% of men invoked this reason.

Based on data collected by the YFHCs, there have been 836,163 visits of women to obstetricians/gynaecologists and 152,163 visits for family planning and reproductive health services, including 20,151 visits of girls to obstetricians/gynaecologists and 4,950 visits for family planning and reproductive health services. At the same time, men had 12,055 visits to andrologists, including 14 visits to the andrologists by boys up to 18 years of age. About 10% of those who benefited of these services were people with disabilities and from socially-vulnerable groups. In 2018, 229,454 people benefited of YFHC services (about 10% more than in 2017), 37% of whom were men. Also, 35% of the beneficiaries were from rural areas. Over 20% beneficiaries of YFHC consultative services were highly vulnerable adolescents.

- ✚ In order to raise awareness about the prevention of cervical cancer, the Ministry of Health, Labour and Social Protection has established Partnerships with 14 new partners (five public institutions, eight civil society organisations and one private company). It was also agreed on a number of national-level measures related to the 2019 European cervical cancer prevention week.
- ✚ Although certain gender aspects are covered by activities aimed at raising population literacy activities and developing healthcare requesting behaviours, they are still not explicitly integrated in protocols and the population awareness raising campaigns on morbidity and risk factors have not yet been developed and presented by gender specificity or other variables.

Participation and political representation *Gender-responsive budgeting* *Others: Gender mainstreaming in public policies and Security*

- ✚ The three selected areas are reflected in the key reference national policy paper – 2017-2021 Gender Equality Strategy of the Republic of Moldova – and they will be the major intervention areas for the upcoming years. This paper aims at guaranteeing the implementation of measures that would allow the development and prosperity of all citizens in equal conditions, thus approaching human rights from the perspective of 10 areas of intervention, including protection against discrimination and equality promotion, preventing and combating domestic violence, and ensuring gender equality.
- ✚ Another framework document that includes commitments for the same purpose is the 2018-2021 National Program Implementing the United Nations Security Council Resolution 1325 on Women, Peace and Security and the Action Plan implementing it. This policy paper acknowledges the important role women have in strengthening peace and security and proposes concrete steps to remove the detected barriers that reduce the representation and influence of women in the security system.
- ✚ Both strategic papers highlight how important it is to implement the planned activities, because they will promote equality. To do this, however, financial resources need to be allocated to the gender equality sector.

CHAPTER II.

ANALYSIS OF PROGRESS MADE IN THE TWELVE CRITICAL AREAS OF CONCERN UNDER THE BEIJING PLATFORM OF ACTION

II.1. Inclusive development, shared prosperity and decent work: Women and poverty, women and the economy, human rights of women, the girl child.

6. *What actions has your country taken in the last five years to advance gender equality in relation to women's role in paid work and employment?*

- Introduced/strengthened gender-responsive active labour market policies;
- Taken measures to prevent sexual harassment, including in the workplace;
- Improved access to modern technologies.

Concrete Examples of Undertaken Actions

Introduced/strengthened gender-responsive active labour market policies (e.g. education and training, skills, subsidies)

Although the share of women in total employment was practically equal to that of men (50.3 – women and 49.7 – men), the employment rate among women, however, was lower (39.0%) as compared to men (43.0%). The employment rate of women depends on many factors, including their having or not having children under age of 16. Thus, the employment rate of women aged between 25 and 49 years having at least 1 child (of 16 years old or younger) is 52.0%, while the employment rate of women without children is 57.6%. At the same time, women earn on average by 13.5% less than men (85.5% of the average salary earned by men). Expressed as a numerical value, the gap is on average about MDL 783. Thus, the average salary was MDL 4,631.4 for women and MDL 5,414.4 for men³³.

According to National Bureau of Statistics data, gender segregated distribution by economic sectors maintains during the reporting period. The distribution reveals a higher share of women employed in service provision sector (60.3% – women and 39.7% – men). Women are less present in the following sectors: agricultural (43.2%), industrial (44.9%) and construction (8.2%), however, they are in the majority in such economic activities as trade (58.6%), hotel and restaurant industry (67.5%), education (79.9%), health care (84.4%). Gender pay gaps to the detriment of women were also registered in such activities as information and communication (32.8%), arts, leisure and recreation activities (18.1%), industry (17.8%), professional, scientific and technical activities (16.1%), health and social work (15.7%), wholesale and retail trade, as well as construction (13.3%).

The level of women's remuneration is lower than of men in most economic activities, where the discrepancy is from 0.4% in education to 41.4% in financial and insurance activities.

 In order to overcome these situations, in 2016-2018 Government launched a number of reforms, including the reform of the employment system, which aims to prevent and reduce the unemployment and its social effects, reduce the risk of unemployment and ensure a high level of employment and adjust it to labour market requirements. At the same time, new provisions aim to increase the level of employment and reduce the social exclusion on the labour market

³³ <http://www.statistica.md/newsview.php?l=ro&id=5935&idc=168>

and inequalities and ensure equal opportunities on labour market. Employment reform aims at preventing and decreasing the unemployment and its social effects, decreasing the risk of unemployment and ensuring a high level of employment, adjusting it to labour market requirements. Policies to reconcile the professional career with family responsibilities will increase the women's employment rate, but also will decrease the gender pay gap between women and men – from 87% to 90% by 2021 (target 9). Inclusion of vulnerable people on the labour market (persons with disabilities, persons of retirement age, low-skilled persons, particularly from the rural area, etc.) will increase as a result of active personalised measures, but also through developing forms of social entrepreneurship, promoting lifelong learning, enrollment in the technical vocational education, and so on.

- ✚ Also, for the first time, provisions of the new law³⁴ on promoting employment and unemployment insurance stipulate subsidies for employers who hire unemployed needing additional support, for those who adapt jobs to the needs of people with disabilities, for enterprises that create jobs in the rural area and hire unemployed at these jobs and for those who start their own business and create their jobs. Jobs subsidising is intended for the unemployed at risk of social exclusion, in order to facilitate their integration on the labour market. New provisions refer to the following categories of unemployed: people aged 50 and more, people released from detention facilities, victims of trafficking in human beings, after psychological and social rehabilitation, people who fight against use of substances, victims of domestic violence and other vulnerable categories.

☑ *Access to modern technologies*

- ✚ Starting with 2015, E-Government Center in partnership with state public authorities and external partners, launched an innovative program with purpose to train girls for both Science, Technology, Engineering, Mathematics (STEM) studies and ICT labour market. The project was launched in rural locality Minjir, and was based on the partnership between representatives of public and private sectors and development partners. Initially, summer schools for 2-4 weeks were organised under GirlsGoIT initiative, where girls aged 16-20 years mostly from rural areas learned how to create web applications and obtained knowledge of entrepreneurship and leadership in technology sector. Subsequently, 13 IT clubs led by girls-graduates of the summer school for other girls from the community, were created at the local level. Currently, over 2,500 girls and women benefited from the ICT training programs, of whom more than 150 girls have access to the IT studies or vocational schools.

☑ *Actions on sexual harassment*

- ✚ The Criminal Code was supplemented by a separate chapter, based on internationally undertaken commitments – Chapter IV entitled 'Sexual life offenses', which comprises several offenses, including Article 173, amended in 2016 with the clause on the punishment for sexual harassment.
- ✚ In addition, the Labour Code of the Republic of Moldova defines sexual harassment and imposes the obligation to take measures to prevent sexual harassment at the workplace on employer, as well as measures to prevent victimisation for filing complaints on discrimination in the competent body; to introduce provisions on the prohibition of

³⁴ <http://lex.justice.md/md/376758/>

discrimination on any ground and sexual harassment, to observe the principle of non-discrimination, to eliminate the sexual harassment and any harm to dignity at work.

- ✚ Law No 121 (2012) on Ensuring Equality prohibits any difference, exclusion, restriction or preference based on the criteria established by this Law, that intend to limit or undermining the equality of chances or treatment upon employment or dismissal, during the work itself and professional training. The action of harassment on the part of the employer is also discriminatory.
- ✚ According to the Contravention Code (amended in 2016), harassment, i.e. employer's conduct based on grounds of race, nationality, ethnic origin, language, religion or belief, sex, age, disability, political affiliation or any other criterion that leads to an intimidating, hostile, degrading, humiliating or offensive environment at work shall be sanctioned by a fine from MDL 3,900 to MDL 4,500 applied to individuals, by a fine from MDL 7,500 to MDL 12 thousand applied to the person in position of accountability with or without the deprivation of the right to hold certain positions or to conduct a particular activity for three months to one year.

The recent achievement is PDC Study which reveals that one in five working women in the Republic of Moldova is subjected to subtle forms of sexual harassment at work (inappropriate glances, unacceptable hugs, gestures, jokes/language with sexual connotation), and 4 out of 100 face serious forms of harassment (the requirement to have sex for reward, use of force or threats to have sex etc.)³⁵. Gender and women's rights experts believe that there is a need for specific interventions in the mechanisms of implementation of legal and regulatory framework. In this respect, it is planned to develop a draft law amending and completing the legislation on the basis of the recommendations of the study conducted. At the same time, we also mention the development of the Report on the compatibility of national legislation with international standards regarding legal rules on sexual violence, which also recommends to amend Article 173 of the CC.

7. *What actions has your country taken in the last five years to recognize, reduce and/or redistribute unpaid care and domestic work and promote work-family conciliation?*
- Expanded child care services or existing services became more accessible
 - Introduction of maternity/paternity leave/or other types of family leaves

Concrete Examples of Undertaken Actions

- Expanded childcare services or made existing services more affordable*

A priority for MECR is the need to ensure access to quality preschool education for all children, especially for those from vulnerable groups. In total, 1,461 early education institutions operate in the Republic of Moldova, and the absolute number of children attending these institutions is about 150,000. According to the statistical data provided by the National Bureau of Statistics, the general rate of participation of children aged 3-6 (7) years in early education programs is 85.1%. In urban area, the rate of participation amounts to 105.5% and 73% in rural area. 54% of children aged 2-3 years attend early education institutions.

³⁵ <http://www.progen.md/index.php?pag=n&opa=view&id=468&tip=publicatii&start=10&l=>

- ✚ Regarding existing preschool services and nurseries, we note that in 2018 amendments aiming to ensure children's access (children aged from 0 to 2 years) to the preschool education and from 2 years to the preschool education services, thus contributing to the faster reintegration of parents on the labour market. Although access of young children to education increases, the existing network of kindergartens covers only a part of the demand. Thus, there is still the gap between the enrollment rate in urban and rural areas.
- ✚ Starting with 2014, in order to increase the access of children from rural area to early education institutions, 911 kindergartens were renovated through the 'Program of technical and financial assistance provided by the Romanian Government for preschool institutions in the Republic of Moldova', managed by the Moldova Social Investment Fund³⁶.



Introduced or strengthened maternity/paternity/parental leave or other types of family leave

- ✚ The 14-day paternity leave which is granted to the father of the child in the first 56 days after the childbirth was included on the basis of Law No 71 (2016). At the same time, the legal provisions stipulate that allowance for paternity leave cannot be less than the current salary of the beneficiary. The right to paternal allowance is granted to the father who is beneficiary of the public social insurance, employed on the basis of an individual labour contract or in-service relationship under an administrative act, for the care of the newborn child, domiciled or residing in the Republic of Moldova. 60 fathers benefited from paternal leave in 2016, 2,559 in 2017, and 2,887 in 2018.

Regarding the increase in the number of fathers who benefited from the parental leave, NBS data show that there were 270 fathers in 2013 (0.8% of the total number of beneficiaries), 528 – in 2014, which is about 1.4% of the total number of beneficiaries. In 2015 the number of fathers practically doubled, compared to the previous year (1,164 fathers) and was about 2.9% of the total number of beneficiaries. The same trend has been maintained for the following years: 2,147 fathers in 2016 (about 5.1%), 3,355 fathers in 2017 (7.6%) and 4,359 fathers in 2018 (about 9.6%). In this context, we mention the need to further carry out campaigns or awareness raising activities to encourage men and boys to participate in unpaid care and domestic work (e.g., promotion of an emancipated, non-violent and conscious male model) ;

- ✚ About 3 national strategies³⁷ include the objective to reconcile professional and family life, which aims to promote gender equity by improving both parents' opportunities to participate in work and to take care of their children. A remarkable legislative improvement during the reporting period was ensured in the national context by decreasing the additional unpaid childcare leave by 2 years, which was provided at the parents' request after the expiration of 3-year paid childcare leave. In this manner, a legislative/institutional barrier of women's discrimination on the labour market due to lengthy absence of about 6 years – time devoted to the childcare leave, was removed. The positive impact of this legislative amendment is aimed to decrease women's discrimination on the labour market, (statistically, 96-98% of whom predominantly take care leave) in the employment, promotion, and professional growth/professional competitiveness.

 In this respect, currently families with children can benefit from the following benefits:

³⁶ During 2019-2020, 300 preschool institutions from the Republic of Moldova are to be renovated and equipped.

³⁷2017-2021 Gender Equality Strategy, 2016-2020 Child Protection Strategy, Program on Demographic Security of the Republic of Moldova (2011-2025), 'Moldova 2030' National Strategy.



- free time to attend prenatal medical examinations, provided to pregnant women (including during the work time);
- paid maternity leave (prenatal leave of 70 days and postnatal leave of 56 days);
- paid paternity leave of 14 days during the first 56 days after the childbirth;
- partially-paid childcare leave (3 years) and additionally one year of unpaid leave;
- the possibility to benefit from the childcare leave and the optional right of parents to leave and monthly allowance for childcare.



The legislative amendments made in 2018 (in force since 1 July 2019) gave families with children the possibility to benefit from the childcare leave and the optional right of parents to leave and monthly allowance for childcare. The purpose of introducing these options was the promotion of measures to develop a motivation scheme and support parents by encouraging them to return to work.



Also, starting with 1 January 2020, the right to monthly childcare allowance will be optional, and namely:

- from the date of granting childcare leave and up to the date when child reaches the age of 3 years, maintaining the current scheme of granting and payment of childcare allowance – amounting to 30% of the calculation basis established for each year;
- from the date of granting parental leave and up to the age of 2 years, amounting to 60% – for the first year and 30% – for the second year, of the calculation basis established for each year.



If mother or father of the child (beneficiaries of the allowance) employ or resume their work or are dismissed before the expiration of the childcare leave, the payment of the monthly childcare allowance until reaching the age of 3 years will not be suspended until the expiration of this leave, beneficiary receives the allowance and the salary at the same time.

8. *Has your country introduced austerity/fiscal consolidation measures, such as cuts in public expenditure or public-sector downsizing, over the past five years?*

NO

II.2. Poverty eradication, social protection, and social services (Women and poverty, education and training of women, women and health, human rights of women, the girl child)

9. *What actions has your country taken in the last five years to reduce/eradicate poverty among women and girls?*

- Promoted poor women's access to decent work through active labour market policies (e.g. job training, skills, employment subsidies, etc.) and targeted measures;
- Introduced or strengthened social protection programs for women and girls;
- Introduced/strengthened low-cost legal services for women living in poverty.

Concrete Examples of Undertaken Actions

- Promoted poor women's access to decent work through active labour market policies and targeted measures*



Activity in the field of labour was also focused on transposing the European Directives in the area of labour relations into national law. Thus, Law No 155 of 20 July 2017 'Amending and

Supplementing the Labour Code of the Republic of Moldova No 154/2003' and Law No 85 of 24 May 2018 'Amending and supplementing the Labour Code of the Republic of Moldova No 154/2003' transposed 5 European directives as follows: concerning the Framework Agreement on part-time work; relating to the safeguarding of employees' rights in the event of transfers of undertakings, businesses or parts of undertakings or businesses; on establishing a general framework for informing and consulting employees; on the maintenance of workers' rights in the event of the transfer of undertakings, businesses or parts of undertakings or businesses; on improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding; collective redundancies.

✚ Also, Government Decision No 115 of 31 January 2018 'Approving the List of Priority Jobs', which establishes a facilitated way of granting foreigners the right to carry out certain labour activities on the territory of the Republic of Moldova, in order to fill the positions that are demanded, but not held by the Moldovan citizens or for which there is a deficit of the local labor force.

✚ The trends for the future are:

- ✓ Investments in the temporary and labour-saving infrastructure, such as public transport, electricity, water supply and sanitation, in order to reduce the burden of unpaid care and domestic work on women (there are projects of development partners and LPA initiatives with non-estimated gender impact);
- ✓ Promoting decent work for remunerated and migrant workers in the field of care;

☑ *Introduced or strengthened social protection programs for women and girls*

✚ Implementation of Social Aid Program continues in the Republic of Moldova. It aims at ensuring a guaranteed minimum income to deprived families through social aid, established in accordance with the assessment of the average total monthly income of family and the need for social assistance. During the reporting period, the Program was permanently improved in accordance with more effective targeting of population groups in difficulty. Compared with other programs granting benefits directly to a person, social aid and aid for the cold period of the year³⁸ are granted to the family and determined taking into account both the size of family and its internal structure including incomes. Granting the benefit is based on determination of the eligibility and amount of the cash benefit, using the income gap. The amount of the benefit is equal to the difference between the guaranteed minimum monthly income and monthly income of a family. In the context of supporting deprived families the minimum guaranteed monthly income (GMMI) is indexed annually on 1 April, depending on the annual increase in the consumer price index for the previous year, as established by the Government. At the same time, note that in December 2018 about 66,153 women and about 49,870 men were registered in the social aid payment list, and about 170,498 women and about 98,999 men for the aid for the cold period of the year.

