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Implementation of other elements of work programme: Road Map for mainstreaming ageing

Road maps for mainstreaming ageing

This note, prepared by the secretariat, describes the status of the Road Maps for Mainstreaming Ageing in Armenia and the Republic of Moldova, which have been developed as an element of the programme of work adopted by the UNECE Working Group on Ageing. The summary, focusing on the Road Map for Moldova, describes progress with drafting the Road Map report, and steps taken to complete the project and ensure its adoption in Moldova. An excerpt from the final document of the Road Map for Moldova, including an executive summary and table of contents, is annexed to this note.

Road Maps for Mainstreaming Ageing

Summary report for the fourth meeting of the Working Group on Ageing

The development of Road Maps for Mainstreaming Ageing was an integral part of the initial programme of work adopted by the Working Group on Ageing at its establishment during its first meeting in November 2008 (ECE/WG.1/2008/3, paragraphs 28-33). These Road Maps, developed in collaboration with member States at their request, provide a guide through which the country in question can uphold the commitments of MIPAA/RIS within the context of an ageing population, coupled with the challenges of an economy in transition and other specificities of the country. A Road Map is intended to help identify the steps needed to ensure that older people receive the same opportunities for well-being and participation in society as all other members of society. A Road Map for Mainstreaming Ageing must necessarily be a long-term plan since it will involve complex objectives such as changing perceptions and stereotypes, and systemic transformations in many sectors. The general approach is the same regardless of the country—including desk studies, field studies with focus groups and interviews, preparation of observations and recommendations divided into thematic chapters, review and negotiation with stakeholders in the country, and creation of an action plan. Nevertheless, specific elements of the content and process differ according to the situation and priorities of each country.

I. Armenia

The report of the Road Map project for Armenia was completed during 2010 and approved by the Working Group at its third meeting. The finished document was published in print and online in 2011 and a press release was issued to launch the document in conjunction with the completed documentary film piece produced by the United Nations Television (UNTV) section¹. The video was published on the UNECE YouTube channel. Further UNTV documentaries on the same topic, for the series 'UN in Action' and '21st Century' are pending.

II. Republic of Moldova

A. Background and initial preparation

Following a formal request to participate in the Road Map exercise by the representative of the Republic of Moldova² at the second meeting of the Working Group on Ageing in 2009, the project was initiated in Moldova at the beginning of 2010. In early 2010 a desk review was conducted and in March and June of 2010, two field missions were undertaken by the UNECE secretariat in conjunction with consultants and local experts. A group of partners from the Ministry of Labour, Social Protection and Family of Moldova (MLSPF), The United Nations Population Fund (UNFPA) Moldova and the Moldova Academy of Sciences helped the UNECE secretariat to develop an outline structure for the report and related research, along with an approximate timeline for each component of the project.

¹ See http://www.unece.org/press/pr2011/11stats_p02e.htm

² Referred to hereafter as Moldova

Three consultants were engaged to prepare input for the sections on integration of older persons in society, social protection, stakeholder participation, migration and returning migrants, and monitoring and evaluation. The remaining sections were drafted during 2010 and 2011 by the UNECE secretariat.

The secretariat experienced significant difficulties with the timing and quality of submissions from consultants. In combination with this, staff turnover at the secretariat prevented the original timetable of actions from being adhered to. At the same time, parliamentary elections at the end of 2010 and the subsequent period of political uncertainty meant that the Moldovan ability to commit to and participate in the Road Map project was for a period somewhat uncertain. Fortunately despite these challenges it was possible to make major progress on the Road Map during 2011. A document was completed in November 2011.

B. Funding

Given the limited financial means available to the UNECE Population unit, and in the absence of member State pledges to the ageing trust fund, funding requests were submitted to various organizations (UNFPA Headquarters, UNFPA Regional Office, UNFPA Moldova National Office, the Technical Cooperation Unit at the United Nations Department of Economic and Social Affairs, and the Permanent Mission of Israel to the United Nations Offices at Geneva, at their request). A request submitted to the UNECE Regular Programme for Technical Cooperation in May 2011 was successful and a sum of 15,000 United States dollars was received for completion of the project.

