



Goal 3

Daniela TERZI-BARBAROȘIE

PROMOTE GENDER EQUALITY AND EMPOWER WOMEN

Civil Society and Private Sector Contribution to
Achieving the National Targets of MDG 3 in the
Republic of Moldova



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ABBREVIATIONS

ODA – Official Development Assistance

LPA – Local Public Administration

NBS – National Bureau of Statistics

CIS – Community of Independent States

DAC – Development Assistance Committee

HDI – Human Development Index

MH – Ministry of Health

MLSPF – Ministry of Labour, Social Protection and Family

ME – Ministry of Education

MDG – Millennium Development Goals

OECD – Organization for Economic Cooperation and Development

UNO – United Nations Organization

NGOs – Non-government organizations

WHO – World health Organization

CSO – Civil Society Organizations

OSCE – Organization for Security and Cooperation in Europe

MDG – Millennium Development Goals

SIDA – Swedish Agency for International Development

NDS – National Development Strategy

UNICEF – United Nations Children Fund

EU – European Union

UNFPA – United Nations Population Fund

UN Women – United Nations Entity to promote gender equality and empowerment of women



EXECUTIVE SUMMARY

The Millennium Declaration of the United Nations, adopted in September 2000, consigned the commitments the signatory member states made in view of achieving substantial progress in social development and combating poverty, measured by the accomplishment of the eight Millennium Development Goals. Thus, the MDGs have been recognized as a benchmark of prime importance, placing human rights and combating poverty at the heart of development policy formulation and implementation.

At the national level, the MDGs provide an opportunity to expand anti-poverty policies by integrating the holistic perspective into the macroeconomic policy making processes. At the same time, both globally as well as nationally, the MDGs facilitate collaboration of development partners to identify priorities for external assistance and ensure better coordination among donor agencies. All eight goals and the corresponding targets are ambitious and achieving them requires enormous global and national efforts.

At the same time, the effective, coherent and consistent action, both globally and at the national level, provide prerequisites for some targets to be achieved or partially achieved. This requires urgent joint efforts of all social actors, who, by their contribution can support the Government's efforts to achieve the MDGs by 2015.

Millennium Development Goals are almost universally shared global vision on an improved world by 2015, in which, among other progress, women shall be empowered at central and local level, while gender disparities in income distribution shall be considerably reduced.

The objectives of this study are to:

- i. briefly present the national context on promotion of gender equality and empowerment of women,
- ii. highlight and analyze the role of the associative sector and private sector in achieving **MDG 3**,
- iii. provide examples of best practices of gender approach in the civil society and the private sector activities, and
- iv. develop recommendations to enhance the contribution of associative and private sectors in achieving the MDGs by 2015.

The Study begins with an overview of **MDG 3** in the context of the Republic of Moldova and current trends in the field, followed by two chapters that consider the involvement of civil society and the associative sector in achieving **MDG 3**, and ends with the main conclusions and recommendations to optimize and streamline the work of the NGOs and businesses, as well as bibliographical sources.



INTRODUCTION

The aim of the study:

Identify the role of the civil society and private sector organizations and analysis of their contributions to achieving the **MDG 3**: Promote gender equality and empowerment of women.

Specific objectives:

- ◆ highlight the activities carried out by the four categories of respondents (NGOs, private sector, Government organizations and international donors) to achieve **MDG 3** and identify their potential future plans for accelerating the attainment of national targets for **MDG 3**.
- ◆ find out the vision of governmental organizations regarding the involvement of social actors in the process of achieving national targets for **MDG 3** and identify the currently existing gaps or obstacles;
- ◆ identify the needs CSOs, donors and businesses in terms of subsequent actions to be undertaken by government organizations to achieve the **MDG 3** targets;
- ◆ determine the level of understanding of the MDGs as well as of the national targets for the **MDG 3** by the four categories of respondents;
- ◆ analyze the level of knowledge and application of the international agenda on external assistance efficiency;
- ◆ identify proposals from each category of respondents on the activities needed to enhance the contribution of social actors to achieve national targets for **MDG 3**.

Importance of the study

Previous reports on the implementation of the MDGs in Moldova focused primarily on actions undertaken by the Government and civil society, while the contribution of the civil society was invoked sporadically therein. This is justified by the fact that it was the Government of the country that fully committed to achieve such objectives.

However, at the same time, recent developments in partnerships for development and external assistance revealed that along with the governments other social actors significantly participate in the country's development and wellbeing, and this shift in the paradigm led to improved approaches to civil society organizations and businesses.

Therefore, this study comes to fill the frame of reference for monitoring achievement of the MDGs by identifying the role and contribution of civil society and the private sector in terms of achieving **MDG 3**, as well as to present some best practices in the field.

Moreover, the analysis made has been supplemented with views of government organizations and development partners on the involvement of civil society and NGOs in achieving the MDGs by 2015.



Thus, by achieving the proposed objectives, the study provides multiple perspectives for analysis at the level of:

1. Civil society organizations, by:

- ◆ identifying the NGO awareness on MDGs 3 and the role that NGOs have in this domain;
- ◆ considering the contribution of NGOs to achieve **MDG 3** through activities;
- ◆ identifying challenges faced by civil society organizations in activities relevant to **MDG 3**;
- ◆ presenting solutions /recommendations proposed by NGOs for a more active involvement in achieving **MDG 3** targets.

2. Private sector, by:

- ◆ Identifying awareness of private sector representatives on **MDG 3**;
- ◆ analyzing the level of consideration, by businesses, of the standards and practices of social importance, relevant to **MDG 3**;
- ◆ highlighting the ways by which businesses sponsor activities, services and community projects relevant to **MDG 3**;
- ◆ illustrating the level of involvement of civil society representatives in policy-making processes (consultation, identifying priorities, monitoring, etc.);
- ◆ presenting solutions /recommendations proposed by the private sector for a more active involvement in achieving **MDG 3** targets.

3. Government organizations, by:

- ◆ identifying the involvement of civil society organizations, private sector and international organizations in the policy making processes relevant to **MDG 3**;
- ◆ highlighting best practices developed by NGOs and businesses that contribute to achieving the **MDG 3** targets, considered to be effective by government agencies and recommended to be taken up /expanded;
- ◆ identifying ways in which government agencies could support development partners for a more efficient involvement in achieving **MDG 3** targets;
- ◆ presenting solutions /recommendations proposed by the Government organizations for a more active involvement of social actors in achieving **MDG 3** targets.

4. International organizations, by:

- ◆ identifying the vision on achieving **MDG 3** in Moldova;
- ◆ finding out the degree of involvement and ways in which international organizations support activities and programs relevant to **MDG 3**;
- ◆ presenting views on the involvement of NGOs and businesses in achieving **MDG 3** targets;
- ◆ illustrating the best practices developed by CSOs and the private sector which contribute to achieving **MDG 3** targets, considered by international institutions as recommended to be taken up /expanded;
- ◆ presenting solutions /recommendations proposed by the international organizations for a more active involvement of the CSO and private sector in achieving **MDG 3** targets.



Research methodology

This study is based on a specific methodology which consists of the following:

- ◆ Documents analysis - work with documents official national policy documents promoting gender equality and empowerment of women; surveys, analytical reports made by national and international experts in the field, respondents' websites, databases and relevant research papers. The necessary statistical data were taken from the publications of the National Bureau of Statistics.
- ◆ Focus groups (2 sessions of the clusters specialized in ODM 3) - sessions were organized to validate the methodology and research report. The participants were representatives of the four categories of respondents covered by the survey: government organizations, NGOs and international organizations;
- ◆ Structured interviews - interviews with the questionnaires, conducted by the representatives of research groups to identify the views of different actors on the role and contribution of CSOs and the private sector in achieving **MDG 3** targets;
- ◆ Case studies and best practices - examples of positive practice in the field that can be promoted and taken up by other social actors.

Respondents in the survey

- ◆ representatives of civil society that contribute to achieving the **MDG 3** targets, identified on the basis of contribution and visibility on the national level;
- ◆ private sector companies, relevant to the survey's objectives (multinational companies, national companies);
- ◆ representatives of ministries and government agencies responsible for developing and implementing policies to promote gender equality and empowerment of women;
- ◆ representatives of international organizations, development partners

Structure of questionnaires

I. General part:

- ◆ Respondent's profile
- ◆ Knowledge of international and national documents on development priorities and **MDG 3**

II. Special part:

- ◆ Contribution of the respondent social actor to achieving **MDG 3**
- ◆ Conclusions and recommendations

Data was collected by using questionnaires filled in by the four categories of respondents, and separate interviews as appropriate. The organizations were selected based on available web resources, following the consideration of activities relevant to achieving national targets of the **MDG 3** carried out by the CSOs and business companies.

During the research, an important contribution was provided by members of the cluster group, consisting of representatives of central authorities, international organizations, civil society organizations, businesses, independent consultants, whose opinions were very valuable.



The analytical report developed on the basis of the described methodology consists of 5 chapters as follows:

Chapter 1: MDG 3 in the Republic of Moldova – general framework. This chapter describes the international and national context regarding Millennium Development Goal 3 - Promoting gender equality and empowerment of women, and its targets. This chapter describes the public policies implemented by the Government in recent years, which aimed to enhance the specific indicators for **MDG 3** targets and existing legal and regulatory framework and national mechanisms for its implementation. Also, it briefly describes the key development partners of Moldova, active in gender equality domain.

Chapter 2: MDG 3 - Major trends and the current situation in the field. This chapter outlines the targets for **MDG 3** and adjust them in conformity with national priorities. Also, this chapter provide updates on **MDG 3** and describes the major trends in this domain. This chapter provides analysis on the likelihood of achieving the targets by 2015.

Chapter 3: The role of civil society in achieving MDG 3. This chapter gives a brief history of NGOs development and other organizations active in the field, in particular, as well as reports on current relevant legislation and mechanisms to influence policy. A considerable part of the chapter is the analysis of the answers given by respondents in this category, and highlights of the contributions made by the CSOs to achieving **MDG 3**.

Chapter 4: The role of private sector in achieving MDG 3. This chapter mainly provides the results of interviewing business companies, as well as the forms of partnerships developed by private sector with government organizations with the aim to improve the situation of women.

Chapter 5: Conclusions and recommendations. This chapter gives a summary of major conclusions and recommendations made based on the analysis of questionnaires for the 4 categories of respondents, as well as views of development partners and government agencies on the role of civil society and private sector in achieving **MDG 3**. At the same time, conclusions are supplemented by analyzes carried out during the research.

Usefulness and role of the survey in public policies

The survey provides comprehensive information about the motivation and interest of NGOs and private sector in Moldova to promote gender equality, empowerment of women and improve the situation of women in Moldova. However, the responses given in questionnaires showed a good but unused potential of these actors, which can be put into value by government agencies in their concerted efforts towards achieving the MDGs by 2015.

Based on the findings and suggestions proposed by respondents, the survey incorporates recommendations for central government and local authorities on involvement of CSOs and private sector in accelerating the achievement of **MDG 3**. The recommendations mainly refer to improving decision making process, development of relevant public policies, and external assistance monitoring. Considering the survey for developing and implementing national and sector development strategies and for strengthening extensive partnerships and collaborations will ensure inclusive and participatory good governance in Moldova.



CHAPTER 1.

MDG 3 IN THE REPUBLIC OF MOLDOVA – GENERAL FRAMEWORK

Continuous and systematic promotion of equal opportunities between women and men is a relatively recent concern for Moldova. The intercessions made by Moldova since independence in view of harmonizing its legislation with international and European standards, and EU provisions on equal opportunities and equal treatment for men and women were put into practice: both in some strategic policy documents, and in national legislation.

Discussions about the Millennium Development Goals started back in the 90s, while a global agreement on these was reached at the Millennium Summit in September 2000, by 189 countries, including the Republic of Moldova, signing the Millennium Declaration. Commitment to the MDGs was confirmed at the anniversary session dedicated to the 60th anniversary of the United Nations Organization in September 2005. The Republic of Moldova participated in these events at the highest level: President Lucinschi signed the Millennium Declaration in 2000, President Vladimir Voronin confirmed this commitment in his speech delivered at the World Summit in September 2005. Millennium Development Goals adapted to Moldova's priorities and context through a participatory process involving UNDP Moldova were reflected in the Economic Growth and Poverty Reduction Strategy (EGPRS) adopted in 2004 and thereafter were considered in the implementation of the Moldova - EU Action Plan. Being ambitious and realistic at the same time, the Millennium Development Goals are a direct and authorized expression of national development priorities.

The First National Report on Millennium Development Goals,¹ developed in 2005 by the Government, with the support of UN agencies, was a detailed and well grounded analysis of each of the eight goals. The document also formulated tasks for 2005-2015, identified obstacles and set the priority actions for the medium and long term, as well as established monitoring indicators.

The effort to achieve **MDG 3** covers the review of gender issues in the context of Millennium Development Goals in the Republic of Moldova, carried out in 2007 by a group of experts, with the support of UNDP and UNIFEM.² The research regarding **MDG 3** highlighted important issues relating to gender equality in Moldova, such as women's participation in decision-making, gender and labour market, involvement of women in business, gender based violence, etc.

Also in 2007 methodologies used to estimate certain indicators (eg. poverty rate, infant mortality rate, etc.) have been modified, which does not allow comparability of current data and data used in the previous report. Moreover, the analyses and studies showed that for some indicators it is more appropriate to use other data sources than those used in the initial report (eg. access to safe water, degree of forestation, etc).

1 http://www.undp.md/publications/doc/Millennium_ROM.pdf

2 http://www.un.md/key_doc_pub/UNIFEM/A4%20rom%20tipar_sm.pdf



In 2010 the Government of the Republic of Moldova, supported by the UN Agencies in Moldova, has produced a new Report on the Millennium Development Goals „New challenges - new tasks”³. This report provides a description of targets and indicators for 2010 and 2015, revised through a process of consultations, both with the central public administration authorities, as well as a number of international organizations, undertaken in parallel with the participative process for the National Development Plan (NDP).

The New National Development Strategy „Moldova 2020” does not include explicit references to the MDGs and their targets (as in the EGPRSP and NDS 2008-2011), however, economic development and poverty reduction are the core of all policies here as well as some of the seven priorities align with the national approach to achieving the MDGs.

Although Moldova’s progress in achieving the MDG targets is obvious – it is estimated that of the 27 targets 21 will be achieved by 2015 – the country assessment carried out by the UN⁴ shows that the MDGs on education, HIV/AIDS and TB, and the environment, including water and sanitation are not likely to be reached. Regarding **MDG 3**, it is estimated that the targets can be achieved, but with worse indicators of inequality, affecting the rights of very poor and excluded children and women, especially of Roma people. Inequality in access to social benefits, health care and other public services will deepen.

International documents and conventions

In 1994, Moldova ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and later, the Optional Protocol. In 1995, Moldova ratified the International Labour Organisation (ILO) Convention on Discrimination in Respect of Employment and Occupation, in 1999 - the ILO Convention on Equal Remuneration of Men and Women for work of equal value, and in 2001 – the Revised European Social Charter.

Ratification of these conventions is very important for citizens of the country, since all these documents contain provisions governing the ban of gender discrimination in a number of areas. At the same time, for the country’s citizens to fully enjoy these, a number of conditions have to be met, such as: knowledge by the population of these documents content, preparedness of the judiciary for use them in legal practice, etc.

In 1998, the RM has submitted to CEDAW Committee its initial report, which was revised in 2000. Subsequently, the Committee has given multiple recommendations to Moldova. In 2004 our country submitted a combined report (the second and third). This report was reviewed by the Committee in 2006 together with the alternative report submitted by the civil society. After having evaluated the report, the CEDAW Committee developed another series of recommendations for Moldova, most of which have yet to be implemented.⁵ Currently, there is only one case in court, alleged by CEDAW.

This year, the Republic of Moldova will submit its next report to the CEDAW Committee, Periodic combined fourth and fifth report on implementation of the Convention on the Elimination of All Forms of Discrimination against Women.⁶ The report was prepared by the Ministry of Labour, So-

3 <http://www.gov.md/libview.php?l=ro&idc=578&id=2980>

4 http://www.un.md/un_res_coord_sys/docs/Country%20Analysis%20-%20UN%20Moldova_ROM.pdf

5 http://www.un.md/UNIFEM/government/CEDAW/CEDAW_Recomandari%20_2006_Rom.pdf

6 <http://www.mmpsf.gov.md/md/rapoarte/>



cial Protection and Family, with participation of gender units involving gender experts from ministries and other central public administration authorities, with the support of UN Women, through the „Economic empowerment of women through increased employment opportunities in Moldova”. Apart from a comprehensive analysis of the situation in the field, the report provides major conclusions and makes a revision of obstacles and barriers to improving women’s quality of life by strengthening non-discriminatory practices.

Legal and institutional framework

Nationally, primarily the Constitution of the Republic of Moldova affirms equality between its citizens irrespective of sex, and in principle, contains no discriminatory rules on this criterion. Moldovan law guarantees equal rights of citizens to participate in economic and social life, to study and be trained for an occupation, to engage, promote and participate in the distribution of benefits, to benefit from social protection in certain situations.