☑ *Introduced/strengthened low-cost legal services for women living in poverty.*

Given the need to protect the right to a fair trial, established by Article 6 of the Convention for the Protection of Human Rights and Fundamental Freedoms, including the need to ensure free and equal access to legal aid, by organising and providing state-guaranteed legal

³⁸ Also, another type of social benefit for deprived families is the aid for the cold period of the year (November-March) – it is a monthly fixed amount established by the Government.

aid, by diminishing the economic and financial obstacles impeding access to justice, Law No 198 of 26 July 2007 on State-Guaranteed Legal Aid was adopted.

Thus, all people regardless of level of their income can benefit from primary legal aid. At the same time, persons who need legal assistance in criminal cases ask for it, but do not have sufficient means to pay for this service, as well as if they need legal assistance in civil and administrative cases, but do not have sufficient means to pay for these services, the cases being complex from the legal or procedural point of view. Qualified legal assistance is provided to the people if their income is lower than the level of income established by the Government to benefit from the legal aid. When calculating the income of the applicant for state-guaranteed legal assistance, the average monthly income and earnings for 6 calendar months previous to the month in which the application was submitted, are taken into account. In order to benefit from qualified legal assistance, the person presents an income declaration in a form established by the Government.

Individuals can also benefit from partially free qualified legal aid, which is provided if the person whose income is higher than the level of income established by the Government needed to benefit legal assistance in accordance with the law and who is able to pay a part of the legal assistance expenses. In this case, qualified legal assistance with the financial contribution of beneficiary may be provided if this contribution does not exceed financial and material capacities of beneficiary. Analysis of the data presented by the National State-Guaranteed Legal Aid Council showed that during 2014-2017 the number of women and minors benefiting from state-guaranteed legal aid was increased. However, 49,695 requests to provide qualified state guaranteed legal assistance were registered in 2018. Compared to 2017, the number of beneficiaries is by 4,778 cases lower – by about 8.8%. 5,610 (11%) of these beneficiaries were women and 44,085 (89%) were men.

A mechanism which extended the number of services crime victims can benefit from was created to provide them quality services. Thus, Law No 137 of 29 July 2016 aims to create the legal framework to ensure minimum conditions for rehabilitation of victims of crime, as well as the protection and observance of legitimate rights and interests of these victims. The rehabilitation of crime victims and their rights is implemented through making available some support services, aimed to provide counselling and support to crime victims' communication with public authorities, as well as assistance for physical, psychological and social recovery.

In order to achieve the main goal of this mechanism, victims of crimes benefit from the following support services: informational counselling of victims of crimes on their eligible rights and services; psychological counseling; state-guaranteed legal aid; financial state compensation of the damage caused by offense.

The number of subjects that can benefit from state-guaranteed legal assistance was also extended. Thus, the husband, children and dependants of a person who died as a result of the offences, provided for in chapters II–IV of the Criminal Code, if they do not have money to pay for the lawyer's services, can benefit from state-guaranteed legal assistance, both within the criminal proceeding and outside it.

10. *What actions has your country taken in the last five years to improve access to social protection for women and girls?*

- Introduced or strengthened social protection for unemployed women
- Introduced or strengthened conditional cash transfers
- Introduced or strengthened non-contributory social pensions

Concrete Examples of Undertaken Actions

☑ *Introduced or strengthened social protection for unemployed women*

✚ Law No 105/2018 ‘Promoting the Employment and Unemployment Insurance’ was adopted in 2018. Provisions of this law prohibit any discrimination on the grounds of gender. The Law provides for a number of active labour market measures, adapted to the individual needs of unemployed and circumstances of labour market, which will also decrease the unemployment among women and improve the situation existing on the labour market. Women registered as unemployed at the National Employment Agency can benefit from the active employment services and measures provided by the Agency, such as:

- professional training of unemployed through courses of training, retraining and professional development courses, specialisation courses;
- on-the-job training within the unit for unemployed who do not have a profession or craft;
- internship organised for unemployed without length of service in their job;
- subsidised employment (vulnerable groups);
- counselling, assistance and support to launch a business, for unemployed who launch an entrepreneurial activity to create a job;
- supporting local initiative projects, for the employers who create new jobs and thus contribute to decrease the unemployment in rural areas.

✚ According to the above mentioned Law, unemployment benefit is granted to unemployed who do not earn income, at the moment of determining the unemployment aid, to those who worked and had a at least 12-months contribution period in the public system of social insurance in the last 24 calendar months prior to the date of registration, who does not refuse an appropriate job or participate in the active employment measures, offered by the territorial subdivision, according to the individual employment plan of the unemployed person.

✚ For women who were on parental leave, the amount of unemployment benefit is established on the basis of the person’s insured income, earned prior to the beginning of maternity leave. Determining the period of payment of the unemployment benefit is differentiated, depending on the contribution period, namely: 5 calendar months in case of a contribution period between at least 12 months-10 years, 7 calendar months in case of a contribution period between 10-15 years and 9 calendar months in case of a contribution period of over 15 years.

✚ The Framework Regulation of the Home-based Social Care service and of the Minimum Quality Standards was approved by Government Decision No 1034/2014. The following groups of people benefit from the free services of the Social Care Service: 1) Old persons who reached the standard retirement age and persons with disabilities, lacking support from children, extended family and other people (friends, relatives, neighbours); 2) old persons who reached the standard retirement age and stipulated in Article 2 (1) of the Law No 274 of 27 December 2011 on the Integration of Foreigners in the Republic of Moldova, who lack the support from children and extended family.

According to the information presented by the territorial structures of social assistance in the first semester of 2018 about 20,056 beneficiaries benefited from social care services, of whom 16,569 (82.6%) were women. About 3,594 potential beneficiaries are registered with the territorial structures of social assistance, the most of them are also women.

Challenges and potential intervention areas are:

- ✓ Reform the social protection systems to strengthen the level women’s access and the benefits;

- ✓ Improve access to social protection of women from vulnerable groups (e.g. informally employed women, including domestic workers, migrant women), adopt measures to adjust public policies to the criteria of vulnerability/social cohesion policies;
- ✓ Extended support for persons of fragile age and for others who need intensive care (geriatric services and personal assistance are insufficient).

☑ *Introduced or strengthened conditional cash transfers*

✚ In 2018, in order to ensure the access to the social services for persons in difficulty, Government created the minimum package of social services³⁹, consisting of the following services:

- The monetary support social service for disadvantaged families/persons;
- Social support service for families with children;
- Personal Assistance' Social service.

Challenges and potential intervention areas:

- ✓ Access to land, housing, finance, technology and/or agricultural extension services, particularly for women from vulnerable groups, victims of DV, GBV, THB, etc.
- ✓ Continued promotion and support of women's entrepreneurial activities and activities to develop new businesses.

The social service of monetary support for deprived families/persons aims at supporting deprived families/persons in order to prevent/decrease/overcome difficult situations and to prevent their social exclusion and institutionalisation, on the basis of the identified needs. Monetary support is granted to the beneficiary to repair the dwelling and/or repair/construct the stove, to adapt the dwelling to the needs of the deprived family/person, to purchase fuel for cooking and heating during the cold season, to purchase furniture adapted to the needs, as well as other needs identified in the individual assistance plan. Monetary support is a non-reimbursable and non-taxable amount not exceeding MDL 6,000 granted to the family/person in difficulty, through a one-off and/or monthly payment for a fixed period, but not exceeding 6 months, for facilitation of the implementation of the actions included in the individual assistance plan, facilitation being confirmed by the results of necessity assessment.

✚ In order to prevent the children's separation from the family and provide support to the families with children in difficulty, including financial difficulty, the social support service for families with children is provided at the territorial level. During 2017, under this social service, over 29,000 children benefited from the primary family support, over 3,300 children – from the secondary family support, of which over 1,400 benefited from the financial aid. During 2017-2018, there was a 30% increase in the amount of the financial aid provided to the families receiving secondary family support. At the same time, insertion and funding of some specific programs of work with certain groups of parents and children, under the support service for families with children, were regulated.

✚ Another functional and highly demanded service, part of the minimum state-guaranteed package of services, is the Personal Assistance Social Service⁴⁰, aimed at providing assistance and care for children and adults with severe disabilities, with a view to favoring their independence and inclusion in the society (in the following areas: social protection, labour,

³⁹ The minimum package of social services is funded from the state budget.

⁴⁰ Any person, including a family member or a relative of the beneficiary who meets cumulatively the following conditions can be employed in the position of personal assistant: reached the minimum age of 18 years old, was not convicted for committing an offence which would make the respective person incompatible with the position of personal assistant, has full legal capacity, his/her health status complies with the criteria for the respective position.

health care, training and education, information, access to infrastructure, etc.). By establishing this service, a problem was solved – it related to the families that raised and educated children with disabilities that needed permanent care, mostly provided by mothers of these children or their female relatives. The state recognised the value of care of the mothers that raise children with disabilities, especially of the first degree, by including the period of child care with disabilities who has not been institutionalised, in the length of service that gives the right to pension, to the issue of a workbook, to grant of paid leaves, etc. In other words, employment of mothers raising children with disabilities as a personal assistant provides them with social benefits to be employed, to have a salary for the work done and to contribute to the social and medical insurance system.

Introduced or strengthened non-contributory social pensions ⁴¹

✚ At the national level, within the social assistance system, persons who do not meet the requirements for entitlement the right to pension under the Law on Public Social Insurance Pensions are given state social allowance paid from the state budget monthly or at a time. The following categories of persons among the citizens of the Republic of Moldova and foreign citizens who legally domicile on the territory of the country benefit from the allowances: a) persons with severe, advanced and medium disabilities; b) persons with severe, advanced and medium disabilities since childhood; c) children with severe, advanced and medium disabilities aged up to 18 years; d) children who lost their breadwinner; e) persons who reached the retirement age; f) persons who take care of, accompany and supervise a child with severe disabilities until the age of 18; g) persons with severe disabilities since childhood – for taking care, accompanying and supervising; h) persons with severe disabilities (visual impairment) for taking care, accompanying and supervising. Social allowances established for beneficiaries are paid from the state budget through the State Social Insurance Budget.

✚ During the reporting period, the amount of social allowances for different categories increased. The amount of the allowance for persons with disabilities is established annually by the Government. It is a certain percentage of the minimum indexed pension for persons with severe, advanced and medium disabilities, including: a) persons with severe, advanced and medium disabilities (30%); b) persons with severe, advanced and medium disabilities since childhood (80%); c) children with severe, advanced and medium disabilities children until the age of 18 years (80%); d) for children in case of losing the breadwinner (for each child), for elderly the allowance is 15% of the amount of the minimum indexed retirement pension.

As a possible intervention area for the future we mention:

- ✚ Operating the legal amendments on division of assets or the right to pension after the divorce, that consider women's unpaid contribution to the family during marriage (e.g. examination of the tax evasion from parental responsibilities, by focusing on living expenses versus official income, institutional and legislative barriers for legal representative of the child (mainly mothers)).

11. *What actions has your country taken in the last five years to improve health outcomes for women and girls in your country?*

- Promoted women's access to health services through expansion of universal health coverage or public health services

⁴¹ <http://date.gov.md/ckan/dataset/5308-beneficiarii-de-pensii-alocatii-sociale-de-stat-si-indemnizatii-adresate-famiilor-cu-copii-afla/resource/f9fb0dff-33d6-4b00-8536-d302dcfbfc64#>

- ☑ Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services
- ☑ Strengthened comprehensive sexuality education in schools or through community programs

Concrete Examples of Undertaken Actions

- ☑ *Promoted women's access to health services through expansion of universal health coverage or public health services*

✚ In the Republic of Moldova, the compulsory health insurance is ensured by Law No 1585-XII, which states that the Government shall be the insured party for 15 categories of people, all of which are gender relevant, such as: a) children under the age of 18; h) pregnant women, women during the labour and women during the post-partum period; i) persons with severe, advanced or medium disabilities; j) pensioners; k) unemployed persons registered at territorial employment agencies; l) persons who provide home-based care to a person with severe disability who needs care and/or constant supervision from another person; m) mothers with four and more children; n) persons from disadvantaged families receiving social aid; o) aliens beneficiaries of a form of protection under an integration program during its implementation p) alive organ donor.

Within compulsory health insurance, insured persons benefit from health care as specified by the Single Program on Compulsory Health Insurance, developed within the limits of means of compulsory health insurance funds.

According to Single Program on Compulsory Health Insurance, insured persons benefit from the following types of health care: pre-hospital emergency health care; primary health care; hospital health care; specialised outpatient health care, including dental care; hospital health care; high performance health services, home-based health care.

For uninsured persons, pre-hospital emergency health care and primary health care are provided as established by the Single Program, including the prescription of medicines reimbursed according to the regulatory acts in force, without payment for providing these services.

✚ At the same time, National Programs are implemented in the priority areas of public health from the sources of state budget and compulsory health insurance funds, for example: control of non-communicable diseases – diabetes, cardiovascular diseases, mental health etc. and communicable diseases – immunisations, control and prevention of tuberculosis, HIV/AIDS, Viral Hepatitis B, C and D etc.

- ☑ *Expanded specific health services for women and girls, including sexual and reproductive health services, mental, maternal health and HIV services*

In the Republic of Moldova, the right to sexual and reproductive health is considered a fundamental human right. The access to safe and effective sexual and reproductive health care services, as part of the right to health care, is enshrined in the Constitution and in the Law on Reproductive Health.

✚ The relevant regulatory framework are the provisions of the Law No 138 of 15 June 2012 on Reproductive Health with subsequent amendments, the 2018-2022 National Program in Sexual

and Reproductive Health and Rights, approved by the Government Decision No 681 of 11 July 2018, MHLSP orders. Sexual and reproductive health services are provided at the levels of health care: primary health care, specialised out-patient health care, and hospital health care in both public and private sectors.

✚ Since 2015, costs of contraceptives are covered from the funds of the National Health Insurance Company in order to increase the access of population groups with special needs to sexual and reproductive health services. According to the Methodological Rules for the Implementation of the Single Program of CHI, approved by Order No 596/404 of 21 July 2016, item 34, primary health care facilities ensure the procurement of medical devices, contraceptives, including emergency contraceptives for the target population in the district: sexually active adolescents, especially those in state of vulnerability and risk, young people from vulnerable and risk groups, and women of reproductive age from vulnerable and risk groups; the procurement of rapid HIV tests and basic sets of medicines for treatment of urogenital infections, except for syphilis and gonococcal infection for people from vulnerable groups and medical and social risk groups.

✚ Starting with 2017, couples where both partners are insured and meet the medical criteria set by the Ministry of Health, Labour and Social Protection, can benefit from an in vitro fertilisation under CHI within the limits of the available financial means.

As a possible intervention area for the future we propose to:

- ✓ Continue to ensure the access of women and girls from vulnerable groups, including elderly women to sexual and reproductive health services.

Among the groups with increased vulnerability, adolescents and young people received special attention, by creating a network of 41 Youth-friendly Centers in Chisinau and Balti municipalities and district centers of the country. Under these services, this group of population group benefits from services adapted to their specific needs.

✚ The regulatory framework was improved in order to facilitate the access of young people with special needs, particularly those related to sexual and reproductive health within YFHC, namely:

- All young people have equal access to health services irrespective of their ability to pay, age, sex, marital status, education level, ethnic origin, sexual orientation or other characteristics’;
- Include the creation of accessibility for young people with special needs, especially related to mobility (access ramp, adapted sanitary groups, adaptable gynaecological couches) in the YFHC performance indicator (indicator No 4 on the YFHC resources needed to ensure the quality of services) (approved by the MHLSP and NHIC Order No 786/245 of 22 June 2018)

✚ By amendments and addenda made to Law No 1402 of 15 December 1997 on Mental Health (Law No 66 of 13 April 2017 on Amendments and Addenda to Certain Legal Acts), the paradigm was changed in line with the guidelines of UN Convention on the Rights of Persons with Disabilities of 13 December 2006 by including new notions – ‘person whom a judicial protection measure was applied (guardianship, trusteeship, provisional protection)’ or ‘person subject to judicial protection measures’.

✚ Also, Government Decision No 55 of 30 January 2012 (Government Decision No. 1203 of 31 October 2016), was amended and supplemented by including some fundamental notions and concepts such as psychosocial rehabilitation and recovery of people with mental disorders, home-based assistance, case management, and amendments to the model of provided services and to the way of organisation and operation of MHCC.

- ✚ 2017-2021 National Mental Health Program, approved by Government Decision No 337 of 26 May 2017 comprises a set of measures and actions envisaged to reform the system to an accessible and fair one and ensuring the continuity of support and social inclusion.

