



MINISTERUL MUNCII  
ȘI PROTECȚIEI SOCIALE  
AL REPUBLICII MOLDOVA

# REPORT

**on the Implementation of the Convention on the  
Elimination of All Forms of Discrimination Against  
Women in the Republic of Moldova, 2024**

Chisinau, 2024

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## Abbreviations

CC – Criminal Code  
CCET – Centre for Continuous Electoral Training  
CC – The Constitutional Court  
CEC – the Central Electoral Council  
CEDAW – Convention on the Elimination of All Forms of Discrimination against Women  
CFM – Centre of Forensic Medicine  
CoE – Council of Europe  
DV – Domestic Violence  
EC – Equality Council  
GD – Government Decision  
GDP – Gross Domestic Product  
GSM – Global System for Mobile communication  
IGP – Inspectorate General of Police  
ILO – International Labour Organization  
IOM – International Organization for Migration  
MER – Ministry of Education and Research  
MFA – Ministry of Foreign Affairs  
MH – Ministry of Health  
MIA – Ministry of Internal Affairs  
MJ – Ministry of Justice  
MLSP – Ministry of Labour and Social Protection  
NBS – National Bureau of Statistics  
NCHR – The National Council for Human Rights  
NDS – National Development Strategy  
NHIC – The National Health Insurance Company  
NHRAP – The National Human Rights Action Plan  
NRM – National Referral Mechanism  
NTUCM – Trade Union Confederation of Moldova  
ODA – Organisation for Entrepreneurship Development  
OHCHR – Office of the United Nations High Commissioner for Human Rights  
PAS – Psycho – Pedagogical Assistance Services  
PNADO III – National Action Plan on Human Rights for 2018 – 2022  
RACs – Refugee Accommodation Centers  
SCM – Superior Council of Magistracy  
SDG – Sustainable Development Goals  
SGLA – State Guaranteed Legal Aid  
STEP – Statistics through Eastern Partnership  
THB – Trafficking in human beings  
UN – United nations  
UNAIDS – Joint United Nations Programme on HIV/AIDS  
UNDP – United Nations Development Programme  
UNHCR – United Nations High Commissioner for Refugees  
UNFPA – United Nations Population Fund  
UN Women- The United Nations Entity for Gender Equality and the Empowerment of Women  
UPR – Universal Periodic Review  
WEP – Women's Empowerment Principles  
WHO – World Health Organization  
WUAI – Water User Associations for Irrigation

## Introduction

In the name of continued progress and commitment to gender equality, the Republic of Moldova submits the Seventh Periodic Report on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). This report reflects not only the sustained efforts and remarkable progress made in promoting women's rights and gender equality in our country, but also acknowledges the persistent challenges in achieving a fully equitable society. It also presents the commitments undertaken, which are detailed in the Annex 1.

In the spirit of CEDAW, this report highlights concrete actions taken by Moldova to eradicate discrimination and build an environment where women and girls can thrive without restrictions. From significant legislative reforms and innovative policies to awareness initiatives and empowerment programs, we document each important step taken to ensure that gender equality is not just a goal but an increasingly tangible reality.

The report also highlights how dialogue and collaboration between government, civil society, international partners and committed citizens contributes to advancing gender equality and combating discrimination. By presenting developments, relevant statistics and successful practices, it provides a complete picture of the progress made.

Over the past few years, Moldova has made significant progress in the field of gender equality, as reflected in *The Gender Gap Report* by the World Economic Forum. However, according to the Global Gender GAP Index Report 1, the country shows positive but uneven progress<sup>1</sup>.

Aware that the road to full gender equality is an ongoing process, this report not only marks past and present achievements, but also outlines the direction for future actions. It is an open invitation to dialogue, innovation and collective action, emphasizing the importance of collaboration among all sectors of society to fulfil the promises of the Convention. Since ratifying the CEDAW Convention, Moldova has submitted its initial report to the Committee (2000), combined periodic reports – 2 and 3 in 2006, 4 and 5 in 2013, an interim report on preventing and combating domestic violence (DV) in 2015, and the 6th periodic report in 2018. The statistics in the report cover the period 2019-2022 and partly 2023.

Particular attention was paid to the comments/recommendations made by the CEDAW Specialised Committee following the evaluation of the 6th periodic report of Moldova (CEDAW/C/MDA/CO/6 of 02.03.2020). These recommendations were considered in developing new anti-violence policy documents and those aimed at ensuring gender equality.