The principle of equal opportunities for men and women is included in Moldovan law in a number of normative acts, starting with the Constitution of the Republic of Moldova, but the most important piece of legislation in this area is the Law No. 5-XVI on Equal Opportunities for Men and Women (as of February 9, 2006). This law regulates the measures to promote equality between men and women, and eliminate direct and indirect discrimination by sex, in all spheres of public life in Moldova. It is important that the Law on equal opportunities between men and women mentions the need to include all its principles into „public policies, strategies and programs, laws and financial investments”, i.e. ensure gender mainstreaming.

The law also provides an institutional framework to ensure equality between men and women by appointing competent authorities with responsibilities in the field of equality between men and women. These are: the Parliament, the Government, Governmental Commission for Equality between Men and Women, Ministry of Health and Social Protection (now the Ministry of Labour, Social Protection and Family, as a specialized body), ministries and other central and local administrative authorities through the gender units.

At the same time, the Law explicitly describes their powers and duties, which provides a comprehensive picture of the relevant legislation implementation mechanism. In accordance with the above law and aiming at full implementation of provisions of the UN Convention on the Elimination of All Forms of Discrimination against Women, the Governmental Commission for Equality between men and women was established by the Government Decree no. 350 as of 04.07.2006. The Government Decree no. 895 as of 07.08.2006 approved the Regulation on the Governmental Commission on equality between men and women. At the same time, the ministry’s Directorate for gender policies and prevention of violence against women, carries out a prodigious activity aimed at achieving the tasks set out in legislation. Due to the constant support from the UNIFEM /UN Women since 2007 to present, the Directorate’s team strengthened institutional capacities and became a reference authority for gender equality and empowerment of women.

Adoption of relevant legislation was crucial to de jure ensuring equal treatment for men and women, and de facto ensuring equality is a process that must be further supported by consistent and concerted efforts of government agencies and non-governmental organizations, as well as other stakeholders and development partners.



Although de jure Moldovan law guarantees to women the same access to political process, social services, health, education, employment, marriage, child care, property, inheritance and access to justice as to men, in reality there are many problems. Thus, the most problematic areas remain to be: empowerment of women in the political, economic and social areas, violence against women.

The UN Committee for the Elimination of All Forms of Discrimination against Women recommended that the Republic of Moldova adopts a comprehensive approach to Convention implementation, to include all policies and programs designed to ensure formal and substantive equality between men and women. The Committee also recommended that the gender mainstreaming strategy shall be introduced in all public institutions, policies and programs, supported by training to ensure gender equality and improved institutional mechanism.

In the context of the above, the harmonization of national legislation with the provisions of Law no. 5-XVI dated February 9, 2006 on equal opportunities between men and women was initiated this year. Thus, a group of national experts produced the Report on compatibility of Moldovan legislation with the provisions of the Law.⁷ In order to validate and review recommendations given in the above said report, a series of workshops with participation of national experts, gender units in the LPA, representatives of civil society were organized.

The Briefing paper recently presented by the MLSPF states that amendments made aim to include new definitions and affirmative measures to ensure higher representation of women in decision-making - providing for a minimum participation rate of 40% for both sexes in public offices at central and local level; encouraging women to participate in political life; improving institutional mechanism at national and local level by strengthening the existing institutional links – setting up a gender coordination council in the CPA. To prevent and exclude cases of discrimination based on sex and sexual harassment at work, proposals have been made to supplement the law with references to the employers' obligation to ensure awareness of all employees about the prohibition of acts of discrimination and sexual harassment at work, inclusively by posting the provisions of internal regulations in visible places, and liability for acts of discrimination stipulated by the law. Aiming at elimination of stereotypes in society with reference to the status /image of women and promote human rights with special focus on ensuring the equality of men and women, certain provisions relevant for the Ministry of Education were included. The reporting mechanism for gender equality ensuring segment was improved, and duties and competencies to be performed by the central and local public authorities were described in more detail.

The labour sphere is a domain where the importance of ensuring equal rights and opportunities for men and women is a real result of ensuring this equality de facto. The same Briefing paper of the MLSPF notes that previous Labour Code contained more protectionist provisions for women, which basically had a negative impact on women's placement in employment and labour market development in general. Following the amendments to this Law (2010), some protectionist rules were excluded, but provisions laying emphasis on protection of maternity, giving women the right to take child care leave from 3 to 6 years, and obliging the employer to keep the working place and position until the completion of such leave, remained. Using the provisions of Recommendation no. R (96) 5 of the Committees of the Ministers to the member states on Reconciling work and family (Adopted by CM on June 19, 1996), and the results of social studies⁸ focused on equal division of roles of men and wo-

7 http://mpsfc.gov.md/file/rapoarte/Raport_compatibilitate.pdf

8 Between Paid and Unpaid Work: Family Friendly Policies and Gender Equality in Europe, Vilnius, 2006, edited by Jolanta Reingardiene; Men Do It! Stories of Fathers on parental leave, Center for Equality Advancement, Vilnius, 2005



men in public and private life as guidance, it was proposed to include parental leave as an alternative in the context of elimination of sex based discrimination issues in employment.

Another important document adopted by the Government in 2006, was the Action Plan „Promoting gender equality in society for the period 2006-2009”, approved by Government Decision as of 25 August 2006, the major aim of which was to promote gender equality as one of the basic legal principles of a democratic society in Moldova. The plan was in fact a legal instrument for the implementation of the law on gender equality. Implementation review of this plan pointed out that due to a crass failure of financial and human resources, it was impossible to achieve the objectives set out in the document and to meet the commitments made.

The EU - Moldova Action Plan also established a set of priorities in areas covered by the Partnership and Cooperation Agreement. Thus, the chapter Political dialogue and reforms, under the heading „Human rights and fundamental freedoms” states „Ensuring equal treatment” which imply „continuing efforts to ensure equal opportunities for men and women in social and economic life, based on non-discrimination,„. Also, the chapter „Reform and social and economic development”, in Social Policy and Employment section uses „gender equity” collocation in the context of objective 23 - „Strengthening the dialogue and cooperation in the social sector. Ensuring harmonization of standards and practices in social area and labour employment policy of the country with EU standards and practices”.

The National Action Plan on Human Rights 2004-2008 (NHRAP), in Chapter 11, has addressed women’s rights. UNDP Moldova provided support to the state in NHRAP implementation, while final conclusions regarding implementation of the goals stated in chapter 11 of NHRAP were more than reserved. During parliamentary hearings in December 2007 two reports were presented: the Government and alternative one, developed by experts. Following these hearings, the Parliamentary Committee for Human Rights sent to the Prime Minister the Decision CDO RM-6, nr.286 on evaluation of implementation of Part II, Chapter 11 of NHRAP,⁹ further emphasizing certain tasks for the Government of the RM, CPA and LPA, and concrete recommendations for improvement. The text of the Decision states that „most of the activities specified in part II, chapter 11 of NHRAP were only partially implemented or not implemented, although little resources were needed for implementation, or no financial cost were involved.”

The relevant Ministry supported by UNIFEM and in fruitful collaboration with relevant NGOs, using their expertise, have developed a comprehensive process of awareness building and advocacy for the inclusion of gender paradigm in the contents of the National Development Strategy 2008 to 2011. However, the final version of this gender policy document was not inserted transversely and across-sectors, being only sporadically present in subjects covering education, health and social protection.

Given the legal and regulatory context, in 2008 the National Bureau of Statistics of the Republic of Moldova approved The harmonized set of indicators of gender sensitive development in the context of MDGs, developed with the conceptual support of United Nations Development Fund for Women/ UN Women and published under the joint project of the UNDP, UNIFEM/UN Women, UNFPA „Strengthening the National Statistical System” with financial support from the Swedish International Development Cooperation (Sida) and UNDP Moldova. With this set of indicators relevant statistical data are available and some interpretations of key indicators that can serve as effective tools for

9 http://www.un.md/UNIFEM/government/NHRAP/Decizie%20PNADO%20Capitol%2011%20Gen_%20Dec%2007_Rom.pdf



decision makers in developing equitable policies for both men and women, and for monitoring and evaluation of such policies.

In December 2009 the Government adopted the National Programme on Gender Equality 2010-2015 and the Action Plan for the implementation in 2010-2012 of the National Program to ensure gender equality for 2010-2015 (Government Decision no.933 as of 31.12.2009). These documents were developed through coherent and comprehensive process conducted by UNIFEM, Ministry of Labour, Social Protection and Family and social partners. The National program to ensure gender equality includes a detailed analysis of gender equality domain as well as general and specific objectives aimed at improving it, with specification of concrete activities and responsibilities, and partners to achieve them. Successful implementation of the NPGE and accomplishment of activities stipulated in the Action Plan will accelerate the processes of enhancement gender equality in the country and inclusion of gender perspective in all documents, policies and programs. The NPGE specifies 8 priority areas:

- 1) Employment and labour migration to create equal opportunities in the labour market and economic life.
- 2) Gender-sensitive budgeting for all programs in all areas.
- 3) Participation in public and political activities through balanced participation of both genders at all levels of political and public life.
- 4) Social protection and family, where women and men are equal in dignity and rights in all areas, including personal and family life.
- 5) Health care implying that women and men have equal opportunities to accomplish their health potential, inclusively, by equal access to health services and quality of such services.
- 6) Achievements in education affects the occupational careers of men and women and their personal welfare, private life.
- 7) Violence and human trafficking is one of the most serious violations of human rights and fundamental freedoms, it is a waste of human resources capacity for economic and social development.
- 8) Public awareness where media has an enormous potential for social change, because it can prevent or accelerate structural changes in implementing gender equality.

Periodically, the MLSPF issues monitoring reports on implementation of the NPGE, and the most recent of these - Monitoring of the implementation of the Action Plan for implementation of the National Programme to ensure gender equality for 2010-2015¹⁰ - was developed in 2012, and covers the year 2011. Of the 83 actions contained in the Action Plan, the report reviewed 76 activities. Each activity was considered separately, stated the level of implementation and supplemented with recommendations and comments when necessary. Each area ends up with some conclusions, identified problems and recommendations. The report states that of a total of 76 planned activities, 52 were accomplished; 18 activities were partially implemented and 6 activities were not conducted.

Although it was adopted in December 2009, the NPGE 2010-2015 has not yet been evaluated in medium-term budgetary framework. Lack of clear links between policy priorities and allocations from the state budget is one of the major deficiencies in many areas. So far, there is no specific amount allocated from the state budget for GE or evidence of use of gender-sensitive budgeting in public finance

10 http://www.mmmpsf.gov.md/file/rapoarte/raport_PNAEG_final.pdf



management in a systematic way, except some analytical work on public expenditure review RCP 2, under which the evaluation of benefit incidence from gender perspective has been done in education, employment in public offices, social protection, pension reform and piloting gender responsive budgeting while developing local budgets, funded by donors.

A new development took place in 2010 under the central public administration reform when Public Policy Proposals from the five ministries were evaluated from a gender perspective. The assessment of the ex ante policy impact, including gender impact assessment was introduced in 2010 and will become a mandatory exercise for all government agencies. In many cases there is no need for large amounts of resources, but rather a change in how policies are being developed. It is also important to keep in mind if policy development and costing exercise for the medium term expenditure framework (MTEF) are based on a gender analysis for the sector.

Another important document for this domain is the Government Activity Programme „European Integration: Freedom, Democracy, Welfare” 2011-2014, which includes a chapter focused on social policies and a particular point - gender policy.

It includes a more clear conceptual framework on the long-term promotion of gender equality as a cross-cutting issue of human rights and establishes the foundation for sustainable and equitable development, aiming at increasing participation of women in political life, decision making and economic life.

Development partners

The 2011 study on monitoring the Paris Declaration implies a well established methodology for assessing progress against the 12 indicators agreed in 2005. The stakeholders in some countries may also initiate in-depth analysis of performance in relation to some specific commitments included in the Paris Declaration and the Accra Agenda for Action. For this purpose two optional modules of the study were developed - on property and gender. The Government of the Republic of Moldova as well systematically develops this extensive study on monitoring the Paris Declaration, as part of the 2011 OECD-CDA¹¹ survey on monitoring the principles of international commitments in fragile states and situations of poor countries that have chosen to participate in both processes. In 2011, the Government decided, in consultation with CSOs and development partners, to achieve two additional modules of analysis concerning the implementation of commitments undertaken under the Paris Declaration and the Accra Agenda for Action on the right to ownership and gender equality.

In the optional module „Gender equality and effectiveness of external assistance coordination” developed voluntarily by the Moldovan Government in 2010,¹² there was a large donor mapping concerned with gender equality. Thus, it was found that some bilateral donors such as Sweden (Embassy of Sweden /Sida), Austria (ADA), USA (USAID), UK (DFID), the Swiss Agency for Development, Norway, Finland – have special government policies to promote gender equality and Action Plans. Assistance provided by these donors is provided in accordance with national strategies and action plans, through the Country Strategy for Moldova 2006-2010 (and the new one for 2011-2014, together with other priority sectors, democracy, human rights and the environment).

11 http://www.oecd.org/site/0,3407,en_21571361_39494699_1_1_1_1_1,00.html

12 Developed by the Development Assistance Committee(DAC) network for gender equality (GENDERNET).



Sweden was the largest bilateral donor, constantly supporting gender equality and women's human rights in cooperation with Moldova since 1998. Promoting gender equality and women's human rights play a very important role in the Swedish Government policy agenda globally and is also a thematic priority in international development cooperation, including Country strategies for Moldova 2006 -2010 and the new one for 2011-2014 along with democracy, human rights and the environment. The study notes that Sweden, as a bilateral partner of Moldova has ratified all international treaties on Human Rights, including CEDAW and the Government of Sweden has a special policy aimed at promoting gender equality both at home and in international development cooperation described in Global Development policy (2003). The new policy on GE was approved by the Swedish government in 2010.

Support provided by Sweden in GE fully complies with Moldova's international commitments, strategies and national action plans. Sweden's contributions in GE were always designed by national counterparts, thus following the principle of national affiliation entirely.

The DFID, SIDA /ASDI, ADA, SDC, USAID address gender equality as a cross-cutting issue of human rights and requires that all their programs to include gender in all activities, to provide sex-disaggregated data for monitoring and evaluation, and include a gender analysis of sectors at the time of project drafting. Some bilateral donors, such as SDC and ADA, MCC (funded from the U.S.A.) integrate and monitor GE in „non-traditional” areas, such as infrastructure projects: water supply and sanitation, roads. The same crosscutting strategy is pursued by the World Bank and OSCE, major donors in Moldova implementing and requiring in their turn integration of gender in all their programs and projects.

In case of multilateral donors (UN family), the process of gender mainstreaming is part of the mandate of all UN agencies. Agencies are directed to strengthen efforts to integrate gender in all spheres of activity within the United Nations system programs and capabilities in gender issues, based on internationally agreed goals (MDGs) and other commitments (Beijing Platform and CEDAW). Priorities related to gender equality and women's empowerment are reflected in the joint United Nations country assistance - UNDAF adopted in a participatory process with stakeholders in government and civil society.

Another important donor, the European Union, operating under the Roadmap for equality between men and women in the EU and Equality Strategy for Men and Women (2010-2015), adopted on 21 September 2010. It is based on experience gained in implementing the Roadmap for equality between men and women (2006-2010). This is a comprehensive framework which sets out the Commission's commitment to promote gender equality in all its policies and each program /project, funded by the EU, which should take into account gender issues in line with international commitments. The same principle applies to the development and evaluation of bids for proposals, however, currently there are no specific gender related projects implemented in Moldova and financed by the EU.

There are also several bilateral donors such as Romania, Poland, Hungary, Slovakia, Czech Republic and Bulgaria, who began working in Moldova, but are at the initial stage of developing country assistance strategies and it is premature to consider their availability and capabilities to integrate gender into their policies support.

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It should be noted that all donor agencies have set positions for Gender Focal Points responsible for gender mainstreaming at projects development stage and for monitoring of contribution in terms of impact /results from a gender perspective. AIDS /SIDA has a Gender Support Service at its headquarters, in addition there is a strengthening network, with a team of experts working in different countries willing to offer conceptual assistance for offices in the field, upon request.

Responsibility for gender mainstreaming in the EU Delegation in Moldova is delegated to a recently established Gender Focal Point. In addition, there is a Quality Management Coordinator in governance, security, human rights and gender equality in the European Commission, Europe-Aid, co-responsible for Moldova. The role of this coordinator is to ensure that all programs funded by the EU in Moldova include gender dimension. Experts in the field of gender equality, as part of official delegations of bilateral donors (ADA, SDC, DFID and USAID), come to carry out feasibility /analytical studies in the process of their country strategy development and /or gender analysis in some sectors in the process of specific programs development, at large scale.

For the purpose of coordination and collaboration in gender domain, a working group on gender equality has been set, consisted by representatives of the Government /donors, which meets systematically and is chaired by the Minister of LSPF, Sweden and UNWomen. This working group covers the activities related to GE in all sectors of the economy, politics, media, etc. Gender focal points from relevant ministries, State Chancellery, and sometimes - civil society organizations are often invited to these meetings.

