



The Director-General



Secretary General

Gender Action Plan III – 2021-2025

Country Level Implementation Plan – CLIP (*Republic of Moldova*)

With the adoption by the College of the European Union (EU) Gender Action Plan III: An ambitious agenda for gender equality and women's empowerment in EU external action (GAP III) on 25 November 2020, the EU reaffirms the centrality of gender equality and women's empowerment throughout EU external action at all levels and in all sectors.

This GAP III Country Level Implementation Plan (CLIP), built on the Gender Country Profile (CGP) of the Republic of Moldova (Moldova) 2021, covers both the programmatic and political commitments and propose specific actions and initiatives for promoting gender equality in the Republic of Moldova.

1. Context for EU action gender equality and women's empowerment in the country

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) in order to prevent and eliminate all forms of discrimination based on sex.

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. According to the Country Gender Profile "most national strategies and programmes that are currently in force are either gender neutral or gender blind".

The priority areas of EU cooperation with Moldova, to be supported financially by the Multi-annual Indicative Programme (MIP) are based on the Association Agenda for 2021-2027, in respect of the "policy first principle", which reflects the objectives of the joint communication on the Eastern Partnership policy beyond 2020, with the overarching theme of resilience. The priority areas and sectors of the MIP are:

- Resilient, sustainable and integrated economy

Main gender sensitive results: Small and medium-sized enterprises, in particular those from rural areas and owned by women, are developed; gender pay gap addressed; stereotypes against women in business addressed, women's access to credit and services ensured.

- Accountable institutions, the rule of law and security

Main gender sensitive results: Better gender parity in decision-making in all branches of the government at the national and subnational level; the Istanbul Convention is ratified; law enforcement authorities and the judiciary effectively identify, investigate and prosecute cases of violence against women; local multidisciplinary teams work effectively in regions; public tolerance to violence against women is reduced;

- Environment and climate resilience

Main gender sensitive results: Improved living conditions of women and men also through improved access to drinking water; new green economic development and jobs created linked to the green transition, equally available to women and men.

- Resilient digital transformation

Main gender sensitive results: Citizens and businesses, including women-owned, have equal access to high quality electronic communications infrastructure and services; IT solutions to increase efficiency, transparency and accountability for public administrations available, women, men and all populations equally benefit from both technical (STEM) education and services .

- Resilient, fair and inclusive societies

Main gender sensitive results: Community development is enhanced through capacity building and small scale initiatives implemented by Civil Society Organisations (CSOs); data management capacities of the national authorities (including in statistics services) are strengthened, and sex-disaggregated migration data are mainstreamed for evidence-based policy planning in all sectors; gender gap in unpaid work is reduced.

The CGP and CLIP have been developed taking into account the priorities set up in the EU Action Plan on Human Rights & Democracy 2020-2024, Human Rights and Democracy Country Strategy for the Republic of Moldova (2021 – 2024). The EU “Roadmap for engagement with civil society organisations” (2018-2020) (CSO roadmap), which is currently in a process of update, reflects how the Delegation of the European Union in the Republic of Moldova (EUD) will engage with the civil society active in the area of gender equality and women's rights and empowerment.

The following actors have been consulted in the preparation of the CLIP: the Ministry of Health, Labour and Social Protection (Directorate for Ensuring Equality between Women and Men), EU Member States (EU MSs), women's organisations and other civil society actors, development partners and the Special Representative of the OSCE Chairperson-in-Office on Gender.

2. Selected thematic areas of engagement and objectives

The overall objectives of the EU action for gender equality and women's empowerment in Moldova is to promote gender equality in the green and digital transformation, strengthening women's participation in the economy and advancing equal participation and leadership. Special attention shall be paid to the gender specific needs of girls and women with disabilities.

The selected GAP III thematic engagement areas on gender equality and women's empowerment to be addressed with actions deriving from the MIP and to be promoted in the political and policy dialogues are:

1. Strengthening economic and social rights and empowering girls and women;

2. Advancing equal participation and leadership;
3. Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation.

Strengthening economic and social rights and empowering girls and women

To meet the overall objective that women, men, girls and boys fully enjoy and exercise their equal economic, labour and social rights, the EUD will pursue the following specific objectives:

1. Promoting decent work, equal pay and labour rights, and women's transition to the formal economy, among other by reducing labour market segregation, boosting women's leadership and increasing their bargaining and through promoting male engagement initiatives specifically for reducing and redistributing unpaid care and domestic work.
2. Supporting universal social protection systems, and recognising, reducing and redistributing unpaid care and domestic work by providing more support for gender-responsive budgeting;
3. Supporting women entrepreneurship and women-led businesses, including social entrepreneurship, and
4. Supporting and empowering migrant women contribute to the sustainable development of countries of origin, transit and destination through remittances, skills and knowledge;

Advancing equal participation and leadership

To reach the overall objective that, women and men participate equally in decision-making processes, in all spheres and at all levels of political and public life, including online and to take on leadership roles, the EUD will pursue the following specific objectives:

