



NATIONAL REPORT
on the implementation of the Beijing Declaration, the Platform for Action (1995) and the
outcomes of the 23rd special session of the General Assembly (2000)

The report is prepared in the context of the 20th anniversary of the Fourth International
Conference on Women and the adoption of the Beijing Declaration and Platform for
Action

CHISINAU
2014

TABLE OF CONTENTS

List of abbreviations

Introduction

Background. Analysis of achievements and challenges (1995 – 2014)

Progress attained in implementing the critical areas of the Platform of Action (2009 - 2014)

Relevant data and statistics

Current priorities and recommendations

Annexes

LIST OF ABBREVIATIONS

LPA	Local Public Administration
NEA	National Employment Agency
NBS	National Bureau of Statistics of the Republic of Moldova
JISB	Joint Information and Services Bureau
CAP	Centre for Assistance and Protection of Victims and Potential Victims of Human Trafficking
CCTP	Centre for Combating Trafficking in Persons
CEDAW	UN Convention on the Elimination of All Forms of Discrimination against Women
CEC	Central Election Commission
NHIC	National Health Insurance Company
PDC	Partnership for Development Centre
DSAFP	Division for Social Assistance and Family Protection
GDEYS	General Division for Education, Youth and Sport
DPAEGPV	Division for Gender Equality and Violence Prevention Policies
TMT	Territorial multidisciplinary team
NIJ	National Institute of Justice
MFAEI	Ministry of Foreign Affairs and European Integration
MHA	Ministry of Home Affairs
MEd	Ministry of Education
MEc	Ministry of Economy
MLSPF	Ministry of Labour, Social Protection and Family
MH	Ministry of Health
MYS	Ministry of Youth and Sports
MICT	Ministry of Information and Communications Technologies
MTRI	Ministry of Transport and Road Infrastructure
IOM	International Organization for Migration
WHO	World Health Organization
NGO	Non-Governmental Organization(s)
UN	United Nations
CSO	Civil Society Organization(s)
OSCE	Organization for Security and Cooperation in Europe
PASET/ YSEEP	Youth Socio-Economic Empowerment Project
PNAET/ NPYEE	National Programme for Youth Economic Empowerment
NHRAP	National Human Rights Action Plan

EMP	Extended Migration Profile
NPGE AP	Action Plan of the National Programme for Gender Equality for 2010-2015
UNDP	United Nations Development Programme
RM	Republic of Moldova
NRS	National Referral System
THB	Trafficking in human beings
EU	European Union
UNAIDS	United Nations Programme on HIV/AIDS
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UNWomen	United Nations Entity for Gender Equality and the Empowerment of Women
MSU	Moldova State University
UPR	Universal Periodic Review
DV	Domestic violence

INTRODUCTION

Over the last few years, the gender equality has been one of the constant concerns of the Government of Moldova, which tried through multiple efforts to ensure equal opportunities for men and women. After signing and getting fully involved in implementing the Beijing Platform and the Millennium Development Goals, Moldova reiterated the objective of ensuring gender equality, at national and international level, along with other major commitments.

Moldova's commitment to the Beijing Declaration, along with other 189 countries of the world, determined a major contribution to the revival of actions focused on women's empowerment both at the governmental and non-governmental level. This led to the extension of the approach of empowering women in various sectors and areas of activity and, consequently, to a broader presence of women in various activities to which their access was previously limited.

Despite concerted efforts, some problems still persist and the Government initiated further concrete steps to overcome them.

The analysis of situation in Moldova regarding gender equality revealed that the most problematic areas are: women's empowerment in the political, economic and social area and domestic violence. Therefore, the Government, civil society and international organizations developed and supported multiple initiatives and projects aimed at improving the situation in these areas.

Yet, women continue to be underrepresented at the high political forums, in management of CPA and LPA, even if they hold higher education and high professional qualifications. On the labour market, discrimination against women persists, especially at hiring and promotion stages, work remuneration and participation in training and business trips, based on stereotype perceptions and beliefs of some employers, and remuneration of their work is on average about 13% less than that of men¹.

Lack of childcare services at preschool level and low involvement of men in raising and educating children create great barriers to the full professional development of women and their involvement in public and political activities. The scope of problems faced by women in the country, including the lack of incentives and encouragement of female entrepreneurship, as well as the size of migration, domestic violence and human trafficking, is varied and these are major impediments in ensuring their welfare and optimal living standards.

I. BACKGROUND. ANALYSIS OF ACHIEVEMENTS AND CHALLENGES (1995 – 2014)

Major achievements (*What are the major achievements in the promotion of gender equality and women's empowerment?*)

1. Legislative initiatives:

- Law no. 5 of 09.02.2006 on equal opportunities between women and men; The law provides definitions for a variety of phenomena in gender equality (complex approach to equality between women and men, direct and indirect discrimination, sexual harassment, etc.), specifies priority issues on equal opportunities between women and men in public area (public officers, electoral and political parties, media), the socio-economic area (equal access to employment, cooperation of employers with employees and unions, employer discrimination action, equal access to entrepreneurship), education and health (equal access to education, equal access to health care). The law governs the institutional framework to ensure equality between men and women and the importance of gender statistics.

- Law no. 45 of 01.03.2007 on preventing and fighting violence.

¹ <http://www.statistica.md/category.php?l=ro&idc=264&>

The law provides exhaustive definitions for key terms and multiple forms of DV, stipulates the authorities and institutions accountable for preventing and fighting DV, specifies the competencies of centres and rehabilitation services for victims and aggressors, describes the mechanism of solving the acts of DV.

- Law no. 168 of 09.07.2010 on amending and completion of the Labour Code of the Republic of Moldova.

The organic law adopted introduces the concepts of 'sexual harassment', 'dignity at work' and specifies the notion of "employee" in terms of "man or woman". The law introduces provisions on reconciliation of family life and professional life, exclude women protectionist provisions referring to the opportunity to work in night shifts, participating in business trips, provides the employer's obligation to insert provisions to the internal rules that prohibits discrimination and harassment by any criterion, and broaden employees' parental spectrum by replacing the notion of "woman" with the "parent" in the provisions related to childcare and care for disabled, etc.

- Law no. 167 of 09.07.2010 amending and completing certain acts ². The law has introduced improvements to the legal framework for DV (Criminal Code, Family Code, Code of Criminal Procedure, the Code of Civil Procedure and the Law on Police) expanded the notions of "family member" and "domestic violence," specifies penalties for sexual harassment and protective measures for victims of domestic violence.

- Law no. 121 of 25.05.2012 on ensuring equality.

The law provides forms of discrimination and governs prohibition of discrimination in employment, education and access to services and goods available to the public. The law contains the institutional framework for preventing and fighting the discrimination and ensuring equality and powers of public authorities.

2. Policy initiatives: Priority Action Plan for improving the situation of women and increasing their role in the society (adopted by the Government in 1998); the National Plan "Promoting Gender Equality in Society" (2003); the National Human Rights Action Plan (2004-2008) contained a special chapter on equality between women and men; the National Programme "Promotion of gender equality in society, 2006-2009" (approved by the Government Decision no. 984 of 25 August 2006); the National Programme for gender equality for 2010-2015 (approved by the Government Decision no. 933 of 31.12.2009); the EU - Moldova Action Plan provides actions to promote equality between women and men; the National Strategy on employment policies 2007-2015, approved by the Government Decision no. 605 of 31 May 2007 focused particularly on equality between men and women and women advancement; National Development Strategy contains gender priorities in four of the five priority areas of the country; the 3rd MDG was reviewed and approved in 2007 with two specific targets for Moldova: increasing women's political participation and reducing income inequality between women and men; the Action Plan for implementation during the 2013-2015 of the National Programme for gender equality for 2010-2015, which includes first budget allocations for planned activities. The National Human Rights Action Plan for 2011-2014 approved by the Parliament Decision no. 90 of 12.05.2011, the National Decentralization Strategy and the Action Plan on the implementation of the National Decentralization Strategy 2012-2015; The government regimes from 2009 to the present (the generic title of Government Activity Programme "European Integration: Freedom, Democracy, Welfare" contains a separate sub-section d) *Gender Policies in Chapter IV. Social Policy*, with two government objectives: increasing the rate of women participation in decision-making, and ensuring equal opportunities in the socio-political area). In order to achieve these objectives, the Government aims to take certain actions, including: non-violence education,

² <http://lex.justice.md/md/335828/>

access to services and assistance to victims of DV and offenders, ensuring equal opportunities in politics, promoting policies on prevention and eradication of discrimination in all areas, etc.

3. Institutional initiatives:

At national level, the state system of support and promotion of women after the Beijing Conference was made of the following entities:

- Commission on women's and family issues affiliated to the Presidency of the Republic of Moldova, established in May 1999, which operated only until January 2001;
- Subcommittee for equal opportunities in the Parliamentary Committee for human rights, cults, national minorities and foreign communities, established in 1998. The subcommittee operated until December 2000.
- Committee on women's issues under the Government, which started its operation in February 1999;
- Functional structures within the Ministry of Labour and Social Protection, and namely:
 - Division for social insurance, pensions and family protection, established in 1994 - 1998;
 - Division for family protection, 1998-1999;
 - Division for family policies and equal opportunities, 1999-2001;
 - Department for equal opportunities and family policy, established in 2001.
- Gender focal points in all ministries and departments, 1999;
- Local committees on women's issues;
- Specialists in equal opportunities in the regions, 2001-2003.

The instability in functioning of national mechanisms and noncompliance of previous governments determined a lack of continuity in implementing gender policies and so, certain elements have been removed from the national mechanism, namely: the Commission on women's and family issues at the Presidency of the Republic of Moldova; Subcommittee for equal opportunities in the Parliamentary Committee for human rights, cults, national minorities and foreign communities; Specialists in issues of equal opportunities in the regions 2001-2003.

Moldova currently has a well-defined institutional mechanism according to the Law on ensuring the equality between women and men (2006), specifying the bodies and their duties in the field:

- Governmental Commission for equality between women and men (which coordinates the activity of CPA and LPA on issues of equality between women and men)
- Division for policies on ensuring gender equality and preventing violence, MLSPF (which develops and promotes policies on gender equality, provides secretarial work for the Commission)
- Gender units in ministries and other central public authorities (which monitor the compliance with relevant legislation within CPA)

In 2010, by orders of relevant ministries, a Coordinating Group for Gender Equality was established within the Ministry of Labour, Social Protection and Family, Ministry of Finance, Ministry of Economy, and in 2011, in the Ministry of Home Affairs, Ministry of Defence, and Ministry of Justice.

Rationale (*Why are the above mentioned major achievements so important?*)

Ensuring gender equality is a process of continuous change, where the gender issue constantly integrates in new areas of public policy, and in the society there is an equal distribution of power, influence and protection. To reinforce gender equality, it is necessary that women and men have equal rights, equal obligations and opportunities in all areas of life, and this can be achieved by political will and concrete action.

Moldova's above mentioned achievements are the most relevant in this regard: on the one hand, they show a consistent concern of the country to improve the situation of women, and on the other hand, this approach is expressed through coherent and concrete activities, focused on this purpose. Only thanks to the organic connection between these three elements – legal framework, public policies and institutional mechanism - the situation of women in Moldova has improved and equality between women and men is gradually becoming a reality.

Measures that contributed to this success

- a) Approaches undertaken by Republic of Moldova in these three directions started with the country's declaration of independence and alignment with existing international standards in the field. Nevertheless, only in the last decade, significant developments have been noticed. Thus, in 2006, by adopting the Law on Equal Opportunities for Women and Men, there was synergy between Government, Parliament, civil society and development partners regarding gender equality perspective. The Government consistency regarding the inclusion of gender issue in sector policies started in 2007 with processes of public participation and consultation in the development of strategic documents (i.e. NDS) and the active involvement of development partners, setting up of the Division for policies on ensuring gender equality and preventing violence in the MLSPF and harnessing the efforts of NGOs in the field. In the same year, the first parliamentary hearings took place in the Parliament with regard to gender equality during the discussions about the implementation of the NHRAP, and in this case, the Chapter 11 of the Plan - "Equality between women and men". Based on the recommendations of the Parliamentary Committee, several other major actions for the country were initiated, and namely: development and approval of the plan on preventing and fighting violence against children; drafting the plan on implementing the CEDAW Committee recommendations; organizing the largest information campaign through a mobile exhibition, etc. The next year, MLSPF, in cooperation with development partners and civil society, organized the public debates about the Labour Code in order to amend it from the gender perspective.

Thus, starting with 2006-2007, this cooperation was strengthened even more, and currently, the policies on ensuring gender equality and preventing violence, the gender units in ministries and gender coordinating groups contribute to the inclusion of gender issues in public policies and legal and normative acts, with the support of the Governmental Commission for equality between women and men, development partners, donor group in gender issues and civil society by the participation of the National Participation Council (NPC) and Council of NGOs.

- a) **Major challenges** (*What are the major challenges in achieving gender equality and women's empowerment? Which ones are considered to be the biggest? What is being done to overcome them?*)

Even if women have the same rights as men, they do not always have equal access to opportunities enjoyed by men, and often fail to fully exercise their rights. This is because the Moldovan society still adheres to patriarchal approach and gender relations are still traditional, which involve the perpetuation of traditional gender roles, both in the private sphere as well as in the public one. Although in the last decades, Moldova undergoes a comprehensive process of democratization and development, as a state, the population shares mostly social stereotypes about the role of women and men in public and private life.

At the same time, due to fundamental changes in gender relations in the Western contemporary world and the scale of migration phenomenon in Moldova, some changes may be noticed, however, in the social relations. Drivers that determine these changes are the increasing level of education of women (gross enrolment rate of women in all levels of education is 65.8%

compared to 61.3% for men), and increase in their revenue, both in paid labour (women's average salary in 2011 constituted 87.8% of the average wage of men compared to 73% in 2008 and 68% in 2006), and other income generating activities (entrepreneurship) or work abroad. These changes have implications not only on the position of women in society, but also on the economy and the overall organization of the state and thus will overcome and patriarchal beliefs. However, the Government and development partners, in cooperation with the media and NGOs systematically implement various actions to ensure a fair and balanced image of women and men in local media products, and an equally valued contribution of women and men to the development of the country.

Thus, a self-assessment was conducted in media organizations by 17 media institutions with the support of UN Women, which revealed that media outlets prioritize media materials with men especially in areas such as politics and economics, which is represented by two times more than women. As a result of this partnership with the media, the latter has come up with a series of recommendations for media organizations to a balanced representation of women and men in media products, and signed an agreement to this effect.

In the same context, one may include the implementing the training for family life, health, equality of both genders in secondary schools, high schools, colleges and universities, and participation in the development of education, communication and information materials. The Ministry of Education, Institute of Education Science carry out permanent teacher training, selected by education institutions, in ensuring the fundamental rights of the youth, including the issue of gender in the educational process. Gender perspective in the context of human rights is addressed through thematic modules during training sessions for teachers of "Civic education", "Deputy directors of education", "Primary school", "Technological education".

*b) **Failures and barriers** (what are the major barriers in strengthening the gender equality and women empowerment, additionally to those mentioned at the point (b)? What are the major causes of these impediments or failures? What measures have been/are undertaken to overcome these causes and respectively, to solve the defined challenges?)*

Even if, *de jure* the legislation of the Republic of Moldova guarantees the equal access of women to the political process, social services, health care, education, work, marriage, child care, property, heritage and justice, *de facto* there are still barriers for women to benefit from these rights provided in the legal framework. These barriers are determined mostly by prejudices and gender stereotypes, which predictably, affects the women empowerment in the political, economic and social areas, as well as persistence of violence against women phenomena.

In order to overcome the problematic situation in the abovementioned fields, there was initiated, with the support of UN Women, a process of harmonizing the national legislation with the provisions of the Law no. 5-XVI of 9 February 2006 on equal opportunities between men and women. The first law drafted and submitted for approval in 2010 had a great resonance and determined a lot of complaints and proposals in the context of ensuring a deeper harmonization of the legislation in force to the provisions of the Framework Law. Such a survey was carried out by UN agencies in Moldova and the international organization OSCE/ODIHR, which provided important recommendations for the harmonization of legislation focused on promoting gender equality in the relevant legislation, and especially, on the establishment of an institutional mechanism to prevent and fight discrimination³.

In 2012, a continued effort to promote the draft law amending and supplementing certain acts to harmonize national legislation with the provisions of the Law no. 5-XVI of 9 February 2006 on equal opportunities between women and men. In 2013, it was completed and submitted to the Government for approval. By Government Decision no. 322 of 8 of May 2014 was approved the

³ ADC – Anti-Discrimination Council began its activity in 2013 under the Law No. 121-2012 on ensuring equality in force on 1 January 2013.

Draft Law on amending certain legislative acts and submitted to the Parliament for consideration. Thus the draft law on amending and supplementing certain acts recorded no. 180 of 15.05.2014 was examined and supported within meetings of 4 Parliamentary Commissions.

For the actual implementation of the current legislation, the National Programme for gender equality for 2010-2015 was approved, which contains the Action Plan for 2010-2012 with specific actions for the eight areas identified as problematic in that programme⁴. Based on the achievements of the Action Plan for 2010-2012, the MLSPF has developed a new Action Plan for 2013-2015 within the National Programme for Gender Equality 2010-2015. This process took place with the participation of gender units within the central public authorities, representatives of non-governmental organizations in the field of promoting gender equality and human rights and, as well as representatives of international organizations⁵. In order to ensure compliance with the principles of gender equality in the security, legal and military service, the new action plan was approved with a new objective - Ensuring gender equality in the security, legal and military service.

However, for the implementation of the actions included in the new plan, the necessary financial resources have been identified from the following sources: the limited budgets of central public institutions, through and on the resources of donor-funded projects and costs estimated by each institution. Additional estimated costs shall be requested from the Council/Committee coordinating the external assistance in ensuring equal opportunities between women and men⁶.

d) What are the major achievements in the legal field? Are there laws and regulations that could have adverse effects on gender equality and women's empowerment?

Major achievements in the legal field are: Law no. 5 of 09.02.2006 on equal opportunities between women and men; Law no. 45 of 01.03.2007 on preventing and fighting against domestic violence adopted by the Parliament; Law no. 168 from 09.07.2010 amending and completing the Labour Code of the Republic of Moldova; Law no. 167 of 09.07.2010 amending and completing certain acts, Law no. 121 of 25.05.2012 on ensuring equality, the Parliament Decision no. 257 of 05.12.2008 regarding the approval of the National Reference System for the protection and assistance of victims and potential victims of human trafficking; National Action Plans on preventing and fighting against trafficking in dynamic of years (2008-2009, 2009-2011, 2010-2011, 2012-2013, 2014-2016).

At the same time, certain Government initiatives (i.e. review of calculating monthly child allowance⁷) are misinterpreted by some segments of the population, which distorts their impact on people, especially on women. Similar examples present certain articles of the Labour Code. Even if the Labour Code was revised in 2010 from the gender perspective, some of its provisions exercise a long-term disadvantage on women (i.e. "Partly paid parental leave may be used fully or partly at any time until the child reaches the age of 3 years old"⁸).

4 Government Decision no. 933 of 31.12.2009

5 The new Action Plan within the National Program for Gender Equality 2010-2015 was approved by Government Decision no. 572 of 07.30.2013 on amending and completion of Government Decision no. 933 of 31 December 2009.

6 The Council was set up under the Government Decision no. 12 of 19.01.2010, (the Order of the Ministry of Labour and Social Protection and Family No 147 of 30 November 2012, complying with the principles of partnership for development, signed on 24 March 2010 by the Government and development partners.