The medical statistical data shows that outcomes of mental health reforms over recent years have had a positive impact on the mental health of the population. Thus, in 2017 mental diseases accounted for 2,227.6 per 100,000 population, including 1,557.8 for children (in 2014 – 2,683.6 for adults and 2,204.3 for children). During 2017, 152,340 persons received assistance in the MHCC, 83.69% received assistance in the MHCC, 83.69% of whom underwent repeated examination for diagnosis and treatment purposes. At the same time, 6,457.0 persons benefited from the services of Day Care Centers under MHCC, and 4,344.0 patients received assistance at home from mobile multidisciplinary teams. The MHCC specialists referred 6,175 patients, representing 4.05% of all persons receiving assistance in MHCC, to psychiatric hospitals, which reflects a growing competence to prevent and resolve psychotic states in the community-based mental health services⁴².

- ✚ 40 Mental Health Community Centers ('MHCC'), contracted by the National Health Insurance Company, were organised within the district primary health care facilities. MHCC were established within the Health Centers in districts and within the Family Doctors Centers in municipalities (Chisinau municipality – within the Territorial Medical Associations), which contributes to the cooperation between the primary health care and specialised mental health services. For 2018, Mental Health Community Centres are contracted by National Health Insurance Company, with a total budget of MDL 24,469.2 thousand (9,553.7 in 2015).

Challenges and potential intervention areas:

- ✓ Prepare training on gender responsiveness capacity for health services providers;
- ✓ Continue and/or develop gender-specific awareness-raising and health promotion campaigns.

What actions has your country taken in the last five years to improve education outcomes and skills for women and girls?

- Provided gender equality and human rights training for teachers and other education professionals;
- Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood;

Concrete Examples of Undertaken Actions

- Provided gender equality and human rights training for teachers and other education professionals*

Since 2018-2019 academic year, MECR has implemented a number of optional subjects relevant to gender equality, inclusion, non-discrimination and tolerance. These include:

⁴² This fact is also confirmed by statistical data on the activity of psychiatric hospitals in the country (Clinical Psychiatric Hospital, Balti Psychiatric Hospital and Orhei Psychiatric Hospital). Thus, currently in the above-mentioned institutions there are 1,370 psychiatric profile beds (1,573 in 2014); The hospitalisation rate of patients with mental and behavioral disorders decreased from 8.0 in 2014 to 6.9 in 2017 per 1,000 population (in 2016 – 7.4 per 1,000 population); The number of hospitalisations in psychiatric institutions in dynamics experiences a systematic decrease: in 2014 – 17,724 (2015 – 16,569, 2016 – 15,611) reaching 14,879 hospitalisations in 2017.

‘Human rights education’⁴³ (in collaboration with Amnesty Moldova), ‘Ethics of family life’, ‘Harmonious Family Relationships’⁴⁴ (in collaboration with La Strada Moldova). ‘Health education’, ‘Education on gender equity and equal opportunities’⁴⁵, ‘Education on tolerance’ (in collaboration with ‘Pro Didactica’ Educational Center)⁴⁶ and ‘Media education’ (in collaboration with Independent Journalism Center)⁴⁷.

- ✚ Since 2018-2019 academic year, optional subject ‘Human rights education’ is taught both in primary and lower secondary education, prioritising the familiarisation with human rights and elements of democracy. During 2017-2018 academic year, the materials were piloted in 22 schools. About 700 students were involved in piloting. Efforts will focus on promoting safe, harassment-free and inclusive educational settings for women and girls;
- ✚ ‘Harmonious Family Relationships’ course was developed and introduced in the curriculum for 2016-2017 academic year as an optional subject in high schools. Teachers were trained on strategies of mitigating the abusive relationships, gender prejudices and stereotypes in a couple and so on.
- ✚ The optional pre-university curriculum for optional course ‘Education on gender equity and equal opportunities’ was updated under the ‘Education for Gender Non-discrimination and Equal Opportunities’ Project⁴⁸, (2016), useful didactic materials relevant for in-class practical work were developed and distributed, on the basis of needs of girls and boys in the Republic of Moldova and recent case studies, teachers were trained.
- ✚ In the field of internal affairs, the subjects of the training curriculum for students and police professionals were diversified as follows:
 - The ‘Combating the phenomena of discrimination’ course was included in the professional development/specialisation/retraining courses of the employees of MIA subdivisions within the ‘Stefan cel Mare’ Academy in the 2018-2019 academic year.
 - ‘Aspects of gender equality’ course was included in the process of basic managerial training for 24 September – 19 October 2018 and 8 October – 2 November 2018.
 - 10 trainers (5 women and 5 men) under GPI subdivisions were trained on gender equality.
 - 44 heads of Police Inspectorates were trained on ‘Gender Equality and non-discriminatory practices’.

As a possible area of intervention, we mention improving the educational curriculum with a view to mainstream gender perspective in order to increase the responsiveness to gender equality and eliminate stereotypes at all levels of education.

Strengthened measures to prevent adolescent pregnancies and to enable adolescent girls to continue their education in the case of pregnancy and/or motherhood

- ✚ To fill the need for information necessary for adolescents, Neovita launched⁴⁹ Teenslive online Platform, where various materials of interest for this age group, including related to reproductive health are distributed. With the support of external partners, youth awareness campaigns were carried out. The Youth Network of peer-to-peer Educators ‘Y-PEER’ and ‘Pro Didactica’ Educational Center made a movie under ‘Promoting Youth Health Education’ Project. Activities of the project were concentrated in 22 localities of 5 districts (Chisinau, Cahul, Rezina, Falesti, Orhei), in order to raise the awareness of the community members on

⁴³ https://mecc.gov.md/sites/default/files/curriculum_optional_educatie_pentru_drepturile_omului_cl_v-ix.pdf

⁴⁴ <https://mecc.gov.md/sites/default/files/curriculum-final.pdf>

⁴⁵ https://mecc.gov.md/sites/default/files/curriculum_optional_pentru_clasele_x-xii_relatii_armonioase_in_familie.pdf

⁴⁶ https://mecc.gov.md/sites/default/files/co_educatie_pentru_echitate_de_gen_si_sanse_egale.pdf

⁴⁷ http://prodidactica.md/wp-content/uploads/2016/03/CO_Educatie-toleranta.pdf

⁴⁸ http://prodidactica.md/wp-content/uploads/2017/09/Raport_Pro_Didactica_2016_RO.pdf

⁴⁹ <http://teenslive.info/ro/beremennost-ro/neplanificat>

risky behaviors in the years of adolescence, the important role of health education in their prevention, people's responsibility to educate a healthy generation.

II.3. Freedom of violence, stigma and stereotypes (Violence against women, Human rights of women, Women and the media, The girl child)

13. *In the last five years, which of the following subjects has your Government prioritized for action?*

- Intimate partner violence/domestic violence, including sexual violence and marital rape
- Violence against women and girls facilitated by technology (e.g., cyberbullying, online stalking)
- Trafficking in women and girls

Concrete Examples

Intimate partner violence/domestic violence, including sexual violence and marital rape

 Legal framework on preventing and combating domestic violence was amended during the reporting period in order to eliminate certain legislative gaps and inconsistencies highlighted during law implementation, as follows:

- the list of domestic violence subjects (Article 3 of Law No 45 and Article 133¹ of the Criminal Code) was extended; the right to issue an Emergency Restraining Order was added to the police powers,
- certain criminal and contravention sanctions for non-execution or violation by the perpetrator of the measures applied by a protection order and an emergency restraining order were established;
- Article 201¹ (domestic violence) of the Criminal Code was restated in accordance with the Istanbul Convention definition;
- the range of rights of domestic violence victims (free primary and qualified legal aid, free assistance for physical and psycho-social recovery, compensation for pecuniary and non-pecuniary damage, right to compensation from the state) was expanded.

 Drawing up and piloting of the Guidelines on intervention of territorial social assistance structures and public health care facilities in domestic violence cases was initiated and the Methodological instruction for the Police response to prevent and combat cases of domestic violence was approved on the basis of partnerships created between the government and non-government stakeholders.

Violence against women and girls facilitated by technology

The Republic of Moldova ratified the CoE Conventions on human rights, the Convention on Cybercrime, the Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse, on the basis of which a national legal framework to prevent and combat online crimes was created.

 In the context of creating a functional system to manage cyber and online security for children, the Republic of Moldova approved a National Cyber Security Program for 2016–2020, National Strategy for Social Protection of Child and Family for 2014–2020 and an Action Plan Promoting Children's and Adolescents' Internet Security for 2017-2020.

- ✚ At the same time, the MECR has developed and published on the institution's website a methodological set for children and adults on safe use of the Internet:
 - Guidelines for Children on Child Online Protection
 - The Internet Literacy Handbook
 - Guide to Human Rights for Internet Users

- ✚ A Center for Combating Cyber Crimes subdivision was created under the MIA in order to combat the offences committed through online media. The Center has the following powers: investigate information security crimes; investigate crimes encroaching upon the sexual inviolability of minors; investigate crimes committed using electronic means of payment; investigate financial crimes committed by using information systems and modern technical means; carry out criminal prosecution; examine and analyse information systems using modern equipment and software.

Trafficking in women and girls

By ratifying international instruments, the Republic of Moldova has undertaken the commitment to fight trafficking in human beings (THB), while the provisions of the international acts subsequently have been transposed into the national legal framework by developing and approving the implementing regulatory acts.

- ✚ A Law No 137 of 29.07.2016 on Rehabilitation of Victims of Crimes was drawn up to improve regulatory framework in THB. Its provisions mainly focus on the categories of support services provided to the crime victims.
- ✚ We also note that a new concept of the National Referral System is to be approved by the end of 2019. Not only the THB victims, but also all categories of crime victims as per the said Law will be rehabilitated through it.
- ✚ At the same time, essential improvements were made in the existing legal framework on preventing and combating THB (Law No 241 of 20.10.2015), certain notions were restated, the National Referral System (NRS) was institutionalised, the powers of central public authorities engaged in providing assistance and protection to victims of trafficking in human beings were complemented.
- ✚ National policy was supplemented with a new regulatory act in the field – the National Strategy on Preventing and Combating Trafficking in Human Beings 2018–2023 – by means of which a continuity of the state policy to reform national and transnational cooperation relations among the non-governmental, non-profit and intergovernmental organisations will be ensured in order to implement the measures of preventing and combating trafficking in human beings, to promote the rights of victims and potential victims of the trafficking in human beings, in line with the principles of respect for human rights and gender equality.

14. What actions has your country prioritized in the last five years to address violence against women and girls?

- Introduced or strengthened violence against women laws, and their enforcement
- Introduced or strengthened measures to increase women's access to justice
- Introduced or strengthened services for survivors of violence

Concrete Examples of Undertaken Actions

- Introduced or strengthened violence against women laws, and their enforcement*

✚ Over the past 5 years the legal framework on preventing and combating domestic violence was amended and supplemented, the first strategic document – 2018–2023 National Strategy to Prevent and Combat Violence against Women and Domestic Violence and the 2018-2020 Action Plan were approved. The strategy aims to implement a wide range of actions, grouped on the basis of the four general objectives, as follows:

- Prevent violence against women and domestic violence by cultivating zero tolerance for this phenomenon in order to decrease it in the Republic of Moldova – create a climate of population’s zero tolerance for these phenomena and reduce their prevalence by eliminating stereotypes, perceptions and attitudes of general public and raising awareness about this phenomena as a violation of fundamental human rights.
- Strengthen the mechanisms of protection and assistance for victims of violence against women and domestic violence – ensure support and assistance to victims, as well as their protection against any subsequent acts of violence. In this context, effective national multisectoral cooperation mechanisms among all relevant institutions designed to identify, refer, assist and (re)integrate the victim are important as well.
- Streamline the process of investigating and prosecuting acts of violence against women and domestic violence – ensure accuracy in the conduct of investigations and judicial proceedings related to acts of violence, without undue delays.

Development of integrated policies in preventing and combating violence against women and domestic violence, based on multisectoral cooperation and data collection – they allow efficient intervention in cases of violence against women and domestic violence, by ensuring an approach that implies multisectoral coordination and cooperation and is founded on a unified system of statistical data collection.

Introduced or strengthened measures to increase women’s access to justice

✚ During the reporting period the central public authority – GPI, together with the civil society organisations trained over 300 sector police officers and criminal prosecution officers. Besides this, 6,660 ‘Practical guide on the effective police intervention in domestic violence incidents’ manuals were disseminated among territorial Police Inspectorates.

✚ During the reporting period significant progress was reached in court monitoring from the point of view of progress, gaps and challenges in the application of national legislation to specific cases of domestic violence and trafficking in human beings. A team of 12 national monitors was trained in partnership with advocates from Global Rights for Women – a US based NGO, and a court monitoring manual was developed.

Introduced or strengthened services for survivors of violence

✚ The Regulation on the Organization and Modus Operandi of the Service of free assistance by phone to victims of domestic violence and to women victims of violence, and the minimum quality standards were approved in 2017 in order to strengthen the system of providing services to VAW. The phone service is free of charge throughout the country, and also can be accessed by the beneficiaries from abroad. It is available 24/7, from a land line and mobile telephony.

✚ During the 2014–2017, 4,152 potential victims of trafficking in human beings (a category that includes victims of domestic violence, persons in distress, unaccompanied children, children left without care, etc.) received assistance within the NRS. Thus, by the mentioned categories, 2,026 domestic violence victims, including 738 minors, 634 persons in distress, 161 unaccompanied children, 161 children left without care and 1,170 extremely vulnerable ones, received assistance within the NRS.

Currently, there are about 7 publicly funded centres that provide services to domestic violence victims, and 3 donor funded centers providing services to domestic violence victims operating on the territory of the republic.

15. *What actions has your country taken in the last five years to prevent violence against women and girls?*

- Public awareness raising and changing of attitudes and behaviours
- Working with men and boys

Concrete Examples of Undertaken Actions

- Public awareness raising and changing of attitudes and behaviours*



The Government carried out a number of actions to raise public awareness about family values, equality and non-violence, including:

- Over the reporting period, annually approved Government orders approving Action Plans on organising and conducting Family Days in the Republic of Moldova.
- Annually, between 25 November and 10 December, conducted the ‘16 Days of Activism against Gender Violence’ International Campaign, organised by central and local public authorities in partnership with international organisations and civil society representatives.

Information campaign on the protection order for domestic violence victims entitled ‘The Order can Protect You from Domestic Violence’, was conducted by the General Police Inspectorate in partnership with the Promo-LEX Association, under which several video spots with an anti-violence message were created, followed by discussions with the events audience about the phenomenon of domestic violence and measures to protect victims.

With the support of civil society organisations, a *Denim Day Moldova* campaign to raise awareness and promote zero tolerance for sexual violence against girls and women, entitled ‘There is NO excuse for rape’, was launched in 2018. Thus, several ambassadors accredited in Chisinau, development partners, Government and CSO representatives have addressed consistent messages to the Moldovan MPs, specialists in victims’ assistance, civil society and to the victims of sexual abuse themselves. The campaign has put important items on the public agenda, such as: fighting stereotypes and myths that fuel the ‘rape culture’, such as the idea that *it is better to shut up, hide and forget rape than to embarrass yourself*, encouraging victims to ask for help, non-judgment of victims, educating children about respect for their own body, respect for others intimacy and personality.

- Working with men and boys*



The Government Decision No 496 of 30.06.2014 approved the Framework-regulation on the organization and modus operandi of the Center for Assistance and Counseling for Family Aggressors and the minimum quality standards, which represent the national methodological framework for this kind of services. According to the aforementioned decision, the Center for Assistance and Counseling for Family Aggressors is a social institution providing integrated assistance and counseling services to those who commit domestic violence, adolescents with violent behavior manifested both in the family and outside of it. The Center provides several types of services: information; individual counselling; group counselling; educational

programs for adolescents with aggressive behavior; legal counselling; referral and facilitation of aggressors' access to health, employment, professionalisation services; beneficiaries' socialisation activities, as well as the creation of friendly environment and predisposition of beneficiaries to communication; couples counselling for the Center's beneficiaries, provided by the team of Center specialists.

- ✚ At the same time, counselling and re-socialisation centres for family aggressors were opened in several districts: 'Ariadna' Centre for Aggressors, Drochia, public institution, financed from the state budget and donor funded Centres opened on the NGO platform in the town of Causeni, Chisinau mun. and 'Stimul' Civil Association from the town of Ocnita.
 - ✚ We also note that the probation system activates in the field of correction and re-socialisation of persons convicted of domestic violence. In the course of 2017, 1059 persons with criminal convictions or contravention sanctions for domestic violence were registered with the probation body, while in 2018 – 958 of them. These probation subjects underwent surveillance, assistance and counselling activities aimed at their social reintegration, change of their behaviour, attitudes, visions and perceptions of the crime committed and the damage caused, as well as the reduction of the prerequisites that favour committing acts of violence directly or indirectly.
 - ✚ During the same period the General Police Inspectorate implemented the 'Non-Violent Fathers School' Concept, aimed to prevent domestic violence, promote family values, change violent behaviour for non-violent, inform about the protection and coercive measures the competent authorities can apply to the aggressors, form certain non-violent family habits.
- We mention the development of public policies on working with men and boys as a possible area for the future (although there are sporadic actions (donor projects)).