C. Progress

Following completion of the first full draft report of the Road Map, the secretariat undertook a mission to Moldova in June 2011 to discuss the report in detail with the MLSPF and other major stakeholder groups. UNFPA Moldova provided in-kind support to translate the draft into the Moldovan national language (Romanian). Representatives of three ministries (MLSPF, Ministry of Health, Ministry of Education), other governmental agencies, the Chişinău municipal department for social inclusion, UNFPA Moldova, the United Nations resident coordinator, the UN Development Programme assistant resident representative, the National Bureau of Statistics, and representatives from five non-governmental organizations and four academic institutions were also consulted on the draft, with a specific focus on the recommendations at the end of each chapter. The draft was subsequently shared with all United Nations agencies represented on the United Nations Country Team, who provided several comments for improvement of the draft. Detailed comments were also received from HelpAge International and from several ministries of the Moldovan Government, and changes were made accordingly.

In the light of new developments in the arena of national development planning by both the Government of Moldova and the United Nations in Moldova (including, amongst others, preparation of a new National Development Strategy to supersede that of 2007-2011, a new Government Activity Programme 2011-2014, the next Common Country Assessment and subsequently a planned new United Nations Development Assistance Framework), the chapter of the Road Map covering the institutional framework for ageing policies was fully redrafted in August-September 2011.

D. Action Plan and Completion

Negotiations took place with the representatives of the MLSPF to agree on the way forward, including the means by which the Road Map's recommendations will be incorporated into Moldovan national policy. It was agreed that the Road Map should be treated as a complementary element to the National strategic programme on demographic security for 2011-2025, which does not focus explicitly on mainstreaming ageing. An approach for obtaining approval and legitimacy of the Road Map recommendations as well as for ensuring their implementation was agreed upon with the MLSPF, which has included formal adoption of the Road Map in its plan of work for the National Commission for Population and Development for the fourth quarter of 2012.

Moldovan stakeholders proposed a follow-up mission of the UNECE secretariat to Moldova in October 2011 to present the content of the Road Map to the National Commission on Population and Development, under auspices of which the National strategic programme on demographic security for 2011-2025 was developed and which will therefore take responsibility for implementation of the Road Map, in conjunction with the MLSPF which forms a part of the Commission.

Following the example of the Armenian Road Map, an action plan annexed to the report provides a structured way forward, illustrating goals, objectives, actions and timelines; assigning responsibility for implementation of actions; and identifying indicators for monitoring progress. Initial drafting of this action plan was undertaken by the MLSPF, ensuring a sense of national ownership of the plan and keeping the proposed actions within the realms of feasibility for the Moldovan context. The secretariat then expanded upon elements of the plan, suggested alterations, and incorporated it into the full Road Map report.

The Road Map document was presented to the National Commission on Population and development on 20 October 2011. During the mission an agreement on the content of the action plan was reached and the Road Map document has been finalized and will be presented to the fourth meeting of the Working Group on Ageing. An excerpt from the Road Map for Mainstreaming Ageing in the Republic of Moldova is presented below.

UNITED NATIONS ECONOMIC COMMISSION FOR EUROPE

Road Map for Mainstreaming Ageing Republic of Moldova



United Nations
New York and Geneva, 2011

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Executive summary

This Road Map for Mainstreaming Ageing is the outcome of a project designed to help the Republic of Moldova translate the internationally-agreed policy agenda on ageing into a concrete way forward relevant to the country's own circumstances.

Key findings of the Road Map

The principal theme running through the Road Map is that genuine progress in 'mainstreaming ageing' must look beyond the simplicity of numbers; numbers of persons in certain age groups, numbers entitled to and drawing pensions, numbers of working-age people migrating out of the country. A successful approach to ageing as conceptualized in the Madrid International Plan of Action (MIPAA) and its UNECE Regional Implementation Strategy (RIS) entails thinking about the needs, rights and contributions of older people in education, economic and social engagement, health and all other policy arenas. It also entails recognizing that ageing is a lifelong process so that health, educational and economic circumstances at all stages of life affect the eventual situation of older persons. The Republic of Moldova has taken great strides in recognizing the implications of population ageing and migration for the financial stability of the social welfare system, for example, and has invested significant effort in developing pension reforms and bilateral agreements around migration. Yet success will depend upon the country also addressing the subtler aspects of ageing related to housing, adult education or cultural participation, to give just a few examples.