This report has been prepared by the Ministry of Labour and Social Protection (MLSP), based on the CEDAW Committee's Instruction CEDAW/C/74/3/Rev.1 and HRI/GEN/2/Rev.4, with the participation of gender coordinators (focal points) from ministries and other central government authorities. The report underwent public consultation with representatives from the specialised

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<sup>1</sup> From 52nd (in 2013) to 25th (in 2014). In 2018 it dropped to 35th place and in 2020 it moved up to 19th place. In 2022 it ranked the 16th.

committee responsible for coordinating and monitoring the implementation of the CEDAW Convention, relevant ministries, other authorities and public institutions, international organizations, and non-commercial organizations, including presentation, public discussion. The draft Report was published on the MLPS's website – [www.social.gov.md](http://www.social.gov.md). We note that this report serves not only as a record of our progress, but also as a statement of our shared resilience, commitment and hope for a future in which all people, regardless of gender, enjoy equality and full rights. Forward together, towards a fairer and more equal Moldova.

## **Part One – The main general document**

### **1. General Overview of the Republic of Moldova**

#### **A. Demographic, economic, social and cultural characteristics of the Republic of Moldova**

1. From 2019 to 2023, the evolution of demographic processes has been characterized by a decrease in the number and deterioration of the population's age structure, driven by unfavourable aspects of fertility, increased external migration, the intensification of the ageing process, and general population mortality.
2. During 2020-2023 a negative trend in the population number has been observed. Thus, the preliminary number of the population with habitual residence in Moldova on 1 January 2023 was 2,500,000 persons, down by 52,300 persons (or 2.0% compared to the beginning of the previous year), which confirms a clear trend of shrinking population (Table 1, Annex 2)<sup>2</sup>.
3. The population density is decreasing, with a value of 89.9 inhabitants per 1 km<sup>2</sup> in 2018 and persistently decreasing to 82.8 inhabitants per 1 km<sup>2</sup> in 2023.
4. The distribution of the population by residential environments shows a predominance of the urban population. Women outnumber men in both urban and rural areas (Table 2, Annex 2)<sup>3</sup>.
5. The natural movement of the population also records negative values. In 2022, the lowest number of deaths, decreasing by 9,307 people (20.5%) compared to the 2021. In the same year, there were 18,157 marriages and 9,565 divorces, with 52.7% of married couples divorcing.
6. Life expectancy at birth for men has been decreasing steadily (from 68.1 in 2013 to 65.1 in 2021), although there was an increase of 2 years in 2022. The same situation is observed in women (75.55 in 2013 and 73.0 in 2021), but with an increase of 2.8 years in 2022 (Table 3, Annex 2)<sup>4</sup>. Women live longer than men by 8 years. This gap is due to higher levels of premature mortality of men.
7. The total fertility rate in 2022 has decreased compared to the previous year and stands at 1.7 live births per woman (Table 3, Annex 2). Although the total fertility rate in Moldova is relatively high, it still does not reach the replacement level of 2.1 live births per woman of reproductive age.

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<sup>2</sup> [https://statistica.gov.md/files/files/publicatii\\_electronice/Moldova\\_in\\_cifre/2023/Moldova\\_cifre\\_rom\\_2023.pdf](https://statistica.gov.md/files/files/publicatii_electronice/Moldova_in_cifre/2023/Moldova_cifre_rom_2023.pdf)

<sup>3</sup> [https://statistica.gov.md/files/files/publicatii\\_electronice/Statistica\\_teritoriala/Statistica\\_teritoriala\\_2022.pdf](https://statistica.gov.md/files/files/publicatii_electronice/Statistica_teritoriala/Statistica_teritoriala_2022.pdf)

<sup>4</sup> [https://statistica.gov.md/files/files/publicatii\\_electronice/Moldova\\_in\\_cifre/2023/Moldova\\_cifre\\_rom\\_2023.pdf](https://statistica.gov.md/files/files/publicatii_electronice/Moldova_in_cifre/2023/Moldova_cifre_rom_2023.pdf)

8. In 2023, the average monthly consumption expenditure of the population was 4,248.4 MDL per person, or 12.63% more than in the previous year. Consumption expenses are influenced by the size of households. In single-person households, the average monthly expenditure per person is 1,7 times higher than in those with 5 or more people. Large households spend the most on food consumption (45.8% of total expenditure). Average monthly expenditures nationwide were only exceeded by households consisting of up to 3 people.

9. The main destinations of household expenditure are food consumption (39.7%, the increase in 2020 was due to the COVID-19 pandemic), payments for housing, water, electricity and gas (17.6%), purchase of clothing and footwear (7.8%). The remaining expenditure was directed towards paying for transport services (7%), furniture, home equipment and maintenance (5.3%), health (4.4%), telecommunications (4.3%), etc. Depending on the area, the consumption expenditure of urban households is 5,391.8 MDL and is 2,003 MDL higher than that of rural households (Table 4, Annex 2)<sup>5</sup>.