16. What actions has your country taken in the last five years to prevent and respond to violence against women and girls facilitated by technology (online sexual harassment, online stalking, non-consensual sharing of intimate images)?

- Introduced or strengthened legislation and regulatory provisions
- Implemented awareness raising initiatives targeting the general public and young women and men in educational settings

Concrete Examples of Undertaken Actions

- Introduced or strengthened legislation and regulatory provisions*
- ✚ The core document that provides creation and implementation of a cyber security management system of the Republic of Moldova is the National Cyber Security Program for 2016–2020⁵⁰, approved by the Government Decision No 811 of 29.10.2015, aimed at creating a cyber security management system for the Republic of Moldova by securing the information society services, thus contributing to the development of knowledge-based economy, which, in its turn, will stimulate the growth of economic competitiveness level and social cohesion, and ensure creation of new jobs.
- To guarantee children's online safety and ensure more efficient use of Internet by them, an Action Plan Promoting Children's and Adolescents' Internet Security for 2017–2020 was developed and approved by the Government Decision No 212 of 05.04.2017. It has several specific intervention areas: (1) reducing illegal Internet content and addressing online

⁵⁰ The Program is based on the provisions of 'Digital Moldova 2020' National Strategy for Information Society Development and of the National Security Strategy of the Republic of Moldova and includes 7 specific intervention areas. It was developed in line with the provisions of the European Union – Republic of Moldova Association Agreement, Council of Europe Convention on Cybercrime, EU Cyber Security Strategy and Recommendations of the International Telecommunication Union for the cyber security of electronic communication networks.

behaviour with negative impact, (2) promoting a safer digital environment for children and adolescents through cooperation of all parties involved, (3) raising awareness of actors that are in direct contact with children and informing them about the risks of online environment and giving recommendations for safe Internet browsing and (4) Compiling statistics and promoting researches on the online safety of children and adolescents.

- ✚ At the national level, the platform www.siguronline.md⁵², containing useful information about cyber security for children and adolescents, was launched. The website also provides similar information for the adults caring for children and teachers. Public events dedicated to online safety are organised periodically to this end as well. A free hotline for children has been launched as well (2014), giving children the opportunity to report any types of violations of their rights and abuse. The service is managed and financed by the Ministry of Health, Labour and Social Protection.
- ✚ A local civil association also implements an awareness program for adolescent Internet users, telling about the risks of sharing images with sexual content online⁵³.

Implemented awareness raising initiatives targeting the general public and young women and men in educational settings

- ✚ During 2014–2018, to prevent crimes of children’s abuse and sexual exploitation, the GPI employees were engaged in a number of events and information campaigns oriented to both children and society in general, about the risks persistent in virtual space and about safety measures for the users, by organising press conferences and publishing press releases related to the International Safer Internet Day. Besides this, video clips, preventive messages were broadcast on TV and radio channels, and information materials and brochures were distributed.
- ✚ The ‘Cyber Security Month’ is celebrated annually in October. Various public discussions with representatives of civil society as well as public figures active in the spiritual field were held on this occasion.
- ✚ To develop national campaigns on the online safety of children and young people, the web site <http://internetsigur.md/> was created and promoted. The event received media coverage.

17. What actions has your country taken in the last five years to address the portrayal of women and girls, discrimination and/or gender bias in the media?

- Enacted legal reforms to combat discrimination and/or gender bias in the media;
- Introduced binding regulation for the media, including for advertising;
- Supported the media industry to develop codes of conduct;
- Provided training to media professionals to encourage the creation and use of nonstereotypical, balanced and diverse images of women and girls in the media;
- Established and/or strengthened consumer protection services to receive and review complaints about stereotyped media content/gender-based discrimination/bias in the media.

Concrete Examples of Undertaken Actions

- ✚ The Association of Independent Press in the partnership with a number of international organisations implemented the Mass-media institutions support program in ensuring gender equality. Thus, over 30 institutions of printed press, online and electronic media were supported within a process of self-assessment of journalistic materials from gender equality

⁵¹ <https://siguronline.md/>

⁵³ A study carried out by the La Strada Centre shows that one of the children’s most risky online behaviours is sending of intimate photo and video images. Over the past 12 months, almost 82 percent of children have sent various messages, photos or video recordings via Internet

viewpoint. As a result, the share of women featured as protagonists of media stories increased by seven percentage points in the media outlets concerned, with seven media outlets achieving balanced representation of women and men in their materials. Furthermore, a total of 37 media signed a public commitment to promote gender equality, specifying concrete steps they will perform.

- ✚ A ‘Gender Equality in the Media Products’⁵⁴ Guide and other information materials were⁵⁵ elaborated under the program and distributed to all Moldovan media outlets to facilitate the fair presentation of men and women in the media products, to promote gender equality and fight gender stereotypes in the portrayal of men/boys and women/girls.
- ✚ Law No 71 of 14.04.2016⁵⁶ provided amendments and additional provisions aimed to promote gender equality in the media products and in the media field. To this end, the following provisions were amended: Law on Ensuring Equal Opportunities between Women and Men, Broadcasting Code, Law on Press, Law on Advertising, Contravention Code. Such amendments referred to:
 - making periodicals and press agencies use non-sexist language and show images of women and men through the lens of equal rights in public and private life;
 - including the criteria for inappropriate and sexist advertising, mentioning that such advertising is prohibited;
 - completing the Contravention Code with a regulation to sanction sexist advertising.
- ✚ Since 14 April 2016 (the date when the amendments introducing the concept of sexist advertising were adopted and the sanctions were established):
 - As many as 16 offences reports were drawn up after the Competition Council found sexist advertising.
 - Of those 16 cases, 2 were investigated at the Competition Council own initiative and the rest (14) – following a notification;
 - Until July 2018, fines in the amount of MDL 156,000 were imposed by the court (according to Contravention Code, a fine for non-observance of the legislation on advertising is applied by the court following the drawing up of an offence report by the Competition Council).
- ✚ Besides this, the old Broadcasting Code was repealed and a new Audiovisual Media Services Code was adopted in 2018. Several of⁵⁷ its articles contain gender aspects, with explicit provisions on compliance with the gender equality principle.
- ✚ The capacity of 25 journalists from online media, printed press and television and of the BCC members was built on the following subjects: gender equality, gender-sensitive language, sexism, feminism, harassment, prevention and combating violence against women, mass media monitoring methodology.
- ✚ CSOs are also entirely interested in preventing discrimination. These organise various awareness raising events and draw up useful publications⁵⁸ on the subject, in cooperation with the Council for Preventing and Eliminating Discrimination and Ensuring Equality. We continue to mention promotion of women’s participation in the mass media management bodies (example of a mechanism: representation quota, including for women from various categories) and continued implementation of journalists’ training programs on the importance of gender equality in the media, as challenges and possible areas of intervention.

⁵⁴ http://api.md/upload/Ghid_gender_2016.pdf

⁵⁵ <https://egalitadedegen.md/biblioteca/mass-media-pentru-egalitate-de-gen/>

⁵⁶ <http://lex.justice.md/md/365019/>

⁵⁷ <http://lex.justice.md/md/378387/>

⁵⁸ <https://egalitate.md/wp-content/uploads/2016/04/CRJM-Ghid-Nediscrim-Public-2016-ro-1.pdf>

18. *Has your country taken any action in the last five years specifically tailored to address violence against specific groups of women facing multiple forms of discrimination?*

- ✚ Institutional framework on Prevention and Elimination of Discrimination and Ensuring Equality includes the following subjects: a) Council for Prevention and Elimination of Discrimination and Ensuring Equality; b) public authorities; c) courts of law. Responsibility is also provided for the discrimination acts: disciplinary, civil, administrative and criminal responsibility according to the law in force.
- ✚ Another innovation aims at introducing the reversed burden of proof in line with the international standards. Thus, the discriminated person who brings an action to court must present only facts that assume possible existence of a discrimination act. The task to prove that the facts do not constitute discrimination belongs to the defendant, except for the facts that imply criminal liability. Also, persons who bring an action to court on matters of discrimination are exempt from paying filing fee, thus being encouraged to signal the cases of violation of the legislation in force.
- ✚ Concurrently, citizens' petitions on cases of discrimination can be notified at the CPEDEE Hotline 0-8003-3388, while the council's website has information about the complaint filing procedure⁵⁹, at the same time allowing online complaint filing. Several information campaigns addressing the phenomenon of discrimination on various criteria have been launched within the online platform of the Council for Preventing and Eliminating Discrimination and Ensuring Equality. These were: Equal Rights in Rural Communities; Equality Between Generations; Kind People, Law 121 is for Everyone; Be Yourself. You Have the Right! Non-Discrimination Caravan, etc.
- ✚ The 'Prototype of Innovative Approach to Positive Deviations of Women and Men Living with HIV in Moldova' Project was aimed at reducing the level of stigma and discrimination faced by people living with HIV by implementing a prototype of positive deviation in order to increase the number of PLWH who live with HIV openly, without hiding their status.

II.4. Participation, accountability, and gender-responsive institutions (Women in decision-making, Institutional mechanisms for the advancement of women, Human rights of women, Women and the media, The girl child)

19. *What actions and measures has your country taken in the last five years to promote women's participation in public life and decision-making?*

- Reformed the legal and regulatory framework that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets;
- Implemented capacity building, skills development and other measures;
- Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning.

Concrete Examples of Undertaken Actions

- Reformed the legal and regulatory framework that promote women's participation in politics, especially at decision-making level, including electoral system reform, adoption of temporary special measures, such as quotas, reserved seats, benchmarks and targets*

⁵⁹ <http://egalitate.md/depune-o-plingere/>

The Law No 71 of 14 April 2016 Amending and Supplementing Certain Laws introduced legal provisions on establishing a 40% participation quota for both sexes on the lists of candidates for parliamentary and local elections. At the same time, the legislator also provided for sanctions, i.e. if the election candidate fails to submit a list of candidates in line with the 40% quota, the election authority will refuse to register this list. However, given that the national electoral system was changed by moving from a proportional to a mixed system of electing MPs, the impact of the legal provisions adopted in 2016 on gender quota in elections has been diminished during the reporting period, the current one disadvantaging women primarily by not ensuring a balanced representation of both sexes on the list of candidates in single-member constituencies.

☑ *Implemented capacity building, skills development and other measures*

✚ The fruitful collaboration of the Partnership for Development Centre with MHLSP resulted in a training program entitled ‘How to Analyse and Improve Public Policies through the Lens of Gender Equality’ under the project ‘Supporting Women’s Leadership and Participation in Decision-Making in Moldova’. The first training module provided individual support to 5 gender coordinating groups, meant to mainstream gender into public policies. Thus, 5 public policies were analysed in terms of their potential impact on men and women, and sets of recommendations and feasible measures to strengthen gender equality in the relevant policy areas were developed.

Trainings in gender equality were organised for civil servants too. Hence, the Academy of Public Administration designed and institutionalised the training course ‘Gender Equality for Civil Servants’, consisting of a training book, guidelines and materials. The training curriculum was approved by the Quality Assurance Committee of the Department for Professional Development and is to be introduced in the training curriculum on Professional Development for Civil Servants for 2019. In addition, the Academy of Public Administration reviewed and adjusted the course ‘Public Policy Development and Assessment’, introducing in its content the subject ‘Gender Approaches in Public Policies’, which has already been taught to more than 52 officials from central public authorities. Measures for the prevention, investigation, criminal prosecution and punishment of violence against women in politics are seen as *a challenge and possible area of intervention*.

☑ *Provided opportunities for mentorship, training in leadership, decision-making, public speaking, self-assertion, political campaigning*

✚ During 2014-2017, ‘Women in Politics’ Program was implemented. This Program aimed to support the increase of women’s participation in politics and decision-making by creating an environment favourable to their significant participation, to support women’s capacity development before, during and after the elections at the central and local level⁶⁰.

✚ Seven political clubs were established in seven districts to facilitate the dialogue between prospective women candidates and political parties and to serve as capacity development centers for women leaders; training for trainers, training workshops for active women, workshops with women from under-represented groups, workshops meant to increase their

⁶⁰. Under ‘Women in Politics’ Program about 1,000 women were trained in the area of gender equality, political leadership and decision-making, 8 of which were elected as mayors and 90 as local councilors (of which 2 Roma women were elected as local councilors for the first time in Moldova). The Programme was funded by Sweden and implemented by UN Women, UNDP, EEF and CPD

voter eligibility were organised; national advocacy campaigns were organised to support women in their accession to leadership positions, etc. In addition, trainers in gender equality from the Ministry of Internal Affairs of the Republic of Moldova were trained as part of the coaching program on achieving gender equality in the security sector. Another large-scale project which continues in 2019, targets the women who want to run for local elections in all regions of Moldova. Its training curriculum also includes opportunities for mentoring, preparing a public speech, oratory, and simulation of elections and of media debates.

- ✚ The National Mentorship Program for Active Women ‘INSPIR-O!’, held in 7 localities, was also carried out during the reporting period. The program selected women from localities with zero representation of women in local councils (predominantly from rural areas) in order to strengthen women’s leadership skills. The 7 community mobilisation projects have been implemented in various areas, such as: health and sports, park and playground development, trainings in leadership and gender education, improvement of sanitary conditions in educational institutions, and traffic safety. As a result, the ‘INSPIR-O!’ program has 27,261 direct or indirect beneficiaries, 3,587 people were mobilised, which means 7.8% of the population of the localities involved, 83 community mobilisation actions and 699 people involved in volunteer work.
- ✚ In addition, in 2015, the Platform for Gender Equality⁶¹ was launched as a national network, consisting of 28 NGOs and individuals advocating for gender equality. The platform helps to promote equality, monitor state institutions in implementing their gender equality commitments, and actively engages in advocacy campaigns on ensuring gender equality and women’s rights.
- ✚ Also, the Common Platform of Dialogue of Women MPs and Parliament’s Secretariat was set up (2015-2016), with 15 regional parliamentary forums gathering over 600 participants (out of which 84% were women) from marginalised groups, in direct dialogue with the MPs and local authorities. Building on the experience and practices accumulated, in 2017 the Parliament independently organised 5 regional forums on women’s participation in politics and 8 forums on the prevention of violence against women, girls and children.
- ✚ At the same time, 39 women with different types of disabilities across the country (including Gagauzia and Transnistria) improved their ability of getting actively involved in civic and political life at trainings on such topics as: the role of women in history and society, 2017-2021 Gender Equality Strategy, CEDAW provisions and recommendations for the Republic of Moldova, law on the rights of people with disabilities, election campaigns management, gender equality and sustainable development, communication with media and public institutions, non-verbal communication, strategic management and IT technologies for lobbying and advocacy.

20. What actions has your country taken in the last five years to increase women’s access to expression and participation in decision-making in the media, including through information and communication technologies (ICT)?

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership
- Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free WiFi hubs, community technology centers).

Concrete Examples of Undertaken Actions

- Strengthened the provision of formal and technical vocational education and training (TVET) in media and ICTs, including in areas of management and leadership*

⁶¹ <https://egalitadedegen.md/en/>

Taken measures to enhance access, affordability and use of ICTs for women and girls (e.g. free WiFi hubs, community technology centers)

In 2016, Educational Centre ‘Pro Didactica’ implemented the Project ‘Strengthening TVET System in Moldova/Concept’, meant to support the organisational development of 7 technical vocational education and training institutions, including ICT.

21. *Do you track the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?* YES

In 2016, for the first time in Moldova, the Report on Costing of Domestic Violence and Violence Against Women in Moldova was developed. The report estimated the costs for 2014 and targeted the following sectors: social protection, health and legal. Thus, the report estimated that spending in the three sectors would amount to about MDL 36,093,000, as a result of the national response mechanism, which currently focuses on mitigation of consequences and not on prevention. According to the study, 60% of social services are covered by the CSOs, with victims also incurring a large part of health and legal expenses. Consequently, the experts found that the costs supported by victims exceed 1.5 times the state’s contribution.

✚ The 2019 State Budget⁶² includes certain indirect budget allocations for the empowerment of women (blind persons, political parties, energy efficiency, training for teaching and healthcare staff, rural agriculture, local budgets to finance the minimum package of social services, grants for young people and for Diaspora, for reform of salaries of staff employed in the public sector). However, due to the lack of a gender-responsive budgeting while developing the state budget, exact estimates by sex, age, etc. are not possible.

✚ The state budget allocated financial resources for preventing and combating domestic violence. Thus, the 7 centers (public institutions) providing services to domestic violence victims received MDL 7,645.9 in 2017 and 8,820.6 in 2018.

✚ The toll-free hotline for victims of domestic violence, including gender-based violence, procured by MHLSP since 2017, received the following financial resources for an effective operation: for 2017 – MDL 56,140.22, for 2018 – MDL 980,000, and for 2019 – MDL 911,800.

