



IN BRIEF



UN WOMEN MOLDOVA STRATEGIC NOTE FOR 2018-2022

Context

Republic of Moldova is party to seven of the nine core international human rights treaties, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and its Optional Protocol.

In February 2017, the state signed the [Council of Europe Convention on preventing and combating violence against women and domestic violence](#) (CAHVIO). In line with the European Union-Moldova Association Agreement signed in June 2014, the Republic of Moldova has committed to gradually approximate its legislation to EU standards and international instruments, including in the field of gender equality and anti-discrimination.

The main legislative framework that advance gender equality includes: Law on Ensuring Equal Opportunities for Women and Men (nr. 5, February 2006); Law on Preventing and Combating Family Violence (nr. 45, March 2008), Law on Equality (nr 121, May 2012). Other laws maintain specific articles and references on ensuring gender equality in different fields. For example, by Law no. 71 (April 2016) other 15 legal acts were amended and supplemented, including introduction of 40% gender quota for Party lists and Government Cabinet and paid paternity leave; Law no.196 (July 2016) amended 11 legislative acts in the area of preventing and combating violence against women. Relevant Government strategies include the [Strategy to ensure equality between men and women 2017-2021](#) and [National Strategy on Prevention and Combating of Violence against Women and Domestic Violence for 2018-2023](#).

Despite numerous progress made, **equality in daily life is still not a reality**. This is particularly the case for women facing multiple exclusion or discrimination, such as those with disabilities or the Roma. Women continue to be under-represented in decision-making positions in political and public life, have lower employment rate and face vertical

and horizontal segregation, perform the bulk of unpaid care work at home, and experience high levels of gender-based violence in their daily life. The implementation of the legislative and policy framework on gender equality is lagging behind and there is a gap between *de jure* and *de facto* realization of women's rights. Policies that advance gender equality are not backed by adequate funding and there is insufficient understanding and commitment by the duty bearers to implement them.

In Moldova, Women

Represent:

- 22% of Parliamentarians; 21% of Cabinet Ministers; 21% of mayors; 30% of local councilors; 18% of district councilors

Participate:

- less than men on the labour market; women's employment rate is 39% compared to 43% for men. for women with small children (below 6 years of age) it is 40% compared to 57% for men

Earn:

- on average 14.5% less than men

Spend:

- 66% of their total working time on unpaid work (4.9 hours a day), while men spend almost twice less time for this (2.8 hours a day)

Experience:

- violence in their daily life. 63% of women experienced at least one form of violence from husband/partner during their lifetime.



Proposed Programme

UN Women's programme for 2018-2022 is based on the results achieved, lessons learnt and recommendations made from evaluations of different projects and initiatives implemented during the Strategic Note 2014-2017 and earlier in Moldova. The programme was consulted during November 2016-July 2017 with relevant stakeholders - government at the central and local levels, civil society organizations, Parliament, UN agencies and other international organizations, local communities and women from various groups (mayors and local councilors, rural, Romani, with disabilities, young, migrant returnees, survivors of violence, etc.) which informed the focus and Theory of Change (TOC) of the country programme.