10. In 2019 the absolute poverty rate averaged 2,095.1 MDL per person per month<sup>6</sup>, with the absolute poverty rate being 25.2%. The rural population is at a much higher risk of poverty than the urban population. The poverty rate in 2019 in rural areas was 34.5% compared to 11.2% in urban areas. The poverty rate in households headed by women (26.6%) is higher than that in those headed by men (24.6%) and also exceeds the overall poverty rate (25.2%). Poverty indices were higher in single-person households and in those with five or more people, the latter significantly exceeding the overall average (Table 5, Annex 2)<sup>7</sup>. In 2022, the overall absolute poverty rate of the population was 31.1%.

11. Against the backdrop of economic inequalities, both in terms of income and expenditures, between the rural and urban populations, in recent years, according to the GINI coefficient<sup>8</sup>, the degree of income inequality in the Republic of Moldova has been showing a slow decreasing trend, from 27.0% in 2015 to 25.7% in 2021 and 2022<sup>9</sup>.

12. The burden on the health and well-being of the population in Moldova remains non-communicable diseases<sup>10</sup>, which account for more than 80% of all premature deaths due to non-communicable diseases.

13. The results of the 2022 study *Population Access to Health Services*<sup>11</sup> indicate that the positive perception of health status decreases with age: women are more critical of their health perception compared to men: 51% of men rate their health as good or very good, compared to 40.7% of women. About 53% of urban residents aged 16+ rate their health as good/very good, compared to 33% of rural residents.

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<sup>5</sup> [https://statistica.gov.md/ro/veniturile-si-cheltuielile-populatiei-in-anul-2022-9442\\_60379.html](https://statistica.gov.md/ro/veniturile-si-cheltuielile-populatiei-in-anul-2022-9442_60379.html)

<sup>6</sup> The poverty threshold was calculated based on the 2018 threshold, indexed to the average annual CPI for 2019 (104.84%) (in line with the World Bank recommendations, *Handbook on poverty and inequality*, Jonathan Haughton and Shahidur R. Khandker)

<sup>7</sup> [https://statistica.gov.md/ro/nivelul-saraciei-in-republica-moldova-in-anul-2019-9442\\_49902.html](https://statistica.gov.md/ro/nivelul-saraciei-in-republica-moldova-in-anul-2019-9442_49902.html)

<sup>8</sup> The main indicator of income inequality

<sup>9</sup> <https://data.worldbank.org/indicator/SI.POV.GINI?end=2016&locations=MD&start=2013>

<sup>10</sup> Cardiovascular diseases, cancer, chronic respiratory diseases, digestive diseases and diabetes.

<sup>11</sup> [https://statistica.gov.md/ro/raportul-accesul-populatiei-la-serviciile-de-sanatate-editia-2022-plasat-12\\_59396.html](https://statistica.gov.md/ro/raportul-accesul-populatiei-la-serviciile-de-sanatate-editia-2022-plasat-12_59396.html)

**14.** The prevalence of chronic diseases remains quite high. One in three people suffer from at least one chronic disease (Fig. 1, Annex 2). The prevalence rate of chronic diseases in women is higher than in men (353 cases compared to 264 cases per 1,000 inhabitants) (Fig. 2, Annex 2).

**15.** The COVID-19 pandemic changed the structure of the leading causes of death (Fig. 3, Annex 1), with diseases of the circulatory system remaining predominant (52.9%), followed by COVID-19 (14.8%), tumours (12.6%), and diseases of the digestive system (6.3%).

**16.** Population mortality by main cause of death<sup>12</sup>, shows that men suffer the highest burden from noncommunicable diseases, and their ranking by magnitude of burden is in the following order: cardiovascular diseases<sup>13</sup>, hepatic cirrhosis, as well as diabetes mellitus and three types of malignant neoplasms (lung, colon, and liver cancer), followed by mental disorders and unintentional injuries. In women, the ranking of the burden magnitude is largely similar except for the group of cancers, where the burden from breast cancer predominates, followed by colon and rectal cancer.

**17.** Education is a national priority in Moldova, being one of the basic factors in promoting human rights and human capital development. In the total population aged between 25 and 64 years, the educational level of women averages 55.5%, while that of men is 60.4%. Women tend to be more inclined towards the following general fields of study: education, social and behavioural sciences, public services, philology, and arts, while men opt for engineering and information and communication technologies.

**18.** In the 2022-2023 academic year, the education process was organised in 1,329 educational institutions and the number of pupils and students at the beginning of the academic year was 437,200 people, down by 5,100 people compared to the previous academic year and 20,000 fewer compared to the 2016-2017 academic year<sup>14</sup>. This decline is due to emigration of Moldovan citizens abroad. Of the total number of pupils in primary and general secondary education, 51% are boys, most of them in grades 5-9. In higher education institutions the share of women was 59.4% of the total number of students.

