

**PRELIMINARY ANSWERS TO THE QUESTIONNAIRE**  
**ON IMPLEMENTATION OF THE BEIJING DECLARATION AND PLATFORM FOR ACTION 1995 AND THE OUTCOME**  
**OF THE 23<sup>RD</sup> SEPCIAL SESSION OF GENERAL ASSEMBLY 2000**  
**BY THE REPUBLIC OF MOLDOVA**  
**28 FEBRUARY, 2009**

## **Glossary of terms used in**

DEO	Deaprtment on equal opportunity and violence prevention, Ministry of social protection, family and child
DVL	Law on Prevention and Combating Violence in the family
EG-PRS	Economic growth-poverty reduction strategy
GCGE	Governmental Commission for equality between women and men
GE and WE/A	Gender Equality and Women's Empowerment/ Advancement
GEL	Law on Ensuring Equal opportunities for men and women
GFP	Gender Focal Point
GRB	Gender Responsive Budgeting
MSPFC	Ministry of Social Protection, Family and Child
MTEF	Medium Term Expenditure Framework
NAP	National Plan "Promotion of gender equality in the society for 2006-2009"
NBS	National Bureau of Statistics
NDS	National Development Strategy
NGO	Non-governmental organization
NHRAP	National Human Rights Action Plan
TOR	Terms of Reference

## **PART 1: OVERVIEW OF ACHIEVEMENTS AND CHALLENGES IN PROMOTING GENDER EQUALITY AND WOMEN'S EMPOWERMENT IN THE REPUBLIC OF MOLDOVA**

- a. **Main Policy Initiatives:** 1. National Plan “Promotion of gender equality in the society for 2006-2009” approved by the Government decision No. 984 from August, 25.2006; 2. Gender Focal Points were established in the ministries and government agencies as per GEL; 3. Governmental Commission for equality between women and men was established as an Inter-ministerial coordination body led by the Deputy Prime Minister and functioning since 2006. The composition was renewed in March 2008 represented by the Deputy Ministers, officials from the Government agencies as well as Civil Society. The Department on Equal Opportunities and prevention of Violence of the Ministry of Social Protection, Family and Child functions as a secretariat of the Governmental Commission for equality between women and men ; 4. The National Strategy on Gender Equality, the first ever umbrella strategy was developed and submitted to the Government for approval in December 2008;
- b. **CEDAW Implementation:** 1. CEDAW concluding comments from 2000 and 2006 were taken as a basis for defining priority areas of the National Strategy on Gender Equality (2009-2015)<sup>1</sup>; 2. CEDAW Implementation Action Plan was developed in 2008; 3. CEDAW Concluding comments sent to all Ministries for follow up actions along with CEDAW Action Plan; 4. CEDAW became the basis for the “Harmonized set of development indicators through gender lens in the context of the MDGs”, which were developed and approved at the national level and being adopted by the Ministries;
- c. **Main Legislative initiatives:** 1. Law on Ensuring Equal opportunities for men and women was adopted by the Parliament on February 9, 2006; 2. Law on Prevention and Combating Violence in the family was adopted by the Parliament in March 2008; **Main Policy Making achievements:** 3. The National Plan of Actions in Human Rights (2004-2008) contains a special chapter on Gender Equality; 4. EU-Moldova Action Plan has a focus on gender equality promotion; 5. National Strategy on policies on labor force employment for 2007-2015, approved by the Government decision No. 605 from May 31, 2007 has a special focus on gender equality and women's advancement; 6. National Development Strategy contains gender priorities under 4 out of 5 priority areas; 7. MDG 3 was completely reviewed, revised and approved in 2007; 8. Gender Review of the Labor Code was initiated and the amendments of the Code are due by mid 2009;
- d. **Budget and GRB:** 1. DEO functioning with five full time staff supported from the state budget; 2. No direct fund allocations for the implementation of GEL and NAP, only through the link with Sector policies and plans; 3. Capacity building of academia and relevant government bodies on Gender Responsive Budgeting (GRB) initiated since 2007; 4. Gender Responsive Budgeting course approved for the masters level at the Academy of Economical Studies of Moldova starting from September 2009; 5. Case studies developed and resources created in the state language on GRB and made available to the key target audience;

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<sup>1</sup> Currently under the Government's consideration for approval.

