Republic of Moldova

GOVERNMENT

DECISION No. 933

regarding the approval of the National Programme on Ensuring Gender Equality during 2010-2015

Published: 19.01.2010 in Monitorul Oficial No. 5-7 art. No.: 27

Pursuant to art.17 of the Law no.5-XVI dated 9 February 2006 on ensuring equal opportunities between women and men (Monitorul Oficial of the Republic of Moldova, 2006, no.47-50, art.200), with further amendments, and in order to ensure gender mainstreaming in policy documents of all areas and all levels of decision making and enforcement,

Government DECIDES:

1. To approve:

   National Programme on Ensuring Gender Equality during 2010-2015, pursuant to Annex 1 herewith;

   Action plan for implementation during 2010-2012 of the National Programme on ensuring gender equality during 2010-2015, pursuant to annex 2 herewith.

2. It is set forth that fulfilment of this National Programme shall be ensured by means of two mid-term action plans, that whill be implemented by line authorities during 2010-2012 and 2013-2015.

3. Ministries, other central public authorities will implement provisions of the National Programme on ensuring gender equality during 2010-2015 and inform, on an yearly basis, the Ministry of Labour, Social Protection and Family about the level of its implementation (by 15th of February). Concurrently, it is recommended to local public authorities to ensure implementation of afore-mentioned Programme at local level.

4. Upon presentation (by 1 December 2012) of a summarized report on the implementation of the first action plan, the ministries and other central public authorities will submit to the Ministry of Labour, Social Protection and Family proposals for the development of the second action plan for 2013-2015 in view of ensuring full implementation of strategic objectives of the National Programme.

5. The Ministry of Labour, Social Protection and Family shall bear responsibility for monitoring and coordination of the implementation of the National Programme on Ensuring Gender Equality during 2010-2015 and shall report to the Government on its implementation once per year (by 1 March).
6. The Governmental Committee for equality between women and men shall be responsible for the fulfilment of this decision.

PRIME MINISTER

Vladimir FILAT

Countersigned:

Deputy Prime Minister

Ion NEGREI

Minister of Labour, Social Protection and Family

Valentina BULIGA

Minister of Education

Leonid BUJOR

Minister of Interiors

Victor CATAN

Minister of Health

Vladimir HOTINEANU

Minister of Finance

Veaceslav NEGRUŢĂ

Nr. 933. Chişinău, 31 December 2009
Annex no.1

to Government Decision No.933
of 31 December 2009

NATIONAL PROGRAM

on ensuring gender equality in the Republic of Moldova for the period 2010-2015

I. PROBLEM IDENTIFICATION

1. The national Program on ensuring gender equality in the Republic of Moldova for the period of 2010-2015 (hereinafter referred to as national Program) provides for a comprehensive gender equality mainstreaming in the policy documents in all areas and at all levels of decision making and implementation. The goal of this program is to ensure promotion of gender equality in economic, political and social life of women and men, being fundamental for ensuring human rights for all citizens in the country.

2. The need for elaboration of the present national Program is defined by the visible deficiencies in the field of ensuring equality between women and men as well as by the need of the implementation of multi-sectoral policy documents, which would take into account women’s and men’s needs in society and reduce the existing imbalance in the context of national efforts to eradicate poverty and reform the public sector as a means of promoting and guaranteeing fundamental human rights.

3. Implementation of the national Program will foster de jure and de facto gender equality as an integral part of the process of establishing of a real gender sensitive democracy, having as prerequisite ensuring participation of society’s members, women and men, in all areas of life. Adoption of the present Program will enable better use and targeting of financial means in order to implement various gender sensitive sectoral policies, having thus a positive impact on the quality of life of all citizens.

4. Implementation of the present national Programme will contribute towards fulfilment by the Republic of Moldova of both national and international commitments assumed in the context of strategic objectives in the field of ensuring human rights with emphasis on ensuring gender equality.

International, regional and national normative framework on gender equality

5. The normative framework, which forms the basis of policies and actions in the field of gender equality in the Republic of Moldova, is based on the appropriate international documents the country is a party to, particularly: the Universal Declaration of Human Rights (1948), the Convention on the Political Rights of Women (1952), the International Covenant on Economic, Social and Cultural Rights (1966), the Convention on the Elimination of All Forms of Discrimination against Women (1979), the Beijing Platform and Action Plan (1995), the
Millennium Declaration (2000), the corresponding Conventions of the International Labor Organization etc.


7. Taking into account adherence and alignment of the Republic of Moldova to the afore-mentioned documents, a number of strategic actions have been undertaken by the Parliament and the Government in order to bring the national normative framework in line with international standards in the field of gender equality. Thus, the Constitution of the Republic of Moldova proclaims equality of women and men before the law. Adoption of the Law No. 5-XVI of 09.02.2006 on ensuring equality between women and men, the National Plan for promotion of equality between women and men in society for the period 2006-2009 (Government decision No. 984 of 08.09.2006) has lead to establishment of a specific regulatory framework in the field. This subject has been reflected in other national documents as well: the Reproductive Health Strategy approved by Government decision No. 913 of 26.08.2005, the National Development Strategy 2008-2011 (Law No. 295-XVI of 21.12.2007), the Action Plan for the implementation of the National Development Strategy 2008-2011 (Government decision No. 191 of 25.02.2008), etc.

Country Situation: Tendencies and Problems

8. The normative framework presented above creates the necessary prerequisites for the development of the corresponding policies in the field of gender equality. Institutional mechanism with specific competences, such as the Government Commission for Equality between Women and Men, the Department on policies to ensure gender equality and violence prevention within the Ministry of Labour, Social Protection and Family, gender focal points within certain line ministries were established in the republic. During the last years periodically there was a certain progress in promoting gender equality manifested through an increase in the number of women in decision-making positions, carrying out of programs to raise public awareness, to develop skills of specialists with the competences in the field, etc. According to the 3rd Global Gender Gap Report, launched at the World
Economic Forum (2008), the Republic of Moldova is placed in the top 20 out of 130 countries in terms of the level of gender equality implementation.

9. At the same time, despite the adoption of the normative framework with regard to ensuring gender equality, there are many problems faced within its practical implementation.

**Employment and Labor Migration**

10. The economic growth of last years was followed by an increase in the number of work places. Thus, in 2008 the employment rate among men both in urban and rural areas was higher than the employment rate of women (48.6% and 42.7% versus 62.0% and 39.5% respectively) regardless the fact that the share of women among students is higher (58.9% of total). At the same time, although the unemployment rate for men is higher (in 2008- 4.6%) compared to women’s (3.4%), women face more difficulties on the labor market due mostly to gender specifics. Women’s share in the inactive population is higher than men’s, representing 55.3%.

11. The insufficient professional orientations, the persistence of gender stereotypes prevent the choice of professions with male predominance. Low wages are the main explanation of the decreased attractiveness of the labour market in Moldova. There are gender pay gaps between women’s and men’s on the labour market. Thus, in 2008 women’s monthly average wage represented 73.3% of men’s wage or 2134 lei, compared to men’s wage of – 2910,1 lei. In 2008 the monthly average wage per economy amounted to 2529,7 lei.

12. The wage gap between men and women is explained by several factors. The main factors that make differences in the labor remuneration for men and women are horizontal and vertical segregation. Thus, almost half of the women from rural areas are hired in the agricultural sector, where they practice less skilled works, thereby, earning less than men who have qualified jobs. Another factor in women & men’s wage gap is that there are spheres were women prevail - “female activities” (education, health), where salaries are lower compared to the sectors where men prevail (construction, transport). Additionally, women are under-represented at the top of the professional pyramid. Or, particularly the wages of top managers was increased during the last period. The number of women exceeds the number of men in the low rank category of officials. Finally, the existing pay gap in the republic entails preservation of a low accrual of pension benefits which in turn directly impact the level of pensions and welfare of women and men.

13. Experts indicate the need for the analysis of migration through a gender lens, as currently there is an increased risk for women to be subject to discrimination. International studies on this issue show that this risk increases because of the attitude towards migrants in general, as well as because gender attitudes and perceptions have hardly changed. Furthermore, men have greater employment opportunities, starting with low-skilled works and ending with highly skilled ones. Women can be employed in a limited number of occupations that are associated...
with traditional gender roles, such as: work in the household (housekeeper, maid, babysitter), in agriculture, hotel services and leisure activities. Women migrant workers suffer, in fact, due to double discrimination at work: first of all, because they are foreign people and, thus, suffer from the same forms of discrimination as migrant-men; secondly, because they are women and, thus, may become victims of violence or trafficking both in the migration process and on the labour market in the destination countries. Moreover, being employed abroad, in sectors, which do not match their qualifications, education and capacities, they often degrade or lose their professional qualifications. Upon elaboration of migration policies it is necessary to pay due attention to the aspects of ensuring rights and fundamental freedoms of migrants, migrants’ protection, especially women’s, against discrimination and providing solutions for strengthening the mechanisms of applying/abiding by the provisions of international legislation, including CEDAW Convention.

14. Pursuant to the data of the National Bureau of Statistics, in 2008 the number of people declared being left to work or looking for work abroad was about 309,7 thousand people, which constitutes 18,9% of the total inactive population of 15 years old and above. About 2/3 of migrants were men and this fact requires reassessment and mainstreaming gender in the professional orientation programs and employment policies.

15. The level of migration of Moldovan labor force is conditioned by several socioeconomic aspects: small incomes that do not cover the needs, minimal employment opportunities in the specialty regardless of a relatively high educational level, favorable geographical position and, not least of all, high demand on the foreign labor market. One of the determining factors is that many economically active persons fail to find an adequate job, which would allow them to survive and to support families in their states (according to the household budget survey data - 40% of the respondents) etc. Other factors include: demographic changes, economic crises and increased difference in incomes among states, as well as between developed and developing countries. Compared with previous periods, there was attested a relatively stable level of the migration process for women and men. Thus, according to data of the National Bureau of Statistics, in 2006 women constituted 112,3 thousand (36,21 %) out of 310,1 thousand migrant. In 2007 the number of women migrant constituted 116,3 thousand (34,65%) of the total number of migrants. A slight decrease in the total number of migrants was registered in 2008, when this number reached 309,7 thousand, women constituted 108,3 thousand or 34,96%. The migration of mothers and fathers has a significant negative impact on the children left without parental care. It was recorded: school abandon children’s confrontation with emotional problems, psychological abuse and consumption of alcohol and various substances.