**19.** At the beginning of the 2022-2023 academic year, there were 1,740 pupils and students per 10,000 inhabitants, compared to 1,725 in 2021-2022. Compared to the academic year 2016-2017, the number of primary and general secondary schools has decreased by 73 units, making 1,218 units in 2022-2023, while the number of pupils increased slightly by 800 (334,500 people in 2022-2023 compared to 333,700 people in 2016-2017). In 2022, 31,500 students graduated from gymnasium, of which 26,300 or 83.6% continued their studies in secondary and post-secondary education in the same year (42.6% continued in the secondary education and 41.0% – in technical vocational education); 11,600 students graduated from secondary education, of which 8,000 (69.2%) continued their studies in higher education in the same year.

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<sup>12</sup> Expressed in disability-adjusted life years and premature mortality years (DALYs)

<sup>13</sup> Ischemic and hypertensive heart disease together with stroke

<sup>14</sup> [https://statistica.gov.md/files/files/publicatii\\_electronice/Educatia/Educatia\\_editia\\_2023.pdf](https://statistica.gov.md/files/files/publicatii_electronice/Educatia/Educatia_editia_2023.pdf)

**20.** In the academic year 2023-2024, there are 21 higher education institutions operating with 56,500 students. In 2016-2022, the number of higher educational institutions decreased by nine units, and the number of students in these institutions decreased by about 18,000. Many students in Moldova are pursuing their studies abroad. At the beginning of the 2023-2024 academic year, the majority of all higher education students are from public institutions (83.4%). In 2023, 8,700 graduates of higher education obtained their bachelor's degrees and 5,200 obtained their master's degrees or equivalent.

**21.** The employment rate for the population aged 20-64 reached 55.7% (in 2022 it was 52.1%). Men are more active in the labour market in Moldova. The employment rate of men reached 58.8%, compared to 53% for women, with a gender employment gap of 5.8%. In the urban areas the employment rate reached 59.3% and in the rural areas it reached 52.9%. Employment of population aged 15 and over grew 2.9% from 862,300 in 2022 to 886,900 in 2023. Employment grew higher for women (+5.5%) than men (+0.3%). Women's employment rose from 418,600 in 2022 to 441,700 in 2023, with women's employment in the urban areas rising the highest – at 8.8% from 193,600 in 2022 to 210,700 in 2023. Men's employment grew by 1,400 from 443,700 in 2022 to 445,100 in 2023. The employment rate of women<sup>15</sup> depends on many factors, including the presence in their family of children underage of 16. A higher proportion of employed women were found in the services sector (58.4% women and 41.6% men in 2022). Women are more likely than men to prefer salaried and formal jobs. The wage gap in 2022 was 15.5%.

**22.** In 2023, the services and agricultural sectors had the highest shares in the employed population, with 60.5% and 19.5% respectively, while industry and construction accounted for 13.2% and 6.7% of all employed persons aged 15+ (Table 6, Annex 2).

**23.** Young workers (15-24 years old) are mostly employed in commerce, hotels and restaurants (27.1%), industry (15.2%) and agriculture (18.1%). Women (15+) are twice as likely as men to work in public administration, education, health and social work (34.2%) compared to men (12%), while men are more likely than women to work in agriculture (25.4% and 15.9%, respectively). The proportion of men and women in the industry in 2022 was almost equal (15% compared to 14.6%).

**24.** Young workers (15-24 years old) are primarily engaged in occupations requiring medium skills (68.2% of all jobs held by young people) and high-skilled occupations (15.6%), largely in line with the increased level of education for this population group. Skill polarisation is more pronounced among women, as employment is concentrated in high-skilled occupations (35.1% of the total female workforce) and low-skilled occupations (11.4%), while over 66% of men are in medium-skilled occupations according to the National Bureau of Statistics (NBS) 2021 data.

**25.** The share of people in informal work was 21.5% Sustainable Development Goals (SDG) indicator 8.3.1) of the total employed. In the non-agricultural sector, informal employment accounted for 10.3%. The highest proportion of informal employment in non-agricultural activities was recorded in

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<sup>15</sup> In 2022, the employment rate for women (25-49 years) with at least 1 child under 16 years was 50.4%, while for women without children the employment rate reached 64.8%.



construction (62.2% of all persons employed in construction). Of those informally employed, wage earners constituted 26.1%. Of all wage earners, 7.5% had an informal job and, at the same time, received additional informally. The share of informal employment in 2022 among women was 16.5% and among men – 27.1% (Fig. 4, Annex 2).