⁷ Amendments to the Law no. 289-XV of 22 July 2004 on allowances for temporary incapacity to work and other social insurance benefits on the setting and calculating monthly child allowance until the age of 3 years

⁸ After the amendments in 2010, the Labour Code stipulates the possibility for this leave to be taken also by other family members (father, single, grandfather, other relatives), but under the conditions of RM, currently, only 2% of fathers exercise this right. In the absence of the early childhood care services and the persistence of gender stereotypes, women take partially paid leave to care for the child, and thus are excluded from the labour market for a fairly long period of time, which affects their return to work and their competitiveness on the labour market

*Case study*⁹

One issue that remains unsolved in the RM is the pension system, for which the Government of the RM initiated a reform in the context of Moldova-EU Association Agreement. The pension system in effect sets the retirement age at 57 years for women and 62 years for men. The minimum insurance period, respectively, for the payment of social security contributions is at least 15 years for a partial pension or at least 30.5 years for a full pension. According to current legislation, the total number of years work required to establish a retirement pension will increase to 35 years by 2020. Compared to the countries of Central and Eastern Europe the retirement age in Moldova is at the bottom for men and lower for women. On the other hand, life expectancy in Moldova is lower than in those countries.

However, most countries in Central and Eastern Europe intend to increase the retirement age in the next 10 years, particularly by equalizing the retirement age of women to men. Life expectancy of women is higher than men's in all countries of Central and Eastern Europe, including the Republic of Moldova. For this reason, and because the retirement age for women is less than men's in Moldova, we find significant differences in the national retirement system between the number of women and men beneficiaries of pensions and the amount of their pensions

In 2010, the average period of contribution registered while granting a pension was 32.5 years for women and 37.5 for men, and the average amount of pension for women was 797.1 MDL, and for men 937 8 MDL, since the size of the pension depends directly on the length of service, and the size of the state social insurance contributions.

e) What is the national budget allocated to promoting equality and empowerment of women? Describe efforts to increase it and the planning of budget allocations on achieving gender equality and women's empowerment for preparing national and local development plans.

The new Action Plan for the period of 2013-2015 stipulates and estimates financial resources to achieve the proposed actions, and this is particularly important, given that the previous plan did not contain provisions on financial allocations. Thus, the costs for implementation of actions were approved to be allocated from the following sources: the limited budgets of central public institutions, through and on the resources of donor-funded projects and costs estimated by each institution. Additional estimated costs shall be requested from the Council/Committee coordinating the external assistance in ensuring equal opportunities between women and men.

Total estimated costs for the implementation of the National Plan to ensure gender equality for 2013-2015 are:

- Financial resources within the approved budget - 163 million 831.25 thou. MDL;
- Financial resources from ongoing technical assistance projects - 12 million 796.1 thou. MDL;
- Financial resources estimated to be required from external assistance - 7 million 649.5 thou. MDL.

At local level, the activity of the local authorities is regulated by the National Decentralization Strategy¹⁰ and the Action Plan for implementing the National Decentralization Strategy for the years 2012-2015 adopted by Law no. 68 of 05.04.2012. The principle of gender equality is

⁹ A wider analyses in report: http://mpsfc.gov.md/file/strategii/gender_ro.pdf

¹⁰ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=344005>

mainstreamed in several objectives and activities of the strategy, thus ensuring a comprehensive approach to women and men.

The sources and amount of funding for the actions planned are determined in conjunction with the relevant policy papers for a predictable period and include funding from the state budget, the LPA budgets, external assistance and other legal sources according to the Medium-Term Expenditure Framework.

Also, the strategy emphasizes, for the first time, the importance of gender responsive budgeting (GRB) as an important tool to promote gender responsive public policies ("GRB is a form of planning, programming and budgeting in such a way as to contribute to the promotion of gender equality and achievement of women's rights"). In the context of decentralization in Moldova, implementation of gender responsive budgeting refers to the assessment of the impact of current expenditures and revenues of public authorities on women and girls, compared to men and boys. However, the strategy paper specifies that "such budgeting does not require separate budgets for women, and does not foresee a higher spending for women specific programmes. Instead, the gender responsive budgeting helps the central and local authorities to decide how to adjust public policies and where the resources should be reallocated to reduce gender inequalities".

f) What mechanisms exist for maintaining regular dialogue between the Government and civil society? Describe these mechanisms. How do these entities participate in the monitoring and implementation of **DB** and **PAB**? What obstacles exist in the way of their participation?

The legal environment for civil society organizations (CSOs) and civil society in the Republic of Moldova has improved considerably in recent years. After the political change as a result of the July 2009 parliamentary elections, the new Government has proven to be more open and consistent in performing a number of legal reforms that contribute to creating and enabling a conducive environment for CSOs.

The current legal framework facilitates the base environment for CSOs to establish and operate freely, and to network with governmental and other organizations interested in achieving their goals. In 2010, Moldova has adopted several laws impacting the work of NGOs: amendments to the Law No. 837 dated 17.05.1996 on public associations, including changes to the status of public utility; Volunteering Law No. 121 dated 18.06.2010 as well as the Law No. 123 dated 18.06.2010 on social services, Law No. 129 dated 08.06.2012 on the accreditation of providers of social services.

Currently, there are over 8,200 registered CSOs in the Republic of Moldova. The majority of registered organizations (about 65%) are located in Chisinau, although this territorial-administrative unit represents only about 25% of total population.

According to estimates, only about 25% of the total number of CSOs are sufficiently active and develop various projects and initiatives. One of the causes of the low number of active NGOs is the lack of financial resources within the country through public and private funding, as well as the lack of mechanisms for generating revenue through the provision of services. Moldova itself lacked a clear policy of supporting and developing the NGO sector.

In recent years, several collaborations and partnerships between CPA, LPA and NGOs were initiated, of which the most relevant are:

1. Governmental Commissions in various domains, which contain members from CSOs,
2. Public consultations with the participation of representatives of civil society,
3. The composition of local multidisciplinary groups contains members representatives of CSOs active in the field.

Currently, Moldovan CSOs operate in very varied domains and are involved in various fields. Analyzing the situation in quantitative terms, nearly half of the organizations are active in the social field, or in that of education. Every tenth NGO works in the field of human rights and another 7.4% - in the youth sector. Concern about the environment is the area of activity for 6.5% of the organizations, and 4.3% are interested in economic development. The media is a concern for 3.4% of the organizations. In general, CSOs in the Republic of Moldova operate for all categories of citizens. However, these conduct activities mainly for the benefit of children and young people (60.3%). Older people (elderly, retired, veterans) and professional groups have the support of 17.8% and accordingly 17% of organizations. 4.6% of the CSOs state that they operate for the benefit of women as the primary group of beneficiaries, and every tenth NGO stated that state institutions are their main beneficiaries. Only 4.6% of organizations work for people with disabilities, 3% - for different types of minorities and 2.7% - for the victims of various forms of abuse. Meanwhile, 7.8% of civil society organizations state that they operate in the interest of all citizens of the country.

Development of cooperation with civil society is a complex activity that involves an inter-sectorial and inter-institutional approach. In recent years concrete steps were made in the Republic of Moldova to ensure a permanent dialogue between governmental authorities and civil society, the institutionalization of this cooperation being carried out by means of Government Decision no. 11 dated 19 January 2010, when the National Participation Council¹¹(NPC) was created. The NPC is an advisory body and a link between the Government, civil society and the private sector. The Council consists of thirty members representing civil society organizations from different fields whose main task is i)to participate in developing policy through the provision of expertise on draft policies and strategic documents and the completion and presentation of independent evaluation of the impact of policies", and ii)to contribute in establishing the institutional framework for consultation, which includes, including monitoring the implementation of the Law on transparency in decision-making and capacity building for stakeholders. Besides the involvement of the members of the NPC in discussing and consulting draft laws and policies, the State Chancellery launched an interactive platform¹² through which all citizens of the country can contribute to improving public policy proposals.

The National Council of NGOs from the Republic of Moldova¹³ is another entity of the civil society aiming to create a favorable environment for the sustainable development of organizations by involving them in the process of discussion/launch/monitoring of draft laws and public policies that influence NGO activity.

Case study

In 2007, UN Women (then UNIFEM) and the MLSPF (Ministry of Labour, Social Protection and Family), in partnership with the associative sector, organized the Forum of civil society organizations active in the gender field in which they addressed several legislative, institutional and content issues. Civil society representatives held presentations and presented their positions¹⁴, and, at the end of the Forum, a Resolution¹⁵ was adopted. The same approach contains the unified activity of CSOs in the regards to gender, conducted within the consultation process for the drafting of the National Development Strategy 2008-2011. After active involvement in all organized public discussions, CSOs drafted recommendations to include the principle of ensuring equality between women and men in the policy document¹⁶. It should be

¹¹ www.cnp.md

¹² www.particip.gov.md

¹³ www.consiliulong.md

¹⁴ http://www.un.md/UNIFEM/programme_areas/capacity_building/CSO_Consult_%20Gender_Nat_Mech/Prezentare_Terzi_Forum%20OSC_Aug07_Rom.pdf

¹⁵ http://www.un.md/UNIFEM/programme_areas/capacity_building/CSO_Consult_%20Gender_Nat_Mech/CSO_Resolution%20CSO%20Forum_Aug_07_Eng.pdf

¹⁶ http://www.un.md/UNIFEM/programme_areas/policy/gender_NDS/NDS_Recommendation_Civil%20Society_ENG.pdf

noted that, in this respect, the recommendations of the expert group supported by UNIFEM¹⁷, as well as the donor group in the gender area¹⁸, were extremely important. These precedents were a good argument in favor of establishing effective cooperation between the Government, development partners and civil society in the field of gender equality.

Representatives of CSOs are involved in all the actions initiated by the Government, both at the stages of consultation and monitoring, as well as involvement in the case of joint actions. Civil society involvement is especially appreciated in cases of Government activity monitoring, both in terms of national and international commitments.

Regarding private sector involvement, the legislation of the Republic of Moldova on Public - Private Partnership (PPP) is based primarily on the Law on public-private partnership and Government decisions regulating this area, being also found in separate provisions in other laws. At the same time, some sector-specific strategies and activity plans include PPP as a priority, and the subject is widely discussed in society. The existing legal framework (Law no. 239-XVI dated 13.11.2008 on transparency in decision-making) explicitly states that the public authority responsible for drafting the decision should consult citizens, associations and other stakeholders in the following manners: public debates, public hearings, opinion polls, referendums, requesting the opinions of experts in the field, the creation of standing or ad hoc working groups involving civil society representatives. Taking this requirement and the basic functions of the National Confederation of Employer Associations¹⁹ (NCEA) into account, it participates in the drafting and approval of draft laws and regulations, which are of interest for the activity of local enterprises.

NCEA is an employers' organization, non-governmental, independent, non-commercial and non-political, which represents and defends, at the national level, the rights and interests of its members in dealing with the legislative, executive, judiciary powers and with trade unions. Currently, the NCEA includes seven federations and unions of employers, 9 employer and professional associations and 11 businesses.

In order to participate directly in the dialogue regarding public policy relevant to the private sector, NCEA is ensured with permanent representation in many structures, including:

- Republican commission for collective consultations and negotiations;
- Council of administration of the National House of Social Insurance;
- Council of administration of the National Health Insurance Company;
- Council of administration of the National Employment Agency;
- Economic Council adjacent to the office of Prime-Minister;
- National council for Sustainable Development and Poverty Reduction;
- Directing Council of the Fund for supporting and developing small business;
- National Council for Continuous Professional Training;
- State Committee and working group for the regulation of entrepreneurial activity;
- The steering group and sector groups for drafting the Medium Term Expenses Framework;
- Monitoring group of the implementation of the national strategy for combating corruption;
- Directing Committee for the implementation of the international program ILO-MIGRANT.

¹⁷http://www.un.md/UNIFEM/programme_areas/policy/gender_NDS/NDS_Recommendation_Gender_Experts_EN_G_16_08_07.pdf

¹⁸http://www.un.md/UNIFEM/programme_areas/policy/gender_NDS/NDS_Recommendations_Gender_Donors_EN_G_%20July_25_2007.pdf

¹⁹www.cnpm.md

g) What bilateral, sub-regional or regional cooperation actions exist to support the sharing of experiences and knowledge in the monitoring and implementation of PB and PA?

Over the course of the reporting period, the Republic of Moldova did not participate in bilateral, sub-regional or regional cooperation platforms to share experiences and knowledge in monitoring and implementation of PB and PA, but this can be implemented following consultation and analysis of collaboration possibilities.

h) How and to what extent do the MDGs in general and MDG 3 in particular have facilitated or enhanced implementation of DB and PAB?

In drafting the National Development Strategy (2008-2011)²⁰, all objectives of national MDGs, including MDG 3, have been updated to the country context and subsequently approved by Parliament in December 2007. To achieve the proposed targets by 2015 both the NDS, as well as sectorial development strategies and action plans focused on relevant priorities for adapted objectives and indicators set in accordance with these.

In order to contextualize MDG 3 on gender realities in the Republic of Moldova and to highlight problematic segments, the survey "The Gender dimension in the context of the MDGs" was prepared and the National Bureau of Statistics has used the framework provided by the MDGs to develop the first harmonized set of gender sensitive development indicators²¹. The harmonized set of gender sensitive development indicators in the context of the MDGs was launched in June 2008 and aimed to create a platform for integrating the gender dimension into national policies, as well as their use as tools for efficient monitoring and reporting on promoting gender equality in Moldova. Thus, this set contributes to the fulfillment of the country's national and international commitments, including PB and PAB.

The harmonized set of gender sensitive development indicators in the context of the MDGs has been developed in a participatory manner (with the participation of representatives of the Government, civil society, academia, donor organizations and the media) during extended consultations and 5 public roundtables. The complete version of the set of harmonized development indicators included 213 indicators. However, in the process of data collection, certain deficiencies were identified in the reporting of relevant indicators and their interpretation by specialists. Following the process of drafting the Combined Periodic 4-5 Report on the implementation of CEDAW in Moldova, monitoring the fulfillment of PA for the implementation of UNPGE in 2010-2011, based on the set of aforementioned indicators, the Set of harmonized gender sensitive development indicators was prepared in the context of UNPGE, within the UN joint Project "Strengthening the National Statistical System" (with the support of UNDP, UN Women and the Government of Sweden). The document includes sets of relevant primary and secondary statistical indicators in 8 fields of activity of UNPGE, their description (through definitions, sources of data, periods of production, regulatory framework), usage instructions and interpretation of key indicators, correlations with other indicators. Through the Set of indicators, relevant statistical data and some interpretations of key indicators may be offered, that can serve as effective working tools for decision makers in developing policies equitable for both women and for men, the monitoring and evaluation of such.

In order to reflect all relevant objectives and indicators according to the adapted MDGs, the publication "Women and Men in the Republic of Moldova" was revised and improved

²⁰ National Development Strategy: issues relating to gender equality were included in 4 of the five main priority sectors of the NDS, namely: (1) elimination of violence against women; (2) female entrepreneurship; (3) reduction of wage gap and segregation of the labor market; (4) supporting the participation of women in political life.

²¹ Prepared as part of the project "Strengthening the national statistical system", implemented by the UNDP, UNIFEM, UNFPA.

II. PROGRESS ATTAINED IN IMPLEMENTING THE CRITICAL AREAS OF THE PLATFORM OF ACTION (2009 - 2014)

- a) What is the level of progress reached in each of the 12 priority areas.**
- b) Describe the barriers and challenges of the last 5 years in implementing actions in these priority areas.**
- c) Were austerity policies or measures introduced during the crisis of 2007-2008?**

A. Women and poverty

Fighting poverty continues to be a priority of the Government of the Republic of Moldova. Reducing poverty, including that of women, at the macroeconomic level, is a strategic development objective in the National Development Strategy "Moldova 2020", adopted by Law no. 166 dated 11 July 2009. The policy document outlines a major goal of raising 150 thousand citizens from poverty until 2020, i.e. over 20% of the poor. The poverty level of men and women is almost identical in the Republic of Moldova. According to the survey data on household budgets, the poverty rate among men in 2013 was 16.8% and among women – 16.4%. However, the data shows that the average monthly disposable income for households lead by women is about 7% higher than that of households lead by men (1580 lei compared to 1472 lei). Also, the average monthly expenditure per one person shows the same trend. The level of average expenditure per person for households lead by women is about 1685 lei, and for households lead by men – approx. 1554 lei.

However, statistics show that the poverty rate is higher for households comprised of one female aged over 60. This trend is explained by the difference between the size of retirement pensions for women and men, conditioned by their differentiated employment in the labor market, differentiated social roles in fulfilling family responsibilities, which then generate a gender-asymmetric retirement model.²²

In this respect, it is necessary to take into account the value of the poverty thresholds to establish minimum guaranteed income, taken into account for the determination of the amount of social aid, the recipients of which are vulnerable persons, including the retired.

According to article 8 of Law no. 102-XV dated 13.03.2003 on employment and social protection of persons seeking employment, any discrimination on grounds of race, nationality, ethnic origin, language, religion, sex, opinion, political affiliation, wealth or social origin is excluded. In this context, the National Agency for Employment makes efforts to adapt and improve the services rendered to the needs of people seeking employment, coming up with new services in the labor market, including those provided by electronic means. Electronic information resources www.anofm.md, www.angajat.md make available to the public a wide range of information with regards to legislation and other matters of public interest.

Due to the fact that equal access to resources is based on adequate information, special emphasis is placed on providing services through the 3 Information Centers located on the premises of the Chisinau, Balti and Cahul agencies, which contributed to informing citizens about the situation on the labor market, vacancies, top specialties/professions, services offered by employment agencies at the territorial level. Beneficiaries of the services provided by the Information Center are not just people looking for a job, including those without a profession/trade, in need of training, rather also including students, disabled people, the retired, etc. A part of the Information Centre providing services via telephone is the Labor Market – Call Center.

The same approach includes the achievements obtained during 2010-2013 in the UN Women Program "Women's economic empowerment through increasing employment opportunities",

²²<http://www.fesmoldova.org/media/publications/2012/Spre%20un%20sistem%20sustenabil%20de%20pensii%20in%20RM.pdf>

funded by the Government of Sweden, whose key objective is economic empowerment of women, promoting values and principles of gender equality. In the context of project implementation, the Joint Information and Services Bureaus were launched, which, at the time of program launch at the local level, introduced a new concept of provision of services, based on the "single window" approach. The establishment of the Joint Information and Services Bureau (JISB) opened the way for the operation of a coordinated system of service provision for the benefit of women and vulnerable population groups. This allowed the pooling of some nine services in the fields of employment, agriculture, social protection, land register and entrepreneurship, providing guidance and counseling to address pressing local challenges. The main objectives of the Bureaus are the following:

- a) ensure joint participation of all information and service providers in one place;
- b) ensure realization of the right of citizens to obtain more services and/or information in a single point of reception;
- c) promote partnership between service providers, including between the private ones and public associations;
- d) raise community awareness on the importance of centralized provision of services and information;
- e) coordinate actions among all providers of information and services;
- f) improve the quality of public services provided to beneficiaries.

Thus, beginning with 2011 until the present day, 21 Joint Information and Services Bureaus were opened across the country. In order to ensure the functionality and durability of the Bureaus created with the support of UN Women, Government Decision No. 661 dated 30.08.2013 on the organization and operation of Joint information and services bureaus was adopted. Since 2012, funds for the operation of Joint Information and Services Bureaus were gradually approved in the budgets of administrative-territorial units.