In the same context, the UN Thematic Group on Human Rights, Justice and Gender Equality aims to improve coordination and to establish new partnerships with donors, government and civil society. The UN Country Team in Moldova has undertaken a series of strategic actions to support the Government and civil society in promoting gender equality and to improve the UN's performance in terms of gender equality at the country level. Another way of coordinating work in this field are Technical Coordination Meetings of the OSCE, in which the Government, donors and NGOs jointly monitor and evaluate progress in combating human trafficking, domestic violence and promotion of gender equality.

Although donors have committed to promote GE and gender mainstreaming in their portfolios, they often lack sufficient qualified human resources for the effective implementation of activities related to gender equality. The UN guidelines on gender mainstreaming, along with individual institutional policies are ambiguous in assigning final responsibility for gender mainstreaming to the upper level of the institution. Almost all agencies have appointed gender focal points and some staff members participated in training on gender equality. However, the overall efforts focused on the staff capacity building in gender mainstreaming within and between UN agencies, are lacking.

In 2008-2009, DFID and SIDA /ASDI organized two training courses for all donors present in Moldova on gender analysis, gender mainstreaming and program monitoring and evaluation. Subsequently, UN Women continued trainings and assistance in this area, for development partners in Moldova.



Good Practice Example

Un Women and consultation of social actors

Beyond the actual programs aimed at **MDG 3**, UN Women in Moldova (predecessor organization: UNIFEM) has a major role of a catalyst for promoting gender equality and women's empowerment. With the plenary interest that the UN Women Moldova has for gender paradigm, the team facilitated multiple discussions and decisions, both at donors group level and the Government, as well as at the level of civil society organizations.

Furthermore, all stages of development and implementation of UN Women programs are carried out through consultative processes with the program's stakeholders. They are represented by central and local government authorities, representatives of NGOs, donors and international organizations, and, most importantly, with representatives of the target group of the program /project. UN Women carries out consultations through bilateral meetings, but also workshops with key stakeholders of the program primarily at the stage of projects and programs development.



CHAPTER 2.

MDG 3 – MAJOR TRENDS AND CURRENT SITUATION

Despite the achievements in the MDGs, Moldova remains one of the least developed countries in Europe and CIS. Human Development Index (HDI) of the Republic of Moldova in 2011 was 0,649.

Human Development Index 2011 of the Republic of Moldova of 0.649 is above the average of 0.630 in the group of countries with medium human development, but below the average of 0.751 among the states in Europe and Central Asia. The countries that are close to Moldova by the level of human development are Turkmenistan and Uzbekistan, ranking 102 and 115, respectively in 2011 human development. Differences in human development achievements across countries are determined primarily by the level of production which is lower in Moldova (GDP per capita), as well as lower educational achievements and, to a lesser extent, life expectancy.

In the last two decades, the HDI of Moldova fell from 0.616 in 1990 to 0.552 in 2000 and was reverted to 0.649 in 2011. This trend is symptomatic of many development processes in the country, the general situation worsening in the first decade of independence and recovering in the second decade. However, improvements have failed to raise welfare above baseline levels in 1990. Between 1995 and 2011, the Human Development Index (HDI) of the Republic of Moldova increased from 0.584 to 0.649, representing an 11 percent increase and an annual increase of about 0.7 percent.

The latest Human Development Report - „Sustainability and Equity: A Better Future for All”¹ - offers a radiography of Moldova’s progress in each of the several indicators that make up the HDI: life expectancy at birth or Gross Domestic Product and thus it shows that between 1980 and 2011 life expectancy at birth in Moldova increased by 4.7 years, while GDP per capita grew by about 68.0 percent between 1995 and 2011.

The Human Development Report of 2010 included three new indicators that are also present in the 2011 report, and namely:

- ◆ *Inequality-adjusted Human Development Index*,² due to the fact that inequality reduces average human development;
- ◆ *Gender Inequality Index*,³ which measures gender disparities, and
- ◆ *Multidimensional Poverty Index*,⁴ which identifies serious gaps in health, education and living standards

In conformity with all these assessments, Moldova was ranked 111 of the 187 countries of the world, with HDI value of 0.569 adjusted for inequality and 0.298 - Gender Inequality Index.

The National Human Development Report - „Moldova - from social exclusion to inclusive human development „ - developed in 2011, with the support of UNDP Moldova provides an in-depth

1 <http://hdr.undp.org/en/reports/global/hdr2011/>

2 This indicator measure inequalities for 3 dimensions: long and healthy life, education and decent living standards.

3 This indicator measures the inequality between men and women in three areas: reproductive health, empowerment and the labor market.

4 This indicator measures important parameter for health, education and living standards.



analysis of the phenomena of social exclusion and human development in the last 20 years of transition. With regard to gender, the report highlights the need to increase women’s political participation, and there are no references to gender disparities in income (under **MDG 3**).

The issue of gender equality was consistently one of the concerns of the Government of the Republic of Moldova, which tried, through various actions, to ensure equal opportunities between men and women. However, after having signed to and fully committed to achieving the Millennium Development Goals, Moldova has internationally and nationally, among other goals, committed to gender.

Though the task proposed on the international level under the **MDG 3** aims to eliminate gender disparities in education, many countries, including Moldova, where this problem is not present, have set specific targets reflecting the national development context. Meanwhile, the first MDG target set in 2004 was the expansion participation of women in social life. Although absolutely valid for Moldova, the target was very general and did not indicate the dimension that requires a special approach from gender perspective. Thus, despite the fact that women in Moldova have a good education and training, they are less than men present in decision making positions, salaries enjoyed by women are lower than those of men, and such phenomena as discrimination, violence and human trafficking affect mostly women. Therefore, in 2007 the Government decided to highlight the importance of economic and political opportunities for women and expand their presence in decision-making structures, including the local government, and reduce the wage gap between men and women. Targets for **MDG 3** have been reformulated as follows:

Table 1.
MDG 3 and targets

International targets defined by the UN Millennium Declaration 2000	Eliminate gender disparity in primary and secondary education, preferably until 2005, and for other levels of education no later than 2015.
Initial national targets defined by the Government of the Republic of Moldova	Target 1 Expand participation of women in social life.
National targets revised in 2007 by the Government of the Republic of Moldova	Target 1. Increasing women’s representation in decision-making positions. Increasing women’s representation at decision-making level from 26.5% in local councils in 2007 to 40% in 2015, from 13.2% in district councils in 2007 to 25% in 2015, from 18% women mayors in 2007 to 25% in 2015 and from 22% women MPs in 2005 to 30% in 2015. Target 2 Reduce gender inequality in employment. Reducing gender inequality in the labor market by reducing the discrepancy between the salaries of men and women at least by 10% until 2015 (the average salary of women in 2006 being 68.1% of men).

Political empowerment of women

Women’s political participation depends on a number of factors, such as: knowing and claiming their rights, access to information on existing laws, policies, structures and institutions „governing” life; self-confidence, high self esteem and ability to cause and stand up (if necessary) to existing state structures; networks and relationships that give them support and positive role models; an „empowering” environment - a political, legal, economic and cultural climate allowing women to actively engage in decision-making processes.



On the other hand, the same evidence from public opinion polls („Gender Barometer 2006”) reveals that the major obstacles to women’s political non-involvement are „burdened with domestic concerns” (60%) and „political system format mostly by men „(37%). Thus, it is clear that the responsibility of both partners for life couple, on the one hand, and the acceptance of women (their encouragement and support) by men in politics, as partners, colleagues and counter-candidate candidate on the other hand, would „dilute” overly masculine politics, and the results would be equally beneficial for both gender.

Beyond the legal, socio-political obstacles encountered by women in their race to decision making scenes, broadly are the following:

- ◆ male predominance pattern associated with political success and political life in general (in the post communist space the political character is identified by a number of characteristics which do not include family values);
- ◆ designating men as „heads of household” in all social, economic and political domains;
- ◆ limited support from political parties, which is reflected starting from the financial resources to the level of trust and human support;
- ◆ low availability of political parties to collaborate with women’s organizations;
- ◆ the interest of men that women should not compete with them for leadership positions;
- ◆ lack of political and social stimulus for an education and training in leadership for women and girls to guide them towards political life;
- ◆ lack of role models and support of women in power.

Socio-economic barriers are equally difficult to overcome for women in Moldova:

- ◆ women are largely financially dependent on men;
- ◆ lack of economic resources or economic support networks;
- ◆ have limited time resources due to double requirement (family and professional).

The third type of problems faced by women in Moldova in political activity are of the ideological and cultural nature:

- ◆ dominant cultural models are the traditional ones, which imply predetermined social roles of men and women (women are responsible for the household, childcare, private space in general, while the man is responsible for public space);
- ◆ unequal power relations between men and women in the family;
- ◆ low level of confidence of women;
- ◆ women’s perception that politics is „dirty”, „tough”, and as a result, low interest;
- ◆ fear of violence, harassment, criticism and divorce;
- ◆ the way in which the media treats women in political space (media imposes the image of women in politics as an atypical picture).

Increased political participation of women in decision-making is considered one of the basic ways to strengthen gender equality balance in society. In fact, the representation of women in governance processes is very uneven and depends on the administrative level and political events every year.



The Constitution of the Republic of Moldova stipulates that men and women are equal before the law and public authorities.⁵ In fact, gender equality legislation remains largely declarative and adoption of the law on equality between men and women has not led to a dramatic improvement. In 2005 only 20.7% of women had seats in Parliament. After the parliamentary elections of 2009 the number of female members increased, to drop back after the elections of 2010, so that currently the Parliament has 20 female deputies.

Although this figure is higher than the one of 1998 and 2001 (8.7% and 15.8% respectively), this level of women representation is not sufficient to ensure equality of seats between both genders, and under such circumstances, the only solution should be the adoption of representativeness rates. Currently there are two initiatives (of the MLSPF and of a group of MPs) aiming at adoption of this affirmative action.

Table 2.
Representation of women in Parliament

Mandate in Parliament	Number of women in Parliament	Representation %
1990 – 1993	12 din 380	3,8
1994 – 1998	5 din 101	4,9
1998 – 2001	9 din 101	8,9
2001 – 2005	16 din 101	15,8
2005 – 2009	21 din 101	20,7
2009'07 – 2010	26 din 101	25,7
2010 – 2014	20 din 101	19,8

However, it should be noted that in the current Parliament, a female deputy holds the position of Vice President of the Parliament; 3 female MPs are part of the Permanent Bureau of the Parliament (of 12 members), one female MP is the chairwoman of a parliamentary fraction and only one female MP is the chairwoman of a standing parliamentary committee.⁶

In conformity with the world classification⁷ of women's representation in national parliaments made by the Inter-parliamentary Union, Moldova ranks 64 of 143, Rwanda ranking first with 56.3% women in the national parliament and a group of seven states⁸ where women's representation in decision making bodies is zero ranking 143. In comparison to Romania and Ukraine, the representation of women in Moldova is much higher, Romania ranking 101 with 11.2% of women in the legislature, and Ukraine ranking 122 with representation of 8% of women in the legislature. At the same time, as the chart below shows, the representation of women in the Parliament of Moldova is quite low compared to the average representation of a number of regions, including the global average.

In Transnistria region,⁹ of the 43 deputies there are three female members. In 2012 the new president of the so-called Transnistrian Republic has appointed a new executive structure comprising 14 people of which 6 are women. Of the total number of 10 persons responsible for the executive divisions / authorities, 6 are women. The management of the Supreme Court consists of 4 people: two women

5 Article l 16 (2), Constitution of the Republic of Moldova.

6 www.parlament.md/StructuraParlamentului

7 Women in Parliaments, Word Clasification Situation as of 31 March 2012 <http://www.ipu.org/wmn-e/classif.htm>

8 Federation of States Micronezia, Nauru, Palau, Qatar, Saudi Arabia , Islamic Republic of Iran

9 <http://gov-pmr.org>



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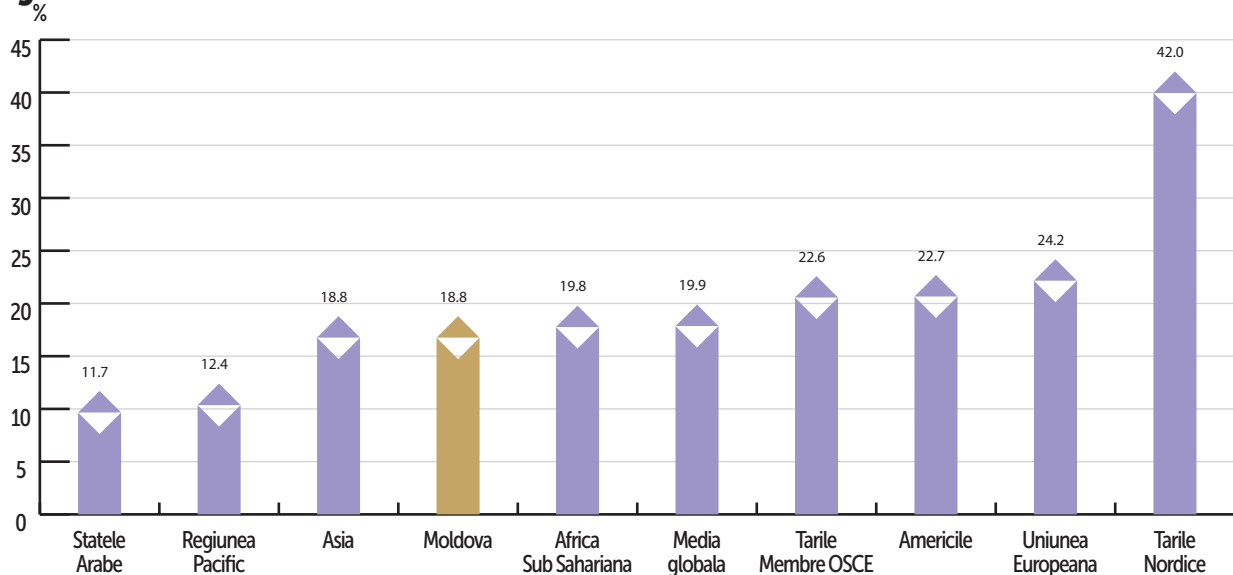
and two men, one of whom is the chairman SC, while the Board of the Supreme Court consists of 5 members, including two women.

In the Autonomous Territorial Unit Gagauzia¹⁰, the Governor is a man and Management of the People' Assembly consists of 2 women (one is the Chairwoman) and one man. The People's Assembly of Gagauzia comprises 35 members, of which 4 are women.

At central government level, the total number of 70 persons who form the Cabinet of Ministers and hold managerial positions in government authorities institutions, there is a total of 11 women and 59 men (which is 16% versus 84%) . Of these, only one woman was appointed as Minister immediately after the establishing of the EIA Governing Alliance-2, and in July 2012 another female minister was appointed. Also, in the current government six women hold the position of Deputy Ministers. The position of director of institutions subordinated to ministries there are 104 men and 18 women (which is approx. 15% versus 85%).

Regarding the representation of women in decision-making at the central executive level, the following trend has revealed in the Republic of Moldova: even if in ministries and other central administrative authorities there is a gender balance in the wage distribution and even in decision-making positions, the higher the hierarchy of decision-making positions, the smaller the number of

Figure 1. **The average level of representation of women in the national legislative bodies, by regions**



women compared to the number of men.

Representation of women in diplomacy in Moldova is not better. Thus, among the 34 heads of diplomatic missions, there is only one position is held by a woman.¹¹ While in 2009, in the 33 diplomatic missions, seven women held the positions of heads of the missions.

10 <http://www.gagauzia.md/pageview.php?l=ru&idc=93&nod=1&>

11 <http://www.mfa.gov.md/misiuni-ale-rm>





At the local public administration level, women did not significantly expand their representation in leadership structures. Locally, the only place where women are more numerous than men is the last place in the hierarchy, and namely the position of a consultant / specialist (68.4% women). When it comes to heads of departments / divisions, the distribution by gender is relatively balanced (47.3% female).

At the same time, the number of women increased among the counsellors, the situation being better in local councils, where the share of women in the total number of local councillors was 28.6% in 2011 compared to 26.5% in 2007.

Table 3.

Representation of women in local public administration

Year	Percentage of women elected as mayors	Percentage of women elected in local councils	Percentage of women elected in rayon and municipal councils
2003	15,37%	-	-
2007	18,15%	26,5%	13,2%
2011	18,51%	28,6%	17,4%

The diagram below shows the proportion of women among candidates within each decadal group (ten items) in the last six parliamentary elections.

Therefore, one can see that the average position consistently occupied by women in recent years, disadvantage them and thus, reduce the chances of women to access decision-making positions.

Thus, women account on average for 23.9% of the total number of candidates in the last six parliamentary elections. If we look at their enrolment lists, we see that it varies according to places, but their percentage increases continuously from the beginning towards the end of the list (from the lower to the upper deciles).

In the first deciles (i.e. the first ten positions on a list of 101 candidates) women accounted for 13.6%, much less than the overall rate (23.9%). Representation of women in the second deciles is not more significant - 16.1%. Only in the sixth deciles (positions 51-60 on a list of 100 candidates) percentage of women is slightly higher than general - 25%, further increasing steadily, reaching 30.6% in the last deciles (last ten positions).

The same trend can be observed in case of local elections of 2011 as well (see the graph below).

