NATIONAL STRATEGY
ON GENDER EQUALITY
IN THE REPUBLIC OF MOLDOVA

FOR YEARS 2009-2015

Chisinau, 2008
I. Introduction

Gender equality constitutes a fundamental principle of human rights, a significant indicator of democracy and a necessary element of social justice.

In the context of radical social transformations at international and national levels, there is a necessity in the Republic of Moldova to adopt the National Strategy on Gender Equality. The necessity to adopt such a document is based both on national needs for practical gender equality and on the country’s international commitments.

At the internal level, the fundamental objective of the Republic of Moldova consists in creating conditions for improvement of the quality of life of the population. The priority of the country’s external policy is integration with the European Community. The National Strategy on Gender Equality 2008-2015 will contribute to approaching the national priorities in terms of gender.

The Strategy is a strategic document that establishes objectives of the policy on gender equality in the Republic of Moldova until 2015, as well as priority actions in the field. Brought in line with international standards, the Strategy will ensure promotion of equal opportunities in social life for both genders, which is a basic component of the respect for the fundamental human rights.

Ensuring equality between women and men is considered integral part of the process of building a real, conscious, gender sensitive democracy, with a prerequisite of ensuring participation of all the society members, women and men, in all the fields of life. Gender equality and promotion of the respect for human rights and fundamental freedoms for everyone are essential to advance in development, peace and security.


II. Legal Framework and Current Situation of Gender Equality

2.1. International and National Legal and Regulatory Framework

The legal and regulatory framework, which forms the basis of policies and actions in the field of gender equality of the Republic of Moldova, is based on the international documents in force the country is a party to: 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.

Taking into account adherence and alignment of the Republic of Moldova with the mentioned documents, a number of strategic actions have been undertaken by the Government and the Parliament in order to bring the national legal and regulatory framework in line with international standards in the field of gender equality. Thus, the following instruments have been adopted: the Law on Ensuring the Equality between Women and Men (2006), the National Plan for Promotion of Equality between Women and Men 2006-2009. This subject has been reflected in other national documents as well: the Human Rights Action Plan 2004-2008, the EU – Moldova Action Plan (2005), the Reproductive Health Strategy (2005), the National Development Strategy (2008-2011), the Action Plan for the implementation of the National Development Strategy 2008-2011, etc.

2.2. Country Situation: Tendencies and Problems

The legal and regulatory framework presented above creates the necessary prerequisites for the development of the corresponding policies in the field of gender equality. International structure with specific competences, such as the Government Commission for Equality between Women and Men, the Directorate for Equal Opportunities and Violence Prevention within the Ministry of Social Protection, Family and Child, gender departments within certain ministries. There is a certain progress 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 GAP Report (2007), the Republic of Moldova is placed 21 out of 130 in terms of the level of gender equality implementation.

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

A. Employment and Labor Migration

In the field of employment there are gender discrepancies in remuneration between women and men; the tendency to reduce the occupancy rate of labor force for both sexes is higher among men (44.8%) as compared to the occupancy rate of women – 40.5%. Alongside with the decrease in occupational indicators, there are significant changes in the structure of the employed population depending on age, sex, environment, field of activity. Thus, the population occupied in the branches that cannot ensure increased labor productivity and, as a result, increased income (first of all, in agriculture) has reduced significantly. The reduced level of employment leads, on the one hand, to increased economic dependence rate and, on the other hand, to exhaustion of resources necessary for functioning of the social security and health care mechanism, which are in close dependence.

The increased level of migration of Moldovan labor force is conditioned by several socioeconomic aspects: small incomes that do not supply the needs, lack of 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 impossibility for many economically active persons to find an adequate workplace, which would allow them to survive and to support families in their states of origin (according to the household 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. The number of women leaving for abroad to work has significantly increased as compared to the previous periods.