16. Identified priority issues:
a) limited possibilities for women to participate in the labor market (lack of job offers for women with small children, age and gender-based discrimination upon employment);
b) persistence of professional segregation and wage gap between women and men;
c) increased number of migrants subject to the risk of discrimination, particularly young women, facing the risk of becoming victims of violence and human trafficking;
d) migration of fathers and mothers, having a negative impact on children without parental care;
e) significant transformation of family institute that affects concurrently women, men and children.

**Budgeting**

17. Gender mainstreaming into the budgetary process can contribute to reorientation of state budget expenditures towards the implementation of topical social issues, taking into account the needs and interests of all citizens of the country, regardless of sex, elimination of discrepancies between the promoted policies and the way of spending of public funds. GRB analysis of policies in all the fields is as a necessary tool that guarantees the principle of gender equality in resources allocation and distribution.

18. At present, analysis of the impact of public expenditures on women and girls and men and boys has become a global trend. Thus, Recommendation CM/Rec (2007) 17 of the Committee of Ministers to Member States regarding the standards and mechanisms for ensuring gender equality provides as elements of political will and commitment of States to ensure de facto promotion of gender equality, allocation of adequate financial resource to programs, projects and initiatives for achieving gender equality and women’s empowerment and using GRB in policies in all the fields.

19. In this context, capacity building of representatives of central and local public authorities, academia was undertaken; three case studies were developed on the following topics: “Vulnerability of woman caring for children with disabilities in single-parent families in Falesti region”, “Formal and informal aspects of home-based care of elderly people from Singerei region” and “Reducing the pay gap: the value of women’s and men’s work in education and police in the Republic of Moldova: Taraclia region”, with the purpose of analysing local budgets through gender lens. At the same time, the implementation of gender budgets encounters a number of difficulties, among which: gender-blind social standards and financial norms, lack of gender analysis of the draft budget; limited (human and technical) capacity of specialists responsible for budget elaboration in terms of using the principle of gender equality in the budgeting process; non-inclusion of gender dimension in the development of branch budgets; lack of gender sensitive indicators that can be used when evaluating the impact of public expenditures for the implementation of the National Program on ensuring gender equality; limited
involvement of the civil society representatives in budget development and monitoring processes.

20. Identified priority issues:
   a) gender-blind social standards and financial norms used in the budgeting process;
   b) poor awareness of population and specialists of the basics and essence of gender responsive budgeting

*Participation in Public and Political Decision-Making Process*

21. The Republic of Moldova registers a positive dynamics in women’s involvement in the public and political decision-making process. Thus, in 2008 a woman was holding the post of Prime-Minister, 29.4% of women are represented in the Cabinet of Ministers, at the same time 17.5% of mayors are women. At the same time women comprised 21.8% of Members of Parliament. It the meantime, they continue to be underrepresented both in the electoral, political, and decision-making processes or the numbers mentioned above don’t reflect the demographic population structure, where women represent 51.9% and men – 48.1% of the population.

It is important to support and consolidate the upward trend in the number of women involved in political activity. The main factors of positive changes in the field include: modification and adjustment of the legislation; observance of international commitments; application of policies and programs meant to influence the population’s mentality regarding gender roles of women and men in society and in the family; elimination of gender stereotypes and structural barriers, (such as insufficient pre-school child care services, care services for disabled/older people, non-flexible work schedule of women and men.). Moldovan women still face discrimination as compared to men in political and public activity, mostly determined by the gender stereotypes and existence of sexism.

22. Identified priority issues:
   a) under-representation of women in decision-making positions in political and public life
   b) existence of cultural, economic and social structural barriers to promotion of women in decision-making positions in political and public life

*Social Protection and Family*

23. The social assistance system, both in its classical and modern forms, is based on the patriarchal model of society, where women are in charge of unpaid care of the elderly, children, and ill people, as well as they are more actively involved in public and community activities. This model based on the idea that in the family there is both income obtained as a result of paid work, and unpaid care clearly limits social, political, and economic participation of women, who are mainly providers of
unpaid care, as well as reduce men’s role in the private sphere. However, together with the promotion of gender equality in the Republic of Moldova, where women and men must enjoy equal rights both in public and private lifes, including promotion of women’s active participation in the labor market, this model loses its meaning and requires adjustment in order to avoid conflicts between the social assistance and the employment policies, and the principle of gender equality promotion.

24. The effective legislation on the state social security does not contain any discrimination on the basis of sex in the quality of taxpayer and beneficiary of social benefits (pension, allowance). However there are gender differences in the size of social benefits. During 1 January 2008 – 31 December 2008 women involved in the national economy have benefited from an old age pension of 812.33 lei, while men’s average old age pension was of 1147.68 lei.

25. The small amount of women’s pension benefit is conditioned by the income from which state social security payments were paid and by the accomplished period of contributions. The contribution made by women in the national economy is 5 years and 01 month less than the contribution made by men. Difference in men’s and women’s period of contributions is formed on account of the age pension established differently: for men - 62 years and for women - 57 years as well as on account of differences between the periods of voluntary and forced labor disruptions, which are included or not in the period of contributions. Women, more frequently than men, use social disruptions: paid leave for child care until a child reaches 3 years of age and additional unpaid leave for child care until a child is 3-6 years old. Thus, responsibilities for children rearing are mainly due to women, not being shared fairly.

26. Analysis of the social protection field shows that gender differences of the retirement age and the life expectancy at retirement are disadvantageous for both men and women. Life expectancy of men having reached the retirement age is quite low, what is respectively limiting the men’s chances to benefit from contributions they have made during their life.

The woman is in charge of preserving traditional forms of distribution of household responsibilities, and the early retirement of women to a certain extent compensates household work, birth and education of children. At the same time, gender pay gaps and insurance period between women and men (to the disfavor of women) leads to an increased vulnerability of insured women, who will benefit from a pension smaller as compared to that of men in the future.

27. Identified priority issues:
   a) double burden of women in family and professional life;
   b) women as the main care-giver and social protection services, mostly based on traditional stereotypes;
   c) discrepancies between pensions of men and women;
Health care

28. The general age of the Moldovan population is increasing. According to the data from the National Bureau of Statistics, on 1 January 2008 the life expectancy at birth constitutes 65.55 years for men and 73.17 years for women, gender discrepancies being evident. At the age of 60 the life expectancy of women is 3.4 years longer than men’s in urban areas and in rural areas – is 3 years longer. Despite substantial measures undertaken within the last years in order to improve health of women and men, there is still a number of economic, health and social problems that affect health of the population. Thus, women from rural areas have a more limited access to quality reproductive health services, which increases the magnitude of health problems. One of the health and social problems that seriously affect maternal health is a high frequency of pregnancy interruptions, the majority being done by outdated methods or in unsafe conditions. Abortion is also used as a method of controlling fertility because of inadequate access to information on contraceptive methods and a large number of accident and undesired pregnancies (in 2008 the abortion ratio was 376 abortions per 1000 live births). In 2008 the number of pregnancy interruptions increased insignificantly in comparison with the year 2007, over 75% of them were made among women in the age range of 20 to 34 years. Maternal mortality is still a priority issue, representing 38.4 of deaths per 100 000 live births in 2008.

29. Social diseases are in the foreground as well. Vicious behavior, and namely alcohol abuse, constitutes a health and social problem of increasing importance, which, according to WHO, is the most important risk factor out of the 10 factors identified in the Republic of Moldova. Thus, on 1 January 2009 under medical supervision there were registered: 46100 chronic alcoholists, of them: 38600 men (83.7%) and 7500 women (16.3%). Around 60% of chronic alcoholists are from rural areas (women 62.3%, men 66.4%). According to the estimates of specialists, the most important index that describes the situation of alcoholism among women and men in any country is the incidence of alcoholic psychosis, which in Moldova in 2008 constituted 21.7 cases per 100 000 inhabitants (in 2007 – 23.0 cases per 100 000 inhabitants).

30. In 2008, the overall death rate of population per 1000 inhabitants represented 11.7; for men – 12.7 and for women – 10.8. General mortality rate of the population from trauma and poisoning per 1000 inhabitants is 0.9; for men – 0.7 and for women – 0.2. Also, significant is the fact that if in the structure of general mortality the share of men represented 51.9% than the cause-specific mortality ratio for people able to work by sex and age – 74.9 % of men and only 21.1% of women. Traumas and intoxications are the main share in the mortality structure among men.

31. Based on the afore-mentioned facts, it is necessary to ensure the elaboration and orientation of health policies towards the needs of women and men, conditioned by both biological and socio-economic and cultural aspects.

32. Identified priority issues:
a) high mortality rate among men due to traumas and intoxication;
b) increasing alcohol addiction among women and men, especially among men;
c) higher level of abortions, post-natal complications and maternal mortality in rural areas.

Education

33. The normative framework provides for equal access of boys and girls to education. Although most of children are enrolled in schools, the educational system doesn’t contribute to the revaluation of individual potential of each girl or boy.

34. At the same time, the lack of kindergartens, especially in rural areas, affects children, educational system, parents, and particularly mothers. For, this fact prevents women from employment, creates obstacles in their professional development and advancement, harmonization of family and professional responsibilities. Under conditions when there are no sufficient places in pre-school institutions, and parents are involved in different labor activity (agricultural work, retail trade, etc.), usually, elder girls take care of younger siblings, thus, having limited possibilities to build their own capacity.

35. The education system is in proportional relationship with gender segregation in the labor market. Similarly, there is a gender attitude of teaching staff towards pupils in teaching and evaluation processes, as well as in students’ involvement in certain extracurricular activities, including professional orientation. The persistence of gender stereotypes in education generates traditional male and female models, often being ignored individual differences and personal skills of girls and boys.

