

Annex 2
to Government Decision No.
of 31 December 2009

Action plan for the implementation during 2010-2012 of the National Program on ensuring gender equality during 2010-2015

#	Key Objectives		Actions	Time frame	Responsible parties	Partners	Progress Indicator	Costs*		
								2010	2011	2012
1	2		3	4	5	6	7	8	9	10
1	Employment and Migration									
1.1	Increase employment among women and reduce gender wage gap	1.1.1	Mainstream gender into Labor Code, employment yearly plans and occupational safety and health normative acts;	2010-2011	Ministry of Labour Social Protection & Family (National Employment Agency)	Ministry of Economy, Trade Union, Employers' Association, Civil Society Organisations, International Labour Organization, United Nations Development Fund for Women	Amendments to the Labour code approved and other relevant policy documents in the area of employment engendered			
		1.1.2	Monitor implementation of the National Development Strategy in the area of employment through gender lens;	2011	Ministry of Labour Social Protection & Family	Ministry of Economy, Civil Society Organisations, International Organizations	Employment related sub-priority of the National Development Strategy monitored through gender lens			
		1.1.3	Develop gender equality standards to promote equal participation of women in economic decision making and recommend to political, economic and financial institutions;	2011-2012	Ministry of Economy, Ministry of Labour Social Protection & Family	Private Entities, Civil Society Organisations	Standards on gender equality in economic decision making developed Number of political, economic and financial institutions adopted gender equality standards			
		1.1.4	Promote "non-traditional" professions for women and men in the labor market to redress gender-based occupational segregation;	2011-2012	Ministry of Economy, Ministry of Education, Ministry of Labour Social Protection &	Trade Unions, Employers' Association, Civil Society Organisations, International Labour Organisation,	Number of local employment agencies that pilot the mechanism on promoting "non-traditional" professions			

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

				Family, Ministry of Culture	Local Public Authorities				
		1.1.5	Undertake Information and awareness raising campaigns addressed at the general public, specifically in rural areas on the right of women and men to equality in the labour market and in economic life;	2010-2012	Ministry of Economy, Ministry of Labour Social Protection & Family	Mass-media, United Nations Development Fund for Women, International Labour Organisation, Civil Society Organisations	Number of campaigns undertaken Number of rayons/localities covered with direct campaigns		
		1.1.6	Encourage women's participation in the labor market through reducing gender discrimination, unemployment rate, and improvement of employment rate among women;	2010-2012	Ministry of Labour Social Protection & Family (National Employment Agency), Ministry of Education, Local Public Authorities	Mass media, Civil Society Organisations	Employment Rate of women, Unemployment Rate among women		
		1.1.7	Undertake situation analysis of women in the labor market with the focus in rural areas.	2009-2010	Ministry of Labour Social Protection & Family, Ministry of Economy	National Bureau of Statistics, Think Tanks, Civil Society Organisations, United Nations Development Fund for Women, International Labour Organisation	Analysis undertaken with the focus in rural areas		
1.2	Eliminate all forms of discrimination in the employment sphere on the basis of gender	1.2.1	Develop special measures and put them into practice in order to ensure full implementation of relevant international treaties, such as Convention on the Elimination of all forms of Discrimination against Women, International Covenant on Economic, Social and Cultural Rights, International Labour Organisations' Conventions ¹ and others with	2010-2012	Ministry of Economy, Ministry of Labour Social Protection & Family, Ministry of Culture Ministry of Foreign Affairs and European	International Organisations			

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

			regard to women's employment;		Integration					
	1.2.2	Update information in unified data base of the labor market on a regular basis through gender lens;	2010-2012	Ministry of Labour Social Protection & Family, (National Employment Agency), Ministry of Education, Central Public Authorities	Local Public Authorities	Unified Data base of the labor market contain sex-disaggregated data				
	1.2.3	Introduce on-line technology and create unified data base on the labor requests and offers through gender lens;	2010-2012	Ministry of Labour Social Protection & Family, (National Employment Agency), Ministry of Education, Central Public Authorities	State enterprise "Registru", Swedish International Development Cooperation Agency	On-line technology				
	1.2.4	Undertake gender analysis of parental leave;	2010-2012	National Office for Social Insurance	United Nations Development Fund for Women, Civil Society Organisations, Think Tanks	Gender analysis of parental leave is undertaken				
	1.2.5	Develop and disseminate Recommendation Note on Parental leave to targeting public and private institutions in order to promote increased participation of men and fathers in private/family life;	2010-2012	Governmental Committee on Gender Equality, Ministry of Labour, Social Protection & Family, Ministry of Economy	Trade Unions, Employers' Association, Civil Society Organisations, International Organisations	Recommendation note developed Number of public and private institutions that adopted and implementing the Parental Leave Note				
	1.2.6	Develop and mainstream measures	2010-	Ministry of	Trade Unions,	Labor Code and other				