22. *As a donor country, does your country track the proportion of official development assistance (ODA) that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting)?* NOT applicable

23. *Does your country have a valid national strategy or action plan for gender equality?*
YES

✚ In order to observe the international commitments in the given area and CEDAW and UPR recommendations, the Government approved the 2017-2021 Gender Equality Strategy⁶³, which is a clear expression of involvement, and promotion of gender equality in the Republic of Moldova. The Strategy aims at fostering the respect for the role of the law in achieving protection of human rights, ensuring the values of the rule of law, economic growth and sustainability of society in general, focusing on the following areas of intervention with concrete objectives, as follows:

⁶² <http://lex.justice.md/md/378600/>

⁶³ <http://lex.justice.md/md/370442/>

General objective 1: Ensure a comprehensive approach to gender equality	
Area of intervention	Specific objectives
Women's participation in decision-making	Strengthen the legal and institutional mechanisms on promoting women in decision-making.
Labour market and gender pay gaps	Harmonise the national law with the European standards on equal pay for equal work.
Social protection and family policies	Amend and harmonise the regulatory framework on fair social insurance policies for women and men; Improve the policy framework for families with children in order to ensure fair participation of parents in raising and upbringing their children; Improve the policy framework and social assistance services from the gender perspective.
Health	Mainstream gender in health policies and in training programs for health workers; Promote knowledge for health among women and men through information, education and increase of the use of healthcare services.
Education	Mainstream gender in the pre- and in-service teacher training in order to overcome stereotypes and form gender consciousness; Include the gender perspective in career guidance in order to encourage them to choose non-traditional professions.
Climate change	Adjust sectoral strategies for adaptation to climate change in order to mainstream the gender perspective.
General objective 2: Strengthen the institutional mechanism ensuring gender equality	
Institutional mechanism	Strengthen the capacity of human resources in the existing institutional mechanism at the level of ministries and central administrative authorities; Make the activity of the Governmental Committee for Gender Equality more effective; Strengthen the capacity of human resources in the institutional mechanism at the level of local public administration authorities.
General objective 3: Combat stereotypes in the society and promote non-violent communication	
Stereotypes in the society and non-violent communication	Promote gender balance in the media and advertising; Raise public awareness of the perception of gender stereotypes and non-violent communication.
General objective 4: Promote gender equality in security and defence sectors	
Gender equality in security and defence sector	Ensure the access of women to managerial and executive positions in the security and defence sector; Mainstream gender in sectoral security and defence policies.
General objective 5: Integrate gender-responsive budgeting in the development of budget programs	
Gender-responsive budgeting	Promote gender mainstreaming in budget programs by establishing gender-sensitive indicators; Strengthen the capacity of representatives of ministries and other central and local public administration authorities to implement gender-responsive budgeting and make them aware of its importance.

✚ The Government Committee for Gender Equality is responsible for controlling the implementation of 2017-2021 Gender Equality Strategy and of the Action Plan implementing it. The ministries and other central administrative authorities ensure its implementation by approving sectoral plans and report annually to the Ministry of Health, Labour and Social Protection on the actions taken. The line ministry is in charge for the monitoring and

assessment of the Strategy, developing to this end annual reports on the basis of reports on sectoral action plans and monitoring indicators.

24. *Does your country have an action plan and timeline for implementation of the recommendations of the Committee on the Elimination of Discrimination against Women or of the recommendations of the Universal Periodic Review or other United Nations human rights mechanisms that address gender inequality/discrimination against women?* YES, partially.

- ✚ In order to implement the recommendations made by the Committee on the Elimination of Discrimination against Women following the assessment of the combined fourth and fifth report of the Republic of Moldova (see CEDAW/C/MDA/CO/4-5 of 18 October 2013), the Government developed and approved the 2014-2015 Action Plan⁶⁴. Besides, these recommendations were taken into account when developing the 2017-2021 Gender Equality Strategy (approved by Government Decision No 259 of 8 April 2017), the 2018-2023 National Strategy to Prevent and Combat Violence against Women and Domestic Violence (approved by Government Decision No 281 of 3 April 2018) and the 2018-2023 National Human Rights Action Plan.
- ✚ CEDAW recommendations are integrated into all gender-sensitive sectoral action plans and provide a source for the alignment of governmental and non-governmental policies and interventions, as well as for the development partners concerned about promoting gender equality and the empowerment of women. The RM Government develops periodic reports to CEDAW, via consultations with all social stakeholders through transparent and participatory processes.
- ✚ The sixth national periodic Report was developed in line with the general provisions of Article 18 of CEDAW on the form and content of periodic reports, recommendations made by CEDAW in 2013. In order to ensure the participatory principle, the draft Report was published on the Ministry's official website www.msmps.gov.md.

25. *Is there a national human rights institution in your country?* YES

- ✚ The national human rights institutional mechanism consists of the following platforms:
 - the *Ombudsperson's Office* (OO), accredited with the 'A' statute, which ensures the work of the Ombudsperson and Child's Ombudsperson. According to the Law No 52 of 3 April 2014 on the Ombudsperson, the Ombudsperson and Child's Ombudsperson shall ensure the observance of human rights and freedoms by: preventing their violation, monitoring and reporting on their observance at national level, improving the law on human rights and freedoms, promoting human rights and freedoms and the mechanisms for their observance, ensuring the observance of child's rights and freedoms, implementing the UN Convention on the Rights of the Child at national level.
 - The *Council for Preventing and Eliminating Discrimination and Ensuring Equality*, which is an autonomous public authority established by Law No 121/2012 on Equality and active since 2013. Among the key duties of the Council are the following: examine the compatibility of current legislation with non-discrimination standards; monitor the implementation of legislation in terms of ensuring equality and non-discrimination; examine the complaints of persons who consider themselves to be victims of discrimination; develop studies and reports on discrimination dimensions, state and trends; raise awareness and inform the society in order to eliminate all forms of discrimination.

⁶⁴ <http://lex.justice.md/index.php?action=view&id=333441&lang=1&view=doc>

- the National Human Rights Council and the Permanent Human Rights Secretariat set up in early 2019 – is an advisory body under the Government established in order to ensure an effective mechanism for development and assessment of implementation of human rights policy documents. It will also monitor the implementation of the international human rights treaties to which the Republic of Moldova is a party, as well as the compliance with the undertaken commitments.

II.5 Peaceful and inclusive societies (Women and armed conflict, Human rights of women, The girl child)

26. *What actions has your country taken in the last five years to build and sustain peace, promote peaceful and inclusive societies for sustainable development and implement the women, peace and security agenda?*

- Adopted and/or implemented a National Action Plan on women, peace and security;
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks;
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda;
- Increased budgetary allocations for the implementation of the women, peace and security agenda;
- Other: Improved the opportunities for women and men from the system to reconcile the professional and family life.

Concrete Examples of Undertaken Actions

- Adopted and/or implemented a National Action Plan on women, peace and security*
- ✚ The Action Plan implementing the 2018-2021 National Program Implementing the United Nations Security Council Resolution 1325 on Women, Peace and Security was approved by Government Decision No 259 of 28 March 2018.
- ✚ The Individual Partnership Action Plan Republic of Moldova – NATO for 2017-2019 was approved by the Government Decision No 736/2017 (its content highlights the importance of implementing the UN SC Resolution 1325 on the role of women in ensuring peace and security as part of the security and defense sector reform.
- Integrated women, peace and security commitments into key national and inter-ministerial policy, planning and monitoring frameworks*
- ✚ During 2007-2019, ten women who served/serve by contract in the National Army took/take part in peacekeeping missions/operations under UN aegis.
- Used communication strategies, including social media, to increase awareness of the women, peace and security agenda*
- ✚ Among the major achievements as regards the enforcement of the Action Plan implementing the 2018 National Program Implementing the United Nations Security Council Resolution 1325 on Women, Peace and Security, we can note the following activities:
 - All institutions concerned developed institutional action plans;

- During the period concerned, the authorities responsible for implementation have developed and entered into Agreements of Collaboration with the associative sector in the realm of gender equality and strengthening women's role in the security sector;
- The authorities initiated internal reviews of gender equality perceptions and women's working conditions within the divisions;
- The institutions responsible for implementation started to amend and supplement the normative acts regulating the related fields of work in order to eliminate discrimination, sexual harassment and gender-based violence;
- The authorities started to amend and/or develop Guidelines and Internal Regulations, in line with the principle of gender equality, in order to implement the actions of the Plan.

✚ During 2018, around 84 local, national and regional meetings, conferences and round tables were organised with the involvement of national and international experts, the associative sector and academia, attended by around 2,350 employees of the security system and defense and law enforcement agencies. The video spot 'National Program Implementing the United Nations Security Council Resolution 1325 on Women, Peace and Security' and the Information Guideline 'United Nations Security Council Resolution 1325 on Women, Peace and Security Agenda', prepared by the Information and Documentation Centre on NATO (IDC on NATO) together with the institutions responsible for implementation, were also launched.

27. What actions has your country taken in the last five years to increase the leadership, representation and participation of women in conflict prevention, resolution, peacebuilding, humanitarian action and crisis response, at decision-making levels in situations of armed and other conflicts, and in fragile or crisis settings?

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements;
- Promoted participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level;
- Other: Prevented and responded to discrimination, sexual harassment, and gender-based violence within the sector.

Concrete Examples of Undertaken Actions

- Promoted and supported women's meaningful participation in peace processes and the implementation of peace agreements*
- Promoted participation of women in humanitarian and crisis response activities at all levels, particularly at the decision-making level*

✚ The Ministry of Internal Affairs strengthened the promotion of gender equality via 5 issues of 'Din Culisele Politiei' [From Police Backstage] campaign with the participation of about 500 young people, disseminating 10 press releases and 14 coverages on the profession of police officer for women and men, and publishing 43 communiqués on Police Facebook page. The State Protection and Guard Service prepared a video spot promoting women in law enforcement bodies and a campaign promoting women in the Service. In the context of optimising the promotion gender equality, the management and employees of the National Administration of Penitentiaries participated in 6 public debates and 13 TV shows.

✚ The Ministry of Defense conducted 8 training workshops on 'Principles of gender equality, preventing and responding to gender-based violence'. As many as 164 civil servants (106

women and 58 men), military and civil personnel of the National Army, as well as the employees in leadership and enforcement positions within the Central Office of the Ministry of Defense and the General Staff of the National Army were trained at these workshops.

- ✚ Under ‘Support to the Security Sector Reform in the Republic of Moldova’ Project, 26 militaries (4 women and 22 men) participated in a training for the staff of the military command bodies.
- ✚ At ‘Stefan cel Mare’ Academy of the Ministry of Internal Affairs, a number of trainings on gender equality in the exercise of job duties were carried out, namely: ‘Combating Discrimination’ module, with 35 employees (19 women and 17 men) trained; ‘Aspects of Gender Equality’ module for basic managerial training courses, with 71 employees (14 women and 57 men) familiarised.
- ✚ According to the Order No 34/3-136 of 5 April 2018 of the Head of the General Police Inspectorate, the employees of 63 subdivisions of the General Police Inspectorate benefited from information sessions about international mechanisms on combating gender-based discrimination. In the context of preventing and combating gender-based violence, Partnership for Development Centre and UN Women in Moldova supported the organisation of a workshop on gender equality attended by 25 military of the carabineer troops. During the instruction and professional training of the Customs Service staff, 39 employees (29 women and 10 men) were familiarised with gender equality and combating discrimination during 10 activities.

Other: Prevented and responded to discrimination, sexual harassment, and gender-based violence within the sector

- ✚ By its Order No 268 of 20 May 2016, the Ministry of Defense approved the Code of Professional Conduct for contracted military personnel of the National Army, and in 2017 it approved the Code of Ethics and Deontology of the civil servant with special status from the MIA, a document whose basic principles are addressed from the lens of gender equality.
- ✚ Also, an Order of the Minister of Defense in 2018 approved the Regulation of the Gender Coordinating Group, whose members are responsible for reviewing the complaints and cases of discrimination in military units and sending the evidence to the competent law enforcement bodies.
- ✚ In addition, the Ministry of Internal Affairs, together with the Association of Women in Police and the support of the Women’s Law Centre, developed the draft Legal Guidelines in Case of Sexual Harassment and launched the message of zero-tolerance towards sexual harassment in the Police, to all police employees, in the context of ‘16 Days of Activism against Gender Violence’ International Campaign.
- ✚ In 2018, an Order of the Head of the General Police Inspectorate decided to organise and conduct basic professional trainings at the workplace, with emphasis on issues such as gender stereotypes, insufficient measures to ensure a work-life balance, low capacity to prevent and combat discrimination, sexual harassment and gender-based violence.
- ✚ In the same context, the Security and Intelligence Service developed the draft Regulation on Combating Discrimination, Sexual Harassment and Gender-Based Violence at the Security and Intelligence Service.
- ✚ The Customs Service developed the internal procedures on preventing and combating discrimination, sexual harassment, and gender-based violence.
- ✚ The State Protection and Guard Service approved a Plan on raising the awareness of the staff on gender equality, which stipulates the appointment of gender advisers and the organisation of trainings on the prevention and combating of discrimination, sexual harassment and gender-based violence.

28. *What actions has your country taken in the last five years to enhance judicial and nonjudicial accountability for violations of international humanitarian law and violations of the human rights of women and girls in situations of armed and other conflicts or humanitarian action and crisis response?*

Strengthened capacity of security sector institutions on human rights and prevention of sexual and gender-based violence and sexual exploitation and abuse.

Concrete Examples of Undertaken Actions

- ✚ As part of training the personnel for peacekeeping missions, the Continuous Training Centre of the Armed Forces Military Academy ‘Alexandru cel Bun’, on the basis of the needs of the National Army, conducts the ‘Course on training the National Army’s military to carry out missions as military observers in UN peacekeeping operations’.
- ✚ At the same time, by Order of the Head of the General Staff of National Army dated 2018, the military staff of the National Army KFOR-9, that was to be detached in the multinational peacekeeping mission in Kosovo, participated in a training on ‘Gender Perspectives in Peace Support Operations’, organised on 4 May 2018. Also, by Order of the Head of the General Staff of National Army dated 2018, the military staff of the National Army KFOR-10, that was to be detached in the multinational peacekeeping mission in Kosovo, participated in the training on ‘Gender Perspectives in Peace Support Operations’. According to the curriculum on the training of military staff before deployment in peacekeeping mission in Kosovo, both trainings included gender issues, resolutions of the Security Council, legal framework on sexual harassment and gender-based violence, etc.
- ✚ In 2018, the online course ‘Gender Dimension in the Security and Defense Area’ was developed.

29. *What actions has your country taken in the last five years to eliminate discrimination against and violations of the rights of the girl child?*

Implemented policies and programs to eliminate violence against girls, including physical and sexual violence and harmful practices.

Concrete Examples of Undertaken Actions

Implemented policies and programs to eliminate violence against girls, including physical and sexual violence and harmful practices

- ✚ Starting with 2019, under the Project ‘*Building Resilience to Sexual and Commercial Exploitation for Adolescents in VET Schools*’, implemented by the National Centre for Child Abuse Prevention (NCCAP) in partnership with the Permanent Secretariat Directorate of the State Chancellery, Ministry of Education, Culture and Research, with the support of external partners, students from 10 VET schools in the country will participate in various activities to strengthen their knowledge and skills to prevent the risk situations associated with sexual abuse and exploitation, and trafficking in human beings.
- ✚ In 2017, NCCAP launched ‘Adolescence in Safety’ campaign aiming at preventing sexual abuse and exploitation of children in the Republic of Moldova. The campaign is meant to raise the awareness about the sexual abuse and exploitation of children and to inform the latter, their families/carers/society as a whole about the prevention and combating of this phenomenon. A number of information and support materials, such as the online platform⁶⁵ www.12plus.md,

⁶⁵ <https://12plus.md/>

as well as information materials for adolescents⁶⁶ and for parents⁶⁷, were developed during this campaign.

- ✚ Also, the Resource Center on Prevention of Child Abuse⁶⁸ works for the same purpose and provides support to children and parents, child protection professionals, and conducts various research on this topic⁶⁹.
- ✚ Of high interest for professionals and defenders of child rights is also the Study ‘Mechanism for Monitoring the Implementation of Inter-Sectoral and Sectoral Documents on Preventing and Combating Violence, Neglect, Exploitation and Trafficking in Children: Challenges and Perspectives’⁷⁰, conducted under ‘Protect Children Against Abuse, Neglect, Exploitation and Trafficking Through a Consolidated and Functional Childcare System’ Project. The Study reviews the current, sectoral and cross-sectoral procedures used to monitor the cases of child victims and potential victims of violence, neglect, exploitation and trafficking.
- ✚ During 2017-2018, Radio Moldova Tineret organised radio broadcasts on domestic and gender-based violence. Representatives of MHLSP, MIA, lawyers, teachers, and doctors participated in these broadcasts.
- ✚ In order to prevent/combat gender-based discrimination and domestic violence, promote gender equality and partnership between girls and boys, ‘Promoting Gender Equality’ Project was implemented in partnership with the Gender-Center Civil Association, Ministry of Education and OSCE Mission to Moldova (2015-2017), training over 2,500 students, teachers and managers from vocational schools/colleges in the country⁷¹.