- e. **MDGs:** 1. All Goals of national MDGs, including the MDG 3, were re-actualized and approved by the Parliament in Dec 2007 as part of the national process of development of the National Development Strategy (2008-2011). Thus, the NDS is aligned to the priorities under MDG Targets and Indicators; 2. “Gender in the context of the MDGs” desk review was developed and widely used for policy review/recommendations; 3. MDGs were used as a framework for the development of the Harmonized set of development indicators through gender lens; 4. “Women and Men” Statistical Publication was fully reviewed and improved to better reflect all Targets and Indicators under the MDGs;
- f. **Government Policy discussions/Parliamentary hearing debates.** Parliamentary hearing on Gender Equality chapter of the National Human Rights Action Plan was organized in Dec 2007. As per recommendation from the Parliament hearing, the following major achievements were made: 1. Developed and approved plan on prevention and combating violence against children; 2. CEDAW recommendation implementation plan developed and sent to the Ministries; 3. Information campaign was organized through mobile exhibition of gender cartoons reaching over 30.000 persons directly at the policy and decision making level. Also, as a result of the Public discussion on the Labor Code and Employment matter, the gender review of the Labor Code was initiated in the country and the results are due by mid 2009.
- g. Not relevant for the Republic of Moldova;
- h. **Effects of Globalization:** Globalization has affected GE and EW in various ways: 1. Women as well as men have greater access to information both at central and local levels (statistics); 2. Women access/use less credits, then men and one of the result is very limited number of women who run their own business (statistics); 3. Women of reproductive age are less attractive for the employer due to the additional costs involved under the Labor Code (study); 4. Women are portrayed victimized and marginalized in the press and advertisements and this is seen as one of the income basis for the press/companies (study). To remedy the situation, the results of analysis and studies are being mainstreamed into policies/plans/actions. Examples: 1. gender review of the Labor Code initiated (result is due by mid 2009); 2. gender equality aspects mainstreamed to the journalists’ ethic code; 3. Facilitation of access to credit and information is indicated as priority actions under the NSGE, etc;
- i. **Sector areas:** 1. Draft National Strategy in the field of Demographical Security in Republic of Moldova (2009-2023); 2. National strategy on policies on labor force employment for 2007-2015 and yearly National Employment Action Plans; 3. The National Plan of Actions in Human Rights (2004-2008); 4. National Program regarding the creation of an integrated system of social services, adopted by the Government Decision nr.1512 from 31.12.2008; 5. Draft Strategy regarding social inclusion of persons with disabilities.
- j. **Partnerships:** 1. In the framework of the establishment and functioning of GCGE, Women’s and Gender NGOs were supported to nominate their representation to the GCGE; 2. Close cooperation established with the Donors Group, Donors Group on Trafficking and Gender, and Violence Group; 3. Cooperation with Academic institutions in various fields, including GRB, Gender Capacity building, etc.

- k. **Engaging Men:** 1. There are 10 women and 9 men at the Governmental Commission for equality between women and men; 2. Special efforts to attract men and boys for promoting gender equality in the country is only planned so far and included as a measure in the NSGE Action Plan;
- l. **Climate Change/Food and Energy Crises:** 1. Natural disasters (droughts in 2007 and floods in 2008) created both economic and social tensions in poor regions of Moldova, mostly affecting poor and very poor households, and especially women and children. 2. Over half of beneficiaries of handouts and assistance provided by the government and donors were women and children. 3. As a response to these disasters, the Government jointly with the UN developed a joint program with the focus on early warning, including a specific gender component to better take into consideration gender aspects in future disasters and crises<sup>2</sup>;
- m. **Impact of Financial Crises:** No specific studies were undertaken. However, the priorities of the Government is further confined to the development of the real economy sector, thus lowering the overall attention to the Human Rights, Gender and Women's issues;

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<sup>2</sup> The project currently is being considered by the donors for financial support

**PART II: PROGRESS IN IMPLEMENTATION OF CRITICAL AREAS OF CONCERN OF THE BPFA AND FURTHER INITIATIVES AND ACTIONS IDENTIFIED IN THE 23<sup>RD</sup> SPECIAL SESSION OF THE GENERAL ASSEMBLY IN THE REPUBLIC OF MOLDOVA**

Policy, Legislation, Programs and Projects	Obstacles, Remaining challenges	Lessons Learnt	Successful Interventions
<b>Critical Area 1: The persistent and increasing burden of poverty on women</b>			
<ul style="list-style-type: none"> <li>Economic Growth and Poverty Reduction Strategy Papers (2003-2006)</li> </ul>	<ul style="list-style-type: none"> <li>There is no EG-PRS any longer</li> </ul>	<p>Meeting the poverty goal will require a multidimensional approach because many aspects of gender inequality influence the different dimensions of poverty, interventions that promote gender equality are critical in the design of strategies and actions to meet the poverty goal</p>	<ul style="list-style-type: none"> <li>Gender mainstreamed into the Social Assistance Law adopted in 2008 focusing on the vulnerable families, including Female Heads of Households;</li> <li>Benefits for mothers for the new born child were increased 11 times since the year 2000; Benefits for families with children increased twice; Social indemnities for disabled children increased by 3.5 times;</li> </ul>
<b>Critical Area 2: Inequalities and inadequacies in and unequal access to education and training</b>			
<ul style="list-style-type: none"> <li>The Law on Education, Nr. 547 from 21.07.1995;</li> <li>The National Action Plan for Human Rights (2004-2008);</li> <li>The National Plan “Promotion of Equality of Human Genders in Society during 2006-2009”;</li> <li>National Strategy “Education for all” (2004-2015).</li> <li>“Gender Dimension of Curriculum, teaching and learning materials” project (2003-2005)</li> </ul>	<ul style="list-style-type: none"> <li>There’s a significant feminization within education system didactic personnel;</li> <li>Women overpass men at higher education level, but situation changes at PhD level;</li> <li>There’s low level of professional potential harness of women with higher education;</li> <li>Education quality is directly proportional to gender dimension in education, which is reduced to education access assurance.</li> </ul>	<ul style="list-style-type: none"> <li>Urgent need to organize gender trainings for teachers and test them in gender sensitivity,</li> <li>To carry out gender analysis of textbooks and didactical materials for higher educational levels,</li> <li>To get parents more actively involved in youth gender socialization (by strengthening school-family relation and sensitizing parents in gender aspect),</li> <li>To review terminology, especially the classifier of professions and jobs to eliminate the sex-formulations which are perpetual at the” traditional norm” level,</li> </ul>	<ul style="list-style-type: none"> <li>Gender Review of 62 School Books and curriculum was undertaken</li> <li>At present, the Ministry of Education and Youth is involved in the development of the National Strategy on gender Equality, a document due to be approved by the Government of Moldova.</li> </ul>