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

			for preventing and combating sexual harassment and other forms of victimization in the workplace into the Labor Code and other relevant legal and normative acts.	2012	Economy, Ministry of Labour, Social Protection & Family	Employers' Association, Civil Society, Civil Society Organisations, International Organisations	relevant legal/normative acts reflect sexual harassment and other forms of violence in the workplace			
1.3	Promote women's economic empowerment in rural areas	1.3.1	Promote investment projects, financial advice, and access to training and retraining both in urban and rural areas, and promote recommendations for promoting women's entrepreneurship into relevant documents.	2010-2012	Ministry of Labour, Social Protection & Family (National Employment Agency) Ministry of Education, Ministry of Finance	Chamber of Commerce & Industry, Commercial Banks, United Nations Development Fund for Women, International Labour Organisation, International Organisations, Civil Society Organisations, Moldova Social Investment Fund, Small & Medium Enterprises Development Organisation	Recommendations for effective promotion of women's entrepreneurship developed and promoted			
1.4	Mainstream gender aspects into the implementation of policies on migration administration	1.4.1	Negotiate intergovernmental agreements on social security of migrants and their families;	2010-2012	Ministry of Labour, Social Protection & Family	International Organisation for Migration, Organization for Security and Cooperation in Europe, United Nations Population Fund, United Nations Development Programme	Intergovernmental agreements negotiated with at least 4 EU member states			
		1.4.2	Improving methods to gather, analyze and disseminate information/statistics on participation in the migration	2010-2012	Ministry of Labour, Social Protection & Family	International Organisation for Migration, Organization for	Methods developed and put in action			

			process that is gender sensitive, and application of this info for policy/intervention development to curb negative impacts of migration.		(National Employment Agency), National Bureau of Statistics Ministry of Internal Affairs, Border Guard Service	Security and Cooperation in Europe, United Nations Population Fund, United Nations Development Programme				
2.	Budgeting									
2.1	Development of GRB concept/vision in the context of the Republic of Moldova	2.1.1	Develop gender responsive budgeting concept	2012	Governmental Committee on Gender Equality, Ministry of Finance, Ministry of Labour, Social Protection & Family, Ministry of Health, Ministry of Education	World Bank, Swedish International Development Cooperation Agency, United Nations Development fund for Women, Academic institutions, Institute of scientific research	Concept note on GRB is developed			
		2.1.2	Mainstream gender responsive budgeting course at the post graduate level;	2009	Academy of Economic Studies of Moldova	Ministry of Labour, Social Protection & Family, World Bank, Swedish International Development Cooperation Agency, United Nations Development Fund for Women, Academy of Public Administration within the Presidency of Moldova	Course curriculum is developed and implemented in at least one university			
		2.1.3	Develop and organize summer course on GRB for the relevant ministries' officials.	2010	Academy of Economic Studies of Moldova	Ministry of Finance, Ministry of Labour, Social Protection & Family, Ministry of Economy	Summer Course on GRB developed Number of ministry officials trained through	External resources		