Validated priority problems:

- Limited possibilities for women to participate in the labor market (lack of services for women with small children, age-based employment discrimination against women)
- Persistence of professional segregation and discrepancy in remuneration between women and men
- Reduced level of female entrepreneurship, especially in rural areas
B. Budgeting

Introduction of gender dimension into the process of budgeting and financing can contribute to regulation of budget resources and to intensification of the destination of state budget expenditures aimed at implementing topical social issues, taking into account the most important types of social relations, such as gender equality, liquidation of the discord between promoted policies and the way of money spending, as well as efficiency and transparency of state budget expenditures. Today, there is a tendency in the republic to introduce gender dimension in the budgeting field, to develop gender responsive budgeting. At the same time, budgeting encounters a number of difficulties, among which: lack of gender-related social standards and financial ratios used in the budgeting process; lack of gender expertise of the draft budget; insufficient (human and technical) capacity of specialists responsible for budget development in terms of using the principle of gender equality in the budgeting process; existence of stereotypes in budget development at the industry level; lack of gender sensitive indicators that can be used when evaluating the impact of state expenditures on gender equality; insufficient involvement of the partners in budget development.

Validated priority problems:
- Lack of gender-related social standards and financial ratios used in the budgeting process;
- Poor understanding of the essence of gender responsive budget by the population and specialists

C. Participation in Public and Political Decision-Making Process

The Republic of Moldova registers a positive dynamics in women’s involvement in the public and political decision-making process. At the same time, they continue to be underrepresented both in the electoral, political, and decision-making processes. 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 mentality; elimination of gender stereotypes and structural barriers, etc. Moldovan women still face discrimination as compared to men in political and public activity.

Validated priority problems:
- Underrepresentation of women in decision-making positions in political and public life
- Existence of structural barriers to promotion of women to decision-making positions in political and public life

D. Social Protection and Family

The social assistance system, both classical and the current one, is based on the patriarchal model of society, where women are in charge of unpaid care of the elderly, children, and ill people. 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. 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 sectors, including promotion of women’s active participation in the labor market, this model loses its meaning and requires adjustment in order not to bring the social assistance system into conflict with the employment and gender equality promotion policies existent in the state.

Analysis of the social protection field shows that gender differences of the retirement age and the life expectancy in retirement are disadvantageous for both men and women. Life expectancy of men having reached the retirement age is quite low. 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 discrepancies in remuneration and insurance period between women and men (to the disfavor of
women) increase vulnerability of insured women, who will benefit from a pension smaller as compared to that of men in the future.

*Validated priority problems:*
- Double burden of women in family and professional life
- Women as the main provider of care and social protection
- Discrepancies between pensions of men and women

E. Health care

The general age of the Moldovan population is increasing. At present, the average life expectancy at birth constitutes 64.6 years for men and 72.2 years for women, gender discrepancies being evident. In rural areas, the average life expectancy is by about 3.5 years shorter for both genders. 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 abortions, the majority being done by outdated methods or in unsafe conditions. Maternal mortality is still a priority issue. Social diseases are in the foreground as well. Addictive 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.

In the structure of general mortality 2007, the share of women constitutes 48.2% and that of men – 51.8%. The structure of mortality of the able-bodied population is different: men constitute 74.9%, women – only 21.1%.

*Validated priority problems:*
- High mortality rate among men due to traumas and other external causes
- Increasing alcohol addiction among women and men, especially among men
- Higher level of abortions, post-natal complications and maternal mortality in rural areas

F. Education

The legal and regulatory framework stipulates equal access of boys and girls to education. At the same time, the lack of places in kindergartens and of kindergartens themselves 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.), elder girls take care of younger siblings, thus, having limited possibilities to build their own capacity.

Differences in enrollment of boys and girls in general secondary education have reduced. Men represent the majority of students enrolled in secondary vocational education. Women represent over 55% of college students, and 56% of university students. There are gender discrepancies at the level of specialties; significant feminization of the teaching staff (over 80%). Even if women constitute the majority in education, men still hold high-ranking positions being in charge of making important decisions. Exclusive domination of primary education by women confirms that there are stereotypes, according to which women are those who must educate and take care of children.

It is also worth mentioning poor remuneration in education (in 2006, the average salary constituted 1211.6 lei, the average per country being 1695.4 lei), exodus of teachers abroad.