		<p>inducing serious barriers in over-passing gender stereotypes.</p> <ul style="list-style-type: none"> <li>• Need to mainstream gender into the policy and plan in education field on the basis of the recommendations from the gender review</li> </ul>	
<b>Critical Area 3: Inequalities and inadequacies in and unequal access to health care and related services</b>			
<ul style="list-style-type: none"> <li>• Reproductive Health Strategy (2005);</li> <li>• the Human Rights Action Plan 2004-2008;</li> <li>• the EU – Moldova Action Plan (2005) ;</li> <li>• the National Development Strategy (2008-2011);</li> <li>• Action Plan for the implementation of the National Development Strategy 2008-2011.</li> </ul>	<ul style="list-style-type: none"> <li>• Higher level of abortions, post-natal complications and maternal mortality, especially in rural areas,</li> <li>• Increasing gap in life expectancy between women and men, men being disadvantaged,</li> <li>• High rate of maternal mortality, especially in rural areas,</li> <li>• Increasing number of HIV positive pregnant women,</li> <li>• High mortality rate among men due to traumas and other external causes, including suicide,</li> <li>• Increasing alcohol addiction among women and men, especially among men</li> <li>•</li> </ul>	<ul style="list-style-type: none"> <li>• Clearly define gender aspects of health, especially in the areas of reproductive health,</li> <li>• Importance of mainstreaming gender into the health sector policies and plans,</li> <li>• Improving health services for men, especially reproductive health and psycho-social counseling,</li> <li>• Mainstreaming gender aspects into health awareness raising campaigns</li> </ul>	<ul style="list-style-type: none"> <li>• At present, the Ministry of Health is involved in the development of the National Strategy on gender Equality, a document due to be approved by the Government of Moldova.</li> </ul>
<b>Critical Area 4: Violence against women</b>			
<ul style="list-style-type: none"> <li>• Law on Preventing and Combating Family Violence, adopted by Parliament on 29.02.2008</li> <li>• The National Plan “Promoting of gender equality in the society for 2006-2009r.r.” (adopted by</li> </ul>	<ul style="list-style-type: none"> <li>• Persistent societal violence and discrimination against women and children, including trafficking;</li> <li>• Persistence of violence against girls and boys in the educational system;</li> </ul>	<ul style="list-style-type: none"> <li>• Need for systematic collection of data on various forms of violence against women and gender based violence ;</li> <li>• Services and service standards needs to be improved for women victims of violence;</li> </ul>	<ul style="list-style-type: none"> <li>• Starting from early 2000’s awareness raising of public opinion on the violence against women and girls;</li> <li>• “Demographic and Health Survey” (2005) including a chapter on domestic violence conducted</li> </ul>

<p>Government in 2006; include objective to preventing and combating violence against women, men and child)</p> <ul style="list-style-type: none"> <li>• National Action Plan on Human Rights for 2004-2008 (adopted by Parliament in 2003, include chapter on Women Human Rights / Elimination of Domestic Violence)</li> <li>• National Strategy on Reproductive Health (adopted by Government in 2005)</li> <li>• National Policy on Health care (adopted by Government in 2007)</li> <li>• Strategy on National development for 2008-2011 (adopted by Parliament in 2007)</li> <li>• In the frame of Council of Europe Campaign “Stop Domestic violence against women!”</li> <li>• 16 days event at the national level</li> </ul>	<ul style="list-style-type: none"> <li>• Existence of sexual harassment at work;</li> </ul>	<ul style="list-style-type: none"> <li>• Mechanism for the implementation of the law need to be in place with the approval of the law;</li> <li>• Gender-based violence is rooted in strong patriarchal society and thus national and local level targeted awareness raising campaigns are required on a sustainable basis;</li> </ul>	<ul style="list-style-type: none"> <li>• 2006-2008 Participation in the Council of Europe Campaign “Stop violence against women, including domestic violence!”</li> <li>• 2008 Adoption of the Law on Preventing and Combating Family Violence</li> <li>• 16 days event organized by the Government, NGOs and Donors in a coordinated manner in 2008</li> <li>• Funding three shelters from the state budget and run by the NGOs in three rayions</li> </ul>
<p><b>Critical Area 5: The effects of armed or other kinds of conflict on women, including those living under foreign occupation</b></p>			
<p>Not relevant for Moldova</p>			
<p><b>Critical Area 6: Inequality in economic structures and policies, in all forms of productive activities and in access to resources.</b></p>			
<p>Information to be provided later</p>			
<p><b>Critical Area 7: Inequality between men and women in sharing of power and decision-making at all levels</b></p>			
<ul style="list-style-type: none"> <li>• MDG 3, revised Targets and Indicators;</li> <li>• Law on Ensuring the Equality between Women and Men (2006);</li> <li>• National Plan for Promotion of Equality between Women and</li> </ul>	<ul style="list-style-type: none"> <li>• Under representation of women in decision-making positions in political and public life;</li> <li>• Existence of structural barriers to promotion of women to decision-making positions in</li> </ul>	<ul style="list-style-type: none"> <li>• To encourage political parties to involve women in political activity via administrative means;</li> <li>• To mainstream gender dimension in election campaigns at all levels;</li> <li>• To consolidate mechanism for</li> </ul>	<ul style="list-style-type: none"> <li>• Modification and inclusion of gender parity principles in the by-laws of some political parties;</li> <li>• Review of the MDG 3 Targets and Indicators and re-validation of the</li> </ul>