						Ministry of Education, Ministry of Health, Department for International Development, World Bank, Swedish International Development Cooperation Agency, United Nations Development Fund for Women, Academy of Public Administration within the Presidency of Moldova	the summer course			
2.2	Promotion of GRB development into budgetary process at the national and local levels	2.2.1	Undertake gender analysis in budget processes focusing on selected priority areas in the framework of the National Development Strategy.	2010-2011	Ministry of Labour, Social Protection & Family	World Bank, Swedish International Development Cooperation Agency, Ministry of Economy, Ministry of Finance, Ministry of Education, Ministry of Health	Number of budget processes within the National Development Strategy priority areas analyzed through gender lens			
3	Women's participation in Decision Making									
3.1	Increase representation of women in the decision making positions in the political and public life	3.1.1	Development and implementation of international treaties provisions and legal instruments, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women, General Recommendation of the Committee on the Elimination of Discrimination against women, International Covenant on Civil & Political Rights ² ;	2010-2012	Ministry of Labour, Social Protection & Family, Ministry of Foreign Affairs and European Integration	International Organisations, Civil Society Organisations				
		3.1.2	Develop Recommendation Note	2010	Governmental	United Nations	Recommendation note			

			aiming at balanced participation of women and men taking public positions, civil society organisations, private sector organizations and political parties at the decision making level and disseminate it to the relevant organizations with required follow up;		Committee on Gender Equality, Ministry of Labour, Social Protection & Family	Development Fund for Women, International Organisations, Civil Society Organisations, media organizations	developed Number of organizations (NGOs, private and political entities) that apply and use Women's Participation Note			
		3.1.3	Undertake research and policy-related analytical studies on women's participation at different decision levels of organizations ³ , including identification of obstacles encountered and strategies needed to overcome the identified barriers;	2010-2012	Governmental Committee on Gender Equality, Ministry of Labour, Social Protection & Family	Civil Society Organisations, International Organisations, Academic institutions and media	Status of women's participation in decision making is analyzed, obstacles defined and recommendations communicated to the relevant policy makers			
		3.1.4	Monitor implementation of the Law no.5-XVI of 9 February 2006 on equal opportunities for women and men and of internal by-laws by political parties concerning balanced participation of women and men in political decision making positions;	2010-2012	Ministry of Justice	Ministry of Labour, Social Protection & Family, International Organisations, Civil Society Organisations	Number of monitored political parties;			
		3.1.5	Gather, analyze and disseminate sex-disaggregated statistics on participation of women and men in decision making bodies, both elected and appointed, at all levels of the organization and functioning of society, including leading bodies of political and administrative institutions and of civil society organizations ⁴ .	2010-2012	Central Electoral Commission, National Bureau of Statistics, State Chancellery (Human Resources Department)	Civil Society Organisations, Academic institutions, Local Public Authorities	Sex-disaggregated statistics on women's and men's participation in political decision making is made available on a regular basis			
4	Social protection and family									
4.1	Increasing significance of maternity and	4.1.1	Develop and implement special measures in order to ensure full implementation of relevant	2010-2012	Ministry of Labour, Social Protection &	Ministry of Foreign Affairs & European Integration,	Initiated the process of ratification of relevant international treaties			

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

paternity and promotion of equal sharing of tasks by men and women in regards to family responsibilities		international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women, International Labour Organisation's relevant Convention and the revised European Social Charter ⁵ ;		Family, (National Employment Agency), Ministry of Economy	Ministry of Culture, International Organisations				
	4.1.2	Implement Integrated Social Services for persons in need (children, elder people, disabled, etc.) through gender perspectives in social field;	2010-2012	Ministry of Labour, Social Protection & Family	Local Public Authorities, Civil Society Organisations, International Organisations	Integrated Social Services developed in community, rayon and national levels through gender perspectives			
	4.1.3	Undertake national and local campaigns to promote model fathers with the focus on changing social pattern within the families;	2010-2012	Ministry of Labour, Social Protection & Family	Local Public Authorities, Civil Society Organisations, International Organisations	Number of campaigns organized			
	4.1.4	Support to initiation and establishment of community based kindergartens on a pilot basis under the responsibility and control of the parents' association in the respective local communities;	2010-2011	Ministry of Education	Ministry of Labour, Social Protection & Family, United Nations Development Programme, United Nations Development Fund for Women, Swedish International Development Cooperation Agency	Number of pilot kindergartens established and functioning			
	4.1.5	Conduct time use survey on women's and men's average use of time, including families with migrants.	2010-2012	National Bureau of Statistics	Ministry of Economy, Ministry of Labour, Social Protection & Family, Ministry of Health, Ministry of Education, Ministry of Internal Affairs, Civil Society	Results of the Time Use survey shared with the decision makers		200000	0