*Validated priority problems:*
- Existence of gender stereotypes in educational process
- Feminization of the educational system in the Republic of Moldova
G. Violence and Human Trafficking
At the current stage, a specialized legal and regulatory framework has been adopted in the field of violence and trafficking. Institutional structures with specific competences have been created: the Equal Opportunities and Violence Prevention Division within MSPFC, National Committee to Combat Trafficking in Human Beings, Inter-Ministerial Group on Domestic. The National Referral System (NRS) for 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 formed. 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 abusers; lack of mechanisms for identifying, approaching, and settling the phenomenon of sexual harassment; lack of a referral system in DV; insufficient victim assistance and protection services; lack of domestic abuser re-socialization services; imperfection of the mechanism for monitoring and evaluating the field of violence and trafficking, etc.

Validated priority problems:
- Persistence of domestic violence against women and girls
- Persistence of violence against girls and boys in the educational system
- Existence of sexual harassment at work
- Trafficking in women and girls as a consequence of domestic violence

H. Raising Public Awareness
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. 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 and discriminatory images. Another explanation of these consists in the fact that the audience is interested namely in such images, for, the market demand is crucial in this field.

Despite certain evident progress related to professionalization and institutionalization of the gender discourse in Moldova, the conclusions are at all joyous: total lack of supported campaigns to continuously and constantly promote 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.

Validated priority problems:
- Unbalanced representation of women and men in press
- Use of a sexist image of women in advertising

III. Goal, Objectives and Principles

3.1. The National Strategy on Gender Equality (hereinafter referred to as the Strategy) aims at identifying and promoting a complex vision of opportunities, conditions, and methods of efficient implementation of gender equality in the Republic of Moldova.

3.2. General Objectives of the Strategy:
• To conceptualize and found the state policy related to gender equality as a determining factor of ensuring national security, durable development of the country, and of creating adequate conditions for an increase in the quality of life of the population

• To ensure mechanisms for implementation of the legal and regulatory framework existent in the field

• To ensure an efficient management of the gender equality implementation at national and institutional levels

• To raise public awareness about prevention and elimination of gender stereotypes and of the conditions generating gender-related discriminatory situations

• To facilitate balanced participation of women and men in various fields of public and private life

• To establish a gender education system in the context of education during the entire life

• To stimulate inter-trans-disciplinary investigation activities in the field of gender equality

• To consolidate the dialogue and partnerships between public authorities, civil society, and all involved actors

• To ensure an efficient inter-sector cooperation framework referring to gender equality

• To implement an efficient mechanism for monitoring and evaluating the implementation of the policy on gender equality.

Specific Objectives

A. Employment and Labor Migration

• To ensure the fullest possible, durable and productive employment of women and men, as well as to achieve a decent level of remuneration for their work;

• To encourage participation of women in the labor market and substantially to reduce gender discrimination in the participation rate, the occupancy rate, and the remuneration system;

• To prevent and eliminate any forms of discrimination (based on sex, age, nationality, etc.) from the labor market, to reduce remuneration discrepancies related to these discrimination;

• To promote policies that would contribute to qualitative and quantitative increase in the labor supply, alongside with the increase in the demand on the labor market, focusing on the gender dimension.

B. Budgeting

• To include gender dimension in the budgeting process at different levels by modifying and improving the existent legal and regulatory framework;

• To introduce social standards and financial ratios of services differentiated by age and sex into the budgeting process;

• To develop a mechanism for gender expertise of budgets at different levels;

• To build human resource and institutional capacity to develop gender responsive budgets.

C. Participation in Public and Political Decision-Making Process

• To promote balanced participation of women and men in the decision-making process within political parties;

• To reduce the impact of the stereotypes regarding the role of women and men in public and family life;

• To eliminate structural barriers to the balanced participation of women and men in public and political decision-making processes.
D. Social Protection and Family
- To revise and adjust the national legal framework to international standards in the context of increasing reconciliation of labor activity, private and family life;
- To develop an integrated system of social services as a prerequisite for conciliation of professional career and family life;
- To implement equal opportunities in family relationships; to raise family prestige, to consolidate partnership relations between spouses.

E. Health Care
- To improve women’s health, mostly in rural areas, by increasing accessibility and addressability to quality family planning and reproductive health services;
- To ensure an inoffensive physical and social environment in order to reduce external causes of death among men (traumas, accidents, suicides);
- To develop and implement psychosocial programs to prevent and combat health-related behavioral risk factors, especially alcohol abuse.