**26.** Between 2019-2020 women employed in the informal sector lost more jobs (-7.5%) as a result of the COVID-19 crisis, while men lost half as many jobs (-3.4%).

**27.** The level of education has a direct impact on employment opportunities. The employment rate for both men and women shows the highest values among those aged 20-64 with higher education (76.5% for men and 66% for women in 2022).

**28.** In 2022, the labour force participation rate for individuals aged 25-54 was 59.4%. This indicator reached higher values among the male population – 61.7%, compared to the female population – 57.2%.

**29.** According to the NBS, between 2019 and 2022, the average GDP growth rate accounted for 1.1% in 2022 the Gross Domestic Product (GDP) amounted to 274,5 billion MDL, at current market prices, decreasing (in real terms) by 4.6% compared to 2021, when it amounted to 242 billion. (Table 7, Annex 2).

**30.** Wholesale and retail trade; maintenance and repair of motor vehicles and motorcycles made a significant contribution to the GDP formation by resource category, accounting for 16.6%. The largest share in terms of uses was held by final consumption expenditure of households, accounting for 83.9%. It should be noted that, in the GDP structure by main resource categories over the period 2019-2022, the share of services has been maintained at a high average of 55.6%, compared to goods, which register an average of 30.8%.

**31.** Inflation at the end of 2022 amounted to 30.2%, including food – 31.8%, non-food goods – 19.9% and 44% for services provided to the population. In 2022, significant increases in energy prices contributed to a 7% increase in average consumer prices. Annual consumer price indices are included in Table 8, Annex 2.

**32.** The complicated economic situation in the region and the consequences of the energy crisis have kept budget spending on the rise, putting pressure on the budget. From January to September 2023, there was an increase in all budgetary expenditures. Social protection expenses had the largest share of total budgetary expenditures at 41.1%. The data on the increases in budgetary expenditures are included in Fig. 5, Annex 2<sup>16</sup>. The trend of increasing public debt (both domestic and external) continued throughout 2023. As of September 30, 2023, the balance of public debt recorded a 15% increase compared to the same date in 2022. Domestic debt, which accounted for 40.5% of the total public debt at the end of September 2023, amounted to 39.8 billion MDL, up 20.8% from September 2022. External public debt (59.5% share of the total) amounted to 58,5 billion MDL, up 11.4%. In foreign currency, the external public debt amounted to \$3 billion and recorded a 20% increase compared to the end of

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<sup>16</sup> [https://mded.gov.md/wp-content/uploads/2024/04/Raport-lunar-2023\\_complet.pdf](https://mded.gov.md/wp-content/uploads/2024/04/Raport-lunar-2023_complet.pdf)

September 2022. The increase in external financing sources has conditioned the rise in external public debt<sup>17</sup>.

## **B. Constitutional, political and legal structure of the state**

**33.** As of 1 December 2023, there were 60 political parties registered in the Republic of Moldova. Seventeen political parties were registered between 2018 and 2023. Some of the previous parties have been reformed, others have become politically inactive. Among the leaders of the registered/active parties, there are only 4 women<sup>18</sup>.

**34.** The parliamentary elections on 11 July 2021, were the eleventh electoral competition since the proclamation of Moldova's independence, with 23 contestants participating. Voting turnout was 48.41% (nationwide 44.56%), and the parliamentary seats' distribution<sup>19</sup> was as follows: Party Action and Solidarity – 63, Electoral Bloc of Communists and Socialists – 32 and the Shor Party – 6.

**35.** There are currently 41 women in the Moldovan Parliament. In the first Parliament (1990-1994) women constituted 3.7%, in 2021 – 39.6%, and in 2023 more than 40%. Another progress was made in the inclusion of women on candidate lists – 837 women or 46.73% of all candidates designated by the 23 electoral contestants registered by the Central Electoral Council (CEC).

**36.** In the presidential election on 1 November 2020, the first woman president of the country was elected. In the 2023 general local elections, 896 mayors were elected, of which 215 were women (23.99%). Of the 9,931 level I local councillors, 41.54% are women, and of the 1,086 level II councillors, 33.7% are women.

**37.** From August 2021 to February 2023, the Moldovan Government was led by a woman Prime Minister. Currently, of the 17 members of the Government, 4 are women, and within the ministries, there are 17 State Secretaries and 11 Deputy and Assistant Secretaries out of a total of 62 leaders.

**38.** Justice in Moldova is carried out in the name of the law through the courts. Justice is administered by the Supreme Court of Justice, courts of appeal and courts of first instance. The Constitutional Court (CC) is outside the legislative, executive and judiciary powers.