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

						Organisations, United Nations Development Programme, United Nations Development Fund for Women, United Nations Population Fund, Swedish International Development Cooperation Agency, Department for International Development				
4.2	Improve social protection of women as informal home caregivers;	4.2.1	Develop and implement special measures in order to ensure full implementation of international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination, International Covenant on Economic, Social and Cultural Rights, ILO Convention, revised European Social Charter ⁶ ;	2010-2012	Ministry of Labour, Social Protection & Family, Ministry of Economy Ministry of Foreign Affairs and European Integration	Ministry of Health, Trade Union				
		4.2.2	Develop a proposal to amend the law on social assistance to introduce official services provided by informal home caregivers;	2010-2011	Ministry of Labour, Social Protection & Family	Local Public Authorities, Trade Unions	Number of informal home care givers having official status, especially women employed to provide care services			
		4.2.3	To direct social indemnities towards most needy, through social assistance taking into consideration their income level and gender aspects.	2010-2012	Ministry of Labour, Social Protection & Family	Local Public Authorities	Number of poor families headed by women receive social indemnities			
4.3	Diminish a gap between pensions of women and men	4.3.1	Examine the impact of increasing retirement age of women upon the economic situation of women as well as on the pension system in general.	2010-2011	Ministry of Labour, Social Protection & Family	Trade Unions, Employers Association, Civil Society Organisations, International	Recommendation developed on the possible increase of retirement age of women			

						Organisations				
5	Health care									
5.1	Mainstreaming gender equality into Health policies	5.1.1	Develop and implement special measures in order to ensure full implementation of international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women, General Recommendation of the Committee on the Elimination of Discrimination against Women, International Covenant on Economic, Social and Cultural Rights, and revised European Social Charter ⁷ ;	2010-2012	Ministry of Health, Ministry of Foreign Affairs & European Integration	Ministry of Labour, Social Protection & Family, Ministry of Education, Ministry of Internal Affairs				
		5.1.2	Develop methodological instructions, standards of knowledge and practical skills in the field of health through gender lens;	2011	Ministry of Health, Ministry of Labour, Social Protection & Family	World Health Organisation, Academic institutions, Civil Society Organisations, International Organisations	Training Module developed and approved	External resources		
		5.1.3	Build capacity of health personnel from the multi-disciplinary teams in rayons in the context of gender dimensions, in health aspects of violence, HIV infection, aimed at providing adequate medical services	2010-2012	Ministry of Health	United Nations Population Fund, United Nations Development Programme, International Organisation for Migration, Organization for Security and Cooperation in Europe, Joint United Nations Programme on HIV/AIDS	Number of health personnel trained	External resources		
		5.1.4	Gather, analyze and use sex-	2010-	Ministry of	International	Policies and plans taking			

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

			disaggregated statistics as well as results of research and studies through gender lens in planning and implementation of sector policies.	2011	Health National Bureau of Statistics	Organisations, Civil Society Organisations, Local Public Authorities	into consideration gender aspects in health			
5.2	Narrowing gender gap in life expectancy of women and men	5.2.1	Identify causal factors of increasing gap in life expectancy of women and men through research and studies from a gender perspective (a specific study on this subject focusing on the aspect of Moldovan women's vulnerability to HIV infection);	2010	Ministry of Health, Ministry of Education, Ministry of Labour, Social Protection & Family, Ministry of Economy	International Organisations, Civil Society Organisations, Think Tanks	Recommendations elaborated to narrowing gender gap in life expectancy of women and men and communicated to the relevant decision makers Study undertaken through external support	External resources		
		5.2.2	Identification of measures for removing/reducing factors leading to increasing gap in life expectancy of women and men;	2011	Ministry of Health, Ministry of Education, Ministry of Labour, Social Protection & Family	International Organisations, Civil Society Organisations, Think Tanks	Measures identified and linked to sectoral policies and plans	External resources		
		5.2.3	Improving mental and physical health to prevent health risk behaviour (suicide, abusive alcohol consumption, drug abuse) by putting efficient treatment into practice;	2010-2012	Ministry of Health, Local Public Authorities	United Nations Population Fund, World Health Organisations, Civil Society Organisations	1) Number of persons being under medical supervision (abusive alcohol consumption, drug abuse) 2) Number of persons for treatment			
		5.2.4	Raise public awareness on the factors leading to increasing gap in life expectancy, including trauma and accidents.	2010-2011	Ministry of Health, Ministry of Education, Ministry of Internal Affairs, Ministry of Transportation and Road Infrastructure	Ministry of Labour, Social Protection & Family, International Organisations, Civil Society Organisations, mass-media	Number of TV, Radio and other programs and activities Number of rayons covered	External resources		