To 'look beyond numbers' also means to go further than only enumerating facts, striving instead to monitor and evaluate their meaning. One of the key findings of the Road Map is that the Republic of Moldova has a well-advanced basis for the collection of statistics, but that this is not yet matched by an equally comprehensive framework for systematic monitoring and evaluation, integrated into policies from the outset. The Road Map therefore calls for both a strengthening of the institutional framework for policies relating to all of the MIPAA/RIS commitments and efforts to improve national capacities for designing, implementing and monitoring them.

Other recommendations of the Road Map

Improved integration of older persons in society requires measures to pro-actively facilitate their participation in social, cultural and political life, taking advantage of and promoting public, private and non-governmental initiatives as well as self-help networks and volunteers. Perceptions and images of ageing and older persons need to be monitored and, where necessary, challenged. The participation of all stakeholders in policymaking should be enhanced and safeguarded: the voices of all age groups should be heard in the formulation of policies that affect them, while the interests of the private sector, trade unions and civil society should also be considered.

Planned reforms of the social assistance system must be thoroughly enacted to ensure the equitability, clarity and sustainability of pensions and other benefits over the long term as the population of Moldova ages. National development plans, structural reforms and any future crisis management measures – as well as efforts to evaluate any of these – should specifically consider impacts on older persons within their assessments of effects on vulnerable groups.

In the labour market, explicit ageism is the most obvious but not necessarily the most insidious challenge. In addition, the Road Map calls for flexible working arrangements and adaptability of work environments to allow workers to remain in the labour force as long as they are willing and able to do so, enabling the economy to capitalize on their productivity while they benefit from the right to determine their own exit from the labour force. Provision of information and transparency are key factors here, as elsewhere.

Migration is of particular importance for Moldova, and is closely linked with the topic of ageing for a variety of reasons. Emigration of younger working-age people creates challenges for older persons and children remaining in the country, as well as for the social protection system that must safeguard them from poverty. Meanwhile the current and future coverage of both documented and undocumented migrants by social protection schemes abroad and in Moldova must be clearly defined so that pension accruals are recognized and honoured. Improvements in the registration of migrants, projection methods for estimating future migratory flows, and incentives for return migration are all called for.

The educational system must adjust to the inevitability of population ageing in a variety of ways; ensuring that teachers of all ages are recruited, well trained and fairly remunerated; raising awareness of age diversity amongst teachers and pupils; and fostering opportunities for learning beyond the formal school system, throughout the life course.

The health and well-being of older persons needs to be better assessed and protected, with a closer integration of health and social care and an increased level of attention to the specific needs of older persons in the training of medical personnel. Efforts at destigmatizing institutional care must be accompanied by recognition of the role of informal caregivers.

The Road Map recommends renewed attention to the housing conditions of older people, including considerations of accessibility, sanitation, energy supply and affordability, and suggests that standards be developed for new housing and for retrofitting existing housing.

Intergenerational solidarity is highlighted as a key element in successful mainstreaming of ageing. Fostering community-based interactions between generations, and monitoring perceptions of intergenerational justice, are suggested means of achieving such solidarity. Ensuring the proper recognition and social protection of informal carers of all ages, and especially of older people caring for the children of emigrants, will help to engender a sense of equity between generations.

The Road Map recognizes Moldova's significant capacities in data collection, but recommends additional focus on age-disaggregated data, regular reviews of household surveys for ageing-related content, and the building of capacities for analysis of collected data through the lens of MIPAA/RIS. Policy analysis for monitoring and evaluation is highlighted as a necessary step beyond the collection of data. Development of national capacities in demography and ageing is recommended.