**39.** The share of women judges is increasing. In 2013, women judges accounted for 40.9%, rising to 48.3% in 2018, and in 2022 women judges outnumbered men, with the balance tipping to 51.2%<sup>20</sup>. Within the CC, out of 6 constitutional judges, 3 are women. In the Prosecutor General's Office, women make up 40.7% of the contingent. Out of 592 prosecutors working in 2022, 201 are women (34%) and 391 are men (66%). Regarding the number of leading prosecutors, as of 31 December 2022, there were 94 units, which represents 15.9% of the active prosecutors (592)<sup>21</sup>. Women are under-represented in

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<sup>17</sup> As of January 31, 2024, the state debt balance was 103,806.4 million MDL at nominal value, with 196.7 million MDL more than at the end of 2023: <https://mf.gov.md/sites/default/files/Raport%20Q3%202023.pdf>.

<sup>18</sup> The Political Party "Party of Law and Justice", the New Historical Option Political Party, the Conservative Party, and the Political Party Alliance of Liberals and Democrats for Europe.

<sup>19</sup> Over time, significant changes have occurred in the composition of some parliamentary factions due to the „migration” of members of parliament.

<sup>20</sup> <https://genderpulse.md/>

<sup>21</sup> <https://www.procuratura.md/sites/default/files/2023-03/RAPORT%20DE%20ACTIVITATE%202022.pdf>

the police force, with a gender gap of 49.4 percentage points compared to men, with their share in 2022 being 25.3%<sup>22</sup>.

**40.** The legal framework does not establish restrictions on union membership, including on the criterion of gender. At the national level there is only one national-interbranch trade union centre – the National Trade Union Confederation of Moldova (NTUCM). Women constitute 64% of the total union membership. In the governing bodies of the NTUCM, the share of women in the General Council is 47.2% (out of 106 people) and in the Confederal Committee – 34.6% (out of 26 people).

**41.** According to data from the Ministry of Internal Affairs (MIA), in 2022, the crime rate was 103 crimes per 10,000 inhabitants, compared to 119 crimes in 2018. Most crimes were recorded in urban areas (60.8%). Of all recorded crimes, 2.6% were crimes committed by or involving minors<sup>23</sup>. The number of crimes committed by girls has decreased (in 2022 – 62) compared to 2018 (86) and 40 fewer than in 2019. As a result of DV crimes, 698 people suffered in 2022, 70.3% of the victims were women. Both female and male victims of DV were predominantly aged 35-64. The proportion of boys aged 0-17 years who suffered from DV was double that of girls of the same age – 16.4% compared to 6.3%.

**42.** In 2022, there were 114 intentional homicide victims. In most cases, the victims of intentional homicide were men<sup>24</sup>. On average, 23 people are convicted each day, of which about 22 are men. Among those definitively sentenced to imprisonment in 2022, the majority were aged 30-39 years<sup>25</sup>.

**43.** Since the implementation of Law no. 198/2007 on State Guaranteed Legal Aid (July 2008) the highest number of cases of granting State Guaranteed Legal Aid (SGLA) was recorded in 2017 with 65,322 cases and the second highest indicator was recorded in 2022 with 64,132 cases. In 2022 the number of beneficiaries<sup>26</sup> was 5% higher than in 2021. Out of this total, 4,001 cases emergency legal aid was provided to detained individuals (about 8%), in 6,794 cases the beneficiaries were women (about 13.5% of the total volume), and in 1,324 cases they had the status of a crime victim/injured party (about 2.6% of the total volume), among which 1,085 were victims of domestic violence and 8 were victims of trafficking in human beings (THB)<sup>27</sup>.

## **2. The general framework of human rights protection and support**

### **C. Alignment to international human rights standards**

**44.** Moldova has ratified most of the main conventions on human rights, accepting extensively the deriving obligations and submitting periodically national implementation reports. This laid the foundation of a new legal and socio-political system has been laid, creating mechanisms and levers for

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<sup>22</sup> [www.genderpulse.md](http://www.genderpulse.md)

<sup>23</sup> Per 100,000 children aged 0-17, 126 crimes committed by minors were reported, compared to 118 crimes in 2018.

<sup>24</sup> On average, 4.4 victims of intentional homicide per 100,000 inhabitants. An average of 6.7 male victims of intentional homicide per 100,000 men, compared to 2.3 female victims of intentional homicide per 100 thousand women.

<sup>25</sup> Almost every third male detainee (33.5%) and every third female detainee (30.9%) were aged 30-39 years.

<sup>26</sup> 50,360 cases of qualified legal aid

<sup>27</sup> [https://cnaigs.md/uploads/asset/file/ro/1799/Raportul\\_anual\\_de\\_activitate\\_CNAIGS\\_2022\\_final\\_2.pdf](https://cnaigs.md/uploads/asset/file/ro/1799/Raportul_anual_de_activitate_CNAIGS_2022_final_2.pdf)

implementing a national system for promoting and respecting human rights based on international legal instruments. The implementation of international legal instruments remains imperative.