Since the opening of JISB and until 31 December 2013, circa 15,600 people benefitted from information and services, of whom 60% were women, 82% of which from the rural areas. In total, JISB service providers conducted 430 district-level sessions and the mobile teams conducted 385 visits to villages. Most of the JSIB beneficiaries benefitted from services coordinated by social assistance bodies. About a third of the total number of requests was related to employment services.

The great number of beneficiaries and their satisfaction with the services they received confirm the usefulness and effectiveness of JISB, especially for women (due to them being overburdened with housework and reduced opportunities to travel frequently, etc.). The establishment of JISB was a unique and at the same time profitable event for the local public administration of the Republic of Moldova, because it did not involve the creation of new bodies or the recruitment of additional staff. This new approach to service provision at the local level contributes directly to the achievement of the Government Activity Program "European Integration: Freedom, Democracy, Welfare" for 2011-2014 and, in particular, of its priorities set out in the chapters on the provision of high quality public services for all.

In order to implement the recommendations of the UN Committee on the signing and ratification of the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights, expressed in pt. 28 of the Action Plan, approved by Government Decision No. 974 dated 21.12.2012, which establishes the review, over the course of 2013, of the opportunity of signing by the Republic of Moldova of the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights, at the request of the Ministry of Labor, Social Protection and Family, with the support of the Office of the United Nations High Commissioner for Human Rights (OHCHR), the "Feasibility Study on the opportunity of ratification of the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights" was prepared. In this

regard, MLSPF prepared the draft law "On ratification of the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights," which was coordinated, as established, with the appropriate bodies. The project in question will be completed following proposals and objections submitted by interested bodies and will be promoted in 2014.

However, a major achievement of the Republic of Moldova in 2013 was the signing of the EU-Moldova Association Agreement. In this regard, Article 32, Chapter 4 Employment, social policy and ensuring equal opportunities includes provisions relating to ensuring equal opportunities in order to strengthen gender equality and ensure equal opportunities for men and women, as well as combating discrimination for any reason.

In this regard, the priority goals for ensuring equal opportunity between men and women concern the implementation of European Union Directives in the relevant areas, particularly:

- Council Directive 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 [tenth special Directive within the meaning of Article 16 para. (1) of Directive 89/391/EEC];
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in terms of employment and occupation;
- Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services;
- Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).

The participation of women in the management and development of entrepreneurship in the Republic of Moldova is an area that needs to be exploited in order to improve the welfare of the population and the perspectives of the active involvement of women in the socio-economic life. Only 28% of businesses built in the country are managed by women, while only 5% of these are large enterprises.

In order to achieve the national policy of labor market organization and the implementation of the recommendations contained in pt. III of Convention No. 181 on private employment agencies, the Ministry of Labor, Social Protection and Family organizes various activities including a round table with the participation of private agencies for the employment of the citizens of the Republic of Moldova abroad, seminars entitled "Promoting economic development opportunities for business women", organized by UN Women, the European Regional Development Bank and the Soroca District Council, etc.

The same approach includes the Business Advisory Services (BAS) Program of the EBRD, which supports micro, small and medium enterprises (MSME) in accessing a diverse range of consulting services, by facilitating projects with local consultants on the basis of co-financing. The direct assistance provided to enhance the competitiveness of the enterprise is combined with systematic market development activities in order to create a viable and sustainable infrastructure to support MSME. In this respect, the European Bank for Reconstruction and Development (EBRD), launched, with the support of the Swedish Government, a consultancy program for women who want to launch a business or have already launched one. The "Women in Business" Program, the EBRD, BAS Moldova support beneficiary companies by reimbursing from 60% to 70% of the total value of a consultancy project, with a limit of 10,000 Euro. Eligibility for participation in the program is achieved provided that the applicant company is managed by women or owned by women, or more than 60% of all employees are women²³.

According to the study "The conditions for the creation and development of enterprises: gender-based analysis", the main source of business investment in the Republic of Moldova are savings, while only about a quarter of entrepreneurs (27.5%) are women²⁴. However, women are less economically active and employed women earn on average 13% less than men²⁵. Consequently, women have a smaller amount of personal financial resources. The importance of involving women in entrepreneurship is indisputable, and this requires promotion and stimulation of women to initiate and develop businesses, including increasing access of women to loan services and products.

The business environment in the Republic of Moldova is perceived as hostile to small and medium enterprises. Fiscal policy, protectionism and unfair competition are considered by women entrepreneurs as key issues in business development. The experience of private businesses, akin to that of the state of the Republic of Moldova, is relatively new. Entrepreneurial culture, knowledge of business management, do not have traditions stretching generations.

In this regard, the main source of initial capital in creating their own business is the savings of entrepreneurs, that make up about three quarters of all financial resources. Another important source are borrowed funds (about 17%), of which the majority is formed from loans from relatives or friends (12%) and only 5% – bank loans. The share of foreign investments amounted to 5.3%. State subsidies have a minimum share in funding sources at the initial stages of a business – less than 1% of the initial capital.²⁶

The financial difficulties of those who initiate or want to develop a business or businesses they manage were mentioned by seven out of ten business-people²⁷. However, few people make use of loan services, deemed too expensive and granted on unclear and uncertain conditions. The confidence of entrepreneurs in financial institutions is at a low level.

For example, in 2012 the value of fixed assets leased to enterprises and organizations constituted 467.1 million lei (or 57%); to individuals – 348.6 million lei (or 43%). Most requested items in leasing are means of transport, representing 87% of the total amount of fixed assets, machines and equipment that could contribute to the modernization and development of enterprises represent only 8%, whereas special buildings and constructions amount to only 3%, 2% representing other fixed assets.²⁸

*Case study*²⁹

At the round table "Assessment of the knowledge, experience and barriers in accessing credit products by women entrepreneurs in the Republic of Moldova", organised by EBRD, BAS Moldova and the Women in Business initiative, the data of a recent quality study of the Programme "Women in Business" regarding loans were made public. The study highlighted the following aspects: fiscal policy, legislative barriers related to the export of some products on one hand, and the import of new technologies/equipment on the other hand, unfair competition, informal economy, which are among the main obstacles in the development of enterprises managed by the interviewed women. Human resources are also a barrier to progress in business from the point of view of the quality of staff qualification, the responsibility and the work force migration.

²⁴ NBS; Aculai E., Conditions for creating and developing a business: gender based analysis; Chisinau 2009

²⁵ Source: NBS, the average wage of women is equal to approximatively 87% of the average wage of men.

²⁶ NBS, Women and men in the Republic of Moldova. Territorial analysis; Chisinau 2012

²⁷ Ibidem

²⁸ Source: NBS, <http://www.statistica.md/newsview.php?!=ro&idc=168&id=4061>

²⁹ Public event, organised on 22 October 2013, with the financial support of the Embassy of Sweden to Moldova

Among the other credit barriers were also specified the following ones: high cost, fluctuating rates, the complicated process of compiling the application file, the lengthy period of examination of the application file, too short or lacking grace period, lack of or underestimation of the collaterals, transparency of conditions, negative personal experiences, public opinion, lack of trust in the prospects of the local business environment.

In the same context, the responders think there is no gender-differentiated attitude of financial institutions in providing credit services, but in their view, women are more cautious when contracting a credit and assess more thoroughly the risks. Another finding of the study is that business women have limited knowledge in the field of financial services, including credit products and are somewhat skeptical about the institutions providing credit services, especially about commercial banks (how honest they are when promoting products, hidden commissions, interest rate fluctuation). At the same time, their negative experiences related to accessing credits as natural persons and those of entrepreneur circles, persist among women entrepreneurs. Interviewed women acknowledged that they prefer to avoid contracting credit products.

Micro-financing organisations are little known among the responders. However, some positive collaboration experiences of business women with these institutions were reported, with a special appreciation of the individual approach on the part of the micro-financing organisations, of their flexibility and promptness, but also of an assessment of the collaterals that is closer to the market share.

Women entrepreneurs acknowledge for the most part, that they are not prepared to contract a credit. Some of them are convinced that it is useless to borrow, credit products being too costly and thus nonperforming. As for the others, they are afraid to resort to credit services, because they do not trust the honesty of financial institutions, suspect hidden commissions, think they would certainly increase the percentage that has to be reimbursed etc.

The vast majority of the interviewed entrepreneurs stated they would continue to try to get along with their own means, or, if necessary, to borrow from natural persons (relatives, friends). Some business women think they can develop businesses by accessing various projects offering grants or by attracting partners. Those who resorted to or/and collaborated with micro-financing institutions seem to have established a relation based on partnership and trust and will appeal namely to these institutions in case of financial need.

Newly created enterprises, but also those affected to a larger extent by market competition indicate that they have a greater necessity of additional financial resources to develop, to extend the range of their activities and/or to implement some marketing strategies etc. Therefore, these enterprises are perceived by financial institutions as risky. Nevertheless, if they needed financial resources and chose to borrow, enterprises with a work experience between 5 and 15 years and with more employees, stated they would appeal first of all to commercial banks, by comparison with those with few experience years or more than 15 years on the market. Women entrepreneurs who would resort to commercial banks place more confidence in these institutions in comparison to the other responders. Their appreciation is based on their own experience and/or the experience of other entrepreneurs. Study participants who have little confidence in commercial banks are relying to a greater extent on the experience of other entrepreneurs, friends and family members than on their personal experience and say they would appeal first of all to other types of loans than bank credits.

If they decide to turn to financial institutions for credit products, they will analyse the following criteria:

- the reputation of the credit company / the experience of other entrepreneurs;
- the identification of a personal relationship with employees of the company, which would give them a feeling of protection and a guarantee that they would receive more detailed and sincere information about the supplied product;

- the financial institution should not be politically exposed or/ and it should not be suspected to belong to any legal entity.
- the most convenient offer from the financial point of view;
- the transparency of the offer, the advertised conditions being identical to the ones proposed when deciding credit issues.

On the basis of the data presented at the round table, as well as of the discussions during the event, it was concluded that in order to increase the accessing of credit products by women entrepreneurs, it is first of all necessary to inform them about the products existing on the market, to raise the trust in financial institutions through open communication, to assess the risks of crediting and to offer clear answers concerning the reimbursement conditions and also to sustain a more transparent collaboration between the National Bank, commercial banks and the National Bureau of Statistics, which would ensure periodic reporting aimed at finding potential discriminatory approaches in relation to women entrepreneurs.

B. Education and training for women

Article 6 of the Education Law confirms the fact that the right to education is guaranteed irrespectively of nationality, sex, age, origin and social status, political or religious affiliation and criminal record. The state ensures equal chances of access to public institutions of upper secondary, vocational, middle vocational and higher education, depending on skills and capacities. As a result of the equal chances of all children to education, irrespectively of sex, there are no separate subject matters for boys and girls, either in preuniversity, secondary vocational, middle vocational or higher education. Enrollment in secondary vocational, middle vocational and higher education is carried out through a contest based on the average mark recorded in the study certificate.

Gender balance is maintained during the pre-school stage and the following educational stages (primary, lower secondary and upper secondary). Gaps appear at the level of secondary vocational education, where boys prevail (68, 7% in the school year 2012/2013). At the level of middle vocational educational institutions girls prevail (more than 55% of the total number of students); at the level of higher education the proportion of women is higher than that of men, reaching circa 58% in the school year 2012/2013, while among PhD students women make up circa 58%.

Women in the Republic of Moldova have equal access to education and the gaps are related to other aspects than the admission to educational cycles. Thus, women constitute more than half of the total of pupils/students enrolled in the national educational system (50, 6%) – they make up 57% of the students in upper secondary education, and 55, 3% and 56, 3% of the students in colleges and, respectively, higher education institutions.

According to the study on the use of time³⁰, generally, girls aged between 10 and 18 allocate more time to the preparation of homework, by comparison with boys (2 hours compared to 1,7 hours in the rural area; 2 hours compared to 1,8 hours in the urban area; and 1,9 hours compared to 1,8 hours in the municipality of Chisinau). In addition to this, a larger number of girls start preparing earlier their homework and a smaller percentage do their homework late in the evening or the next morning, unlike boys.

Longer time allocated by girls to school work and homework at school and university corresponds to somewhat higher academic results in contrast with boys. Therefore, the average mark of girls at the 2012 high school leaving examination was 7, 39 in comparison to 7, 02 for boys. At the same time, the proportion of boys in the compulsory education system is much

³⁰ <http://www.statistica.md/newsview.php?l=ro&idc=168&id=4055>

higher than their percentage in upper secondary years and universities. Thus, in 2012/2013, the proportion of boys in the 5th to the 9th forms was 51, 5%, while their presence decreased to 44, 2% in the 10th to the 11th (12th) forms and 44, 0% in higher education institutions.

Girls in colleges show a greater interest for the following majors: pedagogy (92, 4%), administrative sciences (84, 9%), services (84, 0%), medicine and pharmacy (83, 2%), social assistance (81, 2%). In higher education institutions the most demanded fields are: social assistance (81, 6%), education sciences (81, 3%), social sciences (78, 4%), communication sciences (77, 9%), medicine and pharmacy (74, 2%). Only 67 women researchers with a doctor habilitatus degree carried out scientific researches (326 men) and 654 women researchers with a doctor of science degree were involved in scientific researches (705 men).

Men are preponderantly enrolled – 68, 7% - only in the secondary vocational education system. The most demanded trades are car-mechanic, electric and gas welder/fitter, carpenter, electrical fitter skilled in the repair and maintenance of electric equipment. In colleges, the most demanded majors are: electronics and energetics (96, 6%), mechanics (95, 4%), transports (91, 4%), constructions (86, 3%). In higher education institutions, male students make up the majority in the following fields: military (100%), transport services (94, 7%), engineering and engineering activities (86, 5%), physical education and sports (71, 4%).

Given this state of affairs persisting from year to year, the Ministry of Education takes various measures to integrate the gender dimension into educational policies.

In order to enforce Government Decision no. 933 of 31.12.09 on the approval of the 2010-2015 National Programme for the ensurance of gender equality in the Republic of Moldova, the ministry coordinates the implementation of educational programmes in the fields of the preparation for family life, health, equality of chances of both genders in middle general schools, high schools, colleges and universities and also with respect to drawing up informational, educational and communication materials.

The Institute of Education Sciences carries out constantly the training of the teaching personnel, selected from educational institutions, with regard to the ensurance of fundamental rights of young students, including the issue of the gender dimension in the education and teaching process. The gender perspective, in the context of human rights, is approached by means of thematic modules created under the strategies of continuous development of teachers related to "Civic education", "Deputy directors for education", "Elementary forms", "Technological education".

Good practices

Example 1. Encouraging the pursuit of trades that are considered nontraditional

In RM there are no difficulties concerning the enrollment in school of boys and girls, however, because of existing stereotypes and of the social influences, an explicit preference for so-called female and male professions is noticeable. In order to overcome this state of affairs, in the admission session of 2013-2014, the workers of higher education institutions were called upon by the Ministry of Education to encourage young women and men to choose less traditional fields of study from the gender point of view, that matched to a greater extent their own desires and vocations.

Thus, certain trends of improvement of the situation can be seen in professional training sectors traditionally chosen by men: in the 2013 admission session, at the Academy Stefan cel Mare, out of the total of 340 places, 104 were occupied by young women, which means 30,6% (9 women - in 2012, 0 women in 2011). At the Military Academy Alexandru cel Bun, in 2013, out of the total of 70 places, 10 places (14, 3%) were assigned for the enrollment of young women in the following specialties: Infantry - 2 women; Artillery - 2 women; Transmissions - 6 women. At the State University of Physical Education and Sports, in 2013, out of the total of 585 places, 223 (38%) were assigned for the admission of young women at the following specialties: Fire

fighting service - 5 women (25 men); Security - 30 women (95 men); recreational and recovery physical culture - 98 women (57 men) etc. At the Technical University of Moldova, in 2013, out of the total of 3590 places, 1040 (circa 30%) were assigned for the admission of girls (especially at the faculties of Design, Economy, Law, Technology of food products, Technology of wine and fermentation products, etc.) and, as concerns engineering specialties out of the 3230 places – 926 were applied for by young women (29%), namely: Transport operation technologies (motorcars, aircraft, railway, ships) - 43 men; 2 women; Railway, roads, bridges - 43 men; 4 women; Engineering of heating and gas supply systems, ventilation - 65 men; 9 women; Fire fighting engineering and civil protection - 36 men; 9 women; Technology of wood processing - 35 men; 3 women.

Another example is the one of the Moldova State University, where students are offered some optional subject matters related to ensuring gender equality: *Women in history* (author – dr. Rodica Țugulschi, Faculty of History and Philosophy), *Women of great dictators* (author – dr. habil., prof. Anatol Petrencu); *Equality of genders* (author – dr. habil., associate prof. Valentina Bodrug) etc.

At the same time, universities (MSU, SPU, SUPES, Tiraspol SU) offer continuous training regarding the ensurance of a complex approach of the gender equality in regulatory documents in all university fields and at all the levels of decision making and enforcement, in the context of university autonomy.

Thus, higher education institutions take into account the need to ensure the access of male and female students to various institutional services and privileges, including grants and fellowships grounded on equality.

Example 2. Gender-sensitive curricula

The secondary vocational education curricula related to certain trades were adjusted throughout the duration of 2013, taking into account the respect for human rights and the gender perspective. Furthermore, in secondary vocational and middle vocational education institutions an optional discipline comprising the gender dimension was proposed - "Decisions for a healthy way of life". In the school year 2013-2014 in these institutions, students are taught this discipline starting with the first year.

The curriculum in the middle vocational education system was re-assessed from the gender perspective for psycho pedagogy and pedagogy (in pedagogic colleges).

In higher education institutions, in keeping with university autonomy, each educational entity adjusts its study programmes in accordance with legislative and normative acts.

Identified issues:

- Persistence of gender stereotypes in the educational system and process;
- The feminizing of the educational system in the Republic of Moldova;
- Lack of a system of collection of information regarding the integration of gender in the programmes of initial and continuous development of the teachers.

Recommendation:

- Dynamic analysis of the progress attained in relation to the increase of the number of young women enrolled in information technology faculties;
- Integration of the gender perspective, also in the programmes of continuous development of teachers;
- Including the gender dimension and the promotion of the ensurance of gender equality in the curricular reform planned for 2014 in relation to all education cycles and forms;
- Further collection of data broken down by gender, and the representation of the dynamics of male/female student enrollment in fields that are considered less traditional from the point of view of the gender to which they belong.

C. Women and health

Women's health is a priority for the Republic of Moldova, and the sexual and reproductive health is imperative, having a direct impact on the demographic state of the country. The measures taken by the Government aim at improving the reproductive health of the population and ensuring high quality medical services for the citizens. For this purpose, through the Government Decision no. 913 of 26 August, 2005, the National Reproductive Health Strategy was approved. The regulation and guaranteeing of the right to reproduction were established through the Law on reproductive health no. 138 of 15.06.2012.

The promotion and implementation of public health policies, as well as setting long-term priorities were issues addressed by the 2007-2021 National Health Policy, adopted through Government Decision no. 886 of 6 August 2007. National Health Policy presents a cross-sector view on the support principles for consolidation of public health on the long run: ensuring social, economic, and ecological and food security, promoting a healthy way of life and the fair access to quality medical services. Besides this, in the context of the 2005-2009 activity programme of the Government "Modernisation of the country - wellbeing of the people", of the Strategy for Economic Growth and Poverty Reduction (SCERS), the National Programme "Moldovan countryside", the Action Plan Republic of Moldova – European Union, the National Health Policy, the Strategy for the development of the healthcare system for the interval between 2008 and 2017 was approved through Government Decision no.1471 of 24 December 2007.

