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COUNTRY GENDER PROFILE

REPUBLIC OF MOLDOVA

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List of Abbreviations

AEP	Average Established Pension
BCCIC	British Columbia Council for International Cooperation
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CGP	Country Gender Profile
CLIP	Country Level Implementation Plan
CoE	Council of Europe
CM	Council of Ministers
COVID	Contagious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2)
CPA	Central Public Administration
CPF	Country Partnership Framework
CSO	Civil Society Organisation
EaP	Eastern Partnership
EBRD	European Bank for Reconstruction and Development
ECOSOC	United Nations Economic and Social Council
EOC	Equal Opportunities Commission
ETUC	European Trade Union Confederation
EU	European Union
EUD	Delegation of the European Union to the Republic of Moldova
FY	Fiscal Year
GAD	Gender and Development
GAP III	EU Gender Action Plan III
GCI	Global Competitiveness Index
GDI	Gender Development Index
GDP	Gross Domestic Product
GES	Gender Equality Strategy
GEWE	Gender Equality and Women's and Girls' Empowerment
GGG	Global Gender Gap
GII	Gender Inequality Index
GoM	Government of the Republic of Moldova
GRB	Gender Responsive Budgeting
HDI	Human Development Index
HIV	Human Immunodeficiency Virus
ICT	Information and Communications Technology
IFI	International Financial Institution
ILO	International Labour Organisation
LGBT	Lesbian, Gay, Bisexual, and Transgender
LPA	Local Public Administration
MDG	Millennium Development Goals
MDL	Moldovan Leu
MF	Ministry of Finance
MHLSP	Ministry of Health, Labour and Social Protection

MS	Minimum Subsistence
NAP	National Implementation Program
NBS	National Bureau of Statistics
NGO	Non-Governmental Organisation
ODIMM	Organisation for Small and Medium Enterprises Sector Development
OECD	Organisation for Economic Co-operation and Development
PFM	Public Finance Management
RM	Republic of Moldova
SDG	Sustainable Development Goal(s)
SME	Small and Medium Size Enterprise
STEM	Science, Technology, Engineering, and Mathematics
UN	United Nations
UNDP	United Nations Development Programme
UNSCR	United Nations Security Council Resolution
UN WOMEN	United Nations Entity for Gender Equality and the Empowerment of Women
UNICEF	The United Nations Children's Fund
UNIFEM	United Nations Development Fund for Women
WB	World Bank
WBL	Women, Business and the Law
WHO	World Health Organisation
WID	Women In Development

EXECUTIVE SUMMARY

The Country Gender Profile (CGP) examines a large spectrum of social, political, economic issues through a gender-related lens, using available data, case studies, surveys and other evidence.

The purpose of the given CGP is to guide the Delegation of the European Union to the Republic of Moldova in assisting the Government to integrate and mainstream gender, so as to maximise efforts for both gender equality and poverty reduction. Key gender issues covered by the Gender Profile are aligned with the EU Gender Action Plan III, as well as the country's National Plan for Gender Equality. Country Gender Profile will be used in EU programming exercise 2021-2027 and constitute the cornerstone of the Country Level Implementation Plans (CLIP), which sets priorities, key objectives and actions of GAP III in Moldova.

This CGP follows the recommendations provided by the EC in GAP III Brief No. 1 "Gender country profile and gender sector analysis", February 2021. The methodology provides a desk review covering existing research, statistics, state programmes and reports.

According to the National Bureau of Statistics' data, the female population prevails among the population with habitual residence, with 93 men per 100 women at the beginning of 2020. The UN Women statistical data shows that the proportion of population living below the national poverty line is at 9,6%. In 2019, the level of poverty among women was 25.6%, and among men 24.8%. In 2021, Moldova was placed 28th out of 156 analysed countries in terms of the Global Gender Gap, showing a small improvement compared to the previous two years.

Moldova has made international and national commitments to promote gender equality and empowerment of women, in particular through the Universal Declaration of Human Rights (1948), the Convention on the Political Rights of Women (1953), 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 Labour Organisation, etc.

In February 2006, the Parliament of the Republic of Moldova adopted the Law on Ensuring Equal Opportunities between Women and Men (Law No. 5 of 09.02.2006). The purpose of this law is to ensure the exercise of equal rights by both women and men in the political, economic, social, cultural, other spheres of life, rights guaranteed by the Constitution of the Republic of Moldova, in order to prevent and eliminate all forms of discrimination based on sex (Art.1).

The main goal of the Strategy on ensuring equality between women and men in the Republic of Moldova for the period 2017-2021 (approved by the Government Decision No. 259 of 28.04.2017) is to foster the role of the law in the implementation of the protection of human rights, ensuring values of the rule of law, economic growth and strengthening of society as a whole.

Most national strategies and programmes that are currently in force are either gender neutral or gender blind. The erupted political crisis has paralysed the activities of state bodies responsible for the development, approval and implementation of reforms in various fields.

The quality of the gender statistics produced by the National Bureau of Statistics of the Republic of Moldova is ensured by observing the Fundamental Principles of the Official Statistics (approved by the UN Economic Commission for Europe in 1992 and the UN / Statistics Commission in 1994), as well as through the Law on Official Statistics. However, limitations still exist, as some of the gender-sensitive indicators have not been available since 2016 and/or earlier, and there is very small non-homogeneous range of sex-disaggregated indicators.

Under the Law No.5-XVI of 09.02.2006 on ensuring equal opportunities for women and men and in order to ensure a comprehensive approach to equality between women and men in policy documents in all areas and at all levels of decision-making and implementation, the Government Decision No. 933 of 31.12.2009 set some specific objectives, including "promoting the development of a gender-sensitive budget in the national and local budget process". Currently, there is no methodology for gender-responsive budgeting specified in the legislation.

Significant support for Gender Equality and Women's and Girls' Empowerment (GEWE) actions is provided by international organisations and donor community. Civil society organisations (CSOs) and academia play an important role in promotion of GEWE in Moldova.

Based on the analysis of legal and institutional framework, as well as gender analysis by sector, the following *findings* have been highlighted:

- women predominate in the population (93 men per 100 women);
- political instability has affected the lives and well-being of both women and men, as well as the process of updating national and sectorial strategies and programmes;
- there are a series of stereotypes in the society that influence the gender balance in the country;
- women's reputation in the society is being affected by stereotypes such as being "weaker", less talented in business than men and not fully recognised as political leaders;
- gender responsive budgeting has not been implemented yet, since there is a need for amendments in the current legislation;
- the official statistics on gender is not homogenised and does not cover all the sectors;
- women are less confident and optimistic when it comes to starting a business;
- life expectancy is higher for women (75,1 years) than for men (66,8 years);
- women get married earlier (26,0 years old) than men (28,9 years old);
- girls prevail in post-secondary technical vocational education (54%), and boys in secondary technical vocational education (73%);
- women opt more for higher education (58% from all students);
- women have a higher level of education than men (24,9% of women and 17,8% of men);
- the employment rate among women (48,7%) is lower than that of men (51,3%);
- women work mainly in the service sector (58,0%);
- to a greater extent, women prefer paid employment and formal employment (83,2%);
- women earn on average 14% less than men;
- women are less exposed to accidents at work (31%);
- unemployment affects men (5,8%) more than women (4,4%);
- COVID-19 has affected the female labour market to a greater extent (women – 30,9%, men – 18,5%);
- women (58,6%) outnumber men infected with new COVID-19 virus, while mortality is higher in men (51%);
- women are more often victims of domestic violence (64,4%) compared to men;
- women continue to be under-represented in decision-making positions (45,7%);
- women own or run businesses to a lesser extent (33,9%) than men;
- women are involved in income-generating activities to a lesser extent (32,2%) than men (22,3%);
- men are more optimistic about the standard of living of the household in which they live (21,5%) compared to women (15,8%);
- the poverty level of women (25,6%) and men (24,8%) does not differ significantly;
- women (64,5%) exceed the share of retired men;
- women receive lower old-age pensions (2105,2 MDL) than men (2901,7 MDL).

Based on the highlighted findings, the following *recommendations* are proposed:

- *for CLIP development* – support achieving gender balance in decision-making and politics, support combating all forms of gender-based violence and violence against women and girls (including sexual violence), support in addressing gender pay gap, support in gender responsive budgeting, support in closing digital gender gap and green transition;
- *for EUD on supporting the government* – support for future strategy on gender equality;
- *for EUD on supporting the civil society* – funding specific projects to be implemented by CSOs on monitoring government policies in the field /addressing the points suggested in the CLIP.

I. INTRODUCTION

1.1. Context and justification

This document follows the recommendations provided by the EC in GAP III Brief No. 1 “Gender country profile and gender sector analysis”, from February 2021. It includes the description of the national context, legal and institutional framework, gender analysis by sector, as well as impact of COVID-19 pandemic crisis, affecting both women and men. The last chapter provides key findings and recommendations for the Country Level Implementation Plan (CLIP) development, for supporting the Government of Moldova and the civil society.

The purpose of the Republic of Moldova’s Country Gender Profile is to assist the Delegation of the European Union to the Republic of Moldova (EUD) to mainstream gender in programming 2021-2027, identify priorities, key objectives and actions of CLIP, supporting the Government to integrate gender in reforms, so as to maximise efforts for both gender equality and poverty reduction. Key gender issues raised by the Gender Profile are aligned with EU GAP III, as well as with the country’s National Plan for Gender Equality.

The document will also serve to provide gender analysis and recommendations for the Government of the Republic of Moldova (GoM) and guidance for other development partners and civil society organisations.

This gender profile highlights the status of women’s rights in the Republic of Moldova (Moldova) and describes the needs, challenges and opportunities in relation to each of its thematic sections: an analysis of the national framework and policy; women’s leadership and political participation, including the Women, Peace and Security Agenda; women in the economy; violence against women and girls; health services, including maternal health; women’s access to justice; social status; and access to ICT and information.

The development of the Country Gender Profile was conducted between March and May 2021, with the support of the EU4Gender Equality: Reform Helpdesk project and in coordination with the EUD.

1.2. Goals and objectives of CGP

The general aim of the Country Gender Profile is to provide an overall background on the gender equality situation in Moldova in order to facilitate the development of gender-sensitive country strategies, programmes and projects, and to contribute to dialogue.

The document aims to:

- Analyse the gaps and opportunities in the national legal frameworks on women’s and family rights and the commitments towards international bodies and women’s rights on advancing gender equality and equity, the UN Security Council Resolutions on Women Peace and Security (UNSCR 1325) and other relevant resolutions, treaties and agreements;
- Provide an overview of the representation and participation of women in decision-making processes, including in the gender, peace and security agendas; women’s access and control over resources/livelihoods and their participation in the economy; prevention of and response to gender-based violence and violence against women and girls and the access to health facilities/services for women and girls;
- Inform and facilitate the development of gender-responsive policies, strategies and programmes in a context of transition from humanitarian to recovery and development programming, considering the links between gender equality, democracy, development, peace and security.

1.3. Methodology

The CGP examines a large spectrum of social, political, economic issues through a gender-related lens, using available data, case studies, surveys and other evidence.

The methodology for the Country Gender Profile was the following: an extensive desk review of reports, documents and data from the Government of the Republic of Moldova, civil society, UN Women, the

World Bank and other international organisations; preparation of a background Issue Paper based on the desk review; a consultative workshop for presentation and discussion of preliminary findings.

The preference in the Country Gender Profile is for national-level data sources, which tend to have greater credibility among stakeholders at country level. Nevertheless, there are likely to be several challenges related to data quality and missing data. The most common among these are: outdated and unreliable data; absence of sex-disaggregated data; absence of data at all. Qualitative data and research on issues such as implementation of policies are also often hard to come by.

Scarcity of data and limited sample sizes in existing datasets pose significant challenges for identifying and monitoring the status of those furthest behind. Data collection instruments are often designed to assess national outcomes, with sampling methodology that cannot accommodate extensive subgroup analysis.

There are no data in the domain of correlation of conflict-related humanitarian situation and gender provided by the National Bureau of Statistics or through analysis/studies pursued by independent researchers. It is the object for improving statistics data base and performing studies in given area. As well, the CSOs and academia could be involved into this process of analysis.

The present Country Gender Profile analyses the gender equality situation in the Republic of Moldova, without including Transnistria (due to insufficient data available on GEWE from Transnistria).

II. NATIONAL CONTEXT

2.1. Gender aspects of demographic situation

The female population predominates among the population with habitual residence. At the beginning of 2020, [there were 93 men per 100 women](#). The ratio differs significantly depending on certain age groups. The male population predominates in the age group 0-14 years, the ratio being 112 men per 100 women. In the age group 15-34 years the number of men and women is almost identical. The differences are more pronounced in the case of the population aged 35-64 and 65 years and over, with 92 men and 61 men per 100 women, respectively.

Women live, on average, 8.3 years longer than men. Life expectancy at birth in 2019 was 75.1 years for women and 66.8 years for men. This gap is caused by the higher level of premature mortality of men, especially those of working age (16-62 years).

The average age of women at first marriage in 2019 was 26.0 years, and for men 28.9 years. By age groups, most men who married in 2019 belong to the age group of 25-29 years (36.5%), and in the case of women, marriages predominate at the age of 20-24 years (35.5%). Marriages under 20 years of age are more common in rural areas: 10.1% of the number of marriages registered in rural areas were concluded by women under the age of 20, compared to 4.2% of marriages among women of the same age in urban.

Out of the total marriages registered in 2019, 80% was concluded by women and men as their first marriage¹.

2.2. Gender-sensitive country poverty profile

As to the *poverty* specific gender-sensitive indicators, according to the UN Women statistical data, the proportion of population living below the national poverty line is at 9,6%².

100% of the population (both women and men) with severe disabilities receive disability cash benefits and 100% of mothers with newborns receive maternity cash benefits.

For the population above statutory pensionable age, there are 100% of men and 46,1% of women that receive a pension, the average proportion per whole country being equal to 75,2%.

Only 10,5% of unemployed persons receive unemployment cash benefits, with no available sex disaggregated data.

In 2019, the level of poverty among women was 25.6%, and among men 24.8%. At the same time, the poverty rate among female-headed households is higher than in male-headed households. Thus, the level of poverty in female-headed households was 26.6%, or 2.0 pp more than in male-headed households³.

Women's poverty, economic opportunities for women related to employment and income generation opportunities are areas of interest in promoting equality between women and men. In the case of *women living in rural areas* in Moldova, the disadvantages in this respect are especially visible⁴.

In general, in the Republic of Moldova, [poverty is more pronounced in rural, than in urban areas](#), and the absolute poverty rate among women is 15.6% in rural areas in comparison to only 4.8% among women from urban areas. In recent years a steady reduction of poverty has been observed and, along with its reduction, a reduction of the gap between rates of poverty in villages and cities can be observed. For women, the difference between the poverty rates by residence areas in 2010 was 18.3 percentage points, dropping to 10.8 percentage points in 2014.

Age seems to be one of the factors leading to women living in rural areas's vulnerability in terms of living standards. [Elderly women from rural areas appear to be more affected by poverty](#), but also younger

¹ Portretul statistic al femeilor și bărbaților în Republica Moldova.

<https://statistica.gov.md/newsview.php?l=ro&id=6934&idc=168>

² <https://data.unwomen.org/country/republic-of-moldova>

³ Portretul statistic al femeilor și bărbaților în Republica Moldova.

<https://statistica.gov.md/newsview.php?l=ro&id=6934&idc=168>

⁴ Maria Vremis. Profile of Women from Rural Areas. UNDP & UN WOMEN, 2016. https://www2.unwomen.org/-/media/field%20office%20moldova/attachments/publications/2017/08/womens%20profiles%20-%20en/01%20women_rural_eng.pdf?la=en&vs=742

women aged 25-44. The discrepancies in the opportunities to earn income in cities versus the lack of such opportunities in villages are obvious and the differences between the poverty rates of such groups are particularly significant. It is also worth mentioning the vulnerability of children, as these women are of childbearing age, and already have children.

Another factor leading to the vulnerability of women living in rural areas in terms of the possibility of not finding themselves in a state of poverty is their family status. It is noted that women who are cohabitating, divorced or separated from their life partners, are particularly at risk of poverty.

2.3. Country ranking in international gender indices and ratings

In 2021, Moldova is ranked 28th out of 156 countries, making a small improvement in the last two years in terms of the [Global Gender Gap](#). During the past 15 years, the relative modification for all 4 analysed indicators have a positive value; i.e. for the economy participation and opportunity at 0.051, for education attainment at 0.002, for health and survival at null and for political empowerment at 0.169.

The *Inequality-adjusted Human Development Index (IHDI)*, as a HDI value adjusted for inequalities in the three basic dimensions of human development, reached the value of 0,672, which represents 10% of the overall loss considered percentage difference between the IHDI value and the HDI value. In light of SDG 10.1, during the period 2010-2018, there were 24,4% of income shares were held by the bottom 40% of the population, 22% was held by richest 10%, while 9,9% was held by the richest 1% of population.

From a gender point of view the values of the HDI are the following: 0,754 – for women and 0,744 – for men. The ratio of female to male HDI values (*Gender Development Index*) is equal to 1,014, which put Moldova into the 1st group of countries divided into five groups by absolute deviation from gender parity in HDI values. This group 1 comprises of countries with high equality in HDI achievements between women and men (absolute deviation of less than 2.5%). From a gender perspective, the component indicators taken into consideration for development of the HDI can be presented as follows:

- Life expectancy at birth (SDG 3): Female – 76,2 years, Male – 67,6 years;
- Expected years of schooling (SDG 4.3): Female – 11,8 years, Male – 11,3 years;
- Mean years of schooling (SDG 4.4): Female – 11,8 years, Male – 11,6 years;
- Estimated gross national income per capita (SDG 8.5): Female – 11994 PPP \$ (2017), Male – 15477 PPP \$ (2017).

It worth also mentioning that during the period 1995-2019, GDI has had a [shift from prevalence of men's HDI on women's HDI to prevalence of women's HDI on men's HDI](#).

With the *Gender Inequality Index* (a composite measure reflecting inequality in achievement between women and men in three dimensions: reproductive health, empowerment and labour market) Moldova was ranked 46th in the world in 2019, due to the following achievements:

- Maternal mortality ratio (SDG 3.1) – 19 deaths per 100,000 live births;
- Adolescent birth rate (SDG 3.7) – 22,4 births per 1,000 women aged 15–19;
- Share of seats in parliament – 25,7% held by women;
- Population with at least some secondary education (SDG 4.4): Female – 96,6% aged 25 and older, Male – 98,1% aged 25 and older;
- Labour force participation rate: Female – 40,5% ages 15 and older, Male – 46% ages 15 and older.