**45.** Moldova has ratified the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) in force since 1 May 2022. On 1 May 2022, Moldova was included in the evaluation process and the first Government Report on the implementation of the Convention was submitted to the GREVIO Committee on 3 October 2022.

**46.** In 2018, the Government approved the first policy document in this area – the 2018-2023 National Strategy to Prevent and Combat Violence Against Women and Domestic Violence and the 2018-2020 Action Plan (Government Decision (GD) no. 281/2018). In 2023, the Government approved three national action plans dedicated to gender equality and women's empowerment, with clear objectives and concrete measures to promote gender equality across all sectors of society: the National Program on the Prevention and Combating of Violence against Women and Domestic Violence for 2023-2027 (the National Anti-Violence Program), Program for Promoting and Ensuring Equality between Women and Men in the Republic of Moldova (Gender Equality Program) and the Program for the Support of Female Entrepreneurship (2023-2025). The implementation of these programs will encompass 5 years from 2023-2027 and is co-financed by the government and the state-development partners.

**47.** The ratification of the International Labour Organization (ILO) Convention no. 190 on the Elimination of Violence and Harassment in the World of Work in December 2023 is also an important step towards eliminating violence and harassment in the workplace.

**48.** The process of ratifying the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families was launched earlier and was paused in order to estimate the implementation costs of the convention, as Moldova is part of three international instruments in the field of migration and 40 international instruments in the field of labour.

**49.** The ratification of the International Convention for the Protection of All Persons from Enforced Disappearance is currently premature in light of the principle of territorial integrity, which reveals potential impediments in ensuring compliance with the Convention's provisions in the territory on the left bank of the Dniester controlled by self-proclaimed structures operating outside the legal framework of the Republic of Moldova.

#### **D. Legal framework for the protection of human rights at the national level**

**50.** Moldova legislation provides for equal rights for women and men in all areas of public and private life. The national system on human rights is based on Moldova Constitution<sup>28</sup> (1994), the national legislation and international instruments that the Republic of Moldova is a party to.

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<sup>28</sup> Title II of the Constitution, Fundamental Rights, Freedoms and Duties stipulates detailed political, civil, economic, social and cultural rights. At the same time, the fundamental law provides a number of restrictions in the exercise of certain rights or freedoms, which shall be proportionate to the situation that created them and may not affect the existence of that right or freedom (Article 54(2)). The Constitution enshrines the supremacy of international human rights norms over national law.

**51.** Human rights and freedoms are interpreted and applied in accordance with the Universal Declaration of Human Rights, the covenants and other treaties to which Moldova is a party. The Constitution stipulates that in the case of discrepancies between the covenants and treaties on fundamental human rights to which Moldova is a party and its domestic legislation, the international agreements shall prevail.

**52.** The Ombudsman's legal status, mandate, duration and powers are regulated by Law no. 52/2014 on the People's Advocate (Ombudsman). In February 2023, the regulatory framework was adjusted to the latest international trends and standards to ensure the effective operation of the Ombudsman institution. This included improvements in the procedures for selection, appointment, and dismissal, as well as an expansion of the competencies of the mandate.

**53.** Fundamental human rights and freedoms are regulated by a series of normative provisions<sup>29</sup>. The promotion and assurance of respect for fundamental human rights and freedoms are priorities of the state, confirmed in government policies and the framework program of the National Action Plan on Human Rights for 2018-2022 (PNADO III). This plan contained actions aimed at facilitating access to justice, ensuring freedom of expression, promoting equality, protecting the rights of persons with disabilities, residents of localities on the left bank of the Dniester, and members of national, ethnic, religious, and linguistic minority groups. It also focused on harmonizing the legal framework with international standards, protecting against discrimination, combating domestic violence, facilitating access to medical services and quality education, and continuously increasing employment levels by providing job opportunities. According to the Evaluation Report on the implementation of the National Human Rights Action Plan (NHRAP) 2018-2022<sup>30</sup>, the plan was implemented at a moderate level, with major successes recorded in the areas of preventing and combating THB, Gender equality and domestic violence, and children's rights.

**54.** NHRAP for 2024-2027 was approved by the Government in the first quarter of 2024 and will complement sectoral policies and focus on: 1. ensuring human rights<sup>31</sup>, 2. strengthening institutional mechanisms for the implementation, coordination, and monitoring of commitments under human rights law; 3. developing the National Human Rights Strategy.