5.3	Reduce socio-economic factors leading to maternal mortality, especially among women from rural areas	5.3.1	Develop and provide reproductive health services for women and men, especially youth at the primary level, including retraining of medical staff and development of guidelines and corresponding standards;	2010-2012	Ministry of Health	World Health Organisation, United Nations Population Fund	Number of communities with primary medical services on reproductive health Number of women and men who received reproductive health services at the primary level			
		5.3.2	Improve the availability, acceptability and use of modern means of fertility control by women and men, especially in rural areas to eliminate the use of abortion as a method of fertility control;	2010-2012	Ministry of Health	World Health Organisation, United Nations Population Fund	Share of women, who use modern means of birth control			
		5.3.3	Awareness raising on family planning and reproductive health reflecting gender aspects, including the promotion of the principle of non-discrimination towards people living with HIV;	2010-2012	Ministry of Health	United Nations Population Fund, Mass-media	Public is informed about the gender aspects of family planning and reproductive health			
		5.3.4	Promotion of healthy life-style in the society, but also among teenagers and youth through the National Healthy Lifestyle Programme for 2007-2015.	2010-2012	Ministry of Health, Ministry of Education	United Nations Population Fund, United Nations fund for Children, Civil Society Organisations	Number of undertaken activities	External resources		
6	Education									
6.1	Mainstreaming gender equality into education policies and plans and education process	6.1.1	Implement relevant international treaty recommendations, taking particularly into account Convention on the Elimination of all forms of Discrimination against Women, International Covenant on Economic, Social and Cultural Rights, European Convention on Human Rights, and European		Ministry of Education, Ministry of Foreign Affairs & European Integration	Ministry of Labour, Social Protection & Family, Ministry of Economy				

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

			Social Charter revised in education strategies and national plans							
		6.1.2	Gender review of compulsory national curriculum;	2011-2012	Ministry of Education	Civil Society Organisations, Academia, International Organisations	Recommendations developed and mainstreamed into sector policies and plans			
		6.1.3	Mainstream gender into the content of scholar books;	2011-2012	Ministry of Education	Civil Society Organisations, Academia, International Organisations	Recommendations developed and mainstreamed into education policies and plans			
		6.1.4	Integrate gender equality perspectives in teachers' initial training, retraining and in-service training programmes in the context of human rights;	2011-2012	Ministry of Education, Institute for Educational Sciences	Academic institutions, United Nations fund for Children, Ministry of Labour, Social Protection & Family, Civil Society Organisations	Gender amendments approved by the Ministry			
		6.1.5	Ensure access of girls and boys to different services and privileges, including grants and scholarships on an equal basis.	2011-2012	Ministry of Education	United Nations fund for Children, Ministry of Labour, Social Protection & Family, Civil Society Organisations	Number of girls and boys benefiting from grants, scholarship			
6.2	Reduce feminization of educational system in the Republic of Moldova	6.2.1	Promote gender perspectives in Human Resource development for all levels of education on the basis of research and international practices;	2011-2012	Ministry of Education	United Nations fund for Children, Civil Society Organisations, Academic institutions	Share of women and men teachers at different levels of education			
		6.2.2	Promote among girls and boys to enroll in nontraditional fields through gender perspectives for their sexes education and vocational training.	2011-2012	Ministry of Education	Ministry of Labour, Social Protection & Family, (National Employment Agency), International Organisations, Civil Society	Number of girls and boys enrolled for professions, which are unconventional for their sexes;			