36. Differences in enrollment of boys and girls in general secondary education are significant. Thus, men represent the majority of students enrolled in secondary vocational education (65,7%) for the academic year 2007-2008 (in comparison with the academic year 2006-2007, when those represented 64%). Women represent over 56% of college students and in higher education the proportion of women is 58,9 %. Over 60% of PhD and postdoctoral students from universities (academic year 2007-2008) are as well women.

37. At the same time, there is a lack of teachers in rural areas, the massive migration of teachers abroad, gender discrepancies at the level of specialists; significant feminization of teachers (in 2007/2008 there were 80,8% of women among teachers in primary and secondary general education; 50,0% - in secondary vocational education; 70,0% - in secondary specialized education and 54,7% in higher education). But, even though women constitute the majority of teachers, men continue to hold higher positions, being those who take important decisions. Thus, according to the available data within the Ministry of Education, the situation regarding the gender representation of people in decision-making positions is the following: women constitute only 4 persons or 13% out of 29 of rectors of higher education institutions from the republic (both state and private); women constitute 15 persons or 32 % out of 46 directors of colleges; women number 13 persons or
only 20% out of 67 directors of vocational and trade schools. Feminization of the educational system is a consequence of low wages, significant men’s withdrawal from this field, existence of a stereotype that women are responsible for the child care and education.

38. Identified priority issues:
   a) existence of gender stereotypes in educational process
   b) feminization of the educational system in the Republic of Moldova

Violence and Human Trafficking

39. Currently, a specialized normative framework has been adopted in the field of violence and trafficking. Institutional structures with specific competences have been created: Division of policy on ensuring gender equality and violence prevention within the Ministry of labour, social protection and family, national Committee to Combat Trafficking in Human Beings, inter-ministerial group on domestic violence. The National Referral System (NRS) for protecting and assisting victims and potential victims of human trafficking has been created, the network of services addressed to victims of trafficking and violence is gradually developed, an integrated automated information system of cases of domestic violence is being developed.

40. At the same time, there is low level of public awareness about the problem of domestic violence as a violation of human rights; low level of specialists’ training in various fields related to identification, registration, and referral of cases of domestic violence; insufficient qualified human resources and financial resources to assist victims of domestic violence and to work with violence aggressors; lack of mechanisms for identifying, approaching, and settling the phenomenon of sexual harassment; insufficient services for victim assistance and protection; lack of services of re-socialization of family aggressor; imperfection of the mechanism for monitoring and evaluating violence and human trafficking.

41. Experts in the field indicate persistence of violence against girls and boys in the educational system. Thus, 30% of children mentioned that they were verbally assaulted by teachers, 13% - physically abused, 24% - discriminated (especially those from poor families). Two out of ten children ascertained being subjected to verbal abuse in their family, father more often being the source of it (UNICEFF study, 2007).

42. Statistics do not adequately reflect this phenomenon. Thus, during 2008 there have been recorded by police authorities in the republic 63 infringements affecting family relationships (compared with 30 cases recorded in 2007), of which: murders - 30 (in 2007 - 14 cases), serious physical harms -33 (in 2007-16 cases). Of the total number of 28236 claims examined by the police, 2992 (or about 10,5%) refer to family relationships. There were drawn up 1746 administrative reports; there are 4761 family scandals under police supervision. Meanwhile, system for collecting data doesn’t take the gender dimension into account, which prevents developing relevant policy documents.
43. Experts indicate that domestic violence often is the reason of trafficking of women/girls. IOM data shows that around 70% of victims of trafficking, who benefited from assistance, were victims of domestic violence. Thus, there is a need for a comprehensive approach in settling these phenomena.

44. Identified priority issues:
   a) persistence of domestic violence against women and girls;
   b) persistence of violence against girls and boys in the educational system;
   c) existence of sexual harassment of women at work;
   d) trafficking in women and girls as a consequence of domestic violence.

Public Awareness Raising

45. According to the analyses of gender equality reflections in Moldovan mass media, more and more gender-related materials have appeared in the written press within the last year, which is very good. Another side of the coin – materials with tendentious, discriminatory, and sexist contents – is quite often as well. Studies demonstrate that of the articles reviewed, only 20% represent men and women equally, 63% - professional men, between 3% and 27% - professional women. Images presenting men prevail over the total number of pictures (27% - men, 17% - women). Professional men are represented exclusively in their professional environment. A mixed picture of women and men is, at an average, 17%. Pictures of professional women represent them in the private sphere, in a relaxed atmosphere, which is irrelevant to professional activities. Some publications exhibit very few pictures of professional women (1-2%) or are just limited to pictures of women in show business (thus, being more emphasized their physical aspect than their professional valuation).

46. Most often, authors do not intend to denigrate women as a social group or to show superiority of men, but due to stereotypes these differences in tendentious treatment of women and men are still frequent. Experts consider that due to insufficient knowledge in the field and, especially implicitly, to gender insensibility, advertising agents keep on producing interpretable, stereotype and discriminatory images. Another explanation of these consists in the fact that the audience is interested namely in such images too.

47. Despite certain evident progress related to professionalization and institutionalization of the gender discourse in Moldova, the conclusions are at all joyous: total lack of sustained campaigns to continuous and constant promotion of women’s rights and the principle of equal opportunities; information /studies /analyses related to the principle of equal opportunities are summarized, and the existent data addresses, in general, a limited and sometimes even specialized audience; training of media representatives in the field is insufficient.

48. Identified priority issues:
   a) unbalanced representation of women and men in mass-media;
   b) use of a sexist, stereotyped image of women in advertising.
II. GENERAL AND SPECIFIC OBJECTIVES, PRINCIPLES OF THE PROGRAM

49. The present national Program aims at identifying and promoting a complex vision of opportunities, conditions, and methods of efficient implementation of gender equality in the Republic of Moldova.

50. General Objectives of the national Program:

   a) conceptualization and grounding of the state policy on gender equality as a pre-requisite of sustainable development of the country and creation of adequate conditions to increase the quality of population’s life;
   b) gender mainstreaming in policies of all areas and at all levels of decision making and implementation;
   c) provision of mechanisms for implementation of the effective normative framework in the field;
   d) ensuring of an efficient management of gender equality implementation at national and local levels;
   e) public awareness raising on prevention and elimination of prejudices, gender stereotypes and conditions entailing gender-based discriminatory situations;
   f) enhancing of the inter-trans-disciplinary analytical activities in the field of gender equality;
   g) consolidation of the dialogue and partnerships between public authorities, civil society, and other stakeholders;

51. Specific Objectives

   Employment and Labor Migration:
   a) Increase employment among women and reduce gender wage gap;
   b) Eliminate all forms of gender-based discrimination on the labour market;
   c) Promote women’s economic empowerment in rural areas;
   d) Mainstream gender into the implementation of policies on migration management.

   Budgeting
   a) Development of gender responsive budgeting (GRB) concept/vision in the context of the Republic of Moldova;
   b) Promotion of GRB into budgetary process at the national and local levels.

   Women’s participation in Decision Making
   Increase women’s representation in the decision making positions in political and
public life.

*Social Protection and Family*

a) Increasing significance of maternity and paternity and promotion of equal sharing of family responsibilities by men and women;
b) Improve social protection of women in their capacity of informal home caregivers;
c) Diminish the gap between the pensions of women and men.

*Health Care*

a) Mainstreaming gender into health policies;
b) Narrowing and closing gender gap in life expectancy at birth of women and men;
c) Reduce socio-economic factors leading to maternal mortality, especially among women from rural areas.

*Education*

a) Mainstreaming gender equality into education policies and education process;
b) Reduce feminization of educational system in the Republic of Moldova.

*Violence and Human Trafficking*

a) Annihilate domestic and gender based violence as well as the trafficking in human beings, particularly in women and girls;
b) Combat any manifestation of violence cases against girls and boys in the educational system;
c) Improve services for the rehabilitation and reintegration of victims of trafficking and violence, especially women and girls.

*Public Awareness Raising*

a) Encourage projection of positive images of women and men and of their equal status and responsibilities in the private and public spheres;
b) Combat sexist image of women in advertising and media;
c) Enhance awareness among women and men, girls and boys of their human rights.

52. The following principles shall be observed in the course of implementation the present national Program:

a) the principle of non-discrimination and equal opportunities in providing girls and boys, women and men with equal access to observance of their civil, political, economic, social, and cultural rights;
b) the principle of decentralization and responsibilities of all types of communities (local, social-and-professional, cultural, etc.) for promotion and implementation of gender equality;
c) the principle of proportional accessibility of women and men to social benefits, especially of the people from disadvantaged groups;
d) the principle of using non-sexist language in official documents, especially in legal texts, policy documents and of promoting a language reflecting gender equality principles;
e) the principle of optimal correlation of all educational dimensions: intellectual, aesthetic, moral, physical and professional, that include gender aspects.
f) the principle of balanced participation of women and men in political and public life, which ensures development of a participatory democracy and of a more receptive and responsible governance;
g) the principle of allocating adequate human and financial resources to policies to ensure gender equality and to empower women, which guarantees de facto observance of the gender equality principle;
h) the principle of use of sex-desegregated data, gender mainstreaming in the process of policies’ elaboration, implemententation, monitoring and evaluation.

III. REQUIRED ACTIONS TO ACHIEVE RESULTS

53. Activities per areas

Employment and Labor Migration
a) Mainstream gender into the policies and plans in governing the employment and labor market, including the policies for migration management as well as undertake their regular gender monitoring and evaluation;
b) Undertake proactive measures for overcoming persisting horizontal and vertical gender segregation on the labor market;
c) Adopt specialized programs and stimulate women’s entrepreneurship, especially in rural areas;
d) Undertake awareness raising campaigns on equal rights of women and men on the labor market and in economic activities;
e) Gather, analyze and disseminate sex-disaggregated statistics on women’s and men’s participation in the labor market.

Budgeting
a) Develop and mainstream gender responsive budgeting course at the university level and build capacities of public servants in the area through continuous training;
b) Develop and pilot implementation of gender analysis of budget processes.