<p>Men 2006-2009;</p> <ul style="list-style-type: none"> <li>• The law on “parties and other social-political organizations” Nr/718 from 17/09/1991;</li> <li>• Labor Code of the Republic of Moldova Nr.154 from 28.03.2003.</li> <li>• The Law on the State System of the Social Insurance nr.489 from 08.07.1999;</li> <li>• The Law on the state social insurance pensions;</li> <li>• The law on “Electoral code” Nr. 1381 from 21/11/1997.</li> <li>• The law on public service Nr.442 from 04/05/1995/</li> <li>• Law on local elections Nr.778 02.02.2000;</li> </ul>	<p>political and public life;</p> <ul style="list-style-type: none"> <li>• Moldovan women still face discrimination as compared to men in political and public activity.</li> </ul>	<p>monitoring the process of ensuring equal opportunities for women and men within parties;</p> <ul style="list-style-type: none"> <li>• To monitor observance of statutory and legislative provisions on gender equality (shares, zigzag, parity);</li> <li>• To reduce the impact of the stereotypes regarding the role of women and men in public and family life; (taken and broadened)</li> <li>• To eliminate structural barriers to the balanced participation of women and men in public and political decision-making processes.</li> </ul>	<p>State’s commitments towards improving women’s participation in decision making level;</p> <ul style="list-style-type: none"> <li>• Monitoring of local elections by NGOs through gender lens;</li> <li>• Promotion and support to women, who run for national and local elections by NGOs in the framework of “Women Can Do It” Project as well as other initiatives;</li> </ul>
<p><b>Critical Area 8: Insufficient mechanisms at all levels to promote the advancement of women</b></p>			
<ul style="list-style-type: none"> <li>• Law no. 5-XVI on ensuring equal opportunities for men and women, dated February 9, 2006;</li> <li>• National development Strategy for 2008-2011;</li> <li>• National action plan in the field of human rights (2004-2008) (envisages activities for insurance of equal opportunities for men and women);</li> <li>• Action plan EU - Moldova, (stipulates equal opportunities for men and women);</li> <li>• National plan „Promotion of gender equality in the society for 2006-2009”;</li> <li>• National strategy on policies on labor force employment for 2007-2015,</li> <li>• National program ”Moldovan</li> </ul>	<ul style="list-style-type: none"> <li>• Low level of capacity of Human resource at all levels of the institutional mechanism;</li> <li>• Only Human Rights Commission of the Parliament is promoting gender equality at the legislative level;</li> <li>• Non existence of GFPs at the local level;</li> <li>• No gender ombuds in the republic;</li> <li>• Financial support to the functioning of the institutional mechanism, including the positions of GFPs;</li> </ul>	<ul style="list-style-type: none"> <li>• In the context of ensuring the implementation of the Article 16 of the Law on ensuring equal opportunities to men and women, referred to Parliament competence, we consider important to strengthen the capacities of Parliamentary Commissions to promote and take into consideration GE and WA matters and principles;</li> <li>• In this context for the improvement of the institutional mechanism in order to ensure gender equality in Parliament a training on gender equality policies should be organized, to ensure and monitor the integrated approach of gender mainstreaming at all stages of Parliament activity, on the one side (especially draft laws and budgets),</li> </ul>	<ul style="list-style-type: none"> <li>• Renewed composition of the Government Commission for equality between men and women according to the principle of parity between the representatives of state institutions and civil society;</li> <li>• Strengthened capacity of the Department on Equal Opportunities (from one person to five);</li> <li>• Gender Focal Points are appointed within the policy and monitoring departments (formerly placed with the Human Resources Department);</li> <li>• National Strategy on Gender Equality and Action Plan contains a special chapter on strengthening of the national mechanism;</li> <li>• Implementation “Promoting Gender equality into National Policies and Plans” UNIFEM/Sida program</li> </ul>

<p>village” (2005- 2015) approved by the Government decision no.</p> <ul style="list-style-type: none"> <li>• 242 from March 1, 2005.</li> </ul>		<p>and to promote the gender equality principle, on the other side.</p>	
<p><b>Critical Area 9: Lack of respect for and inadequate promotion and protection of the human rights of women</b></p>			
<ul style="list-style-type: none"> <li>• Human Rights Action Plan 2004-2008; (chapter 11 “Assurance of women’s rights”),</li> <li>• New draft of the Human rights action plan has the objective to promotion and protection of women’s human rights</li> </ul>	<ul style="list-style-type: none"> <li>• No specialized ombuds on gender and women’s human rights;</li> <li>• Low number of cases filed to the court on the basis of discrimination against women and gender based violence;</li> <li>• Low level of awareness of judicial staff and decision makers in judicial area on gender equality and women’s human rights principles;</li> <li>• Low level of awareness of the population, especially women and girls on their human rights;</li> <li>• No mechanism for tracking the cases on sexual harassment within the judicial system;</li> </ul>	<ul style="list-style-type: none"> <li>• Observance of the relevant laws (GEL, DVL) is needed to be supported by mechanism of implementation with concrete financial support from the state;</li> <li>• Public awareness raising linked with the existing developed services for women and girls on the protection of their rights is needed at the national and local levels;</li> <li>• Creation of successful application of women’s HR violation cases at the national and international level is important for further promotion of WHR in the country;</li> <li>• Human Rights NGOs to pay special attention to the Women’s HR and GE aspects within general Human Rights mandate;</li> </ul>	<ul style="list-style-type: none"> <li>• Public hearing on the chapter 11 “Assurance of women’s rights” of the Human Rights Action Plan was organized in December 2007 with follow up recommendations and monitoring of the implementation of these recommendations by the Committee on Human’s Rights.</li> </ul>
<p><b>Critical Area 10: Stereotyping of women and inequality in women’s access to and participation in all communication systems, especially in the media.</b></p>			
<ul style="list-style-type: none"> <li>• Law no. 5-XVI on ensuring equal opportunities for men and women,</li> <li>• The Human Rights Action Plan 2004-2008; (chapter 11 “Assurance of women’s rights”),</li> <li>• National plan „Promotion of gender equality in the society for 2006-2009”,</li> </ul>	<ul style="list-style-type: none"> <li>• Besides the positive achievements, victimization and marginalization of women in press continue. For instance, naked women portrayed in press for sale of kitchens and household tools;</li> <li>• Media capacity to acknowledge and promote GE and WA remain very low;</li> <li>• No mechanism for holding</li> </ul>	<ul style="list-style-type: none"> <li>• Media workers capacity building is needed on-the-job through their involvement in gender and media initiatives;</li> </ul>	<ul style="list-style-type: none"> <li>• “Gender and mass media. For a press responsive to gender” (Study, Center for Partnership Development”), 2007</li> <li>• “Monitoring of the implementation of the Law on ensuring equal opportunities to men and women and of the National plan for promotion of human gender equality for 2006-2009” included media component;</li> <li>• Project „Say NO to discriminative</li> </ul>