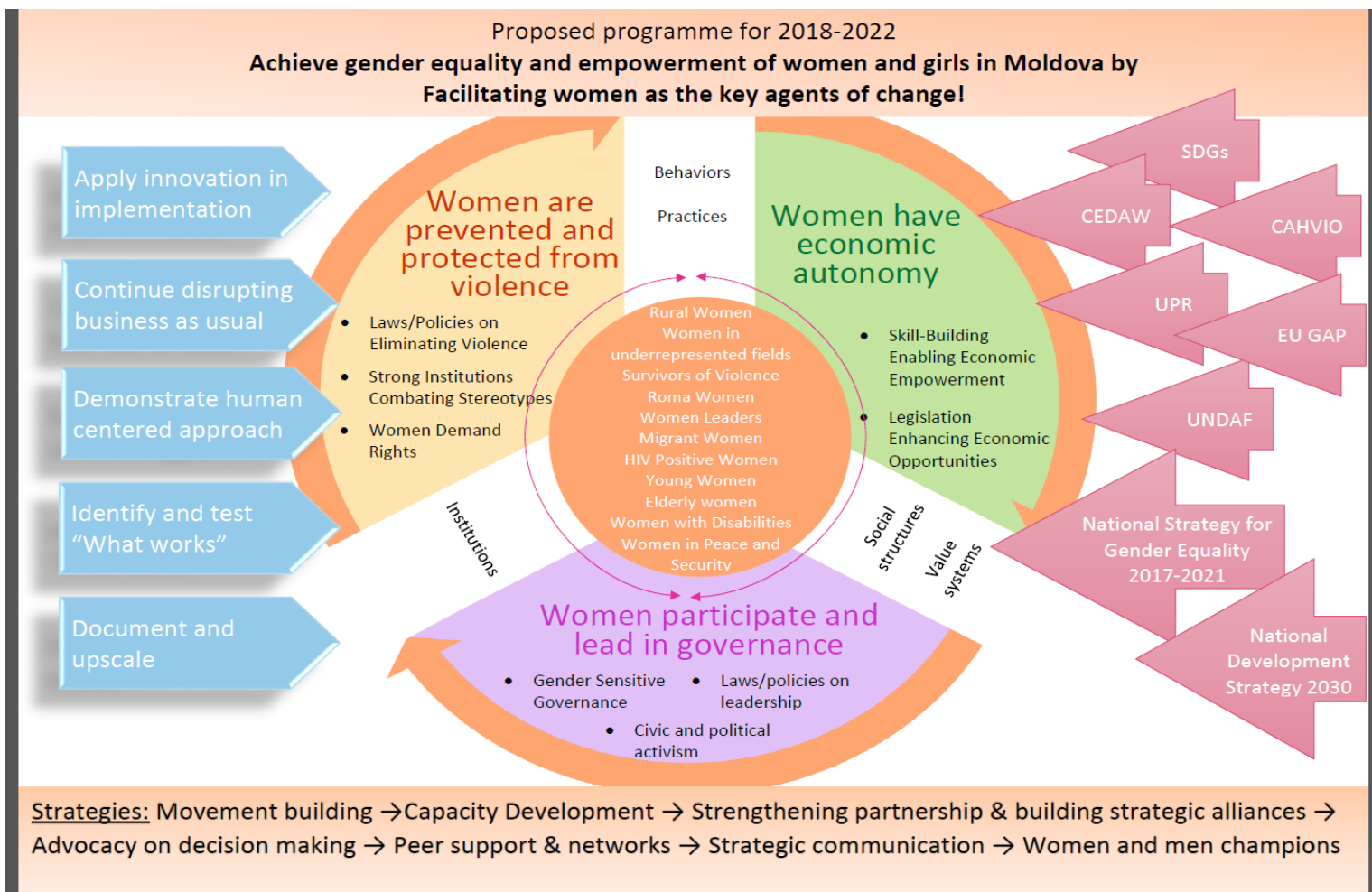
The programme is aligned with [UN Women's Global Strategic Plan 2018-2021](#), [Moldova's UNPFSD for 2018-2022](#), [Strategy to ensure equality between men and women 2017-2021](#), the [National Strategy on Prevention and Combating of Violence against Women and Domestic Violence for 2018-2023](#) and the [draft of the National Action Plan on the implementation of UN](#)

[Security Council Resolution 1325](#). It is also based on the latest recommendations by international human rights treaty bodies: [CEDAW \(2013 Concluding Observations\)](#), [UPR recommendations \(2016\)](#), [UN Human Rights Committee](#) (under International Covenant on Civil and Political Rights (2016 Recommendations)), [Committee on the Rights of Persons with Disability \(2017 Concluding Observations\)](#).

Based on these, UN Women in Moldova will focus on three main impact areas:

- **Women lead, participate in and benefit equally from governance systems**
- **Women have income security, decent work and economic autonomy**
- **All women and girls live a life free from all forms of violence**

The expected results of the programme are aimed to make a contribution towards the achievement of a number of [SDGs](#): [1](#), [2](#), [4](#), [5](#), [10](#), [16](#), [17](#).