Women’s participation in Decision Making
a) Develop and enact mechanisms for promoting gender equity within public authorities, including enterprises, institutes and organisations, regardless of the type of property and the legal organisational form;

b) Eliminate structural barriers for balanced participation of women and men in public and political decision-making processes;

c) Undertake awareness raising campaigns aimed at public at large and women specifically to encourage women to actively participate in public life;

d) Gather, analyze and disseminate sex-disaggregated statistics on promotion of women and men into decision making positions.

Social Protection and Family

a) Mainstream gender into the policy documents in the field of social protection and family and ensure their further gender monitoring and evaluation;

b) Promote and ensure equal sharing of women’s and men’s tasks in regard to family responsibilities;

c) Reconcile public/professional and private/family life;

d) Reduce gender-based differences in the pension system;

e) Undertake awareness raising campaigns on the importance of ensuring gender equality in public and private life;

f) Gather, analyze and disseminate sex-disaggregated statistics on women’s and men’s time use, particularly on child care or care of dependants, household maintenance and other family tasks.

Health Care

a) Consolidate and further develop family planning capacities, life-skills education and measures relevant to reproductive health, especially in rural areas;

b) Address important external factors of influence upon the health and life of women and men such as injuries, suicides, accidents, substance abuse, as priority factors for reducing population mortality, including among economically active population;

c) Undertake information, educational and awareness raising campaigns for the creation of population’s culture of risk prevention and health care, taking gender aspects into account;

d) Gather, analyze and disseminate sex-disaggregated statistics in the field of public health

Education

a) Mainstream gender dimension in educational policy at its development, implementation and monitoring stages.
b) Capacity building for gender mainstreaming into the educational system including development of training courses, curricula, educational standards, content of training topics, teaching and learning resources;

c) Undertake information and awareness raising campaigns related to gender aspects of education;

d) Gather, analyse and disseminate sex-disaggregated statistics in the education field.

**Violence and Human Trafficking**

a) Adoption of law on amending and completing some legislative acts in view of ensuring implementation of gender sensitive mechanisms for violence prevention and punishment;

b) Capacity building at all levels of violence and trafficking prevention and counteracting institutions with a specific accent upon people involved in victims rehabilitation and aggressors re-socialization taking into consideration gender dimension;

c) Develop educational programs, training modules, studies and undertake awareness raising campaigns related to phenomenon of violence and trafficking taking into consideration human rights and gender equality;

d) Consolidate social programs, rehabilitation and re-socialization measures aimed at supporting the victims and aggressors of violence and trafficking;

e) Gather, analyse and disseminate sex-disaggregated statistics on violence and trafficking related cases.

**Raising Public Awareness**

a) Initiate gender analysis of the legislative framework in the field of media, taking into account good practices at the international level;

b) Analyse, research, inform and take actions on media coverage of gender and gender issues;

c) Capacity building of media and particularly of media executives on gender issues and promotion of balanced gender image;

d) Involve men in promotion of the principle of equal opportunities for women and men.

**IV. IMPLEMENTATION STAGES AND TERMS**

54. This national Program establishes a long-term vision for mainstreaming gender into policy documents, inclusively in inter-sectoral and multi-disciplinary ones. Implementation of the national Program is planned for the period 2010-2015.

55. Fulfilment of this national Program will be assured by two mid-term action plans that will be implemented by competent authorities in the period 2010-2012 and 2013-2015. In 2012 the level of implementation of the first Action plan will be evaluated, and its results will be used in order to elaborate the second Action plan.
in the context of ensuring full implementation of strategic objectives of the program.

V. AUTHORITIES RESPONSIBLE FOR THE IMPLEMENTATION

56. The development of the national Program will be assured by social partnerships development in the field of gender equality that will include the following:

a) consolidation of the national mechanism for promotion of gender equality focusing both on consolidation of coordination of activities related to gender at the government level and on developing partnership networks and maintaining social dialogue. An additional chapter on consolidation of the national mechanism will be included in the Action Plans as well;

b) coordination of activities at the judicial, executive and legislative level and cooperation with civil society, which present the precondition for the efficient implementation of the national Program;

c) realization of the primary role of coordination and monitoring of the implementation of all policies in accordance with the current National Program’s provisions by the Government Committee for equality between women and men at the national level.

d) active participation of civil society organizations (NGOs, trade unions, employers’ associations, political parties, etc.) in implementation and monitoring of the national Program;

e) ensuring a scientific gender approach by the academic community at the government and academia level to promote gender education at all levels of education in Moldova. Academic institutions, think tanks, teachers and researchers constitute a valuable potential for gender awareness and gender introduction actions in public policies and decision-making processes;

f) active involvement of mass media, which is one of the major tools of public awareness raising and influence of relevant actors regarding gender equality and creation of gender culture of the population;

g) donors’ involvement for more effective implementation of the national Program.

VI. GENERAL COST ESTIMATION

Estimating the national Program impact

57. The effective implementation of the national Program will result in significant changes in consciousness and behavior of women and men, of the entire society regarding gender equality issues in Republic of Moldova.

58. The present national Program:

stands for making use of potential of both sexes. All citizens have the right to participate in public and political life, and the state is obliged to ensure equal opportunities for men and women to benefit from this law. In case, when a sex
(more often women) is not accepted to serve in public positions, being directly or indirectly discriminated, it becomes a problem of social equity; approaches to the problem of balanced representation of sexes in public positions that is related to the issue of confidence in state structures and their legitimacy. Since women in Moldova represent more than half of the population, their presence in decision-making positions ensures the legitimacy of relevant structures, bringing a sense to representative democracy; stands for fostering the potential of women and men, by reducing gender-based discriminatory practices, that will allow to diminish the migration flows of men and women, who don’t have confidence in the possibility of overcoming the problems are seeking new opportunities in other countries; conceives new approaches to society development, namely the transition from the sex-role approach (which slows a person’s development to the female and male biological state) to that of the gender’s (offers more chances for personal and professional self-development, overcoming the biological determinism); helps to strengthen the country’s positive image at the international level: the state can not afford to further underestimate one of the sexes, particularly women, in various spheres of life; contributes to improvement of people’s quality of life as a result of elimination of all forms of gender-based discrimination and violence: women’s and men’s physical and psychological well-being would improve; men’s life would increase; the number of divorces would decrease; the role of family values would increase, all together enhancing creation of a favourable environment for the harmonious education of the younger generation, etc.

59. Achieving equality between men and women is one of the effective means to combat poverty and stimulate the society’s development. Ensuring gender equality de facto will contribute to the reorientation of human and financial resources spent to eliminate the consequences of inequality (to combat domestic violence, trafficking in human beings, cases of gender discrimination) towards development programs.

The costs of implementation

60. Funding of activities for implementation of the present national Programme shall be made from and within the public funds budgeted on yearly basis by the appropriate public authorities as well as from other sources in line with the effective legislation.

61. The national Program implementation costs can be included in the current budget, formed from the national public budget resources provided for the institutions responsible for the implementation of specific activities within the framework of the mid-term Action plan according to the provisions of the Medium Term Expenditure Framework (MTEF) 2008-2010, National Development Strategy 2008-2011 and donor financial resources. It was impossible to cost this programme at the elaboration phase, this task being a responsibility of each public institution involved in the implementation of the 2010-2012 Action plan for the realization of the
national Programme on ensuring gender equality during 2010-2015. At the same time, reallocation and a more judicious direction of available financial resources will be needed. In order to fulfil the objectives of the national Programme line ministries will include measures in MTEF and take actions to direct donor activity towards financially uncovered fields of the national public budget.

VII. EXPECTED RESULTS

62. As a result of the efficient implementation of the current national Program during 2010-2015, the following results will be achieved at strategic level:

Employment and Labor Migration
a) Reduced pay gap between women and men;
b) Reduced gender segregation on the labor market;
c) Reduced gender based discrimination on labor market;
d) Increased entrepreneurship among women, especially in rural areas;
e) Improved social protection of migrants, especially women.

Budgeting
a) Developed and approved concept/vision on gender responsive budgeting;
b) Created the basis for promoting of gender responsive budgeting (GRB) into the legislative and normative acts;
c) Build capacities of human resources on promoting gender responsive budgets (GRB);
d) Piloted gender analysis of budgets in selected rayions and sectors.

Participation in Public and Political Decision-Making Process
a) Increased representation of women in decision making positions;
b) Reduced stereotypes and structural barriers that prevent women from actively participating in public and political decision-making.

Social Protection and Family
a) Reduced gender stereotypes on the role of women and men in regards to family responsibility,
b) Increased participation of men in providing care to children, elderly and needy people;
c) Increased opportunities for women to participate in the labor market;
d) Improved social protection of women;
e) Improved social protection of those, who provide home-based informal care services;
f) Reduced pension gap between women and men.

Health Care
a) Developed national gender sensitive health policies;
b) Reduced gender gap in life expectancy of women and men in the long run;
c) Reduced level of abortions, including among teenagers;
d) Improved access to and use of modern means of birth control by women and men, especially in rural areas.

**Education**
a) Ensured equal rights and equal access of girls and boys, women and men to the enjoyment of all principles of human rights in the sphere of education;
b) Reduced feminization in the educational system in the Republic of Moldova;

**Violence and Human Trafficking**
a) State measures to prevent and combat domestic violence and human trafficking are planned, implemented and monitored in an effective manner on the basis of taking into consideration gender specifics of victims;
b) Reduced gender based violence and trafficking, especially in rural areas;
c) Reduced number of cases of violence in the educational system;
d) Developed services for rehabilitation and reintegration of victims of trafficking and violence, especially women and girls, at the rayion level;
e) Protected human rights of victims of gender based violence and trafficking through national and international mechanisms for filing and settlement of claims.

**Public Awareness Raising**
a) Promoted positive images of women via national and local media;
b) Promoted women through mass media which is representing their role in public sphere;
c) Reduced existing practices of negative portrayal of women in media.