The analysis made by NGOs¹² estimate that if an explicit provision on representation rate, and, necessarily, penalties or incentives to parties, are not introduced, the situation regarding women's political participation will not improve and it is unlikely that target of the **MDG 3** will be achieved. These conclusions are based on detailed analysis of local and parliamentary elections which, besides the number of women on the lists, also covered the positions held by women, as well as the diffe-

12 <http://www.progen.md>



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Figure 2. Average number of women on the lists of candidates for parliamentary elections, the decimal groups

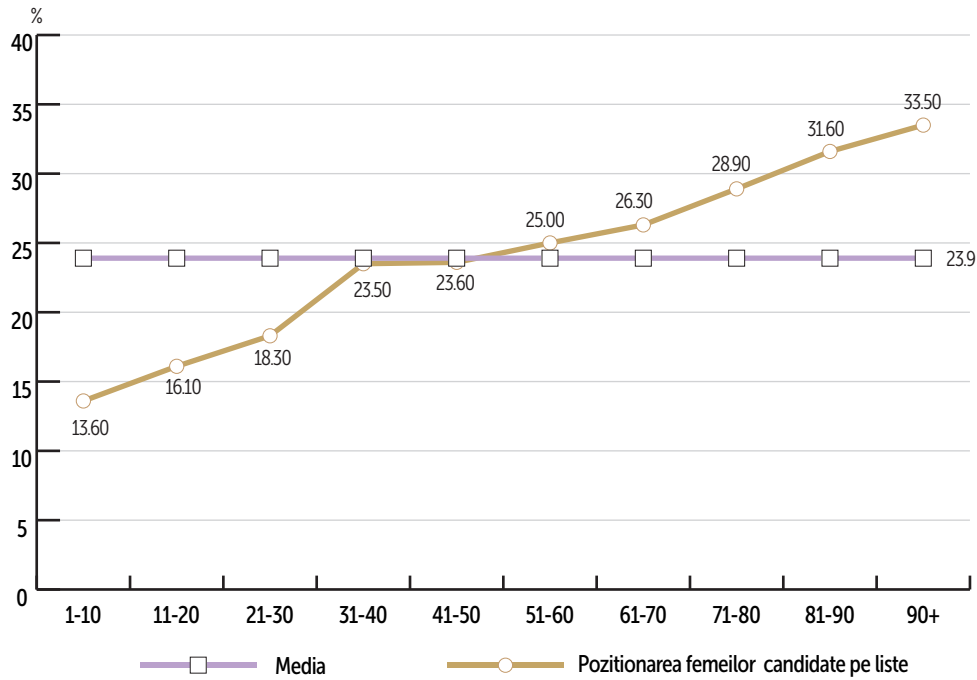
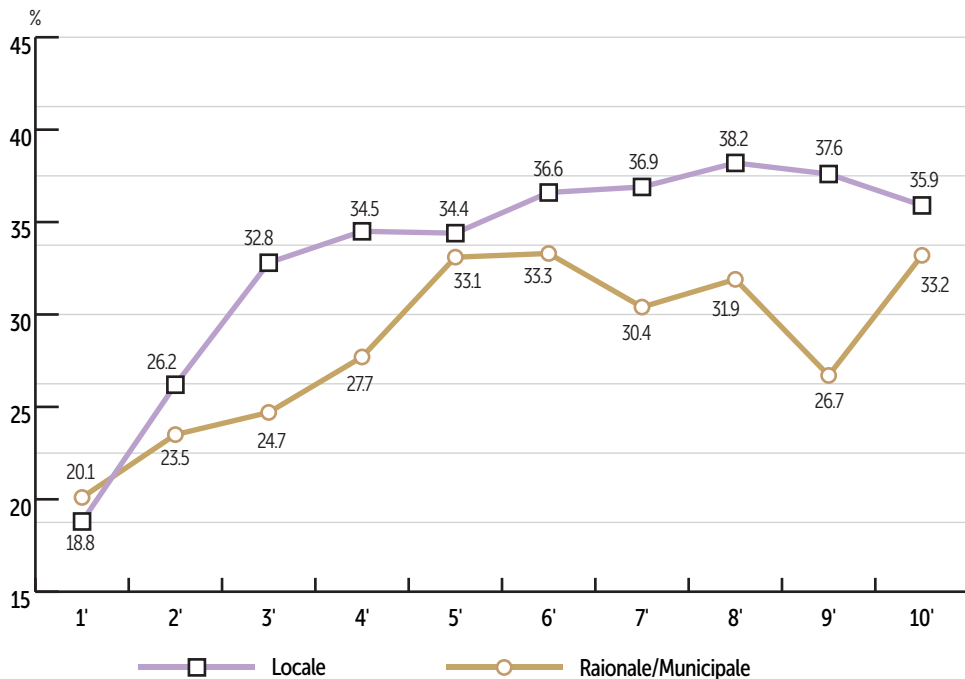


Figure 3. The average number of women on the lists of candidates for local elections, by decimal groups





rences between the number of women candidates and women elected, in this case the gender losses occurred at different levels of management being important.

In this context it is imperative to adopt quotas and measures to encourage and / or punishing the parties, if achieving the target by 2015 is sought.

Women on labour market

The Republic of Moldova, together with other countries has ratified several ILO conventions which emphasize the principle of equal pay for work of equal value, however, the difference between men and women' earnings remains one of the most persistent forms of inequality in the labour market, both in many parts of the world, and in Moldova.

According to the National Bureau of Statistics, in 2010 Moldova's economically active population was about 1,235,400 people, being in constant decline during 2007-2010. The rate of employment in the Centre and South, both in men and women in the total labour force in the country is proportional to the distribution of population in these regions (29% and 19% respectively).

The activity rate of the population aged 15 and over was 41.6%, with higher values in men (45%) than women (38.6). The value of this indicator is higher in men compared to women in all regions, the difference being from 2 to 15 pp over the years.

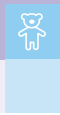
Employed population in 2010 was about 1,143,400 people, gradually decreasing compared to previous years both in men and women. For four years, employment has decreased mainly in rural areas (-13.4 pp) compared to urban (-2 pp) areas.

The employment rate of the population aged 15 and over was 38.5%, lower than the values recorded in previous years. In males it was higher (40.9%) than women (36.4%). Employment rate in both sexes decreases in both urban and rural sectors.

The analysis of the employment structure by age groups and gender shows that the share of women (total female employment) is lower than men (total males employed) among young people (9.3% and 11.3%) and older people (13.6% and respectively 17.1%), but is higher in adults (77.1% and 71.5%). This indicator did not undergo significant changes in recent years.

Distribution of employed population by level of education and by gender is as follows: women with higher education prevailed among those employed (25.5%), followed by those with high school and general secondary education (22.2%), and those with specialized secondary education (20.2%). Among males the largest share belongs to the secondary vocational education (32%), followed by those with higher education (20.5%) and those with high school and general secondary education (19.2%).

Distribution by economic activity shows that 27.5% of all employed people worked in agriculture. The value of this indicator decreased in recent years among both women (from 30.1% in 2007 to 24.5% in 2010) and men (from 35.5% to respectively 30.5%). The share of women employed in agriculture (in total female employment) is lower than of men in all regions. At the same time, the total female employment featured an increase in the share of the services sector. The share of women employed in services sector by regions (in total female employment in these regions) is by 15

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to 23 percentage points higher than the share of men employed in services (total males employed), accounting for 54% in Central and South and up to 82% in Chisinau. The share of services in total male employment prevails only in Chisinau. In other regions the bigger share in male employment account for agricultural activities (41-43%).

The analysis of waged employment structure by separate economic activities shows that women with wages are predominantly employed in health and social assistance (80% women and 20% men), education (74% and respectively, 26%), hotels and restaurants (71% and 29%), financial activities (68% and 32%). However, men are predominant in construction (86% men and 14% women), transport and communications (66% and 34%), public administration (59% and 41%). In other activities gender differences are not significant.

According to employment distribution by ownership, 28% of the population was employed in public ownership facilities and 72% - in private ownerships and other forms of ownership. Women, to a greater extent than men, prefer to work in public facilities, while men - in private ownership companies.

The structure of employed population by occupational status reveals that employees made up 71% and non-employees - 29%. The rate of waged employment activities is higher among women than among men. Thus, in the total female employment, the share of employees is from 67% in the Centre to 95% in Chisinau. Among men waged employment is from 55% in the Centre to 86% in Chisinau. The analysis by occupation groups shows that women dominate in the group of specialists with higher qualification (66% women and 34% men), in the group of public servants (83% and 17% men) and in the group of employees in services, trade and related occupations (74% women and 26% men). However, men dominate the group of managers and senior officials (64% men and 36% women) and the group of skilled workers (74% men and 26% women).

Most of employed persons (four out of five women and three out of four women) work in formal sector. The informal sector accounted for 12.7% of total employment in 2010. The informal sector is mostly preferred by men rather than by women (in this sector men account for 2/3, and women, respectively, 1/3) and is characteristic, in particular, for agricultural and rural activities.

The number of unemployed in 2010 was 92,000 persons, an increase over the previous year. Unemployment affects a higher proportion of males and urban population. Thus, in all regions, women account for 36% to 40%, while men account for 60% to 64%. Nationwide unemployment rate is 7.4%. Unemployment rate in urban areas is higher in men (9.1%) than in women (5.7%).

The analysis of unemployment rate by age groups shows that in young (15-24 years) this indicator is above the national average in both men and women. Analysis of the unemployed by educational level reveals that among unemployed women, the largest share is held by females with higher education (26.5%), followed by females with secondary education and general secondary (23.8%), females with vocational secondary education (21.2%). Among unemployed men, the largest share is held by those with secondary vocational education (26.9%), and males with high school and general secondary (23.9%) and those with incomplete secondary education (20.7%). However, among the educated unemployed women have equal share with men (50%), among the population with specialized secondary education 41% are women, among the population with high school and general secondary education women account for 38%, among the population with secondary vocational education



every third unemployed is a woman, and the share of unemployed women among those with secondary education is 29%.

According to the analysis of data obtained from statistical research „Conditions for creation and development of enterprises”,¹³ the number of male entrepreneurs is 2.6 times higher than the number of female entrepreneurs. The share of women entrepreneurs in Moldova (27.5%) is comparable to the similar indicator in other countries: in the European Union women on average account for 30% of entrepreneurs. Although the wholesale and retail trade, hotels and restaurants sectors are preferred by both sexes, still most entrepreneurs are women. In real estate, renting and business services, a relatively large share for both sexes and significantly exceeding the national average, is held by men and women in Chisinau. The share of enterprises with industry as the main activity is higher in the Central region and Gagauzia, men being the majority of entrepreneurs. Agricultural enterprises in all regions are run mostly by men, as well. Relatively rarely than men women had the opportunity to create enterprises through privatization in the South and Centre. In all regions the share of women who have created businesses by merging several business units is relatively lower than the share of men.

Thus, in all regions (except Chisinau municipality) relatively more often women have created businesses by a more difficult method – by initiating a new business. It is well known that microfinance programs are a popular source of economic support to individuals to start their own business. Currently in Moldova there is no reliable statistics on crediting, including micro-crediting, and especially distribution of crediting by gender. However, such data are interesting and necessary, and the National Bureau of Statistics initiated negotiations with the National Bank to collect such information. Despite all efforts, disaggregated data from a gender perspective are still not available.

Inequality in pay between men and women remains quite high in Moldova. Moreover, the impact of gender wage disparity may be delayed, because a smaller remuneration increases the risk of financial dependence not only during the working life, but also implies lower pensions and thus an increased risk of poverty during old age. The analysis of data per total economy (agriculture, industry, construction and services) shows that women earn on average by a quarter (24%) less than men (76.1% of the average salary of men).

Expressed as a numerical value, the wage gap averages 820 lei. Thus, in September 2010 the average wage for women was 2619 MDL and for men 3440 MDL on average. This difference remains practically at the level of year 2009 (23.6%), slightly lower than in previous years - 27.4% in 2007 and, respectively, 26.7% in 2008 (see figures below).



Figure 4.
Evolution of the average wage earnings in men, 2007-2010, by regions

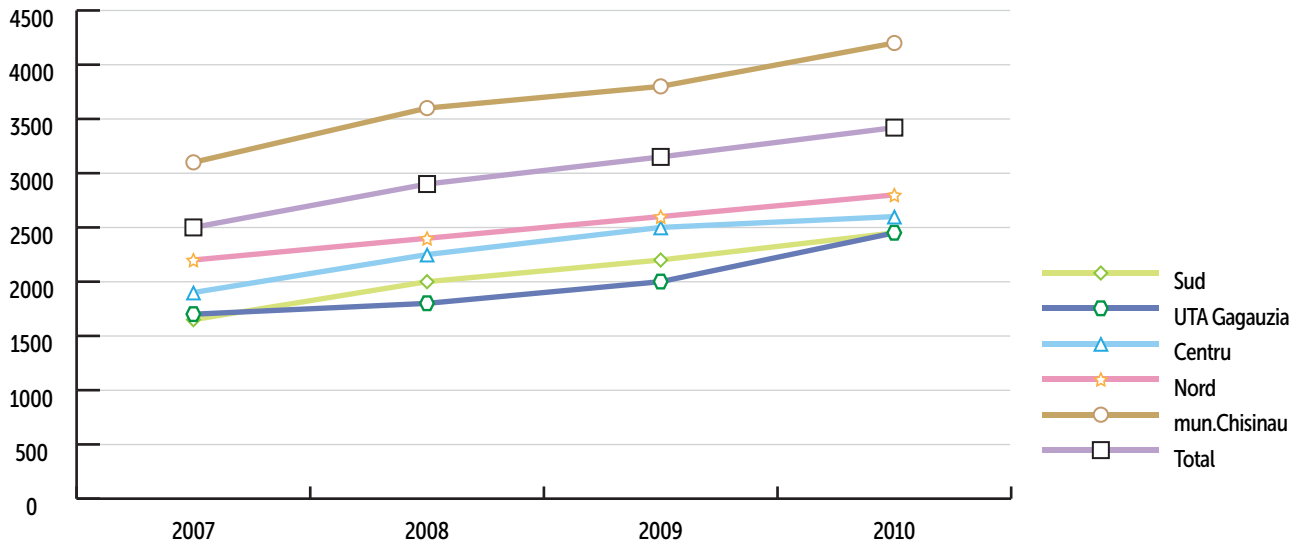
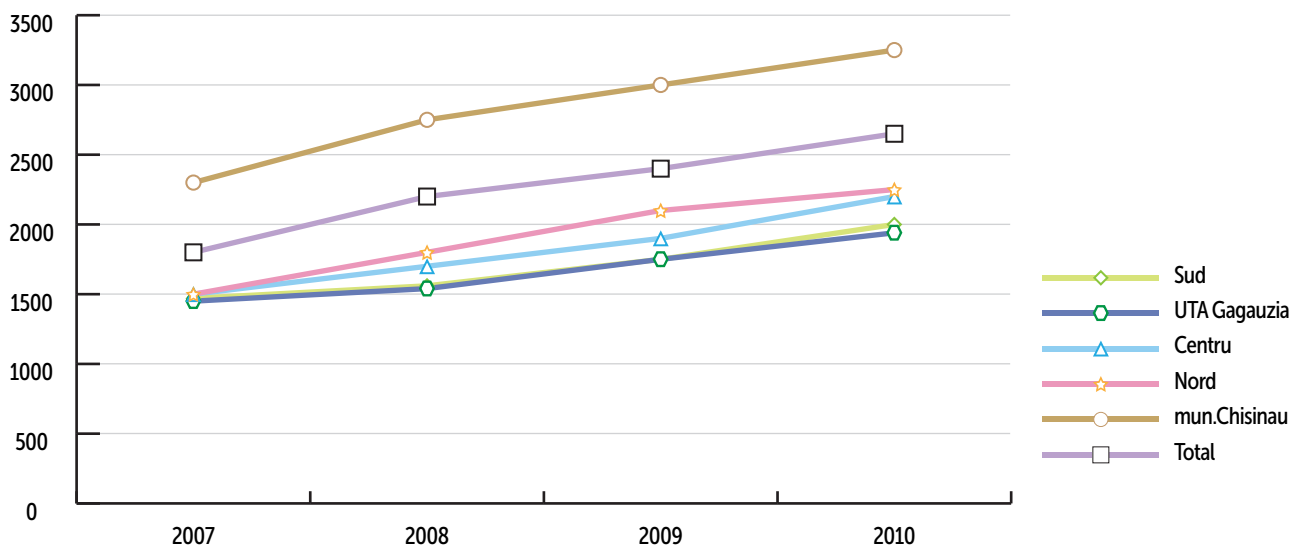


Figure 5.
Evolution of the average wage earnings in women, 2007-2010, by regions



Wage differences are largely due to the fact that there are fewer women in upper management positions in Moldova. At the same time, they work mainly in lower-paid sectors such as education, health, public administration services. It is assumed that in private sector this difference is greater, given the fact that salaries are confidential and offered sometimes in the envelope. Empirical data and separate case studies reveal that some employers favour men over women in payment, presuming that they have a greater commitment to workplace, while women are concerned about domestic and family responsibilities.



CHAPTER 3.