					Organisations				
7	Violence and Trafficking in human being								
7.1	Annihilate domestic and gender based violence against and trafficking in human beings, especially in women and girls	7.1.1	Develop and implement special measures in order to ensure full implementation of relevant international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women, and revised European Social Charter ⁸ ;	2010-2012	Ministry of Internal Affairs, Ministry of Labour, Social Protection & Family, Ministry of Health, Ministry of Education, Ministry of Foreign Affairs & European Integration	International Organisations, Local Public Authorities, Civil Society Organisations			
7.1.2		Mainstream gender aspects into preventive measures (legal, political, social, educational and cultural) addressed at potential victims, especially women, and girls as well as potential perpetrators;	2011-2012	Ministry of Labour, Social Protection & Family, Ministry of Internal Affairs, Ministry of Education, Ministry of Health, Local Public Authorities	United Nations Development Programme, United Nations Population Fund, Organization for Security and Cooperation in Europe, International Organisation for Migration	Preventive measures better target women and girls			
7.1.3		Take full consideration/ mainstreaming gender aspects in key normative and administrative acts and policies in regard to prevention, protection, including rehabilitation and prosecution of victims of violence and trafficking;	2010-2012	Ministry of Labour, Social Protection & Family, Ministry of Health, Ministry of Internal Affairs	International Organisation for Migration, United Nations Population Fund, United Nations Development Programme, Organization for Security and Cooperation in Europe,	Key policies and normative acts take into consideration gender equality principles			
7.1.4		Develop services for women and girl victims of violence and	2010-2012	Local Public Authorities,	Ministry of Internal Affairs,	Number of specialized services available for			

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

			trafficking;			Ministry of Education, Ministry of Labour, Social Protection & Family, Ministry of Health, International Organisation for Migration, United Nations Population Fund, United Nations Development Programme	women and girls Number of women and girls received service			
	7.1.5	Develop and pilot education programs and training for professionals involved in interventions with victims of violence at the national level (judicial, health, education, social workers, the police etc) on the basis of gender perspectives;	2010-2012	Ministry of Labour, Social Protection & Family, Ministry of Internal Affairs, Ministry of Health, Ministry of Education, Superior Council of Magistracy	United Nations Population Fund, International Organisation for Migration, Organization for Security and Cooperation in Europe, United Nations Development Programme, Local Public Authorities, Civil Society Organisations	Education programs developed Number of pilot trainings conducted				
	7.1.6	Commission research on the prevalence, causes and consequences of different forms of violence against women and girls, including domestic violence, to serve as the basis for comprehensive and targeted intervention at the national and local levels;	2011-2012	Ministry of Labour, Social Protection & Family	Organization for Security and Cooperation in Europe, United Nations Population Fund, United Nations Development Fund for Women, Civil Society Organisations, Academia	Recommendations from the research developed and communicated to the policy makers				

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

		7.1.7	Undertake information and awareness raising campaigns, including 16 days event, addressed at the general public on the issue of violence against women, girls and boys, including trafficking in human beings as a human rights violation;	2010-2012	Ministry of Labour, Social Protection & Family, Ministry of Internal Affairs, Ministry of Health, Ministry of Education, Local Public Authorities	International Organisation for Migration, United Nations Population Fund, Organization for Security and Cooperation in Europe, United Nations Development Programme, Civil Society Organisations, United Nations Development Fund for Women, Academia	Number of awareness raising campaigns organized			
		7.1.8	Develop normative basis for collecting, analyzing and disseminating sex-disaggregated statistics on the type and extent of violence;	2010-2012	Ministry of Labour, Social Protection & Family, Ministry of Internal Affairs, Ministry of Health, Local Public Authorities, National Bureau of Statistics	United Nations Population Fund	Government decision elaborated			
		7.1.9	Pilot the data collection in selected rayons.	2011-2012	Ministry of Labour, Social Protection & Family, Ministry of Internal Affairs, Ministry of Health, Local Public Authorities, National Bureau of Statistics	United Nations Population Fund	Data on violence incidence collected in pilot rayons			
7.2	Combat	7.2.1	Consolidate normative framework	2010-	Ministry of	United Nations Fund	Developed draft law on			