II.6: Environmental conservation, protection, and rehabilitation (Human rights of women, Women and the environment, The girl child)

30. *What actions has your country taken in the last five years to integrate gender perspectives and concerns into environmental policies?*

- Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)

Concrete Examples of Undertaken Actions

Strengthened evidence and/or raised awareness about gender-specific environmental and health hazards (e.g. consumer products, technologies, industrial pollution)

- ✚ Environmental degradation, biodiversity loss, climate change and climate vulnerability affect men and women disproportionately. Moldova’s rural women are four times more prone to absolute poverty, and their unequal economic and social status makes them more exposed. The traditional role of women as caregivers looking after the family affects their ability to save themselves in emergency situations. Women’s role as providers of food, energy and water resources makes them dependent on natural ecosystems and hence more vulnerable towards environmental degradation.
- ✚ United Nations efforts to promote biomass and renewable resources facilitated women’s participation at the local level. Women represent 76% of the members of 1,324 project decision-making committees at the local level, while 27% of female-headed households

⁶⁶ http://cnpac.org.md/uploaded/Campanii/12%20plus/leaflet_a5_adolescenti_final.pdf

⁶⁷ http://cnpac.org.md/uploaded/Campanii/12%20plus/leaflet_a5_parinti_final.pdf

⁶⁸ <http://amicel.cnpac.org.md/>

⁶⁹ The 2018 Study ‘Opinions and Perceptions of Domestic Violence and Child Abuse’ was recently launched under ‘Protect Children Against Abuse, Neglect, Exploitation and Trafficking Through a Consolidated and Functional Childcare System’ Project, implemented by NCCAP with the support of the OAK Foundation.

⁷⁰ <http://cnpac.org.md/uploaded/Publicatii/studii/studiu%20mecanismul%20de%20monitorizare.pdf>

⁷¹ <http://www.osce.org/moldova/208616>

benefited from facilitated energy access. As many as 7,227 children, including 4,273 girls (59%), are able to attend schools, kindergartens and rural community centres benefiting from biomass-based heating systems. As a result, 3,867 women out of 5,949 mothers and care-takers can pursue education and full-time employment, contributing to an overall increase in the households' incomes.

- ✚ Also, 8 gender guidelines on the environment were developed in order to strengthen the capacities in terms of gender equality.
- ✚ In the future, as an area of intervention, we intend to adopt measures to protect and maintain the knowledge and practices of local women in terms of traditional medicinal products, biodiversity and conservation techniques.

31. What actions has your country taken in the last five years to integrate gender perspectives into policies and programs for disaster risk reduction, climate resilience and mitigation?

- Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters;
- Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation.

Concrete Examples of Undertaken Actions

Strengthened the evidence base and raised awareness about the disproportionate vulnerability of women and girls to the impact of environmental degradation and disasters

- ✚ The Ministry of Agriculture, Regional Development and Environment, jointly with the development partners and the associative sector, organised in 2018 inter-ministerial consultations for the Operational Manual and the Country Program on Moldova Engagement with the Green Climate Fund. The purpose of developing these documents is to increase our country's chances of benefiting from projects financed by this Fund, being considered as the world's largest fund to support developing countries in their climate change adaptation and mitigation practices. Gender was mainstreamed in both documents as an essential precondition for an effective adaptation to climate change.

In the future, as an area of intervention, we opt for assessing the impact environmental policies and sustainable infrastructure projects have on women and girls.

Introduced or strengthened and implemented gender-responsive laws and policies related to disaster risk reduction, climate resilience and mitigation

- ✚ One of the areas of intervention under the general objective 'Comprehensive Approach to Gender Equality' of the 2017-2021 Gender Equality Strategy is climate change.
- ✚ To this end, CPA gender units benefited from the training 'Gender Mainstreaming in Sectoral Policies in the Context of Adaptation to Climate Change'. The objectives of the training were to familiarise the participants with the concept of gender equality in the context of climate change, and to develop the skills to address climate change adaptation by sector through the gender lens.
- ✚ During 2017, after the approval of Moldova Strategy on Adaptation to Climate Change until 2020 and the related Action Plan, the Ministry of Agriculture, Regional Development and Environment, with a view to amend sectoral policy documents through the gender lens (transport and road infrastructure, agriculture, energy, water and sanitation, food security, regional development and construction, health) has mainstreamed gender equality principle into the Strategy on Adaptation to Climate Change of the Health Sector, the Strategy on Adaptation to Climate Change of the Forestry Sector, into the strategies of socio-economic development of Singerei, Falesti, Leova, Nisporeni, Basarabasca, and Calarasi districts.

- ✚ In order to improve the comprehensive approach to gender equality in this sector, we propose the following:
 - ✓ Ensure access to safe water and sanitation services and facilitate menstrual hygiene management, especially in schools and other educational or training institutions;
 - ✓ Ensure the access of women in disaster situations to services such as rescue, disaster insurance and compensation;
 - ✓ Conduct analytical research focused on sex-disaggregated statistical data (e.g. morbidity, mortality) in terms of the impact of environmental degradation and climate change.

CHAPTER III. Processes and mechanisms for implementing and monitoring the Beijing Declaration and Platform of Action and its synergy with the 2030 Sustainable Development Agenda.

32. *What is your country's current national machinery for gender equality and the empowerment of women?*

- ✚ The Republic of Moldova currently has an institutional mechanism, well-defined by Law on Equal Opportunities for Men and Women (2006) and supplemented by Law No 71/2016 on Amendments and Addenda to Certain Legislative Acts:⁷²
 - Government – Government Commission on Gender Equality;
 - Ministry of Health, Labour and Social Protection – Division for Gender Equality Policies;
 - Ministries and other central administrative authorities – gender coordinating groups (consisting of gender units within policy-making subdivisions);
 - Local public administration authorities of level I and II – gender units;
 - At the same time, according to the law, the National Bureau of Statistics, the State Labour Inspectorate, and the Council for Preventing and Eliminating Discrimination and Ensuring Equality are among other authorities mentioned to have sectoral duties.
- ✚ During the reporting period, a number of training activities were organised in this area: training seminars, workshops; study visits; providing information materials to civil servants from CPAs and LPAs, etc.
- ✚ The gender coordinating groups within ministries and other central administrative authorities, aimed at ensuring a comprehensive gender approach in policies and programs across all fields and at all levels of adopting and implementing decisions, are the innovative key elements within the institutional mechanism. The members of these groups are the gender units within the subdivisions with the abilities to develop, promote and monitor policies in the public authority's area. The head of the institution is responsible for making sure that a public authority carries out its duties and for coordinating the effective operation of the Gender Coordinating Group. At local level (levels I and II), we note the appointment of gender units, and the legislator mentioned the district president and the mayor as responsible for implementing the principle of gender equality.

33. *Is the head of the national machinery a member of the institutional process for SDG implementation (e.g. inter-ministerial coordinating office, commission or committees)?* YES, partially.

- ✚ In the Republic of Moldova, the State Chancellery, with the support of the United Nations Organisation, consulted over 200 persons and analysed more than 60 opinions in order to nationalise the SDGs. Thus, following consultations with relevant stakeholders, practical recommendations were made on the integration of 106 targets of the Agenda 2030 into policy documents at national level. As many as 226 indicators were defined by adjusting global

⁷² <http://lex.justice.md/viewdoc.php?id=315674&lang=1>

indicators and complementing them with country-specific indicators in order to monitor and evaluate the achievement of the 106 targets.

- ✚ Concurrently, in the context of alignment with the 2030 Agenda, the strategic paper ‘Moldova 2030’ National Development Strategy was developed and approved. ‘Moldova 2030’ NDS vision and major strategic objective focus on the **quality of life**, which implies a clear definition of its 10 dimensions.
- ✚ The National Coordination Council for Sustainable Development was set up as an advisory body on sustainable development. It is chaired by the Prime Minister and consists of members of the Government, representatives of the State Chancellery, of the academia and of the associative sector.
- ✚ During SDG nationalisation and 2030 Agenda transposition into the national context, under the Government’s auspices, the heads of gender coordinating groups (in most cases being State Secretaries) and their members from CPAs participated in the development and the consultation of the strategic document.

34. Are there formal mechanisms in place for different stakeholders to participate in the implementation and monitoring of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

- ✚ According to the Law No 239-XVI of 13 November 2008 on Transparency in Decision-Making, public authorities shall ensure the direct participation of citizens and all stakeholders in the decision-making. The Government Decision No 967 of 9 August 2016 on the Mechanism of Public Consultation with Civil Society in the Decision-Making approved the Regulation on the Procedures for Public Consultation with Civil Society in the Decision-Making⁷³. The public authority ensures the access to draft decisions and the related materials by publishing the latter without exceptions on the official website of the public authority, and on www.particip.gov.md. The reports on the monitoring of the implementation of the Law on Transparency in the Decision-Making by APCs and LPAs are developed and published annually on State Chancellery’s website.
- ✚ The implementation of the Beijing Platform falls within the competence of the national institutional mechanism for gender issues and all its elements were included in all stages of consultation and report development, monitoring of the Beijing Declaration and Platform for Action and of the Agenda for Sustainable Development. Representatives of CSOs, development partners, representatives of employers’ associations, trade unions, private sector, academia, religious communities and the media also participated in the public consultations.
a) Which of the following stakeholders participate formally in national coordination mechanisms established to contribute to the implementation of the Beijing Declaration and Platform for Action and the 2030 Agenda for Sustainable Development?

- Civil society organisations
- Women’s rights organisations
- Academia and think tanks
- Faith-based organisations
- Parliament/parliamentary committees
- Private sector
- United Nations system

⁷³ <http://lex.justice.md/md/366274/>

Other stakeholders, please specify: Development partners and direct beneficiaries of public policies in the area, such as: DV survivors, people with disabilities, people living with HIV, elderly, etc.

b) Do you have mechanisms in place to ensure that women and girls from marginalised groups can participate and that their concerns are reflected in these processes?

The sector alliances, cross-sectoral coalitions and CSO platforms are the most effective mechanisms for women and girls' representation. The Gender Equality Platform⁷⁴, National Coalition 'Life Without Domestic Violence'⁷⁵, Network of Women Mayors from Moldova, Network of Women with Disabilities, Network of Roma Women and Girls, etc. ensure a comprehensive information and participation of women's groups in all processes of consultation and development of strategic, legislative and policy papers.

c) Please describe how stakeholders have contributed to the preparation of the present national report⁷⁶.

The Government of the Republic of Moldova, the Ministry of Health, Labour and Social Protection, with the support of UN Women Moldova, launched in February an initiative to review the implementation of the Platform for Action in order to mobilise all government and non-government structures, the private sector and development partners, academia and the media, as well as other social stakeholders to tap into their experience and expertise in promoting women and gender equality. Following the formal request to initiate the development of sectoral informations, the MHLSP issued an order to set up the Inter-Ministerial Working Group in charge of drawing up the Report on Monitoring the Beijing Declaration and Platform for Action. During a workshop, the Group was familiarised with the Guidelines on Comprehensive National Review of the Beijing Declaration and Platform for Action. Once the preliminary version of the national report was done, the Ministry of Health, Labour and Social Protection published the document on its website for public consultations, feedback and up-to-date data on the implementation of the Platform for Action. A final public consultation on the validation of the developed report was organised with the participation of all stakeholders. Following the presentation of the most important findings, the participants in the workshop worked in 6 groups, the discussions being facilitated/moderated by the members of the Inter-Institutional Working Group in charge of developing the Country Report and representatives of the associative sector of the Gender Equality Platform. At the end of the participatory stage, MHLSP completed the final version of the report, submitted it to the relevant bodies via diplomatic channels, and published it on the ministry's website.

35. Is gender equality and the empowerment of all women and girls included as a key priority in the national plan/strategy for SDG implementation?

 Shortly after the adoption of 2030 Agenda, the Government of the Republic of Moldova established the National Coordination Council for Sustainable Development (hereinafter referred to as Council, GD No 912/2016) whose mandate is to coordinate and monitor the adaptation and integration of the Sustainable Development Objectives of the 2030 Agenda for

⁷⁴ <https://egalitadedegen.md/en/>

⁷⁵ www.stopviolenta.md/

⁷⁶ The report was developed on the basis of public consultations and sectoral reports analysis, submitted at MHLSP's request by all government structures, development partners and CSOs, to offer a review of the achievements, gaps and obstacles, and to establish new areas of intervention and outline strategies to address these gaps and challenges so far.

Sustainable Development into national and sectoral development policies. A first step in adapting the 2030 Agenda at national level was to adjust the objectives, targets and indicators to the specific context of each country (nationalisation) so that SDGs are more conclusive, feasible and effective.

- Between July 2016 and February 2017, an analytical exercise, involving all stakeholders (development partners, the private sector, academia and civil society organisations), was organised at national level and aimed at: (i) identifying SDG (objectives and targets) relevance and reviewing the correlation between 2030 Agenda and national policy priorities; (ii) adapting (formulating) the objectives and targets from 2030 Agenda to the national needs and priorities, and identifying the policy documents they are to be integrated into; (iii) defining the ecosystem of data needed to monitor and assess SDG implementation. This exercise ended up with the development of ‘Moldova 2030’ National Strategy, which outlines the strategic vision of the Republic of Moldova regarding the achievement of the nationalised SDGs and includes, inter alia, Objective No 5 ‘Ensuring Gender Equality’ with its relevant targets.

CHAPTER IV. Gender statistics: progress made and challenges encountered in terms of sex-disaggregated data.

36. What are the areas in which your country has made most progress over the past five years when it comes to gender statistics at the national level?

- Promulgated the legal and regulatory framework setting out the development of gender statistics;
- Re-processed existing data to produce disaggregated and/or new gender statistics;
- Conducted new surveys to produce national baseline information on specialised topics;
- Produced knowledge products on gender statistics;
- Developed a centralised web-based database and/or dashboard on gender statistics;
- Engaged in capacity building to strengthen the use of gender statistics.

Concrete Examples

- In 2017, the Parliament adopted the Law No 93⁷⁷ on Official Statistics which regulates the organisation and operation of the official statistics system and sets the legal framework for the development, production, dissemination and coordination of official statistics in compliance with the European requirements and best practices.
- At the same time, the Government approved the 2016-2020 Strategy for the Development of the National Statistical System and the Action Plan implementing it⁷⁸, and one of the measures aims to strengthen the disaggregation, including by sex, of the socio-economic indicators. This is of particular importance in the context of the envisaged public administration reform and the implementation of the 2030 Agenda for Sustainable Development.
- ‘Strengthening the National Statistical System’ Joint UN Project⁷⁹, released by NBS and MLSPF⁸⁰, improved the collection, production, dissemination and use of socio-economic statistical data, harmonised the official statistics with international standards, and improved the availability, quality, and use of disaggregated statistical data for participatory policy-making. In addition, a new ‘GenderPulse’ online tool⁸¹ was developed to facilitate the viewing and interpretation of gender-sensitive statistical data by different categories of users. ‘GenderPulse’ is the first tool for interactive and easy to understand graphical viewing of gender-sensitive

⁷⁷ <http://lex.justice.md/md/370784/>

⁷⁸ Documents developed with UN support

⁷⁹ <http://www.statistica.md/category.php?l=en&idc=492>

⁸⁰ in partnership with five UN agencies (UNDP, UN Women, UNFPA, UNICEF and IOM)

⁸¹ <http://genderpulse.md/en>

statistical indicators. Thus, with one click, one can find out informations such as the salaries of women compared to men in different sectors of the economy and how they evolved over time or the health status of women and men or the level of representation of women and men in decision-making bodies, etc. This information is provided by 42 gender indicators that are represented in the information graphic along with other 200 statistical variables.

37. *Out of the following which are your country's top three priorities for strengthening national gender statistics over the next five years?*

- Conduct of new surveys to produce national baseline information on specialised topics;
- Greater utilisation and/or improvement of administrative-based or alternative data sources to address gender data gaps;
- Statistical capacity building of users to increase statistical appreciation on and use of gender statistics (e.g., trainings, statistical appreciation seminars)

38. *Have you defined a national set of indicators for monitoring progress on the SDGs?* Yes

The list of national SDG indicators consists of 226 indicators, of which 172 nationalised global indicators, 17 narrative indicators, while 37 indicators were additionally identified as necessary for the process of evaluation and monitoring of the nationalised targets. Most of indicators used for reporting the SDG implementation progress were defined for SDG 16 and SDG 3, followed by SDG 4, 8, 5 and 1. Out of a total of 226 national indicators, 113 (50%) are fully available, 11 (5%) are partially available, and 102 (45%) indicators are missing. The highest availability of indicators is characteristic for the targets of SDGs 3, 4, 9, 10 and 12. For other targets, about half of the indicators are missing, which inflicts certain limits on SDG reporting. Out of 53 global gender-sensitive indicators, only 45 were deemed relevant for the Republic of Moldova in the nationalisation process. Of all the relevant indicators, 42 are quantitative and 3 are narrative.

39. *Has data collection and compilation on SDG 5 indicators and on gender-specific indicators under other SDGs begun?* Yes No. Once the review is completed, the priorities will be highlighted in a Road Map. Data was collected only during the nationalisation process.

40. *Which of the following disaggregations is routinely provided by major surveys in your country?*

- Geographic location
- Income
- Sex
- Age
- Education
- Marital status
- Race/Ethnicity (rarely)
- Migratory status (rarely)
- Disability
- Other characteristics relevant in national contexts

The household statistical surveys usually contain data disaggregated by sex, area, education, age, disability. Data on ethnicity is collected only as part of the census. Data on income is available only in the Household Budget Surveys. Data on marital status is collected only from administrative data.