	accountability of media before society, especially with regards to discrimination on the basis of gender and sex;		<p>representation of women in publicity” (organization of public opinion responsiveness campaign related to the image of women in publicity);</p> <ul style="list-style-type: none"> <li>• “Monitoring of press through gender lens” 2007-2008</li> <li>• “Gender issues in the context of MDGs in the Republic of Moldova”, a set of caricatures on gender equality developed and mobile exhibitions organized;</li> <li>• Gender aspects mainstreamed to the Ethic Code of the Independent Press Association</li> </ul>
<b>Critical Area 11: Gender inequalities in the management of natural resources and in the safeguarding of the environment</b>			
Information to be provided later			
<b>Critical Area 12: Persistent discrimination against and violation of the rights of the girl-child</b>			
Information to be provided later			

## PART 3: INSTITUTIONAL DEVELOPMENT IN THE REPUBLIC OF MOLDOVA

### a. National mechanism

1. National Mechanism: Institutional Framework for ensuring equal opportunities between women and men as per GEL is as follows: 1. Parliament, 2. Government, 3. Government Committee for Equality between women and men, 4. Ministry of Health and Social Protection<sup>3</sup> (specialized body), Ministries and other central administrative authorities (gender units), local public administration authorities (gender units).  
The Government committee for Equality between women and men (GCGE) and the Department on Equal Opportunity (DEO) within the Ministry of Social Protection, Family and Child (former Ministry of Health and Social Protection) are the core of the National mechanism.
2. Mandates and Resources: TOR GCGE was reviewed and approved in March 2008, DEO functions as a secretariat to the GCGE and as the main Gender Agent of the State. Staff responsible for gender equality within the Government increased from 1 specialist within a Department of Family Policy and Equal Opportunity in the Ministry of Health and Social Protection (late 90's) into a Department on Equal Opportunities and Violence Prevention in the MSPFC (since early 2007). No special support for the implementation of GEL and NAP from the state budget.
3. Location of the National Mechanism and access to decision making: GCGE is led by the Vice Prime Minister with the members representing Ministries at the level of the Vice Ministers. Department on Equal Opportunities (secretariat of the GCGE) is located within the MSPFC. Key decisions on GE and WE are done within the mandate of the MSPFC, as well as the GCGE.
4. Networks and their effectiveness: 1. Donors Group on Gender led by Sida Moldova and UNIFEM, 2. Trafficking and Gender Group led by OSCE, 3. Violence Group led by the DEO. All these networks are co-chaired by the MSPFC, the main gender agent of the State. These networks serve as a basis for information sharing, coordination of multi-stakeholders actions in the area of gender and violence in the republic. They meet once a month/quarter and provide substantial inputs to the work of the Government in the gender area.
5. Staff and Financial support: Five full time staff members in the DEO are funded by the state. No special funds for activities of the Department is envisaged in the budget. Activities of the NAP are funded through the link to the sector plans, which have financial support from the State via MTEF.

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<sup>3</sup> Currently, this is the Ministry of Social Protection, Family and Child

6. Financial support from the donors: Major specialized projects on gender equality and women's advancement are funded by the Donors. For example, Sida is funding a three year program on "Promoting Gender equality into National Development Policies and Plans" administered and implemented by UNIFEM in Moldova.

**b. Gender Focal Points (GFPs)**

1. GFPs in line ministries: Gender Unit/GFP position was formalized within GEL. They are charged with the monitoring of the observance of legislation within, mainstreaming gender equality principles into the policies and activity plans of central public authorities, submitting reports and performing in accordance with the GEL.

Currently, the positions of the GFPs are being reviewed by the DEO. This is due to the fact that the formerly, the GFPs were nominated in the ministries within the Departments on Human Resources, thus with limited access to policy making in the sector. Also, the responsibility to implement GE and WA was added to the regular scope of responsibility of the Ministry staff. In early 2000 there were experiences of having raiyon (second level of public administration) level GFPs, which were later eliminated. At present, the proposal was made by the DEO to revitalize the positions of the GFPs in the rayions, especially linked to the implementation of the DVL.