F. Education
- To introduce gender dimension into educational policies and strategies / to improve the gender climate in educational institutions;
- To develop and implement educational programs and methodologies in order to form a responsible behavior among children and the youth, in the spirit of gender partnership;
- To develop human and methodological resources based on the principle of gender equality.

G. Violence and Human Trafficking
- To develop services to protect and assist victims of DV and human trafficking;
- To build capacity of structures and specialists with competences in the field;
- To raise public awareness about the phenomenon of domestic violence and trafficking as a violation of human rights.

H. Raising Public Awareness
- To build capacity of local decision-makers to promote gender equality in mass media or public environment;
- To promote best practices and experiences of other countries with the legislation adequate for observance of the gender principle in mass media or public environment;
- To stop the discriminatory factor induced by stereotyped portrayals of women and men in advertising materials, mainly on billboards, in TV spots and layouts/advertisements for the printed press.

3.3. Principles
Principles represent norms of strategic and operational value, which must be observed in order to ensure efficiency of the planned activities.

While developing and implementing the strategy the following principles shall be observed:
- 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
- The principle of decentralization and responsibilities of all types of communities (local, social-and-professional, cultural, etc.) for promotion and implementation of gender equality
• The principle of proportional accessibility of women and men to social benefits
• The principle of using non-sexist language in official documents, especially in legal texts, political documents, programs and of promoting a language reflecting gender equality principles
• The principle of optimal correlation of all educational dimensions: spiritual, moral, intellectual/cognitive, civic, aesthetic, legal, technological, physical, gender, ecological, etc.
• The principle of participation, according to which each woman and man can participate, to the extent possible, in community activities, social life
• The principle of equality, according to which women and men have equal rights and responsibilities, enjoying equal treatment
• 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
• The principle of allocating adequate human and financial resources to programs, projects and initiatives to ensure gender equality and to empower women, which guarantees observance of the gender equality principle de facto.

IV. Target Group
Women and men of the Republic of Moldova constitute the major target group of the Strategy. Based on the field of Strategy implementation, actions will be focused on the groups specific to these fields.

V. Role of Partners in Strategy Implementation
At the national level, the main role in coordination and monitoring of all the actions, programs, initiatives, and policies related to gender equality is assigned to the Government Commission for Equality between Women and Men. This Strategy is to be implemented by the Ministry of Social Protection, Family, and Child by coordinating the efforts with competent ministries, other responsible governmental institutions, and persons with competences in the field of gender equality.

At the local level, the main role in the Strategy promotion is assigned to local public administration authorities of both levels. Cooperation between specialized central bodies of public administration and local public administration authorities will be based on a clear delimitation of functions and responsibilities, observing the principle of decentralization.

Civil society organizations (NGOs, trade unions, political parties, professional associations, etc.) have an important role in implementing and monitoring the Strategy, ensuring the participatory process.

The role of the academic community consists in ensuring a scientific approach to gender issues at the level of government and academic community, in promoting gender education in the educational system at all levels in Moldova. Academic institutions, research centers, teachers, and researchers constitute a valuable potential for actions aimed at ensuring gender sensitive public policies, decision-making processes.

Mass media is one of the important instruments of raising public awareness and influencing the corresponding actors in relation to gender equality, developing the gender culture of the population.

Donors represented by international organizations, diplomatic missions in the Republic of Moldova play a significant role in creating optimal conditions for a more efficient implementation of the Strategy.

VI. Fields of Intervention
A. Employment and Labor Migration
Creation of equal opportunities on the labor market and in economic life, economic independence, and the opportunity to participate in economic decision-making structures are vital for the implementation of gender equality.

In this sense, it is necessary:

- To introduce gender dimension into all employment policies;
- To overcome horizontal and vertical segregation of women and men on the labor market;
- To create and develop financial consulting services and availability of credits to support female entrepreneurship;
- To implement specialized training programs meant to ensure a balanced integration of men and women into the labor market;
- To develop competences in gender equality for decision-makers in the field;
- Substantially to reduce differences between the level of remuneration of women and men;
- Efficiently to regulate migration processes in terms of the gender dimension.

B. Budgeting

Development of gender responsive budgets in all the programs of all the fields represents a necessary instrument that guarantees observance of the principle of gender equality in distribution and allocation of resources.