The ability of countries to provide a high level of well-being for their citizens is assessed in the Global Competitiveness Reports, which ranks countries based on the *Global Competitiveness Index* (GCI). During the last three years, Moldova has been ranked 86th - 88th scoring from 54,6 to 56,7 points for the GCI (100 points being the best value).

The country competitiveness is strongly linked to the [Index of Economic Freedom](#), which measures the impact of liberty and free markets around the globe, and the 2021 Index, which confirms the formidable positive relationship between economic freedom and progress, ranked [Moldova 85th \(among 184 countries\) with 62,5 points](#) (100 points are considered the best value) having an increase of 0,5 points compared to 2020 Index.

The *Women, Business and the Law* (WBL) index measures the laws and regulations that affect women's economic opportunity in 190 economies. The [index presents eight indicators](#) structured around

women's interactions with the law as they move through their lives and careers: Mobility, Workplace, Pay, Marriage, Parenthood, Entrepreneurship, Assets, and Pension.

Better performance in the areas measured by the WBL index is associated with a more narrow gender gap in development outcomes, higher female labour force participation, lower vulnerable employment, and greater representation of women in national parliaments⁵.

In the course of the recent history of Moldova, this [WBL index has passed an increasing trajectory from 58.1 to 84.4](#).

The Women, Business and the Law 2021 Report ranked Moldova 65th (among 190 countries) with 84.4 points, the component part being appreciated at the following levels: Mobility – 100, Workplace – 75, Pay – 75, Marriage – 100, Parenthood – 100, Entrepreneurship – 100, Assets – 100, and Pension – 25.

⁵ <https://openknowledge.worldbank.org/bitstream/handle/10986/35094/9781464816529.pdf?sequence=7&isAllowed=y>

III. LEGAL AND INSTITUTIONAL FRAMEWORK

3.1. International and regional commitments on GEWE

Moldova has made international and national commitments to promote gender equality and empowerment of women, in particular through the [Universal Declaration of Human Rights \(1948\)](#), the [Convention on the Political Rights of Women \(1953\)](#), 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 Labour Organisation, etc.

Orientation of the Republic of Moldova towards integration into the European Union determines the adherence to the corresponding instruments in the field: the [Amsterdam Treaty \(1999\)](#), the [Convention for the Protection of Human Rights and Fundamental Freedoms](#), the revised [European Criterion of Democracy adopted at the IVth European Ministerial Conference on Equality between Women and Men \(Istanbul, 13-14 November 1997\)](#), the [Declaration and Action Plan adopted at the IIIrd Summit of the Heads of State and Government of the Council of Europe \(Warsaw, 16-17 May 2005\)](#), the [Resolution on Achieving Gender Equality: a Challenge for Human Rights and a Prerequisite for Economic Development adopted at the VIth European Ministerial Conference on Equality between Women and Men \(Stockholm, 8-9 June 2006\)](#), the [Framework Strategy for Equality between Women and Men 2001-2005](#), the [Roadmap for Equality between Women and Men \(2006-2010\)](#), etc.

With the ratification of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ILO Convention No. 111 concerning Discrimination (in Employment and Occupation), ILO Convention No. 100 on Equal Remuneration, ILO Convention No. 153 on Maternity Protection, as well as by signing the Beijing Platform, Millennium Development Goals and the EU Association Agreement, the Republic of Moldova has committed to ensure gender equality and promote the participation of women in decision-making processes in the capacity of agents and beneficiaries of sustainable development. Efforts made by national authorities in this sense have resulted in the adoption of national strategies on gender equality promotion and their action plans (in 1998, 2003 and 2009), as well as the adoption of Law on Ensuring Gender Equality.

Despite these efforts, progress made in ensuring gender equality in decision-making positions/functions leaves much to be desired. The Concluding Observations of the CEDAW Committee, reiterates the persistence of patriarchal attitudes and deep-seated stereotypes regarding the roles and responsibilities of women and men in the family and society, which are the deep causes of (i) disadvantaged position of women in political and public life; (ii) violence against women; and (iii) gender segregation, as these are reflected in the educational choices of women and girls and employment options.⁶

3.2. National legal framework on GEWE

The legislative framework for equality between women and men is in line with international commitments. However, implementation lags behind, and women still face discrimination and inequality in social, economic, and political life.

In February 2006, the Parliament of the Republic of Moldova adopted the Law on Ensuring Equal Opportunities between Women and Men (Law No. 5 of 09.02.2006). The purpose of this law is to ensure the exercise of equal rights by both women and men in the political, economic, social, cultural, other spheres of life, rights guaranteed by the Constitution of the Republic of Moldova, in order to prevent and eliminate all forms of discrimination based on sex (art.1).

Until the adoption of the Law on Equal Opportunities between Women and Men in 2006, the legislative framework of gender equality was provided by the Constitution of the Republic of Moldova, Art. 16, paragraph 2, which stipulates that: "All citizens of the Republic of Moldova are equal before the

⁶ Buzu Alexei, Cantarji Vasile, Precup Galina, Gender Barometer. How do men and women participate in decision-making, 2018. Available online - <http://www2.unwomen.org/-/media/field%20office%20moldova/attachments/publications/2018/gender%20barometer.pdf?la=en&vs=34>

law and public authorities, regardless of race, nationality, ethnic origin, language, religion, sex, opinion, political affiliation, wealth or social origin”.

The adoption of the law represented an essential progress, due to the fact that, for the first time in the legislation of the Republic of Moldova, the concept of discrimination was defined, especially on the basis of sex. In addition to defining specific notions, such as: equal opportunities, gender, discrimination based on sex, this law establishes the legal and institutional framework in the field of equality between women and men.

Table. Legal Gender Equality frameworks in the Republic of Moldova, 2006-2012

Legal framework	Scope
Government Decision No.350 of 07.04.2006	The Decision sets the creation of the Governmental Commission for equality between men and women.
Law No.45 of 01.03.2007 on Violence Prevention	This Law aims to prevent several types of violence.
Government Decision No. 933 of 31.12.2009, National Plan of Ensuring Gender Equality, 2010-2015	The Decision gives a complex definition to the gender equality principle in all domains.
Law No. 168 of 09.07.2010 on Labour Code adjustments	The present Law excludes discriminatory practices and terms from the Labour Code.
Law No.121 of 25.05.12 on Ensuring Equality	This Law focuses on preventing and fighting the discriminatory practices and ensures the equality on RM territory.
Law No.5 of 09.02.2006 on Ensuring the Equality of Chances	The purpose of this law is to ensure the exercise of equal rights by women and men in the sphere of politics, economic, social, and cultural and other spheres of life

Source: [Baurciulu A., Casian A., Părtachi I., Petroia A., Sainsus V., Vaculovschi D.: Bugetarea sensibilă la gen, Chisinau, ASEM, 2016, ISBN 978-9975-89-028-1, pag.40-53.](#)

3.3. National gender policies

Moldova is involved in many international and national commitments to promote gender equality and the empowerment of women, in particular by ratifying the Convention on the Elimination of All Forms of Discrimination against Women and various ILO Conventions. Since the adoption of Law No. 5 on Equality of Opportunities for Men and Women in 2006, a series of national strategies and action plans have been designed with aim to promote gender equality. In 2016, a law on temporary special measures introduced a 40% quota for each gender in cabinets and electoral lists, and provisions for paternity leave together with a ban on sexist advertising. However, the implementation of gender equality measures is too slow. Women still face discrimination and inequality in social, economic and political life and their representation in Moldovan politics and decision-making remains below international benchmarks.

Even though some initiatives to introduce mechanisms of positive discrimination aimed at facilitating women's access to decision-making positions were launched during the past years, such initiatives partially failed.

The main goal of the Strategy to ensure equality between women and men in the Republic of Moldova for 2017-2021 (approved through the Government Decision No. 259 of 28.04.2017) is to foster respect for the role of the law in the implementation of the protection of human rights, ensuring the values of the rule of law, economic growth and strengthening of society as a whole. Equality between women and men implies equal rights, opportunities and responsibilities for both women and men in all spheres of public and private life.

3.4. Gender dimension of national development strategies. Gender mapping of national reforms. Gender-sensitive indicators of national policies

Public policies affect women and men differently. Therefore, the use of sex-disaggregated data by state institutions in the process of formulation, planning and development of public policies is crucial. Considering

these gender differences is crucial in creating policies that would meet the needs and interests of both women and men.⁷

The national legal framework regulating the need to produce gender-sensitive indicators includes the Law on Assurance of Equal Opportunities for Women and Men approved in 2006 (Art.22), Law on Equality Assurance from 2012, as well as a number of strategies with action plans mentioning the importance of collecting and disaggregating data by sex in all the areas of the socio-economic life.

The importance of data disaggregated by sex was also confirmed in the context of the Global Agenda for Sustainable Development by 2030, as well as for monitoring the progress in achieving the goal related to gender equality and empowerment of women and girls, and for evaluating the changes occurred in areas such as poverty, health, climate changes, infrastructure, food security, labour force employment, etc.

The quality of the gender statistics produced by the National Bureau of Statistics (NBS) of the Republic of Moldova is ensured by observing the Fundamental Principles of Official Statistics (approved by the UN Economic Commission for Europe in 1992 and the UN / Statistics Commission in 1994), as well as through the Law on Official Statistics.

A section in the Statistical Data Bank of the NBS is dedicated to dissemination of gender statistics, which are part of the minimum set of gender indicators developed by the UN Statistics Commission.

The major categories of statistical data that represent the most relevant reflection of the Public Spending are: public life, the labour market and employment, social protection - pensions, health.

Based on worldwide recognised Sustainable Development Goals, the Government of the Republic of Moldova developed, approved (Government Decision No.1083 of 08.11.2018) and submitted to the Parliament the National Development Strategy "Moldova 2030". However, due to certain circumstances (mainly political), the Government through its Decision No. 401 of 18.08.2019 withdrew it from the Parliament. This influenced the development and approval process of most of the subsequent national strategies and programmes.

The erupted political crisis paralysed the activities of state bodies responsible for the development, approval and implementation of reforms in various fields. This phenomenon was further aggravated by the COVID-19 pandemic, which led to the introduction of quarantine measures in the form of various restrictions, including the presence of a limited number of employees in the workplace and setting up limits in the organisation of events with the presence of a large number of participants.

In this regard, strategies and programmes already approved for the period until 2020 have not been updated and/or reapproved for the subsequent period, including the National Development Strategy (underlining sectoral strategies).

The sectoral national strategies and programmes that were approved for the period until 2021 are also pending on revisions for the following period.

After having mapped reforms initiated in the Republic of Moldova, there were 39 national strategies and programmes identified, currently in force in different sectors (the list of national strategies and programmes in force – Annex 1).

The *most successful reforms* are the ones in the field of ICT and Gender Equality. The *least successful reforms* are the reforms in the domain of pensions, banking sector and justice/law enforcement.

3.5. Institutional framework/machinery

The institutional framework for ensuring equal opportunities between women and men, in the context of the Law No. 5 of 09.02.2006 (Art.: 15-20), refers to the following *authorities*: the Parliament; Government; Government Commission on Gender Equality; Ministry of Health, Labour and Social Protection (specialised body); State Labour Inspectorate; ministries and other central administrative authorities (gender focal points); local public administration authorities (gender units); People's Advocate; National Bureau of Statistics; Council for the Prevention and Elimination of Discrimination and Ensuring Equality.

The competence of the *Parliament* includes (Art. 16):

- a) formation of a legislative framework that ensures gender equality in all spheres;
- b) monitoring the implementation of the principle of gender equality in all directions and at all levels of state policy;

⁷ Mincu Georgeta, Profile of Women in Economy and Business, 2016. Available online - https://www.undp.org/content/dam/undp/moldova/docs/04_machet-FEMEILE_econom_2018_ENG.pdf

c) hearing, in accordance with the legislation, reports of the Government and the People's Advocate on the state of affairs in this field.

The **Government** has been given powers to initiate processes related to the gender mainstreaming approach, namely (Art. 17):

a) ensures the integration in policies, strategies, programmes, normative acts and financial investments of the principle of equality between women and men;

b) approves the national plans and programmes regarding equality between women and men, monitors their achievement;

c) periodically submits to the Parliament reports on the situation and activity in the field, according to the legislation.

The **Government Commission on Gender Equality** is an advisory body established under the Government and acting in accordance with its statute approved by the Government, and exercises the following powers (Art. 18):

a) promoting gender equality and an integrated approach to the issue of gender equality;

b) coordination of activities of central and local public administration authorities on gender equality issues;

c) development of cooperation of state structures with civil society and international organisations, as well as stimulation of their partnership with the private sector and the business environment in promoting gender equality;

d) analysis of national and local plans and programmes, assessment of the use of financial resources in the field of gender equality.

Within the framework of the **Ministry of Health, Labour and Social Protection**, the functions on development and implementation of gender equality policy are assigned to a specialised unit of the central office, whose competence includes (Art. 19):

a) development and improvement of the legal and regulatory framework in the field of ensuring gender equality;

b) identifying the need for analytical studies in the field of gender equality in partnership with other sectoral bodies of the central public administration;

c) development of policy documents in the field of gender equality and their submission to the Government for approval;

d) development, justification and development of projects in the field of gender equality in cooperation with civil society and international organisations;

e) methodological coordination of the activities of the coordination group on gender and gender units within the central specialised public administration authorities and local public administration authorities;

f) developing and coordinating the implementation of gender equality programmes, organising mass media campaigns in partnership with civil society, planning research and analysis in this area, and other activities to ensure equal opportunities for women and men;

g) monitoring and evaluation of policies and programmes in this area;

h) coordination of the development of periodic national reports and reports of the Government on the degree of implementation of the provisions of international treaties in this area;

i) coordination and monitoring of the implementation in this area of recommendations addressed to the Government by specialised committees and councils of the UN and the Council of Europe;

j) organisation of day-to-day activities and office work of the Government Commission on Gender Equality;

k) establishing partnerships with the private sector and the business environment, as well as with non-profit organisations in order to promote and implement the principle of gender equality;

l) exercising other powers in this area in accordance with the legislation.

The competences of **other central public administration authorities** includes (Art. 19):

a) ensuring an integrated approach to gender equality and the implementation of international treaties in this area in accordance with the competence;

b) ensuring the observance of the principle of gender equality in personnel policy and creating conditions for the prevention of any form of discrimination on the basis of sex and sexual harassment in the workplace;

c) submission, in accordance with the established procedure, to the Ministry of Health, Labour and Social Protection of reports on the status of the implementation of the national policy in the field of ensuring equal opportunities for women and men;

d) exercising other powers in this area in accordance with the legislation.

In order to ensure a complex approach to gender equality in policies and programmes in all areas and at all levels of decision-making and implementation, a **Gender Focal Point** is assigned within the central specialised public administration bodies. The members of the gender coordination group are gender units within the subdivisions with the competence of developing, promoting and monitoring policies in the field of activities of the central sectoral public administration body. The Gender Focal Point has the following functions (Art. 19):

a) monitors compliance with legislation in the field of ensuring equal opportunities for women and men within the sectoral bodies of the central public administration;

b) approves reports of gender units on ensuring equal opportunities for women and men in the relevant field of activity and submits them, in accordance with the established procedure, to a specialised body;

c) deals with cases of gender discrimination and sexual harassment at the sectoral level and in decentralised and deconcentrated structures;

d) submits proposals to the head of the body to eliminate discriminatory conditions;

e) cooperates with the Council for the Prevention and Elimination of Discrimination and Ensuring Equality by providing the data, information and documents requested by it;

f) submits materials to the competent law enforcement authorities to deal with complaints of sexual harassment in the workplace;

g) promotes the development of knowledge of civil servants in the industry on the issues of equal opportunities for women and men.

The **gender unit** has the following functions (art.19):

a) submits proposals on the mainstreaming of the principle of gender equality in sectoral policies and action plans;

b) identifies and studies the problems related to discrimination on the basis of sex in the relevant field of activity and promotes their solution;

c) participates in the examination of petitions on cases of discrimination on the basis of sex and sexual harassment in the workplace;

d) develops reports on the implementation of the national policy on equal opportunities for women and men and submits them for approval to the gender coordination group;

e) studies international experience;

f) performs other duties in accordance with the legislation.

The competence of **local public administration authorities** includes (Art. 20):

a) ensuring the implementation of the principle of gender equality in policies, programmes, regulations, distribution of funds at the local level;

b) monitoring the implementation of programmes, organising information campaigns, research and other activities on gender equality at the local level;

c) cooperation with non-governmental organisations and foundations, trade unions and patronage, international organisations promoting the implementation of gender equality;

d) submission, in accordance with the established procedure, to the Ministry of Health, Labour and Social Protection of reports on the situation in the subordinate territory with the implementation of the national policy on ensuring equal opportunities for women and men;

e) implementation of other obligations in this area in accordance with the legislation.

The following responsibilities are assigned to the **gender unit** as a component part of local public administration body (Art. 20):

a) submitting proposals on introducing the principle of gender equality into policies, programmes and regulations of local public administration authorities, budgets of administrative-territorial units;

b) cooperation with non-governmental and other organisations on gender equality issues;

c) participation in the consideration of petitions of legal entities and individuals on cases of discrimination on the basis of sex;

d) monitoring the activities of local public administration bodies on gender equality;

e) periodic submission of reports on the work performed to the local public administration authorities;

f) development of reports on the implementation of the national policy on equal opportunities for women and men for submission to a specialised body;

g) implementation of other obligations in this area in accordance with the legislation.

The **Ministry of Finance** is the national aid coordination body. The Ministry of Finance is responsible for the coordination mechanism and management of foreign aid and acts as the only point of contact / control in relations with external development partners and public authorities regarding project proposals / foreign aid programs⁸. At the same time, the Ministry of Finance, being the central public authority in the field of public finance, develops and ensures the implementation of fiscal-budgetary policy⁹.

The **Inter-ministerial Council on Preventing and combating Gender-based violence** is an inter-sectorial body which consists of representatives of different public authorities and institutions as well as civil society organisations.

The **People's Advocate** ensures, in accordance with the legislation, guarantees and observance of gender equality as an integral part of constitutional human rights and freedoms (Art. 21).

The **Council for the Prevention and Elimination of Discrimination and Ensuring Equality** ensures protection against discrimination and equality of all persons in accordance with the law (Art. 21¹).

Moreover, Article 22 of the Law determines the conditions for the development of gender statistics. Thus, it is established that the National Bureau of Statistics will collect, process and generalise statistical information broken down by sex. At the same time, the central and local public administration authorities, parties, other socio-political organisations, legal entities and natural persons, who carry out entrepreneurial activity, will present to the National Bureau of Statistics the necessary information distributed by sex.