In the Republic of Moldova, vast reforms are implemented in the field of the improvement of population's health and the new financing mechanism of the healthcare system through compulsory health insurance (introduced in 2004) brought about a significant progress in this respect. In order to ensure the protection of the population against the financial risks associated to healthcare services and ensure the access of vulnerable persons to quality healthcare, the Government covers the needs of certain categories of citizens including children, pregnant women, mothers with 4 or more children, persons with disabilities, retired persons, etc. Currently, all the expenses linked to mother and child healthcare, at all the levels of the health system, are covered by the state, comprising the insurance for pregnant women and children aged under 5, which provides out-patient care and 100% compensation of medicine.

Under the compulsory health insurance, preventive examinations, including the early detection of cervical and mammary pathologies are provided at the level of primary healthcare from the funds of the compulsory health insurance, irrespectively of the status of the patient (insured or not insured). In addition, primary medical institutions ensure the procurement of medical equipment and birth control devices with prolonged effect for persons belonging to vulnerable groups and groups exposed to medical and social risks.

Although a regionalised three level system of perinatal care was implemented in Moldova, for some communities the access to it is still difficult, considering the limited infrastructure in some regions of the country.

Starting with 2008, the Republic of Moldova adopted the recording in the official statistics of children born with a weight from 500 gr. and 22 weeks. In order to diagnose and supervise newborn children with small weight, the republican neonate diagnosis and supervision Service has been available since 2010.

For the purpose of ensuring the quality standard of the medical act, the Ministry of Health drafted and approved two sets of rules: the regulation on the carrying out of the voluntary termination of pregnancy in safe conditions (2010) and the Standards for the carrying out of the termination of the pregnancy in safe conditions (2011).

A network of reproductive care services including 47 reproductive health rooms and 3 woman's health centres was developed in order to inform women and provide reproductive health

services. The reproductive health of the young generation constitutes as well a central objective of the healthcare reforms and for such purpose, youth-friendly healthcare services have been developed and extended at the national level, being aimed at ensuring a safe and comfortable space for young people. Thus, in the period between 2012 and 2013, there were 26 youth-friendly healthcare centres established, in addition to the 12 existing centres. They are financed from the funds of the compulsory health insurance. For the same purpose, a healthcare reform was launched in schools, meant to promote health among children and teenagers.

In order to promote a healthy way of life, the development of a safe and harmless behaviour, the expansion of preventive measures and the access to healthcare services, through Government Decision no.1143 of 16.12.2010, the 2011-2015 National Programme for the prevention and control of HIV/AIDS infection and of sexually transmitted diseases was approved.

A constant objective of the Ministry of Health is the carrying out of researches and dissemination of information. Thus, for the first time in Moldova, a Multiple Indicator Cluster Survey (MICS 4) was carried out – being a joint initiative of MH and UNICEF, which allows the monitoring of children and women's health. The study was done in 2012 in households, among men and women aged between 15 and 49, their children and the young people of Moldova, on a national sample of 12,000 households. Disaggregated data on education, health, children's discipline, access to the media and the internet, habits and behaviours, migration and other life experiences were collected under the study. At the same time, the red blood cells count was carried out in women and children, the presence of iodine in the amount of salt consumed in households was measured and young children were measured and weighed in order to see if they were developing properly. Thus, the study shows that 21% of the children suffer from anemia, in comparison to 32% in 2005. Besides this, anemia among pregnant women decreased almost twice – from 40% in 2005 to 26% in 2012. The general level of vaccination remains high - 89%, especially in the rural area: eight out of ten children are vaccinated against childhood diseases in the urban area and nine out of ten in the countryside.

As concerns nutrition, 6% of children have stunting (that is they are too short for their age because of the chronic insufficiency of basic nutrients) in comparison to 8% in 2005. The gaps are, however, bigger – the poorest children suffer almost four times as much by stunting compared to those in wealthy families. On the other hand, children in better off families are twice more prone to overweight as compared to those in families with limited income.

Children in Moldova continue to be affected by migration – every fifth child has one biological parent abroad. At the same time, violent discipline is present in the majority of families – 75% of the children aged between 2 and 14 are subjected to physical or psychological violence. According to this study, although the majority of the adults do not consider necessary the use of violence for disciplining children, they still use violence, which indicates lack of knowledge about positive disciplining methods and the need for parental education programmes. Gaps are also observed with respect to sanitation – in the rural area only 9% of the households use a water closet in contrast to 75% in the urban area. 86% of the population uses enhanced sources of drinking water.

Disaggregated data obtained through MICS will continue to help the Government to focus its efforts on the most vulnerable families with children in order to eliminate social gaps.

Good practices

Example 1. Systematic training and integration of gender. Consolidation of capacities of the medical staff that are members of the district multidisciplinary teams in providing health services to women and girls related to the phenomena of violence and HIV/AIDS.

Throughout the duration of 2013, 5 training seminars regarding the surveillance and prevention of HIV infection were organised for the specialists of territorial Centres of Public Health. In addition to this, 6 training seminars and 13 workshops and round tables on HIV infection were organised and carried out. Altogether, throughout the year, medical staff participated in 340

seminars, drafted 45 informational materials, took part in 39 tv programmes and 18 radio programmes, compiled 54 publications, held 6569 lectures, carried out 85438 discussions and 134 actions of social mobilisation, drafted 991 sanitary newsletters and participated in the organisation and carrying out of monthly, weekly and decade world events.

Example 2. Collection, analysis and use of statistic data disaggregated by sex in the process of planning and implementation of healthcare policies.

The collection, analysis and use in the planning and implementation of healthcare policies of medical and demographic indicators disaggregated by age, sex and areas (rural, urban), rate of abortions according to ages, rate of abortions and births in teenagers (15-19 years old), maternal mortality according to death causes, areas and age groups and proportion of births assisted by medical personnel are carried out at quarterly intervals. Indicators regarding the incidence and prevalence of tuberculosis are collected from the SIME TB data base (informatic system for the monitoring and assessment of TB), being disaggregated by age, sex and area. Indicators regarding the incidence of sexually transmitted diseases are collected in a disaggregated manner by age and sex, every year.

Currently, the majority of the indicators, are calculated from the routine statistics and are used annually. The quarterly disaggregation and calculation of indicators by area (urban, rural), sex, age and social status, will be possible along with the implementation of the Automated Informational System of Primary Health Care.

Example 3. Campaigns aimed at informing the population with respect to health risk factors

In 2013, the National Centre of Public Health, with the support WHO Moldova, implemented the national anti-smoking communication campaign, focused on current and potential tobacco users. In this context, within medical institutions and through mass-media there were distributed 5 types of actively promoted social spots on the topic, and, besides this, a set of informational materials on the prevention of smoking for various target groups, including teenagers and young people, pregnant women, adults and also advice for parent were compiled.

On 21 November 2013 the National anti-smoking day was marked, comprising information and awareness raising actions regarding the health risks of smoking, an exhibition of childrens' drawings on the topic of smoking-free spaces, flash-mobs organised by young people under the slogan „Kick smoking out of your life”. In collaboration with the Ministry of Education, a special lesson was held for the students of VI, VII, VIII forms with respect to the prevention of smoking. In this context, the National Centre of Public Health compiled and published the Teacher's guide and the student's file for conducting these activities.

Some of the identified issues:

- the need to provide initial and continuous development for medical staff, aimed at ensuring gender equality and preventing and combatting family violence and human trafficking;
- insufficient cross-sector cooperation in the promotion of a healthy life style of the population;
- insufficient informational materials for the promotion of a healthy life style for all population categories;
- limited integration of the principle of gender equality in healthcare policies;
- lack of social campaigns to raise medical culture and promote healthy life style from the gender perspective (e.g. to increase life expectancy for men and reduce deaths by accidents or high risk behaviours, to prevent breast cancer, etc.)

Recommendations:

- Establishment of gender divisions in the departments responsible for the drafting of policy documents in the Ministry of Health;
- Identification and enforcement of favourable measures for the integration of the gender dimension into healthcare policies;
- Reflecting the manner of integration of the gender dimension in methodological instructions and standards of knowledge and skills in the field of healthcare;
- Ensuring the continuity of initial and continuous development for medical staff in reference areas;
- Carrying out of vast researches on the basis of collected statistical data and their dissemination among healthcare stakeholders to be used in policy making, targeting beneficiaries and developing healthcare services corresponding to the necessities of the beneficiaries;
- Ensuring the development of social and medical services in accordance with the provisions of the UN Convention on the protection of persons with disabilities, particularly with art. 12 of the Convention;
- Drafting and promoting the normative framework for social services destined to drug and alcohol users;
- Carrying out information campaigns focused on the other factors that influence the growth of the gap between the life expectancy of women and that of men, like traumatism and accidents;
- Ensuring the sustainability of services provided through reproductive health rooms/centers, Women's Health Centres and Youth-friendly Health Centres, especially for the population in the rural area;
- Ensuring the continuity of the training of specialists in Youth-friendly Health Centres with respect to reproductive health;
- Continuous planning under the single programme of compulsory health insurance to provide medical equipment and birth control devices with prolonged effect for persons belonging to vulnerable groups and conditioned medical and social risk groups;
- Carrying out the impact analysis between the rate of abortions and the programme for providing the population with modern means of birth control for men and women;
- Constantly informing the population on reproductive health from the perspective of gender dimension;
- Including the services of in vitro fertilisation under the compulsory health insurance.

D. Violence against Women

Domestic violence against women is widely practiced in Moldova. The level of social and economic development of the country, in particular poverty, causes the arising and/or persistence of dysfunctional behavior patterns in relationships between men and women both globally and in Moldova. Thus, the social environment, economic factors, the perpetuation of gender stereotypes, traditional gender relations and women's social stigmatization lead to various forms of domestic violence against women in our country.

According to the study on domestic violence against women in Moldova³¹, developed with the support of United Nations Development Programme, the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the United Nations Population Fund and the Embassy of Sweden in Moldova and published under the Joint UN Project on Strengthening the National Statistical System, about 40 percent of women report physical

³¹ "Violența față de femei în familie în Republica Moldova" ('Domestic Violence against Women in Moldova'), Chisinau, 2011

violence of the current or most recent spouse/partner during their lifetime and 60 percent of women report at least one incidence of psychological violence.

Survey data also show that violence against women is more common among women in rural areas, it occurs more often as women age and is inversely proportional to the woman's level of education. Married women are more reluctant to report cases of violence and thus the highest incidence rates of violence against women are registered in the group of divorced/separated and widowed women.

These findings confirm, by and large, the data from other studies carried out several years ago, which means that the situation in this field has not improved significantly over recent years. Thus, the Demographic and Health Survey in Moldova showed that about 21% of women and men considered it acceptable that the husband beat up his wife for one of the following reasons: burnt food, neglect of their children, refusing to engage in intercourse, quarrels, or leaving the home without his permission³². The same survey showed that about 27% of interviewed women had experienced violence since the age of 15 and about 13% have experienced violence in the past 12 months. The main perpetrators are husbands (69%) and, to a lesser extent, fathers/stepfathers and mothers/stepmothers. The survey also found that women with many children are more often victims of violence³³. The highest number of respondents who believed that beating up one's wife was acceptable belonged to the group of low-income population with incomplete secondary education. Hence, the people who are most vulnerable to domestic violence are the people who are least likely to seek help and put an end to the abuse. The study 'Women at Risk'³⁴ found that one in four women in Moldova aged between 16 and 35 experience domestic violence.

According to a survey by the NGO Rezonans in Transnistria, carried out with the support of UN Women, on people's perceptions of domestic violence in the region, in the opinion of those interviewed most domestic violence victims are women (44.5%) and children (45.3%). Prevailing forms of violence are physical violence (77.7%), corporal punishment of children (51.3%), threats (47%), the threat of physical violence (45.4%) and forced engagement in intercourse (42.6%). According to the same data, every fourth woman in Transnistria experiences domestic violence in the form of physical, economic, psychological and emotional violence³⁵.

The authorities have taken concrete steps towards active involvement in preventing and combating domestic violence; consequently, a draft Law on Domestic Violence was drafted.

The Law 45-XVI on Preventing and Combating Domestic Violence was adopted on March 1, 2007, which was an important step towards eradicating violence and gave the signal that Moldova had acknowledged the importance of its commitments and was taking concrete measures. The Law contains important concepts regarding domestic violence and its forms, establishing a detailed institutional framework that specifies in detail the responsibilities of the

³² National Scientific Center for Preventive Medicine and the Ministry of Health and Social Protection; Moldova: Demographic and Health Survey, 2005, pp. 43-45.

³³ Women at risk in Moldova: nationally representative survey, Report prepared by Winrock International (2005), p. 63

³⁴ Women at risk in Moldova: nationally representative survey, Report prepared by Winrock International (2005), p.

authorities. The law also provides for the establishment of support centers for victims of violence and of an effective mechanism for resolving cases of violence by granting the right to file complaints, by allowing for use of restraining orders and isolation of the abuser.

Moldova has undertaken a number of international commitments to prevent discrimination, promote and protect women. Fighting domestic violence has always been a priority for the Government. Based on the final recommendations for Moldova dated 25 September 2009, by which the UN Human Rights Committee expressed concern regarding the situation in the field of domestic violence, the Government of the Republic of Moldova has continually striven to ensure the enforcement of the legislation on domestic violence and provide free assistance and other necessary services for ensuring the protection of the victims. The Committee also urged the authorities to take necessary preventive measures and provide training on dealing with cases of violence by all professionals involved, including the police, prosecutors, judges and social workers, focusing on gender aspects in cases of domestic violence³⁶; such activities are carried out regularly in the country.

The Committee also requested the authorities to conduct research on the causes and consequences of violence against women, including domestic violence, to be used as a basis for comprehensive targeted intervention and support³⁷; in 2011 the National Bureau of Statistics published the report on domestic violence against women in Moldova, developed with UNDP support³⁸. Strengthening the measures aimed at improving the social and economic situation of women, particularly in rural areas, and providing services for the rehabilitation and reintegration of victims of trafficking were recommended.

In order to implement the Law on Preventing and Combating Domestic Violence, the Ministry of Labor, Social Protection and Family initiated the alignment of national legislation to the provisions of this Law. The Ministry of Labor, Social Protection and Family has developed a draft framework regulation on the organization and operation of centers for assistance and protection of victims of domestic violence, which was approved on February 22, 2010 by Government Decision 129 on Approving the Regulation on the Setup and Operation of Rehabilitation Centers for Victims of Domestic Violence³⁹. The Regulation includes explicit provisions on the purpose and objectives of the centers, principles of activity, organization and operation, placement of beneficiaries at the center, management of the center, staffing and funding.⁴⁰

In order to implement the provisions of the Social Assistance Law 547-XV dated 25 December 2003, as well as of the Law 45-XVI dated 1 March 2007 on Preventing and Combating Domestic Violence, Government Decision 129 dated February 22, 2010 on Approving the Framework Regulation on the Setup and Operation of Rehabilitation Centers for Victims of Domestic Violence was approved; by Government Decision 1200 dated December 23, 2010 the minimum quality standards for social services provided to victims of domestic violence⁴¹ were approved, with a view to regulate the activity of centers dealing with domestic violence.

³⁶ Concluding Observations on Moldova, Human Rights Committee, Session 97, 12-30 October 2009.

³⁷ Concluding Observations on Moldova, Women's Rights Committee, 7-25 August 2006.

³⁸ http://www.statistica.md/public/files/publicatii_electronice/Violenta/Raport_violenta_fam.pdf

³⁹ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=333807>

⁴⁰ For the first time funding was earmarked in the 2006 State Budget Law for establishing two centers for victims of domestic violence (Balti and Cahul). These centers were established based on a memorandum of cooperation between local governments and NGOs, through which local governments committed to provide premises and cover in part or entirely maintenance costs.

⁴¹ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=337208>

The Action Plan for 2013-2015 of the National Programme on Ensuring Gender Equality includes a general objective related to the prevention and combating of violence and trafficking in human beings. In the context of examining the compatibility of national legislation with the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the Women's Legal Center has developed in 2013 a report on the compatibility of national legislation with the Convention. The report was presented at the meeting of the Governmental Commission for Gender Equality on December 3, 2013.

The Ministry of Labor, Social Protection and Family drafted a law on amending and supplementing the legislative framework in line with the provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence and improving the mechanism for enforcement of the Law 45-XVI dated March 1, 2007 on Preventing and Combating Domestic Violence. Thus, in preparing the draft law on amending and supplementing the legislative framework in line with the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, the authors took into account the findings and recommendations of the Compatibility Report. The draft law was submitted for public consultation to ministries, relevant international organizations and NGOs.

Also, during 2013, the Ministry of Labor, Social Protection and Family, in partnership with the office of the Social Attaché of the Federal Ministry for Labor, Social Affairs and Consumer Protection of Austria, in the context of the eventual signing and ratification of the Council of Europe Convention on Combating Domestic Violence by the Republic of Moldova, organized a series of activities, including: a meeting with the Members of Parliament of the Republic of Moldova to discuss the Council of Europe Convention on Combating Domestic Violence (Istanbul Convention) and the importance of its ratification by the Republic of Moldova, the round table to discuss the Council of Europe Convention on Combating Domestic Violence and the importance of its ratification by the Republic of Moldova.

The review of the causes and consequences of domestic violence is a priority for the Government of Moldova and for relevant active social actors. Awareness of the factors that encourage perpetuation of domestic violence will contribute significantly to aligning the content of the information campaigns with the needs and peculiarities of target groups, as well as to developing sectoral public policies with a view to prevent and combat domestic violence.

Best Practice

Example 1. National information and awareness-building campaigns

In 2013 the Campaign '16 Days' was carried out in Moldova for the 11th year in a row. The '16 Days' Campaign focused on the need to address more deeply the ways in which the current legal and regulatory framework (in particular the legislation regarding restraining orders) is enforced, the need to develop services aimed at ensuring the protection of victims, namely by capacity building efforts aimed at relevant officers, in the light of the new legal provisions. Over 100 mayors from different towns and villages in Moldova joined the United Nations Global Initiative COMMIT by organizing a flash mob that reflected their commitment to act against violence against women and girls in communities.

Traditionally, the activities carried out as part of the Campaign were organized by the Ministry of Labor, Social Protection and Family in cooperation with other central agencies, local public administration authorities, development partners and CSOs.

A comprehensive program of activities, which included the mayors' flashmob, workshops, roundtables, exhibitions of drawings and essays, public debates, conferences, awareness-building

TV and radio shows, training and information in human rights, gender equality and domestic violence etc., has been implemented at the national and local level. By and large, over 30 organizations/entities were involved in the activities of the '16 Days' Campaign. At least 100 thousand girls/women and boys/men were the beneficiaries of the Campaign. The estimated public coverage was about 1 million people (due to the media coverage of the activities). For the first time, in 2014 funds were earmarked in the national public budget for activities to be carried out during the Campaign.

Recommendations:

- adjust the mechanism for enforcing restraining orders⁴² (length, necessary evidence, content, etc.);
- speed up the implementation of the social service accreditation mechanism;
- coordinate with great care the activity of professionals: judges, psychologists, police officers, social workers, doctors, lawyers;
- the local public authorities need to monitor in a systematic manner the cases of domestic violence;
- ensure enhanced accountability of relevant professionals and local public administration bodies, especially mayors;
- provide continuous training to relevant professionals;
- expand the coverage of public awareness efforts related to domestic violence / promote active involvement of educational institutions by making it a priority to promote education that is not based on violence in preschool and primary education;
- pay more attention to activities aimed at preventing and resolving the cases of violence against the elderly; and
- carry out social advertising campaigns and extensive awareness-raising campaigns to promote non-violence.