Future directions

The Road Map for Mainstreaming Ageing in Moldova is designed to guide the country through the inevitability of continued population ageing while ensuring that the commitments of MIPAA/RIS are upheld, and that older people receive the same opportunities for well-being and participation in society as all other members of the population. Mainstreaming ageing takes time—unlike some other national strategies and plans, the recommendations contained in this Road Map cannot be viewed in terms of two or three years, since they involve complex objectives such as changing perceptions and stereotypes, and systemic transformations in many sectors.

An action plan annexed to this Road Map provides a structured way forward, illustrating goals, actions and timelines; assigning responsibility for implementation of each goal; and identifying indicators for monitoring progress. Formulated in close collaboration with the Ministry of Labour, Social Protection and Family and other government agencies, it is hoped that this action plan will enable to Road Map to truly guide the way towards a society for all ages in Moldova.

Introduction

In 2008, the United Nations Economic Commission for Europe (UNECE) established a Working Group on Ageing. This Working Group decided in its inaugural meeting that a key part of its work programme should be capacity-building activities in the form of national ‘Road Maps for Mainstreaming Ageing’. UNECE member States may request participation in this exercise, the aim of which is to help countries to translate the internationally-agreed policy frameworks of the Madrid International Plan of Action on Ageing (MIPAA)³ and its Regional Implementation Strategy (RIS)⁴ into actions that take into consideration the specific national circumstances. These projects entail an in-depth appraisal of the ageing situation in a country, both in terms of the conditions and opportunities experienced by older persons, and in terms of prevailing policies. The assessment is performed in a participatory manner, involving consultation with the broadest possible range of stakeholders, and is complemented by a comprehensive desk review of existing policies and institutions, data and research from the country in question. The purpose of these investigations is to gauge the extent to which MIPAA and RIS are already being fulfilled in the country, and, most importantly, to develop recommendations for enhancing compliance with these internationally-established goals.

The first of the ten commitments of MIPAA/RIS is “to mainstream ageing in all policy fields with the aim of bringing societies and economies into harmony with demographic change to achieve a society for all ages”. Such mainstreaming is taken as the overarching goal, and as such the Road Maps consider ageing in all sectors; not only in the economic terms of financing pensions and health care, but also in the broader arena of lifelong learning, labour markets, intergenerational relationships, housing, quality of life, and participation in the social, cultural and political aspects of society.

The Republic of Moldova made a request, via its representative at the second meeting of the UNECE Working Group on Ageing in November 2009, to be the second country to participate in the Road Map project (the first Road Map was completed in Armenia in 2010). Ms. Larisa Rotaru, the National Focal Point on Ageing for Moldova and the Moldovan representative on the UNECE Working Group on Ageing, was nominated as the national co-ordinator of the Road Map project, representing Moldova’s Ministry of Labour, Social Protection and Family (MLSPF). This ministry, under the auspices of the National Commission on Population and Development, has been responsible for the development of a National strategic programme on demographic security for 2011-2025. The Road Map for Mainstreaming Ageing is to be considered in conjunction with this strategy, focusing upon the ageing-related issues which are not highlighted in the main strategy document.

The present report presents the outcomes of the project and summarizes findings, so that they can be shared with other countries in the region. In this first section the project method is outlined and the different stages of its implementation are described. This is followed by a general introduction to the situation regarding ageing in Moldova, and then by an overview of relevant national policy documents, providing a picture of the overall policy framework relating to ageing in the country. The second major section summarizes observations made during the fact-finding missions and through the desk study, organized according to thematic areas identified during the field studies and in broad agreement with the topics covered by the commitments of MIPAA/RIS. The report concludes with a consideration of

³ United Nations (2002)

⁴ UNECE (2002b)

what lies ahead. A list of sources details the materials consulted and cited, as well as relevant legislation. The list of stakeholders interviewed, the questionnaire used during the fact-finding missions, and a detailed action plan developed by MLSPF are included as annexes.