IMPACT AREA 1

WOMEN LEAD, PARTICIPATE IN AND BENEFIT EQUALLY FROM GOVERNANCE SYSTEMS

Goal	Women lead, participate in and benefit equally from governance systems		
Goal Theory of change Statement (TOC)	If (1) normative frameworks, mechanisms and arrangements promote gender balance in decision making and in peace and security processes; if a cadre of interested, diverse and proactive women leaders is formed and if women are perceived as equally legitimate leaders as men in society, then (2) women will be empowered and realize their rights, because (3) women will lead and participate in decision-making.		
Outcome	More women fully participate and lead in gender responsive governance processes and institutions, including in the security sector		
Outcome Theory of change	<p>If (1) national institutions have the capacities to analyze and improve legislation, policies and regulations to enable women's participation and leadership, including peace and security is enabled through policies and legal frameworks, if a new generation of women from diverse groups and networks are capacitated for civic and political activism, if elected and appointed women have skills and knowledge to promote gender sensitive governance, in alliance with men</p> <p>then (2) more women from diverse groups fully participate and lead in governance processes and institutions including</p> <p>because (3) there are sufficient numbers of skilled women for gatekeepers to select from and discriminatory attitudes will be removed and women will be accepted as legitimate leaders, including in peace and security sectors.</p>		
Outputs	<p>Public institutions have capacities to analyze and improve legislation, policies, regulations and budgets in order to fulfill gender equality commitments</p> <p><u>Areas of work:</u> Legislative and regulatory changes to advance women's participation and leadership within political and public institutions; National Action Plan on SCR1325** and Ministerial/Municipal gender plans adopted and implemented; Advocacy and monitoring of reforms and implementation; Institutional capacity building in selected public institutions, including in the security sector, to support implementation of gender commitments including through budgets, support to civil society organizations to carry out gender analysis and serve as watchdogs; Capacity building of civil servants, including gender focal points and units on gender mainstreaming and Gender Responsive Budgeting.</p>	<p>A new generation of women from diverse groups have skills, knowledge and support networks for civic and political activism</p> <p><u>Areas of work:</u> Capacity building of women aspirants and candidates for local and national elections; Supporting women and women's groups activism and advocacy with local and national duty bearers; Transformative leadership trainings for women in or aspiring for leadership from different sectors; Supporting young women's civic activism and political aspirations; Mentoring and coaching for women, with focus on those from underrepresented groups; Promoting positive examples of women and men breaking stereotypes; peer-to-peer learning and networking; Support to organizations, networks (formal and informal) and platforms that advance women's leadership and capacities.</p>	<p>Elected and appointed women have skills and knowledge to promote gender sensitive governance, in alliance with men</p> <p><u>Areas of work:</u> Capacity building programs to strengthen women's leadership and capacities for gender responsive policy making in political and public institutions; Linkages and joint prioritization by women from different sectors and different backgrounds; Dialogue forums between women as rights holders with women and men from Government, Parliament, local public authorities to address issues and priorities; Monitoring of policies and budgets from gender perspective; Addressing stereotypes that work against women's leadership, including through the engagement of men and boys in dialogue and awareness raising on gender equality.</p>