Example 2

The national campaign 'Anti-Trafficking Week'⁴³ was carried out during October 15-20, 2013; it was organized under the auspices of the Standing Secretariat of the National Anti-Trafficking Committee. The campaign included a series of events organized in Chisinau and in regions, including a flash mob in the downtown of Chisinau city, public lectures for young psychologists and journalists, a photo contest called 'aRtitude against Trafficking in Human Beings', the running of the movie 'The Path Of Shame' etc. The Anti-Trafficking Week was an effort to mark the EU Anti-Trafficking Day.

E. Women and Armed Conflict

The Ministry of Defense is going to develop by 2015 the National Action Plan on Implementation of Resolution 1325 of the UN Security Council on Women, Peace and Security. This sub-section was included as an addition point of the Action Plan on Gender Equality in the National Army for 2014-2015.

F. Women and the Economy

⁴² Under the Law, the courts issue a restraining order within 24 hours; it includes an order to temporarily leave the family residence or stay away from the victim's home, without deciding on the ownership of the goods; an order to stay away from the victim and not to contact the victim and her/his children; ban on visiting the places where the victim works or lives, etc. Although the Law came into force on 18 September 2008, the first restraining order was issued in Anenii Noi in September 2009, pursuant to awareness-raising efforts and training carried out with the support of donors and local civil society organizations.

⁴³ http://antitrafic.gov.md/public/files/raport_Saptamana_antitrafic.pdf

Transition implies not only unique experiences requiring to give up life concepts assimilated while the country had a centralized planned economy, but also the need to adopt principles that apply to a free market. Moreover, the changes triggered by the prolonged transition took place only in economy. For over two decades we were witnesses to fundamental changes in all areas of life, but at the same time we were witnesses of higher risk factors for certain vulnerable groups.

Moldova has developed a number of national laws and ratified core conventions on combating discrimination, including discrimination of women. Moldovan MDG goals include a clear commitment to ensure gender equality, focusing on reducing the wage gap; specific tasks and indicators have been set with a view to achieve this objective (the wage gap is expected to be at least 10%). However, women are still disadvantaged, and estimates show that it is unlikely that the target will be reached by 2015⁴⁴. Statistical analysis shows that women are more dependent on labor-related state assistance mechanisms; employment-wise, they are more dependent on budget funding; they are disadvantaged in career advancement in all areas of the economy; their pensions are lower than the men's pensions; and due to unavailability of childcare services they have to take long-term maternity leave, which is a disadvantage when they try to re-enter to the labor market, if compared to their male colleagues, who are more competitive due to continuous employment. Meanwhile, wrong beliefs and gender biases, wide-spread views on raising children, caring for the elderly, etc. contribute to the perpetuation of a social and professional environment that is not friendly to women. All these perpetuate the vicious circle that is impossible to overcome unless specific approaches are applied.

The National Bureau of Statistics reports as follows:

- Unemployment is lower in women than in men (4.8% vs. 7.1%), but the share of inactive women is higher (53.5%);
- Women work mostly in public administration, education, healthcare and social assistance (29.9%), agriculture (24.1%), trade, accommodation and catering services (22.2%);
- In terms of grouping by type of work, women are mostly unskilled workers (26.2%), service providers and trade personnel (21.7%), or professionals with degrees (18.4%);
- In professional terms, most women are employees (75.0% against the 0.5% of women running their own business and 20% of freelancers).

The analysis of employment rates and average wages paid by employers shows that the wage gap is due mostly to the fact that women are predominantly engaged in economic activities that are paid less (which are considered traditionally 'female') rather than due to gender discrimination (which was confirmed only empirically, through case studies in the private sector, where the prevailing belief is that male employees are more committed to their jobs and for this reason they are better paid than women). Some areas of activity continue to be traditionally 'female' in Moldova: healthcare and social assistance (80.7% of employees are women); education (75.4% of employees are women); accommodation and catering services (71.1% of employees are women); financial activity (67% of employees are women). The significant progress in terms of pay was determined by the leap observed in the last two years, when women earned on average by 12.2% less than men.

Conclusive data confirming the results of other studies on discrimination against women in the labor market are provided by the study on the situation of women in the labor market, carried out by the National Employment Agency (2007), which highlights that discrimination against women occurs predominantly at hiring (42.5%), promotion (37.6%), pay (15%), and training (4.9%).

⁴⁴ Moldova's Report on IADGs implementation, National Voluntary Presentation for the Annual Ministerial Review of the ECOSOC, Government of Moldova, 2010

Another extensive research on the gender analysis of conditions for establishing and developing enterprises⁴⁵ carried out by the National Bureau of Statistics in 2009 targeted business activity, which is currently regarded by many researchers as one of the basic opportunities for economic empowerment of women and, therefore, is closely related to enhancing women's participation in politics. The study revealed that the share of businesswomen (managers and co-owners of businesses) in the total number of business people in Moldova is 27.5%. Accordingly, the number of businessmen is 2.6 times higher than the number of businesswomen. The two main characteristics of businesswomen that distinguish them from businessmen are:

- Business women are less educated than businessmen. 64.3% of businesswomen and 69.3% of businessmen have a degree. Given insufficient support from outside (underdeveloped institutional infrastructure, limited access to financial resources, etc.), the level of education not only characterizes a certain level of qualification, expands the range of possibilities to make contacts, but also is one of the main resources that contribute to business development. This is confirmed by the fact that business people with relatively lower levels of education face difficulties in business more often.
- It is relatively seldom that the women who engage in business management have earlier experience as business people. 10.5% women and 13.4% of men have experience of acting as employers; 1.3% of women and 2.1% of men have experience of acting as farmers. Women more often engage in business activity after having been housekeepers - 5.0% (against 0.2% of men).

The analysis of the firms owned/led by women showed that women face significant barriers in a number of matters, as follows:

- Businesswomen are more often owners or managers of micro-enterprises, which have limited access to resources and growth opportunities. The share of businesswomen in this group of companies is 79.4%, while that of men is 67.8%. At enterprises of other sizes, men are more often owners or managers. Besides, the larger the size of the enterprise, the greater share of businessmen: at small companies the share of men is 1.4 times higher than that of women; at medium-size companies the indicator is 2.3; at large enterprises the share of businessmen exceeds 3 times the share of women.
- Businesswomen engage more often in running new (under 1 year) and young businesses (under 2 years). The share of new companies run by women is 25.8% and the share of new companies run by men is 20.7%; the share of new businesses started by business women is 2.4%, while the share of new businesses started by businessmen is 2.2%.
- Both at the stage of establishing a company and at the stage of business development women face more barriers in accessing funds. The capital structure of enterprises run by businesswomen includes less savings 72.8% (men - 74.8%), foreign investments - 5.0% (men - 5.5%), and State subsidies - 0.4% (men - 1.0%). However, companies run by women report a larger share of funds borrowed from relatives or friends - 13.8% (men - 11.4%) and bank loans - 5.5% (men - 5.1%).

The authors of the study point out that one of the main methods to develop female business endeavors is to adopt and implement special State programs. It is possible to support

⁴⁵http://www.statistica.md/public/files/publicatii_electronice/conditii_intreprinderi/Conditii_creare_intreprinderi_ro.pdf

businesswomen both within specific programs geared towards helping women and within programs meant to support micro-businesses or new businesses, given that women more often own/run such businesses.

The Organization for the Development of Small and Medium-Size Enterprises under the Ministry of Economy is in charge of developing the business environment, including by developing and implementing business support programs. It supports the entrepreneurial spirit of the Moldovan population, especially among women, by organizing training and retraining courses in rural and urban areas and by facilitating women's access to financial resources for the implementation of investment projects.

State policy on supporting small and medium-size enterprises is spelled out in the National Strategy for the Development of Small and Medium-Size Enterprises for 2012-2020, approved by Government Decision 685 on September 13, 2012. The document sets out the long-term and medium-term policy framework for developing micro-, small and medium-size enterprises, including the ones managed by women, in the context of switching from consumption-based economic development to a new paradigm focused on export, investment and innovation.

Best Practice

Example 1 Provision of business services, training and access to markets, information and technology, particularly for women with low income

To support businesswomen in enhancing their knowledge of establishing and managing a business, the Organization for the Development of Small and Medium-Size Enterprises organizes training courses under three programs for business support (Program on Attracting Remittances into the Economy 'PARE 1 +1'⁴⁶, National Programme for Economic Empowerment of Youth, Effective Business Management Programme). These programs are designed to address problems of access to financing for businesses, to develop business skills and to provide knowledge on the legal framework in the field. The training courses aim at supporting specific groups of business people (youth, migrants), including women. During 2009-2013 about 414 training courses were held and about 13,012 people, of which 7,300 women (56.1%) were trained.

With a view to encourage businesswomen the Organization for the Development of Small and Medium-Size Enterprises holds annual events to promote female entrepreneurship, the most important being: the Communication Platform for Businesswomen⁴⁷, which involves regular meetings to promote the goods and services of companies managed by women; Forum of Rural Female Leaders⁴⁸; International SMEs Conference and Panel on Female Entrepreneurship in Moldova⁴⁹; Regional Project on Female Entrepreneurship as Engine for Job Creation in South-Eastern Europe.⁵⁰

⁴⁶ The Programme includes a grant component for establishing new enterprises based on the 1+1 rule, i.e. every MDL invested from remittances is supplemented with 1 MDL from the project budget. In 2010-2013 313 grant agreements were signed; 83 new enterprises (26.5%) were created and are managed by women. 45% of employees at the new enterprises are women.

⁴⁷ The Communication Platform is a voluntary initiative launched by the Organization for the Development of Small and Medium-Size Enterprises, with the financial support of the European Bank for Reconstruction and Development.

⁴⁸ The forum is organized by the Soros-Moldova Foundation in partnership with the Government of Sweden.

⁴⁹ The Conference includes the contest for title of the best businessmen in the SME sector, which also includes a prize for the best businesswoman.

⁵⁰ The project is coordinated by the Regional Cooperation Council of the European Union and is funded by the Swedish Government. In Moldova the project is administered by the International Centre for the Promotion of Women in Business (ICAWB).

Since both businesspeople and the banking sector agree that high requirements on collateral are a significant obstacle limiting lending to businesses, the Organization for the Development of Small and Medium-Size Enterprises administers a Loan Insurance Fund. This Fund insures amounts starting from MDL 22.5 thousand and ending with MDL 700 thousand on the loans extended to economic agents by financial institutions in the country. The mission of the Fund is to contribute to enhancing the competitiveness of the national economy by facilitating access to funding for micro- and small enterprises by providing insurance on loans.⁵¹

A Network of Business Incubators was established in Moldova in 2013; it aims at supporting small and medium-size enterprises in business development. 86 enterprises, of which 31 companies founded or managed by women are engaged in the business incubators. The incubated companies have created 368 new jobs, of which 178 - for women.

Major obstacles to women's entrepreneurship development are:

- Shortcomings in education and professional training;
- Unavailability of financial resources that are necessary for establishing and developing a business;
- socio-economic barriers in access to lending;
- the perpetuation of gender stereotypes regarding the women's business potential

Measures Implemented to Reduce the Impact of the Economic Crisis

Moldovan economy is dependent on external fluctuations and the 2007-2008 economic crisis significantly affected growth in late 2008. To mitigate the negative impact of the global crisis, the Program for Economic Stabilization and Recovery in Moldova for 2009-2011 was approved by Government Decision 790 on December 1, 2009 on Approving the Programme for Economic Stabilization and Recovery in Moldova for 2009-2011. The instruments to be used by Government range from measures to stimulate consumption and savings to measures to facilitate the access of business to financial resources; from generally accepted measures to unpopular reforms. The outcomes of the Program implementation during 2009-2011 show that national economy is recovering. Despite the sudden decline of all macroeconomic indicators in 2009, one can say with certainty that the goal to stabilize the economy as soon as possible has been reached.

Also, during 2010-2011 GDP grew by 14% if compared to 2009. This increase is due to the faster pace of developments in export - 73.2%, import - 58.4%, investment in long-term tangible assets - 27.2%, industrial production - 17.4%, commodity production - 27.4% and passenger transportation - 16.9%. Temperate growth was registered in agriculture - 12.9%, construction and assembly works - 8.8%, passenger transportation - 7.7%, and real wages - 4.4%.

In 2012, GDP decreased by 0.7% year-on-year. This is explained, by and large, by weak external demand for the goods produced in Moldova, weaker domestic demand on account of final consumption and the negative impact of climate on agriculture. GDP was most influenced by decreases in the gross added value in agriculture and fishing - by 20.1%, which amounted to 11.2% of GDP. If we compare the results registered in 2012, the economy recovered in 2013 and economic growth of 8.9% was reported.

G. Women and Participation in Decision Making

The efficiency of a democratic system cannot be assessed without considering the representation of citizens in decision-making fora. A true democracy cannot be consolidated in a society where

⁵¹ Following interviews at about 80 companies that received loans secured by the guarantee of the Organization for the Development of Small and Medium-Size Enterprises, it was concluded that they employ over 600 people, including 370 women. Guarantees extended in 2013 made it possible to keep the jobs of 394 employees, including 247 women (63%). Women manage 24 companies enjoying active financial security provided by the Fund.

a significant part of the electorate is not represented consistently. A system based on political competition that perpetuates inequality is not an open one and does not take into account the principle of meritocracy and competence. Any perpetuation of such imbalances in political representation will in time lead to a democratic deficit. Increased political participation of women in governance is considered one of the fundamental ways to enhance gender balance in society. At the moment, the representation of women in decision-making is very uneven and depends on the administrative level and political events that vary from one year to another.

Women's political participation depends on a number of factors, such as: knowing and claiming one's rights; access to information on existing laws, policies, institutions and agencies that 'govern' one's life; self-confidence, high self-esteem and ability to challenge and face (if necessary) existing state entities; networks and relationships that provide support and act as positive role models; an empowering environment – a political, legal, economic and cultural climate that allows women to engage actively in decision-making. Other factors are: economic dependence and lack of adequate financial resources; imbalance in employment opportunities (and hence career development opportunities); discriminatory socio-cultural bias and negative stereotypes perpetuated in the family and in public life; excessive expectations regarding household chores; intimidation, harassment and violence; lack of access to information.

In the race to decision-making for women encounter certain social and economic hindrances, the most persistent being: (1) predominance of a male model associated with political success and political life in general (in the post-communist environment the political character is identified based on a number of features; being a dedicated husband and father is not even one of them); (2) assigning to men the role of 'head of household' in all social, economic and political areas; (3) limited support from political parties, in all respects – from access to financial resources to trust and human support; (4) low interest of political parties to collaborate with women's organizations; (5) the desire of men to prevent women from competing with them for leadership positions; (6) absence of political and social stimuli for education and training in leadership for women, which would encourage young women to engage in politics; (7) lack of role models and support from women in power.

Social and economic barriers are equally challenging: (1) women are largely dependent financially on men; (2) women do not have access to the needed resources or economic networks that would be able to support them in an election race; (3) women have significantly less net free time due to the double workload (family duties and professional duties).

The third type of challenges faced by women that want to engage in political activity are those of ideological and cultural nature, such as: (1) traditional cultural models are predominant in Moldova and these assign to women and men predetermined social roles (women are responsible for caring for the family, home, children, private life in general, while men are responsible for everything related to interactions with public life); (2) unequal power relations between women and men in the family; (3) low confidence of women in their ability to win elections; (4) women's perception that politics are 'dirty', 'tough', which explains why there is low interest in engaging in politics; (5) fear of violence, harassment, criticism and problems in the family and with the spouse; (6) the way the media treats women engaged in politics (in general, media feature women in politics as something highly unusual).

Participation of women in political structures and in the processes where decisions on the use of resources generated both by men and (more so) women are taken remains low. Increased political participation of women in governance is considered one of the fundamental ways to restore the gender balance in society.

The participation of women in decision-making is very uneven in Moldova. Thus, among elected mayors the share of women has constantly remained insignificant, increasing slightly from 18.15% in 2007 to only 18.51% in 2011; at the level of district councilors, the share of women increased from 16.48% in 2007 to 18.39% in 2011. At the same time, although the number of female candidates on party rolls increased, it did not influence the share of women among members of Parliament (19.8% in November 2010 and 2011). The analysis of the number of women working at public administration bodies conducted in 2013 by the State Chancellery⁵² revealed that the share of women in the total number of employees was 46%, while the share of female civil servants in positions of public dignity (political appointees) was 25%. As for the legislative, since the 2009 parliamentary elections the number of female MPs in Parliament has been growing. As for the share of women in decision-making positions at the level of central executive bodies in Moldova, the following trend was revealed: even if there is gender balance at the level of ministries and other central government agencies in terms of the distribution of employees, even in decision-making positions, the higher the level of decision-making positions, the lower the number of women if compared to the number of men (only five ministerial positions are currently held by women).

The most commonly used indicator to reflect the level of representation of women, as well as their participation in decision making is the participation of women in elective decision making bodies. The Recommendation Rec(2003)3⁵³ of the Committee of Ministers of the Council of Europe to member states on balanced participation of women and men in political and public decision making states that the balanced participation of women and men means that the representation of both women and men in any decision-making body in political or public life should not fall below 40%. If you compare this benchmark with the level of representation of women in decision-making in Moldova, it is obvious that the requirement was not met (see the table below).

Mandate in Parliament	Number of women in Parliament	Percentage of representation,%
1990- 1993	12 out of 380	3.8
1994 - 1998	5 out of 101	4.9
1998 - 2001	9 out of 101	8.9
2001 - 2005	16 out of 101	15.8
2005-2009	21 out of 101	20.9
July 2009-2010	26 out of 101	25.7
2010 - 2014	19 out of 101	18.8

Table: The level of representation of women in Parliament, 1990-2010

The review by SCOs and the Central Election Commission of election rolls is an important component of performing comprehensive assessments of the chances of women to reach decision-making positions. In the last four parliamentary elections the share of female candidates – although it reached on average 29% (in 2005) – remained unchanged or even decreased (see the chart below).

⁵² http://cancelaria.gov.md/public/files/noutati/2013/4aprilie/Raport_Lege158_anul2012.pdf

⁵³ [https://wcd.coe.int/ViewDoc.jsp?Ref=Rec\(2003\)3&Language=lanEnglish](https://wcd.coe.int/ViewDoc.jsp?Ref=Rec(2003)3&Language=lanEnglish)

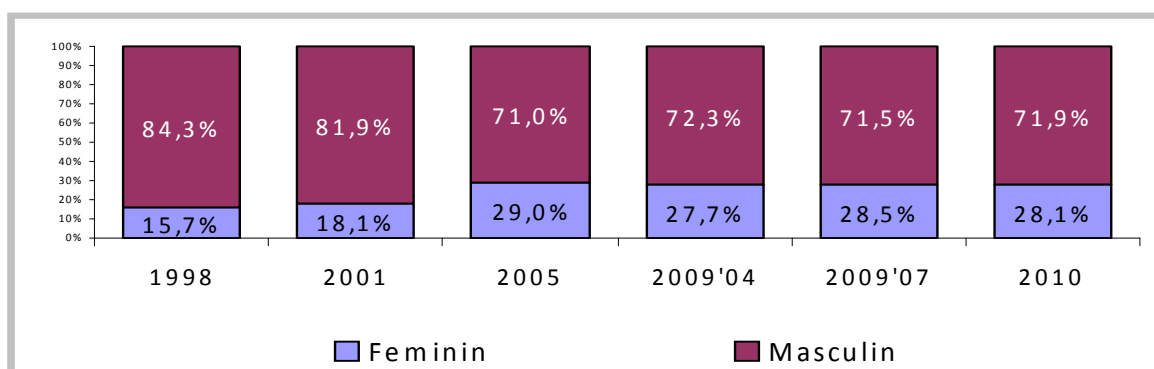


Chart: Distribution of candidates by gender on the lists of candidates to the position of Member of Parliament.