1. Increasing the level of women participation, representation and leadership in politics, governance and electoral processes at all levels, via support for democracy and governance programmes and public administration reforms;
2. Encouraging young women and adolescent girls' civic engagement, also in partnership with youth organisations, scaling up support to parliamentary monitoring organisations run by and engaging young people and bringing together EU and partner country representatives;
3. Reducing gender stereotypes in media content, in cooperation with the audio-visual sector and the media, and empowering and supporting women's rights as users and producers of information, and as entrepreneurs and decision-makers in the sector;

Addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation

To reach the overall objective that women influence decision-making processes on environmental conservation and climate change policies and actions, the EUD will pursue the following specific objectives:

1. Promoting girls' and women's participation and leadership in order to ensure gender-responsive strategies to climate mitigation and adaptation, disaster risk reduction, and the inclusive and sustainable management of natural resources;
2. Supporting women networks in green transition sectors such as sustainable forest management, agriculture and energy;
3. Promoting digital education and skills for jobs and entrepreneurship while addressing the gender norms and stereotypes that steer women and girls away from technology;

4. Supporting women digital innovators and entrepreneurs across multiple industrial ecosystems to build an inclusive digital economy with the aim of closing the digital gender gap;

To reach the GAP III target that at least 85% of all new actions in each priority area/ sector of the MIP will have gender equality as a significant or principal objective, objectives and indicators from the MIP - GAP III corresponding thematic engagement areas, will be used in the design, formulation, implementation and monitoring and evaluation of the Annual Action Programmes (AAP). Implementing partners will be provided with guidance in integrating these in their proposals/ contracts.

Engaging with civil society has been critical in ensuring effective reforms, as it has supported ensuring gender equality in the Republic of Moldova. The civil society organisations will be involved in the design, implementation and monitoring of EU actions. One of the priorities of MIP is to increase CSO' capacity in implementing the provisions of the EU Gender Action Plan.

3. Targeted action(s) supporting gender equality and women's empowerment

The overall objective of the G2 action ¹ will be ensuring freedom from all forms of gender-based violence (I), strengthening economic and social rights (II) and empowering girls and women and advancing equal participation and leadership (III). The bilateral action will have a budget of approximately EUR 5 million and will be funded under the AAP 2022 or 2023.

The G2 action will address root causes of inequalities and have a transformational impact, addressing structural issues, such as gender norms and stereotypes, contributing to shifting mind-sets and behaviours in order to achieve long-lasting change.

At national level, the action will provide support to the Parliament and Government to adopt and implement gender transformative laws, policies and budgets in selected sectors, by:

- Reforming and strengthening the gender mechanism for effective gender mainstreaming in laws and sectoral policies, by piloting in employment (address the pay gap, equal access to jobs, access to finances and care services), education, digitalisation and infrastructure;
- Advancing equitable public financing and accountability through Gender Responsive Budgeting;

At local level, the action will capacitate Local Public Authorities (LPAs) and empower Civil Society Organisations, coalitions, women and youth from communities to engage in gender mainstreaming at local level in selected districts, by:

- Strengthening the post COVID 19 economic and climate resilience and inclusion of women in local development;
- Enable youth civic activism for gender equitable local governance and empower local women leaders to act as agents of change;
- Improve protection from gender-based discrimination and violence through access to legal services via survivor centered approach.

¹ Defined as G2 actions in line with OECD gender maker [G2](#). These actions should aim at achieving a long-lasting change tackling harmful gender norms and stereotypes, by implementing a comprehensive and gender-transformative approach.

- Build LPAs capacity on understanding and use of data for evidence-based violence prevention programs and prioritise engaging the perpetrators of domestic violence and advocacy for implementing good policy practices on responsible fatherhood in both public and private sectors.

The action will address root causes towards elimination of patriarchal social norms and apply intersectionality and feminist approach in line with the Global Acceleration Plan on Gender equality.

Specific indicators under each area of engagement:

Area of engagement I:

Extent to which legislation and/or policy prohibiting/addressing Violence Against Women and Girls (VAWG) has been developed, strengthened and/or implemented

Proportion of victims of violence (sexual and gender-based violence) in the previous 12 months who reported their victimisation to competent authorities or other officially recognised conflict resolution mechanisms, disaggregated by sex.

Proportion of women's rights organisations, autonomous social movements and civil society organisations, including those representing young people and groups facing intersecting forms of discrimination / marginalisation in a partner country, report having greater influence and agency to work on ending gender-based violence

Area of engagement II:

Extent to which gender norms regarding leadership are challenged to enhance women's access to leadership positions

Number of women with increased management and leadership skills through government initiatives (disaggregated by sector – public/private)

Extent to which appropriate policies and measures are implemented by government to improve the access of girls and women to inclusive and quality education, including Science, Technology, Engineering and Mathematics (STEM) fields and quality digital education and training

Extent to which migrant women are supported to contribute to the sustainable development of countries of origin through remittances, skills and knowledge

Area of engagement III:

Proportion of seats held by women in (a) national parliament and (b) local governments

Number of reforms and specific measures taken by the Government to implement existing policy commitments on women's and girls' participation in decision making

Extent to which local and national media challenge discriminatory social norms and gender stereotypes about women's and girls' participation and leadership

Extent to which local and national leaders and influencers, including traditional, religious and community leaders, engage in initiatives to challenge and change social norms and discriminatory gender stereotypes

Collaboration with UN Women, UNICEF, UNFPA may be envisaged in order to implement the activities mentioned under the three areas of engagement.