IMPACT AREA 2

WOMEN HAVE INCOME SECURITY, DECENT WORK, AND ECONOMIC AUTONOMY

Goal	Women, especially from underrepresented groups*, have income security, decent work and economic autonomy	
Goal TOC Statement	<p><i>*underrepresented groups – Romani women, women with disabilities, young women, women with many children, rural women, women with or affected by HIV, survivors of violence and trafficking, women migrants, women from ethnic and linguistic minorities, older women, and others.</i></p> <p>If (1) inclusive growth and employment policies are engendered to create more productive employment; legislative and policy reforms facilitate the transition from informal to decent employment; and if unpaid care work is recognized, reduced and redistributed through a gender equitable reform of the care economy, then (2) women's access to more productive employment and income security will increase; because (3) the critical structural constraints that impede the access of women to decent employment and income security have been addressed.</p>	
Outcome	Parliament and Government adopt and implement legislation, policies, and services that address unpaid domestic and care work and improve income security and decent work for women	
Outcome Theory of change	<p>If (1) the national capacity to estimate the value of unpaid work, its contribution to national income and its linkages to poverty is strengthened, the capacity of Governments to assess the needs of the care economy and to estimate the potential economic returns of public investments in social care and physical infrastructure in terms of gender-equitable employment creation, poverty alleviation and unpaid work time reduction is strengthened, if the capacity of Governments to formulate and introduce gender-equitable legislative reforms for reconciliation of unpaid care work and employment (such as parental leave and other care leave legislation, care insurance schemes, flexible workplace practices for work-life balance, and decent work hours) is strengthened, if the capacity of Governments to undertake labor market reforms to eliminate gender discrimination in recruitment and pay in horizontal and vertical job segregation to equalize labor market incentives in the time-allocation between unpaid work and employment is strengthened, and if women's (especially those from excluded groups) skills and capacities strengthened to access STEM opportunities and other male dominated sectors</p> <p>then (2) gender-equitable policies to reconcile unpaid domestic and care work with paid employment will be adopted, decent work for women will be promoted especially in STEM and other male dominated sectors</p> <p>because (3) unpaid domestic and care burden will be recognized and the societal return of investing of reducing and redistributing domestic and care work assessed and institutional and individual barriers to acquiring relevant skills and capacities in male dominated sectors will have been addressed.</p>	
Outputs	<p>Parliament and Government have capacities to develop and implement laws, policies and services that positively impact women's income and decent employment and recognize, reduce and redistribute unpaid care work</p> <p><u>Areas of work:</u> Provide technical assistance and capacity development to reform/develop national frameworks and strategies, policies, programs and plans that advance women's economic opportunities and encourages redistribution of unpaid care work; Provide support to national stakeholders in undertaking research and analysis to evidence gender gaps; Recognize unpaid care and domestic work, and devise solutions to address these gaps; Prototype and test models of public services delivery that lead to increased income security and economic opportunities for women, especially from vulnerable groups; Identify and promote best practices of the private and public sectors that promote women's increased access to economic opportunities and better reconciliation of work and family life; Organize awareness raising activities aimed at challenging stereotypes about women's and men's domestic and public roles and encouraging more equitable sharing of responsibilities and of labour outcomes for both.</p>	<p>Women, including those from excluded groups, have skills and knowledge to access economic opportunities.</p> <p><u>Areas of work:</u> Leverage use of innovation and technology by education and other institutions to increase women's access to male dominated professions, including in STEM (science, technology, engineering and math); Facilitate networking, mentoring, peer support and knowledge dissemination among women from various groups to access economic opportunities; Support women networks undertaking advocacy for targeted programmes to promote women in STEM; Help existing women's associations expand coverage to rural area and become true activists by enrolling positive champions from among girls, parents, teachers, and others.</p>

Goal	All women and girls live a life free from all forms of violence		
Goal TOC Statement	When (1) an enabling legislative and policy environment in line with international standards on EVAW (including CEDAW and CAHVIO) and other forms of discrimination is in place, and translated into budgeted action; (2) when favorable social norms, attitudes and behaviors are promoted at community, institution and individual levels to prevent violence against women; and (3) when women who experience violence are empowered to use available, accessible & quality essential survivor focused services & recover from violence; then (4) there will be a substantial reduction in violence against women and girls; because (5) violence is being prevented before it happens or before it re-occurs, and women experiencing violence and girls will take informed decisions about their life choices and opportunities.		
Outcomes	Parliament and Government adopt and implement laws, policies and strategies to prevent violence against women and girls and deliver quality essential services		
Outcome Theory of change	<p>If (1) women survivors of violence are engaged in developing and implementing legislation to end violence against women, reformed legislation is adequately resourced and monitored, individual gatekeepers/champions within institutions are identified and empowered to promote it, community mobilization and education strategies are carried out in an integrated manner based on a shared understanding and approach in line with international standards and evidence on preventing violence against women, women who experience violence understand and can exercise their rights to services and service providers and law enforcement and judiciary bodies have the capacity to deliver essential survivor-focused services and act upon violence against women cases in line with global standards and guidelines</p> <p>then (2) favorable social norms, attitudes and behaviors are promoted at community, institution and individual level that prevent violence against women in an enabling legislative and policy environment and women who experience violence are empowered to use survivor-focused services and recover from violence</p> <p>because (3) institutions will have the capacity to implement legislative and policy frameworks that is backed up by resources based on the evidence that multi-pronged prevention initiatives reinforce each other and because underlying barriers to women's access to services have been addressed.</p>		
Outputs	<p>Public institutions have capacities to apply international norms and standards in developing and implementing laws, policies and services towards eliminating violence against women (VAW)</p> <p><u>Areas of work:</u> Technical assistance to review/reform laws to improve prevention against violence and protection of survivors; Sharing knowledge and experience on best practices, support to central and local public authorities, service providers and civil society organizations on applying a coordinated approach to Ending Violence against Women (EVAW) and translating laws and policies into practice through codes of conduct; Reporting mechanisms, support in developing and adopting guidelines for improving the work of multidisciplinary teams in line with international norms and standards; Capacity building of service providers to provide coordinated and survivor-focused services, especially to most vulnerable groups, mobilization and capacity building of women's organizations and gender equality advocates on joint advocacy.</p>	<p>Target communities and institutions, including in the field of education, have knowledge and tools to combat stereotypes and gender discrimination and advance favourable social norms that prevent violence against women and girls</p> <p><u>Areas of work:</u> Awareness raising campaigns; Support to youth groups in schools initiate campaigns that promote gender equality and women's empowerment and ending violence against women; facilitate a network of men activists for gender equality, support in developing/adjusting curricula and programmes that promote gender equality and human rights, including through sports, technical assistance to Academia and Ministry of Education, Culture and Research; Integrate eliminating violence against women in the work with schools, police, youth peer group, health workers and others.</p>	<p>Women and girls, especially from excluded groups, have knowledge/skills to exercise their rights to essential services</p> <p><u>Areas of work:</u> Awareness raising and outreach efforts on the rights of survivors, services available, economic opportunities and ways of accessing them; media campaigns especially at the local level, support in building capacities of survivors to undertake income generation activities.</p>