Although the share of women in total candidates running in parliamentary elections has not increased during the past four rounds of elections, the overall share of representation is close to 30 percent, which can be considered an achievement. However, when one considers the order of listing candidates on party lists, the situation is very unbalanced. Thus, there are parties that list a significant number of women among their candidates, but they are listed closer to the end of the list and have fewer chances to get elected and hold certain decision-making positions. The chart below shows the share of women among candidates within each decile (group of ten items) for the last six parliamentary elections.

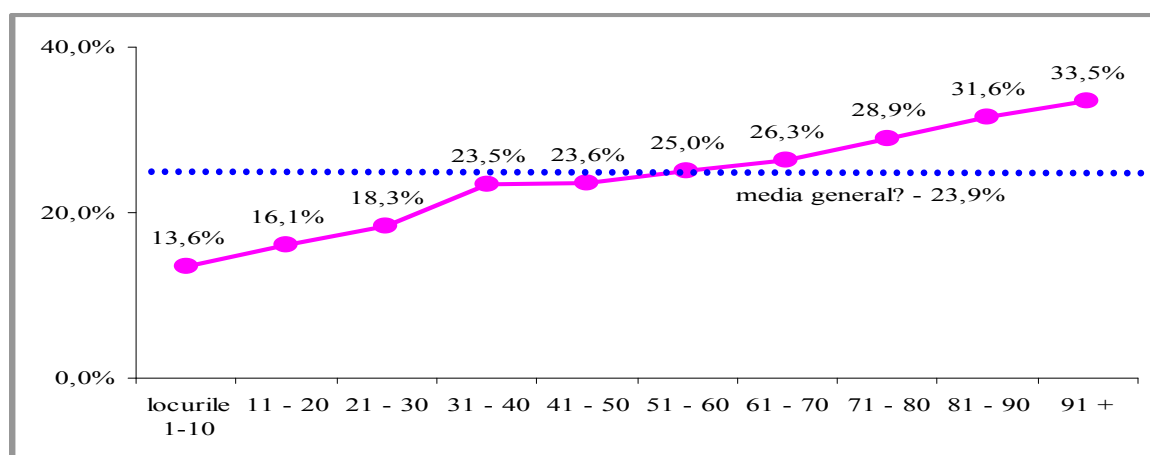


Chart 1: Positioning of female candidates on electoral lists by decile (1998-2010)1

Thus, women amounted on average to 23.9% of the total number of candidates in the last six parliamentary elections. If we look at their enrollment on electoral lists, we see that it varies depending on ranking, and the share of women increases continuously to the bottom of the list (from the lower to the upper deciles). In the first decile (the top ten positions on a list of 100 candidates) the share of women was 13.6%, i.e. much less than the general share on the lists (23.9%). In the second decile the share of women was again quite insignificant, namely 16.1%. It is only in the sixth decile (i.e. positions 51-60 from a list of 100 candidates) that the share of women is slightly higher than in general - 25%, further increasing steadily and reaching 30.6% in the last decile (the last ten positions on the list of candidates). Given the peculiarities of the Moldovan electoral system (directly proportional, based on lists of candidates) it is important to analyze the representation of women on electoral lists in terms of their ranking. It counts even

more than the number of women on the lists. A similar situation can also be observed when we look at the women's representation in local government. In the local elections of 2011, the share of female candidates for mayor positions was lower (18.9%) than the share of female candidates in the local elections in 2007 (23.5%).

Accordingly, after elections the situation does not improve significantly (see the table below).

Year	2003	2007	2011
Number of women elected mayor	138	163	166
Share of women elected mayor	15.37%	18.15%	18.51%
Share of women elected to local councils	-	26.5%	28.6%
Share of women elected to district councils and town halls	-	13.2%	17.4%

Table: Representation of women in local public administration in Moldova, 2003-2011

Moldova committed - by signing the Millennium Declaration - to several objectives regarding gender equality and empowering of women. Thus, Target 1 of MDG 3 is to 'increase the share of women in decision-making positions (from 26.5% at local councils in 2007 to 40% in 2015, from 13.2% at district councils in 2007 to 25% in 2015, from 18% female mayors in 2007 to 25% in 2015, and from 22% female MPs in 2005 to 30% in 2015).' The Government's MDGs Report⁵⁴ presented in 2010 at the UN ECOSOC Committee stated that the feasibility of achieving this target was estimated as 'probable'.

On 15 September 2010, a group of MPs⁵⁵ put on Parliament's agenda a bill that provides for amending the Electoral Code to introduce a mandatory minimum share of 30% of women on the lists of candidates for parliamentary and local elections.⁵⁶

Another initiative that is being reviewed in Parliament is the draft Law 181 dated May 15, 2014, which includes amendments to national legislation - 16 legislative acts - aimed at bringing it in line with the provisions of Law 5 of Ensuring Equal Opportunities to Women and Men. We would like to mention some of the proposed amendments: to set a participation share of 40 percent for both males and females in political and public decision making, by amending the Law on Government, the Law on Adopting the Parliamentary Rules of Procedures, the Election Code, the Law on Political Parties.

Case study. Shaking the myths about the reluctance of the population to increase women's participation in decision-making

In a survey conducted in 2012⁵⁷, Moldovan citizens were asked what they thought about increasing women's participation in decision-making⁵⁸. The answers given by respondents show a dispersed perception of the issue. The prevailing response was acceptance, i.e. the share of the

⁵⁴ The full report can be accessed at http://www.gov.md/public/files/raport_odm/ro/MDG_-_Cu_COPERTI_LINKS_pentru_web.pdf

⁵⁵ The draft Law can be accessed at <http://www.parlament.md/ProcesulLegislativ/Proiectedeactelegislative/tabid/61/LegislativId/245/Default.aspx>

⁵⁶ At the time of developing the report, the civil society and development partners were engaged in a comprehensive process of consultations and meetings with MPs to raise their awareness in this field.

⁵⁷ http://www.progen.md/files/5195_1604_raport_participarea_femeilor_sibarbatilor.pdf

⁵⁸ Survey carried out under the Omnibus service of the Centre for Sociological Investigations and Marketing CBS-AXA on a sample of 1,331 people, residents of Moldova (the right bank of the Nistru River only).

respondents who said that they believed that a greater presence of women is needed was a little higher than half of the total (about 54%). Given the current presence of women in leadership positions and the answers to earlier polls, we may conclude that the public shares the view that greater political participation of women is desirable.

The study showed no differences in approaches and opinions among people of different ages. For comparison, 55.5% of young people aged 18-29 support the need for greater presence of women in top leadership positions in the state, and 52.1% of respondents aged 60 and older are of the same opinion. Thus, the commonly shared belief that older people are more reluctant to admit the need for greater women's participation in political life was not validated. In order to clarify the opinions of Moldovan citizens about the mechanisms by which the rise of women in politics can be ensured, the respondents were asked to share their opinions about it. Thus, every second respondent stated that political parties should be required to include a specific number of women on election lists.

The answers of the respondents show that not only female voters exclusively advocate the promotion of mechanisms for enhancing women's presence in big politics, as was assumed, but that many men also share the same views (55.2% of women and 45.3% of men). Also, people with college and higher education support it to a greater extent (55%). Another question concerned the threshold to be imposed on the parties in order to increase the share of women on election lists. The analysis of the results leads us to the conclusion that the prevailing view of those who were in favor of representation quotas was that women should hold at least one third of the positions – this threshold was most often suggested by the respondents. One third of the respondents (34.5%) said that parties should be obliged to equally share the positions on the lists, and 6.5% think that women even need to prevail. Other respondents (15.3%) mentioned a threshold of 40 percent and only 23.4% set the threshold at 30%.

H. The Institutional Mechanism for Promotion of Women

The principle of ensuring equal opportunities for women and men is included in the Moldovan legislation in several acts, starting with the Constitution; however, the most important piece of legislation in this field is Law 5-XVI dated February 9, 2006 on Ensuring Equal Opportunities to Women and Men. This Law regulates the measures for promoting equal opportunities to women and men and eliminating direct and indirect gender discrimination in all spheres of public life in Moldova. It is important that the Law on Equal Opportunities for Women and Men specifies the need to include its principles in all 'policies, strategies and public programs, by-laws and financial investment projects', i.e. the need to ensure gender mainstreaming.

The law also provides an institutional framework to ensure equal opportunities for women and men by designating competent authorities with responsibilities regarding the ensuring of equal opportunities for women and men. They are: Parliament, Government, Government's Commission for Gender Equality, Ministry of Health and Social Protection (currently, it is under the Ministry of Labor, Social Protection and Family, acting as a specialized body), ministries and other central administrative authorities and local public authorities, i.e. the gender units.

Gender equality groups were created in 2010-2011 at line ministries: Ministry of Labor, Social Protection and Family, Ministry of Finance, Ministry of Economy, Ministry of Interior, Ministry of Defense, Ministry of Justice, Ministry of Health. Yet, at the same time, due to the lack of resources the gender units established at local public authorities were abolished, which led to poor consistency and continuity between national and local (at the level of districts and communities) state bodies, which is a hindrance to the effective operation of the institutional mechanism. The draft Law 180 dated May 15, 2014, which is undergoing review in Parliament, includes provisions aimed at improving the institutional mechanism at the national and local

levels by strengthening existing institutional links - creating a Steering Group on Gender Issues within central government.

In accordance with the Law, with a view to ensure enforcement of the provisions of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Government established a Governmental Commission for Gender Equality by Decision 350 dated April 7, 2006. Government approved the Regulation of the Government's Commission for Gender Equality through Decision 895 dated August 7, 2006. The composition of the Commission was reviewed periodically and currently includes vice-ministers, representatives of state institutions, development partners and civil society. The Division for Gender Equality and Violence Prevention Policies at the Ministry of Labor, Social Protection and Family acts as the Secretariat of the Government's Commission for Gender Equality.

The Department is engaged in a wide range of activities, and the need to optimize the institutional mechanism is an urgent priority. In this regard, it is recommended that gender units at ministries get institutionalized by enhancing their status and facilitating a complex process of training to integrate gender into sectoral policies. It is important to develop and use simple tools for integration of the cross-cutting gender dimension and to raise the awareness of civil servants. Including such modules in the continuous training of civil servants (e.g. gender sensitive policies, gender sensitive budgeting etc.) at the Public Administration Academy would contribute significantly to the optimization of the institutional mechanism for promoting women and strengthening gender equality in Moldova.

The adoption of relevant legislation was crucial for ensuring actual equal treatment of men and women, while ensuring actual gender equality is a process to be further supported by consistent approaches and concerted efforts of governmental and non-governmental organizations.

Issues of concern:

- Shortcomings in the work of the gender units caused by the heavy workload related to their main duties;
- Limited capacity of staff regarding gender-sensitive policies and gender mainstreaming in other sectors;
- Insufficient staffing of the Division for Gender Equality and Violence Prevention Policies;
- Lack of continuous sectoral training, including on specific gender issues.

Recommendations:

- Provide systematic training for gender units on gender mainstreaming in public policies and build their awareness of preventing and combating domestic violence and trafficking in human beings;
- Strengthen national partnership networks and international cooperation in the fields of gender equality, prevention and combating of domestic violence and trafficking in human beings.
- Adopt in Parliament the draft Law 180 dated May 15, 2014 on Amending and Supplementing Some Legislative Acts.

I. Human rights of women

Before the adoption of the Law on ensuring equality between women and men, some aspects of women's rights were covered in Chapter 11 of the first National Action Plan on Human Rights for 2004-2008, whereas the current Plan⁵⁹ for the years 2011-2014 approved by Parliament

⁵⁹ <http://lex.justice.md/viewdoc.php?action=view&view=doc&id=339395&lang=1>

Decision No. 90 dated 12.05.2011⁶⁰ does not contain specific articles regarding the promotion and respect of the rights of women.

The Commission for Human Rights and Inter-Ethnic Relations functions within the Parliament of the Republic of Moldova, and, included among its primary objectives is "ensuring equal opportunities for women and men".

The independent national institution for the promotion and protection of human rights is the Center for Human Rights⁶¹ (CHR), in which 3 parliamentary advocates carry out their duties, only one of which having a special portfolio – rights of children. Although, in the past, CSOs and development partners made attempts in this regards, the office of parliamentary advocate for the rights of women or for gender equality was not established.

Parliamentary advocates ("ombudsmen") empowered with responsibilities of ensuring the respect of human rights and fundamental freedoms through the provisions of the Law on parliamentary advocates and, implicitly, through art. 21 of the Law on ensuring equal opportunities for women and men, have not registered direct complaints with direct reference to this area. Ombudsmen believe that insufficient information of the public with respect to gender equality is one of the main causes of reduced complaints in this regard⁶².

After much debate at the national level, in order to create the necessary framework for the implementation of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, published in the Official Journal of the European Union No. L180 dated 19 July 2000 and Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in terms of employment and occupation, published in the Official Journal of the European Union No. L303 dated 2 December 2000, the Parliament of the Republic of Moldova adopted the Law No. 121 dated 25.05.2012 on ensuring equality⁶³. The Law aims mainly to prevent and combat discrimination, as well as to ensure equality of all persons in the Republic of Moldova in the political, economic, social, cultural and other spheres of life, irrespective of race, color, nationality, ethnic origin, language, religion or belief, sex, age, disability, opinion, political affiliation or any other similar criteria. On the basis of this Law, the Law No. 298 dated 21.12.2012⁶⁴ on the operation of the Council for the prevention and elimination of discrimination and ensuring of equality was passed. Although the Framework Regulation entered into force on 01.01.2013, de facto the Council commenced operation in October, 2013 and for this reason, the Council has not yet prepared a comprehensive study on the phenomenon of discrimination, in accordance with art. 12 of the Law. In May, 2014 the Council presented an activity report, stating that, during 2013, the Council received 44 complaints, of which 34 were retained for examination and of these, only two reported discrimination on the basis of gender.

Case study. Case examined by the Council regarding the alleged discrimination on grounds of gender

*Case 019/2013 brought by A.C. against I.U.*⁶⁵

In the complaint concerned, the petitioner claims that the defendant incited to discrimination on grounds of gender, uttered words of hatred against women and xenophobia in his speech at the general assembly of the village X, Y district, on 16.06.2013. Having examined all the materials of the case, the Council found that the facts alleged in the complaint constitute incitement to

⁶⁰ The Commission for the implementation of the National Action Plan on Human Rights for 2011-2014 was created by Government Decision No. 70 dated 06.02.2012.

⁶¹ www.ombudsman.md

⁶² http://www.ombudsman.md/sites/default/files/rapoarte/informatieonu_1.pdf

⁶³ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=343361>

⁶⁴ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=346943>

⁶⁵ <http://dis.md/wp-content/>.

discrimination against women and xenophobia. According to the Council, in his speech, the defendant I.U. used expressions of hatred against women who, in his opinion, should be subjected to physical violence "because they are women" and hatred towards foreigners (xenophobia), non-locals, people who moved to the village X. The Council ordered the defendant to make a public apology to the petitioner.

Findings and recommendations:

- The Council recommends organizing training for central public administration and local public administration in order to raise awareness and understanding of the authorities concerned and society in general about the inadmissibility of discrimination on grounds of sex/gender.
- The Council recommends to public authorities to undertake measures to strengthen dialogue with specialized NGOs and media for the prevention of cases of spreading hatred and violence against women;
- The Council finds an urgent need to critically analyze the law in order to combat hate speech and xenophobia, etc.

J. Women and mass-media

The media can exert an important influence on the political and social agenda. It informs the public, reflects its views or what the various components of society deem to be important. The role of the media in establishing and perpetuating certain values and norms is considerable. Hence the strategic place of the media in the pursuit of gender equality issues and gender relations, as well as familiarity with the concept of an integrated approach towards gender equality.

The *Law on ensuring equal opportunities between women and men*, adopted by the Parliament on 9 February 2006, contains a special article covering media, namely: "(1) The media contributes to the promotion of the principle of equality between women and men in society, by developing programs and materials to overcome gender stereotypes and (2) Any public discourse or materials that depict women or men in a manner humiliating to their dignity shall be deemed unacceptable and is countered under this law".

Research conducted at the global level shows that media productions reflect men and women in a different and biased manner in media content, which perpetuates a crass imbalance between the sexes both in terms of its weight and in regards to themes. Thus, women are still the "marginalized group" and men - the "favored". In other words, the media does not provide a balanced picture of men and women, their involvement and contributions to public and private life. Media products with reference to women (written, audio, video and digital) often show a negative and degrading image of them, which harms the image of women in society, causing serious repercussions on how they perceive themselves and are perceived by men. Moreover, advertising and humiliating and violent media products also negatively affect women's self-image and thus their participation in society.

According to the study "Gender and media. For a gender-sensitive press"⁶⁶, men are represented in the media in Moldova predominantly in public situations (at work, "wearing a suit and tie"), thereby reinforcing the idea that their main concern are the political and administrative problems. Women, traditionally associated with private life, are found in public situations very rarely, and are much more frequently portrayed in a "domestic" entourage. Few in number and unsuggestive in terms of message (most are advertising illustrations or from "special" sections) are the mixed

⁶⁶ Center „Partnership for Development”, 2007, by L. Handrabura

images portraying the private sphere, where we expected to find men and women as partners in actions showing a shared involvement and responsibility, but unfortunately, it is not so.

A study conducted by UN Women in 2008-2009 on the media coverage of the image of women and men as professionals revealed that the occupational gender reality is one disadvantageous for women. This is because, in the analyzed newspapers and magazines, articles and illustrations of men practicing certain professions or holding public office, capitalizing on actions, skills, professional and public achievements of men accomplished from the professional point of view, of those with political affiliation or of influential opinion leaders from civil society, prevail in a detached manner. The study shows that only 20% of the analyzed articles present a balanced view of women and men, 63% - male professionals, between 3% and 27% - female professionals. Of the total number of pictures, the ones representing men prevail (27% - men, 17% - women). Men as professionals are represented exclusively in their professional environment. Mixed photos with women and men represent, on average, 17%. Photos of female professionals represent them in the private sphere, in a relaxed ambience, irrelevant to their profession. Some of the publications show very few pictures of female professionals (1-2%), or are limited to images of women in showbiz (thus emphasizing their appearance more than their value as professionals). Most often, the intent of the authors is not to denigrate women as a social group or to show the superiority of men, but, due to stereotypes, these differences in the biased approach towards men and women continue to occur frequently. Gender roles "detached" from the analysis have reconfirmed previous findings and observations, and, at the same time, entrenched stereotypes regarding the scope and nature of the activities performed separately by each gender. This picture amplifies known types of femininity and masculinity. Men are present in most areas of employment (central and local government, industry, health, military, culture, sports). They are those who think, produce, make, initiate and carry out projects, negotiate, evaluate, choose, engage in active leisure. Materials referring to women as professionals are less numerous, and, in regards to content, differ from those with male protagonists, by highlighting their reproductive role and household responsibilities. The basis of the information about women consists of primarily psycho-emotional criteria, which leads to highlighting the events with a strong emotional and imaginary resonance, due to the exceptional or dramatic situation described. The actions of the women portrayed lead to a distorted and stereotyped perception.

In Moldova, UN Women traditionally granted media increased attention by conducting research, and carrying out projects and initiatives (in collaboration with civil society organizations and media institutions), meant to enhance the gender culture of the representatives of the media. Following these trainings and other awareness and accountability increasing activities, some improvement is seen in some segments (articles and photos), whereas others remain anchored in the old discourse (discussion programs on political, economic topics).