2. Support to the GFPs from within the ministries: Currently, there are no substantial support to the GFPs, as they were placed within the Human Resources Department. It is planned to mainstream a responsibility of promoting gender equality principles to the sector policies and plans into the Tor of the Deputy Minister, who is a member of the GCGE. This will be a political support to the work of the GFP appointed in the ministry.
3. Support by the National Machinery: Training on Gender and Gender mainstreaming was undertaken for the former GFPs. These initiatives were supported by international organizations and donors. With the current review of the positions of the GFPs, the DEO is planning to promote an establishment of the Gender Councils within the Ministries, with the representation from the policy and monitoring units, who are responsible for policy formulation, coordination and monitoring. Thorough capacity building support will be provided to the newly established GFPs and Gender Councils within the framework of the on-going UNIFEM program with the financial support from Sida.

Gender Resource Center /Library was created within the MSPFC as well as e-resource on gender equality was developed on the website of the Ministry <http://mpsfc.gov.md/md/egalitateagen/> Due to the reasons mentioned above, the GFPs were not widely involved in policy formulation, and coordination.

4. Effectiveness of GFPs: Due to the above reasons, the GFPs were not effective and thus, currently the National Mechanism is taking serious measures to improve them.

### c. **Monitoring Mechanisms**

1. Existing monitoring mechanism: Monitoring of the implementation of sector strategies and plans through gender lens is done within the mechanisms established under each policy/plan. Currently, the monitoring mechanism for the implementation of gender equality commitments of the state is being improved. For this, the followings were done: Harmonized set of development indicators in a gender sensitive manner in the context of the MDGs/Sectors. This set harmonized the indicators from the international and national frameworks, such as MDGs, CEDAW, BPFA, NDS, Sector policies and plans, GEL and NAP. This Harmonized set was approved by the Board of the National Bureau of Statistics and sent to the ministries and government agencies for integration into the monitoring system. Moreover, the MDG Targets and Indicators were improved reflecting the state's commitments in the area of women's empowerment. The newly elaborated NSGE contains long term and midterm plans with results and progress monitoring indicators aligned with the harmonized set. The GCGE is charged with the monitoring of the implementation of GEL and NAP.
2. Accountability across Ministries: According to the GEL, the Ministries are responsible for the implementation of GEL in their respective areas, such as: Education, Health, Media, Employment. The Article 19 of GEL also clearly stipulates the role of GFPs. The Resolution of the Government #485 states that the members of the GCGE are responsible for proposing initiatives, monitoring and evaluation of implementation of GE and WE in their respective areas, inform the public about the progress towards GE and WE in their respective areas.
3. About coordination: GCGE – is the main policy coordination body of the State in the area of GE and WE. The GCGE meets on a quarterly basis.
4. Role of the highest level of Gov: Article 16 and 17 from the GEL clearly stipulates the role of the Parliament and Government. The former is responsible for mainstreaming gender into the legislative initiatives, monitoring of the implementation of GE principles, and examine reports of the Gov and Ombuds. So far, the Human Rights Committee organized a Parliament hearing on Gender equality on the Chapter 11 of the HRAP (2004-2008).

#### **d. Capacity**

1. Achieved level of capacity: DEO is mainstreaming gender equality into sector policies and plans within its competencies. The human resource capacity was increased from 1 specialist into a full Department with 5 full time staff members. Training and learning are being done on the topics of Violence, GRB, Gender mainstreaming in the framework of on-going projects and programs. One staff member of the DEO is an expert of the Council of Europe on Gender , Trafficking and Violence;
2. Mechanism for capacity strengthening: In-country training, on-the-job training, CoE thematic meetings, via support of international organizations and donors.
3. Challenges in the area of Capacity building: 1. Very high turn over among GFPs in the ministries, which makes the efforts of capacity building unsustainable, 2. Staff members of the DEO are mostly junior officials (three out of five), who have no prior experience in the field of GE and WE, 3. Funds for capacity strengthening of the National Mechanism is not yet provided from the state, but provided mostly by the Donors.

#### **e. Indicators/Statistics:**

1. Core set of Indicators/Responsibility for Monitoring: Harmonized set of development indicators in the context of the MDGs was developed in the Republic of Moldova, as mentioned above. The set is being adopted by sector ministries to be tracked within the sector policies and plans. For instance, the Ministry of Health adopted the whole set of health related indicators as a basis of their newly developed automated system of monitoring. Other ministries, such as the Ministry of Economy and Trade, Ministry of Education and Youth, as well as the MSPFC are planning to adopt it for their sector plans and report.
2. Data and Statistics: Women and Men statistical publication was published two times (1999, 2005). The third issue of the publication was made on the basis of the survey done among the key users. The fully revised and improved publication comprise of new areas, including HIV, Social Protection, Trafficking etc, which were not present in the previous publications. The publication was improved both content and presentation wise.
3. Area lacking sex-disaggregated data: Social Protection and Assistance, including pension, social benefits and services, various types of violence, women's participation in business, access to credit and other financial services, access to economic resources, environment and gender, including access to water and sanitation, women in agriculture etc.

4. Area needing for new data: As above.
5. Awareness/Commitment and Capability of NBS and Ministries on data provision: National Bureau of statistics have formed a Gender Task Force. There is support and awareness of the NBS management on the importance of sex-disaggregated data. The National Mechanism through the NIFEM/Sida program provided various capacity building support to NBS management and staff on gender statistics, including in-country and abroad training and meetings.
6. Area sex-disaggregated data used effectively: Women in political participation, health, social protection, labor market.