Method

The Road Map exercise was carried out in several steps. Work began in early 2010 when the general goals and the framework of the exercise were discussed with partners in Moldova and the first reference documents were provided. A desk study was undertaken in which background documents were reviewed and tentative propositions regarding the ageing situation and the corresponding policy framework were developed, to be verified and elaborated upon during the field studies. In March 2010 the first field mission took place, during which extensive interviews and focus group discussions were carried out, covering more than 70 representatives from all identified stakeholder groups including several ministries, NGOs, the private sector, trade unions, academia, media and international organizations. A second field mission in June 2010 served to go into more detail on matters relating to monitoring and evaluation and to fill in remaining gaps. For details of those who participated in interviews and focus group discussions, see Annex III.

Semi-structured interviews were used to assess the general importance attributed to ageing-related policymaking in Moldova, as well as to identify views on specific laws and programmes and their implementation. Respondents were asked to describe good practice examples and to quantify progress and identify challenges. The interviews addressed instrumental issues such as institutional responsibilities, stakeholder participation and integration into international processes. They also explored substantive matters including integration of older persons in society; the image of older persons; health and well-being; social protection; sustainable economic growth; the labour market; education and lifelong learning; migration; gender; intergenerational solidarity; the research landscape; and monitoring and evaluation. The guidelines used in interviewing are presented in Annex II. Whilst following the guidelines, interviews retained a certain degree of flexibility in order to take account of the interviewees' opinions as to what was most relevant. In addition, visits were made to an older peoples' home and to the gerontological centre, both in Chişinău. A visit to the Transnistrian region, including a discussion with the local authorities, helped to provide additional insights.

This report is based on the findings of both the desk and the field studies. A complete draft of the report was shared with a broad range of stakeholders – once again representing a variety of groups including ministries, NGOs, academics and UN resident agencies – during June 2011. A working group under the leadership of the Ministry of Labour, Social Protection and Family was established to move the work of the Road Map forward, in particular by developing an action plan for implementation of the recommendations of the Road Map (see Annex IV). Further desk research was undertaken in the light of new developments in 2011.

In parallel to the development of the Road Map for Mainstreaming Ageing, a National strategic programme on demographic security for 2011-2025 has been prepared under the leadership of Moldova's National Commission on Population and Development. It is intended that the observations and recommendations of this Road Map should be viewed in parallel with the Strategic programme, complementing it with a consideration of ageing which is not a central focus of the Strategic

programme . Viewed in concert, the Road Map and the National strategic programme on demographic security for 2011-2025 form a comprehensive approach to the population challenges currently faced by Moldova.

Guiding principles

(a) Mainstreaming

The Road Map for Mainstreaming Ageing reflects the principles defined in MIPAA and RIS. It is designed in the spirit of ‘mainstreaming ageing’ — a holistic approach that considers all fields of policymaking and all generations. This means that policies in all relevant sectors ranging from the economy and labour market to housing, transport, health and social protection systems should take population ageing and the needs of older persons into account. When devising laws, regulations, strategies or programmes, the consequences for older persons should be considered.

(b) Participatory approach

Taking a participatory approach is imperative for developing effective and broadly acceptable policies which respond to the concerns of any specific group, including older persons. Such a participatory approach implies that representatives of all relevant stakeholder groups, including government, civil society, the private sector, trade unions, academia and the media are consulted and are involved in developing strategies which address the challenges of ageing societies while at the same time making the most of the opportunities they present. Older persons themselves should explicitly be included in decision-making processes on issues that concern them. In fact, all age groups need to be at the table when discussing issues of intergenerational relationships. Creating a society for all ages means that all age groups should have access to opportunities so that they can live fulfilled lives. At the societal level, there need not and should not be a trade-off between the interests of one generation and another. Reciprocity and solidarity between generations is both desirable and possible. Broad participation in developing policies ensures their legitimacy and engenders widespread acceptance of their goals and methods.