In this sense, it is necessary:

- To introduce gender dimension into all budgeting policies;
- To improve the legal and regulatory framework that regulates the budgeting process, establishes roles and responsibilities of all the actors participating in the process;
- To revise norms and classifications used in formation of budget expenditures;
- To apply social standards and financial ratios at all levels of the budgeting process, taking into account the gender-based differentiation;
- To build capacity to promote the principle of gender equality in the budgeting process;
- To develop and introduce gender sensitive indicators into the budgeting process;
- To develop the concept of Gender Responsive Budget (GRB) and to promote it in the budgeting process at local and national levels.

C. Participation in Public and Political Process

Balanced participation of both genders in all the levels of political and public life, including in the decision-making process, represent a requirement to respect human rights that can ensure a better functioning of a democratic society.

In this sense, it is necessary:

- To encourage political parties to involve women in political activity;
- To include gender dimension in election campaigns at all levels;
- To consolidate mechanism for monitoring the process of ensuring equal opportunities for women and men within parties;
- To monitor observance of statutory and legislative provisions on gender equality (shares, zigzag, parity);
- To reduce the impact of the stereotypes regarding the role of women and men in public and family life;
- To eliminate structural barriers to the balanced participation of women and men in public and political decision-making processes.

D. Social Protection and Family

Women and men have equal dignity and rights in all the fields, including in personal and family life.

In this sense, it is necessary:
• To introduce gender dimension into all social policies;
• To promote and support partnership relations in the family;
• To improve the social value of maternity and paternity and of the role of both parents in child education
• To transform the existent models of social protection in terms of gender equality;
• To reconcile professional activities with private life;
• To reduce gender-based differences in the pension system;
• To raise public awareness about the importance of ensuring gender equality in public and private life

E. Health Care

*Gender equality implies that women and men have equal opportunities to fulfill their health potential, including by equal access to health care and the quality of these services.*

In this sense, it is necessary:

- To introduce gender dimension in all health policies;
- To develop gender sensitive health care;
- To include gender dimension in raising public awareness about healthy lifestyle;
- To capitalize on potentialities of gender equality in order to create and maintain an inoffensive physical and social environment.

F. Education

*Educational options and achievements influence professional career of women and men, as well as their personal welfare, private life.*

In this sense, it is necessary:

- To introduce gender dimension into educational policies;
- To capitalize gender dimension on the general education curriculum;
- To include gender dimension in initial and continuous training programs for specialists for the national economy
- To eliminate gender misbalance in education;
- Systematically to monitor functioning and development of the educational system in terms of gender

G. Violence and Human Trafficking

*Gender-based violence is one of the most serious violations of human rights and fundamental freedoms; it is a waste of capacity and human resources for economic and social development.*

In this sense, it is necessary:

- To make the measures to prevent and protect victims of violence and trafficking more efficient;
- To improve the abuser re-socialization mechanism;
- To train specialist involved in any type of interventions with victims of violence and abusers;
- To raise public awareness about gender aspects of the phenomenon of violence and trafficking in the context of human rights.

G. Raising Public Awareness

*In modern societies media constitutes a huge potential for social changes, as it can prevent or accelerate structural changes in the implementation of gender equality.*

In this sense, it is necessary:
• To include gender dimension in policies related to mass media, to build capacity of journalists in the field of gender equality;
• To organize public campaigns and events that would promote the principle of gender equality, identify and disseminate best practices in mass media;
• To involve men in promotion of the principle of equal opportunities of women and men;
• To change the paradigm of approaching the role of women and men in the context of private and public life;
• To eliminate stereotyped portrayals of women and men from advertising materials, mainly from billboards, TV spots and layouts/advertisements for the printed press;
• To make advertising agents (suppliers, producers, distributors) liable for violating the legislation on gender equality.

VII. Expected Results
Efficient implementation of the Strategy will lead to significant changes in minds and behaviors of women and men, of the society in general regarding the issue of gender equality in the Republic of Moldova.

A. Employment and Labor Migration
• More efficient correlation between the supply and the demand on the labor market;
• Reduced rate and duration of unemployment;
• Reduced differences in remuneration of women and men;
• Reduced gender segregation on the labor market;
• More efficient regulation of migration processes;
• Forecasting of migration flows;
• Prevention and combating of illegal migration and human trafficking.