3.6. Accountability framework of gender policies and national machinery

According to the Law No. 5 of 09.02.2006 on Equality of Opportunities for Men and Women:

Gender units in the framework of local public administration body periodically submit reports on the work performed to the local public administration authorities. At the same time, they develop reports on the implementation of the national policy on equal opportunities for women and men for submission to a specialised body.

Local public administration authorities submit, in accordance with the established procedure, reports on the situation in the subordinate territory with the implementation of the national policy on ensuring equal opportunities for women and men, to the Ministry of Health, Labour and Social Protection.

Gender units in the framework of central public authorities develop reports on the implementation of the national policy on equal opportunities for women and men, and submit them for approval to the gender coordination group.

The **Gender Focal Point** within the central specialised public administration bodies approves reports of gender units on ensuring equal opportunities for women and men in the relevant field of activity and submits them, in accordance with the established procedure, to a specialised body. Furthermore, (s)he submits proposals to the head of the body to eliminate discriminatory conditions.

Central public administration authorities submit, in accordance with the established procedure, reports on the status of the implementation of the national policy in the field of ensuring equal opportunities for women and men, to the Ministry of Health, Labour and Social Protection.

The **Ministry of Health, Labour and Social Protection**, being the central public authority empowered to develop and promote policies in the field of equality between women and men, develops policy documents in the field of gender equality and submits them to the Government for approval. At the same time, the Ministry coordinates: a) the activities of the coordination group on gender and gender units within the central specialised public administration authorities and local public administration authorities; b) the development of periodic national reports and reports of the Government on the degree of implementation of the provisions of international treaties in this area; c) implementation in this area of

⁸ Government Decision on the approval of the institutional framework and mechanism for the coordination and management of foreign aid, no.377 of 25.04.2018.

⁹ Law of the Republic of Moldova on Public Finance and Budgetary Fiscal Responsibility, no.181 of 25.07.2014.

recommendations addressed to the Government by specialised committees and councils of the UN and the Council of Europe.

The **Government Commission on Gender Equality** acts in accordance with its statute approved by the Government. Thus, according to the Government Decision on the approval of the Regulation on the Government Commission for Gender Equality No. 895 of 07.08.2006 stipulates that given Commission examines reports on the implementation of a policy of equal opportunities between women and men in various fields of activity, and also informs the public about the development of the situation with regard to the observance of the principle of gender equality.

The **Government** periodically submits to the Parliament reports on the situation and activity in the field, according to the legislation.

The national **Council for the Prevention and Elimination of Discrimination and Ensuring Equality**, being responsible for ensuring protection against discrimination and equality of all persons in accordance with the law in whole country, submits to the plenary session of Parliament a general report on the situation in the field of preventing and combating discrimination. According to the Law on the activities of the Council for the prevention and elimination of discrimination and ensuring equality, No. 298 of 21.12.2012, the general report on the situation in the field of preventing and combating discrimination is submitted to Parliament annually by 15 March.

The **Parliament** hears, in accordance with the legislation, reports of the Government and the People's Advocate on the state of affairs in this field.

3.7. Financing for gender equality. Gender-responsive budgeting

The international legal commitments assumed by the Republic of Moldova include a legal obligation and a basis for gender-responsive budgeting (GRB). Moreover, notwithstanding that the national legislation does not directly mention the GRB, its legal and strategic framework nevertheless contains sufficient elements which constitute a reliable legal basis for work in this direction. For example, some provisions of the Law on Public Finance and Budgetary Fiscal Responsibility No. 181 of 25.07.2014 refer directly to the key principles of the GRB, namely the equitable distribution of resources between women and men and the transparency of budgets. Among other things, the budgetary principles strengthened by Articles 11 and 12 of Law No. 181/2014 include the following principles of the budgetary system:

- "The principle of performance" (Art. 11): budgetary resources are allocated and used economically, efficiently and effectively, in accordance with the principles of good governance;
- "The principle of transparency" (Art. 12): draft normative acts in the field of public finances are subject to public consultation; budgets are drawn up, approved and administered in a transparent manner.

Government Decision No. 933 of 31.12.2009 regarding the approval of the National Programme for ensuring gender equality for the years 2010-2015 emphasises that the Republic of Moldova has acceded to the Convention on the Elimination of All Forms of Discrimination against Women (Parliament Decision No. 87-XIII of 28 April 1994). However, under Law No. 5-XVI of 9.02.2006 on ensuring equal opportunities for women and men and in order to ensure a comprehensive approach to equality between women and men in policy documents in all areas and at all levels of decision-making and implementation, through this decision set some specific objectives, including "promoting the development of a gender-sensitive budget (GRB) in the national and local budget process".

The introduction of the gender dimension in the budgeting and financing process can contribute to the reorientation of the state budget expenditures on the realisation of current social problems taking into account the needs and interests of all citizens of the country, regardless of gender. The use of gender budgeting in policies in all areas is presented as a necessary tool to ensure compliance with the principle of gender equality in the distribution and allocation of resources.

Recommendation CM/Rec (2007) 17 of the Committee of Ministers to the Member States on standards and mechanisms for ensuring gender equality stipulates as elements, which indicate the political will and commitment of states to ensure the de facto promotion of gender equality, allocating adequate financial resources to programmes, projects and initiatives for the achievement of gender equality and women's empowerment and the use of gender-sensitive budgets in policies in all areas.

According to the Government Decision No. 933 of 31.12.2009, the implementation of the budgeting

process through the prism of gender encounters several difficulties, among which can be enumerated: the non-valorisation in the budgetary process of the social standards and financial norms related to the gender dimension; lack of analysis in terms of the gender dimension of the draft budget; lack of gender-sensitive indicators, which can be used to assess the impact of budget expenditures on the implementation of the national programme for gender equality.

The objective stipulated in the Government Decision No. 933 of 31.12.2009, on promoting gender budgeting (GRB) in the national and local budget process, has not been achieved.

Government Decision No. 259 of 28.04.2017 on approving the Strategy for ensuring equality between women and men in the Republic of Moldova for the years 2017-2021 and the Action Plan on its implementation, among the problems identified in the field of GRB, highlighted the lack of the legislative framework and budgetary instructions for regulating gender-responsive budgeting in the budget planning process.

Also, by the given Decision, the objective (General Objective 5) "Integration of gender-responsive budgeting in the process of elaborating the budgetary programmes" was again established.

Within this General Objective, a specific Objective 5.1 is foreseen, which involves "Promoting gender mainstreaming in budgetary programmes by establishing gender-sensitive indicators".

Expected results related to the achievement of General Objective 5 include the following:

- a) the national public budget sensitive to the gender dimension;
- b) gender audits performed and gender sensitive indicators approved for budgetary programmes.

By the Law on public finances and budgetary-fiscal responsibility No.181 of 25.07.2014 (Section 3. Competences and responsibilities in the field of public finances), the roles of the actors within the budgetary process are highlighted. However, no actor within the budgetary process has attributions regarding the ensuring of gender equality exposed in the given Law, but also in the legal framework that regulates the activity of these organisational structures.

Currently, in the Republic of Moldova, all the activities related to the GRB are reduced to just one of its stages – gender analysis of public expenditures and revenues. It is performed by the CSOs in a random way in the framework of different projects and scientific research.

Apart from the CSOs, academia is involved in the gender equality and women's empowerment issues. Thus, the Moldovan academia has been the promoter of GRB implementation both by including this subject in the academic curriculum and as the main disseminator and developer of the GRB concept within CPA and LPA.

However, the success of the initiative to implement gender-responsive budgeting is distorted due to the lack of involvement of civil society groups that provide expertise and are intended to put pressure on policymakers in view of addressing the political, economic and social issues. This is to a greater extent because of insufficient understanding of essence, tools and methods of GRB.

3.8. Non-state actors working on gender equality and women's empowerment

In Moldova, there are a number of non-state actors working on gender equality and women's empowerment. In this context, a variety of activities, including diverse topics such as training for empowerment and awareness-raising of women, promoting gender-sensitive legislation, building shelters for battered women, as well as advocacy for women's rights have been taken up by women's groups and organisations with increasing effectiveness and impact in the recent past.

As a form of activity some of them choose the loose network of organisations as 'platforms' and arrange 'campaigns' for more concentration on single gender issues. Platforms connect women's organisations on issues like domestic violence or any legislative amendment for further legal gender sensitivity. Campaigns generally aim to mobilise women's organisations' energy to form a current discussion related with women's interests or on media that refers the facts supposed to be violating the women's human rights.

Main platform acting in GE in Moldova are:

- The Gender Equality Platform (Platforma pentru Egalitate de Gen, <https://egalitatedegen.md/>) is a voluntary union of individuals and legal entities that works as an active and unitary voice for the

promotion of gender equality. The platform was launched on June 19, 2015. The platform currently has 26 members.

- National Coalition "Life without domestic violence" (Coaliția Națională „Viața fără violență în familie”, <https://stopviolenta.md/>) is a national network of 23 non-governmental organisations and public institutions whose mission is to promote the rights of women and children, victims of domestic violence and reduce violence in the family and society.
- The National Center for Studies and Information on Women's Issues Partnership for Development (Centrul National de Studii si Informare pentru Problemele Femeii Parteneriat pentru Dezvoltare, <https://progen.md/>), created in 1998, is a non-governmental organisation that aims to help promote an inclusive discourse on gender issues, women's status and equal opportunities for women and men.

Full list of 49 CSOs operating in the domain of Gender Equality issues is presented in Annex 2.

Apart from the CSOs, academia (especially the Academy of Economic Studies of Moldova) is involved in the gender equality and women's empowerment issues. Thus, the Moldovan academia has been the promoter of GRB implementation both by including this subject in the academic curriculum and as the main disseminator and developer of the GRB concept within CPA and LPA.

In addition to the aforementioned institutions, other participants and beneficiaries, including citizens and, last but not least, international agencies and organisations, are engaged in promoting GEWE. In this regard, the following organisations should be mentioned: UN Women, UNDP, World Bank, EUD Swedish International Development Cooperation Agency, Austrian Development Cooperation, Swiss Agency for Development and Cooperation. Within the Aid Coordination and Management Mechanism administered by the Ministry of Finance as national coordinating authority, the Ministry of Health, Labor and Social Protection, as the sectoral coordinator of foreign aid, is the central public administration body responsible for sectoral policies in the domain of gender equality¹⁰.

¹⁰ Government Decision on the approval of the institutional framework and mechanism for the coordination and management of foreign aid, no.377 of 25.04.2018.

IV. GENDER ANALYSIS BY SECTOR

4.1. Women in decision-making and leadership

The Moldovan society is a patriarchal one and gender relations are still traditional, which involves mostly conservative perceptions about the role of women and men in society. However, due to the fundamental gender relation changes in the contemporary societies in the West and the effects of the migration phenomenon in Moldova, certain changes, in particular in regards to social dimension, can be observed¹¹.

Currently, there are two key political positions held by women in Moldova: the President and the Parliament Speaker. It is for the second time in the country's parliamentary history, that a woman has become the Speaker of the Parliament¹². Moreover, the post of Constitutional Court President is occupied by a woman as well.

Moldova ranks 86th out of 188+ countries in IPU ranking¹³, with women constituting [24,8% of women in Parliament](#).

In 2019, women made up for 24,8% of the parliament seats, the biggest number for the last decade. At the same time, for the last 7 years there has been observed a descending trend for the ministerial posts filled by women.

Based on the data for 2019 in Republic of Moldova, there is a general tendency that people involved in public life are men in almost all the State Bodies, being detrimental for women.

According to the [NBS](#), in the ministries, men take approximately 88.9% of the positions, while women only 11.1%. The same situation is for deputy in parliament positions, and in the police, because these jobs are considered to be more suitable for men due to the difficult process of work and the pressure which is given by the respective positions.

It should be mentioned that for judges, the division is almost equal, with 49.2% women and 50.8% men taking such roles, the main cause being that women have a better vision of judging.

Thus, the main part of the National Public Budget expenditures budgeted for paying the wages of people involved in public sphere, went to men in 2019, as well as in previous years, which indirectly is a discrimination regarding the women.

4.2. Gender and economic and social rights

4.2.1. Gender and employment. Gender pay gap, possibilities to balance work and family life

The gender pay gap is the difference between the earnings of men and women expressed as a percentage of men's wages, according to the OECD. The European Commission defines the gender pay gap as “the relative difference in the average gross income of women and men within the economy as a whole.” In general, these attitudes are not directed at all workers but at those who occupy positions of greater responsibility and status.

According to the [data provided by the National Bureau of Statistics](#), women in the Republic of Moldova have a wage below that of men's that varies from 15 to 17%.

The gap between salaries paid to men vs salaries paid to women is on a 14% average year-over-year, whereas the YOY salary growth rate is on average of 11%. The smallest gap occurred in 2015, showing a ratio of 13,2%. The main reasons justifying the inequality in salary payments are not easy to be tracked. They comprise the opinion that women will eventually abandon their career in order to raise their children, or will spend less time on work in order to spend more time with their families. However, these are not the only reasons, as women are more prone to be subject of sexism than men. They are usually viewed as less intelligent than men, incapable of performing on par with them, or they are subject of the belief that women in general must receive less, because men are heads of families and breadwinners.

¹¹ <https://ssrn.com/abstract=3458128>

¹² <http://archive.ipu.org/wmn-e/speakers.htm>

¹³ <https://data.ipu.org/women-ranking?month=4&year=2021>

One of the indicators showing the “efficacy” of the salary, or its purchasing power is the minimum subsistence (MS). According to the Law on the minimum subsistence¹⁴, the size of the minimum subsistence is calculated by summing the value of the food basket, the expenses for the purchase of industrial goods and for the payment of services, as well as the amounts of premiums and mandatory contributions.

According to the [data provided by National Bureau of Statistics](#), the average salary per gender, regardless of the economic activity covered an average of 284% of the MS for women, with a range of 244% in 2015 and 330% in 2019. For men, the average salary, regardless of the economic activity covered an average of 330% of minimum needs, ranging from 281% in 2015 to 384% in 2019. The maximum level of coverage of the subsistence minimum for the working population was reached by employees in the information and communications sector, and the minimum - by employees in agriculture, forestry and fishing¹⁵. The minimum subsistence itself, had risen by 17%, or by 297.10 MDL over the five year period, from 1734.10 MDL in 2015 to 2031.20 in 2019. The average increase of the MS was 4%, however, in 2018 it rose only by 2%, whereas in 2019, it rose by 7%. [The pay gap between women and men has been negative for the last 8 years.](#)

As to the professional and vertical segregation, [there are three spheres of economic activities, where men employment predominates over that of women](#): ‘Construction’ (94,5% / 5,5%), ‘Transportation, Communications’ (70,1% / 29,9%) and ‘Agriculture, forestry; Fishery’ (62,9% / 37,1%). Thus, an obvious superiority of employed women over men is observed for ‘Public administration; Education; Health and social work’ (70,7% / 29,3%).

The economic activity of men in the labour market is higher than that of women, but the discrepancy in the level of participation has gradually narrowed over time. In period 2003 - 2018 men’s activity rate decreased slightly faster than that of women, which led to a certain convergence of participation levels.

A higher economic activity in the male labour market is also manifested in a higher level of unemployment among men compared to women. The level of constant unemployment has been higher among men than among women, but this gap has narrowed recently. The reduction of the gap in the last period is not a unique and long-lasting trend, but it is a characteristic for the periods of economic growth and general decrease of unemployment in the national economy. The unemployment rate gap of men and women increases sharply in times of economic shocks, almost exclusively due to the much more significant increase in the unemployment level among men rather than women. Then, in periods of economic growth, the gender gap gradually narrows, due to the faster decrease of unemployment rate in men. For example, after the 2009 economic crisis, the unemployment rate in men practically doubled from 5.5% to 9.9% in just two years, while the unemployment rate in women increased from 3.8% to 6.4%. The same scenario was repeated in 2015. After 2015, in a period of economic growth, the gender gap narrowed again to just 1.2 pp, but in light of a new economic shock related to COVID-19 it will deepen from new¹⁶.

[In the period of the pandemic crisis, both women and men were affected economically and socially, accentuating in various proportions their various vulnerabilities](#): (i) the COVID-19 pandemic and the isolation measures imposed highlighted one of the weakest links: care, with women taking on most of the household and childcare tasks; and of the family, thus limiting their possibilities of interaction with an environment other than the family; (ii) women were more exposed to anxiety and frustration during the pandemic crisis; (iii) similarly, women have retired even more from the field of work, being forced to resort to this step due to inequity in the division of care responsibilities; (iv) men have been more affected in terms of respect for their rights at work and it is anticipated that more of them will not be able to benefit from the social or health insurance system, and (v) the logical chain of effects caused by the pandemic crisis has also been transposed on the possibility of women and men to obtain income, the important channels of manifestation of financial vulnerability being the sudden reduction of remittances and the decrease of salary incomes.

A higher economic activity among men also caused more migration in search of employment abroad compared to women. After 2008, the number of men involved in external migration processes increased almost synchronously with the number of women, but still the number of women increased slightly faster. Thus, in the decade 2008 - 2018 the number of men going abroad in search of a job increased by 38.4%,

¹⁴ Law on the minimum subsistence No. 152 from 05.07.2012. Official Monitor No.165 Art. 555 as of 07.08.2012

¹⁵ National Bureau of Statistics of the Republic of Moldova, <https://statistica.gov.md/index.php?l=ro>

¹⁶ https://mei.gov.md/sites/default/files/document/attachments/studiu_piata_muncii_md_.pdf

and the number of women by 43%. At the same time, in the period before 2008, the number of men who went abroad was much higher than that of women and for this reason the share of men in the total population abroad is higher. Throughout the period 2008-2018, the share of men in the stock of the population gone abroad has practically not changed and fluctuated around 65%¹⁷.

According to Art. 124 from the Labour Code of the Republic of Moldova No. 154-XV of March 28, 2003, working women and women with whom the employer has concluded an apprenticeship contract, as well as the wives of employees who are on their support, are granted *maternity leave*, including prenatal leave of 70 calendar days (in the case of pregnancy with three or more children - 112 calendar days) and postnatal leave of 56 calendar days (in the case of complicated childbirth or the birth of two or more children - 70 calendar days), with the payment of benefits to them. Upon the expiration of maternity leave, the insured persons are granted, upon their written application, a partially paid *parental leave* until the child reaches the age of three years with the payment of benefits from the state social insurance budget.