(c) Life-course perspective

Furthermore, it is important to pursue a life-course approach, recognizing that today’s younger generations will be the older generations of the future. The way younger people live today will greatly influence their quality of life as they grow older — in terms of health, knowledge and skills, and financial security, for example — whilst the policy environment in which younger people live equally affects their ability to prepare for successful and fulfilling older age. A life-course approach acknowledges that the ‘standard’ course of life, in which periods of study, work and retirement follow one another in sequence, is no longer universal and is gradually becoming less common. Periods of work may be intertwined with periods of retraining or caring for family members, successively or simultaneously. Enabling people to combine these elements more flexibly creates new possibilities for all generations. A life-course approach also emphasizes the important role of individual lifestyle choices, including healthy living and saving funds for older age.

When devising strategies in response to ageing in Moldova, these principles — mainstreaming, participatory policymaking, and a life-course perspective — must be borne in mind. These are the underlying principles of MIPAA and RIS that should guide policymaking at the country level.

Table 1: Themes of the 10 RIS commitments

| |
|---|
| 1. Mainstreaming |
| 2. Participation |
| 3. Economic growth |
| 4. Social protection systems |
| 5. Labour markets |
| 6. Lifelong learning |
| 7. Quality of life: health and well-being |
| 8. Gender |
| 9. Intergenerational solidarity |
| 10. Regional cooperation |

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[Chapters I to III ...]

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Annex II. Questionnaire

Introductory statement

(As you may know) the United Nations Economic Commission for Europe is working together with the Republic of Moldova to develop ageing-related policy in the country. Our project is entitled Road Map for Mainstreaming Ageing. To better understand the ageing situation in the Republic of Moldova, we will be talking to government officials, experts, people from academia, from non-governmental organizations as well as with ordinary people of different ages.

We would like to receive answers that reflect your own views even if they are not the same as the officially expressed views of your institution. We assure you that the answers you give will not be presented in connection with your name. Instead, the answers will be analysed and the results presented in a summarized form and used for developing policy recommendations. In the final report, we intend to include the list of people with whom we have spoken. If you do not agree to be included in this list, please let us know.

| Question(s) | Thematic area |
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| Please describe how your work is related to older persons and ageing. | Positioning |
| Do you think ageing is an issue (important topic) in the Republic of Moldova? | General embeddedness of the issue |
| What are the main challenges related to ageing for the Republic of Moldova, in your opinion? | Perceived policy priority |
| In countries where population ageing started recently, government officials and politicians may have insufficient knowledge about this development and its implications on public policy. Do you think government officials and politicians are aware of the issues at stake when the population is ageing? | Policy priority |
| Does Moldovan government policy take into account that the population of the country is ageing? How? What are the main policy documents? | Policies, laws and programmes |
| Do you use any of those government policy documents in your ageing-related work? (Why not?) Which ones? | Awareness of policy framework |
| Do you think these documents are clear and understandable, are they user-friendly and helpful? | Strategic framework |
| Are you aware of internationally-agreed policy frameworks (plans, programmes, principles) on ageing? How are such internationally-agreed goals and principles on ageing reflected in Moldovan policy? | Strategic framework |
| To what extent are these policies put into practice? Please describe. | Policies, laws and programmes |
| Can you give good practice examples of policy implementation in the Republic of Moldova? Please describe. | Good practice |
| Do you think enough public funding is made available for older persons' needs? (Can you identify areas where the shortage of funds is particularly problematic?) | Budget |

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| <p>Given the existing budget constraints, do you think the government and local authorities are doing enough to accommodate the needs of older persons relative to other age groups? For example, in the following areas:</p> <ul style="list-style-type: none"> • Associations, organizations • Labour market • Education • Pension, minimum income • Social security • Institutional care • Home care, available support for daily living • Transport • Cultural activities • ... | <p>Policy priority Strategic framework Level of implementation Budget</p> |
| <p>Do you know of any arrangements for monitoring and evaluation of ageing-related policies in the Republic of Moldova?</p> | <p>Monitoring and evaluation</p> |
| <p>Who should carry out this function in your opinion?</p> | <p>Capacity for monitoring and evaluation</p> |
| <p>In the Republic of Moldova, are the needs of all age groups (children, young, middle generations, older persons, oldest-old) considered equitably or do some age groups receive too much or too little attention compared to others?</p> | <p>Society for all ages or one generation singled out</p> |
| <p>What could be done to accommodate the needs of these disadvantaged (vulnerable) age groups? Who should do it?</p> | <p>Identify possible recommendations</p> |
| <p>(Do you think that the legislation in the Republic of Moldova encourages independence and self-realization of older persons? Does it treat older persons equally to other age groups?)</p> | <p>Non-discriminatory framework</p> |
| <p>(How do you judge the degree of implementation of such laws?)</p> | <p>Implementation</p> |
| <p>Whom do you see as the main responsible body for ageing within government? Do you think this body covers all relevant areas sufficiently? If not, which areas are not sufficiently covered?</p> | <p>Institutional framework</p> |
| <p>Do you think the responsibilities of different institutions and organizations that deal with ageing and older persons are clear and understandable to everyone?</p> | <p>Institutional framework</p> |
| <p>In your opinion, do older persons know how to find out about their entitlements for benefits and assistance? Do they know where to turn to? Do they feel confident to go there?</p> | <p>Institutional framework</p> |