B. Budgeting
• Created efficient system of administration by applying gender responsive budgeting methodology at all levels;
• Creation of the corresponding legal framework in order to introduce a new mechanism for elaborating and promoting gender responsive budgets and financing for gender equality;
• More efficient use of state budget funds, according to their destination, in order to maintain the necessary policies in all the fields referring to gender responsive budgeting;
• Created framework of qualified human resources in all the sectors applied in gender equality policy promotion;
• Created system of monitoring the impact of the measures financed by the state budget on the gender equality promotion applying direct and indirect budget indicators;
• Continuously leveled discrepancies in remuneration between women and men, a better correlated access of women and men to budgetary means, more efficient professional advancement and enhanced role of women in the society;
• Enhanced role of the social partnership in the budgeting process.

C. Participation in Public and Political Decision-Making Process
• Increased level of participation of women in the election process;
• Increased number of women in decision-making positions;
• Ensured conditions for parity participation in public and political decision-making processes;
• Increased level of gender sensitivity of political leaders at the community level regarding active participation of women in public and political decision-making processes;
• Reduced stereotypes and structural barriers that prevent women from participating in public and political decision-making processes pari passu with men.
D. Social Protection and Family
- National legislative framework adjusted to international standards;
- Developed social services (primary, specialized, highly specialized) addressing families in order to overcome crisis situations and to adapt to new conditions from the psychosocial viewpoint;
- Studied status of the family, role of women and men in daily duties, child education, evaluated cost of work in the family highlighting the social and economic impact;
- Reduced gender stereotypes in vocational choice by means of mass media, directly involving the school through the classes dedicated to this topic, etc.;
- Reduced gender stereotypes regarding the exclusive role of women in providing care both in the family and in the community;
- Excluded horizontal and vertical segregation in the fields of activity traditionally occupied by women (education, social assistance, health care, etc.), and promoted employment of men in the corresponding sectors;
- Developed mechanism for identifying and settling cases of sexual harassment at work;
- Created staff stimulation mechanisms supporting and promoting equal distribution of family responsibilities of the staff and created conditions for working mothers who breastfeed children.

E. Health Care
- Reduced level of abortions, including among adolescents;
- Reduced rate of maternal mortality;
- Reduced deaths caused by external causes, including due to traumas;
- Reduced incidence of chronic alcoholism.

F. Education
- Gender discrepancies that condition employment segregation eliminated from education;
- Gender dimension promoted within educational, rehabilitation/recovery institutions;
- Theoretical and methodological base created to form and develop gender sensitivity and competence of teachers/pupils/students;
- Created optimal conditions for implementation of gender education at different levels and forms of education;
- Formation of gender culture of the population.

G. Violence and Human Trafficking
- Created system of more efficient services aimed at protecting and assisting victims of violence and human trafficking;
- Increased dialogued and social partnership in prevention and combating of DV at all levels;
- Created basis for a system of working with abusers in order to prevent the recurrence of abusive actions;
- Development of programs to prevent and combat DV and human trafficking;
- Raised awareness about the fact that DV is a violation of human rights and cannot be tolerated;
- Reduced phenomenon of DV and human trafficking in the society.

H. Raising Public Awareness
• Raised awareness and level of information about equal opportunities in education/on the labor market/in mass media;
• Increased level of gender awareness, promotion of partnership and equity in gender relations within communities/general public;
• Increased capacity of non-governmental organizations of the Republic of Moldova to integrate equal opportunities of women and men into their activities;
• Education of students at the corresponding faculties (journalism/communication) in order to recognize discriminatory situations and gender inequality;
• Financial support provided to activities and practical implementation of the measures aimed at promoting equal opportunities in mass media.

VIII. Progress Indicators

In order to obtain the expected results it is suggested to focus on the improvement of the following statistical indicators:

(i) MDG indicators,
(ii) NDS indicators,
(iii) NES indicators, and
(iv) European indicators of revised social inclusion and recommendations regarding its improvement.