Regarding the reform of the childcare leave, which is a topic addressed for a long time in the public space, it is worth mentioning that in recent years, in Moldova, a series of legislative amendments have been applied and draft laws have been submitted, which are entitled aim to reduce gender inequalities in the labour market and in domestic activities. More specifically, we refer to the approval of Law No. 71 of April 14, 2016, which makes some amendments to the Labour Code of the Republic of Moldova No. 154-XV of March 28, 2003, and provides for the granting of paid *paternity leave* of 14 days. According to given legislative changes, paternity leave is granted in order to ensure the actual participation of the father in the care of the newborn child. At the same time, it is underlined in the given law that “the employer is required to encourage employees to take paternity leave; the creation by the employer of situations that disadvantage the employee who is taking paternity leave is recognised as discrimination by the employer and is punished in accordance with the law”. This amendment eliminates legislative gaps and highlights their impact on fathers' involvement in childcare.¹⁸

4.2.2. Women's entrepreneurship

While women's entrepreneurship support has been a topic of policy debate worldwide for decades, recent initiatives have been fragmented on an international scale. Challenges of female labour market entry (including through entrepreneurship) have also been increasingly gaining the attention of policy makers in both the European Union and its Eastern Partnership countries despite a severe lack of gender-sensitive SME data in most countries.¹⁹

The share of self-employed among women is comparable to the share among men. Men are also more likely than women to work as employers. The share of employers among women ranges around 0.3% (2017) of the employed women in the Republic of Moldova. Economically active women tend to be highly educated, but this does not always translate into labour market performance. Women are more likely to work in agriculture and as family workers, pointing to more precarious working conditions.

In the Republic of Moldova, even if there is a decreasing trend of male entrepreneurs' share, female entrepreneurs' share remains twice smaller.

Young male entrepreneurs participate more in economic activity.

Women most often run businesses in retail trade in Moldova.

Retail trade – largest share of entrepreneurs with primary or no education at all.

Women invest more of their savings than men in retail businesses.

According to the 2016 Small Business Act for Europe assessment, women's entrepreneurship has become a priority in all EaP countries. Moldova is taking the lead, due to the maturity of its women's entrepreneurship support policy frameworks and continuous investment into this area. Communication actions for raising awareness have been included among the women's entrepreneurship support measures in Moldova. In Moldova, women's entrepreneurship is now supported by non-formal policy partnerships.

¹⁷ https://mei.gov.md/sites/default/files/document/attachments/studiu_piata_muncii_md_.pdf

¹⁸ Cum sporim numărul taților beneficiari ai concediului de îngrijire a copilului? <https://progen.md/cum-sporim-numarul-tatilor-beneficiari-ai-concediului-de-ingrijire-a-copilului/>

¹⁹ SME Policy Index Eastern Partner Countries 2020 ASSESSING THE IMPLEMENTATION OF THE SMALL BUSINESS ACT FOR EUROPE. <https://www.oecd.org/development/sme-policy-index-eastern-partner-countries-2020-8b45614b-en.htm>

The only few examples of structured, formal women's entrepreneurship policy partnerships at the national level can be found in Moldova. Since the 2016 assessment, significant progress has been registered in the provision of training and support to women entrepreneurs and plenty of excellent practices can be found. Moreover, there have been impressive developments in all countries in terms of good practice sharing on women's entrepreneurship support.

[Moldova tends to do well in the Implementation thematic block and](#) reaches the highest possible score (5,00).

The 2016 Small Business Act for Europe assessment concluded that women's entrepreneurship has received increasing attention in the policy discourse of Moldova, but concrete measures have been rather fragmented and driven mainly by a gender equity agenda. Since then, women's entrepreneurship has become an official priority in Moldova. This is a major development, and the inclusion of women's entrepreneurship in Moldova – as either a special pillar or a dedicated section of formal national policies, strategies, programmes and action plans – deserves strong support. Support actions are still spread across sectors and strategies; however, the economic dimension of women's entrepreneurship is the focus of growing attention across the region, as Moldova has included it in the agendas of government offices dealing with socio-economic, SME development and employment policies.

Moldova became one of the top performers in the region due to the maturity of its women's entrepreneurship support policy frameworks and persistent investment into a dedicated set of implementation measures since the 2016 assessment.

Moldova has official policy documents (belonging to different government domains) containing policy measures and actions designed to support women's entrepreneurship.

At the same time, building an over-arching, comprehensive policy vision that extends across economic sectors and encompasses all parts of the government remains a serious challenge in Moldova. The lack of sex-disaggregated data makes it hard to design gender-responsive policies, which should be based on a rigorous analysis of the structural and socio-cultural factors behind the lack of women's entrepreneurship.

Cross-linkages between policy documents addressing women's entrepreneurship have been found in Moldova. In Moldova, an action plan for women's entrepreneurship has been adopted as part of sectoral policies.

Women's entrepreneurship policy co-ordination has also substantially improved in Moldova due to the development of policy partnerships.

In Moldova, women's entrepreneurship is now supported by non-formal policy partnerships. These partnerships play a policy-supporting role and engage in joint implementation of programmes and projects with other stakeholders. They include women's business associations, networks and international partners and actively co-operate with the government. This is an important achievement, in line with the most up-to-date policy approaches in women's entrepreneurship support.

In Moldova, a structured partnership has existed since 2015 in the form of the National Co-ordination Council for Women's Entrepreneurship, which is now facing transformation as part of ongoing public administration reform.

The role of partnerships is also critical in ensuring that public policies are gender-sensitive and respond to the specific needs of women and men. This is done by applying a procedure of gender-sensitivity checks to all new and existing policies, as well as gender expertise of legislation. Such procedures are in place in Moldova.

Specific challenges for women entrepreneurs may differ from country to country because of socio-economic context and cultural factors. However, only two EaP countries have declared the availability of gender-sensitive SME skills intelligence. In Moldova, the Organisation for Small and Medium Enterprises Sector Development (ODIMM) has since 2017 collected and used sex-disaggregated data for policy making. Moldova also confirmed the availability of SME training statistics in disaggregated format, and these data cover training programmes supported by state budgets.

Moldova actively co-operates with international organisations and donors as well as joins forces with private partners. In Moldova, ODIMM is collaborating with EBRD's Women in Business programme.

The setting of targets for women's entrepreneurship is a good practice in Moldova. ODIMM has set a target of 30% for women within its training drive, including a 30% target set for women within the wider effort to support young entrepreneurs and returning migrants, including loan guarantees and credits. These

targets are already yielding results. For example, under the young entrepreneurs' programme, 45% of those receiving entrepreneurial consultancy are women, with 43% following entrepreneurship training and 30% accessing finance. Furthermore, 34% of 132 occupants of the Moldovan Business Incubators Network are women. Nevertheless, more needs to be done to support women's entrepreneurship in rural areas where employment opportunities are limited and where opting for migration comes at great family and social cost.

In terms of institutional support structures, the National Council for Women's Entrepreneurship established in 2015 has lost momentum, but its mandate remains important: to ensure that government, private sector and civic interest groups can discuss, review and propose policy options to the government.

A Women's National Platform provides links to women entrepreneurs in local communities, and plays an important role in sharing success stories. It cooperates with ODIMM in hosting a Women's Entrepreneurship Contest with prizes for 1) new product/services, 2) innovative start-up, 3) corporate social responsibility and 4) Women Entrepreneur of the Year.

Notwithstanding the substantial progress on women's entrepreneurship, in terms of policy, data and training provision, challenges remain – particularly in terms of access to finance, with questions raised as to unequal treatment of women by banks and public authorities. By way of example, in applying for a bank loan, women business owners in the retail trade must pledge four times the collateral that men do, and are subjected to more severe tax scrutiny than their male counterparts, including requests for informal payments to tax inspectors

4.2.3. Gender and care economy, unpaid care and domestic work

According to official data of the [National Bureau of Statistics](#), the daily average duration of paid work and domestic work can be characterised in following way.

Average number of hours per day allocated by women / men, of certain age groups, who have carried out paid work and domestic work activities.

In 2012, women working for an income spent 7 hours for this activity on a daily basis, while men spent 7 hours and 30 minutes.

Thus, the major part of daily time was spent on personal care, which for women was 11 hours 6 minutes on average per day (about 46%) and 10 hours 36 minutes (about 44%) for men.

In 2012, women spent 4 hours and 6 minutes on domestic work on a daily basis, while men spent 3 hours and 6 minutes.

In age group of 15-24 years, men spent 6,1 hours per day for education, while women spent somewhat less – 5,9 hours, whereas in age group of 25-64 years, men spent 2,1 hours per day, while women spent more on average – 3,1 hours.

As to the participation rate in domestic activities, the [National Bureau of Statistics](#) presents the number of women / men from certain age groups, who have participated in different domestic activities, divided by the total number of women / men of the respective age group for year 2012. Even if these data are quite outdated, the general trend is observed in nowadays. Thus, two current studies "[Wage inequality between women and men in 2020](#)" and "[Analysis of gender inequalities in the labor market during a pandemic](#)" demonstrate that, in 2019, women devoted 45,2% of their total number of activities hours to unpaid job, whereas men devoted 31,9% only. Unpaid work in the household has been and continues to be a burden on women, which has become much heavier during the crisis, when care demands have risen sharply. In this way, women were involved in laundry and ironing (75% of cases), food preparation (74%), aid for pupils' homework (59%), accompanying to / from school / kindergarten (32%), while men were involved, respectively, in 10%, 9,6%, 7,8%, 15,2% of cases.

4.2.4. Social protection of women and men

The payment of pensions for retired people represents a key aspect for providing social security and welfare for the respective social and economic class of the society.

In 2019, 526.6 thousand people received state pensions, out of which, 371.7 thousand were women and 154.9 were men. This was 19.1 thousand people or 4% more than in 2016(507.5 thousand people). However it is by 6.4 thousand people or 1% less than in 2018.

The proportion of women against men in the total number of retirees is 70% and 30%, respectively. This proportion has persisted throughout the years, which means that only 30% men reach the retirement age and are

therefore legitimate to receive pension. A declining trend can be observed in number of male retirees in 2018 and 2019, after reaching the maximum in 2017. In the case of female retirees, their number began to shrink only in 2019 and the highest number was recorded in 2018. In the analysed period, the retirement age for men was 62 - 63 years and 57 - 59 years for women. Besides the difference in retirement age, the average life expectancy for men in the Republic of Moldova is shorter. Women live longer than men on average by 8 years, life expectancy at birth being 77 years for women and 69 years for men. This gap is due to the higher level of premature mortality among men, especially for those at working age.

[The share of total volume of pensions paid to women is bigger than that to men](#), almost in the same proportion as the number of retired people by gender, ranging from 66 - 73% to 27 - 34%, with slight changes.

Male retirees are fewer in the structure of people signed up for receiving pensions, but have bigger pensions than female retirees do. [According to the National Bureau of Statistics](#), in 2019, the average pension for men, regardless of the field, was 1940.1 MDL, while the average pension for women, was 1520.2 MDL, a gap of 419.9 MDL or 27.6%.

In 2015, the average pension for men amounted 1268.1 MDL and 1050.4 MDL for women. This makes up a difference of 217.7 MDL and a gap of 20.7% between men and women. After a long way, the pension payments in 2019 increased by 671.9 MDL for male retirees and 469.8 MDL for female retirees, accounting for an increase in 53% for male retirees and 45% for female retirees compared to 2015. Therefore, it can be seen an inequality and unevenness of 8% between pensions paid to men and pensions paid to women.

An [increasing trend in state pension payments can also be observed](#). The amount of individual pensions is rising each year. This factor was caused by the overall increase in GDP each year, as well as the increase of social security expenditures each year by the average of 10 - 11%. In 2016, the average pension offered to a woman grew by 69.8 MDL, or by 6.7% compared to the previous year. At the same time, the average pension offered to a man grew by 94.4 MDL or 7.4%, making up an inequality of about 0.8%.

At the end of the analysed period, in 2019, the average pension received by a woman rose up by 157.4 MDL, or by 11.6%. For men, the increase constituted 257.7 MDL or 15.3%, which presents an unevenness of 3.8% in comparison to women, for the same year. 2017 represents the most equilibrated year for pension distribution by gender. Thus, the inequality in 2017 was only 0.4%, which represents the lowest value in the analysed period of 2015 - 2019. According to the *Table 4*, the individual growth of pensions for women in 2017, amounted 101.1 MDL, or 9.0% compared to the previous year of 2016. In case of men, the individual growth of pensions was 128.5 MDL, or 9.4%. Despite this fact, the pensions for men had been increasing each year to a higher degree than those for women. The [official data](#) depicts the difference of [pensions received](#) in absolute and percentage values. Thereby, the yearly increasing gap in pension payments can be seen, in 2015, the gap was the lowest – 20.7%, in 2016 – 21.6%, in 2017 – 22.1%, in 2018 – 23.5% and in 2019 – 27.6%, which represents the highest gap in the analysed period.

It is worth mentioning that the average pensions received regardless of gender are below the minimum living standard determined by the Government. This discrepancy can be observed each year. [For women, the deviation from the Average Established Pension \(AEP\) varies from 10 to 20% below the standard and for men - the range is from 0 to 9% above the standard.](#)

According to the [NBS](#), the Average Established Pension had increased over years, from 1734.10 MDL in 2015 and reached 2031.20 MDL in 2019. This constitutes an absolute increase of 732.50 MDL or 63%. Nevertheless, the average pension is still below this norm. In 2015, the deviation was the smallest, -10% for women and 9% for men. In the following years, this deviation was expanding by 2 - 6% for women and from -2 to 1% for men. It should be noted that the deviation for men decreased by 7% in 2017, compared to 2016. In 2020, the deviation was the biggest for women, -20% and 2% for men, above the AEP. It seems that the citizen improving living standard policy favours men more than women, because it can be observed that despite the gap between average male pension and Average Established Pension shrinking over years, it was still above the AEP for most of the analysed period. In case of women, the gap was fairly large, from 10 to 20% below the AEP and this can be seen the best in 2019, when the gap constituted -20%, despite an increase of female retiree pension by almost 12%, compared to 2018.

4.3. Gender and agriculture

Women play a significant role in the agriculture worldwide as farmers, workers and entrepreneurs, yet generally they face more constraints than men in accessing agricultural assets, inputs and services. Empirical evidence from many different countries shows that, due to their lower access to productive resources and opportunities in agriculture, holdings managed by women produce less. It has been demonstrated that addressing this gap between women and men, would lead to significant benefits for rural families and for the whole society by increasing agricultural productivity, reducing poverty and promoting equitable economic growth²⁰.

According to the [General Agricultural Census conducted by NBS in 2011](#), there were a total of 902,214 agricultural holdings in the Republic of Moldova (without left bank rayons of Dniester and municipality Bender). At the national level, 36% of the agricultural holdings were headed by women and the remaining 64% by men. The distribution of female and male headed holdings in the different regions is essentially in line with the national one. The number of female headed holdings is the highest in Chisinau Municipality – making up 41% of the total number of agricultural holdings. The share of female headed holdings is the lowest in ATU Gagauzia Region, with about 33%.

In the Republic of Moldova 3,446 agricultural holdings have juridical status, which make up 0.4% of the total number of agricultural holdings. The rest of the holdings (99.6%) were enumerated as holdings without juridical status, i.e. physical persons. [Fourteen percent of the agricultural holdings with juridical status were female headed, compared to 36% of holdings without juridical status.](#)

The [NBS data](#) showed that there is a significant difference between the age composition of female and male holders. The number of male holders was highest in the age group 45-54 years with 28%, whereas that of female holders was highest in the age group 65 years and above.

[The number of female holders is steadily rising towards the older age groups.](#) In all age groups the share of men is considerably higher than that of women, with the exception of the oldest group (65 and above) where women outnumber men.

Less than 20% of the total holders have acquired an agricultural education of any kind. A gender gap can be seen in access to vocational education: while both shares are low, only 6% of female holders participated in vocational education compared to 12% of men. In higher education the gender gap is minimal, less than one percentage point.

Almost 70% of all female holders responded by indicating that they had 10 or more years of practical agricultural experience, in comparison to 67% of the male holders.

Female and male holders spent similar amount of time on undertaking agricultural activities in the holding – both daily and along the year. Among female holders, the share of women working daily up to four hours was slightly higher than that of men among male holders (4.3 percentage points).

Consequently, the share of male holders working more than 4 hours a day was a little higher than that of female holders. Observing the time spent by holders on agricultural activities (in the holding) along the year shows us parallel results, i.e. no major gender disparities can be seen.

The participation of members of the holdings in agricultural productive activities was almost perfectly gender balanced (49.9% women to 50.1% men). However, “agricultural holdings without juridical status” employed significantly less female than male non-members of the holding as permanent or temporary workers (39% to 61%).

In some regions this difference was even larger. For instance, in the Central Region of the country only about 20% of the agricultural workers who were not members of the holdings were women. In UTA Gagauzia, the share of women and men agricultural workers who were not members of holdings was nearly equal.

Generally, [male holders manage larger land than female holders](#) - both when the holding was with or without a juridical status. On average, male holders in the Republic of Moldova managed 1.21 hectares compared to the 0.86 hectares managed by female holders. In other words, despite the fact that women make up 36% of the total agricultural holders in the country, they managed only 19% of the land covered by agricultural holdings (in total 425,324 ha compared to 1,818,216 ha managed by men).

²⁰ Women and men in agriculture of the Republic of Moldova.

https://statistica.gov.md/public/files/Recensamint/Recensamint_agricol/Femei_barbati_agr/Femei_barbati_agric_eng.pdf

The gender gap in ownership of agricultural machinery and equipment in the Republic of Moldova is notable. With the exception of mini-tractors (1%7), female headed holdings owned less than 12% of all types of agricultural machinery. This is quite low, considering that more than one third of the holdings are female headed.

The first General Agricultural Census data seem to indicate that no significant gender gap exists in the Republic of Moldova regarding subsidies received by agricultural holders. It can also be noted that a very low number of holders have bank credits. In 2010, eight percent of male headed holdings received financial support, compared to six percent of the female headed holdings.

About three percent of total agricultural holdings in the Republic of Moldova benefited from consulting services. Additionally, a small number of holdings were supported in modernisation and diversification of agricultural activities. Thirty percent of those holdings benefitting from consulting services were female headed (which is in line with the national distribution of female and male headed agricultural holdings).

As to the purpose of farming, the great majority of the agricultural holdings produce only for self-consumption. Gender disparities are not severe, 16% of male headed and 12% of female headed holdings produce also for sale.

The number of holdings involved in other gainful activities is low, with under 1, 000 holdings involved in all types of other gainful activities. When analysing main non-agricultural income generating activities, it can be noted that somewhat less than one third of processing activities is undertaken by female headed holdings; while for transport related activities, this figure is notably lower at only 11%.

There is little difference between male headed and female headed holdings in terms of the crops grown. The largest difference observed is that female headed holdings produced industrial crops on 18% of the arable land managed by them, compared to 26% of the land managed by men. On the other hand, female headed holdings appear to be slightly more involved in producing vegetables.