Good practices. Media and the balanced approach to the image of women and men

Example 1.

The Association of Independent Press (AIP), in collaboration with other CSOs (Center for Independent Journalism, Center "Partnership for Development", etc.) implemented several initiatives in recent years to promote a balanced approach to the image of women and men in the media of Moldova.

At the beginning of the current year, AIP and the United Nations Entity for Gender Equality and the Empowerment of Women in Moldova (UN Women) organized a roundtable entitled "The role of media in covering women's participation in public life." The event facilitated discussions between media representatives with those of other stakeholders (government agencies, NGOs, development partners, private sector) about how journalists can change Moldovan realities still not providing equal opportunities for women to participate in the economic, social and political

life of the country. In addition, the final Report on the exercise of gender-based self-evaluation⁶⁷ was presented at the round table, having involved 17 institutions of printed and online media for 9 months (February-October 2013), carried out under the "Economic Empowerment of Women" Program, implemented by UN Women jointly with the Ministry of Labour, Social Protection and Family, Ministry of Economy, with the support of the Government of Sweden. The importance of discussing this theme is even greater, as 2014 is an election year, and media institutions have an important role in promoting the ensuring of equal representation of men and women in all election processes, including the lists of candidates.

In addition, at the roundtable, media professionals and other experts have examined a set of recommendations to ensure gender balance, and 30 media institutions and journalists have pledged to promote gender equality in their materials. In turn, media institutions have agreed to provide an example of a gender-balanced presentation, thereby contributing to changing stereotypical attitudes.

Following the steps of the MLSPF, development partners and civil society, these 30 media from Moldova signed a commitment to promote gender equality in published materials, thus helping to eliminate stereotypes and discourage the propagation of gender disparities.

Example 2

The initiative of the Centre for Independent Journalism, which during 2013-2014 formed a group of university professors from the Faculties of Journalism and Communication Sciences, in order to develop and subsequently implement the academic course "Equitable approach to women and men in the media" at the 5 specialized faculties of the universities in the Republic of Moldova, is included in the same context. In addition, the CIJ has provided trainings and mentoring for young journalists to sensitize them on gender issues. Following these activities, the journalists prepared various media products (articles, audio, video, online reports, etc.) addressing issues of gender, to be distributed to colleagues in the media by means of a publication.

Mass media do not only reflect the current reality, still dominated by gender imbalances, but also construct and reconstruct this reality by means of the social representations within the public discourse. In this regard, the media should be the beacon that promotes and produces new attitudes, values, principles and ideas, embodied in the concepts underlying the approach of participatory democracy - equal opportunities for all, public and private partnership.

K. Women and the environment

The Beijing Platform emphasized back in 1995 that there was a reduced recognition of the knowledge and the role of women in environmental management, as well as their under-representation at the governmental level in this area. Despite international recognition of the need to involve both women and men in environmental management, women remain largely absent at all levels of policy and decision-making in regards to natural resources and management, to conservation and rehabilitation programs.

In Moldova, gender issues relating to the environment are not yet addressed in either of the strategic or public policy documents, but is found sporadically in some publications. The study of the Ministry of Health "Environment and human health" (2010) states that long-term use of drinking water with high levels of mineralization may contribute to various diseases, including calculous types. Thus, a relatively high incidence was identified in genital-urinary diseases, including urinary stones. The statistical data show that this disease is more specific to women, but the study did not make a specification to this effect.

⁶⁷ http://www.api.md/upload/editor/RAPORT_FINAL_autoevaluarea_institutiilor_mass-media_prin_prisma_dimensiunii_de_gen.pdf

The same study underlines the condition that one of the indicators for future health problems is obesity. Research reveals that in Moldova 12.6% of people in the age group 18-24 years have a body mass index (BMI) greater than 25.0, and 4.6% - greater than 29.9. At this age, increased BMI is recorded more frequently in men (17.6% vs 7.8% in women). To increase the amount of iodine consumed by the population of the country, the Government passed a decision (1998) approving the National Programme for the eradication of iodine-deficiency diseases, updated in 2007. According to the Program and the National Health Policy, combating iodine deficiency will be carried out by universally using iodized salt. The specific weight of the other products fortified with iodine is negligible. Iodine deficiency is a critical issue for pregnant and breastfeeding women, but the study does not refer to this gender perspective on the problem of iodine insufficiency.

The research points out that the measures that were undertaken lead to positive results. The Demographic and Health Study showed that, until 2005, the share of households consuming adequately iodized salt was already 59.8%. The results of the socio-hygienic monitoring confirm this data - by 2008, most of the table salt samples, taken from different economic units (deposits, trade and public dining establishments, preschool institutions, hospitals, etc.) iodine content met the requirements in force. This aspect has a significant gender nuance, given the fact that women traditionally cook and procure food.

However, there has been a rapid growth in the number and visibility of women's NGOs working on these issues. Therefore, in achieving the state policy and environmental strategies, the Ministry of Environment cooperates with NGOs and through them - with civil society as a whole. There are currently more than 400 such environmental associations registered in the Republic of Moldova. The principles of collaboration of the Ministry with NGOs are stipulated in a memorandum, initiated and signed in 1996 and updated in 2003, in order to correlate and coordinate activities, specify the relations between the parties and set out certain mutual obligations.

Currently, NGOs are represented in the councils of administration of the National Environmental Fund and local environmental funds, in the working groups for the implementation of international and regional environmental conventions to which the Republic of Moldova is a party, in the official country delegations to international environmental fora.

Environmental associations annually receive financial resources from the National Environmental Fund and local funds for carrying out projects for the remedying and monitoring of the state of the environment, informing the population on the quality and state of the environmental factors, environmental training and education.

Among the most active NGOs in the field of the environment are those constituted by women, both locally as well as nationally. The same concern for the environment is also visible among local initiative groups, whose members are predominantly women. Both the aforementioned NGOs, as well as the initiative groups, actively participate in the discussion of policy proposals and other strategic documents released by the Ministry of Environment.

L. Girls' issues

39, 4 thousand children were born in 2012, which is with 0.6% more than in 2011. Annually, more boys are born than girls: out of the total live births, 51.7% were boys, the masculinity ratio being 107 boys to 100 girls. Live-births by age group of mother are concentrated under the age

of 30. At the same time, in 2012 the decreasing trend of the ratio of births to women aged under 20 – 8, 0% of the total of live-births, in contrast to 16, 9% in 2000. The average age of the mother at the first birth was 23, 7. Mothers in the rural area give birth at an earlier age than mothers in the urban area, namely at 22, 8 and 25, 1.

School attendance among children of compulsory education age (7-15 years old) is of 99, 1%, being higher in the urban area than in the rural area (99, 7% and correspondingly 98, 8%). For girls in this age group the school attendance rate is higher than for boys (99, 4% and correspondingly 98, 8%). Besides this, nearly 90% of the six-year-olds and a quarter of the five-year-olds already attend school or kindergarten.

Out of the total of children aged between 5 and 17 – 29, 6% (177 thousand) carried out an economic activity in the reference period. Out of these 2, 5% belonged to the 5-7 age group, 18, and 6% – to the 8-11 age group, 36, and 6% – to the 12-14 age group, 42, 3% – to the 15-17 age group. The ratio between the number of boys and that of girls who carried out an economic activity is 3:2.

The analysis of the given data shows that two thirds of the children started to work at an age between 7 and 10. There are no significant gaps between sexes: both boys and girls start working at about the same age. In addition to this, the distribution by averages shows that children in rural settlements start working at younger ages than those in urban settlements. Thus, between the ages of 6 and 8, children in the rural who have started working prevail (in the total of children in the given area). Starting with the age of 12 things change: the ratio of children in the urban area is predominant.

According to the results of the study⁶⁸ “Activities of children in the Republic of Moldova”, the number of children who are engaged in child labour makes up 109, 0 thousand, that is 18, 3% of the total of children and 61, 6% of the total of children who carry out economic activities. The structure by sexes and averages shows that the proportion of boys engaged in child labour is higher than that of girls (63% and respectively 37%) and share of the rural area is higher, making up 91% in contrast to 9% in the urban area.

More recent data provided by the MCIS⁶⁹ study indicate that out of the total number of boys and girls, more girls than boys attend preschool education programmes (90% - boys and 95% - girls). Children in Moldova continue to be affected by migration — every fifth child has a biological parent abroad. At the same time, violent discipline is present in the majority of families — 75% of the children aged between 2 and 14 are subjected to physical or psychological violence. The study highlights that even if adults do not consider necessary the use of violence to discipline children, they still use violence, which indicates lack of knowledge about positive disciplining methods and the need for parental education programmes. Among children aged between 2 and 14, boys are more often subjected to physical violence (51%) than girls (45%). Disparities are also noticed with respect to sanitation — in the rural area, only 9% of the households use a water closet, in contrast to 75% in the urban area. Besides this, 86% of the population uses enhanced drinking water sources. The data of this study reveal that 7, 5% of teenage girls (15-17 years old) were pregnant at the time of the carrying out of the study or had already given birth to their first child.

Good practices

Educational field

⁶⁸ The statistic study on children’s activities was for the first time carried out in the Republic of Moldova, thanks to the support provided to the National Bureau of Statistics by the Statistical Information and Monitoring Programme on Child Labour of the International Labour Organisation, International Programme on the Elimination of Child Labour (ILO-IPEC) and the United Nation Fund for Children in Moldova (UNICEF)

⁶⁹ http://www.unicef.org/moldova/ro/MICS_RO_22-04-14.pdf

The curriculum of the subject matter “Technological education” in primary school does not differentiate educational activities by sex. In lower secondary forms, technological education classes are different for boys and girls, but teaching modules are selected according to the technical and material means and teacher’s skills. Application for various modules is voluntary and there is no restriction for boys or girls. In the 9th form, the module “Professional fields” is studied. During this module the preferred occupational fields are identified and the choice for the future trade/profession is determined according only to personal interests and skills. Thus, it is attempted gradually to diminish gender profession stereotypes.

The subject matter “Civic education”, which is compulsory for the lower and upper secondary stages (5th to 10th forms) and is a part of the Framework plan for primary, lower secondary, middle general and upper secondary education, comprises two modules “Man – a social being” and “Life and health – personal and social values”, where students are educated based on family values and the assumption of associated responsibility. The subject matter “Education for family life” is taught optionally in the upper secondary stage (10th to 12th forms). In the secondary general stage (9th to 11th forms) and in the secondary vocational institutions, the subject matter “Education for family life” is compulsory, being studied during the 10th form and the 1st year of secondary vocational school (nearly 34 hours per year).

At the same time, educational plans do not differentiate between sexes. Article 6 of the Education Law (2003) confirms the right to education, which is guaranteed irrespectively of nationality, sex, age, origin and social status, political or religious affiliation and criminal record. The state guarantees equal chances of access to public institutions of upper secondary, vocational, middle vocational and higher education, depending on aptitudes and capacities.

Relevant data and statistics

A proper knowledge of life conditions of women and men implies systematic statistical record, taking into account the sex of the people involved, as well as other conceptual variables like age and level of studies. It is absolutely necessary to identify, collect, use and broadcast these types of data. Special attention should be paid to data referring the dynamics and development of relations between the two sexes: are there noticed any changes, in what context and at what pace? Statistics are the basis of any analysis of the relations between sexes. They make possible, at the same time, the formulation of hypotheses for the purposes of forecast and a better assessment of policies undergoing assessment. In addition to this, they are a valuable tool in raising public awareness.

With a view to monitoring the progress and development and also the characteristics of the new objectives, international⁷⁰ and national⁷¹ documents stipulate the need to use gender statistics. Namely gender statistics should indicate the place and role of women and men in a society, taking into account the characteristics of women and those of men as socio-demographic groups, as well as the socio-economic relations with which they are dealing in society. Women and men should be “visible” in the policies and actions carried out. Gender statistics and indicators are essential elements in defining targets and monitoring the progress made in the achievement of gender equality and of the broader society development objectives.

⁷⁰ Convention on the Elimination of All Forms of Discrimination against Women (1979), Beijing Platform and Action Plan (1995), Millenium Development Declaration (2000), the Recommendation CM/Rec(2007)17 of the Committee of Ministers by the member states on the standards and mechanisms for ensuring gender equality, etc.

⁷¹ Law no.5-XVI on ensuring equality of chances between women and men (2006), the 2010-2015 National Programme for ensuring gender equality in the Republic of Moldova, etc.

In view of the above-mentioned, in 2008, the National Bureau of Statistics of the Republic of Moldova approved the Harmonised set of gender-sensitive development indicators in the context of MDGs, drafted with the conceptual support of the United Nations Development Fund for Women/ UN Women and published under the UNDP, UNIFEM/ UN and UNFPA joint project „Consolidating the National Statistical System” with the financial support of the Swedish International Development Cooperation Agency (currently the Swedish Embassy) and UNDP Moldova.

As a result of the process of drafting the fourth and fifth combined periodic reports on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women in the Republic of Moldova, of the exercises of monitoring the carrying out of the Action Plan for the 2010-2011 implementation of the 2010-2015 National Programme for Ensuring Gender Equality, some deficiencies were found in the selection of relevant indicators and their interpretation by specialists.

Taking into consideration the recommendations of the specialists, the Harmonised set of gender-sensitive development indicators in the context of NPEGE, under the joint UN project „Consolidating the National Statistical System” (with the support of UNDP; UN Women and the Swedish Government). This harmonised set is intended to ensure the supply of relevant statistic data and some interpretations of the main indicators, which might serve as efficient work tools for decision-makers in drafting fair policies both for men and women, and also in monitoring and assessing them. This document was drafted based on the Harmonised set of gender-sensitive development indicators in the context of MDGs (2008), being in line with the priorities of the 2010-2015 National Programme for ensuring gender equality.

The indicators were grouped according to the fields of the NPEGE and from the point of view of the availability in the National Bureau of Statistics. In order to validate the proposed indicators, a series of workshops were organised, with the participation of national experts, gender divisions of CPA, civil society representatives and international structures active in the field.

Out of the total of 52 indicators of the minimum set in the case of the Republic of Moldova, the majority are available and could be calculated based on the availability of information in primary data sources, except for 3 indicators: i) adult population with access to credits, ii) population access to antiretroviral substances and iii) prevalence of genital mutilation, which is not relevant for the Republic of Moldova.

Most of the indicators of this set have as reference source the systematic researches or those carried out with a certain periodicity by the National Bureau of Statistics. At the same time, some indicators will have as data source the thematic studies carried out by the country with the support of international partners like DHS, MICS or other studies based on measuring certain behavioural factors (smoking, overweight, use of birth control devices, etc.).

Considering that this is a minimal set and each region may formulate indicators that are specific to its economic and social context, UNECE formulated a more detailed set of 129 indicators, which is at the stage of testing and finalisation. Currently, RM has 82 of this set’s indicators. It is noteworthy that a part of the UNECE indicators are included in the Harmonised set of gender-sensitive development indicators formulated in 2009, as well as in the indicator set drafted by the MLSPF for the monitoring of NPEGE.

The production of gender-sensitive indicators also implies the involvement of other producers and holders of statistics (MIA, MJ, MH, etc.), who have fortified during the past years their efforts to integrate the gender dimension in the process of data collection. However, a part of the indicators are not formulated regularly by some institutions, hence, it is necessary, in this connection, to create a mechanism for ensuring the process of collection and dissemination of data.

In order to provide users with data regarding the incidence and prevalence of violence against women, in 2010 NBS carried out the household study – “Violence against women” under the

joint UN project "Consolidating the national statistical system". This study offers information necessary for the calculation of 8 indicators⁷² out of the 9 recommended by the UN statistical commission, and namely:

- Incidence rate of physical and sexual violence, by severity and relation with the aggressor (2 indicators)
- Prevalence and incidence rate of physical and sexual violence, by severity and relation with the aggressor (2 indicators)
- Incidence rate of physical and/or sexual violence from the husband/ partner (1 indicator)
- Prevalence and incidence rate of physical and/or sexual violence from the husband/ partner (1 indicator)
- Incidence rate of economic violence from the husband/ partner (1 indicator)
- Incidence rate of physiological violence from the husband/ partner (1 indicator)

Good practices. Gender statistics

Example 1

During the past years, the National Bureau of Statistics was engaged in several initiatives and projects, launched by the Government in partnership with UNDP and other development partners. In 2009, the UN Development Fund for Women, currently UN Women, organised the conference "Promotion of policies on gender equality and demographic processes through the advanced use of official statistics". The conference brought together representatives of central and local public administration, international organisations, academic environment, civil society and mass media. The 4th issue of the statistical collection „Women and men in the Republic of Moldova” was launched at this conference. The publication was drafted with the support of UN Women under the UN joint project „Consolidating the National Statistical System” (UNDP, UN Women, UNFPA) and the financial support of Swedish International Development Cooperation Agency. The Publication is accompanied by a statistical abstract with basic statistical indicators for 2008 with respect to the following fields: participation of women in public and political life, demographics, employment and unemployment, healthcare, education, migration, social protection, criminality, living standards and international statistics.

Statistic data come, for the most part, from various types of researches carried out by the National Bureau of Statistics of the Republic of Moldova, but also from other administrative sources. In comparison to previous issues, the current publication was subjected to a review of the content and presentation format. Since 2009 the collection has include a bigger number of indicators and a larger range of fields, as well as the description/ analytical interpretation of the given statistical indicators that help users gain an overall perspective on the state of women and men and understand better the dynamics of the relations between sexes, the progress made in achieving equality, and the disparities existing at the level of the whole society.

Example 2

The National Bureau of Statistics held the seminar "Use of gender-sensitive development indicators in the field of the labour market and of the living standards", with the participation of Ms. Adriana Mata Greenwood, international expert from the Statistics Department of the International Labour Office (Geneva), as well as the representatives of the competent ministries and organisations, data users, NBS specialists and statistical data producers. The agenda of the

⁷² The indicator regarding the rate of women subjected to genital mutilation is not available.

seminar regarded gender-sensitive labour market indicators and the remuneration gaps from the point of view of gender (Gender Pay Gap), and the work sessions also included practical exercises useful for current activities.

Harmonised set of gender-sensitive development indicators in the context of MDGs (launched in June 2008) targets the creation of a platform for the integration of the gender dimension in national policies and also serves as a tool for the efficient monitoring and reporting on the promotion of gender equality in Moldova. Thus, this set contributes to the carrying out of the national and international commitments of the country. The Harmonised set of gender-sensitive development indicators in the context of MDGs was drafted in a participative manner (involving representatives of the Government, civil society, academic environment, donor organisations, mass-media) during extended meetings and 5 public round tables.

New and revised indicators were harmonised with the priorities and tasks of the national strategic documents (like the National Development Strategy, the 2006-2009 National Plan „Promotion of human genders equality in society”) and aligned with the national and international commitments of the state regarding international UN treaties (including Millennium Development Goals, the Convention on the Elimination of All Forms of Discrimination Against Women, Beijing Action Platform, etc.).

With a view to disseminating gender data and statistics, NBS launched a compartment on its webpage, Gender statistics, where it provides up to date data of public interest, which can be used by social stakeholders and also by journalists or researchers. At the same time, NBS is willing to offer information on request, with respect to any gender indicators that are not included in the Gender statistics compartment. Human and technical resources of NBS make possible the collection and storage of all data in accordance with gender indicators, but the lack of specialised software and appropriately trained staff creates difficulties for other CPA and LPA in the process of gender statistics collection, for which reason, NBS is currently the main body responsible for the collection, centralisation and distribution of data regarding gender indicators.