A. Employment and Labor Migration

• Participation rate of the labor force; occupancy rate; occupational status; employment by economic sectors;
• Part-time workers; working hours;
• Employment in informal economy;
• Unemployment; unemployment among the youth; long-term unemployment; the unemployed according to the form of the received training;
• Underemployment by the hours worked; inactivity rate;
• Form of the received training and illiteracy;
• Wage indices in industry; indices of wages and salaries depending on occupation;
• Compensation costs per hour; cost of labor force per unit and labor productivity;
• Poverty, poverty in employment and income distribution.

B. Budgeting

• Share of social expenditures (education, culture, arts, cults, sports, actions for the youth, health care, social assistance and support, etc.), mainly in favor of women and children, in the total of budget expenditures and in GDP;
• Share of expenditures for public order maintenance, state defense and security as the fields regulated by the budget, mainly in favor of men, in the total of budget expenditures and in GDP;
• Share of expenditures for the state social security budget in the total of budget expenditures and in GDP;
• Share of expenditures for the compulsory health insurance funds in the total of budget expenditures and in GDP (disaggregated by sex);
• Increase in expenditures in the above-mentioned fields (pp.1, 2, 3, 4) as compared to the previous year;
• Correlation among the above-mentioned expenditures, % (pp.1, 2, 3, 4);
• Correlation between the salary women-men and the salary women-men as compared to a social standard of population welfare (for example, the cost of living of the able-bodied population, including women and men).
C. Participation in Public and Political Decision-Making Process

- Introduction of temporary affirmative measures into the national legislation;
- Application of the principle of share to the number of women in: Parliament/Regional Councils/Local Councils/Mayors
- Share of women candidates for the position of MPs/Regional/Local Counselors/Mayors;
- Share of women in the public positions mentioned/eligible by categories;
- Share of women members of political parties;
- Gender disaggregated statistics of the members and of the decision-making structures of political parties;
- Studies aimed at identifying barriers to the participation of women in decision-making within political parties, at promoting successful models based on the conciliation of family life with professional activity, the role of women and men in daily duties, child education, at evaluating the cost of work in the family with suggestions and recommendations;
- Share of women candidates, % : Parliamentary Election Campaign;
- Local Election Campaign: Candidates for Regional/Local Councils/Mayors;
- Candidates for public positions (on a competitive basis)
- Share of children enrolled in pre-school programs;
- Number of pre-school institutions;
- Share of school-aged children involved in extracurricular activities
- Number of recreational institutions with flexible working hours.

D. Social Protection and Family

- Number of beneficiaries of social childcare leaves disaggregated by sex;
- Number of monoparental families with sex-based segregated children by the head of the family;
- Number of social services (primary, specialized, highly specialized) addressing families and children;
- Number of the staff employed in the system of social services horizontally and vertically disaggregated by sex;
- Number of radio/TV programs and media campaigns dedicated to family life, produced and broadcasted;
- Number of beneficiaries disaggregated by sex at social residential institutions;
- Number of abandoned children, children under tutelage/guardianship, children placed in residential and alternative institutions disaggregated by sex;
- Number of women/men receiving pension, the amount of which is bigger than the average old age, disability, survivors’ pension;
- Number of women/men receiving the minimum pension;
- Number of women/men using the family leave to take care of an ill child;
- Number of radio/TV programs, classes dedicated to elimination of gender stereotypes in vocational choice.

E. Health Care

- Level of abortions, including among adolescents;
- Rate of maternal mortality;
- Rate of deaths caused by external causes, including due to traumas;
- Rate of incidence of chronic alcoholism.

F. Education
• Coverage ratio of girls and boys in the educational system at different levels of education;
• Net coverage ratio of girls and boys aged 5-6 in pre-school educational programs;
• Net coverage ratio of girls and boys (aged 7-10) in primary education;
• Rate of school abandonment by girls and boys (I-IXth forms);
• Share of girls and boys in the total number of pupils who bring enrolled in the 1st form complete compulsory education;
• Share of girls and boys in the total number of students in lyceum/general secondary education (X-XIIth forms)
• Existence of gender-related modules/topics on curricula for continuous training of teachers;
• Share of women and men in the total number of teachers by levels of education: pre-school; primary; general secondary; secondary vocational and specialized; superior;
• Rate of literacy of women and men aged 15-24;
• Share of girls and boys in the total number of leavers of secondary vocational/secondary specialized education/Ist cycle of higher education/Ist cycle of higher education;
• Number of modules/topics related to gender equality in the national curriculum.