There are ***no updated statistical data*** in the domain of correlation of gender aspects and agriculture provided by the National Bureau of Statistics. It is the object for improving statistics data base and performing studies in given area. In addition, the CSOs and academia could be involved into this process of analysis.

4.4. Gender, infrastructure and public transport

The 2030 agenda recognises the crucial importance of gender equality and the empowerment of all women and girls in sustainable development (SDG 5) as essential for achieving all the interconnected goals and targets.

Infrastructure is meant to address people's needs and make life easier. Therefore, the different roles and needs of women and men who use public infrastructure have to be taken into consideration and addressed²¹.

Women are more likely to be employed in part-time roles and perform the bulk of unpaid domestic work. They also spend less time on leisure and sporting activities than men. The unequal division of roles in the labour market and division of time spent on domestic tasks can have an impact on the way in which women and men use or need certain types of infrastructure.

Women are more likely than men to use public transport and take on caretaking responsibilities for young children. They would therefore benefit more from buses with a lowering platform and a dedicated space to leave their pram. Bus routes with bus stops placed close to schools, nurseries, workplaces and shops would also benefit women and men who use public transport to access these places on a regular basis. These small adjustments could make life easier for people who use buses and travel with children and lead to increased mobility and decrease social isolation.

Underdeveloped and gender-blind infrastructure is one of the leading causes for the inability of women and girls to access the basic services to support their upward social mobility and reduce the gender gap. Gender-blind infrastructure fails to consider the different roles, responsibilities and particular needs of women, men, girls and boys in a specific context and how this affects their ability to use or access infrastructure. In times of crisis, this can have life-threatening consequences for women and girls. They are

²¹ <https://eige.europa.eu/news/what-does-infrastructure-have-do-gender-equality>

at risk not only from poor health infrastructure, but from inadequate infrastructure across all sectors, which can limit access to essential services and prevent them from maintaining security and self-sufficiency during social and economic upheaval²².

Infrastructure investment by itself does not result in inclusive growth. The quality and cost of access to services are critical to the potential of these investments to impact low income and marginalised groups whose members are disproportionately women²³.

The international score uses six key dimensions to benchmark countries' performance and also displays the derived overall [*Logistics Performance Index*](#) (LPI)²⁴. The scorecard allows comparisons with the world (with the option to display world's best performer) and with the region or income group (with the option to display the region's or income group's best performer) on the six indicators and the overall LPI index.

The LPI is the weighted average of the country scores on the six key dimensions²⁵:

- 1) Efficiency of the clearance process (i.e., speed, simplicity and predictability of formalities) by border control agencies, including customs;
- 2) Quality of trade and transport related infrastructure (e.g., ports, railroads, roads, information technology);
- 3) Ease of arranging competitively priced shipments;
- 4) Competence and quality of logistics services (e.g., transport operators, customs brokers);
- 5) Ability to track and trace consignments;
- 6) Timeliness of shipments in reaching destination within the scheduled or expected delivery time.

The scorecards demonstrates comparative performance of all countries (world), regional and income groups.

As the ongoing COVID-19 pandemic demonstrates, women and girls are more exposed to the effects of pandemics – economically, socially and health-wise. Poor infrastructure can worsen the impact of crises, limiting access to critical resources such as clean water, proper health and sanitation services, and digital communications technology²⁶.

4.5. Gender and health sector, including sexual and reproductive health, healthy lifestyles

According to some reports and statistics, both women and men have high risks of developing a set of infections in Moldova, although men are more exposed, due to their unofficial employment in construction, agriculture or other services, where the probability of getting such infections or physical injuries is very high²⁷.

The average life expectancy in the Republic of Moldova, in 2018 constituted 70.6 years, including 66.3 years for men and 75.0 years for women. During the analysed period there was a decrease in the number of deaths, the death rate in 2017 constituting 13.4 deaths per 1000 inhabitants, compared to 13.9 ‰ in 2014. The infant mortality rate constituted 9.1 deaths under the age of one per 1000 live births. Therefore, the indicator of life expectancy at birth in 2017 increased by 1.5 years on average compared to 2014²⁸.

The average life span of men decreased by 0.4 years compared to 2017. [*Women live longer than men on average by 8.7 years*](#). This gap is due to the higher level of premature mortality among men. The gap between the general mortality rates by age groups for men and women is maintained, as a result, the average life span of the female population is higher, in practically all age groups. Following the analysis of data on specific mortality rates by age groups for 2018, the most pronounced difference is recorded from birth to 45 years (8.7-7.0 years).

²² <https://reliefweb.int/report/world/infrastructure-gender-equality-and-empowerment-women-report>

²³ <https://www.womenalliance.org/sustainable-infrastructure-a-powerful-driver-for-gender-equality-iaw-statement-csw63/>

²⁴ In 2018, the Republic of Moldova is ranked 116th in the world scoring 2,46 points.

²⁵ <https://lpi.worldbank.org/international/scorecard/line/254/C/MDA/2018#chartarea>

²⁶ <https://www.unops.org/news-and-stories/news/infrastructure-for-gender-equality-and-the-empowerment-of-women>

²⁷ <https://ssrn.com/abstract=3458128>

²⁸ <http://zbirnyk-nadu.academy.gov.ua/article/view/211385>

Minor differences are recorded in men and women in the older age groups (65 years and over), and in the age groups over 70 - the difference decreases rapidly. For 2018, the average life expectancy for men at the age of 60 was 15.0 years, and for women at the same age - 19.2 years. The average duration of life, for men who reached the age of 65 in 2017, was 12.2 years, and for women aged 65 - 15.4 years, for men and women aged 85 - 3.9 and, respectively, 4.0 years.

The women have a higher expectancy at birth, this means that there is more time for a lot of diseases to develop when they become old due to the standard of living and poor quality of life. This fact also suggests that women require more medical and social insurance for a longer period than men. In addition, the general age of the population of the Republic of Moldova is increasing. Nowadays, 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. Addictive behaviour, and namely alcohol abuse, constitutes a health and social problem of increasing importance, which is the most important risk factor out of the 10 factors identified in the Republic of Moldova. In the structure of general mortality 2018, 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 areas²⁹.

There are a lot of diseases that affect predominantly men and a plenty of diseases that affect especially women. The most common diseases affecting the majority of women are diseases of circulatory system. On the other side, the most vulnerable category exposed to the diseases of the respiratory system – mainly tuberculosis is represented by men in the age range of 35-54 (41.3%) and 25-34 (23.8%) years.

Among these two extreme cases there is also a mutual fund of resources for men and women in case of some diseases that affect them almost in equal proportion. The services of a doctor specialist were requested mostly by women, with a difference of 5.2 percentage points in comparison to men. At the same time, male population uses less hospital and pharmaceutical services. Women use more often medical services in the scope of prophylaxis and as a continuation of the treatment with a share of 45.8% and 16.6% respectively, while men use medical services in this scope in a proportion of 32.3% and 15.4%.

Statistics for the entire health system for the year 2018 show that about 57% of all diseases are ailments of the circulatory system. The pathophysiology of heart diseases differ significantly between men and women, and it must not be assumed that the treatment strategies are equivalent, which ultimately leads to differences in cardiovascular diseases risk, presentation, diagnosis, mortality and treatment. Unlike men, women are underdiagnosed and undertreated with respect to cardiovascular diseases.

The results of the National Bureau of Statistics showed a significant differentiation between genders regarding the self-attitude to personal health. The biggest share of visits to doctors is within the female part of the society (with the exception of those younger than 24 years old and older than 75 years old). The most significant differences between genders are registered for the population of the age 35 - 44 years old, where women have turned to medical consultation in a proportion higher by 12.7 percentage points in comparison with men.

In 2019, the mortality rate by country (calculated at the preliminary number of the population with habitual residence² from 01.01.2020 - 2.6 million people) decreased, compared to 2018, from 13.8 ‰ to 13.7 ‰, in men the mortality rate remains constant (15.3 ‰), but in women there was a slight decrease from 12.4 ‰ to 12.3 ‰ compared to the previous year.

The structure of mortality by the main classes of causes of death has practically not changed: most deaths (59.1%) are caused by diseases of the circulatory system, followed by malignant tumours (16.8%),

²⁹ Decision of the Government of the Republic of Moldova No. 933 of 31.12.2009 on approval of the National Program to ensure gender equality for 2009-2015.

diseases of the digestive system (9.0%), accidents, poisoning and injuries (6.0%), respiratory diseases (4.4%) and other causes (4.7%).

Male mortality, broken down by cause of death, differs from female mortality. "Female supra-mortality" was recorded only in the case of diseases of the circulatory system. In the structure of women's mortality, the share of deaths due to this is 1.2 times higher than that of men.

4.6. Gender and education

According to the Education Code of the Republic of Moldova No. 152 dated 17.07.2014, all the citizens of the Republic of Moldova have equal rights to education and initial and continuing professional training through the national education system. The state should ensure the financing of the standard package of educational services for the pre-school, primary, gymnasium and lyceum education, regardless of the educational institution's ownership form. The vocational and higher education should be financed from the state budget within the limits of the admission plan, approved annually by the Government.

In case of the Republic of Moldova, boys and girls have equal rights for education. Nevertheless, the main factor, which defines gender composition of education services consumers, is socioeconomic one. Families with low income can effort their children to obtain only primary and secondary education. Mostly children from those families are trying to find a job, or they look after their younger brothers and sisters, while their parents are at work; those who live in the village are helping their parents in agriculture.

The National Bureau of Statistics presents data regarding the [gender balance on the different levels of education](#). Thus, during the primary and secondary education, the difference between number of boys and girls enrolled is insignificant, boys overcoming girls only with 6,150, which represents around 3.62%. This situation occurs because, after finishing the primary education, the majority of boys choose lyceum, or some professional schools, while the girls choose colleges, which is shown in our figure. In vocational education again the number of girls enrolled exceeds the number of boys with 4,302 students, which represents around 21,91%. This phenomenon can be explained by the fact that some of the young men decide to serve military, or they start working on unskilled jobs.

In the school year 2019/2020, there was a [shift of the Gender Parity Index in favour of girls gender gap compared to school year 2017/2018](#)³⁰.

From the gender point of view, at the level of consumers of education services of the country, public expenditures are mostly spent on female, rather than on male. It is also interesting to examine the composition of education sector at the level of those who offer education services, the teachers. According to the [NBS data](#), the share of men in teaching staff is lower than of women at all the levels of education, the biggest gap being observed for the primary and general secondary education.

The [NBS data](#) demonstrates that the share of female teachers at all levels of education is prevailing. The biggest share of women is in the primary and secondary education, about 87,6% as was registered by national bureau of statistics in 2019/2020 education year. This can be explained by existing stereotype according to which the primary function of women is to educate and take care of children. Men in primary and secondary education work predominantly in professional schools, the fact that explains why their share at this level is just 12.4%. As we know, boys prefer to study subjects such as construction, engineering, transport and telecommunications. That is why in these domains the teaching personnel are also mostly represented by men. It explains the growing share of male teachers through different levels of education, representing 28.3% to 42,1% of professors vocational education and 45.7% of teaching personnel in higher education. Even if women represent the majority in education, men still hold high-ranking positions being in charge of making important decisions: male rectors of universities represent 77,8%, while female rectors only 22,2%.³¹

The education sector is predominated by females, representing the majority both as students and as teachers. That means that public expenditures in this sector of economy are mostly oriented to the female population. In addition, it has both positive and negative influence on socio-economic health of the

³⁰ Gender parity by levels of education is registered when the indicator takes values equal to 1. Gender gap will be in favour of girls for values higher than 1, and vice-versa, in favour of boys for values lower than 1.

³¹

https://statbank.statistica.md/PxWeb/pxweb/en/50%20Statistica%20gender/50%20Statistica%20gender_GEN02/GEN022200in.v.px/?rxid=b2ff27d7-0b96-43c9-934b-42e1a2a9a774

population. Women targeting in education is positive, because of representing an effective poverty reduction strategy since women are disproportionately represented among the poor. Targeting by providing scholarships for girls may be a useful tool to capture social gains and increase internal efficiency of expenditures on education.

Young men aged between 18-24 years leave the education system earlier than young women of the same age. In 2019, there were 22,6% of boys and 15,3% of girls (of the same age group) who left the education system.³²

All of above represents the negative consequences of women targeting in education domain. That is why the best option for the Republic of Moldova is to concentrate on the promotion of obtaining higher education among both genders of the population, and to allocate more fund and incentives (such as scholarships and grants) in the education sector. Besides that, it will have positive consequences not only in social aspect, but in economic aspect as well. Improving the nation's high schools and engaging students will not only save national funds, it will save students' futures, because the – school-to-prison pipeline starts and ends with schools.

Despite all these discrepancies in the education system, there are almost no gender differences in literacy of youth, hence, both girls (99,4%) and boys (99,6%) have at least primary education allowing them to write and read.³³

4.7. Women, peace and security

The average age for men who break the law is 38 and for women 44. The analysis of the data puts forward the hypothesis that acts of active corruption have been committed by persons with lower professional qualifications, 52% of the accused have secondary or incomplete secondary education.

Women are less likely to violate the law; the average age of persons violating criminal law is 44 years. Of the total number of women, only one case has been established, where the defendant had higher education, most of them have an average level of professional training. As for the place of work of the accused, it was found that 4% worked in the public sector, 22% in the private sector, and 39% were not officially employed. For 35% of them, there is no information on the field of activity.

A survey done by the National Anti-Corruption Centre³⁴ also shows that 75% of women were employed in the private sector, 17% in the public sector, and the remaining 8% were not formally employed. Men who were actively involved in corruption preferred to offer undue benefits in cars or government buildings.

Most often the crime of active corruption takes place on the street. In these cases, women resort to violations in the buildings of state institutions. As for passive corruption, most of the subjects are men, only three cases have been established, in which women have gone to court.

Subjects of passive corruption are prone to committing corrupt acts on average at the age of 45 for men and 46 for women. Corrupt people are people who managed to get higher education at the time of the crime, they worked in the public sphere and were not inclined to admit guilt in committing corruption. The information was analysed on the basis of 141 judgments handed down by courts on 259 qualified episodes under Articles 256, 324, 333, 325 and 326 of the Penal Code.

In the case of the Republic of Moldova, lower level of the education among male population of the country leads to higher rate of the crimes committed by them. According to the Ministry of Internal Affairs, in 2018, on the territory of the Republic of Moldova 27,215 cases of crime were registered, 92% of them where committed by male population of the country.

13,927 people were convicted of crimes. The majority of them were male, 12,767 persons. Women's share in crimes is much lower, resulting in only 1,160 females, which represented 8%. One of the reasons why situation is like this can be explained by the fact that male population of the country does not get enough education. Most of them do not even finish high school, preferring unskilled jobs instead of obtaining a degree.

³² <https://genderpulse.md/en/education/enrollment-in-education/early-school-leaving-rate>

³³ <https://genderpulse.md/en/education/level-of-education/literacy-rate-of-persons-aged-15-24-years-old>

³⁴ <https://www.cna.md/libview.php?l=en&idc=5&id=3165&t=Mass-media/Events/A-new-study-of-court-verdicts-made-by-the-NAC-shows-that-the-courts-were-largely-confronted-with-cases-of-petty-corruption>

Moldovan Government through its Decision no.259 of 28.03.2018 has approved the National Implementation Program (NAP) of the United Nations Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan regarding the Resolution 1325 implementation.

Among the list of achievements, but also longer term commitments, there are: adjustments of internal regulations which refer to sexual harassment, discrimination in national army and police.

The NAP is primarily focused on women's participation in the security and defense sectors and outlines eight key objectives, developed with the goal to increase women's representation in the security and defense sectors. While identified objectives are tied to specific actions as well as a monitoring framework, the NAP does not have an allocated budget.

Moldova reported on the implementation of its NAP in its national reporting for Beijing+25 and in preparation for CSW64 (2020). Specifically, the country provided the following updates, among others³⁵:

- The Republic of Moldova has improved the public policy framework on gender equality and in other related fields. Important strategic policy documents were adopted and their implementation commenced: 2017-2021 National Gender Equality Strategy, 2018-2023 National Strategy on Preventing and Combating Violence against Women and Domestic Violence, 2018-2023 National Strategy for Preventing and Combating Trafficking in Human Beings, National Action Plan on implementation of the provisions of the UNSCR 1325 Women in Peace and Security 2018-2022, as well as other sectorial strategies (health, employment, social protection, security, child protection, etc.).
- Currently, a structured institutional state mechanism in the area of gender equality is established, consisting of the Government Commission on Gender Equality, Division for Gender Equality Policies/MHLSP1, Gender Units/Gender Coordinating Groups within line ministries and other central public authorities, Gender Units within local public authorities. This denotes positive developments in achieving gender equality and promoting women.
- However, despite these achievements, the analysis of the situation in the Republic of Moldova on the issue of gender equality and promotion of women highlights that the biggest challenges during 2014-2019 were: empowering women in the political, economic, and social areas; work and family life reconciliation; domestic violence; and the specific situation of certain groups of disadvantaged women (Roma women, women from rural areas, women living with HIV, women in detention, migrant women, etc.).

4.8. Gender-based violence, prevention and protection mechanisms, access to essential services

In order to ensure the finality of the objectives established by the National Action Plan for the implementation of the Republic of Moldova - European Union Association Agreement, on 6 February, 2017, the Republic of Moldova signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) becoming the 44th signatory state to the treaty³⁶.

In Moldova, there is a certain reluctance to go forward with ratification, notably due to the existence of different views in society regarding this particular legal instrument. These different views relate, inter alia, to the use of the term "gender" in the Convention and perceptions about the possible impact of this on traditional values and the traditional perception of family. In Moldova – like in certain other Council of Europe member states – public debates related to the ratification of the Istanbul Convention have often featured inaccurate information and misrepresentations by opponents of the Convention, most notably with regard to its main principles and aims. Such discussions quite often reveal strong gender bias and stereotypes which frequently downplay the disproportionately high impact of gender-based violence, including domestic violence, on women and mischaracterise the Convention as a threat to family values³⁷.

³⁵ <http://1325naps.peacewomen.org/index.php/moldova/>

³⁶ Monitoring report on the implementation of the action plan on the implementation of the Strategy for ensuring equality between women and men in the Republic of Moldova for the years 2017-2021. Ministry of Health, Labor and Social Protection.

³⁷ Dunja Mijatović. Commissioner for human rights of the Council of Europe. Republic of Moldova. Country Report. 2020. <https://rm.coe.int/report-on-the-visit-to-moldova-from-9-to-13-march-2020-by-dunja-mijato/16809ed0e4>

Despite the trend towards an increase in the number of complaints of domestic violence, the number of criminal cases is decreasing. In addition to physical violence, other forms of domestic violence are neglected in our country. Most often, victims of abuse are not represented by a lawyer in court: only 7% of victims had access to qualified legal assistance. At the same time, the infrastructure of the courts does not provide the affected parties with sufficient protection against intimidation by other participants in the process, and the time frame for the consideration of cases of domestic violence exceeds one year. The punishments applied (such as unpaid work, suspended suspension, trial programme) do not sufficiently affect family abuser.