**VIII. PROGRESS AND PERFORMANCE INDICATORS**

63. In order to achieve expected results on all areas contained in the present national Programme, it is recommended to make use of the harmonized set of development indicators in a gender sensitive manner in the context of the Millenium Development Goals, approved by Decision No. 6 of the Board of National Bureau of Statistics on 26th December 2008.

**Employment and labour migration**
a) Gender sensitive policy documents in the field of employment and labour market;
b) Rate of employment in public and private sectors by economic areas, by sex and area;
c) Average wages by sex and economic activities;
d) Employment by professional status (and economic sectors) and sex;
e) Rate of employment of women and men depending on the number of children in the family;
f) Rate of fathers, who use paternity leave;
g) Number of court final decisions regarding the cases on sexual harassment and other forms of victimization in the workplace;
h) Rate of participation in economic activities by sex and area;
i) Number of business owners by sex, area and economic activities;
j) Number of self-employed workers by sex and area;
k) Number of heads of enterprises from real sector of economy (by enterprise size, economic activities) by sex and area;
l) Number of programs and plans in the field of migration, where gender equality principles are mainstreamed.

Gender responsive budgeting
a) Number of post-graduate students studying gender responsive budgeting course;
b) Number of officials trained on gender responsive budgeting;
c) Number of rayons and sectors piloting the gender responsive budgeting tools.

Participation in political and public decision-making process
a) Share of seats held by women in Parliament;
b) Number/rate of women and men, by areas, elected in municipal and local councils;
c) Number of Cabinet of Ministers’ members, by sex;
d) Rate of women in the number of public servants in central and local public authorities;
e) Number of managers and public servants within the economic entities by sex and professional status (remunerated and unremunerated).

Social protection and family
a) Number of men on dependant’s care leave (sick and disabled children, including elderly people);
b) Rate of mother/father beneficiaries of allowances for child rearing (by area, age, work place);
c) Number of community-based kindergartens;
d) Number of informal caregivers to elderly, disabled and other needy people by sex and area;
e) Normative acts developed and approved for increasing the status of informal caregivers;
f) Inclusion of caregiver profession in the category of professional classification;
g) Rate of pensioners in total population (by sex and area);
h) Rate of women/men beneficiaries of social allowances for aged people compared to the rate of beneficiaries of oldage pensions (by area and age);
i) Average monthly pension by sex, area and category.
Health care
a) Number of health professionals trained on gender aspects of health;
b) Rate of persons who abuse alcohol, by sex, area and age groups;
c) Abortion rate by age and area;
d) Abortion and birth rate for teens (15-19 y.o);
e) Maternal death rate, by causes of death, by area and age groups;
f) Share of birth assisted by medical personnel by area.

Education
a) Number of teachers trained on gender aspects of educational process;
b) Rate of enrollment in the education system of girls and boys aged 3-6 years old;
c) Gross/net enrollment rate in primary education of girls and boys aged 7-10 years old;
d) Gross/net enrollment rate in secondary education of girls and boys aged 11-15 years old;
e) Number of teachers at all levels of education by sex, area and age group;
f) Number/share of boys/men pursuing professions/education in spheres traditionally dominated by girls/women;
g) Number/share of girls/women pursuing professions/education in areas traditionally dominated by boys/men.

Violence and trafficking in human beings
a) Number of registered cases of gender based violence by main types of violence and area;
b) Number of gender based violence cases resolved by the court;
c) Number of victims who benefited from services provided by assistance centers by sex, age groups and area;
d) Number of victims who benefited from medical services by age groups, sex and area;
e) Number of officials at the national level trained in gender issues in order to prevent and combat domestic violence and trafficking in human beings;
f) Number of medical personnel trained to approach health issues through violence phenomena;
g) Number of education professionals trained;
h) Number of violence cases identified at schools and other education institutions by area;
i) Number of victims of violence identified in the educational institutions by sex, age groups and area;
j) Number of aggressors identified in the educational institutions by sex, age, status and area;
k) Proportion of state/local budget allocated to prevent and combat domestic violence and trafficking in human beings;
l) Number of available places in the shelters for victims of violence and trafficking in human beings;
m) Number of multi-disciplinary teams at the local levels trained on prevention and combating domestic violence and trafficking in human beings through gender lens;

n) Number of NGOs funded from the state or local budget to prevent violence and trafficking in human beings.

**Public awareness raising**

a) Number of media organizations, which adopted Gender Sensitive Code of Conduct and/or similar norms/acts;

b) Increased number of positive images of women in public sphere in press and other media;

c) Reduced cases of women’s victimization in press and other media;

d) Number of women that avail themselves of procedures and remedies for violations of their rights at the national and international levels.

**IX. OPPORTUNITIES AND CONSTRAINTS**

**Opportunities**

64. The following advantages will be obtained as a result of national Program’s implementation:

a) Existence of a regulatory framework on gender equality aligned to modern requirements of Moldovan society and international community;

b) Cohering policies for ensuring the European integration;

c) Commitment to radical changes in the field of gender equality;

d) Involvement of community in the implementation of the national Program;

e) Creation of managerial mechanisms for the National Program implementation;

f) Development of action plans for the National Program implementation, with financial support and clear division of responsibilities among partners.

**Constraints**

65. The National Program implementation can be also conditioned by a number of both socioeconomic and managerial risks:

a) unfavorable socioeconomic conditions can block the National Program’s implementation actions;

b) managerial factors can be insufficiently prepared for promotion and implementation of the National Program;

c) persistence of prejudice and gender stereotypes in the society limits the manifestation of women in public life, and of men in private, family life;

d) quality of the gender equality promotion process expected by the National Program can be endangered by insufficient vocational training, professional and material motivation and exodus of specialists;
e) resistance to changes of certain specialists and public servants can determine promotion of an indifferent and disapproving attitude to the National Program implementation;

f) insufficiency of statistical data and in-depth studies in the above-mentioned fields, which would thoroughly identify real problems related to gender equality, can limit awareness about the National Program implementation needs.

X. MONITORING AND EVALUATION

66. The Ministry of Labour, Social Protection and Family is in charge of monitoring and evaluating the implementation of the National Program. Local public authorities will monitor and report to the Ministry of Labour, Social Protection and Family about actions undertaken at local level in order to implement the present national Program.

67. The implementation of the present Program in every field will be monitored and evaluated in accordance with the Law No. 5-XVI of 9 February 2006 on ensuring equal opportunities between women and Men, CEDAW reporting mechanism, in compliance with Millenium Development Goals, National Development Strategy, and the harmonized set of development indicators in a gender sensitive manner in the context of the Millenium Development Goals. The Government Commission for Equality between Women and Men shall be the appropriate institutional structure.

68. The activities of monitoring of the present national Program shall be of continuous nature, being carried out within the entire period of implementation, and will include monitoring both data collection, processing, and analysis, identification of errors or unforeseen effects, as well as suggestion of possible modifications in the planned measures and activities. The monitoring will be carried out based on progress and result indicators, which will allow observing and evaluating the fulfillment of general objectives stipulated by the National Program and of the final goal in dynamics.

69. The National Program evaluation will be of systematic nature, being carried out within the entire period of implementation and, based on monitoring indicators, it will include the development of annual evaluation reports and of the final evaluation report on the Program implementation.

70. In order to ensure transparency of the National Program implementation processes, annual evaluation reports, as well as the final evaluation report will be published in mass media and on web-pages of the Ministry of Labour, Social Protection and Family.

71. The Ministry of Labour, Social Protection and Family will inform the general public about the National Program and disseminate the relevant information to local and foreign partners as well.
### Action plan for the implementation during 2010-2012 of the National Program on ensuring gender equality during 2010-2015

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<th>#</th>
<th>Key Objectives</th>
<th>Actions</th>
<th>Time frame</th>
<th>Responsible parties</th>
<th>Partners</th>
<th>Progress Indicator</th>
<th>Costs*</th>
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<td></td>
<td>1.1.2 Monitor implementation of the National Development Strategy in the area of employment through gender lens;</td>
<td>2011</td>
<td>Ministry of Labour Social Protection &amp; Family</td>
<td>Ministry of Economy, Civil Society Organisations, International Labour Organization, United Nations Development Fund for Women</td>
<td>Employment related sub-priority of the National Development Strategy monitored through gender lens</td>
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<td>1.1.3 Develop gender equality standards to promote equal participation of women in economic decision making and recommend to political, economic and financial institutions;</td>
<td>2011-2012</td>
<td>Ministry of Economy, Ministry of Labour Social Protection &amp; Family</td>
<td>Private Entities, Civil Society Organisations</td>
<td>Standards on gender equality in economic decision making developed Number of political, economic and financial institutions adopted gender equality standards</td>
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<td>1.1.4 Promote “non-traditional” professions for women and men in the labor market to redress gender-based occupational segregation;</td>
<td>2011-2012</td>
<td>Ministry of Economy, Ministry of Education, Ministry of Labour Social Protection &amp; Family</td>
<td>Trade Unions, Employers’ Association, Civil Society Organisations, International Labour Organisation,</td>
<td>Number of local employment agencies that pilot the mechanism on promoting “non-traditional” professions</td>
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<td>1.1.5</td>
<td>Undertake Information and awareness raising campaigns addressed at the general public, specifically in rural areas on the right of women and men to equality in the labour market and in economic life;</td>
<td>Family, Ministry of Culture</td>
<td>Local Public Authorities</td>
<td>2010-2012</td>
<td>Ministry of Economy, Ministry of Labour Social Protection &amp; Family</td>
<td>Mass-media, United Nations Development Fund for Women, International Labour Organisation, Civil Society Organisations</td>
<td>Number of campaigns undertaken</td>
</tr>
<tr>
<td>1.1.6</td>
<td>Encourage women’s participation in the labor market through reducing gender discrimination, unemployment rate, and improvement of employment rate among women;</td>
<td>Ministry of Labour Social Protection &amp; Family (National Employment Agency), Ministry of Education, Local Public Authorities</td>
<td>Mass media, Civil Society Organisations</td>
<td>2010-2012</td>
<td>Ministry of Labour Social Protection &amp; Family, Ministry of Economy</td>
<td>Employment Rate of women, Unemployment Rate among women</td>
<td></td>
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<td>1.1.7</td>
<td>Undertake situation analysis of women in the labor market with the focus in rural areas.</td>
<td>Ministry of Labour Social Protection &amp; Family, Ministry of Economy</td>
<td>National Bureau of Statistics, Think Tanks, Civil Society Organisations, United Nations Development Fund for Women, International Labour Organisation</td>
<td>2009-2010</td>
<td>Ministry of Labour Social Protection &amp; Family, Ministry of Economy</td>
<td>Analysis undertaken with the focus in rural areas</td>
<td></td>
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<tr>
<td>1.2.2</td>
<td>Update information in unified data base of the labor market on a regular basis through gender lens;</td>
<td>2010-2012</td>
<td>Ministry of Labour Social Protection &amp; Family, (National Employment Agency), Ministry of Education, Central Public Authorities</td>
<td>Local Public Authorities</td>
<td>Unified Data base of the labor market contain sex-disaggregated data</td>
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<td>1.2.4</td>
<td>Undertake gender analysis of parental leave;</td>
<td>2010-2012</td>
<td>National Office for Social Insurance</td>
<td>United Nations Development Fund for Women, Civil Society Organisations, Think Tanks</td>
<td>Gender analysis of parental leave is undertaken</td>
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<td>1.2.5</td>
<td>Develop and disseminate Recommendation Note on Parental leave to targeting public and private institutions in order to promote increased participation of men and fathers in private/family life;</td>
<td>2010-2012</td>
<td>Governmental Committee on Gender Equality, Ministry of Labour, Social Protection &amp; Family, Ministry of Economy</td>
<td>Trade Unions, Employers’ Association, Civil Society Organisations, International Organisations</td>
<td>Recommendation note developed</td>
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</tbody>
</table>