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| How is the implementation of ageing policies distributed between national, regional and local authorities? Is this distribution optimal in your opinion? If not, what should be changed? | Institutional framework |
| In your opinion, are the following actors (stakeholders) sufficiently involved in policymaking on older persons and ageing? <ul style="list-style-type: none"> • private sector • non-governmental organizations • trade unions | Institutional framework, stakeholders |
| Are you aware of any public campaigns that highlight the positive contribution of older persons to society? | Awareness campaigns |
| Do you know of data collection and/or scientific research about older persons and ageing in the Republic of Moldova? Is it sufficient in your opinion? How could it be improved? In which areas is information and knowledge lacking in particular? Are relevant research institutes available and do they have the necessary capacities? | Research landscape |
| Do you have the impression that your country is sufficiently integrated into international cooperation and exchange of good practice on ageing policies? (Participation in international conferences, active collaboration with international organizations?) (Do you see any need for improvement?) | International cooperation |

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Annex III. List of participants (focus groups and interviews)

Note that the positions and affiliations given below were correct at the time of the interview/focus group—individuals may have changed roles since that time, e.g. following the Parliamentary elections in November 2010.

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| Moldovan central government officials |
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| Mr. Ion Negrei | Deputy Prime Minister |
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| Representatives of academic community |
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| Mr. Victor Tvircun | Director, Institute for European Integration and Political Science |
| Mr. Gheorghe Paladi | Institute for European Integration and Political Science |
| Ms. Olga Gagauz | Institute for European Integration and Political Science |
| Ms. Olga Penina | Institute for European Integration and Political Science |
| Ms. Olga Poalelungi | Institute for European Integration and Political Science |
| Mr. Matei Constatin | Academy of Economic Studies of Moldova |
| Mr. Valeriu Sainsus | Academy of Economic Studies of Moldova |
| Ms. Galina Saveliev | Economic, Finance and Statistics Institute |
| Ms. Anna Tomceak | Economic, Finance and Statistics Institute |
| Ms. Tatiana Gribincea | Universitatea Libera Internationala din Moldova (International Free University of Moldova), Faculty of Psychology and Social Assistance |

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| Representatives of Ministry of Labour, Social Protection and Family |
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| Ms. Valentina Buliga | Minister |
| Mr. Vadim Pistrinciu | Deputy Minister |
| Mr. Sergiu Sainciuc | Deputy Minister |
| Ms. Larisa Rotaru | Head of demographic policy section |
| Mr. Sergiu Morari | Head of employment relations and social partnerships |
| Ms. Nina Punga | Chief of directorate of human resources development and employment policies |
| Mr. Gheorghe Sircu | Head of wage policy |
| Ms. Laura Grecu | Chief of insurance policies department |
| Mr. Victor Gilca | Insurance policies department |
| Ms. Angela Chirilov | Chief of social assistance department |
| Ms. Lilia Pascal | Head of department of social protection of people with disabilities |
| Ms. Diana Stratulat | Head of analysis, monitoring and policy assessment department |
| Ms. Liuba Valcov | Senior consultant, demographic policy section |
| Ms. Aliona Crețu | Consultant, demographic policy section |
| Ms. Svetlana Bogatîi | Consultant, demographic policy section |