G. Violence and Human Trafficking
• Number of DV victims (registered, provided with social, legal, health assistance);
• Number of family abusers who have benefited from reintegration services;
• Number of victims of human trafficking (registered, provided with social, legal, health assistance);
• Number of valid protection and rehabilitation services;
• Number of protection ordinances applied;
• Dynamics of the phenomenon of violence and human trafficking;

H. Raising Public Awareness
• Reduction of the share of person who consider gender equality/equal opportunities to be an irrelevant issue of no importance;
• Share of persons who consider discriminatory portrayals of women and men to be a violation of human rights;
• Dynamics of the number of publications that promote the principle of gender equality;
• Number of modules/topics related to gender-based ethics on university curricula.

IX. Opportunities and Constraints

9.1. Opportunities
The Strategy can be implemented only in case of observance of a number of economic, social and political requirements:
- Adjustment of the legal and regulatory framework regarding gender equality to modern requirements of the Moldovan society and the international community;
- Promotion of a policy cohering with the European integration;
- Commitment to radical changes in the field of gender equality;
- Adequate financing of the Strategy at the level of real needs for its implementation;
- Involvement of the community in the Strategy implementation;
- Creation of managerial mechanisms for the Strategy implementation;
- Development of a realistic Strategy implementation program.

9.2. Constraints
The Strategy implementation can be also conditioned by a number of socioeconomic and managerial risks:

- Unfavorable socioeconomic conditions can block the Strategy implementation actions;
- Managerial factors can be insufficiently prepared for promotion and implementation of the Strategy;
- Persistence of gender stereotypes in the society limits the manifestation of women in public life, and of men in private, family life;
- Quality of the gender equality promotion process expected by the Strategy can be endangered by insufficient vocational training, professional and material motivation and exodus of specialists;
- Resistance to changes of certain specialists and authorities can determine promotion of an indifferent and disapproving attitude to the Strategy implementation;
- Alteration of the course of the state internal and external policies can condition alteration of certain directions of the gender equality policy;
- 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 Strategy implementation needs.

X. Financial Resources

The sources and the volume of financing of the planned actions will be determined in compliance with the policies in the corresponding field for a foreseen period and will include financing from the centralized budget, budgets of local public authorities, external assistance, and other legal sources.

When determining the priority actions and their financing in the strategic budget for centralized resource distribution by fields it is important to provide for the volume of international financing and limitations of the expenditures that must be planned in the framework of medium-term expenditures, and the annual financing of the measures must be stipulated within the limits of the law on the budget for the corresponding field.

The Strategy implementation activities will be financed within the limits of allocations approved for the corresponding year in the state budget of the central public authorities responsible for the Strategy implementation and in the budgets of local public authorities, using community and donor assistance, as well as other sources according to the legislation in force.

XI. Monitoring and Evaluation

At the national level, the main role in coordination and monitoring of all the actions, programs, initiatives, and policies in the corresponding field is assigned to the Ministry of Social Protection, Family and Child. At the local level, the main role in the Strategy promotion and evaluation is assigned to local public administration authorities through social assistance departments.

The field shall be monitored and evaluated based on the Law on Ensuring the Equality between Women and Men, CEDAW reporting mechanism, in compliance with MDG, NDS indicators, a number of the developed gender sensitive indicators. The Government Commission for Equality between Women and Men is the corresponding institutional structure.

Monitoring and evaluation of the Strategy implementation can be ensured by the existent structures (taking into account the fact that the National Plan for NDS implementation provides for actions to build capacity of the Directorate for Equal Opportunities and Violence Prevention and of the Government Commission) and civil society organizations active in the field.

The Strategy monitoring will be of continuous nature, being carried out within the entire period of implementation, and will include monitoring 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 three sets of indicators (process, result, and impact), which will allow observing and evaluating fulfillment of the general objectives stipulated by the Strategy and of the final goal in dynamics.

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

In order to ensure transparency of the Strategy 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 Social Protection, Family and Child. The Ministry of Social Protection, Family and Child will ensure communication of the Strategy to the general public, as well as dissemination of the corresponding information to local and foreign partners.