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

	manifestation of violence against girls and boys in the educational system		and elaborate mechanisms for responsibility of persons who committed violence against children, especially girls, including in educational institutions;	2011	Labour, Social Protection & Family, Ministry of Education	for Children, Civil Society Organisations	amending and supplementing some legal acts			
		7.2.2.	Develop violence counteracting training modules for pedagogical institutions and training institutions for educational personnel and officials;	2011-2012	Ministry of Education	United Nations Fund for Children, Civil Society Organisations, Academia	Modules developed			
		7.2.3	Undertake information and awareness raising initiatives addressed at all levels of educational institutions (both educational personnel and pupils/students) on the issue of violence against girls and boys and women as a human rights violation.	2011-2012	Ministry of Education	United Nations Fund for Children, Civil Society Organisations, Academia	Number of awareness raising campaign			
7.3	Improve services for the rehabilitation and reintegration of victims of trafficking and violence, especially women and girls	7.3.1	Develop and implement special measures in order to ensure full implementation of relevant international treaties, taking particularly into account the Convention on the Elimination of all forms of Discrimination against Women (Article 6), the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children and the Council of Europe Convention on Action against Trafficking in Human beings ⁹ ;	2011-2012	Ministry of Labour, Social Protection & Family	Ministry of Internal Affairs, Ministry of Health, Ministry of Education, Local Public Authorities, International Organisations, Civil Society Organisations				
		7.3.2	Integrate gender aspects into the training for the multidisciplinary teams from rayons on preventing and combating trafficking in human beings and domestic violence;	2010-2012	Ministry of Labour, Social Protection & Family, Ministry of Health, Ministry of Education, Ministry of	International Organisation for Migration, United Nations Population Fund, United Nations Development Programme, Organization for	Training module developed and implemented			

					Internal Affairs, Local Public Authorities	Security and Cooperation in Europe				
		7.3.3	Support three women's shelters, which provide support to victims of domestic violence/ trafficking.	2010-2012	Ministry of Labour, Social Protection & Family, Local Public Authorities	Civil Society Organisations, International Organisations	Methodological materials			
8	AWARENESS RAISING AND MEDIA									
8.1	Encourage projection of positive images of women and men and of their equal status and responsibilities in the private and public spheres	8.1.1	Develop and implement special measures in order to ensure full implementation of priority actions from the Strategic Objectives and actions contained in Chapter IV of the Beijing Platform for Action, in particular Section J (women and the media);	2010-2011	Audiovisual Coordinating Council	Audio-visual and print media associations, Civil Society Organisations, Parliamentary Committee for Culture, Science, Education, Youth, Sports and Media, Governmental Committee on Gender Equality				
		8.1.2	Review of Press Law No. 243-XIII of October 26, 1994 and Audio-Visual Law No. 603 of October 3, 1995 through gender lens;	2011-2012	Audiovisual Coordinating Council, Ministry of Labour, Social Protection & Family, Ministry of Culture, (The State Agency for the Protection of Morality)	Civil Society Organisations, International Organisations, Journalists union of Moldova	Legal acts revised through gender lens and adopted			
		8.1.3	Mainstream gender aspects into journalistic Ethic Code with focus on the use of non-sexist language and the presentation of non-stereotyped images of women and men and exclude the use of violent	2010-2011	Audiovisual Coordinating Council, Press Associations of Central Public	Journalists unions, Audio-visual and print media associations, Civil Society Organisations,	Gender sensitive code of ethics for journalists			

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

			or degrading materials, etc.;		Authorities	International Organisations				
		8.1.4	Undertake capacity building of journalists and media decision makers on the principles of gender equality as a core of human rights.	2010-2012	Ministry of Education	Academic institutions, International Organisations, Civil Society Organisations	Number of capacity building trainings Number of trained journalists			
8.2	Combat sexist image of women in advertising and media	8.2.1	Identify and lessen existing practice among print media, which further perpetrates human dignity, gender-based violence and the negative use of women's and men's image in the media, including in advertising;	2010-2012	Audiovisual Coordinating Council, Press Associations of Central Public Authorities	Audio-visual and print media associations, International Organisations, Civil Society Organisations	Broadcasts accomplished			
		8.2.2	Promotional campaigns, knowledge products and capacity building for media to promote an adequate and equilibrated gender image.	2010-2012	Governmental Committee on Gender Equality	Audio-visual and print media associations , International Organisations, Civil Society Organisations	Number of accomplished campaigns			
8.3	To enhance awareness among women and men and girls and boys of their human rights	8.3.1	Develop and implement communication strategy of the government on promoting gender equality with the active involvement of men and boys as a means for pursuing a gender equality policy in the dynamic context of the society;	2010-2011	Government press services, Press services of relevant Central Public Authorities	Governmental Committee on Gender Equality, International Organisations				
		8.3.2	Develop and disseminate brochures on the Convention on the Elimination of all forms of Discrimination against Women and its Optional Protocol, Complaint Mechanism of the Special Rapporteur on Violence against Women within OHCHR, and European Court of Human Rights and local legislations and plans for promoting Human Rights, especially of women and girls.	2010-2011	Government press services, Press services of relevant Central Public Authorities	International Organisations, Civil Society Organisations, academia and media	Developed and disseminated informational materials			