The situation with domestic violence in the Republic of Moldova is more serious than in the EU: three out of four women, or 73%, have experienced some form of partner abuse. Three out of four women, or 71%, are victims of psychological abuse, while the EU average is 43%. A third of women in our country have experienced physical violence, the average in the EU is 20.9% of women in the Republic of Moldova are victims of sexual violence, and the average in the EU is 7%.

Representatives of the Ministry of Health, Labour and Social Protection note that with the ratification of the Convention by the Republic of Moldova, violence against women and households will no longer be considered as a personal problem. The state will be obliged, through a comprehensive and integrated policy, to prevent abuse, protect victims of violence and punish aggressors. As a result of the ratification of the Istanbul Convention, victims of violence will be able to claim damages from the aggressors for any crimes under the Convention³⁸. It is important to mention that currently the victims of violence have already the right to claim such damages under Law 137 on rehabilitation of victims of torture. However, this Law is not being implemented due to multiple factors, primarily lack of funds.

Based on art. 8 (2) letter b) of Law no. 45, local public administration authorities form multidisciplinary teams, in order to ensure a systemic approach in protection and assistance to victims of violence in family, carrying out joint activities of preventing and combating domestic violence. Technical sectoral instructions were developed for police intervention, social assistance and medical institutions interventions in cases of domestic violence. Some of them are: Methodical instruction on police intervention in preventing and combating cases of domestic violence approved by the Order of the General Inspectorate of Police no.350 of 08.08.2018; Instruction on the intervention of the territorial structures of social assistance in cases of domestic violence, approved by Order of the Ministry of Health, Labour and Protection Social no. 903 of 29.07.2019; Instruction on the intervention of medical institutions in cases of domestic violence, approved by the Order Ministry of Health, Labour and Social Protection no. 1167 from 15.10.2019.

The 2019 OSCE-led Survey on Violence Against Women “Well-being and safety of women”³⁹ identified the following major shortcomings regarding the response to gender-based and domestic violence: 1) social norms and attitudes contribute to inequality and a high prevalence of physical and psychological violence; 2) violence against women is underreported to the police and other organisations, as there is a lack of trust in the institutions that should provide support and services to victims; 3) specialised services for women survivors of violence are lacking and need to be improved, including for disadvantaged groups of women.

The World Bank provides with some data representing results of surveys for the issues in given area with the reflection of Moldovan women’s mentality:

- Women making their own informed decisions regarding sexual relations, contraceptive use and reproductive health care – 73% of women aged 15-49 (2020).
- Women who believe a husband is justified in beating his wife when she argues with him – 5,1% (2005).
- Women who believe a husband is justified in beating his wife when she burns the food – 4,2% (2005).
- Women who believe a husband is justified in beating his wife when she refuses to have intercourse with him – 3% (2005).

³⁸ Moldova nu a ratificat Convenția de la Istanbul din cauza prejudecăților, expert. https://www.ipn.md/ro/moldova-ne-ratificatsirovala-stambulskuyu-konventsuyu-iz-za-predrassudkov-ekspert-7967_1081568.html

³⁹ <https://www.osce.org/secretariat/413237?download=true>

Women who believe a husband is justified in beating his wife (any of the abovementioned reasons) – 11,2% (2012).

According to the National Legal Aid Council, between 2015-2019, out of the five victims of THB who received legal aid, two were women. At the same time, according to the Ministry of Health, Labour and Social Protection, in 2015-2019, the number of female victims who received legal assistance at the specialised centres was as follows: 2015 - 36 (26 adults and 10 children); 2016 - 37 (30 adults and 7 children); 2017 - 29 (23 adults and 6 children); 2018 - 15 (11 adults and four children); 2019 – 15 (12 adults and three children)⁴⁰.

There are *no updated statistical data* in the domain of correlation of gender aspects and violence provided by the World Bank. There is room for improvement of statistical data and urge for performing studies in the given area. In addition, the CSOs and academia could be involved into this process of analysis.

4.9. Gender in green transition / environment/ climate change

Gender equality and environmental goals are mutually reinforcing, with slow progress on environmental actions affecting the achievement of gender equality, and vice versa. Progress towards the Sustainable Development Goals (SDGs) requires targeted and coherent actions. However, complementarities and trade-offs between gender equality and environmental sustainability are scarcely documented within the SDG framework, The [Report “Gender and the Environment. Building Evidence and Policies to Achieve the SDGs”](#) shows that women around the world are disproportionately affected by climate change, deforestation, land degradation, desertification, growing water scarcity and inadequate sanitation, with gender inequalities further exacerbated by COVID-19. It concludes that gender-responsiveness in areas such as land, water, energy and transport management, amongst others, would allow for more sustainable and inclusive economic development, and increased well-being for all.

In the Republic of Moldova, *there are no published documents*, which recognise the multiple dimensions of and interactions between gender equality and *climate change / green transition*, or that propose an integrated policy framework, taking into account both inclusive growth and environmental considerations at local, national and international levels.

There is *no statistical data* in the domain of correlation of gender and environmental aspects provided by the National Bureau of Statistics. Therefore, this where room for improvement of statistical data and performing studies would be need. In addition, the CSOs and academia could be involved into this process of analysis.

4.10. Gender in digital transformations

As a general-purpose technology, the impact of information and communication technologies – or ICTs – extends well beyond productivity gains. ICTs act as a vector of social development and transformation by improving access to basic services, enhancing connectivity, and creating employment opportunities⁴¹.

In the Republic of Moldova, in the ICT sector, girls and women are underrepresented in the workforce market. They occupy 31% of the jobs in the sector and 19% of digital professions. Gender inequities in the workforce market in the ICT sector are obvious, but declining.

A [Survey “Motivations and barriers for girls and women in STEM and ICT domains”](#) elaborated by Magenta Consulting for the Association for the Development of Information Technologies EDUCAT in partnership with the United Nations Entity for Gender Equality and Women’s Empowerment (UN Women) and financed by Sweden was undertaken in 2020.

According to this survey, only 6% of the analysed sample mentioned they liked / had liked a lot Computer Science classes in school. The respondents have a greater passion for Computer Science classes than the respondents from other analysed districts. However, approximately a third of the girls who said

⁴⁰ Access to justice and effective remedies for victims of trafficking in human beings. Third evaluation round. REPUBLIC OF MOLDOVA. Group of Experts on Action against Trafficking in Human Beings. <https://rm.coe.int/greta-2020-11-fgr-md-en/1680a09538>

⁴¹ <http://reports.weforum.org/global-information-technology-report-2015/preface-espen-barth-eide-world-economic-forum/>

they liked Computer Science classes did not mention they would like to work in the domain of Information Technologies, arguing that it was not a domain for girls. At the same time, 15% of the girls said their parents do not support them to study in the domain of Information Technologies.

The majority of interviewed girls, who have participated in the events organised by the programme Girls Go IT, have taken the decision to study in a STEM or IT domain after participation in these events.

All of the respondents mentioned that NGOs and events organised in the locality with the goal of informing girls about available opportunities are beneficial and help girls in making their education choices. It is considered that via organisation of events in villages, girls have a higher chance to choose a faculty in IT or STEM. At the same time, the study demonstrates that the young women who have participated in events organised by Girls Go IT have made a decision in favour of the domains IT and STEM and were inspired by the mentors from the programme Girls Go IT.

The majority of male and female interviewees defined success via the realisation of personal wishes and reaching set individual goals; the success of male interviewees was more associated with the professional achievement, while that of female interviewees – with the personal achievement. The difference between the success of men and of women was mostly mentioned among parents and persons of an older age, while the girls from the case studies did not notice the difference in this subject.

The girls on whom these case studies were based on considered that there were no domains of activity unsuitable for women and what mattered was that the domain in which a person worked to be to her liking. At the same time, the majority of male and female participants in the study thought that persons of an older age may consider that girls would not be able to cope in STEM. Some girls encountered discouraging affirmations from relatives or parents who considered that in STEM or IT “masculine thinking is needed”. At the same time, several respondents considered that for a woman it would be more complicated to achieve fulfilment professionally because, besides the career, a woman would need to raise children.

Some interviewees said they felt discriminated during studies, by colleagues or by teachers from the university. The most often issue that was mentioned were jokes made by the colleagues or teachers from the university, that the role of girls is to prepare food or that they came to the Technical University to find a husband.

According to the Report “Women and men in ITC sector, 2019” ([Femeile și Bărbații în sectorul Tehnologiei informației și comunicațiilor \(TIC\), ediția 2019](#)) developed by the National Bureau of statistics, there is a significant difference between women and men in access to educational and professional opportunities related to ICT and computer skills which is determinant of systemic and subjective factors based on stereotypes. One of the main factors in girls' demotivation in choosing science and information technology studies in school is how teachers motivate girls and boys differently for exact and technological sciences, as well as gender-based bias, which is present in teaching materials such as textbooks and assessment forms. An important role in this context also belongs to parents, who often tend to discourage girls from pursuing a career in technology. Thus, boys are usually channelled into exploratory interests and technologies, while girls are usually encouraged to explore their skills in the humanities.

Gender inequalities in the labour market in the ICT sector are evident, but declining. The share of women employed in the ICT sector in 2017 was about 31%, and their share increased between 2014-2017 by 2 pp, which shows that gender disparities in employment in the labour market are declining. This situation is specific for such activities in the sector as information technology, electronic communications, trade and ICT services, while in the case of postal and courier activity the situation is reversed. About 88% of the employees of this branch are women and only 12% are men.

The strong feminisation of the postal and courier field does not bring benefits to women. Employees in this field generally have low-paid and low-skilled jobs, and this contributes to deepening gender inequalities and limits women's access to work with decent wages and a level playing field.

Gender differences increase when analysing employment in the ICT professions in the national economy, with women occupying only 19% of jobs characteristic of ICT specialties. Deeper differences are noted in such professions as: IT and communications technicians, software programmers, system analysts, software designers, web and multimedia system designers, application programmers, database and network specialists. These differences are directly correlated with the level of participation of girls and boys in ICT studies. In 2017 only 20% of students studying in scientific and technical higher education in the first and second cycle were girls, and for such specialties as engineering, electronics and communications - the degree of participation of girls was even lower (between 12% - 16%).

In addition to the fact that in the sector the level of participation of women in the labour market is low, gender differences increase even more within the population group with higher education. About 71% of all men working in the sector have higher education, while for women this share is 49% (1.4 times less). This is most likely due to the low participation rate of girls in higher education in STEM sciences (only 4.6%), as well as the high share of women in the postal and courier business, positions that do not require high qualifications. The under-representation of women with higher education in the ICT sector has repercussions on the level of pay, which means that women have mainly lower-skilled occupations.

The inclusion of women in the labour market in the ICT sector seems to be influenced by the presence of preschool children in the family, a problem that is valid for the whole economy. Compared to men, the degree of participation in the labour market of women with preschool children is lower (35% - for men; 21% - for women; 14 pp. less).

Information and communication technology is the sector that provides the highest level of remuneration in the national economy. In 2017, the average gross monthly salary in the information and communication technology sector amounted to about MDL 12.5 thousand. Salaries in the ICT sector are the highest in the national economy, 2.2 times higher than the average monthly salary in the economy and 3.4 times higher than salaries in agriculture, where on average the lowest remuneration is registered.

The pay gaps between women and men in the ICT sector are also the deepest in the economy and, over time, they continue to widen. According to statistics, in the economy as a whole, the gross monthly earnings of women are, on average, 14% lower than those of men in 2017. In the ICT sector, it is observed that the gender differences in remuneration are much deeper, the salary of women in 2017 being 33% lower than that of men. Moreover, in evolution, the discrepancies in remuneration increased by 7 pp (from 26% in 2014 to 33% in 2017).

The information technology branch creates the largest pay gap between women's and men's wages. Within the ICT sector, the highest gender pay inequities are observed in the case of information technology services, where women's wages were 45% lower than men's in 2017. At the same time, each year these discrepancies deepen (+6 pp in period 2014-2017).

4.11. Groups living under vulnerable conditions and social inclusion

In the context of the given document, the following categories of population are considered as those **vulnerable**: women living in rural areas, Roma, LGBTIQ, persons with disabilities.

Moldovan society continues to remain a patriarchal one, and the traditional relations between genders are especially pronounced in rural areas. The discrepancies are observed not only between men and women, but they are also visible with regard to women in rural and urban areas⁴².

The vulnerability of **women living in rural areas** is explained by the area, conditions in which they live, but also by a number of stereotypes, standards accepted by society, and also by the existing traditionalism on the distribution of roles in the family and in society between women and men, which persist particularly in rural communities.

The effects on society of a recognised vulnerable group may be major when it constitutes a significant share in the total population and, in the Republic of Moldova, [women living in rural areas](#) living in rural areas constitute nearly 52% of the total population of the country and 51% of the resident population in rural areas.

The persistence in society of discriminatory attitudes towards women, confirmed by the research conducted in the field, the stereotypes of Moldovan society, according to which the husband is the head of the family, and the woman plays a major role in domestic (household) activities, including taking care of and the education of children, and the living conditions worse in villages compared to cities reflect on the situation of women living in rural areas.

A number of statistical indicators reveal the socio-demographic differences between women living in rural and urban areas. Thus, [life expectancy at birth for women](#) in villages is more than 3 years shorter in villages than for women in cities, and the average age is 2 years less, and this gap records tendencies to increase in the last 6.

⁴² Maria Vremis. Profile of Women from Rural Areas. UNDP & UN WOMEN, 2016. https://www2.unwomen.org/-/media/field%20office%20moldova/attachments/publications/2017/08/womens%20profiles%20-%20en/01%20women_rural_eng.pdf?la=en&vs=742

Even if the birth rates in rural localities is higher than in urban areas (12.0 rural areas versus 9.3 urban areas in 2014), the natural growth rate in villages remains negative (-0.9 rural areas versus 0.6 urban areas in 2014), with the indicator influenced by mortality, which continues to remain at a higher level in villages, respectively among women, constituting 12.9 rural areas versus 8.7 urban areas⁴³.

The ageing population is higher in rural areas, the [ageing coefficient among women living in rural areas continuously ascending](#), is particularly high and reached 21.2% (as of January 01, 2019), being at the same value in 2018 recorded for women in cities and the national average value; however, the values for the last period of time are surpassing the respective value recorded for women in cities and the national average value. Besides, the life expectancy at 60 years for women living in rural areas was in 2014 by 2.4 years less than the life expectancy of women living in urban areas (18.59 rural areas and 20.99 urban areas)⁴⁴.

About 60% of all women aged 15 and over who live in rural areas mainly live in a family environment for the reason that they are either retired, or a homemaker, are workers on own account or unpaid family workers.

About 21% of active women living in rural areas are employed, and their job ensures interaction with the community in general and also with the environment outside the community. Among working women, about 48% are employed in public administration, education, health, social assistance, and 16% – in trade.

Reduced access to facilities, poor quality of services, lack of employment opportunities, lack of knowledge and skills application opportunities boost migration from rural localities, including the migration of women. The phenomenon of labour migration, including that of women living in rural areas, is known and addressed in different analytical works. Among women involved in labour migration the share of those from rural areas is about 70%⁵. The value of this indicator is particularly significant if only to note that the proportion of women aged 25-59 years (active working age) of total women from rural localities is about 48% compared to 58% among women from cities. Also the [demographic dependency ratio \(demographic indices\) among women living in rural areas](#) is particularly high, reaching 61 persons unable to work to 100 persons in working age, compared to 50 persons among women living in urban areas and about 56 in total population of the country.

These data confirm the phenomenon of a tendency of women of working age from rural areas towards migration partly to cities – for studies, partly to work, including abroad. The living conditions which are relatively poor in villages, the lack of proper facilities do not help stimulate the return of women, but rather push young people, who reach the age of maturity, to leave the villages, a fact which further contributes to the process of an ageing of rural population. Considering that women living in rural areas live on average 8.2 years longer than men, and the ratio of femininity for the population aged 65 years and over in the rural area in 2013 was 169.92%, it can be concluded that in villages there is a significant share of single elderly women, who can barely make a living, given the reduced opportunities to generate income needed for subsistence (low pensions, need to process the land, heavy farm works)⁴⁵.

A 2019 survey of 476 **Romani women** from 48 localities conducted by the Roma Women Network revealed that Roma women still experience limited access to education, job market, health care services and information about health and hygiene. Only 36.6% of Romani women attended some form of state education, while 57.8% said they did not have an opportunity to continue their studies. About 84.7% of respondents were not officially employed.

Furthermore, 28% of Romani women indicated that they have not visited a doctor in the last one to five years. One in three women reported discrimination by medical personnel. 70% of women do not have access to information about health and hygiene. Other factors that impede access to medical care for Roma women and children include out-of-pocket and informal payments (more information in Part VII), and long distances to the nearest medical facility⁴⁶.

⁴³ Maria Vremis. Profile of Women from Rural Areas. UNDP & UN WOMEN, 2016. https://www2.unwomen.org/-/media/field%20office%20moldova/attachments/publications/2017/08/womens%20profiles%20-%20en/01%20women_rural_eng.pdf?la=en&vs=742

⁴⁴ Ibidem

⁴⁵ Maria Vremis. Profile of Women from Rural Areas. UNDP & UN WOMEN, 2016. https://www2.unwomen.org/-/media/field%20office%20moldova/attachments/publications/2017/08/womens%20profiles%20-%20en/01%20women_rural_eng.pdf?la=en&vs=742

⁴⁶ Dunja Mijatović. Commissioner for human rights of the Council of Europe. Republic of Moldova. Country Report. 2020. <https://rm.coe.int/report-on-the-visit-to-moldova-from-9-to-13-march-2020-by-dunja-mijato/16809ed0e4>

Two Romani women were elected in the local councils in 2015. It is to be welcomed that in the 2019 general local elections, twelve Roma community representatives were elected as local councillors, including six women.

LGBT persons in Moldova face legal and social challenges and discrimination not experienced by non-LGBT residents. Households headed by same-sex couples are not eligible for the same rights and benefits as households headed by opposite-sex couples. Same-sex unions are not recognised in the country, so consequently same-sex couples have little to no legal protection. Nevertheless, Moldova bans discrimination based on sexual orientation in the workplace, and same-sex sexual activity has been legal since 1995.

Since 1995, homosexuality between consenting adults in private has been legal in Moldova. In September 2002, new laws were introduced equalising the age of consent.