Strategic partnerships will continue with **Government institutions**, specifically: Parliament, and the Women's Caucus which consists of all women Members of Parliament; the Ministry on Health, Labour and Social Protection (MHLSP); Ministries - Ministry of Education, Culture and Research; Ministry of Interior; Ministry of Defense; Ministry of Finance; Ministry of Justice; Ministry of Economy and Infrastructure.

At the **local level**, UN Women will partner with selected local public administration units (LPAs) which are already undertaking or are willing to undertake concrete measures to advance gender equality in the life of their citizens and which are willing to take this commitment further and become model localities for others as well (under all three Outcome areas).

In its Strategic Note for 2018-2020, UN Women will use its convening power and strong ties to **civil society** to support stronger movement towards gender equality and women's rights, building on the existing platforms and networks, while aiming to ensure that they remain inclusive, open, united and reach out to women and girls from all corners of the country and from diverse groups.

Unofficial **networks and platforms of women** citizens from diverse groups that have emerged with UN Women support in the recent years will be further supported to become stronger, more visible and with wider outreach. This includes women migrants' network, group of women with disabilities, women involved in negotiations processes, girls aspiring to ICT careers and members of local GirlsGoIT clubs, women's political networks at the local level, and others.

These networks and their members will be both providers and recipients of capacity development assistance under all three Outcome areas of the Strategic Note.

A more deliberate focus in the new Strategic Note will also be placed on empowering and working with young women, and supporting their activism and voice.

During the coming period, partnerships will be strengthened with **men and boys**. Partnership with men and boys will follow the positive champion approach of UN Women Moldova, whereby we will continue identifying men among diverse groups – police officers, military, care-providers, fathers, mayors, local councilors, civic activists, etc. – who are making a positive difference and breaking gender stereotypes, and will enable their stories and voice to be seen and heard through a variety of channels.

The **private sector** is a relatively new partner for UN Women in Moldova and in the upcoming period we will seek to identify new, and strengthen existing corporate partners, under the framework of the Women's Empowerment Principles (WEPs) and by using innovation and technology to devise innovative solutions to combat persistent gender equality gaps.

The established partnerships with **development partners, academic institutions** and **media** will be further solidified.

The estimated budget for the 2018-2022 Strategic Note implementation is of total value of \$19,888,393, which consists of UN Women's own resources, available non-core contributions by donors, and resources to be further mobilized. Non-earmarked support in the amount of 5,65 million USD has been kindly provided by the Government of Sweden towards the implementation of the overall Strategic Note of UN Women Moldova for the period 2016-2020.