ROLE OF CIVIL SOCIETY IN ACHIEVING ODM 3 TARGETS

Legal environment for civil society organizations (CSOs) and civil society in the Republic of Moldova has improved considerably over the last year. After the political changes following the July 2009 parliamentary elections, the new government proved to be more open and consistent in carrying out a number of legal reforms that contribute to creating an enabling environment for civil society organizations. At the same time, political and social events of 2008-2009 led to more forcefully asserting of civil society organizations, which are heard and recognized by the Government and the Parliament. This article provides a brief overview of the most significant developments in the legal field, affecting NGOs today.

The current legal framework facilitates the basic environment of CSOs gets established and operates freely, and to network with government organizations and other organizations interested in achieving their goals. In 2010 in Moldova adopted several laws affecting CSOs: amendments to the Law on public associations, including changes referring to the public utility status; the Law on Volunteering and the Law on Social Services. Although there is a large amount of work to be done to ensure the successful implementation of these laws, these initiatives are generally supportive of civil society organizations and contribute to a better legal environment. These initiatives are also under consideration: accounting standards for civil society organizations, the Law on Accreditation, etc.

Moldovan civil society, broadly comprises a number of institutions and entities, but this study is limited to non-governmental organizations (non-government associations, private institutions of the associative sector, etc., depending on the registration form). According to the Ministry of Justice data,¹ which is permanently updated, currently in the Republic of Moldova there are 6,185 NGOs at registered at national level, which indicates an increase from 5,314 NGOs in 2010. NGOs can get registered at the local level as well, thus increasing the total number of NGOs registered in the country up to about 9,000.

The exact number of registered NGOs in Transnistria remains unknown, but is estimated at about 1,000, of which about 50 are active. Most Transnistrian NGOs are heavily controlled by the authorities.

Although the number of NGOs is big, not all registered organizations are active. The majority of registered NGOs (about 65%) are located in Chisinau, though Chisinau represents only about 25% of the total population.

According to the State Register of NGOs on the website of the Ministry of Justice of Moldova,² NGOs have legal form as trade unions, non-profit organizations, associations, employers' associations, religious organizations, foundations, private institutions, public institutions, parties and other socio-political organizations.

1 Within the Ministry of Justice, the Directorate for non-profit organizations is also responsible for non-governmental organizations.

2 www.justice.gov.md



Of the total number of these, the organizations focused on promoting gender equality, women's rights, improvement of women's lives or pertaining to this area are about 1000, of which more than half are tangentially concerned with gender-specific issues.³

The information portal www.civic.md specialized in covering business association sector has only 317 NGOs recorded in its database on NGOs, of which only 20 organizations are recorded in gender / women's rights section. Another portal for the non-profit sector - www.ong.md has 386 NGOs registered on it, of which 13 are in the „Women” section. The poor visibility of the associative sector on specialized sites show little interest of the associative sector for promoting and / or popularization of their websites. However, it seems that NGOs have a distorted understanding of promotion through portals, wanting to see immediate profitability and benefits.

In 2007, UNIFEM and MLSPF in partnership with associative sector, organized the Forum of Civil Society Organizations active in the gender domain, which addressed a number of legal, institutional and content related aspects. Civil society representatives had presentations and position papers⁴ so that in the end, a Resolution⁵ was adopted, in which CSOs representatives included a number of requirements, of which, until now, not all have been met and achieved.

The same approach covers the joint work of gender focused SCOs, carried out under the consultation process to develop the National Development Strategy 2008-2011. After having been actively involved in all public discussions, the CSOs provided concrete recommendations on including gender as a cross-cutting issue.⁶ It should be noted that in this sense recommendations developed by the expert group supported by UNIFEM⁷ and the donor group on gender⁸ were extremely important.

Institutional framework for Government – CSO relationships in the Republic of Moldova: Civil Society Development Strategy, National Participation Council

The bases for legal reform had been laid down even before the changes that took place in 2009, with significant political support of the members of the current democratic leadership which was a part in the previous Parliament as well. In December 2008, the Parliament passed the Civil Society Development Strategy for 2008 -2011.⁹ This document was a major breakthrough in the relations of civil society with the State. The strategy identifies a number of priorities for the Government, which are vital for the development of civil society in Moldova and establishes the principles and values of cooperation and relationships between public authorities and civil society. The strategic priorities include:

- i) a better institutionalization of the public policies consultation, monitoring and evaluation process;
- ii) developing a legal and fiscal framework for CSOs, and
- iii) contributing to civic activism and volunteering.

3 rson.justice.md/organizations

4 www.un.md/UNIFEM/programme_areas/capacity_building/CSO_Consult_%20Gender_Nat_Mech/Prezentare_Terzi_Forum%20OSC_Aug07_Rom.pdf

5 www.un.md/UNIFEM/programme_areas/capacity_building/CSO_Consult_%20Gender_Nat_Mech/CSO_Rezolution%20CSO%20Forum_Aug_07_Eng.pdf

6 www.un.md/UNIFEM/programme_areas/policy/gender_NDS/NDS_Recommendation_Civil%20Society_ENG.pdf

7 www.un.md/UNIFEM/programme_areas/policy/gender_NDS/NDS_Recommendation_Gender_Experts_ENG_16_08_07.pdf

8 www.un.md/UNIFEM/programme_areas/policy/gender_NDS/NDS_Recommendations_Gender_Donors_ENG_%20July_25_2007.pdf

9 consiliulong.md/ro/advocacy/show/12



As stated in the Strategy, the document is based on the principles of active involvement of civil society, public participation in policy making, mutual respect, partnership between government and non-governmental sector, obligations, and responsibility. It also calls for

political autonomy of civic initiatives. The document promotes sustainable and balanced development of the CSO sector, both at regional and local levels and equal treatment of these. Initially, the strategy had to be supported by an action plan.

Currently the civil society in Moldova is in the process of finalizing the new strategy for the civil society development for the years 201 - 2015¹⁰ and Action Plan on the new strategy implementation.¹¹ Although the Parliament had declared that the new strategy would be adopted in July, 2012, it did not happen.

The new strategy aims at creating a favourable environment for civil society to be able to actively contribute to democratic development in Moldova and enhance social cohesion. The strategy aims to further consolidate the aspects related to participation of civil society in decision making.

Another objective is related to legislation and institutional mechanisms, i.e. cooperation between Parliament and civil society, cooperation and transparency in decision making. However, the Strategy contains a chapter which refers to sustainability of civil society in financial terms. The document proposes mechanisms to encourage citizens to contribute to civil society development. In this respect, the strategy proposes percentage philanthropy and donations mechanisms.

Another recent initiative to establish better cooperation between civil society and government is the National Council for Participation. The Council was founded in February 2010 as an advisory body and a link between the government, civil society and the private sector. The Council is composed

Example of good practice

The role of CSO in strategic documents development

Civil society organizations in Moldova active in women empowerment and gender equality, have combined efforts to promote policies since the initiation of civil society consultation process, concurrently with the public debates organized during the development of the Economic Growth and Poverty Reduction Strategy 2004-2006 (EGPRSP). This exercise was the first public debate ever conducted in the Republic of Moldova and this process involved many Moldovan civil society organizations, both at national and regional / local level. The cohesion of relevant CSO was mostly due to the fact that the EGPRSP discussions were organized by the NGO Forum of Women, and this has greatly facilitated the involvement of women's organizations and thus gender issues were often raised during the consultations process, although the final document did not have good coverage.

The same cohesion among the group of NGOs in the field of women's empowerment was also visible in the process of public discussions on development of the National Development Strategy (2008 - 2011) (NDS). UNIFEM and other development partners have played a major role

10 consiliulong.md/ro/advocacy/show/41

11 consiliulong.md/ro/advocacy/show/42



as a catalyst for the actions undertaken by the relevant NGOs and thus managed to include cross-sectoral gender issues in 3 of the 7 national priorities.

Regarding the new NDS - „Moldova 2020”, relevant NGOs, in cooperation with the National Participation Council, draw the Government’s attention to the gender neutrality and other problematic aspects of this document.

of thirty members representing civil society organizations from different fields, the main task of which is i) to participate in policy making by providing expertise on project policies and strategic documents, as well as carry out and submit independent assessments of policy impact,; and ii) to contribute to establishing an institutional framework for consultation, which includes, inter alia, monitoring of the implementation of the Law on transparency in decision making and capacity building for stakeholders. Such objectives set by the Council are very ambitious.

The National Participation Council has developed and recently approved the strategy for its activities in 2010 - 2012 (duration of the current mandate) and introduced some changes in the operating rules. According to the strategy, the Council has identified the following priorities i) providing expertise in development, monitoring and evaluation of public policies, and ii) facilitate the involvement of private sector actors and civil society in decision-making by creating four working groups focusing on justice and human rights, economic development, external policy, security and defence, social policy, education and youth. Despite the fact that Moldovan NGOs continued to progress in 2011, achieving significant legislative reforms for the sector, increasing funding from local sources and improving their public image, the political situation in Transnistria has stalled development of the region, including civil society development. In 2011 the authorities continued to exert pressure on the sector. Transnistrian security authorities were present at several events of the NGOs, which caused some organizations to seek explanations from the leadership for invasive monitoring of the civil society activities. Transnistrian NGOs also informed that they are now required to pay additional fees for all grants processed through Transnistrian banks. Although in December 2011, a new president of the region was elected, who promised to support civil society development, significant changes have not been made yet.

The U.S. Agency for International Development (USAID) has launched this year the 15th edition of the NGO Sustainability Index, now called Sustainability Index of Civil Society Organizations¹² to know the wide range of active civil society organizations (CSOs) in the region and civil society development in 2011. The Civil Society Organizations Sustainability Index tracked the progress of the associative sector in twenty-nine countries over the past fifteen years, including Moldova,¹³ whose index has a value of 4.1. In a statement issued by FHI360¹⁴ it is stated that in Moldova changes in the sustainability of CSO sector in 2011 reflected the unfavourable economic situation in the world, and the abilities of the CSOs were also substantially influenced by national and international political developments. At the national level, many countries have held elections in 2011, which shaped the envi-

12 Sustainability Index of Civil Society Organizations is an important analytical tool to measure the progress of the civil sector in the regions of Central and Eastern Europe and Eurasia. This index monitor developments in the civil sector and examines the overall environment conducive to civil society, focusing on the legal aspects of civil society organizations, organizational capacity, financial viability, advocacy, service provision, infrastructure and public image. Each dimension is evaluated through a seven-point scale, 1 indicates a very advanced level of development and 7 indicates low level of development.

13 http://transition.usaid.gov/locations/europe_eurasia/dem_gov/ngoindex

14 <http://www.fhi360.md/index.php/ro/component/content/article/290-usaid-releases-the-15th-edition-of-the-ngo-sustainability-index-ngosi-for-central-and-eastern-europe-and-eurasia.html>



ronment in which CSOs operate. At the same time, CSOs themselves often play an important role in the electoral process, forcing candidates to address the pressing problems of their constituents, educating voters and monitoring elections. Internationally, the European Union (EU) continues to play an important role in the whole region, the negotiations on accession of South European states can often open the opportunities for CSOs to contribute to policy making. Civil society organizations in Europe and Eurasia actively respond to the challenges faced by their countries and this makes them more trustworthy with population at large.

The study carried out by the Training and Organization Consultancy Centre (CICO) and FHI 360 on NGO Sustainability Index shows that in 2011 the organizational capacity of Moldovan NGOs has slightly improved. This is inclusively due to the fact that some donors, such as USAID, through the Moldova Civil Society Strengthening Program (MCSSP), have provided support to civil society in organizational development. As a result, many NGOs were able to revise their mission and vision, analyze and develop operational strategies and services portfolio. The number of organizations developing their own strategic plans to improve their own program and service delivery has been growing. The analysis based on the information available on the NGOs' websites, revealed that the strategies and work plans do not consistently include the country's development priorities (specified in various strategic documents of the RM).

At the same time, the same study reveals, however, that the internal management of NGOs in Moldova remains underdeveloped. Although NGOs have management bodies, most often, their purpose is not clearly defined and often they do not have a significant role in the management process of the organization or the process of financial activity control. Most NGOs in Moldova employ employees with wages, but such wages depend on projects they are involved in and therefore vary permanently, therefore the fluctuation in the NGO sector is high.

Financial viability increased slightly in 2011, although it remains the most critical issue for NGOs in Moldova. Though local authorities and the Government does not provide grants to NGOs (except for the Ministry of Youth and Sports), and this causes a high dependency on donors, however, external evaluations show that the past 2 years have shown the beginning of a positive trend towards the sector's financial sustainability.

According to a study carried out by the Marketing and Polls Institute IMAS-INC, commissioned by EveryChild Moldova, the Moldovan population has a medium trust in CSOs and donations to NGOs are almost ten times lower than donations to church and beggars. Only 4% of Moldovan population donate money to non-governmental organizations. The most common are donations in cash (66%), food (31%), clothing and footwear (25%). Eight in 10 respondents could not give a definition of NGO and could not spontaneously mention any NGOs names. 1/3 of respondents believe that these organizations are money launderers and only 2% believe that NGOs have indeed an impact on reducing corruption or consumer protection.

3.1 Mapping of civil society organizations relevant for MDG 3, which participated in the survey

The survey carried out under the project covered 16 NGOs. It happened that some NGOs invited to participate in the survey refused to participate (or were reluctant to accept and hard to convince), motivating largely by not having **MDG 3** as priority activity. Although these NGOs promote achie-



vement of **MDG 3** targets, it seems that some civil society organizations estimate erroneously the contribution that their organization makes to the achievement of MDGs and development of the country as a whole.

In our opinion, this view confined to the declared mission and objectives of the organization is to the organization's detriment. At the same time, the categorical refusal of the civil society organizations to engage in surveys of this type should be considered as an indicator of the notable reluctance to research (even if the refusal was often motivated by lack of time).

Of the total number of NGOs, 2 have the status of foundations (and are in the position to provide support / grants); 10 - the status of public associations; 1 - resource centre, 1 - international public organization; 1 - representative of an international organization, and 1 - a private institution. Number of employees in respondent organizations is either up to 10 persons, or between 10 and 50.

Among the 16 NGOs surveyed, 5 organizations prioritize gender equality or women's rights. The other 11 organizations addressing the issues in question tangentially or sporadically, transversely or consistently, inclusively or implied, depending on the specifics of the activities carried out (programs, projects, initiatives, actions, etc.).

All respondent organizations operate throughout the country, at national level, although some of them, working primarily in certain geographical areas (in districts or neighbouring towns).

As for the budget allocated for activities (projects, programs, etc.) specific for **MDG 3**, most NGOs reported an estimated budget of up to 50,000 euro. Meanwhile, the two foundations involved in the survey had a larger budget available in 2011, due to which were able to implement projects and provide grants. The other two non-governmental organizations involved in research, which are known to be the most active in promoting gender equality, declared a budget of more than € 50,000 allocated in 2011 for activities in line with **MDG 3**.

3.2 Knowledge of international development agenda and collaboration with CPA/LPA

International development agenda and documents produced in this sphere are not widely known by civil society, and respectively fewer NGOs integrate them in their activity. In our opinion, the awareness them at national level is very low, resulting in impaired inclusion of development agenda in organizational strategies of civil society organizations.

The surveyed NGOs are organizations with extensive work experience, also having a representative presence at the level of consultative forum of civil society, both nationally as well as regionally and internationally, which implies a good knowledge of international development agenda. Thus, respondent NGOs mentioned that the best known international and national documents are:

- ◆ MDGs – 16 (100%)
- ◆ Paris Declaration – 12 (75%)
- ◆ Accra Agenda for Action – 12 (75%)
- ◆ Busan Partnership for Effective Cooperation in Development 2011 – 10 (62.5%)
- ◆ Istanbul principles for effective development of CSOs, 2009 – 9 (56.3%)



- ◆ International Framework of CSO for Development Effectiveness, 2011 – 3 (18.8%)

Only 2 organizations (12.5%) of 16 confirmed to be familiar with all seven documents listed. The questionnaires for other MDGs showed that **MDG 3** and MDG 1 (eradicate poverty) are the least known MDGs.

Promoting gender equality and empowerment of women are declared priorities in 50% of the NGOs considered (8 organizations).

As a whole, the level of personal interest in MDGs was estimated as „average”, at 60 percent and „high” - 40%.

Along with the development of the associative sector and its professionalization, cooperation between CSOs and the authorities increased as well, both at central and local levels. At empirical level, this collaboration is increasingly evident due to extensive media coverage of activities carried out jointly. However, there is no exhaustive research to analyze in depth the specifics of this collaboration, its nature and extent. At the same time, the feedback of these two actors with regard to partnerships and the degree of satisfaction, is important.

In the course of conducting their activities, NGOs have as basic partners international organizations - 12 choices (80%), other NGOs - 8 answers (53%) government institutions - 5 (33%), and in one case partnership with businesses was ticked. Thus, one can conclude that the surveyed CSOs have international and the government organizations as basic partners, which demonstrates that these actors have the best collaboration, but also a permanent concern for gender equality promotion and empowerment of women.