Table 1. Nationalised Gender-Sensitive Indicators

Sustainable Development Goals	National Indicator	Nationalised Indicators	Indicator Availability by Sex (1 – available, 3 – missing)	SDG Targets
SDG 1	1.1.1 Proportion of population below the international poverty line of \$2.15 a day, by sex, age, employment status and geographical location (urban/rural)	Global divided	1	1.1
	1.1.2 Proportion of population below the international poverty line of \$4.3 a day, by sex, age, employment status and geographical location (urban/rural)	Global divided	1	
	1.2.1 Absolute poverty rate, by sex and age	Global	1	1.2
	1.2.2 Multidimensional poverty index, by sex	Global	3	
	1.3.2 Share of persons of retirement age with social insurance pension, by sex, age	Global proxy	3	1.3
	1.4.2 Proportion of total adult population with secure tenure rights to land, by sex and age	Global adjusted	3	1.4
SDG 3	3.1.1 Maternal mortality ratio, per 100,000 born alive	Global	1	3.1
	3.1.2 Proportion of births attended by skilled health personnel, %	Global	1	
	3.3.1.1 Number of new HIV infections per 100,000 uninfected population, by sex, age and key populations	Global	1	3.3
	3.3.1.2 Incidence via syphilis, by sex, age, per 100,000 population	National	1	
	3.3.1.3 Incidence via gonorrhoea, by sex, age, per 100,000 population	National	1	
	3.5.2.2 Prevalence of harmful use of alcohol, by sex, age, location, %	National	3	3.5
	3.7.1 Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods of contraception	Global	3	3.7

Sustainable Development Goals	National Indicator	Nationalised Indicators	Indicator Availability by Sex (1 – available, 3 – missing)	SDG Targets
	3.7.2 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group, by location	Global	1	
SDG 4	4.1.1 Proportion of children and youth at the end of lower secondary achieving at least a minimum proficiency level in reading and mathematics, by sex	Global proxy	3	4.1
	4.1.2 Primary education graduation rate, by sex	National	1	
	4.1.3 Lower secondary education graduation rate, by sex	National	1	
	4.2.1 Early development index for children up to 5 years old, by sex	Global	3	4.2
	4.3.1 Youth and adult participation rate in life-long formal and non-formal education, by sex (over the past 12 months)	Global	3	4.3
	4.5.1.1 Gender parity index, primary level	Global divided	1	4.5
	4.5.1.2 Gender parity index, lower secondary level	Global divided	1	
	4.5.1.3 Gender parity index, higher secondary level	Global divided	1	
	4.5.1.4 Gender parity index, tertiary level	Global divided	1	
	4.7.1 Presence of i) education for sustainable development, ii) human rights, iii) gender equality, iv) sexual education modules in school curricula	Narrative	3	4.7
SDG 5	5.1.1 Actions for the implementation of CEDAW	Narrative	3	5.1
	5.2.1 Proportion of ever-partnered subjected to physical, sexual or psychological violence by an intimate partner/husband in the previous 12 months, by age	Global	1	5.2
	5.2.2 Proportion of ever-partnered subjected to sexual violence by persons other than an intimate partner/husband in the previous 12 months, by age	Global	3	
	5.4.1 Proportion of time spent on unpaid domestic work, by sex, age and location	Global	1	5.4
	5.5.1.1 Proportion of seats held by women in the national parliament	Global divided	1	5.5

Sustainable Development Goals	National Indicator	Nationalised Indicators	Indicator Availability by Sex (1 – available, 3 – missing)	SDG Targets
	5.5.1.2 Proportion of seats held by women in local governments	Global divided	1	
	5.5.1.3 Proportion of women in appointed positions	Global divided	1	
	5.5.2 Proportion of women in managerial positions	Global	1	
	5.6.1 Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and sexual and reproductive health	Global	3	5.6
	5.6.2 Number of policy documents that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, sexual and reproductive health education information	Narrative	1	
	5.b.1 Proportion of individuals who own a mobile telephone, by sex	Global	3	5.b
SDG 8	8.3.1 Proportion of informal employment in the non-agricultural sector, by sex	Global	1	8.3
	8.5.1 Gender pay gap, by occupation, age, sex and persons with disabilities	Global adjusted	1	8.5
	8.5.2 Unemployment rate, by sex, age and persons with disabilities	Global	1	
	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age	Global	1	8.7
	8.8.1 Frequency rates of occupational injuries, total %, by sex	Global	1	8.8
	8.9.2 Proportion of persons employed in tourism industries out of total employed population, by sex	Global	3	8.9
SDG 10	10.2.1 Relative poverty rate, by sex, age and persons with disabilities, %	Global	1	10.2
	10.3.1 Proportion of population reporting having been discriminated against or harassed in the previous 12 months, by sex	Global	3	10.3

Sustainable Development Goals	National Indicator	Nationalised Indicators	Indicator Availability by Sex (1 – available, 3 – missing)	SDG Targets
	10.3.2 Discrimination or harassment cases reported per 10,000 population, by sex	National	3	
SDG 11	11.7.2 Proportion of persons victim of physical or sexual harassment in the previous 12 months, by sex	Global	3	11.7
SDG 16	16.1.1 Number of victims of intentional homicide per 100,000 population, by sex and age	Global	1	16.1
	16.1.2 Conflict-related deaths per 100,000 population, by sex and age	Global	3	
SDG 16	16.1.3 Proportion of women subjected to physical, or sexual violence in the previous 12 months	Global adjusted	1	16.1
	16.2.1.1 Proportion of children aged 0-17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month, by sex, age	Global	3	16.2
	16.2.2 Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation	Global	1	
	16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18, by sex	Global	3	
	16.3.1.2 Proportion of victims of violence who reported their victimisation to competent authorities per 100,000 population, by sex	Global adjusted	3	16.3
	16.3.2.1 Unsented detainees as a proportion of overall prison population, by sex, age, duration of arrest	Global	3	
	16.7.1.1 Proportion of women in public service, by disability, age, position	Global divided	1	16.7
	16.7.1.2 Proportion of female judges	Global divided	1	
	16.7.1.3 Proportion of women by occupation	National	3	

Table 2. Nationalised SDG s

NATIONAL TARGETS 2017	NATIONAL INDICATORS 2017
Goal 1. End poverty in all its forms everywhere	
1.1 By 2030, eradicate extreme poverty measured as people living on less than \$1.9 a day	1.1.1 Proportion of population below the international poverty line of \$2,15 a day, by sex, age, employment status and geographical location (urban/rural)
	1.1.2 Proportion of population below the international poverty line of \$4,3 a day, by sex, age, employment status and geographical location (urban/rural)
1.2 By 2030, reduce by half the proportion of men, women and children of all ages living in poverty in absolute and multidimensional poverty according to national definitions and international measure of people living on less than 4.3 \$ a day	1.2.1 Absolute poverty rate, by sex and age
	1.2.2 Multidimensional poverty index, by sex
1.3 Implement nationally appropriate social protection system, including social protection floors. to achieve substantial coverage of the poor and the vulnerable by 2030	1.3.1 Proportion of population covered by social protection floors/systems, including quintile
	1.3.2 Proportion of persons of retirement age with social insurance pension, by sex, age
1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to ownership and control over land and other forms of property, inheritance and other resources.	1.4.1 Proportion of population living in households with access to basic services (electricity, safe water sources, sewage), including quintile
	1.4.2 Proportion of total adult population with secure tenure rights to land, by sex and age
1.5 By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events, including droughts and floods	1.5.1 Number of persons affected by natural disasters per 100 000 population
	1.5.2 Direct economic loss attributed to disasters in relation to GDP
	1.5.3 Proportion of actions implemented from the national strategic framework for mitigation of disaster associated threats
1.a (not examined)	1.a.1 Proportion of domestically generated resources allocated by the government directly to poverty reduction programs (“ajutor social”, compensations, etc.)
	1.a.2.1 Proportion of total government spending on education
	1.a.2.2 Proportion of total government spending on health
	1.a.2.3 Proportion of total government spending social protection
1.b Create sound policy frameworks at the national levels, based on pro-poor and gender-sensitive development strategies, to	

support investment in poverty eradication actions	
Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	
2.1 (not relevant)	
2.2 By 2030, end all forms of malnutrition and address the nutritional needs of adolescent girls, pregnant and lactating women and older persons	2.2.1 Prevalence of undernourishment
	2.2.2 Prevalence of malnutrition
2.3 Increase agricultural productivity and incomes of small-scale food producers through secure and equal access to productive resources, inputs, knowledge, financial services and markets.	2.3.1.1 Proportion of used agricultural land in the total agricultural land
	2.3.1.2 Labour productivity in agriculture
	2.3.2 Proportion of small agricultural producers production volume in total agricultural production
2.4 By 2030, implement resilient agricultural practices that increase productivity, help maintain ecosystems and strengthen capacity for adaptation to climate change, extreme weather as drought, flooding and other disasters	2.4.1.1 Percentage of agricultural land using sustainable agricultural practices
	2.4.1.2 Share of agricultural land with intensive agriculture in total agricultural land
2.5 (not relevant), 2a, 2.b (not examined)	2.b.2 Subsidies for agri-food exports
2.c Adopt measures to ensure the proper functioning of food commodity markets and their derivatives and facilitate timely access to market information, including on food reserves, in order to help limit extreme food price volatility	
Goal 3. Ensure healthy lives and promote well-being for all at all ages	
3.1 By 2030, reduce the maternal mortality ratio to less than 13.3 per 100,000 live births	3.1.1 Maternal mortality ratio, per 100 000 born alive
	3.1.2 Proportion of births attended by skilled health personnel, %
3.2 By 2030, end preventable deaths of new-borns and children under 5 years of age and reduce neonatal mortality rate to 6 per 1000 live births and preventable deaths of under 5 mortality to 10 per 1000 live births	3.2.1.1 Mortality rate for children between aged 0-4, per 1000 born alive
	3.2.1.2 Infant mortality rate per 1000 born alive
	3.2.1.3 Rate of mortality by trauma, intoxication, per 100 000 population
	3.2.2 Neonatal mortality rate, per 1000 born alive

3.3.1 By 2030, reduce transmission of HIV and sexually transmitted infections, especially in key populations and mortality associated with HIV.	3.3.1.1 Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations
	3.3.1.2 Incidence via syphilis, by sex, age, per 100 000 population
	3.3.1.3 Incidence via gonorrhoea, by sex, age, per 100 000 population
	3.3.1.4 HIV associated deaths per 100 000 population
3.3.2 By 2030, reduce the burden of tuberculosis and combat hepatitis, water-borne diseases and other communicable diseases	3.3.2.1 Incidence via tuberculosis, per 100 000 population
	3.3.2.2 Rate of mortality by tuberculosis per 100 000 population
	3.3.4.1 Incidence via B-Hepatitis, per 100 000 population
	3.3.4.2 Incidence via typhoid fever and cholera (cases)
3.4.1 By 2030, reduce by 30% premature mortality from non-communicable diseases through prevention and treatment.	3.4.1. Mortality rate attributed to cardiovascular disease, cancer, digestive system diseases, diabetes or chronic respiratory disease among persons aged between 30-70, per 100 000 population
3.4.2. Promote mental health and well-being of the population	3.4.2. Rate of mortality via suicide, per 100 000 population
3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and use of alcohol	3.5.1 Coverage of treatment interventions for substance use disorders
	3.5.2.1 Annual alcohol consumption per person (15+), litres
	3.5.2.2 Harmful use of alcohol, by sex, age, location, %
3.6 By 2020, reduce by 50% the number of deaths and injuries from road traffic accidents	3.6.1 Death rate due to road traffic accidents, per 100 000 population
3.7 By 2030, ensure universal access to sexual and reproductive health-care services, including for family planning and to sexual and reproductive information and education	3.7.1 Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern methods
	3.7.2 Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group, by location
3.8 Achieve universal health coverage, including financial risk protection, access	3.8.1.1 Proportion of private expenditure (households) for health, %

to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	3.8.1.2 Proportion of population having had access to essential medication
	3.8.2 Proportion of population having the mandatory health insurance
3.9 By 2030, reduce mortality and morbidity from hazardous chemicals and air and water pollution	3.9.1 Mortality rate attributed to household and ambient air pollution
	3.9.2 Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene
	3.9.3 Mortality rate attributed to unintentional poisoning with chemicals
3a, 3b (not examined)	3.a.1 Age-standardized prevalence of current tobacco use among persons aged 15 years and older
	3.b.1 Proportion of the target population covered by all vaccines included in their national programme
3.c Increase financing and efficiency of spending in the health system and the recruitment, development, training and retention of the health workforce	3.c.1 Number of health workers per 10 000 population
3d (not examined)	
Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	
4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes	4.1.1. Proportion of children and youth at the end of lower secondary achieving at least a minimum proficiency level in (a) reading and (b) mathematics, by sex
	4.1.2 Primary education graduation rate, by sex
	4.1.3 Lower secondary education graduation rate, by sex
4.2 By 2030, ensure that all girls and boys have access to early childhood development care and pre-primary education so that they are ready for primary education	4.2.1 Early development index for children up to 5 years old, by sex
	4.2.2 Participation rate in organized learning (one year before the official primary entry age)
4.3 By 2030, increase enrolment in affordable and quality vocational and higher education	4.3.1 Youth and adult participation rate in life-long formal and non-formal education, by sex (over the past 12 months)
4.4 By 2030, substantially increase the number of youth and adults who have relevant skills for the labour market	4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill

	4.4.2 1 Proportion of youth and adults with occupational skills necessary for employment
4.5 By 2030, ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities and children in vulnerable situations	4.5.1.1 Gender parity index, primary level
	4.5.1.2 Gender parity index, lower secondary level
	4.5.1.3 Gender parity index, higher secondary level
	4.5.1.4 Gender parity index, tertiary level
4.6 (not relevant)	
4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development and sustainable lifestyles, human rights, environmental protection, gender equality, culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development	4.7.1 Existence in the curricula of the following modules: i) sustainable development, ii) human rights, iii) gender equality, iv) sexual education
4.a Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all	4.a.1.1 Proportion of schools with access to Internet for pedagogical purposes
	4.a.1.2 Proportion of schools with access to computers for pedagogical purposes
	4.a.1.3 Proportion of schools adapted infrastructure and materials for students with disabilities
	4.a.1.4 Proportion of schools with single-sex basic sanitation facilities;
4b, 4c (not relevant)	4.c.1.1 Proportion of teachers with pedagogical education in pre-primary education, %
	4.c.1.2 Proportion of teachers with pedagogical education in primary education, %
	4.c.1.3 Proportion of teachers with pedagogical education in higher-secondary education, %
Goal 5. Achieve gender equality and empower all women and girls	
5.1 End all forms of discrimination against all women and girls	5.1.1 Actions for the implementation of CEDAW
	5.1.2 Number of discrimination cases registered and solved
5.2 Prevention and elimination of violence against girls and women, including trafficking	5.2.1. Proportion of ever-partnered subjected to physical, sexual or psychological violence by an intimate partner/husband in the previous 12 months, by age
	5.2.2. Proportion of ever-partnered subjected to physical, sexual or psychological violence by persons other than an intimate partner/husband in the previous 12 months, by age