1. Labour Organisations’ Conventions and others with regard to women’s employment;
<table>
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<tr>
<th>1.2.6</th>
<th>Develop and mainstream measures for preventing and combating sexual harassment and other forms of victimization in the workplace into the Labor Code and other relevant legal and normative acts.</th>
<th>2010-2012</th>
<th>Ministry of Economy, Ministry of Labour, Social Protection &amp; Family</th>
<th>Trade Unions, Employers’ Association, Civil Society, Civil Society Organisations, International Organisations</th>
<th>Labor Code and other relevant legal/normative acts reflect sexual harassment and other forms of violence in the workplace</th>
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<tbody>
<tr>
<td>1.3</td>
<td>Promote women’s economic empowerment in rural areas</td>
<td>1.3.1</td>
<td>Promote investment projects, financial advice, and access to training and retraining both in urban and rural areas, and promote recommendations for promoting women’s entrepreneurship into relevant documents.</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family (National Employment Agency) Ministry of Education, Ministry of Finance</td>
</tr>
<tr>
<td>1.4</td>
<td>Mainstream gender aspects into the implementation of policies on migration administration</td>
<td>1.4.1</td>
<td>Negotiate intergovernmental agreements on social security of migrants and their families;</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family</td>
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<td></td>
<td>Improving methods to gather,</td>
<td>2010-</td>
<td>Ministry of International</td>
<td>Methods developed and</td>
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<td>2.1.2 Mainstream gender responsive budgeting course at the post graduate level;</td>
<td>2009</td>
<td>Academy of Economic Studies of Moldova</td>
<td>Ministry of Labour, Social Protection &amp; Family, World Bank, Swedish International Development Cooperation Agency, United Nations Development Fund for Women, Academy of Public Administration within the Presidency of Moldova</td>
<td>Course curriculum is developed and implemented in at least one university</td>
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<td>2.1.3 Develop and organize summer</td>
<td>2010</td>
<td>Academy of Public Administration</td>
<td>Ministry of Finance, Summer Course on GRB</td>
<td>Extern</td>
<td></td>
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<td>Course on GRB for the relevant ministries’ officials.</td>
<td>Economic Studies of Moldova</td>
<td>Ministry of Labour, Social Protection &amp; Family, Ministry of Economy, Ministry of Education, Ministry of Health, Department for International Development, World Bank, Swedish International Development Cooperation Agency, United Nations Development Fund for Women, Academy of Public Administration within the Presidency of Moldova</td>
<td>Number of ministry officials trained through the summer course</td>
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<tr>
<td>Promotion of GRB development into budgetary process at the national and local levels</td>
<td>Undertake gender analysis in budget processes focusing on selected priority areas in the framework of the National Development Strategy.</td>
<td>2010-2011</td>
<td>2010-2012</td>
<td></td>
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<tr>
<td>Women’s participation in Decision Making</td>
<td>Development and implementation of international treaties provisions and legal instruments, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women, General Recommendation of the Committee on the</td>
<td>2010-2012</td>
<td>International Organisations, Civil Society Organisations</td>
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<td>Increase representation of women in the decision making positions in the political and public life</td>
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<td>Section</td>
<td>Objective</td>
<td>Year</td>
<td>Implementing Bodies</td>
<td>Additional Information</td>
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<td>3.1.2</td>
<td>Develop Recommendation Note aiming at balanced participation of women and men taking public positions, civil society organisations, private sector organisations and political parties at the decision making level and disseminate it to the relevant organisations with required follow up;</td>
<td>2010</td>
<td>Governmental Committee on Gender Equality, Ministry of Labour, Social Protection &amp; Family</td>
<td>United Nations Development Fund for Women, International Organisations, Civil Society Organisations, media organizations</td>
<td>Recommendation note developed; Number of organizations (NGOs, private and political entities) that apply and use Women’s Participation Note</td>
</tr>
<tr>
<td>3.1.3</td>
<td>Undertake research and policy-related analytical studies on women’s participation at different decision levels of organizations, including identification of obstacles encountered and strategies needed to overcome the identified barriers;</td>
<td>2010-2012</td>
<td>Governmental Committee on Gender Equality, Ministry of Labour, Social Protection &amp; Family</td>
<td>Civil Society Organisations, International Organisations, Academic institutions and media</td>
<td>Status of women’s participation in decision making is analyzed, obstacles defined and recommendations communicated to the relevant policy makers</td>
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<tr>
<td>3.1.4</td>
<td>Monitor implementation of the Law no.5-XVI of 9 February 2006 on equal opportunities for women and men and of internal by-laws by political parties concerning balanced participation of women and men in political decision making positions;</td>
<td>2010-2012</td>
<td>Ministry of Justice</td>
<td>Ministry of Labour, Social Protection &amp; Family, International Organisations, Civil Society Organisations</td>
<td>Number of monitored political parties;</td>
</tr>
<tr>
<td>3.1.5</td>
<td>Gather, analyze and disseminate sex-disaggregated statistics on participation of women and men in decision making bodies, both elected and appointed, at all levels of the organization and functioning of society, including leading bodies of political and administrative institutions and of</td>
<td>2010-2012</td>
<td>Central Electoral Commission, National Bureau of Statistics, State Chancellery (Human Resources Department)</td>
<td>Civil Society Organisations, Academic institutions, Local Public Authorities</td>
<td>Sex-disaggregated statistics on women’s and men’s participation in political decision making is made available on a regular basis</td>
</tr>
</tbody>
</table>
### Social protection and family

#### 4.1 Increasing significance of maternity and paternity and promotion of equal sharing of tasks by men and women in regards to family responsibilities