In their turn, the governmental institutions that participated in the survey (3) indicated that NGOs are on the list of partners to implement actions related to gender equality and empowerment of women. In autumn 2011 the Government adopted a new law on central public administration, under which all ministries are required to cooperate with civil society, to report information of public interest from government institutions and ensure access to public information and transparency in decision making.

Regarding the partnership between CSOs and the private sector, it has not yet consolidated itself and there is no tradition in this respect, regardless of the field.

3.3 Promoting policies

In the past two years, civil society advocacy efforts have been strengthened as a result of the National Council for Participation (NCP),¹⁵ created in 2010 at the initiative of the Government of the Republic of Moldova, which includes representatives of 30 NGOs and groups of constituents. NCP's role is to serve as a permanent platform for dialogue and consultation between NGOs and the Government of RM in public policy development. Among the 16 respondent organizations, six were or still are members of the NCP. Those who are not nominal members of the NCP, nevertheless actively participate in discussions and debates so that their involvement in the NCP's efforts is also very high. The NCP has been actively involved in many advocacy initiatives and managed to ensure better participation of representatives of CSOs in decision-making processes. One of the activities relevant to this

15 www.cnp.md



research was the series of press conferences¹⁶ and calls launched on occasion of participation of the Republic of Moldova in the High Level¹⁷ Forum on Development Aid Effectiveness (Busan, 2011).¹⁸

At the same time, the National Council of NGOs¹⁹ also contributed significantly to promoting important public policies, such as improving the legislation on NGOs. The National Council, represented by 9-11 NGOs, chosen by the NGO Forum, aims to strengthen civil society development in Moldova. At the Sixth National Forum, held in 2011, the NGOs have passed a resolution that entitled the National Council to monitor the activity of the Parliament, to promote the necessary changes in the legal framework of NGOs and collaborate with public institutions during the development and monitoring of the Civil Society Development Strategy.

To enhance and make more efficient the participation of the associative sector in decision making and consultations the site www.particip.gov.md was launched to host contributions to policy documents and sharing of opinion on matters placed on the site for discussion. The site also offers the opportunity to participate in short and punctual surveys covering various policy topics, while opinions expressed there do not necessarily require expertise and professional skills, but rather are the opinions of citizens.

Another tool to influence the decision-making process and promote policies is the voluntary and deliberate activity in networks, alliances and coalitions. Although this form of collaboration is not very popular in Moldova, in the last 5 years there is an animation of this type of partnership among NGOs. Thus, by means of networks, many NGOs more effectively promote their political agenda, increase their visibility and improve their communication with constituents.

A study carried out by AXA Management Consulting and FHI 360²⁰ through The Civil Society Strengthening Program in Moldova (USAID) points out to the fact that there are many barriers that prevent effective internal and external networking, such as competition and disputes between constituent organizations of the network; unclear distribution of responsibilities, poor involvement of partners, fluctuation of members, limited financial resources, low involvement and low interest of government organizations in the network activity.

Although many NGOs got convinced that operation within NGOs network brings major benefits to the organization's mission, most NGOs are still not ready to give in their independence and advocate for interdependent operation, and this causes tensions within the coalition and networks.

Among the NGOs participating in the survey, the majority (80%) operate in one network or another. From the MDG 3 perspective, the most significant are: Progen Alliance,²¹ Anti-Discrimination Coalition²² and the Coalition for Free and Fair Elections²³. The activities carried out by NGOs in these alliances aim at both MDG 3 targets and have a systematic character, but get more intense in certain critical periods, in terms of policies, legal framework, elections, etc.

16 <http://www.cnp.md/en/activities/evenimente/item/674-dezbatere-media-cum-asisten%C5%A3a-extern%C4%83-s%C4%83-fie-mai-efficient%C4%83-progrese-%C5%9Fi-provoc%C4%83rile-pentru-%C5%A3ar%C4%83>

17 www.progen.md/index.php?pag=n2&opa=view&id=82&tip=noutati&start=&l=

18 <http://www.cnp.md/en/activities/stiri/item/692-consiliul-na%C5%A3ional-pentru-participare-a-des%C4%83%C5%9Furat-recent-dezbatere-public%C4%83>

19 www.consiliuonng.md

20 The Study „Capacities of NGOs in the Republic of Moldova to network at national and international level”

21 www.alegeriprogen.md

22 www.nediscrimianre.md

23 www.alegeliber.md



Good practice example

External assistance – joining efforts : Government , development partners, NPC and organizations promoting gender equality

The series of actions initiated by the NPC not long before the Busan Forum began with informing the NPC on this event and the importance of involving civil society of the Republic of Moldova in the process. Thus, the NPC representative, delegated to Busan, presented to the NPC members ways to increase visibility and CSOs involvement in the consultation process, based on which the NPC decided to organize public debates and press conferences with the participation of Government, development partners and civil society.

It was also decided to launch a Call from Moldovan civil society to the participants in the High Level Forum, which emphasized the role and contribution of civil society and requested transparency of foreign assistance and solid collaboration between CSOs, government and donors in prioritizing the country's and development objectives.

At the same time the NGOs in gender equality launched an additional appeal, which sought to specify the need for gender mainstreaming in foreign assistance and allocation of funds for gender issues.

Moreover, gender experts and several NGOs from Moldova, active in gender equality and women's empowerment, in collaboration with other NGOs in Eastern Europe and Central Asia, launched a call on the role of the relevant NGOs their expertise in the field, in foreign assistance and accountability, as well as the need to make the governing authorities responsible for financial transparency and decision-making, social inclusion and gender-sensitive budgeting.

All these position documents were distributed at Busan Forum by the NPC representative in the delegation of the Republic of Moldova.

Participation of the NPC in this Forum was determined by the fact that it was for the first time in history of these forums when civil society participated as an equal partner at the negotiation table, together with donors and international organizations, thus outlining more clearly the new status of a new emerging global actor, officially gained at Busan.

Following these actions, the NPC will monitor the effectiveness of external assistance and national reporting on monitoring the implementation of the Paris Declaration.

Thus, for example, to promote policies on increasing women's political participation, NGOs monitored all elections in recent years, from a gender perspective, and reports and subsequent analyzes became strong arguments to improve the legal framework on elections (an eloquent example is the plead for adopting a representation rate).

In the field of gender issues in labour, NGOs have combined efforts in wide debate on anti-discrimination legislation so that, ultimately, it was recently adopted.

**Promote gender equality and empower women**

Goal 3

To better illustrate the vision of NGOs on specific policies promoting activities we present the problems faced by the CSOs in its activity, stated by respondents:

- ◆ society's stiffness in promoting gender equality and empowerment of women;
- ◆ low responsibility of the population for these issues;
- ◆ insufficient knowledge of human rights;
- ◆ non-involvement of LPA in specific activities (**MDG 3** is not perceived as a priority).

At the same time, only two organizations (12.5%) involved in the survey mentioned that they do not encounter any problems in implementing projects related to **MDG 3** and were pleased with the context in which they carry out their activities.

It should be mentioned that the Ministry of Labour, Social Protection and Family²⁴ and the Directorate for Gender Policy and prevention of violence - government authorities in this field - are open to collaboration, inclusively through the available information system. The Ministry's website hosts many reports, analysis and useful information in the field.

At the same time, to ensure transparency and participation in decision-making, draft decisions of the Ministry are systematically posted on the Ministry's website in Decisional transparency section, for public consultation. Also, all ministerial working groups invite / involve representatives of civil society as well. In 2011 more than 50 draft decisions prepared by the Ministry were posted for public consultation.

The views expressed by respondents from non-governmental sector regarding the achievements of NGOs in policy area were consistent with those expressed by the government institutions involved in the survey, and referred to the following:

- ◆ participation in development, promotion and implementation of legal and regulatory and institutional framework in gender equality and advancement of women;
- ◆ participation of women in project implementation;
- ◆ organizing information and education campaigns;
- ◆ participation in developing services for women;
- ◆ develop research and studies in the field.

Aiming at addressing issues related to gender equality and empowerment of women, respondents from civil society support will get involved, as a priority, in the coming years, in the following activities:

- ◆ Information of public at large (campaigns, information materials, publications, website, etc.);
- ◆ Involving and mobilizing communities;
- ◆ Education / training, information, etc.. for groups of women
- ◆ Implementation of programs / projects that contribute to increasing participation of women in community, in decision-making and the labour market.

Fewer NGOs (3) specified that will get involved in creating and / or equipping organizations / institutions working with women target groups from groups different by profession, age, social status, residence etc.

24 www.mmmpsf.gov.md



It is also worth mentioning that all respondents stated that in the nearest future plan to carry out at least one activity promoting gender equality and empowerment of women.

The activities that NGOs intend to implement often refer to Target 1 of **MDG 3** (increasing political participation of women) rather than Target 2 (reducing inequalities in the labour market). It seems that NGOs perceive activities aimed at reducing the wage gap as high risk, presuming that sector and budget policies are crucial to achieving this target. It must, however, be noted that beyond the unquestionable necessity of introducing amendments in this regard, informing women, training them, and work with employers, public opinion, are important elements to accelerate achieving target 2 of **MDG 3** by 2015.

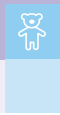
3.4 Service provision

The study on NGOs sustainability index emphasizes that paid services become a common thing for a small group of NGOs that provide assistance in strategic planning, development of studies, training programs and sometimes information campaigns. According to the 2010 Law on social services, NGOs in Moldova are eligible providers of social services, but there are no mechanisms to contract such services. The Law on accreditation of social services providers, adopted in 2011, and discussions about it during 2012 could, ultimately, provide efficient mechanisms for contracting social services and cost recovery opportunities for NGOs providing social services.

In a presentation for the Moldova Civil Society Strengthening Program (FHI360, with USAID support) the Bulgarian Centre for Non-Profit Law appreciated that there are many arguments for government agencies to contract the services of CSOs, such as: limited human capacity; focus on its basic functions (policy development and monitoring); the added value of non-government providers and increased responsibility. From the perspective of CSOs, these arguments refer to the fact that NGOs, traditionally, due to the nature of their work, are closer to the problems that need to be solved, they are more flexible and pursue innovative approaches, can provide additional resources and enjoy more confidence in their social activity. Based on Bulgaria's extensive experience in this area (annually about 130 services are contracted from NGOs), the Bulgarian Centre for Non-Commercial Law draws attention of Moldovan CSOs that the level of centralization - who is bound to provide services and who has the funds - remains a key issue to be negotiated and regulated. It is also important that the object of social contracting - service provision or support to NGOs - is clearly and explicitly formulated and accepted by all social actors. The procedures governing social contracting have to be formulated as clearly as possible, and price should not be the main criterion for selection of NGOs. Another important aspect in this field is the discussion on the possibility of long-term contracts and predictability, which would ensure efficient partnership between CSOs and government.

Only three organizations, of the 16 respondents have stated that they have had collaborations with CPA / LPA through which provided some social services to government institutions. Although NGOs appreciate the level of involvement and interest in achieving **MDG 3** as high, or very high (100%), their skills and expertise can not be fully exploited by the government because of gaps in legislation.

Four of the 16 NGOs have provided paid services to other NGOs or international organizations, and in general terms, these activities consisted of training and / or research. In this respect, mostly NGOs concerned with including gender perspective in their activities and foundations (Soros Foundation and East Europe Foundation), as well as development partners such as UN Women, UNFPA, IRI and OSCE were mentioned.



Although there is progress, services contracting remains a weakness of the associative sector in Moldova. It happens, on the one hand, because NGOs are not knowledgeable about the ways to carry out economic activities. On the other hand, there are certain stereotypes about the powers of civil society organizations, which prevent authorities to engage them in subcontracting eventual works or services. Public tenders encourage, not always justified, participation of business companies and, more rarely, of civil society organizations. Moreover, public payment system, with post service delivery payment terms, discourages participation of civil society organizations in such tenders, being currently financially vulnerable.

Service provision by civil society organizations still does not have the role of additional income source for the organization's budget (economic activity per se), although according to the law on public associations, they can carry out economic activities, according to statutory provisions and provided the earnings are directed towards the purposes set out in the statute. Though this opportunity exists, economic activities are not commonly practiced by civil society organizations.

In our opinion, improved legal and regulatory framework and decentralization reform will improve the situation, but we will not witness a dramatic increase in contracting of NGOs. This, however, can be accelerated by increasing the trust of the Government in the skills and expertise of NGOs, as well as continuous professionalization of CSOs in the areas of their activity (by systematic training, accountability and transparency, etc.).

3.5 Awareness and information

Awareness and information for beneficiaries are the main tools in changing attitudes and counteracting stereotypes, currently considered the most urgent areas for action in promoting gender equality and empowerment of women. Although breaking the stereotypes and strengthening of new models - gender partnerships - are not described explicitly in the two targets of **MDG 3**, these are essential preconditions for the targets to be achieved by 2015.

The analysis of responses given in questionnaires revealed that all NGOs involved in research (100%) had information activities addressed to various groups of beneficiaries, mainly women (80%). The most common ways of providing education are trainings, workshops, conferences and specialized discussions.

However, 70% of NGOs surveyed stated that periodically they carry out public awareness campaigns on their domain of work. Only 20% of the surveyed NHOs had funds for comprehensive awareness campaigns, and 50% of organizations have identified other ways to carry out awareness building activities.

All respondents believe that the most affordable ways for the civil society to build public awareness are public events, participation in radio and TV debates and cyberspace and taking attitude publicly (requests / open letters / broadcast and mediated calls). It should be noted that these ways to build public awareness became available to CSOs in the last three years, with the change of power in the country.

The main partners supporting NGOs in education and information activities are international organizations, national and international CSOs, and rarely (3 entries) - other government institutions.



According to government institutions surveyed in this study activities carried out by NGOs in this sector are very important, given that public authorities do not allocate resources (human and financial) for this type of activities, except for collaboration with development partners (for example, the campaign on the MDGs held in 2007 by UNDP and the Government of Moldova, the campaign on **MDG 3** undertaken by UN Women and MLSPF). In our opinion, improvement of the legal and regulatory framework on social advertising can help to overcome the gaps in conducting extensive national awareness campaigns and public information.

For the CSOs to further undertake awareness and information activities, NGOs emphasise the need for the following:

- ◆ financial resources from the state, private sector and donor organizations to develop comprehensive national campaigns to promote gender equality and empowerment of women;
- ◆ a better coordination of activities carried out by all social actors and joining efforts for a broader impact.

3.6 Contribution of civil society organizations to change

Despite the fact that the estimates made by respondents regarding achievement of targets by 2015 are not unanimously positive, the CSO declare themselves convinced that the situation will improve considerably. The respondent NGOs' opinions on the two targets are divided, the majority believing that the gap between women's and men's wages will be reduced by at least 10% by 2015, while improvements in increasing women's participation (increase of percentage of women at all administrative levels) continue to be under a question mark.

This situation does not fully reflect the estimates made by the Government in 2010 when achieving both targets was qualified as „*probable*”.

Civil society organizations active in gender equality carried out various activities designed to improve the situation in the field. Thus, some NGOs direct their activities to advocacy and policy dialogue, while other NGOs (in particular, at the local level) successfully conducted the assistance and support activities for different categories of groups of women. There are several NGOs (in particular, at the local level) that proposed to combine these two types of approach to women's empowerment, and were able to provide assistance and training to beneficiaries, and to engage in activities to influence policy and improve the legal and regulatory framework.

Case study

Gender statistics: collaboration of social actors

The National program to ensure gender equality in Moldova for 2010-2015 (PNAEG) adopted by the Government Decision no.933 as of 31.12.2009, provides a comprehensive approach to mainstreaming gender equality in policy documents in all areas and at all levels of decisions making and implementation.

**Promote gender equality and empower women**

Goal 3

Aiming at monitoring progress and development in the field, international and national documents stipulate the need for gender statistics. Gender statistics and indicators are essential in defining targets and monitoring progress in gender equality, as well as for achieving wider social development goals. In the context of the above, in 2008 the National Bureau of Statistics of the Republic of Moldova approved The harmonized set of indicators of gender sensitive development in the context of the MDGs, developed with the conceptual support of the United Nations Development Fund for Women / UNWomen and published within of UNDP, UNIFEM / UN Women, UNFPA joint project „Strengthening the National Statistical System” with financial support of the Swedish International Development Cooperation Agency (Sida) and UNDP Moldova.

The process of developing the set of harmonized gender-sensitive indicators in the context of PNAEG took place within the „Strengthening the National Statistical System” UN Joint Project (with the support of UNDP, UN Women and the Government of Sweden). Indicators were grouped according to PNAEG areas, in order of their importance for being used in the PNAEG and keeping in mind their availability in the national statistical system. Aiming at validation of the proposed indicators, a series of workshops, with participation of national civil society and academia, gender units in the CPA, civil society and international bodies active in the field, were organized.

The harmonized set of indicators for gender-responsive development in the context of MDGs was developed in a participatory manner (with the participation of representatives of the government, civil society, academia, donor organizations and the media) by means of extended consultations and 5 public round tables. The full set of harmonized development indicators includes 213 indicators. At present there is insufficient data available to calculate 102 indicators. Information related to the other 74 indicators need some adjustments in data collecting, while data for 37 indicators - can only be produced with substantial support for the data collection and production system.