9. National Institutional Mechanism											
9.1	Improving governance for gender equality	9.1.1	Develop and implement special measures in order to ensure full implementation of the strategic objectives and actions contained in Beijing Platform for Action, Gender equality law of the RM ¹⁰ ;	2010-2012	Ministry of Labour, Social Protection & Family	Governmental Committee on Gender Equality					
		9.1.2	Review the positions/status and scope of work of the Gender Focal Points in the ministries and government agencies and align it with Council of Europe standards indicated in the Recommendation CM/Rec(2007)17 (Part C-2 ii, iii, v) of the Committee of Ministers to member states on gender equality standards and mechanism;	2009-2010	Ministry of Labour, Social Protection & Family, Gender Focal Points in Central Public Authorities	Civil Society Organisations, International Organisations					
		9.1.3	Establish gender focal point positions at the rayon level and build their capacity;	2010-2011	Ministry of Labour, Social Protection & Family, Local Public Authorities	United Nations Population Fund, International Organisation for Migration, Organization for Security and Cooperation in Europe, United Nations Development Programme, United Nations Development Fund for Women, Civil Society Organisations	Gender focal points Number of delivered trainings for gender focal points				
		9.1.4	Build capacity (e.g. gender mainstreaming, gender analysis, application of gender statistics and monitoring tools, use of gender responsive budgeting, etc) of the Governmental Committee on Gender Equality' members as well as Gender Focal Points;	2010-2012	Ministry of Labour, Social Protection & Family	National Bureau of Statistics, Academic institutions, Civil Society Organisations, International Organisations					

UNOFFICIAL TRANSLATION PREPARED BY THE UNIFEM/SIDA MOLDOVA PROGRAMME, JANUARY 2010

		9.1.5	Build capacity of ombuds in dealing with complaints for discrimination on the basis of sex;	2010-2011	Human Rights Committee	International Organisations, Ministry of Labour, Social Protection & Family	Number of accomplished trainings			
		9.1.6	Build capacity of judicial staff and high level authorities for the full implementation of the Convention on the Elimination of all forms of Discrimination against Women, optional protocol, gender equality law, Law on preventing and combating domestic violence.	2011	National Institute of Justice, Ministry of Justice, Superior Council of Magistracy	International Organisations, Civil Society Organisations, Donors				
9.2	Reinforce Networking and support social dialogue	9.2.1	Establish and facilitate a inter-ministerial team on elaboration of the state's fourth and fifth consolidated report on the implementation of the Convention on the Elimination of all forms of Discrimination against Women which due in July 2011.	2010-2011	Ministry of Labour, Social Protection & Family, Governmental Committee on Gender Equality,	Ministry of Economy, Ministry of Education, Ministry of Health, Ministry of Internal Affairs, Ministry of Transport and Road Infrastructure, Ministry of Defence, Ministry of Foreign Affairs & European Integration, Ministry of Culture, Ministry of Finance, Ministry of Justice, Ministry of Agriculture & Food Industry, International Organisations	Report on the implementation of the Convention on the Elimination of all forms of Discrimination against Women developed			

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

Notes:

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

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

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

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

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

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

⁷ Article 12 of the CEDAW, General Recommendation No 24 on women and health adopted by the Committee on the Elimination of Discrimination against Women, Article 12 of the ICESCR, Article 11 of the revised European Social Charter⁷; This also includes Article 25 of the UDHR, as well as the Programme of Action of the ICPD and the strategic objectives and actions contained in Chapter IV of the BPFA, in particular Section C (women and health) and I (human rights of women);

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

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

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