Specific focus will be given to the thematic area of engagement "Integrating the women, peace and security agenda", in the framework of "Confidence Building Measures".

Additionally a call for proposals for civil society organisations, funded under the civil society facility, shall be launched in 2022-2023. The objective of the call for proposals shall focus on addressing the challenges and harnessing the opportunities offered by the green transition and the digital transformation.

The following indicators are foreseen:

Extent to which women, men, girls and boys and their civil society organisations and activists are able to influence strategies on climate mitigation, adaptation, disaster risk reduction and sustainable management of natural resources and biodiversity, on local, national and regional levels, disaggregated at least by sex

Number of women, men, girls and boys, in all their diversity, participating in events on climate action and environment justice, disaggregated at least by sex

Number of women accessing services or programme offered by the digital hubs/tech parks, etc.

Number of women, men, girls and boys participating in digital hackathons or other digital start-ups events, disaggregated at least by sex

Additional funds to implement GEWE actions will be available under the global call for proposals for CSOs (e.g. European Instrument for Democracy and Human Rights and Civil Society Organisations instruments).

Specific support will be provided by the EU and EU MSs to national gender machineries/networks. Women organisations and organisations working on gender equality will receive support in the framework of the civil society facility, civil society organisations and European instrument for democracy and human rights call for proposals. Specifically Sweden will continue providing support in various ways: core support, programmes/projects support, strategic note support. The focus will be on areas, such as: increasing women's political participation and representation in decision-making bodies; enhancing women's economic empowerment with a focus on small and medium-sized enterprises; and ensuring a life free of violence for women and girls. An even more active multi-level dialogue will be supported to advance gender equality and build back better from COVID19. Sweden will continue supporting the implementation of the Women, Peace and Security Agenda in particular within technical expertise of UN Women.

4. Engage in dialogue for gender equality and women empowerment

The EU and EU MSs will actively engage on GEWE with the Government and other relevant stakeholders, including CSOs. This shall be achieved through joint letters with international partners, extensive consultations with CSOs, including women's organisations, opening speeches at roundtables, media interviews, press conferences, and statements disseminated on Twitter and Facebook on gender based violence, as part of the EU's toolbox on strategic communication and public diplomacy.

GEWE is specifically discussed during the EU – Moldova Human Rights dialogue meeting. Additionally EU facilitates and coordinates informal discussions on gender equality issues with EU MSs, both on a working level and in Heads of Missions meetings.

Traditional media like television, radio and newspapers continue to play an important role in Moldova and these will be further used to advance EU positions on key areas in the field gender equality. At the same time, the role of social media in Moldova cannot be overstated: according to estimates, there are currently 1.6 million Facebook users in Moldova. The EUD's Facebook,

Twitter, Instagram, Telegram accounts are therefore important tools to make the EU's voice on gender equality heard.

No regular dialogue on gender equality and women's empowerment in the framework of the CSO Roadmap is foreseen, however civil society organisations are regularly consulted by the EUD in the framework of policy documents formulation, AAPs and specific issues related to gender equality.

5. Outreach and other communication / public diplomacy activities

The following high level events on gender equality are foreseen during the period 2021-2025 by the EU in cooperation with the EU MSs.

- International Women's Day (8 March) events.
- Gender Debates Café and Democracy talks' type of events: in the framework of which it will be explored how art can be used to help promote gender equality, women's contribution in art, feminism in a post-soviet country, emerging challenges for women artists.
- Photo exhibition dedicated to the Generation Equality
- Street Art performances (graffiti) on gender equality and elimination of violence against women
- Events around Generation Equality Forum and Action Coalitions at country level
- 16 Days of Activism against Gender-Based Violence: the 16 Days of Activism against Gender-Based Violence is an annual international campaign that kicks off on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day.

6. Technical Facility and/or financial resources allocated to support GAP III implementation

No specific amount has been earmarked in the EUD's cooperation facility to support the implementation of GAP III at country level, however, considering that gender is mainstreamed in the MIP, sufficient financial support shall be committed in order to achieve the objectives/ indicators foreseen in the present CLIP.

Technical assistance for updating the Gender Country Profile, gender mainstreaming, trainings, reporting and communication purposes that support the implementation of GAP III at country level shall be provided with the support of the regional programme EU4Gender Equality Reform helpdesk.

Finland, Sweden, Lithuania and France will continue implementing specific programmes in order to facilitate gender mainstreaming in Moldova.

Date: 09/08/2021

Signature by Head of Delegation: Peter MICHALKO [e-signed]