**f. Roles of Stakeholders:**

1. Role of Parliament/how to be strengthened: The National Mechanism is planning to propose an establishment of inter-commission Gender caucus in the Parliament in order to strengthen their capacity for mainstreaming gender into legislative initiatives. There is a wish to request one of the four Ombuds to cover the issues related to discrimination on the basis of gender and sex.
2. Role of NGOs in follow up plan and implementation: GEL implementation monitoring report was prepared by the NGO. Conduct various capacity building initiatives, including training in various thematic areas, including women in politics, and violence. NGOs undertake various studies, and also developed a network of gender and women's NGOs, They nominated the members of the Government Committee on Gender equality, and take active part in Government led initiatives on GE and WE.
3. NGOs formal participation in BPFA and CEDAW implementation: NGOs are officially represented in the GCGE, Shadow Report of the CEDAW was developed.



## **PART FOUR:            REMAINING CHALLENGES AND ACTIONS TO ADDRESS THEM IN THE REPUBLIC OF MOLDOVA**

### a) Further actions and initiatives

To ensure sustainable promotion of gender equality and women's empowerment in the Republic of Moldova at all levels of government with the support of all stakeholders (local public administration, civil society, international organizations, media, academics, etc.) the Government of Moldova undertook elaboration of the National Strategy on Gender Equality (2009-2015) (NSGE). Completion of this task constitutes a crucial step forward towards increasing both governmental and societal sensitivity to gender issues. Also, it will further better understanding of different needs of women and men in society as well as in advancing governmental responsiveness in applying engendered approach to planning and implementation of national strategies and plans assuring observance of fundamental human rights of the citizens of Moldova. Additionally to NSGE and in absolute correlation with all its stipulation the Government is finalizing a work on affiliated with the Strategy Action Plan (AP) where specific policy measures, timeframe for their implementation, budgets and responsible institutions will be identified. NSGE and AP will be the two most important governmental documents together with the National Development Strategy (2008-2011) for addressing gender equality and mainstreaming of gender responsive policy in the Republic of Moldova.

### b) Priority areas

In the process of elaboration of NSGE, were identified priority areas for interventions in terms of gender responsive policy and assurance of gender equality in society. Priority areas were based on CEDAW concluding comments from 2000 and 2006, National Plan of Action for equality between women and men 2006-2009, revised MDGs matrix, Gender Equality Law, Domestic Violence Law, National Human Rights Action Plan and the National Development Strategy (2008-2011). Eight priority areas were selected and defined, which include Employment and Labor Migration; Gender Responsive Budgeting; Women's participation in Decision Making, Social Protection and Family; Education; Health care; Violence and human trafficking and Raising public awareness. For each sector first of all were identified fundamental sector-specific gender-related problems. Identification of priority areas was partly based and simultaneously followed by a detection of fundamental area/sector problems. Within each area of intervention were detected and described 2-3 key problems, solutions of which concomitantly were formulated as key sector/area objectives.

### c) Examples of measures

Measures, which will have to be undertaken are classified in the Action Plan affiliated with NSGE under identified priority areas/sectors and then under strategic/key sector objectives. Every objective is in line with fundamental gender related sector problem identified in NSGE. In fact such manner of presentation exhibits an absolute synergy between NSGE and AP as well as a rather simple for understanding and straightforward logical structure. AP also contains data on time frame for implementation, responsible

governmental institution, expected results (related to key objective), success indicator (related to key objective) and budget for each measure/action. In fact were elaborated two APs for two periods – for the entire duration of NSGE and for three years in order to be in-line with current Medium-Term Expenditures Framework (MTEF). Three years AP additionally comprises intermediary results indicators for particular sector and budget for three years according to MTEF. Overall measures (examples) are outlined in the NSGE and AP as follows:

#### **Sector: Employment and labor migration**

##### **Key objectives:**

1. Increase employment among women and reduce gender wage gap
2. Eliminate all forms of discrimination in the employment sphere on the basis of gender
3. Promote women's economic empowerment in rural areas including entrepreneurship
4. Mainstream gender aspects into migration programs/plans, implementation and monitoring

##### **Aggregated measures:**

- Mainstream gender into and undertake regular analysis of policies and programs in the area of employment and labor market
- Undertake proactive measures for overcoming persisting horizontal and vertical gender segregation on the labor market;
- Adopt specialized programs and stimulate women's entrepreneurship, especially in rural areas through removing structural, legal and other barriers;
- Mainstream gender into the migration related policies and plans;
- Organize Information and Awareness Raising on the right of women and men to equality in the labor market and in economic life;
- Gather, analyze and disseminate sex-disaggregated statistics on women's and men's participation in the labor market

#### **Sector: Gender responsive budgeting**

##### **Key objectives:**

1. Develop GRB concept/vision in the context of the Republic of Moldova
2. Promote GRB into budgetary process at the national and local levels

##### **Aggregated measures:**

- Develop gender responsive budgeting concept with regard to budget processes in the Republic of Moldova;
- Develop and undertake gender responsive budgeting course at the university and provision of on the job training as well as professional retraining for officials;
- Adopt and enforce analysis of budget processes through gender lens on a pilot basis;

#### **Sector: Women's participation in Decision Making**

##### **Key objectives:**

1. Increase representation of women in the decision making positions in the political and public life

##### **Aggregated measures:**

- Develop and enact mechanisms for promoting gender equality within public, including judiciary, diplomacy etc, private, civil society organizations at all levels;
- To eliminate structural barriers to the balanced participation of women and men in public and political decision-making processes.
- Organize Information and Awareness Raising aimed at public at large and women specifically to encourage women to actively participate in public life;
- Gather, analyze and disseminate sex-disaggregated statistics on participation of women and men in decision making bodies