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| Ageing-related NGOs |
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| Ms. Natalia Iablonscaia | Caritas Moldova |
| Ms. Tatiana Sorocan | HelpAge International |
| Ms. Valentina Carchelan | Association of Veterans from Ialoveni |
| Mr. Oleg Munteanu | Concordia Humanitarian Agency |
| Ms. Irina Baicalov | Second Breath, Balti |
| Ms. Eleonora Boguş | Demnitate, Orhei |
| Ms. Valentina Micotina | Vdohnovenie, Comrat |
| Ms. Galina Oltu | Lotosul de Aur |
| Ms. Ana Bologan | Alliance of NGOs in social protection |
| Mr. Nicolae Beşliu | Network of NGOs in the social sector |
| Ms. Elena Stempovschi | Association of Nursing |
| Ms. Lina Stenberg | Swedish International Development Cooperation Agency |
| Ms. Valentina Bodrug-Lungu | Gender Centru |
| Ms. Ana Semionova | Salvaţi Bătrânii |

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| National Bureau of Statistics |
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| Ms. Lucia Spoială | General Director |
| Mr. Oleg Cara | Deputy Director |
| Ms. Nina Cesnocova | Head of demographic statistics section |
| Ms. Elena Vâţcarău | Head of labour market and demography section |
| Ms. Jana Mazur | Consultant, demographic statistics section |
| Ms. Ala Negruţa | Head of social statistics and standards of living section |

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| United Nations Agencies |
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| Ms. Kaarina Immonen | United Nations Resident Coordinator in Moldova |
| Mr. Boris Gîlca | UNFPA Programme Coordinator |
| Mr. Victor Lutenco | UNFPA Programme Analyst |
| Ms. Lovita Ramguttee | UNDP |
| Ms. Ala Pinzaru | World Bank |
| Ms. Ala Lipciu | ILO |
| Ms. Larisa Boderscova | National programme officer, health systems/ family and community health, WHO |
| Mr. Ghenadie Cretu | IOM |

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| Other representatives of the central public administration |
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| Ms. Tatiana Zatić | Head of medical assistance policy department, Ministry of Health |
| Ms. Aliona Andronatii | Consultant in medical assistance policy department, Ministry of Health |
| Ms. Marcela Țirdea | Consultant, Ministry of Health |
| Ms. Ludmila Sochircă | Consultant, analysis, monitoring and policy assessment department, Ministry of Education & President, Republican Medical Commission of Vitality Expertise |
| Ms. Galina Gavrilița | Analysis, monitoring and policy assessment department, Ministry of Education |
| Mr. Anatol Negara | Centre for Geriatrics and Gerontology |
| Ms. Irina Calestru | Chief of department of restructuring and organization of operations, National Office of Social Insurance |

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| Chișinău Mayoralty |
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| Mr. Dorin Chirtoacă | Mayor |
| Ms. Luminița Suveică | Department of health |
| Ms. Eugenia Ceban | Department of social assistance |
| Mr. Mihai Sorochin | Department of municipal social support fund for population |
| Ms. Elena Țănase | External relations department |

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| National Trade Union in Moldova |
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| Mr. Chiriac Petru | Vice President, National Trade Union |
| Ms. Elena Contescu | Social and economic protection department, National Trade Union |

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| National Confederation of Employers in Moldova |
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| Ms. Valentina Postolachi | Chief of economic affairs branch |
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| American Chamber of Commerce in Moldova |
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| Ms. Emilia Malairau | Executive Director. |
| Ms. Natalia Belicova | Head of employee services, Moldcell (mobile communications operator) |

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| Transnistrian local authorities |
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| Mr. Ivan Tkachenko | Head of regional authority on health and social protection |
| Ms. Svetlana Arkadieva | Deputy head of regional authority on health and social protection |
| Ms. Lidia Diakonova | Head of regional statistical service |

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[ANNEX IV. Action Plan arising from the recommendations of the Road Map for the period 2012-2016...]