<table>
<thead>
<tr>
<th>4.1.1 Develop and implement special measures in order to ensure full implementation of relevant international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women, International Labour Organisation’s relevant Convention and the revised European Social Charter;</th>
<th>2010-2012</th>
<th>Ministry of Labour, Social Protection &amp; Family, (National Employment Agency), Ministry of Economy</th>
<th>Ministry of Foreign Affairs &amp; European Integration, Ministry of Culture, International Organisations</th>
<th>Initiated the process of ratification of relevant international treaties</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.1.2 Implement Integrated Social Services for persons in need (children, elder people, disabled, etc.) through gender perspectives in social field;</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family</td>
<td>Local Public Authorities, Civil Society Organisations, International Organisations</td>
<td>Integrated Social Services developed in community, rayon and national levels through gender perspectives</td>
</tr>
<tr>
<td>4.1.3 Undertake national and local campaigns to promote model fathers with the focus on changing social pattern within the families;</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family</td>
<td>Local Public Authorities, Civil Society Organisations, International Organisations</td>
<td>Number of campaigns organized</td>
</tr>
<tr>
<td>4.1.4 Support to initiation and establishment of community based kindergartens on a pilot basis under the responsibility and control of the parents’ association in the respective local communities;</td>
<td>2010-2011</td>
<td>Ministry of Education</td>
<td>Ministry of Labour, Social Protection &amp; Family, United Nations Development Programme, United Nations Development Fund for Women, Swedish International Development Cooperation Agency</td>
<td>Number of pilot kindergartens established and functioning</td>
</tr>
<tr>
<td>4.1.5 Conduct time use survey on women’s and men’s average use of time, including families with</td>
<td>2010-2012</td>
<td>National Bureau of Statistics</td>
<td>Ministry of Economy, Ministry of Labour, Social</td>
<td>Results of the Time Use survey shared with the decision makers</td>
</tr>
<tr>
<td></td>
<td>Improve social protection of women as informal home caregivers;</td>
<td>Develop and implement special measures in order to ensure full implementation of international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination, International Covenant on Economic, Social and Cultural Rights, ILO Convention, revised European Social Charter;</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family, Ministry of Health, Trade Union</td>
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<tr>
<td>4.2</td>
<td>4.2.1</td>
<td>4.2.2</td>
<td>4.2.3</td>
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<tr>
<td></td>
<td>Develop a proposal to amend the law on social assistance to introduce official services provided by informal home caregivers;</td>
<td>To direct social indemnities towards most needy, through social assistance taking into</td>
<td>2010-2011</td>
<td>Local Public Authorities, Trade Unions</td>
</tr>
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<td></td>
<td></td>
<td></td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family</td>
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<tr>
<td><strong>4.3</strong></td>
<td>Diminish a gap between pensions of women and men</td>
<td>4.3.1</td>
<td>Examine the impact of increasing retirement age of women upon the economic situation of women as well as on the pension system in general.</td>
<td>2010-2011</td>
</tr>
<tr>
<td><strong>5</strong></td>
<td><strong>Health care</strong></td>
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</tr>
<tr>
<td><strong>5.1</strong></td>
<td>Mainstreaming gender equality into Health policies</td>
<td>5.1.1</td>
<td>Develop and implement special measures in order to ensure full implementation of international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women, General Recommendation of the Committee on the Elimination of Discrimination against Women, International Covenant on Economic, Social and Cultural Rights, and revised European Social Charter;</td>
<td>2010-2012</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5.1.2</td>
<td>Develop methodological instructions, standards of knowledge and practical skills in the field of health through gender lens;</td>
<td>2011</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5.1.3</td>
<td>Build capacity of health personnel from the multi-disciplinary teams in rayons in the context of gender dimensions, in health aspects of violence, HIV infection, aimed at providing adequate medical services</td>
<td>2010-2012</td>
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<td></td>
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<tr>
<td>5.1.4</td>
<td>Gather, analyze and use sex-disaggregated statistics as well as results of research and studies through gender lens in planning and implementation of sector policies.</td>
<td>2010-2011</td>
<td>Ministry of Health, National Bureau of Statistics</td>
<td>International Organisations, Civil Society Organisations, Local Public Authorities</td>
</tr>
<tr>
<td>5.2</td>
<td>Narrowing gender gap in life expectancy of women and men</td>
<td>5.2.1</td>
<td>Identify causal factors of increasing gap in life expectancy of women and men through research and studies from a gender perspective (a specific study on this subject focusing on the aspect of Moldovan women’s vulnerability to HIV infection);</td>
<td>2010</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5.2.2</td>
<td>Identification of measures for removing/reducing factors leading to increasing gap in life expectancy of women and men;</td>
<td>2011</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5.2.3</td>
<td>Improving mental and physical health to prevent health risk behaviour (suicide, abusive alcohol consumption, drug abuse) by putting efficient treatment into practice;</td>
<td>2010-2012</td>
</tr>
<tr>
<td>5.2.4</td>
<td>Raise public awareness on the factors leading to increasing gap in life expectancy, including trauma and accidents.</td>
<td>2010-2011</td>
<td>Ministry of Health, Ministry of Education, Ministry of Internal Affairs, Ministry of Transportation and Road Infrastructure</td>
<td>Ministry of Labour, Social Protection &amp; Family, International Organisations, Civil Society Organisations, mass-media</td>
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<tr>
<td>5.3</td>
<td>Reduce socio-economic factors leading to maternal mortality, especially among women from rural areas</td>
<td>5.3.1</td>
<td>Develop and provide reproductive health services for women and men, especially youth at the primary level, including retraining of medical staff and development of guidelines and corresponding standards;</td>
<td>2010-2012</td>
</tr>
<tr>
<td></td>
<td>5.3.2</td>
<td>Improve the availability, acceptability and use of modern means of fertility control by women and men, especially in rural areas to eliminate the use of abortion as a method of fertility control;</td>
<td>2010-2012</td>
<td>Ministry of Health</td>
</tr>
<tr>
<td></td>
<td>5.3.3</td>
<td>Awareness raising on family planning and reproductive health reflecting gender aspects, including the promotion of the principle of non-discrimination towards people living with HIV;</td>
<td>2010-2012</td>
<td>Ministry of Health</td>
</tr>
<tr>
<td></td>
<td>5.3.4</td>
<td>Promotion of healthy life-style in the society, but also among teenagers and youth through the National Healthy Lifestyle Programme for 2007-2015.</td>
<td>2010-2012</td>
<td>Ministry of Health, Ministry of Education</td>
</tr>
</tbody>
</table>

### Education

<table>
<thead>
<tr>
<th>6.1</th>
<th>Mainstreaming</th>
<th>6.1.1</th>
<th>Implement relevant international</th>
<th>Ministry of</th>
<th>Ministry of Labour,</th>
</tr>
</thead>
</table>

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<table>
<thead>
<tr>
<th>5.1.2</th>
<th>Gender review of compulsory national curriculum;</th>
<th>2011-2012</th>
<th>Ministry of Education</th>
<th>Civil Society Organisations, Academia, International Organisations</th>
<th>Recommendations developed and mainstreamed into sector policies and plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>5.1.3</td>
<td>Mainstream gender into the content of scholar books;</td>
<td>2011-2012</td>
<td>Ministry of Education</td>
<td>Civil Society Organisations, Academia, International Organisations</td>
<td>Recommendations developed and mainstreamed into education policies and plans</td>
</tr>
<tr>
<td>5.1.4</td>
<td>Integrate gender equality perspectives in teachers’ initial training, retraining and in-service training programmes in the context of human rights;</td>
<td>2011-2012</td>
<td>Ministry of Education, Institute for Educational Sciences</td>
<td>Academic institutions, United Nations fund for Children, Ministry of Labour, Social Protection &amp; Family, Civil Society Organisations</td>
<td>Gender amendments approved by the Ministry</td>
</tr>
<tr>
<td>5.1.5</td>
<td>Ensure access of girls and boys to different services and privileges, including grants and scholarships on an equal basis.</td>
<td>2011-2012</td>
<td>Ministry of Education</td>
<td>United Nations fund for Children, Ministry of Labour, Social Protection &amp; Family, Civil Society Organisations</td>
<td>Number of girls and boys benefiting from grants, scholarship</td>
</tr>
<tr>
<td>5.2</td>
<td>Reduce feminization of educational system in the Republic of</td>
<td></td>
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</tbody>
</table>

<p>| 5.2.1 | Promote gender perspectives in Human Resource development for all levels of education on the basis of research and international practices; | 2011-2012 | Ministry of Education | United Nations fund for Children, Civil Society Organisations, Academic institutions | Share of women and men teachers at different levels of education |</p>
<table>
<thead>
<tr>
<th>Moldova</th>
<th>6.2.2</th>
<th>Promote among girls and boys to enroll in nontraditional fields through gender perspectives for their sexes education and vocational training.</th>
<th>2011-2012</th>
<th>Ministry of Education</th>
<th>Ministry of Labour, Social Protection &amp; Family, (National Employment Agency), International Organisations, Civil Society Organisations</th>
<th>Number of girls and boys enrolled for professions, which are unconventional for their sexes;</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Violence and Trafficking in human being</td>
<td></td>
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<tr>
<td>7.1</td>
<td>Annihilate domestic and gender based violence against and trafficking in human beings, especially in women and girls</td>
<td>7.1.1</td>
<td>Develop and implement special measures in order to ensure full implementation of relevant international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women, and revised European Social Charter³;</td>
<td>2010-2012</td>
<td>Ministry of Internal Affairs, Ministry of Labour, Social Protection &amp; Family, Ministry of Health, Ministry of Education, Ministry of Foreign Affairs &amp; European Integration</td>
<td>International Organisations, Local Public Authorities, Civil Society Organisations</td>
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<td></td>
<td></td>
<td>7.1.3</td>
<td>Take full consideration/ mainstreaming gender aspects in key normative and administrative acts and policies in regard to</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family,</td>
<td>International Organisation for Migration, United Nations</td>
</tr>
<tr>
<td>7.1.4</td>
<td>Develop services for women and girl victims of violence and trafficking;</td>
<td>2010-2012</td>
<td>Local Public Authorities, Ministry of Internal Affairs, Ministry of Education, Ministry of Labour, Social Protection &amp; Family, Ministry of Health, International Organisation for Migration, United Nations Population Fund, United Nations Development Programme</td>
<td>Number of specialized services available for women and girls</td>
<td>Number of women and girls received service</td>
<td></td>
</tr>
<tr>
<td>7.1.6</td>
<td>Commission research on the</td>
<td>2011-</td>
<td>Ministry of</td>
<td>Organization for</td>
<td>Recommendations from</td>
<td></td>
</tr>
<tr>
<td>7.1.7</td>
<td>Undertake information and awareness raising campaigns, including 16 days event, addressed at the general public on the issue of violence against women, girls and boys, including trafficking in human beings as a human rights violation;</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family, Ministry of Internal Affairs, Ministry of Health, Ministry of Education, Local Public Authorities</td>
<td>International Organisation for Migration, United Nations Population Fund, Organization for Security and Cooperation in Europe, United Nations Development Programme, Civil Society Organisations, United Nations Development Fund for Women, Academia</td>
<td>Number of awareness raising campaigns organized</td>
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<tr>
<td>7.2</td>
<td>Combat manifestation of violence against girls and boys in the educational system</td>
<td>2010-2011 Ministry of Labour, Social Protection &amp; Family, Ministry of Education</td>
<td>United Nations Fund for Children, Civil Society Organisations</td>
<td>Developed draft law on amending and supplementing some legal acts</td>
<td></td>
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<tr>
<td>7.2.1</td>
<td>Consolidate normative framework and elaborate mechanisms for responsibility of persons who committed violence against children, especially girls, including in educational institutions;</td>
<td>2011-2012 Ministry of Education</td>
<td>United Nations Fund for Children, Civil Society Organisations, Academia</td>
<td>Modules developed</td>
<td></td>
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<tr>
<td>7.2.2</td>
<td>Develop violence counteracting training modules for pedagogical institutions and training institutions for educational personnel and officials;</td>
<td>2011-2012 Ministry of Education</td>
<td>United Nations Fund for Children, Civil Society Organisations, Academia</td>
<td>Number of awareness raising campaign</td>
<td></td>
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<tr>
<td>7.2.3</td>
<td>Undertake information and awareness raising initiatives addressed at all levels of educational institutions (both educational personnel and pupils/students) on the issue of violence against girls and boys and women as a human rights violation.</td>
<td>2011-2012 Ministry of Education</td>
<td>United Nations Fund for Children, Civil Society Organisations, Academia</td>
<td>Number of awareness raising campaign</td>
<td></td>
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</tr>
<tr>
<td>7.3</td>
<td>Improve services for the rehabilitation and reintegration of victims of trafficking and violence, especially women and girls</td>
<td>2011-2012 Ministry of Labour, Social Protection &amp; Family</td>
<td>Ministry of Internal Affairs, Ministry of Health, Ministry of Education, Local Public Authorities, International Organisations,</td>
<td></td>
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<tr>
<td>7.3.2</td>
<td>Integrate gender aspects into the training for the multidisciplinary teams from rayons on preventing and combating trafficking in human beings and domestic violence;</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family, Ministry of Health, Ministry of Education, Ministry of Internal Affairs, Local Public Authorities</td>
<td>International Organisation for Migration, United Nations Population Fund, United Nations Development Programme, Organization for Security and Cooperation in Europe</td>
<td>Training module developed and implemented</td>
<td></td>
</tr>
<tr>
<td>7.3.3</td>
<td>Support three women’s shelters, which provide support to victims of domestic violence/trafficking.</td>
<td>2010-2012</td>
<td>Ministry of Labour, Social Protection &amp; Family, Local Public Authorities</td>
<td>Civil Society Organisations, International Organisations</td>
<td>Methodological materials</td>
<td></td>
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</tbody>
</table>