### **Sector: Social protection and Family**

#### **Key objectives:**

1. Increase significance of maternity and paternity and promote equal sharing of tasks by men and women in regards to family responsibilities
2. Improve social protection of women and of informal home caregivers
3. Diminish a gap between pensions of women and men

#### **Aggregated measures:**

- Mainstream gender dimension into and undertake regular analysis of social protection and family related policies and programs
- To promote and support women's and men's equal rights and responsibilities in regard to marriage and family life
- Transform the existent models of social protection taking into account gender perspectives;
- Reconcile professional activities with private life;
- Reduce gender-based differences in the pension system;
- Organize Information and Awareness Raising on importance of ensuring gender equality in public and private life
- Gather, analyze and disseminate sex-disaggregated statistics on women's and men's average use of time, particularly on child care or care of dependants, household maintenance and other family tasks on the basis of time use surveys;

### **Sector: Health care**

#### **Key objectives:**

1. Mainstream gender equality into Health policies and programs
2. Narrow and close gender gap in life expectancy of women and men
3. Reduce socio-economic factors leading to maternal mortality, especially among women from rural areas

#### **Aggregated measures:**

- Mainstream and consolidate gender dimension in health care policies including at educational level;
- Consolidate and further develop family planning capacities, life-skills education and measures relevant to reproductive health, especially in rural areas;
- Address important external factors of influence upon the health and life of women and men such as injuries, suicides, occupational hazards, accidents, substance abuse, means of birth control, etc.;
- Undertake information, educational and awareness raising campaigns related to gender aspects of health and health care;
- Gather, analyze, monitor and disseminate information on health and health care through gender lens;

## **Sector: Education**

### **Key objectives:**

1. Mainstream gender equality into education policies and plans and education process
2. Reduce feminization of educational system in the Republic of Moldova

### **Aggregated measures:**

- Mainstream gender dimension in educational policy at the formulation, implementation and monitoring stages including from the point of view of human rights and equal treatment of boys and girls;
- Capacity building for gender sensitive approach in education including training, curriculum development, educational standards, subject content, teaching and learning resources;
- Undertake information and awareness raising campaigns related to gender aspects of education;
- Gather, analyze and disseminate gender aspects of education;

## **Sector: Violence and human trafficking**

### **Key objectives:**

1. Annihilate domestic and gender based violence and trafficking of women and girls
2. Combat manifestation of violence against girls and boys in the educational system
3. Improve services for the rehabilitation and reintegration of victims of trafficking and violence, especially women and girls

### **Aggregated measures:**

- Consolidate and enforce legislative and institutional framework for violence and trafficking prevention and punishment through gender perspectives;
- Capacity building at all levels of violence and trafficking counteracting institutions with a specific accent upon people involved in victims rehabilitation and aggressors re-socialization on the basis of gender perspectives;
- Educational programs, training modules, research and awareness raising campaigns related to phenomenon of violence and trafficking through human rights and gender equality lens;
- Consolidate social programs, rehabilitation and re-socialization measures aimed at victims and aggressors of violence and trafficking, especially women and girls;
- Gather, analyze and disseminate information related to gender aspects of violence and trafficking;

## **Sector: Raising public awareness**

### **Key objectives:**

1. Encourage projection of positive images of women and men and of their equal status and responsibilities in the private and public spheres
2. Combat sexist image of women in advertising and media
3. Enhance awareness among women and men, girls and boys about their human rights

### **Aggregated measures:**

- Initiate and promote regulatory environment in media on gender related issues including through governmental policies and applying international practices;
- Analyze, research, inform and take actions on media coverage of gender and gender issues in media;

- Capacity building for media and particularly for media executives on gender issues and promotion of equilibrated gender image;
- Involve men in promotion of the principle of equal opportunities for women and men;

d) New commitments

Among new strategic commitments of the Government four significant tasks can be mentioned:

1. **Consolidation of Human Rights basis and representation for gender equality and first of all of Ombuds and of Parliamentary Center for Human Rights.** Fundamental challenge here would be nominating of Ombuds specifically responsible for gender equality (among four currently existing). Training for Moldovan Ombuds and for the Center of Human Rights is another important priority in this direction;
2. **Gender mainstreaming into national budgets.** Fundamental challenge is further introduction in Moldova of the Program Based Budgeting. Currently program based budgeting is sufficiently dominating MTEF exercise. However, present level of incorporation of the program based budgeting in National consolidated budget is rather weak. This task requires triple parallel efforts – raising awareness about conception of gender responsive budgeting, wide-scale introduction of gender dimension in MTEF and incorporation of gender dimension in budgetary process;
3. **Gender Councils and focal points in line Ministers.** Fundamental challenge here is shifting current focal points from human resources divisions (in majority of Ministries) into policy divisions and elevated inclusion in Gender Councils' activities of Deputy Ministers - members of Governmental Commission on equality between women and men;
4. **Gender focal points in regional administrations.** Gender focal points in regional administrations are called to solve gender specific problems and approximate gender equality efforts to local and grass-root levels. This has to be created from scratch and adequate financing for newly created positions under regional administration has to be envisaged. Besides, significant efforts in capacity building for regional gender focal points are necessary in order to incorporate them in overall national policy framework on gender equality.