Current priorities and recommendations

The key priorities of the Republic of Moldova are the following:

1) Increase women’s participation in decision-making and political activity

Recommendations:

- a) The Parliament should adopt the draft law on the amendment of certain laws related to gender equality. The recommended amendments shall include a participation rate of 40 percent of both sexes in political and public decision-making, with amendments to the Law on Government, the Law on Parliament’s Rules, the Election Code, the Law on Political Parties, etc.
- b) Implement training programmes for girls and women in civic, economic and political leadership, with special focus on certain social groups (age, area of residence, economic status, ethnicity, health status, etc.).
- c) Carry out extensive public awareness campaigns on the importance of balanced participation of women and men in decision-making;
- d) Continue the partnership with the media to ensure gender-sensitive balanced approach to women and men in the media, focusing on increasing the visibility of women in areas of expertise traditionally considered masculine (political and economic analyzes, security,

finance government, foreign policy, etc.) and promotion of women's role models of achievement and performance.

2) Increase the economic empowerment of women and strengthen their financial independence

Recommendations:

- a) Facilitate business climate for women with special attention to certain social groups (age, area of residence, economic status, ethnicity (ethnic minorities, especially Roma people), health (particularly women of HIV/AIDS, disabled), etc.)
- b) Develop programmes to support entrepreneurial initiatives of young women in rural areas (age, area of residence, economic status, ethnicity (ethnic minorities, especially Roma people), health (particularly women of HIV/AIDS, disabled), etc.)
- c) Promote public awareness campaigns on female entrepreneurship and its benefits for personal, family and country development.

3) Prevent and fight domestic violence

Recommendations:

- a) Continue to monitor the implementation of legislation and to improve the national mechanism if needed (based on constant monitoring);
- b) Organize extensive national campaigns on non-violence with a targeted influence on various social groups (age, area of residence, level of education, ethnicity, health, etc.).
- c) Crosscutting inclusion of prevention aspects in educational modules at all levels of education;
- d) Create a wider network of centres specialized in working with DV victims and perpetrators, including the implementation of the legal framework for the service providers in the field;
- e) Develop working protocols on DV cases and risks (i.e. suicide, risk behaviours, addictions, etc.) to be distributed to family doctors and teachers;
- f) Train specialists able to intervene in the prevention and fighting DV (police, judges, psychologists, social workers, etc.) by including mandatory training modules in initial and continuous training.

4) Pursue efforts to ensure gender mainstreaming in national, sectoral and crosscutting policies and programmes.

Recommendations:

- a) Develop and institutionalize available methods on gender mainstreaming and a minimum set of tools (e.g., gender analysis, gender impact analysis, checklists, etc..) at all stages of development and implementation of public policies;
- b) Increase the capacity of gender units and strengthening the Department on policies to ensure gender equality and prevent violence;

5) Achieving gender responsive budgeting in the medium term expenditure framework

Recommendations:

- a) Include gender dimension in fiscal budget policies;
- b) Identify best practices in local budget policies and extending them nationwide;
- c) Include gender dimension the cost effectiveness analysis of the proposed policies, as a means of efficient resource allocation;
- d) Mandatory consulting with CSOs and particularly, those of women or initiative groups during discussion of the budget for the following year;
- e) Use data of the time-use survey developed by the NBS, in public policy
- f) Increase the capacity of the Ministry of Finance on gender responsive budgeting (technical knowledge, gender sensitivity, etc.)

6) Develop a new programme aimed at ensuring equality between women and men

Recommendations:

- a) Create a national platform of the government sector, private sector, development partners and CSOs for consultation and identify areas for further intervention

7) Promotion of specific measures on women promotion/advancement

Recommendations:

- a) Adopt the Draft Law in order to harmonize legislation with the Law on equality between women and men
- b) Identify other interim measures on women empowerment (i.e. quotas of representation in the boards of large and medium-sized enterprises)

8) Promotion of education for human dignity and non-violence

Recommendations:

- a) Conduct social campaigns and media awareness raising campaigns
- b) Continuous monitoring by LPA of cases of DV
- c) Include non-violence and human dignity issues in the school curriculum in the context of the 2015 curricular revision

9) Strengthening financial independence of women

Recommendations:

- a) Improve the business environment and increase the accessibility of credit services
- b) Eliminate the causes encouraging "double accounting" and unofficial payment of wages
- c) Ensure accessibility of health services, infrastructure, etc.

10) Ensure social protection for vulnerable groups

Recommendations:

- a) Adopt measures to protect single parents who raise their children on their own, parents with disabilities, the elderly, people living with HIV and other vulnerable groups
- b) Launch the pension system reform
- c) Increase accessibility to services and infrastructure

ANNEXES

List of available relevant publications:

- Ghidul Utilizatorilor Statisticilor de Gen (Gender Statistics User's Guide)⁷³
- Bărbați și Femei pe piața muncii în Republica Moldova (Women and men on the labour market of the Republic of Moldova)⁷⁴
- Portret statistic al femeilor și bărbaților în Republica Moldova (Statistical Portrait of Women and Men in the Republic of Moldova)⁷⁵
- Forța de muncă în Republica Moldova. Ocupare și Șomaj (Labour force in the Republic of Moldova. Employment and Unemployment)⁷⁶
- Condițiile de creare și dezvoltare a întreprinderilor în Republica Moldova: analiza prin prisma de gen (Conditions for establishment and development of businesses in Moldova: Gender analysis)⁷⁷
- Piața muncii în Republica Moldova (Labour market in Moldova)⁷⁸
- Femei și bărbați în Republica Moldova. Analiză în aspect teritorial (Women and Men in the Republic of Moldova. Analysis from territorial perspective)⁷⁹
- Setul armonizat de indicatori de dezvoltare sensibili la dimensiunea de gen în contextul Obiectivelor de Dezvoltare ale Mileniului (Harmonized set of gender sensitive development indicators in the context of the Millennium Development Goals)⁸⁰
- Migrația forței de muncă în Republica Moldova (Labour Migration in Moldova)⁸¹
- Reconcilierea vieții profesionale cu viața de familie (Reconciliation of professional life with family life)⁸²
- Copiii Moldovei (Children of Moldova)⁸³
- Munca copiilor în Republica Moldova (Child labour in the Republic of Moldova)⁸⁴
- Tranziția de la școală la muncă (Transition from school to work)⁸⁵
- Ocrotirea sănătății în Republica Moldova (Health care in the Republic of Moldova)⁸⁶
- Romii în Republica Moldova (Roma people in the Republic of Moldova)⁸⁷
- Monitorizarea situației copiilor și femeilor (Monitoring the situation of children and women)⁸⁸

⁷³ http://www.statistica.md/public/files/publicatii_electronice/Gender/Gen_Guide_2008.pdf

⁷⁴ <http://www.statistica.md/pageview.php?l=ro&idc=263&id=2200>

⁷⁵ http://www.statistica.md/public/files/publicatii_electronice/femei_si_barbati/Portret_statistic_femei.pdf

⁷⁶ <http://www.statistica.md/pageview.php?l=ro&idc=263&id=2204>

⁷⁷ http://www.statistica.md/public/files/publicatii_electronice/conditii_intreprinderi/Conditii_creare_intreprinderi_ro.pdf

⁷⁸ <http://www.statistica.md/pageview.php?l=ro&idc=263&id=2203>

⁷⁹ <http://www.statistica.md/pageview.php?l=ro&idc=263&id=2199>

⁸⁰ http://www.statistica.md/public/files/publicatii_electronice/Set_armoniz_indic/1_full_RO_final_publicata.pdf

⁸¹ http://www.statistica.md/public/files/publicatii_electronice/migratia/Sinteza_MFM_2012.pdf

⁸² http://www.statistica.md/public/files/publicatii_electronice/Reconcilierea/Reconcilierea_2010.pdf

⁸³ http://www.statistica.md/public/files/publicatii_electronice/Copiii_Moldovei/Copiii_Moldovei_ed_2012.pdf

⁸⁴ http://www.statistica.md/public/files/publicatii_electronice/piata_fortei_de_munca/Munca_copiiilor_2009.pdf

⁸⁵ http://www.statistica.md/public/files/publicatii_electronice/Cercetarea_TSM/Sinteza_TSM.pdf

⁸⁶ http://www.statistica.md/public/files/publicatii_electronice/Ocrotirea_sanatatii/Ocrotirea_Sanatatii_2013.pdf

⁸⁷ http://www.md.undp.org/content/dam/moldova/docs/Publications/Democratic%20Governance/UNDP_MD_Roma%20Report.pdf

⁸⁸ http://www.unicef.org/moldova/ro/MICS_RO_22-04-14.pdf

Gender indicators

List of indicators (see table below)

Self-employed, by sex and area of residence
Share of unpaid persons in total employed in non-agricultural activities, by sex and area of residence
Employment, by sex and level of education
Incomplete employment/underemployment, by sex
Employment rate for women and men with children aged: 0-1 years; 2-3 years; 3-6 years; 7-10 years; 11-15 years; 16-17 years; without children aged 0-17 years
Employment in the informal sector and informal employment, by sex
Labour force by level of education, sex and area of residence
Level of training of young people (20-24 years), by sex and area of residence
Level of training of adults (25-64 years), by sex and area of residence
Participation in lifelong education, by sex and area of residence
Persons who completed training courses organized by the NEA, by sex and area of residence
Number of final court decisions on sexual harassment or other forms of victimization at work
Managers of enterprises in the real sector (by firm size of enterprise, economic activity, sex and area of residence)
Number of students/pupils studying in economy secondary specialised education and higher education, by sex
Gap between the salaries of men and women by level of education
Number of working children by sex
Number of children not attending school because they work, by sex
Share of farms owned by women, by area of residence, district and household size
New business (individual enterprises) established, including those established by young people, by sex
Number of hours spent in paid and unpaid work per week, by sex
Employees working in hard and dangerous work conditions, by sex
Number of managers of enterprises in the real sector (by size of enterprise, economic activity), by sex and area of residence
Number of migration programmes and policies with a mainstreamed gender equality

principle
Gender sensitive policy papers on employment and labour market
Share of pensioners in total population by sex, area of residence, category
Share of male/female tutors/guardians (by area of residence, age group, able-bodied/retired): a) for children and b) for persons with disabilities
Average monthly pension rate, by sex, area of residence, category
Share of mothers/fathers receiving child care allowances (by area of residence, age, insured/uninsured)
Ratio of men to women receiving social allowances for uninsured people (by area of residence, age group)
Number of places in preschool institutions as a share of the total number of children of school age (3-6 years), disaggregated by area of residence
Share of persons who retired under favourable conditions, by sex, area of residence and category
Share of pensioners by category of disability, on grounds of occupational disease and accidents at work in the total disability pensioners, by sex, area of residence and category
Ratio of girls to boys (by area of residence, age group; status; type and reasons of placement; disability/impairment) placed in care services
Number of community kindergartens
Share of social insurance budget
Share of persons who were granted tutorship/guardianship, by sex and area of residence: a) Children b) Persons with disabilities
Average time when a mother/father used the allowance (by area of residence, age group) (every 6 months)
Ratio of men to women receiving social allowances to care for people with disabilities, by category, sex, area of residence, age.
Ratio of women to men (by area of residence, age) receiving social assistance benefits (children, people with disabilities, unemployed/employed, pensioners etc.)
Share of providers of home care services for the elderly, people with disabilities and other people in need, by sex and area of residence
Ratio of adopted girls to boys (by area of residence, age group, impairment) (in

Moldova/abroad)
Ratio of girls to boys placed in the residential care system, overall and by type of institution (by area of residence, age group, status, type and reason of placement, disability/impairment)
Reasons why men apply for child upbringing/care allowances (by area of residence, age group)
Ratio of women to men who are able to work and children (girls/boys) among people taking care of persons with severe disabilities
Number of hours spent per week for care for children and dependent adults, by sex
Number of media organizations that adopted a gender sensitive code of conduct or similar rules in this context
Share of positive images in mass media of women in the public sector, by category
Number of sexist images in mass media
Number of women who apply for procedures to remedy violations of their rights in mass media at national and international level
Number of registered cases of domestic violence, by main type of violence (data disaggregated by area of residence and sex)
Number of registered cases of human trafficking (data disaggregated by area of residence, sex, age (children, adults))
Number of criminal cases of DV and THB referred to courts and sentences (convicted, acquitted)
Number of victims of DV and THB, who benefited from services provided by assistance centres, by sex, area of residence and age
Number of places available in placement centres for victims of domestic violence, trafficking in human beings
Number of multidisciplinary teams trained to prevent and combat domestic violence, trafficking in human beings from a gender perspective
Share of domestic violence in the total number of acts of violence/crime
Number of protection orders: a) issued, b) enforced
Share of people who suffered from domestic violence (data disaggregated by sex, marital status, age, education, socio-economic status, area of residence)
Prevalence of violence by husband/partner during lifetime (data disaggregated by type of crime, age group, area of residence)

Prevalence of violence by husband/partner in the last 12 months (data disaggregated by type of crime, age group, area of residence)
Number of people who committed acts of domestic violence (data disaggregated by sex, marital status, age group, educational level, socio-economic status, area of residence)
Share of persons who were victims of domestic violence and received: primary and qualified legal aid
Share of state/local budget allocated for prevention and combating of domestic violence
Number of activities for public information and awareness on domestic violence and THB, by type (seminar, round table, public event, lecture, drawing/essay/article competition, etc.)
Number of hours for domestic violence lessons in the school curriculum
Number of hours/modules on prevention and combating of domestic violence in the undergraduate and postgraduate curriculum for initial and continuous training of experts in the field (social assistance, public law enforcement, health care, education, LPA)
Number of employees of the CPA and LPA, law enforcement authorities trained in preventing and combating domestic violence, trafficking in human beings (from a gender perspective)
Number of cases of DV identified by educational institutions, by sex, age group, area of residence
Number of aggressors who received rehabilitation services in specialized centres
Reasons why victims of domestic violence applied to assistance centres (severity of violence, female victims' characteristics, socio-economic status)
Rate of enrolment in the education system of girls and boys aged 3-6 years
Net enrolment rate in primary education of girls and boys (7-10 years)
Net enrolment rate in secondary education of girls and boys (11-15 years)
Share of girls/boys enrolled in specialised secondary education and higher education, by sex and area of study
Share of women and men in the total number of teachers by educational level: preschool, primary, secondary, specialized secondary, vocational, higher
Net enrolment rate of girls and boys aged 5-6 years in preschool education programmes
Gross enrolment rate in preschool education of girls and boys (3-6 years) (total, by area of residence)
Gross enrolment rate in primary education of girls and boys (7-10 years)

Gross enrolment rate in secondary education of girls and boys (11-15 years)
Number/share of boys/men who study fields traditionally dominated by girls/women
Number/share of girls/women who study fields traditionally dominated by boys/men
Number/share of girls/boys with special needs enrolled in general schools
Share of girls and boys enrolled in extracurricular education programmes
Intellectual and scientific occupations, by sex
Number/share of female researchers, with and without scientific degree
Rate of enrolment in education of girls and boys aged 7-10 years
Rate of enrolment in education of girls and boys aged 11-15 years
Literacy rate of women and men aged 15-24 years
Share of girls and boys enrolled in the first class who were enrolled in preschool education programmes
Share of girls and boys enrolled in the first class who complete the secondary education (grades 1-9)
Dropout rate of girls and boys: At primary level (grades 1-4), secondary level (grades 5-9)
Share of girls and boys in the total number of students in upper secondary education (grades 10-12)
Presence of gender-related topics/modules in the curricula for all levels of education and in the curricula of continuing training courses for teachers in pre-university education institutions
Share of girls and boys in the total number of graduates of secondary vocational education (by trade/profession, as needed)
Number/share of women in the total number of managers of primary, secondary, specialized secondary, vocational, and higher education institutions
Number of teachers trained on gender issues during the education process
Life expectancy at birth, by sex and area of residence
Overall mortality rate of the general population, by sex, cause of death, area of residence and age group
Population morbidity, by sex, type of disease, area of residence for: a) children, b) adults
Abortion rate, by age and area of residence

Maternal mortality rate, by cause of death, area of residence and age group
Life expectancy at the age of 60, by sex and area of residence
Share of children under 2 years immunized against measles, by sex and area of residence
Share of children with physical retardation, by sex and area of residence (aged 6 months, 1-4 years)
Share of children with anaemia, by sex and area of residence (under 5 years)
Share of premature children born alive weighing less than 2,500 g at birth, by area of residence and sex
Share of resources allocated for vaccination from the state budget under the national programme
Share of births attended by health personnel, by area of residence and age
Incidence of anaemia in pregnant women, by area of residence
Share of pregnant women under medical supervision with the pregnancy term up to 12 weeks, by area of residence
Coverage of antenatal care (at least two visits to a obstetrician-gynaecologist and at least six visits to the family doctor), by area of residence
Share of medical staff, by sex and category
Syphilis and gonorrhoea morbidity, by sex, age group and area of residence
AIDS mortality rate, by sex, age group and area of residence
Incidence of recorded HIV cases, by age (including 15-24 year-old people), by sex and area of residence
Number of people tested for HIV during the last year, by sex, age group and area of residence
Share of HIV positive pregnant women who received antiretroviral therapy to prevent mother to child transmission, by age group and area of residence
Share of adults and children with HIV/AIDS who receive antiretroviral therapy, by sex and area of residence
Share of people living with HIV/AIDS who receive social assistance
Share of resources allocated from the state budget for the implementation of the Programme for Prevention and Control of HIV/AIDS/STI
TB mortality rate, by sex, age group and area of residence

Incidence of tuberculosis, by sex, age group and area of residence
Overall incidence of active tuberculosis, by sex, age group and area of residence
TB prevalence, by sex, age group and area of residence
DOTS treatment success rate, by sex, age group and area of residence
DOTS+ treatment success rate, by sex, age group and area of residence
MDR TB rate, new TB cases, by sex, age group and area of residence
MDR TB rate, retreatment cases, by sex, age group and area of residence
Share of resources allocated from the state budget for the implementation of the Programme for Prevention and Control of Tuberculosis
Proportion of seats held by women in the Parliament
Share of women among Cabinet members and those holding senior positions in central administrative authorities
Share of women in the total number of civil servants in central public authorities, by category
Number/share of women and men elected in municipal and local councils (mayors, deputy mayors, presidents and vice-presidents of district councils, municipal councillors and local councillors, district councillors), by area of residence
Number/share of women entrepreneurs
Number of women in total number of civil servants in local public authorities
Number of women/men in the total number of civil servants in central public authorities (by type of civil servants)
Availability of affirmative action to promote women's participation in political and public decision-making
Share of women in the diplomatic corps of the Republic of Moldova, by category
Number of women and men who turned up to vote and received ballots in the total number of voters (in local and parliamentary elections)
Share of women and men in the total number of registered candidates (in local and parliamentary elections)
Number of women and men working in: the justice sector (judges, magistrates, lawyers, prosecutors) and the law enforcement sector (police, border guards, civil protection)
Number/share of women involved in civil society activities: NGOs, foundations, trade

unions, journalists
Share of female members of political parties and central governing bodies
Members of the board of central bank, by sex
Number of women and men who are members of boards of large companies
Ratio of time for domestic work to the time for public life (women/men)
Expenses for decision-making positions
Number of laws and regulations that provide for the implementation of gender equality, by sector
Share of expenditures for government/power sector (for managers in CPA/LPA, defence, law enforcement, security) where the share of men is usually higher, at the level of: State budget Budgets of administrative-territorial units
Share of expenditure for social sectors (education, health, social protection, utilities) as areas targeting primarily the interests of women and children, at 3 levels: State budget; State social insurance budget; Budgets of administrative-territorial units