### 8 AWARENESS RAISING AND MEDIA

<p>| 8.1 | Encourage projection of positive images of women and men and of their equal status and responsibilities in the private and public spheres | 8.1.1 | Develop and implement special measures in order to ensure full implementation of priority actions from the Strategic Objectives and actions contained in Chapter IV of the Beijing Platform for Action, in particular Section J (women and the media); | 2010-2011 | Audiovisual Coordinating Council | Audio-visual and print media associations, Civil Society Organisations, Parliamentary Committee for Culture, Science, Education, Youth, Sports and Media, Governmental Committee on Gender Equality |</p>
<table>
<thead>
<tr>
<th>8.1.3</th>
<th>Mainstream gender aspects into journalistic Ethic Code with focus on the use of non-sexist language and the presentation of non-stereotyped images of women and men and exclude the use of violent or degrading materials, etc.;</th>
<th>2010-2011</th>
<th>Audiovisual Coordinating Council, Press Associations of Central Public Authorities</th>
<th>Organisations, Journalists union of Moldova</th>
<th>Gender sensitive code of ethics for journalists</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.1.4</td>
<td>Undertake capacity building of journalists and media decision makers on the principles of gender equality as a core of human rights.</td>
<td>2010-2012</td>
<td>Ministry of Education</td>
<td>Academic institutions, International Organisations, Civil Society Organisations</td>
<td>Number of capacity building trainings Number of trained journalists</td>
</tr>
<tr>
<td>8.2.1</td>
<td>Identify and lessen existing practice among print media, which further perpetrates human dignity, gender-based violence and the negative use of women’s and men’s image in the media, including in advertising;</td>
<td>2010-2012</td>
<td>Audiovisual Coordinating Council, Press Associations of Central Public Authorities</td>
<td>Audio-visual and print media associations, International Organisations, Civil Society Organisations</td>
<td>Broadcasts accomplished</td>
</tr>
<tr>
<td>8.2.2</td>
<td>Promotional campaigns, knowledge products and capacity building for media to promote an adequate and equilibrated gender image.</td>
<td>2010-2012</td>
<td>Governmental Committee on Gender Equality</td>
<td>Audio-visual and print media associations, International Organisations, Civil Society Organisations</td>
<td>Number of accomplished campaigns</td>
</tr>
<tr>
<td>8.3.1</td>
<td>Develop and implement communication strategy of the government on promoting gender</td>
<td>2010-2011</td>
<td>Government press services, Press services of</td>
<td>Governmental Committee on Gender Equality,</td>
<td></td>
</tr>
</tbody>
</table>
and men and girls and boys of their human rights

| 8.3.2 | Develop and disseminate brochures on the Convention on the Elimination of all forms of Discrimination against Women and its Optional Protocol, Complaint Mechanism of the Special Rapporteur on Violence against Women within OHCHR, and European Court of Human Rights and local legislations and plans for promoting Human Rights, especially of women and girls. | 2010-2011 | Government press services, Press services of relevant Central Public Authorities | International Organisations | Developed and disseminated informational materials |

9. National Institutional Mechanism

9.1 Improving governance for gender equality

| 9.1.1 | Develop and implement special measures in order to ensure full implementation of the strategic objectives and actions contained in Beijing Platform for Action, Gender equality law of the RM; | 2010-2012 | Ministry of Labour, Social Protection & Family | Governmental Committee on Gender Equality |

| 9.1.2 | Review the positions/status and scope of work of the Gender Focal Points in the ministries and government agencies and align it with Council of Europe standards indicated in the Recommendation CM/Rec(2007)17 (Part C-2 ii, iii, v) of the Committee of Ministers to member states on gender equality standards and mechanism; | 2009-2010 | Ministry of Labour, Social Protection & Family, Gender Focal Points in Central Public Authorities | Civil Society Organisations, International Organisations |

| 9.1.3 | Establish gender focal point positions at the rayon level and build their capacity; | 2010-2011 | Ministry of Labour, Social Protection & Family, Local Public Authorities | United Nations Population Fund, International Organisation for Migration, Organization for Security and Gender focal points Number of delivered trainings for gender focal points |
| 9.1.4 | Build capacity (e.g. gender mainstreaming, gender analysis, application of gender statistics and monitoring tools, use of gender responsive budgeting, etc) of the Governmental Committee on Gender Equality’ members as well as Gender Focal Points; | 2010-2012 | Ministry of Labour, Social Protection & Family | National Bureau of Statistics, Academic institutions, Civil Society Organisations, International Organisations |
| 9.1.5 | Build capacity of ombuds in dealing with complaints for discrimination on the basis of sex; | 2010-2011 | Human Rights Committee | International Organisations, Ministry of Labour, Social Protection & Family |
| 9.1.6 | Build capacity of judicial staff and high level authorities for the full implementation of the Convention on the Elimination of all forms of Discrimination against Women, optional protocol, gender equality law, Law on preventing and combating domestic violence. | 2011 | National Institute of Justice, Ministry of Justice, Superior Council of Magistracy | International Organisations, Civil Society Organisations, Donors |
| 9.2 | Reinforce Networking and support social dialogue | 9.2.1 | Establish and facilitate a inter-ministerial team on elaboration of the state’s fourth and fifth consolidated report on the implementation of the Convention on the Elimination of all forms of Discrimination against Women which due in July 2011. | 2010-2011 | Ministry of Labour, Social Protection & Family, Governmental Committee on Gender Equality, Ministry of Economy, Ministry of Education, Ministry of Health, Ministry of Internal Affairs, Ministry of Transport and Road Infrastructure, Report on the implementation of the Convention on the Elimination of all forms of Discrimination against Women developed |

* Funding of activities for implementation of the present national Programme shall be made from and within the public funds budgeted on yearly basis by the appropriate public authorities as well as from other sources in line with the effective legislation.

Notes:

1. Particularly taking into account Articles 11,13 CEDAW, Articles 7,10 ICESCR, ILO Conventions No 100, 111 and 183, Articles 1 (para 2,3,4,8,20,26,27) of the European Charter Articles. This can also include Standards contained in European Union legislation especially with regards to access, working conditions, inter alia, flexible working time, career development and promotion, equal pay, dismissal, reversal of the burden of proof in cases of discrimination on the ground of sex, sexual harassment, protection of pregnancy, maternity and paternity as well as access to and supply of goods and services.

2. Articles 7 and 8 of CEDAW, General Recommendation no. 23 on political and public life of the Committee on the Elimination of Discrimination against women, Article 25 of the International Covenant on Civil and Political Rights; This should also include UDHR (Article 21), Recommendation Rec (2003)3 of the Committee of Ministers of the Council of Europe on balanced participation of women and men in political and public decision making, as well as strategic objectives and actions contained in Beijing Platform for Action (Chapter 4), with regard to electoral system (Section G)

3. This can include research at decision making levels, on obstacles/barriers which prevent women’s access to decision-making and on effective strategies to promote that participation

4. Such as political parties, social partners, youth organizations, academic institutions, private sector organizations, etc

5. Article 11 of CEDAW, ILO Convention No.156 and Article 27 of the revised European Social Charter. This also includes, Recommendation No. R (96)5 of the Committee of Ministers of the Council of Europe on reconciling work and family life, as well as of strategic objectives and actions contained in Chapter IV of the Beijing Platform for Action, in particular Section F (women and the economy).

6. Articles 11 and 13 of the CEDAW, Article 10 of the ICESCR, ILO Convention No.102, Articles 12,13,14,30 and 31 of the revised European Social Charter. This can also include Articles 22,25 of the UDHR.

7. Article 12 of the CEDAW, General Recommendation No 24 on women and health adopted by the Committee on the Elimination of Discrimination against Women, Article 12 of the ICESCR, Article 11 of the revised European Social Charter 7; This also includes Article 25 of the UDHR, as well as the Programme of Action of the ICPD and the strategic objectives and actions contained in Chapter IV of the BPFA, in particular Section C (women and health) and I (human rights of women);

8. CEDAW (Article 16 and other relevant provisions), Revised European Social Charter (Article 16). This should include Declaration on the Elimination of Violence against women (Resolution 48/104 of the United Nations General Assembly (UN GA)), the Intensification of efforts to eliminate all forms of violence against women (Resolution 61/143 of the UN GA), and Recommendation Rec (2002)5 of the Committee of Ministers of the Council of Europe on the protection of women against violence, as well as of the strategic objectives and actions contained in Chapter IV of the Beijing Platform for Action, in particular Section D (violence against women) and I (human rights of women);

9. This also include, Recommendation No. R(2000)11 of the Committee of Ministers of the Council of Europe on actions against trafficking in human beings for the purpose of sexual exploitation, as well as the strategic objectives and actions contained in Chapter IV of the Beijing Platform for Action, in particular Section I on Human rights of women;

10. Chapter IV, Section H (Institutional mechanisms for the advancement of women)