5.3 Eliminate early and forced marriages with children	5.3.1 Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18, by location, ethnicity
5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies	5.4.1 Proportion of time spent on unpaid domestic and care work, by sex, age and location
	5.4.2 Proportion of personal assistants from the total number of requests, %
	5.4.3 Coverage of children up to 3 years old with young children care services
	5.4.4 Recognition of household labour in the social insurance policy
5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	5.5.1.1 Proportion of seats held by women in the national parliament
	5.5.1.2 Proportion of seats held by women in local governments
	5.5.1.3 Proportion of women in appointed positions
	5.5.2 Proportion of women in managerial positions
5.6 Ensure universal access to sexual and reproductive health-care services, including for family planning and to sexual and reproductive information and education	5.6.1. Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care
	5.6.2 Number of policy documents that guarantee full and equal access to women and men aged 15 years and older to sexual and reproductive health care, sexual and reproductive health education information
5a, 5b, 5c (not examined)	5.b.1 Proportion of individuals who own a mobile telephone, by sex
Goal 6. Ensure availability and sustainable management of water and sanitation for all	
6.1 By 2023, achieve universal and equitable access to safe and affordable drinking water for 80 percent of the population and communities and, by 2030, for all.	6.1.1 Proportion of population using safely managed drinking water services
6.2 By 2023, achieve universal access to adequate and equitable sanitation for 65 percent of population and communities and by 2030, for all, paying special attention to the needs of women and girls and those in vulnerable situations	6.2.1 Proportion of population using safely managed sanitation services
	6.2.2 Proportion of pre-primary and general education institutions with access to a centralized water supply system
6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, reducing the proportion of untreated wastewater and substantially increasing recycling and safe reuse	6.3.1 Proportion of wastewater safely treated
	6.3.2 Proportion of drinkable water sources with deviations from the sanitary norms according to sanitary-chemical indicators
	6.3.3 Proportion of water surface bodies according to microbiologic parameters
6.4. By 2030, substantially increase water-use efficiency across all sectors and ensure	6.4.1. Water consumption for production needs and drinking, mil. m3

sustainable withdrawals and supply of freshwater	6.4.2 Proportion of water abstractions from the total water sources available
6.5. By 2030, implement integrated water resources management at all levels	6.5.1 Level of implementation of water management actions
	6.5.2 Proportion of cross-border river basins areas (rivers part of international agreements)
6.6 By 2020, protect and restore water-related ecosystems, including forests, wetlands, rivers, aquifers and lakes	6.6.1 Change in the extent of water-related ecosystems over time, %
6a (not examined)	
6.b. Plan and program for a coherent and gradual development of an improved water and sanitation infrastructure for all communities based on well-defined and transparent selection criteria, including involvement of the beneficiary communities.	6.b.1 Proportion of local administrative units with established and operational policies and procedures for participation of local communities in water and sanitation management
Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all	
7.1 By 2030, ensure universal access to affordable, reliable and modern energy services	7.1.1 Proportion of population with access to electricity
	7.1.2 Proportion of population with primary reliance on natural gas, electricity and renewable energy
7.2 By 2020, increase up to 20%* the share of renewable energy in the global energy mix	7.2.1 Renewable energy share in the total final energy consumption
7.3 By 2020, increase by 20%* the efficiency of the energy consumption	7.3.1 Final consumption of energy resources (TeraJoule) reported to GDP, TJ/mil MDL
7a, 7b (not examined)	7.b.1.1 Investments in energy efficiency as a proportion of GDP
	7.b.1.2 Amount of foreign direct investment in financial transfer for sustainable development of infrastructure and technology
Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	
8.1 Sustain per capita economic growth and, in particular, a GDP growth of at least 3% per year	8.1.1 Annual growth rate of real GDP per capita
8.2 Stimulate the growth of economic productivity at higher rate compared to the real wage growth, through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors, defined as top-priority sectors by the Investment Attraction and Export Promotion Strategy 2016-2020 ((1) agriculture and food industry; (2) automotive industry; (3) business services especially Business Process Outsourcing (BPO); (4) clothing and footwear industry; (5) electronics industry; (6) Information and Communication Technologies; and (7) production of machinery and its parts).	8.2.1 Annual growth rate of real GDP per employed person (comparable prices)

8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	8.3.1 Proportion of informal employment in non-agriculture employment, by sex
8.4 Improve progressively, through 2030, resource efficiency in consumption and production to decouple economic growth from environmental degradation.	8.4.1 Material footprint, material footprint per capita, and material footprint per GDP
	8.4.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP
8.5 By 2030, align the employment rate to the average value in Central and Eastern Europe, and stimulate productive employment, decent work for all women and men, including for young people and persons with disabilities, and ensure equal pay for work of equal value.	8.5.1 Gender-based salary disparity, by occupation, age, sex and persons with disabilities
	8.5.2 Unemployment rate, by sex, age and persons with disabilities
8.6 By 2030, align the proportion of youth not in employment, education or training, to the average value in Central and Eastern Europe, in conditions of sustainable and inclusive development.	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training
8.7 Eradicate forced labour, child labour and end human trafficking.	8.7.1 Proportion and number of children aged 5-17 years engaged in child labour, by sex and age
8.8 Protect labour rights and promote safe and secure working environments for all workers.	8.8.1 Frequency rates of occupational injuries, total %, by sex
8.9 By 2030, devise and implement policies to promote sustainable tourism, that encourages the implementation of public-private partnerships, develops the capacities of the local government in this field and, respectively, creates jobs and promotes local culture and products	8.9.1 Share of tourism in the GDP
	8.9.2 Proportion of persons employed in tourism industries out of total employed population, by sex
8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all	8.10.1.1 Number of commercial bank branches per 100,000 adults (18+)
	8.10.1.2 number of automated teller machines (ATMs) per 100,000 adults (18+)
	8.10.2.1 Proportion of adults (15 years and older) with an account at a bank
	8.10.2.2 Bank accounts per 100 000 population, by types
8a, 8b (not examined)	8.b.1 Public expenditures for social protection programs and creating jobs, reported to the national budget
Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	
9.1 Develop quality, reliable, sustainable and resilient physical and business infrastructure in the regions in order to support economic growth, development	9.1.1 Proportion of the rural population who live within 2 km of a functional road
	9.1.2 Freight volumes, by mode of transport, mil. tons

and the wellbeing of the population, with a focus on affordable and equitable access for all.	9.1.3 Passenger volumes by mode of transport, mil. passengers
9.2 Promote inclusive and sustainable industrialization in order to increase, by 2030, the employment and industry's share in GDP close to the average level in Central and Eastern Europe.	9.2.1 Manufacturing gross value added as a proportion of GDP
	9.2.2 Manufacturing employment as a proportion of total employment
9.3 Increase the access of SMEs to financial services, including affordable credit, and their integration into value chains and markets	9.3.1.1 Contribution of gross value added in industry SMEs in total gross value added in industry
	9.3.1.2 Contribution of gross value added of SMEs in total gross value added
	9.3.2.1 Proportion of industry SMEs in that accessed credits
	9.3.2.2 Value of credits accessed by SMEs in total credits
9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, taking action in accordance with the respective capabilities	9.4.1 CO2 emissions reported to USD 1 GDP
9.5 Enhance scientific research, upgrade the technological capabilities of industrial sectors, as well as encouraging innovation in order to boost economic competitiveness and the wellbeing of the population	9.5.1 Research and development expenditure as a proportion of GDP
	9.5.2 Researchers (in full-time equivalent) per 100 000 inhabitants
	9.5.3 Proportion of innovating companies in total number of companies
9a, 9.b (not examined)	9.b.1 Proportion of medium and high-tech industry value added in total value added
9.c Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet by 2020	9.c.1 Proportion of population covered by a mobile network
Goal 10. Reduce inequality within and among countries	
10.1 By 2030, progressively achieve and sustain income growth of the bottom 40 per cent of the population at a rate higher than the national average	10.1.1 Expenditures growth rates per capita among the bottom 40 per cent of the population and the total population
10.2. By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	10.2.1 Relative poverty rate, by sex, age, persons with disability, %
10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard	10.3.1 Proportion of population reporting having been discriminated against or harassed in the previous 12 months, by sex
	10.3.2 Discrimination or harassment cases reported per 10 000 population, by sex

10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	10.4.1 Proportion of labour force costs reported to the Gross Value Added, %
10.5, 10.6 (not relevant)	
10.7 Ensure a legal, equitable, well-informed hiring process of migrants	10.7.1 Recruitment cost borne by employee as a proportion of yearly income earned in country of destination
	10.7.2.1 Number of bilateral agreements on employment abroad
	10.7.2.2 Number of bilateral agreements on social security
10a, 10b, 10c (not examined)	
Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable	
11.1 By 2030, ensure access to adequate, safe and affordable housing and basic services for all socially vulnerable people and young families.	
11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport.	11.2.1.1 Proportion of rural communities with regular weekly routes connecting with the rayon centre
	11.2.1.2 Proportion of public transport units adapted to the needs of disabled persons
	11.2.1.3 Proportion of traffic lights adapted to the needs of visually disabled persons
	11.2.1.4 Rate of road traffic accidents per 100 000 population
11.3 Supporting the sustainable development of the regions and ensuring a polycentric urban system	11.3.1 Level of urbanization
	11.3.2 The national strategic framework on developing a polycentric urban system
11.4 Strengthen efforts and ensure the financial support to conserve and safeguard the cultural and natural heritage of the Republic of Moldova	11.4.1 Total expenditures per capita for maintenance and protection of cultural heritage, by type
11.5 By 2030, significantly reduce the direct economic losses caused by disasters.	11.5.1 Number of persons and affected by natural disasters per 100,000 population
	11.5.2 Value of economic loss attributed to disasters in relation to global GDP
11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management	11.6.1.1 Proportion of urban population with access to regular collection of solid waste
	11.6.1.2 Proportion of recycled solid waste
	11.6.2.1 Average level of urban pollution (PM10), µg/m ³
	11.6.2.2 Toxic emission to air by vehicles per capita
11.7 By 2030, provide universal access to sufficient, safe, inclusive and accessible, green and public spaces.	11.7.1 Forest and green spaces area in urban areas per capita (sq.m/person)
	11.7.2 Proportion of persons victim of physical or sexual harassment, by sex, in the previous 12 months

11.a Support positive economic, social and environmental links between urban, peri-urban and rural areas by strengthening national and regional development planning	11.a.1 Proportion of population living in cities that implement urban and regional development plans integrating population projections and resource needs
11b, 11c (not examined)	
Goal 12. Ensure sustainable consumption and production patterns	
12.1 Integrate and implement the principles of sustainable consumption and production into relevant national policy	
12.2 (not relevant)	
12.2 By 2030, achieve the sustainable management and efficient use of natural resources	12.2.1 Material footprint, material footprint per capita, and material footprint per GDP
	12.2.2 Domestic material consumption, domestic material consumption per capita, and domestic material consumption per GDP
12.3 By 2030, significantly reduce food losses along production and supply chains, including post-harvest losses	
12.4 Creation of integrated waste and chemicals management systems that would contribute to a 30% reduction in the amount of landfilled waste and a 20% increase in recycling rate until 2023	12.4.1 Number of agreements/commitments signed by Moldova on hazardous chemicals and waste
	12.4.2.1. Amount of toxic waste generated per capita, kg/person
	12.4.2.2. Rate of treated toxic waste in total toxic waste generated, %
2.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse, especially at the municipal level.	12.5.1.1 Amount of recycled waste (used), tons
	12.5.1.2 Rate of recycled toxic waste (used) in total toxic waste generated, %
12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle	12.6.1 Number of companies publishing sustainability reports
12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities	12.7.1 Sustainable public procurement actions
12.8 By 2030, ensure that people, both in rural and urban areas, have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	12.8.1 Presence of i) education for sustainable development, ii) human rights, iii) including gender equality, iv) sexual education modules in school curricula
12a, 12b, 12c (not examined)	
Goal 13. Take urgent action to combat climate change and its impacts	
13.1. By 2020, ensure the climate-resilience by reducing by 50 percent climate-related risks and by facilitating the adaptation in 6 priority sectors – agriculture, water, health, forestry, energy and transport	13.1.1 Share of actions taken from the National Strategic Framework on Disaster Risk Reduction
	13.1.2 Number of persons and affected by natural disasters per 100,000 population

13.2 Integrate climate change measures into national policies, strategies and planning	13.2.1 Number of policy documents in which aspects related to adapting to climate change were integrated
13.3 Consolidating the institutional framework related to climate change and raise awareness on climate change risks and adaptation measures of all relevant stakeholders, including population	13.3.1 Actions on integrating the effects of climate change in the pre-university curricula
	13.3.2 Actions on implementing the national strategic framework on climate change
13a,13b (not examined)	
Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development	
14.1 By 2025, prevent and significantly reduce surface water pollution, in particular from land-based activities	14.1.1 Index of coastal eutrophication and floating plastic debris density
14.2, 14.3 (not relevant)	
14.4 By 2020, eliminate illegal, unreported and unregulated fishing	14.4.1 Number of violations registered on illegal fishing
14.5, 14.6, 14.7 (not relevant)	
14a, 14b, 14c (not examined)	
Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	
15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests and wetlands.	15.1.1 Forest area as a proportion of total land area
	15.1.2 Proportion of important sites for terrestrial and freshwater biodiversity that are covered by protected areas, by ecosystem type
15.2 By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation.	15.2.1.1 Area of degraded land through reforestation, ha
	15.2.1.2. Area of restored forest, ha
	15.2.1.3. Area of extended forest, ha
15.3 By 2030, combat desertification, restore degraded land and soil, including land affected by desertification, drought and floods, and strive to achieve a land degradation-neutral world	15.3.1 Proportion of land that is degraded over total land area
15.4 (not relevant)	
15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species	15.5.1 Total number of species included in the Red List Index
15.6 Promote fair and equitable sharing of the benefits arising from the utilization of genetic resources and promote appropriate access to such resources, as internationally agreed	

15.7 Take urgent action to end poaching and trafficking of protected species of flora and fauna and address both demand and supply of illegal wildlife products	15.7.1 Proportion of traded wildlife that was poached or illicitly trafficked
15.8 By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species	15.8.1 Regulatory documents and measures on prevention or control of invasive alien species
15.9 By 2020, integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies and accounts and territory improvement plans	15.9.1 Level of implementation of actions in the Strategic Plan on biodiversity of Moldova for 2015-2020
15a, 15b, 15c (not examined)	
Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels	
16.1 Continuous and dynamic reduction of all forms of violence, especially family violence and sexual violence,	16.1.1 Number of victims of intentional homicide per 100 000 population, by sex and age
	16.1.2 Conflict-related deaths per 100 000 population, by sex, age
	16.1.3 Proportion of women subjected to physical, or sexual violence in the previous 12 months
	16.1.4 Proportion of population that feel safe walking alone around the area they live
16.2 End abuse, neglect, exploitation, trafficking and all forms of violence against and torture of children	16.2.1 Proportion of children aged 0-17 years who experienced any physical punishment and/or psychological aggression by caregivers in the past month, by sex, age
	16.2.2 Number of victims of human trafficking per 100 000 population, by sex, age and form of exploitation
	16.2.3 Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18, by sex
6.3 Promoting the rule of law and ensuring equal access to justice for all women, men and children	16.3.1.1 Rate of reporting from victims of violence
	16.3.1.2 Number of victims of violence in the previous 12 months who reported their victimization to competent authorities per 100 000 population, by sex
	16.3.2.1 Unsentenced detainees as a proportion of overall prison population, by sex, age, duration of arrest
	16.3.2.2 Number of persons that accessed state guaranteed legal aid
	16.3.2.3 Court proceedings initiated as a result of the ombudsman's notification
	16.3.2.4 Proportion of court cases lost at ECHR
	16.3.2.5 Population satisfaction regarding legal services

16.4.1. Significant reduction of illicit financial flows, improve recovery and return of illicit goods	16.4.1 Total value of inward and outward illicit financial flows (in current United States dollars)
16.4.2 Combat all forms of organized crime and arms trafficking	16.4.2.1 Number of legally owned arms, per 100 000 population
	16.4.2.2 Number of confiscated illegally owned arms
16.5 Significant reduction of corruption and bribery in all its forms	16.5.1 Proportion of persons who paid a bribe during the previous 12 months
	6.5.2.1 Proportion of businesses who paid a bribe during the previous 12 months
	16.5.2.2 „Corruption control” indicator (between -2,5 - 2,5)
	16.5.2.3 „Regulatory quality” indicator (between -2,5 - 2,5)
16.6 Develop effective, accountable and transparent institutions at all levels	16.6.1 Actual reported government expenditures as a proportion of original approved budget
	16.6.2 Proportion of population satisfied with their last experience of public services
16.7. Ensure responsive, inclusive, participatory and representative decision-making at all levels	16.7.1.1 Proportion of women in public service, by disability, age, position
	16.7.1.2 Proportion of female judges
	16.7.1.3 Proportion of women by occupation
	16.7.2.1 Proportion of population that considers the decision-making process is inclusive and participatory
16.8 (not relevant)	
16.9 By 2030, provide legal identity for all, including birth registration	16.9.1 Proportion of children under 5 years of age who have a birth certificate
16.10 Ensure equal access to information for all citizens	16.10.1.1 Number of verified cases of killing, kidnapping, enforced disappearance, arbitrary detention and torture of journalists, associated media personnel, trade unionists and human rights advocates in the previous 12 months
	16.10.1.2 Media Freedom Index
	16.10.2.1 Actions on observing the law on access to information
	16.10.2.2 ICT sector development index (IDI)
16a, 16b (not examined)	16.b.1 Proportion of population discriminated during the past 12 months
Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development	
17.1. Strengthen domestic resource mobilization, including through external support, to improve domestic capacity for tax and other revenue collection	17.1.1 Total government revenue as a proportion of GDP
	17.1.2 Proportion of domestic budget funded by domestic taxes
17.2 – 17.16 (not relevant)	17.3.2 Volume of remittances (in United States dollars) as a proportion of total GDP

17.17. Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	17.17.1 Implementation of the Civil Society Development Strategy
17.18. By 2020, increase significantly the availability of high-quality, timely and reliable data disaggregated by income, sex, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts	17.18.1 Proportion of sustainable development indicators produced at the national level with full disaggregation when relevant to the target, in accordance with the Fundamental Principles of Official Statistics
	17.18.2 Availability of national statistical legislation on the Fundamental Principles of Official Statistics
	17.18.3 Implementation of the Annual Statistic Works Program
17.19. By 2030, build on existing initiatives to develop measurements of progress on sustainable development that complement gross domestic product, and support statistical capacity-building.	17.19.1 Dollar value of all resources made available to strengthen statistical capacity in developing countries
	17.19.2.1 The population and household Census conducted in the framework of the 2020 and 2030 round
	17.19.2.2 Rate of births and deaths registration