Moldovan society remains very traditional, and discrimination and violence against members of the LGBT community is common.

Moldova does not recognise same-sex marriage or civil unions. The Moldovan Constitution explicitly defines marriage as being exclusively between a man and a woman.

Despite the fact that the Republic of Moldova ranks 36th out of 49 countries in the Rainbow Europe rating, which shows the level of tolerance towards LGBT people (climbing several positions compared to 2019 and ranking 41st), there discrimination against representatives of the LGBT community is still present⁴⁷.

The Moldovan society seems to be shifting to a more tolerant attitude towards the LGBT community. A study conducted by the Council for Preventing and Eliminating Discrimination and Ensuring Equality, published in 2019, shows a decrease of social distance from LGBT people from 5.2 in 2015 (accepting as a country's visitor) to 4.4 in 2018 (accepting as a state citizen). Given the mentioned points, the LGBT community remains the least accepted out of all minorities. Social distance between LGBT people and other marginalised groups has demonstrated the following indicators: Romani have shown a coefficient of 5.9; Gagauzians – 4.55; Bulgarians - 4.19; people with disabilities – 4.04; refugees – 3.33; non-Orthodox Christians – 2.72, and agnostics/atheists – 1.96.

This group of people is perceived as abnormal by 40% of the general population. Around a third of the respondents believe that LGBT people are ill and are in need of medical help, are often carriers of HIV/have AIDS, and that they must have access to the benefits and services of specialised institutions. More men (39%) than women (30%) think that homosexual people are ill – they are not aware of what they are doing, and they need medical help⁴⁸.

People with disabilities are protected by a number of international instruments, ratified by the Republic of Moldova, the most important of which being the UN Convention on the Rights of Persons with Disabilities (CRPD). Following the ratification of this Convention, the Republic of Moldova has taken upon itself the responsibility of promoting the rights of people with disabilities and policies aimed at the social inclusion of such people. The first step in adjusting the national regulatory framework in line with the CRPD was the approval of the Strategy on the Social Inclusion of People with Disabilities for 2010-2013 (Law No. 166 dated 09.06.2010), which includes actions regarding policy reforms in order to subsequently implement the Convention's provisions. The Law No. 60 from 30.03.2012 on the Social Inclusion of People with Disabilities ensures that the rights of people with disabilities are treated equally with the rights of other citizens, referring to such rights as: social security, medical care, rehabilitation, education, employment, public life, a physical environment, transport, information and communications technologies and systems, as well as other objectives and services available to the broad public.

According to [official statistics](#), there are about 184,000 people living with disabilities in the Republic of Moldova of which 13,400 are children (7.3%). Women and girls represent 48% of all people with disabilities. Disability is a challenge not just globally, but also nationally. In recent history, there has been a continuous increase in the number of people with disabilities by an overall 10%, whereas, in regards to women, this number increased by 5%. With regard to the increase of the number of people with disabilities

⁴⁷ Mai toleranți, dar tot printre ultimii. Moldova ocupă locul 36 în clasamentul Rainbow Europe.

<https://agora.md/stiri/88198/mai-toleranti-dar-tot-printre-ultimii-moldova-ocupa-locul-36-in-clasamentul-rainbow-europe>

⁴⁸ Report on the situation of LGBT people's rights in the Republic of Moldova, year 2019. https://gdm.md/files/untitled_folder/Annual_Report_GENDERDOC-M_2019_English.pdf

and the demographic decline, a growing tendency could be noted with regard to the disability rate regardless of gender. Thus, more and more people are at risk of being affected by certain forms of disability.

Generally, women are at a lower risk of disability than men, with the prevalence being 477 women/girls for each 10,000 women versus 566 men with disabilities. This derives from the higher level of morbidity in men, their involvement in accidents, the commission of crimes and acts of violence, occupational injuries, etc., and last but not least, the harmful use of alcohol and tobacco products.

According to the [information published by the National Bureau of Statistics](#) regarding gender disaggregation of people with disabilities (aged 18 and over) in the last 6 years, the average number of men per 100 women varies at around 162.

Women with disabilities are not a homogeneous group. The differences are determined both by the type and severity of disabilities, as well as based on the fact whether a disability is inborn or occurs during the course of life, whether we are referring to women with disabilities in general, mothers with disabilities, or the mothers of children with disabilities.

The aging population is one of the factors determining disability trends. A higher risk of disability is directly correlated with older age. According to [NBS data](#), women that belong to the age group of 50 years old and over have the highest share in the distribution of women with disabilities by age (57%), followed by the age group of 40-49.

An important factor that determines the profile of women with disabilities is the environment where they live. It is a known fact that rural population is deprived in many regards and women with disabilities are no exception. In [2019](#), about 62% of women with disabilities are found in rural areas (3,417 out of 5,513) and the probability of them suffering from a disability is greater than for those in urban areas, regardless of age.

The average age for men who break the law is 38 and for women 44. The analysis of the data puts forward the hypothesis that acts of active corruption have been committed by persons with lower professional qualifications, 52% of the accused have secondary or incomplete secondary education.

Women are less likely to violate the law; the average age of persons violating criminal law is 44 years. Of the total number of women, only one case has been established, where the defendant had higher education, most of them have an average level of professional training. As for the place of work of the accused, it was found that 4% worked in the public sector, 22% in the private sector, and 39% were not officially employed. For 35% of them, there is no information on the field of activity.

A survey done by the National Anti-Corruption Centre⁴⁹ also shows that 75% of women were employed in the private sector, 17% in the public sector, and the remaining 8% were not formally employed. Men who were actively involved in corruption preferred to offer undue benefits in cars or government buildings.

Most often the crime of active corruption takes place on the street. In these cases, women resort to violations in the buildings of state institutions. As for passive corruption, most of the subjects are men, only three cases have been established, in which women have gone to court.

Subjects of passive corruption are prone to committing corrupt acts on average at the age of 45 for men and 46 for women. Corrupt people are people who managed to get higher education at the time of the crime, they worked in the public sphere and were not inclined to admit guilt in committing corruption. The information was analysed on the basis of 141 judgments handed down by courts on 259 qualified episodes under Articles 256, 324, 333, 325 and 326 of the Penal Code.

In the case of the Republic of Moldova, lower level of the education among male population of the country leads to higher rate of the crimes committed by them. According to the Ministry of Internal Affairs, in 2018, on the territory of the Republic of Moldova 27,215 cases of crime were registered, 92% of them were committed by male population of the country.

13,927 people were convicted of crimes. The majority of them were male, 12,767 persons. Women's share in crimes is much lower, resulting in only 1,160 females, which represented 8%. One of the reasons why situation is like this can be explained by the fact that male population of the country does not get enough education. Most of them do not even finish high school, preferring unskilled jobs instead of obtaining a degree.

⁴⁹ <https://www.cna.md/libview.php?l=en&idc=5&id=3165&t=/Mass-media/Events/A-new-study-of-court-verdicts-made-by-the-NAC-shows-that-the-courts-were-largely-confronted-with-cases-of-petty-corruption>

V. IMPACT OF COVID-19 PANDEMIC ON WOMEN AND MEN

The COVID-19 pandemic is deteriorating health, social and economic well-being worldwide, with women at the centre. First and foremost, women are leading the health response: women make up for almost 70% of the health care workforce, exposing them to a greater risk of infection. At the same time, women are also shouldering much of the burden at home, given school and child care facility closures and longstanding gender inequalities in unpaid work. Women also face high risks of job and income loss, and face increased risks of violence, exploitation, abuse or harassment during times of crisis and quarantine⁵⁰.

The COVID-19 pandemic has led to a profound shock worldwide, with different implications for men and women. Women are serving on the front lines against COVID-19, and the impact of the crisis on women is stark. Women face compounding burdens: they are over-represented working in health systems, continue to do the majority of unpaid care work in households, face high risks of economic insecurity (both today and tomorrow), and face increased risks of violence, exploitation, abuse or harassment during times of crisis and quarantine. The pandemic has had and will continue to have a major impact on the health and well-being of many vulnerable groups. Women are among those most heavily affected.

Women are at the forefront of the battle against the pandemic as they make up almost 70% of the healthcare workforce, exposing them to greater risk of infection, while they are under-represented in leadership and decision making processes in the healthcare sector. Moreover, due to persistent gender inequalities across many dimensions, women's jobs, businesses, incomes and wider living standards may be more exposed than men's to the anticipated widespread economic fallout from the crisis. Among seniors, globally, there are more elderly women living alone on low incomes – putting them at higher risk of economic insecurity.

In the Republic of Moldova, the COVID-19 pandemic revealed and, at the same time, ***aggravated inequalities in the division of care responsibilities***. The cessation of the activity of educational institutions has caused an overload of parents, especially women. This measure revealed that working days, especially for parents who work remotely, are not very compatible with caring for children and dependent adults. If we consider the supervision of children's distance learning activity, then the volume of home care work increases exponentially. The [data](#) shows that during the COVID-19 crisis, over 50% of women devoted several hours to lessons with their children.

During the period of social isolation, ***women took on the most demanding work in the household***. They are much more involved in cleaning activities, caring for the family and/or children, preparing meals, etc., these being activities that require a significant investment of effort and time. On the other hand, men spend more time in "lighter" activities, managing the household - paying bills, providing the household with necessities, caring for pets, etc.

Inequalities in care are exacerbated in households where children are present. Although the number of hours devoted to caring for family and children has also increased among men, the time provided by women continues to be substantially longer.

Caretaking responsibilities have isolated and will further isolate women during the pandemic. Therefore, in addition to the general crisis related to caretaking responsibilities, household members also face psychological challenges and anxiety, related to the need to comply with the self-isolation regime. Data from the COVID-19 pandemic survey tracker in Moldova indicates that men recorded a higher number of outbreaks and interacted with more people outside the family or household, while women spent more time in isolation at home.

The pandemic exposed most of the population to uncertainty and anxiety. Fear for health, fear of losing loved ones, and financial and social pressures have increased the risk to the population of mental /emotional health problems, frustrations, and anxiety. Women are more exposed to anxiety and psychological pressure, which are caused by measures of social distancing and social constraints (time spent in solitary confinement at home, domestic responsibilities, etc.).

⁵⁰ https://read.oecd-ilibrary.org/view/?ref=127_127000-awfnqj80me&title=Women-at-the-core-of-the-fight-against-COVID-19-crisis

For more than half of the country's population, especially women, quarantine and isolation at home have proven to be extremely difficult from a mental health perspective, as they were forced to either take on most of the household responsibilities in isolation or combine with remote work.

During the period of social isolation, domestic violence also became a matter of concern for about half of the population. With the spread of the COVID-19 pandemic and isolation at home, the risk of domestic violence increased. The most affected by this aspect were women, about half of them having this fear (46%).

Since the emergency period, women have already begun to withdraw from the labour market. A first form of retirement refers to remote work, the share of women working from home in the emergency period being 27%. In the future, the work of women working from home is likely to be considered lower-value work, which will have a negative impact on the level of remuneration, promotion opportunities and professional development opportunities.

Some of the men who will lose their jobs during this period will not be able to fully benefit from the social and medical insurance system. As the quality of men's employment is poorer than that of women's (explained, including, by the much higher level of informal work among men), there is a risk that they will not be able to fully benefit from the insurance scheme if they lose their jobs.

For many men, labour rights during the pandemic were violated. During the emergency period, several men reported salary cuts or suspension. At the same time, more men anticipated worsening of the workplace situation. This is explained by gender inequality related to the much higher level of informal work (in which men are much more involved). Another factor that could contribute to the increase of informal work among men could be the inability of many of them to resort to labour migration.

Men get more income from productive activities, and women from social benefits and remittances. Thus, based on the data provided by the NBS, it was possible to highlight that, in 2018, this activity generated the most income in households, being equivalent to 56.5% of the total volume of disposable income. If, in the case of men, the productive activity represents the largest share in income (62.6%), then for women about 50% of the available income is constituted of social benefits and remittances.

In territorial terms, there is a more pronounced dependence of women in rural areas on remittances. Exactly 30% of the incomes of women living in rural areas are made up of remittances, representing the category most dependent on the respective source. According to the World Bank forecasts, global remittances fell sharply by about 20% in 2020 due to the economic crisis induced by the COVID-19 pandemic. In Moldova, this decline could lead to more socially vulnerable groups being placed below the poverty line. ***In terms of wage vulnerability, men have been and could be immediately affected by the pandemic crisis to a greater extent.*** Here we refer both to the immediate loss of earnings obtained from a job and to the potential risks of being exposed to redundancy in the future. ***However, in the medium term, women would find it more difficult to maintain the restrictive measures related to the spread of the COVID-19 pandemic.*** The survey showed that only 63% of women indicated that it would be difficult for them to cover their basic needs, such as purchasing food, hygiene products, etc. The availability of savings comes to argue the vulnerability to which women are exposed (only 22.5% of respondents indicated that they had some savings, but kept them for the rainy days, compared to 28.3% for men). In the context in which women, in general, have lower income than men, they are more involved in unpaid activities (childcare, housekeeping, etc.), and their share is much higher in the niche of the people living under the poverty line and in vulnerable conditions. In the medium term, the pandemic crisis may lead to more women being associated with disadvantaged groups, further increasing gender inequality in terms of financial dependence.

VI. KEY FINDINGS AND RECOMMENDATIONS ON GENDER MAINSTREAMING FOR EUD

6.1. Key findings

The Republic of Moldova pays special attention to fulfilling its obligations by acceding to international human rights treaties, which is confirmed by the principle of equality guaranteed by a number of organic and ordinary laws.

In order to enforce the law and implement actions in compliance with the Beijing Platform for Action, the Republic of Moldova has also improved the public policy framework on gender equality and in other related fields. Important strategic policy documents were adopted and their implementation has commenced: 2017-2021 National Gender Equality Strategy, 2018-2023 National Strategy on Preventing and Combating Violence against Women and Domestic Violence, 2018-2023 National Strategy for Preventing and Combating Trafficking in Human Beings, National Action Plan on implementation of the provisions of the UNSCR 1325 Women in Peace and Security 2018-2022, as well as other sectorial strategies (health, employment, social protection, security, child protection, etc.).

Currently, a structured institutional state mechanism in the area of gender equality has been established, consisting of the Government Commission on Gender Equality, Division for Gender Equality Policies (in the framework of the Ministry of Health, Labour and Social Protection), Gender Units/Gender Coordinating Groups within line ministries and other central public authorities, as well as Gender Units within local public authorities. This denotes positive developments in achieving gender equality and promoting women's empowerment. Together with the public authorities representatives of civil society, academia and international institutions, are also involved in the process of addressing gender equality issues.

Despite these achievements, the analysis of the publicly accessible information regarding the current situation in the Republic of Moldova on the issue of gender equality and promotion of women's rights highlights that:

- political instability has affected the lives and well-being of women and men, as well as the process of updating national and sectorial strategies and programmes;
- there are a series of stereotypes in the society that influence the gender balance in the country;
- women's reputation in the society is being affected by stereotypes such as being "weaker", less talented in business than men and not fully recognised as political leaders;
- gender responsive budgeting has not been implemented yet, since there is a need for amendments for current legislation;
- the official statistics on gender issues are not homogenised and do not cover all the sectors;
- women are less confident and optimistic when it comes to starting a business;
- life expectancy is higher for women than for men;
- women get married at an earlier age than men;
- girls predominate in post-secondary technical vocational education, and boys in secondary technical vocational education;
- women opt more for higher education;
- women have a higher level of education than men;
- the employment rate among women is lower than that of men;
- women work mainly in the service sector;
- to a greater extent, women prefer paid and formal employment;
- women earn on average 14% less than men;
- the biggest discrepancies in women's and men's earnings are in financial activities, information and communications, industry;
- women are less exposed to work related accidents;
- unemployment affects men more than women;
- women have higher values among young NEET (Persons Not in Employment, Education or Training) compared to men;

- COVID-19 has affected the female labour market to a greater extent;
- women outnumber men infected with COVID-19, while mortality is higher in men;
- women are more often victims of domestic violence compared to men;
- the proportion of men in leading positions at all levels is higher than that of women;
- women continue to be under-represented in decision-making positions;
- women own or run businesses to a lesser extent than men;
- women are involved in income-generating activities to a lesser extent than men;
- men are more optimistic about the standard of living of the household in which they live compared to women;
- poverty level of women and men does not differ significantly;
- women exceed the share of retired men;
- women receive lower old-age pensions than men.

6.2. Recommendations for CLIP development

When developing GAP III Country Level Implementation Plan, the focus should be on:

- support for achieving gender balance in decision-making and politics;
- support for combating all forms of gender-based violence and violence against women and girls (including sexual violence);
- support for promotion of women and girls in STEM and IT sector;
- support for women's economic empowerment through support of women's businesses;
- support for addressing the gender pay gap;
- support for decreasing the divide between urban and rural population;
- support for vulnerable groups;
- support in closing digital gender gap and green transition
- support for gender responsive budgeting.

6.3. Recommendations for EUD on supporting the government

In the long-term, Moldova should make a detailed gender analysis for different sectors in order to find out how to optimise and efficiently use public resources by using the gender mainstreaming concept that will directly lead to economic growth and prosperity. In this context and based on the analysis made and findings stated above, the following recommendations could be made for EUD on supporting the government:

- *support for extension of the Gender Equality Strategy implementation*, having in mind that the Strategy for ensuring equality between women and men in the Republic of Moldova for 2017-2021 and the Action Plan for its implementation approved by Government Decision (No. 259 of 28.04.2017) will be valid till end of year 2021;
- *support for improvement of the legislative framework* in order to increase women's participation in decision making and political life;
- *support for reanimation of the activity of the Government Commission on Gender Equality* as a gender coordination body in the Government established by the Law No.5 of 09.02.2006;
- given the fact that the statistical data and especially sex-disaggregated data is the foundation for any gender-analysis, there is a need of *support for collection of a larger scope of high-quality statistical data, especially on the national economy through the prism of the gender statistics*, necessary for a better understanding of the specificities and to be able to analyse the gaps and find the right solutions (currently, some of gender-sensitive have not been available since 2016 and/or earlier and there is very small and non-homogeneous range of sex-disaggregated indicators);
- *support for assessment of key sectors of the economy in which women could participate more productively*, identify the constraints to their participation, and develop policies to help address these constraints; government can extend incentives to individuals and employers, and to different institutions to encourage greater women's participation in economic activities;

- *support for the health care system*, which should take into consideration the health gap and the different health needs of both women and men and allocate funds in order to ensure equal access and quality medical services for both genders in all regions, including accessibility of medical, social services for victims of domestic and gender based violence (as these ones require specific environment/spaces, trained specialists, psychologists, etc).
- *support for improvement of access of girls to secondary and tertiary education*, and their participation in science, technology, engineering and mathematics education;
- *support for introducing of GRB* as a cornerstone direction for gender mainstreaming for the whole of public sector;
- *support for SME development*, as a fundamental gender-sensitive area, which creates basis for socio-economic development of whole country. Support for assessment of key sectors of the economy in which women could participate more productively, identify the constraints to their participation, and develop policies to help address these constraints; government can extend incentives to individuals and employers, and to different institutions to encourage greater women's participation in economic activities;

6.4. Recommendations for EUD on supporting the civil society

The civil society in the Republic of Moldova, involved in the promotion of GEWE, is an essential element in increasing resilience of both women and men through current political instability. It is certainly one of the key players in the process of combating COVID-19 pandemic and further sustainable development.