However, it should be noted that currently there are programs supporting national capacity to develop gender statistics (implemented by UNWomen in 2006-2010, the current program Economic Empowerment of Women and the Joint Integrated Local Development Programme of UNDP / UNWomen). All these programs are fully funded by Sweden and national gender statistics is one of their key components. At the same time, UN agencies coordinate efforts to improve national statistics focus mainly on statistical data disaggregated by sex in Statistics Project (CSP) UN 2007, mentioned above. Initially, the priority focus of the CSP was improving national capacities for the collection, analysis and dissemination of sex-disaggregated data at national level. Since 2010, the CSP's emphasis shifted on regional statistics, also with specific accent on gender statistics. As a result of a joint UN support in this area, more than 15 publications containing data disaggregated by sex, including: improved version, complete and abridged of the the publication „Women and Men”, Labour Market Statistics, Women on labour market, Development of SMEs in terms of gender perspective, harmonized set of indicators for gender-responsive development in the context of the MDGs, etc., were developed.



CHAPTER 4.

ROLE OF PRIVATE SECTOR IN ACHIEVING MDG 3

The private sector plays a special role in reducing poverty and achieving the Millennium Development Goals (MDGs). While the GoM have primary responsibility in achieving these objectives, the ability of all social actors to establish sustainable partnerships with the private sector and civil society organizations is crucial in producing positive change and improving the population's living conditions by 2015 in a sustainable manner.

According to data from the State Register, the number of enterprises in Moldova this year is 161,623, of which: 67 200 individual entrepreneurs, 72,900 limited liability companies, over 4,800 joint stock companies, about 4,000 cooperatives, nearly 1,400 state and municipal enterprises and 3,100 non-commercial organizations. Most of them operate in Chisinau territorial office (95, 914), followed by regional offices Balti (14,893) and Cahul (6990).¹

In the context of our research, the private sector is addressed largely in terms of their corporate social responsibility to society, that implies managers obligations to take action protecting and improving the company's interests, as well as the wellbeing of society.

The qualitative study included eight businesses, the refusal rate to participate in research being higher than for the CSOs. The main reasons for refusal were lack of knowledge about the field and lack of time required for the interview and questionnaire.

It should be noted that both CSOs and development partners, as well as governmental agencies and businesses have unanimously expressed in favour of strengthening public-private² partnerships in view of accelerating achievement of MDGs and other development priorities of the country.

Experts³ point out that the success of PPPs depends on several factors, among which the most important are: 1) existence of an appropriate regulatory framework, 2) existence of an adequate institutional framework, 3) the ability of the authorities to implement PPP projects; and 4) a strong private sector. However, a high level of corruption is a major impediment to the successful implementation of projects. Thus, the approval of the Law on PPP and the Law on amending and supplementing certain acts, virtually removed all legal impediments to the implementation of PPP projects. The problem is the lack of the secondary regulatory acts approved at the Governmental level. For this reason, the Law on PPP is difficult to enforce, and the development and approval of PPP projects involves various risks, including those related to ensuring public interest.

Regarding the institutional framework, the experts believe that the political struggle between the components of the ruling alliance did not enable the development and strengthening of institutions

1 In conformity with the State Registration Chamber data

2 PPP is a public management instrument intended to implement projects of public interest, services development and public infrastructure projects.

3 Express-analysis carried out by Expert-Grup (2012), with support of Est-European Foundation



required by law. An example in this sense is the creation of the National Council for PPP stipulated by law, or lack of

focal points for development of PPP in central institutions. At the same time, implementation of PPP projects is a complex process that requires adequate financial, human resources and time, and institutional capacities of the Agency should be further strengthened. An important role in strengthening is played by the private sector with its capacities for cooperation, transparency and correctness. Unimportant factor in the development of PPP projects is the public interest for them, so here the CSOs could play an important role in raising this interest, and monitoring the corruption and social equity.

A study on the absorption capacity of external assistance⁴ underlines that public-private partnerships must be developed because it has a greater capacity for co-financing and will allow local authorities to attract partners at the national level. This is an unexplored instrument and in order to stimulate collaboration between public and private partners, a comprehensive analysis of existent opportunities and obstacles should be performed.

Good practice example

Economic empowerment of women: Joining efforts - Private Sector and development partners

This year, BAS EBRD („Business Advisory Services’ European Bank for Reconstruction and Development) with financial support from the Swedish Government launched the program” Women in Business „, the purpose of which was to promote and encourage women from Moldova to develop a career in business or a business. Thus, this initiative will offer assistance through co-financing consultancy projects and other market development activities - companies managed by women or owned by women, or businesses where most of the employees are women. It will also support diversification of consultancy services provided by female consultants. The „Women in Business” program will provide support to women entrepreneurs in all sectors of the national economy. Emphasis will be put on supporting projects on consultancy to industrial companies / sectors where most of the employees are women, textile / fashion, retail, tourism, catering, agricultural processing, handicraft production, health services, etc.

„Studies show that the EU economy grows through the integration and involvement of women in the workforce. Europe can not afford to keep large groups of people outside the labour market. In Moldova the number of male entrepreneurs is three times higher than women, „said the Ambassador of Sweden in Moldova, Ms.Ingrid Tersman, at the program launching conference.

Priorities of the „Women in Business” program were established after identifying the problems faced by women in Moldova in starting or developing a business in discussions with women entrepreneurs and women-consultants. “We are convinced that promoting business spirit among women can provide better economic opportunities for them and, thus, can produce a positive impact on the national economy, „said Veronica Arpintin, EBRD BAS Manager.

4 „ Evaluation of the absorption capacity of external assistance provided to the RM” (Idis-Viitorul, 2011, supported by Hanns Seidel Stiftung)



The support provided under the EBRD BAS program to local businesses managed or owned by women include assistance in identifying and defining the business needs of the enterprises, cooperation in selecting the most effective local consultants to solve specific business problems faced by companies, and grants to co-finance consulting projects. EBRD BAS supports beneficiary companies by reimbursing up to 70% of the consultancy project costs, the maximum amount being 10,000 euro.

The „Women in Business” program having a one million euro value will last until 2015.

4.1 Awareness of MDG 3 by businesses covered by the survey

Awareness of the „Promoting gender equality and empowerment of women” domain, as well as the private sector’s interests in involvement for improvements in this area can be classified as „low” in accordance with the appraisals made by respondents who took part in survey. Meanwhile, all respondents specified that their interest in the MDGs is „average”.

From the list of international documents on development priorities, businesses respondents indicated that only know the Millennium Development Goals. With regard to the national legal framework in the field of gender equality and the recent amendments to the Labour Code, businesses responded that they were familiar with them. Moreover, three companies (37.5% of businesses respondents) stated that they have amended their internal regulatory documents (like, internal regulation, code of business ethics, etc.) to comply with legislative changes.

At the same time, most business companies involved in the survey, indicating that they were not familiar with the national strategy for private sector development, including on foreign investment and public-private partnerships, and only one company has stated that it was aware of the existence of such.

Despite the fact that businesses assess themselves as interested in the relevant domain, their opinions expressed as responses to specific questions shows that they are, indeed, aware of the developments in this area. Thus, the majority (87.5%) of businesses respondents qualify the efforts made by the state to promote gender equality and empowerment of women as weak, and state policies on gender equality and empowerment of women - unsatisfactory. At the same time, the contribution of CSOs is estimated as average, while that of the associative sector – as non-existent.

Regarding the measures to improve the participation of the associative sector, private sector respondents mentioned the following:

- ◆ a high degree of collaboration among all social actors;
- ◆ Increased participation private sector in public consultations;
- ◆ strengthening of some partnerships between the CSO and private sector.



4.2 Contribution of businesses to achieving MDG 3 targets through core business

Private sector in Moldova affects gender equality and advancement of women more than it appears at first sight, thus having a direct impact on the achievement of the **MDG 3** targets.

This is because in private sector women can be promoted and encouraged - as a professionals - which can determine their decision to engage in political activity (progress towards Target 1); while wage policies within the enterprise aim directly at Target 2.

However, the CSOs involved in the survey qualify the efforts of the private sector in promoting equality and empowerment of women, as „low”. The donor community has the same opinion, use to expressing their views on CSOs and the private sector in relation to the MDGs.

At the same time, both CSOs, and government institutions participating in the survey, believe that the private sector should be more involved in promoting gender equality and empowerment of women.

In this respect, according to NGOs' opinion, businesses could carry out, at the enterprise level, certain information activities, could make gender perspective improvements to their internal regulations (inclusively, with reference to promotion, appointments in managerial positions, etc.), and wage policies, as well as undertake actions aimed at reconciling work and family life.

4.3 Positive social externalities

Externalities are consequences or effects that affect human life and activity, including the natural environment. They are reflected in costs or benefits, which although occurring, do not feature in the costs and results of business companies. These effects are also supported by other individuals or groups than those that produce them. Based on this description, it is quite difficult to refer to this matter, with regard to gender equality and empowerment of women. However, it should be noted that the benefits brought by businesses, to women are multiple and in particular refer to the economic empowerment of women, which is in direct relationship with their political participation.

The analysis of gender affiliation of employees who are employed in the companies surveyed shows that in certain industries such as energy or winemaking work mainly men, while sectors like manufacturing, health care and clothing involve more women than men. In fact, this finding is conformable with the existing statistical data with reference to occupational areas of men and women.

4.4 Corporate Social Responsibility

In Moldova the number of large companies that implement and develop projects of Corporate Social Responsibility (CSR) is growing. Being properly integrated into the business, the CSR is an incentive for innovation and great marketing tool. Through the social activities the SMEs can improve their market position and raise competitiveness by strengthening the market image, increase staff competence and loyalty, customers loyalty and improve financial indicators.



To see what is the situation in Moldova, a study on Social Responsibility of SMEs⁵ was carried out. It was found that every second respondent knows the term CSR, 30.1 %- know it partially, while for the other 17.5% - the term is not known. According to the study, 4% of respondents consider CSR a way to support foundations or NGOs, 39.7% - as a voluntary action targeting the community assistance, and 30.5% - as charity actions. Of those surveyed, only 17.8 % believe that CSR activities are ways to improve the image of the company. Some respondents (5.7%) believe that CSR activities are imposed by local authorities.

The analysis based on the results of the study revealed that medium-sized enterprises get involved in social responsibility activities more actively (82.4%), followed by small enterprises - 72.0% and micro-enterprises - 49.1%. This can be explained by the fact that along with business development, the company's management does not limit itself economic aspects of the business, but start to pay some attention to social problems as well. Considering the reasons why the Moldovan entrepreneurs engage in CSR activities, it was stated that it happens primarily due to the desire to create a positive image of the company (55.3%), then follows the ethical motivation of the manager (36.2%), and establishment of good relations with the public administration (35.1%).

The same study emphasise that Moldovan entrepreneurs believe that active involvement of SMEs in CSR actions can help solve social problems in the locality. Recognizing that profit is one of the main objectives of any business, respondents considered that besides profit the company must be actively involved in community development (92%).

Most CSR activities are labour force oriented activities (services for employees - 34%, trainings - 28% and health care for employees - 25%), followed by activities geared towards community development (aid to the poor - 33, 5% cultural - 27.7%, collaboration with educational institutions - 27.1%, etc.), market-oriented activities (customer satisfaction survey - 29.2%) and those oriented towards environment (environmental actions - 17%).

In Moldova, there are companies that implement CSR activities in the social sphere and hence are very interested in developing management tools and socially responsible business, which may be an important step for the private sector to take on commitments of delivering concrete actions.

Typically, SMEs can carry out CSR actions independently, but it is recommended to take the way of partnerships with the public sector, civil society and business. This is because such partnerships have a positive impact on the process of sustainable development of the local community and considerably increase project sustainability.

Insufficiency of funds and lack of knowledge in this area are the main barriers to achieving more CSR actions. At the same time, inadequate understanding of CSR as required, or additional costs for business - causes a greater reluctance of the private sector towards CSR.

The attitude of the state towards socially responsible businesses, and the need to improve legislation, including fiscal, are important factors that influence the management's decision on involvement in CSR activities.

⁵ Research conducted on a sample of 184 persons - entrepreneurs and managers of small and medium enterprises (SMEs) in several localities of Moldova within the project „Management of Moldova's economic competitiveness in the context of globalization and European integration processes and regional” funded by the Academy of Sciences of Moldova.



Based on research and analysis conducted in the private sector, the most common areas of business where social programs are applied in Moldova are:

- ◆ Charity actions;
- ◆ Support to cultural and education projects;
- ◆ Health care and environmental protection activities;
- ◆ Regional development;
- ◆ Contribution to economic growth and implementation of modern technologies for community development.

In Moldova there are more than 50 companies which have joined the Global Compact,⁶ and of these, the most active are:

- 1) ICS “Red Union Fenosa” S.A., electricity and energy services;
- 2) „Moldcell” S.A., Telecommunication;
- 3) PTC “Bioprotect” S.R.L, Services for agricultural producers;
- 4) BC „Mobiasbanca–Groupe Societe Generale” S.A, financial services;
- 5) BC Moldova Agroindbank S.A, financial services;
- 6) Î.M. „Sun Communications”S.R.L, Telecommunication services;
- 7) JSC „Orange Moldova” S.A, Telecommunication services.

These businesses are the most responsive to social problems in our society and are constantly involved in various social projects related to their field or sponsoring cultural activities. Most of the times, social projects imply some charity, while cultural events are concerts - fundraising campaigns, entertainment shows building awareness about a certain issue, etc. The CSR activities not explicitly targeted **MDG 3**, although some of these companies had activities targeted to „women” groups (usually, in difficulty).

Although it is a new subject for the Republic of Moldova, the first National Contest for Corporate Social Responsibility in SMEs⁷ was organized in 2010. The event was attended by many small and medium enterprises, which have been awarded at the International Forum of Small and Medium Enterprises. This competition aims to encourage and promote inclusion of social concerns in business activity.

4.5 Philanthropy and community investments

According to Law no.1420 on philanthropy and sponsorship as of 31.10.2002, Article 1:

1. The notion of philanthropic activity means voluntary, unconditional and unbiased provision of material aid or free of charge services by individuals or legal entities (groups of persons) without asking a reward, payment or performance of certain obligations in return, and without getting any profit.
2. Sponsorship activity is carried out by individuals or legal entities voluntarily, upon request, and consists in provision of funds or other goods to support public action.

⁶ The Global Compact is a UN initiative that encourages companies to join, support and implement, within their sphere of influence, a set of basic principles of human rights, labor standards, environment and anti-corruption.

⁷ The contest was organized by UNDP in partnership with Orange Moldova and Moldova Agroindbank and Organization for Development of Small and Medium Enterprises (ODIMM), of the Ministry of Economy of RM.



Good practice example

Orange Moldova

The Social project „Protection and Economic Empowerment of Victims of Human Trafficking and Domestic Violence in Moldova”.

UNFPA is currently implementing this project with the support of Orange Moldova Foundation in collaboration with the Ministry of Labour, Social Protection and Family, Ministry of Health through four civil society organizations - partners in the project: Bender Psychological Association, Association of single-parent families Cahul, Family Crisis Centre „SOTIS”, Balti and Association „Artemida”, Drochia.

This project aims to ensure sustainable integration in employment of women from vulnerable groups in poor rural areas with low levels of education, mothers of at least one child, victims / potential victims of domestic violence, by enhancing training and employment opportunities. Project activities are aimed at providing guidance and in psychological, social and legal counselling, vocational guidance, counselling and training, providing grants and business start-up support for the purchase of equipment or working tools. The beneficiaries of vocational counselling are 300 women, of vocational training - 80 women and the other 20 women receive grants and support for self-employment through acquisition of equipment, working tools, etc.

Although initially the project was to be completed in July, 2012, the activities continue to be implemented because it is desirable that by the end of the year some of the beneficiaries should have the possibility to start their own income generating business, being supported by grants or aid consisting of procurement of equipment or working tools.

(The total budget of the project: 105,000 USD, of which Orange Moldova Foundation contribution is 80,000 USD and UNFPA's contributions - 25,000 USD).

„The Project „Scholarships for girls in boarding institutions”

The University Information Centre and Orange Moldova Foundation announced launching this year of the second edition of the project which will be implemented with the financial support of the Foundation, in collaboration with the Ministry of Education and Ministry of Labour, Social Protection and Family of Moldova.

The project aims to contribute to the education of girls from unfavourable environments, and reduce inequality in their to access to undergraduate, specialized secondary and / or higher education to get a profession, so, that, afterwards, to integrate in the society and become its full fledged members.

The project will provide, on a competitive basis, 80 scholarships of 12,000 MDL each, for the academic year 2012-2013. Scholarships are intended to cover current needs of girls related to studies: accommodation, meals, procurement of books and tools for practical classes etc.



Also, the project will provide information and support needed to integrate these young women in the society: information and counselling services for the entire duration of the project, vocational and personal guidance, so that after finishing their studies, girls could become independent.

Also in conformity with the legislative act mentioned above, philanthropic activity goals are:

- a) support and social protection of people, including improving the material situation of those less assured, social rehabilitation of the unemployed, disabled and other persons, unable because of physical or mental peculiarities, or otherwise, to exercise their legitimate rights and interests independently.
- b) prepare the population to cope with the consequences of natural disasters, environmental disasters or other to prevent any accidents or disasters;
- c) help the victims of wars, natural disasters, epidemics, environmental disasters or other, social and ethnic conflicts;
- d) raise the prestige and role of the family in society, protection of mother and child;
- e) provision of material assistance to philanthropic organizations, health and social institutions;
- f) support other public actions that need financial and material assistance.

Article 19 stipulates that:

1. The State shall guarantee and protect the rights and interests of individuals and legal entities involved in philanthropic activities and sponsorship.
2. The officials hindering individuals and businesses to exercise their right to engage in philanthropic and sponsorship activity shall be liable under the law.

The study on Social responsibility of SMEs shows that although companies use various methods of social responsibility (donations, sponsorship, partnerships, volunteering, etc.), philanthropic activities prevail. The positive side of philanthropy is contribution to finding solutions to specific social problems. However, the experience of developed countries shows that such activities are a starting point in the development of CSR policies. If initially philanthropic actions are based spontaneous and dispersed on judgments, the development of the activity creates a correlation with the company's strategy and the desire to improve the situation in the closest areas. Such type of actions will multiply when tradition for CSR activities will strengthen.

Private companies participating in our qualitative survey noted that their partners in philanthropic activities and sponsorships are state institutions, international organizations, NGOs and other national and international private companies.

4.6 Policy Dialogue

The existing legal framework (Law no. 239-XVI as of 13.11.2008) explicitly specifies that the public authority responsible for drafting the decision shall consult with the citizens, associations and other stakeholders through the following: public debates, public hearings, surveys, referenda, requests for expert opinion in the field and permanent working groups or ad hoc with participation of civil



society. Given this provision and the basic functions of the National Confederation of Employers⁸ (CNPM), it shall participate in the development and approval of draft laws and regulations that are of interest to business companies.

CNPM is an employers' organization, non-governmental, independent, commercial and political, which represents and defends national rights and interests of its members in dealing with the legislative, executive, judiciary and trade unions. Currently the CNPM consists of 7 employers' federations and unions, 9 employers' and professional associations and 11 enterprises. The estimated number of companies represented by the CNPM more than 2500 employing about 220,000 employees. The CNPM major aim is to represent employers and businesses in tripartite social dialogue Government - Employers - Trade Unions.

Aiming at direct participation in policy dialogue relevant to private sector the CNPM has ensured its permanent representation in many structures, including:

- ◆ Republican Commission for consultation and collective bargaining;
- ◆ Administration Council of the National Social Insurance;
- ◆ Administration Council of the National Health Insurance House;
- ◆ Administration Council of the National Employment Agency;
- ◆ Economic Council under the Prime Minister;
- ◆ National Council for Sustainable Development and Poverty Reduction;
- ◆ Board of the Fund for small business support and development;
- ◆ National Council for Continuous Professional Training;
- ◆ State Committee and the working group for regulating entrepreneurial activity;
- ◆ Steering Group and sector groups for the Medium Term Expenditures Framework development;
- ◆ Monitoring Group for the implementation of the national anti-corruption strategy;
- ◆ International Steering Committee for the implementation of the international ILO-MIGRANT program.

Although CNPM seems to be open for collaboration and new members, not all companies are part of this employers' organization. Thus, one can assume that the access of this kind of enterprises to the processes of consultation and decision making is more toilsome. To overcome this impediment, the Government of the Republic of Moldova permanently initiates public debates and consultations, where general public is invited.

However, the interviewed respondents have indicated that their involvement in consultations on policies and legal and regulatory framework is 'medium', while involvement in development and implementation of national/ local development policies aiming achievement of MDGs in general and **MDG 3** in particular, is non-existent.

In view of promoting a more intensive and efficient policy dialogue with the authorities, some businesses have stressed the need to develop joint strategies and plans - between businesses, between businesses and relevant CSOs, between businesses and development partners, as well as between all three social actors.

8 www.cnpm.md



4.7 Contribution of private sector to changes

The wide range of issues on gender equality and the empowerment of women requires a more active and consistent involvement of the private sector.

Following the high-level Plenary Meeting of the UN MDG Summit (2010), the UN General Assembly, through the Final Declaration,⁹ adopted by the Assembly, re-affirmed the crucial role of the private sector for development and urged the private sector to engage in achieving the MDGs by 2015.

In this document, there is an explicit reference (item 12) on gender equality, specifying that „gender equality, empowerment of women, promoting women’s rights and poverty eradication are essential for social and economic development, and thus to achieving all MDGs. It is necessary to fully implement the Beijing Declaration and Platform for Action. Strengthening of gender equality and the empowerment of women are both the main goal of development and an important tool for achieving all the MDGs,,.

Paris Declaration outlines the concept of „ownership” as a core principle in the new profile of the external assistance provided to countries, specifying that partner countries exercise leadership over development policies and strategies and coordinate development actions. Meanwhile, the Accra Agenda for Action made the commitment to overall national policy dialogue to become more explicit: countries pledged to strengthen state ownership over development by engaging in an open and comprehensive dialogue on development policies with the parliament, local authorities and civil society organizations; donors committing to support efforts aimed at increasing the capacity of all development actors - parliaments, central and local governments, civil society organizations (CSOs), research institutes, media and the private sector - to take an active role in dialogue on development policy and role of external assistance to contribute to the achievement of development goals of the countries.

The UN Declaration mentioned above specifies that women are genuine agents of development, a reason for which the private sector is called to provide equal access for girls and women to education, basic services, health services, economic opportunities and decision making processes. The UN stresses that investing in girls and women multiplies productivity, efficiency and growth effects. At the same time, the UN emphasizes the importance of gender mainstreaming in the process of formulating and implementing policies.

The action plan Specified in the document has a separate chapter on **MDG 3** (paragraph 73), with 12 priority actions.

Also, the UN encourages all social actors (paragraph 64) to be more involved in monitoring official assistance in accordance with the Paris Declaration and Accra Agenda for Action.

The MDGs Summit also hosted the Private Sector Forum, with a number of working assignments, one of which was dedicated to gender equality and the empowerment of women.¹⁰ Thus, during the Forum it was concluded that all social actors must work together to ensure the inclusion of women and considering their experience and skills to build a strong society, viable economy and to achieve all development, goals, human rights and sustainability at both national, and international level.

9 http://www.unglobalcompact.org/docs/news_events/9.1_news_archives/2010_09_22/mdg_outcome_document.pdf

10 http://unglobalcompact.org/docs/issues_doc/un_business_partnerships/UNPSF2010/Women_Equality.pdf



Multilateral partnerships between actors contributing to development - central and local authorities, civil society and the private sector, are key to equitable development of the society. This will be possible to be fully achieved when social actors involved will become aware of the mutual benefits. At the same time, for a better cooperation of the private sector with civil society organizations, it is necessary to improve the legislative framework which would stimulate businesses to participate in supporting the activities carried out by NGOs.



CHAPTER 5.

CONCLUSIONS AND RECOMMENDATIONS

The qualitative research conducted has shown that now, perhaps more than ever, it is vital for Moldova to involve all the stakeholders that contribute to development: government, private sector, civil society organizations and development partners. In our opinion, only the joined efforts of these key actors in a constructive dialogue, leaving aside individual and group ambitions, can provide an opportunity to build a healthy and sustainable society.

A special role in this process is played by civil society and private companies. Therefore, involvement of civil society and private companies in actions tangential to the national **MDG 3** targets would contribute to achievement of the expected indicators. Thus, besides relevant sector policies it is necessary to promote civil society and the private sector development policies, and stimulate their involvement in ensuring a sustainable environment.

The role of CSOs in **MDG 3** is enormous, but not all NGOs are consistent with this postulate. Nationally, there are some NGOs which are either not aware of the Millennium Declaration, or known its content only superficially, to say nothing about each objective and respective targets. It seems that this happens because at the time when the Declaration was signed, and in the next few years, the State was not fully committed to engage citizens in policy consultation processes, so that this group of actors has been neglected since the initial stage.

The UNDP's awareness raising campaign and familiarisation with the MDGs helped to overcome this informational vacuum in a positive way. However, in our opinion, even now there are NGOs which are not interested in MDGs, and other which do not see any relevance of MDGs to their day to day activity.

At the same time, many NGOs in Moldova, including those involved in the survey have a high degree of responsibility and involvement in contributing to achieving the MDGs, namely, **MDG 3**.

Major Conclusions of the civil society

- 1) Although the Government has the main task in achieving **MDG 3**, the civil society organizations believe that government institutions are important partners in the implementation of activities related to gender equality and empowerment of women.
- 2) Though it is quite obvious that many NGOs permanently get involved in actions designed to advance the country towards achieving **MDG 3**, this pursuit is not shared unanimously by all NGOs active in the relevant domain.
- 3) Currently there are only several non-governmental organizations in Moldova that demonstrate sustainability, including economic and unwavering commitment to gender equality.
- 4) Although CSOs are motivated and interested to contribute more to **MDG 3**, these do not have national coverage capacity in the subject matter and do not



have the funds for it, most CSOs lack the equipment and resources (human, financial and logistical) for a wider implementation of the programs they carry.

- 5) Some organizations working in Moldova heavily dependent on foreign funding and thus, in this situation, can not plan the future activities in accordance with the sustainable development priorities of the country.
- 6) A new trend can be noticed in the associative sector: a small group of NGOs, by virtue of a high degree of gender responsiveness, include gender perspective in organizations and projects which contribute significantly to improving the situation in this domain.

Major conclusions of the private sector

- 1) Businesses believe that they are to a less extent than CSOs important partners of governmental institutions in carrying out activities related to gender equality and empowerment of women, mentioning at the same time the quasi-absolute role of the Government.
- 2) The private sector is expected to undertake rapid strides to be appreciated as having a high degree of corporate social responsibility (given the large number of officially registered enterprises - 161,623, and those that are part of the Global Compact - 57, it means that this percentage is tiny (0.03%).
- 3) Only a very small number and traditionally - the same companies – carry out activities which support the development of the country, additionally to the impact of their business. The number of those who publish social responsibility reports, on websites or annual reports, is even smaller.
- 4) The private sector does not benefit from inclusive platforms for participation in discussions and consultations with other stakeholders, in particular government institutions on the country's development agenda and public policy in this area.

Common findings

- 1) There is a strong need to strengthen the common framework of cooperation and partnership in view of achieving **MDG 3**, both for coordination and joining efforts, as well as for monitoring and streamlining activities.
- 2) Without the authorities leadership in this respect, as well as their support, certain difficulties may arise.
- 3) Business companies and civil society organizations involved in research, praised the achievements of the Government to date, at the same time insisting that the pace of development of certain programs and projects should be accelerated and CSOs and private sector involvement should be a systematic and comprehensive.



Civil Society Organizations

In the future, to address issues related to gender equality and the empowerment of women, the civil society respondents suggested that they could be involved in:

Advocacy

- ◆ advocacy for promoting gender mainstreaming in all policies and support their effective implementation;
- ◆ advocacy for increased participation of women in decision-making by strengthening the legal framework and introduction of the representation rate at all levels, in all authorities;
- ◆ participation in the development and implementation of tools to reform the social protection system and policies reconciling family and professional life;
- ◆ development of viable partnerships integrated within the central and local public authorities;
- ◆ development of enforcement and monitoring mechanisms for the implementation of public policies on gender equality;
- ◆ supporting the MLSPF in development of the regulatory framework for services rendered in this field;
- ◆ participation in the development and implementation of specific employment policies to ensure fair payment, non-discrimination and participation in decision making.

Service provision:

- ◆ improving the living conditions of women by ensuring equal access to quality health and social services, in particular of women from vulnerable groups;
- ◆ development of alternative child care services;
- ◆ attracting additional financial resources through projects.

Information and awareness:

- ◆ active participation in working groups, consultative groups, sector roundtables;
- ◆ conducting campaigns to promote gender equality and its benefits and awareness campaigns on gender discrimination;
- ◆ more active involvement, through community mobilization, in family education, youth education, family planning, female leadership, etc;
- ◆ contributing to LPA's responsibility to women's empowerment at local level;
- ◆ consultation and participation in training of specialists in the field;

Needs of the associative sector

To accomplish these tasks, the associative sector representatives say they will need:

- ◆ a better coordination of the partnership process by the authorities;
- ◆ actual statistical data on implementation of **MDG 3** targets and progress towards them, and specific data on certain domains (eg. Violence against women);
- ◆ more information about the involvement of civil society organizations and the private sector in achieving **MDG 3**;
- ◆ financial contribution from the state.



Recommendations from government institutions

- ◆ organize information campaigns, and educational and training projects in the field;
- ◆ contribute to ensuring sustainability of projects implementation, including government projects;
- ◆ involvement in consultation on relevant policies and strategies;
- ◆ making LPA responsible for solving problems.

Recommendations of the international organizations

- ◆ providing support to government institutions in working with MDG 3 target groups, in particular, the vulnerable groups;
- ◆ facilitate the involvement of local communities in solving problems relevant to MDG 3;
- ◆ undertaking strategic actions, coordinated and carried out jointly with other NGOs, at national, institutional and local level;
- ◆ monitoring and evaluation of implementation of policies on human rights and official international aid effectiveness.

At the same time, the non-governmental organizations have outlined a number of aspects regarding the activity of governmental organizations, emphasising that the latter have to further involve in:

- ◆ Improving the legal framework to promote gender equality and harmonization of relevant legislation;
- ◆ Development of a monitoring system on cases of discrimination, and ensure access to justice for women at risk;
- ◆ Improving and optimizing the relevant institutional framework;
- ◆ Conducting a national campaign to inform the population on gender equality and empowerment of women;
- ◆ Ensuring enabling conditions for identification by CSOs of revenue diversification opportunities;
- ◆ Concrete measures to minimize risks associated with the phenomenon of migration and extreme poverty.

Private sector

The private sector believes that their future efforts will be focused on:

- ◆ Providing subsidies to MDG 3 target groups;
- ◆ Sponsorship for specific MDG 3 activities;
- ◆ Improving inter-sector work.

Recommendations of the associative sector

Non-governmental sector recommends to private sector in view of social entrepreneurship development to:

- ◆ develop specialized services for women, especially in rural communities;
- ◆ Develop public-private partnerships;
- ◆ Provide economic incentives to women, in line with the company's business activities (loans, annual bonuses, treatment facilities, etc.).

**Promote gender equality and empower women**

Goal 3

Regarding the development of social responsibility, the NGOs recommend to private sector:

- ◆ Participation in implementation of actions supporting women / girls from socially vulnerable groups;
- ◆ Supporting information and awareness campaigns regarding gender equality and the empowerment of women;
- ◆ Providing free of charge media space for social advertising;
- ◆ Co-financing of social projects with impact in the relevant field;
- ◆ Providing financial support to women from poor families working at the enterprise.

Recommendations of the international organizations

- ◆ Adoption of gender responsive HR policies;
- ◆ Support to women in working in the company, if any;
- ◆ As part of corporate social responsibility, provide support, including financial, to women, experts and NGOs promoting women in decision-making positions;
- ◆ Development of communication with the public, conducting charity activities and co-financing of projects relevant to **MDG 3**.

Recommendations of the governmental institutions

- ◆ Increased involvement in consultation processes on public policies;
- ◆ Adoption of internal policies in line with **MDG 3** and current legislation;
- ◆ Provide support and assistance to NGOs in implementing certain **MDG 3** relevant programs / projects;
- ◆ Initiate pioneering actions targeted to girls and women;
- ◆ Develop specific frameworks to promote women in decision-making positions with the aim to support professionals in the company



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- 6) National Civil Society Development Strategy;
- 7) National Development Strategy, Law No. 295 as of 21.12.2007;
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**List of non-governmental organizations participants in the survey:**

- ◆ Amnesty International Moldova (www.amnesty.md)
- ◆ Legal Aid Association for Women
- ◆ Women's Association „Initiative”
- ◆ Association of Independent Press (www.api.md)
- ◆ Association of psychologists of Tighina
- ◆ Association „Always Together”
- ◆ „Partnership for Development” Centre (www.progen.md)
- ◆ Women's Political Club 50/50 (www.club50.md)
- ◆ International Committee for civic diplomacy (www.civictimacy.org)
- ◆ Forum of Women's Organization (www.womenforum.md)
- ◆ Gender Doc (www.lgbt.md)
- ◆ East-European Foundation (www.eef.md)
- ◆ Soros-Moldova Foundation (soros.md)
- ◆ PromoLex (www.promolex.md)
- ◆ Pro Business-Nord (www.pbn.org.md)
- ◆ Winrock International representation in Moldova (www.winrock.org.md)

List of business companies participants in the survey:

- ◆ „Acorex Wine Holding” Company (www.acorex.net)
- ◆ Design and construction Company „Arhiconi Grup” (www.arhiconi.com)
- ◆ „Zorile” Footwear Factory (www.zorile.md)
- ◆ „Ionel” Garments Factory
- ◆ „Sancos” Aesthetical Medicine Clinic (www.sancos.md)
- ◆ Natural Gas Fenosa (www.gasnaturalfenosa.md)
- ◆ „Vinamex” pharmaceutical company (www.vinamex.md)
- ◆ „Bucuria” Confectionary Factory (www.bucuria.md)