The EUD support has to be focused on funding specific projects to be implemented by CSOs on monitoring government policies in the field /addressing the points above suggested by the CLIP. These projects have to be linked to the following areas:

- stereotypes and cultural barriers are among the most difficult to remove, but not impossible; that's why non-governmental organisations should be actively involved assisting in shaping attitudes and cultural shifts;
- civil society organisations should continue to actively carry out various advocacy and lobbying activities for women's rights and needs, as well as to help them fight the inner fears and encourage leadership among women;
- involve young people – boys and girls, women and men – in educational activities to raise awareness on gender equality;
- increase political culture of the population on the importance of women's participation in political life;
- mobilisation of women in the political sphere is a necessary tool for a better representation of the concerns, needs and interests of women, to help create a communication platform and collaboration among women politicians and the civil society
- implementation of various community initiatives in partnership with local public administration and institutions. Considering that currently local shelters for victims of domestic and gender based violence are mostly run by CSOs and with development partners' support, these kind of partnerships need to be promoted further.

Once involved in organising different trainings, workshops, studies and analysis in the domain of gender equality issues, which could be supported by the EUD, the CSOs should cover the following spectrum of problems:

- a greater attention should be paid to gender discrepancies in sectors such as education, health, national defence, transport and telecommunications – sectors where there is an evident gender polarisation;
- improvement of the supply of electricity and water to households, as well as cooking technologies to reduce girls' and women's time demands for domestic work;
- ensuring that agriculture and other sectors, where women continue to play a predominant role, remain a focus of policies and programmes, including through enhanced training of farmers;

- elimination of gender-based inequalities in tax, financial, civil, and other laws, and ensuring that women's rights to ownership and control of property are equal to men's rights;
- improvement of the administration of justice, law, and order, to reduce violence against girls and women.

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Women who believe a husband is justified in beating his wife when she argues with him (%).
<https://data.worldbank.org/indicator/SG.VAW.ARGU.ZS>

Women who believe a husband is justified in beating his wife when she burns the food (%).
<https://data.worldbank.org/indicator/SG.VAW.BURN.ZS>

Women who believe a husband is justified in beating his wife when she refuses sex with him (%).
<https://data.worldbank.org/indicator/SG.VAW.REFU.ZS>

ANNEXES

Annex 1. National strategies and programmes in force, as of June 1st, 2021

No.		
1.	Sector	Public Administration
	Title of the sectorial reform	Public Finance Management (PFM) reform
	Responsible ministry/institution	Ministry of Finance
	Strategic document that regulates reform	Government Decision on the approval of the Strategy for the Development of Public Finance Management for 2013-2022, No. 573 of 06.08.2013
2.	Sector	Social Protection
	Title of the sectorial reform	Pension reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Law on the state pension system, No. 156-XIV of 14.10.1998 DECISION OF THE PARLIAMENT on the Strategy for the reform of the pension system in the Republic of Moldova, No. 141-XIV of 23.09.98 Government Order on approving the Concept of reforming the pension system in the Republic of Moldova, No. 116-d of 05.08.2016
3.	Sector	Environment and Sustainable Development
	Title of the sectorial reform	Water supply and sanitation reform
	Responsible ministry/institution	Ministry of Agriculture, Regional Development and Environment
	Strategic document that regulates reform	Government Decision on the approval of the Strategy for water supply and sanitation (2014-2030), No. 199 of 20.03.2014
4.	Sector	Transport and Infrastructure
	Title of the sectorial reform	Waste Management reform
	Responsible ministry/institution	Ministry of Agriculture, Regional Development and Environment
	Strategic document that regulates reform	Government Decision on the approval of the Waste Management Strategy in the Republic of Moldova for 2013-2027, No. 248 of 10.04.2013
5.	Sector	Transport and Infrastructure
	Title of the sectorial reform	Transport and Logistics reform
	Responsible ministry/institution	Ministry of Economy and Infrastructure
	Strategic document that regulates reform	Government Decision on the approval of the Transport and Logistics Strategy for 2013-2022, No. 827 of 28.10.2013
6.	Sector	Transport and Infrastructure
	Title of the sectorial reform	Aviation reform
	Responsible ministry/institution	Ministry of Economy and Infrastructure
	Strategic document that regulates reform	Government Decision on the approval of the National Flight Safety Programme, No.297 of 20.05.2020
7.	Sector	Transport and Infrastructure
	Title of the sectorial reform	Regional development reform
	Responsible ministry/institution	Ministry of Agriculture, Regional Development and Environment
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for the Development of Pole Cities of Growth in the Republic of Moldova for 2021-2027, No. 916 of 16.12.2020
8.	Sector	Civil Society and Human Rights
	Title of the sectorial reform	Human Rights reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Strategy to Prevent and Combat Violence against Women and Domestic Violence for 2018-2023 and the Action Plan for 2018-2020 for its implementation, No. 281 of 03.04.2018
9.	Sector	Culture, Science and Education
	Title of the sectorial reform	Education sector reform
	Responsible ministry/institution	Ministry of Education, Culture and Research
	Strategic document that regulates reform	Government Decision on the approval of the Intersectoral Strategy for the Development of Parenting Skills and Competencies for 2016-2022, No. 1106 of 03.10.2016
10.	Sector	Social Protection
	Title of the sectorial reform	Social Assistance System reform
	Responsible ministry/institution	Government of the Republic of Moldova
	Strategic document that regulates reform	Parliament Decision on the Strategy for Reforming the Social Assistance System, N 416-XIV of 28.05.1999
11.	Sector	Health Care and Social Inclusion / Human Rights
	Title of the sectorial reform	Demographic Security reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection

	Strategic document that regulates reform	Government Decision on the approval of the National Strategic Programme in the field of demographic security of the Republic of Moldova (2011-2025), No. 768 of 12.10.2011
12.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Social Protection reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection National Agency for Social Assistance
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for the Deinstitutionalisation of Persons with Intellectual and Psychosocial Disabilities from residential institutions managed by the National Agency for Social Assistance for 2018-2026 and the Action Plan for its implementation, No. 893 of 12.09.2018
13.	Sector	Health Care and Social Inclusion / Human Rights
	Title of the sectorial reform	Reform of Social Integration of Persons with Disabilities
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for the Social Integration of Persons with Disabilities for 2017-2022, No. 723 of 08.09.2017
14.	Sector	Public Administration
	Title of the sectorial reform	Central Public Administration reform
	Responsible ministry/institution	Public Administration Reform Coordination Unit (expert group in the Government Office)
	Strategic document that regulates reform	Government Decision on the approval of the Central Public Administration Reform Strategy in the Republic of Moldova, No. 1402 of 30.12.2005
15.	Sector	Economy and Business Development
	Title of the sectorial reform	Labour Market reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Employment Strategy for 2017-2021, No. 1473 of 12.30.2016
16.	Sector	Economy and Business Development
	Title of the sectorial reform	SME Support reform
	Responsible ministry/institution	Ministry of Economy and Infrastructure
	Strategic document that regulates reform	Government Decision on the approval of the Programme to support businesses with high growth potential and its internationalisation, No. 439 of 01.07.2020
17.	Sector	Innovation/Science
	Title of the sectorial reform	Research and Innovation reform
	Responsible ministry/institution	Ministry of Education, Culture and Research
	Strategic document that regulates reform	Government Decision on the approval of the National Programme in the fields of research and innovation for 2020-2023 and the Action Plan for its implementation, No. 381 of 01.08.2019
18.	Sector	Digitalisation
	Title of the sectorial reform	Information Technology Industry and Digital Innovation Ecosystem reform
	Responsible ministry/institution	Ministry of Economy and Infrastructure
	Strategic document that regulates reform	Government Decision on the approval of the Strategy for the Development of the Information Technology Industry and the Digital Innovation Ecosystem for 2018-2023 and the Action Plan for its implementation, No. 904 of 09.24.2018
19.	Sector	Digitalisation
	Title of the sectorial reform	Information Security reform
	Responsible ministry/institution	Information and Security Service
	Strategic document that regulates reform	Parliament Decision on the approval of the Information Security Strategy of the Republic of Moldova for 2019-2024 and the Action Plan for its implementation, No. 257 of 22.11.2018
20.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Reform of Human Resources Management in Health Care System
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the Strategy for the development of human resources in the health care system for 2016-2025, No. 452 of 04.15.2016
21.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Reproductive Health reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection

	Strategic document that regulates reform	Government Decision on the approval of the National Strategy in the field of reproductive health, No. 913 of 26.08.2005
22.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Transplantation System reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Transplantation Programme for 2017-2021 and the Action Plan for its implementation, No. 258 of 28.04.2017
23.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Cancer Control reform
	Responsible ministry/institution	Advisory Board for the Coordination of the National Cancer Control Programme for 2016-2025 (is a cross-sectorial structure at the national level with advisory functions)
	Strategic document that regulates reform	Government Decision on the National Cancer Control Programme in the Republic of Moldova for 2016-2025, No. 1291 of 02.12.2016
24.	Sector	Health Care / Infrastructure / Environment
	Title of the sectorial reform	Water and Health reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection Ministry of Agriculture, Regional Development and Environment
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for the Implementation of the Protocol on Water and Health in the Republic of Moldova for 2016-2025, No. 1063 of 16.09.2016
25.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Reform of Prevention and Control of Diabetes Mellitus
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for the Prevention and Control of Diabetes Mellitus for 2017-2021 and the Action Plan for its implementation, No. 1030 of 30.11.2017
26.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Tobacco Control reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for Tobacco Control for 2017-2021 and the Action Plan for its implementation, No. 1015 of 23.11.2017
27.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Sexual and Reproductive Health and Rights reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Programme in the field of sexual and reproductive health and rights for 2018-2022, No. 681 of 11.07.2018
28.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Blood Transfusion Safety reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National programme of transfusion safety and self-sufficiency of the country with blood products for 2017-2021, No.657 of 23.08.2017
29.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Reform of Combating Viral Hepatitis
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Programme to Combat Viral Hepatitis B, C and D for 2017-2021, No. 342 of 26.05.2017
30.	Sector	Health Care and Social Inclusion
	Title of the sectorial reform	Mental Health reform
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the National Mental Health Programme for 2017-2021 and the Action Plan for its implementation, No. 337 of 26.05.2017
31.	Sector	Agriculture
	Title of the sectorial reform	Rural Development reform
	Responsible ministry/institution	Ministry of Agriculture, Regional Development and Environment
	Strategic document that regulates reform	Government Decision on the approval of the Strategy for the development of advisory services in rural areas in 2012-2022, No. 486 of 05.07.2012
32.	Sector	Agriculture

	Title of the sectorial reform	<i>Beekeeping Development reform</i>
	Responsible ministry/institution	Ministry of Agriculture, Regional Development and Environment
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for the Development of Beekeeping in the Republic of Moldova for 2021-2025 and the Action Plan for 2021-2022 for its implementation, No. 768 of 21.10.2020
33.	Sector	<i>Agriculture</i>
	Title of the sectorial reform	<i>Plant Protection reform</i>
	Responsible ministry/institution	Ministry of Agriculture, Regional Development and Environment
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for Integrated Plant Protection for 2018-2027 and the Action Plan for its implementation, No. 123 of 02.02.2018
34.	Sector	<i>Justice and Police</i>
	Title of the sectorial reform	<i>Reform Prevention of Trafficking in Human Beings</i>
	Responsible ministry/institution	National Committee for Combating Trafficking in Human Beings
	Strategic document that regulates reform	Government Decision on the approval of the National Strategy for the Prevention and Suppression of Trafficking in Human Beings for 2018-2023 and the Action Plan for 2018-2020 for its implementation, No. 461 of 22.05.2018
36.	Sector	<i>Civil Society and Human Rights</i>
	Title of the sectorial reform	<i>Reform in Ensuring Equality between Women and Men</i>
	Responsible ministry/institution	Ministry of Health, Labour and Social Protection
	Strategic document that regulates reform	Government Decision on the approval of the Strategy for ensuring equality between women and men in the Republic of Moldova for 2017-2021 and the Action Plan for its implementation, No. 259 of 28.04.2017
37.	Sector	<i>Civil Society and Human Rights</i>
	Title of the sectorial reform	<i>Strengthening Interethnic Relations reform</i>
	Responsible ministry/institution	Bureau of Interethnic Relations
	Strategic document that regulates reform	Government Decision on the approval of the Strategy for Strengthening Interethnic Relations in the Republic of Moldova for 2017-2027, No. 1464 of 30.12.2016
38.	Sector	<i>Civil Society and Human Rights</i>
	Title of the sectorial reform	<i>Women, Peace and Security reform</i>
	Responsible ministry/institution	Ministry of Defence Ministry of Health, Labour and Social Protection Ministry of Internal Affairs
	Strategic document that regulates reform	Government Decision on the approval of the National Programme for the Implementation of UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan for its implementation, No. 259 dated 28.03.2018
39.	Sector	<i>National security</i>
	Title of the sectorial reform	<i>State Border Management reform</i>
	Responsible ministry/institution	Ministry of Internal Affairs
	Strategic document that regulates reform	Government Decision on the approval of the National Strategy for Integrated Management of the State Border for 2018-2023 and the Action Plan for the period 2018-2020 for its implementation, No. 1101 of 14.11.2018

Annex 2. CSOs acting in the domain of Gender Equality Issues

Name	Contacts
Gender-Centru	Gender-Centru, Str. A. Mateevici 60 Universitatea de Stat din Moldova Chişinău, MD 2009, Moldova Tel. +373 69182020 Fax. + 373 22 77-44-11 E-mail: lunguval@mcc.md www.gender-centru.md
Centrul de Resurse "Tineri şi Liberi"	Centrul de Resurse "Tineri si Liberi", Bd Traian 11/2 E-mail: tineri.liberi@gmail.com sau secretariat@tineriliberi.md Telefoane: 022 567 549, 079450027, 069203978 (Oxana Turcanu); Fax - 022 567 489
Centrul "Parteneriat pentru Dezvoltare"	Centrul "Parteneriat pentru Dezvoltare" str. Armeneasca, 13 Chisinau, MD-2012, Republica Moldova Tel./ fax: +(373 22) 24-13-93 Tel.: +(373 22) 23-70-89; 20-71-58; 20-71-57 www.progen.md , www.alegeriprogen.md e-mail: cpd@progen.md
Asociația Împotriva Violenței în Familie „Casa Mărioarei"	https://antiviolența.md/ +373.022.72.58.61 e-mail: cmarioarei@gmail.com
Ana Gurău	ana.gurau@gmail.com
Asociația Femeilor Antreprenoare din Moldova (AFAM)	str. Mitropolitul Varlaam, 65, mun. Chişinău, Republica Moldova, MD-2001. Telefon: +373 76 767670 http://www.afam.md/ E-mail: info@afam.md
Asociația Obștească "Femeia Modernă"	https://femeiamoderna2010.wordpress.com/ https://www.facebook.com/AOFemeiaModerna/
Asociația Obștească Centrul de Asistență Juridică pentru Persoane cu Dizabilități (CAJPD)	http://www.advocacy.md/ro Chişinău, str. Puşkin 16, of. 5, Republica Moldova, MD 2012 Email: info@advocacy.md Tel/Fax: (+373) 22 287 090
Centrul de Reabilitare a Victimelor Torturii "Memoria"	Tel/Fax: (+373 22) 27 32 22; (+ 373 22) 27 06 19 http://www.memoria.md E-mail: rctv@memoria.md
Centrul de Resurse pentru Drepturile Omului (CreDO)	www.credo.md/ MD-2005, Moldova, Chişinău str. Alexandru Hasdeu 95"A" Telefon 022 212 816, 022 278 482 Fax 022 225 257 Email: credo@credo.md
Asociația Obștească "Clubul Politic al Femeilor – 50/50"	http://www.club50.md/ Str. ALEXANDRUCUL Bun 51 A Chişinău 2012 Republica Moldova Tel– Fax: +373 22 224118 Email: office@club50.md 079521018
Asociație Obștească "Forul Organizațiilor de Femei din Republica Moldova"	www.womenforum.md bd. Ștefan cel Mare 69, Chişinău 069169898 retea_for@yahoo.com elburca@yahoo.com
Asociația Obștească Centrul de Drept al Femeilor	http://cdf.md/ Str. Sfatul Țării 27, oficiul 4 MD 2012, Chişinău Tel/fax (+373) 22 237 306 Mobil: (+373) 68 855 050 Email office@cdf.md str. Vlaicu Pircălab, 15, ap.2, Chişinău MD2009
Asociația Obștească Centrul Internațional	http://lastrada.md/ C.P. 259,

Name	Contacts
pentru Protecția și Promovarea Drepturilor Femeii "LA STRADA"	Chisinau MD-2012 Tel: (+ 373 22) 23.49.06, Fax: (+ 373 22) 23.49.07 E-mail: office@lastrada.md str.Sciusev, nr.81/4, Chișinău
Asociația Obștească Institutul Național al Femeilor din Moldova "Egalitate"	http://www.niwm.org/ro.html Chișinău, str. Dacia 6, oficiul 10 E-mail: nwim.equality@gmail.com http://www.citizenship-md.info str. Constructorilor, 121, Chișinău
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Asociația Femei pentru Societate Contemporană	https://fscmd.org/ + 373 22 26 02 37 Chisinau
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Centrul Maternal "Pro Familia din Căușeni"	https://www.facebook.com/ipcmprofamilia/?eid=ARBW9CluOupY_9i3nckRKd4Grw86bgJu-JWD7sEPlgtGHopKhwkU3Uzu7z9dOmsBrd-f-Fmz6BejaCwp +373 243 26 835
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Centrul de ajutor social al femeii și familiei „Stimul”	https://www.facebook.com/Centrul-de-ajutor-social-al-femeii-%C8%99i-familiei-Stimul-143497382918468/?eid=ARAIogKm2x5IYKvidykEqkk_-imTBFfsL-Dt8vQ9aFkfi0npYYPdGNtUizY-CLIXVeq5SP6PHiqPCb2u +373 601 65 416 or.Ocnița
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