## **E. Framework of human rights promotion at the national level**

**55.** Structures and institutions for the protection of human rights have been established at national level (Annex 3), including:

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<sup>29</sup> The Civil Code no. 1107/2002, the Criminal Code no. 985/2002, the Civil Procedure Code no. 225/2003, the Criminal Procedure Code no. 122/2003, the Education Code no. 152/2014, Law no. 514/1995 on the Organisation of Judiciary, Law no. 158/2008 on public service and the status of public officials, Law no. 1349/1997 concerning parliamentary advocates, Law no. 382/2001 on the rights of persons belonging to national minorities and the legal status of their organizations, Law no. 5/2006 on ensuring equal opportunities between women and men, Law no. 45/2007 on the prevention and combating of domestic violence, Law no. 105/2008 on the protection of witnesses and other participants in criminal proceedings, Law no. 241/2005 on the prevention and combating of human trafficking, Law no. 1585/1998 on compulsory health insurance, Law no. 23/2007 on the prevention of HIV/AIDS infection, Law on Health Care no. 411/1995, Law no. 105/2018 on promoting employment and unemployment insurance, Law no. 133/2008 on social assistance, Law no. 256/2023 amending certain normative acts (Reform of the social assistance system "Restart"), Law no. 270/2008 on asylum in Moldova, Law no. 274/2011 on the integration of foreigners in Moldova, Law no. 125/2007 on religious denominations and their components, Law no. 338/1994 on the Rights of the Child, Law no. 60/2012 on the social inclusion of persons with disabilities, etc.

<sup>30</sup> Assessment report: National Human Rights Action Plan 2018-2022 (2023): [https://cancelaria.gov.md/sites/default/files/raport\\_de\\_evaluare\\_pnado\\_2018-2022.pdf](https://cancelaria.gov.md/sites/default/files/raport_de_evaluare_pnado_2018-2022.pdf)

<sup>31</sup> Prioritized in a participatory manner through broad consensus between public authorities and civil society seeking to protect human rights.

- ***Parliamentary Committee for Human Rights and Inter-Ethnic Relations*** (Parliament Decision No. 86/2021);
- ***The Ombudsman*** ensures that human rights and freedoms are respected by public authorities, organisations and enterprises, as well as by individuals in positions of responsibility at all levels. The Ombudsman for the Protection of Child's Rights exercises powers to ensure respect for the rights and freedoms of the child and the implementation of the provisions of the UN Convention on the Rights of the Child<sup>32</sup>;
- ***The National Council for Human Rights (NCHR)*** (GD no. 65/2019), which has specialized commissions that act as institutional mechanisms for the coordination and monitoring of international human rights treaties to which Moldova is a party. Currently, there are 4 specialised commissions:
  - *The Commission coordinated by the State Chancellery* responsible for coordinating and monitoring the implementation of the recommendations of the Universal Periodic Review (UPR)<sup>33</sup> and the Council of Europe Convention on Action against Trafficking in Human Beings;
  - *The specialized commission coordinated by the MIA* is responsible for coordinating, monitoring, and evaluating the implementation level of United Nations Security Council Resolution 1325 on Women, Peace and Security, the Council of Europe (CoE) Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse, the UN Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, as well as the recommendations issued by international institutions in reporting procedures.
  - *The specialized commission coordinated by the Ministry of Education and Research (MER)* responsible for coordination and monitoring of the implementation of the International Convention on the Elimination of All Forms of Racial Discrimination and the Framework Convention for the Protection of National Minorities;
  - *The specialised committee coordinated by the MLSP* responsible for coordinating and monitoring the level of implementation of the Istanbul Convention, the CEDAW Convention, the Convention on the Rights of Persons with Disabilities, the UN Convention on the Rights of the Child, the European Social Charter, and the International Covenant on Economic, Social and Cultural Rights.
- ***National Council for Child Rights Protection.***

### **3. Information on non-discrimination, equality and efficient remedies**

**56.** The right of individuals to social assistance and protection is ensured in accordance with the Constitution of the Republic of Moldova (Article 47). All citizens of the country are equal before the

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<sup>32</sup> <http://ombudsman.md/>

<sup>33</sup> Since 2017, the Republic of Moldova has become part of the Universal Periodic Review (UPR) mechanism. In July 2022, at the 50<sup>th</sup> session of the Human Rights Council in Geneva, the Republic of Moldova presented its National Report on the human rights situation. Developments in this area include the launch of the process of drafting and promoting a new NHRAP, strengthening the institutions of the Ombudsman and the Children's Ombudsman, justice sector reform, and measures adopted to guarantee the rights of Ukrainian refugees in Moldova.

law and public authorities, regardless of race, nationality, ethnic origin, language, religion, sex, opinion, political affiliation, wealth, or social origin (Article 16).

**57.** Law no. 121/2012 on Ensuring Equality guarantees preventing and combating discrimination and ensures equality for all persons under the jurisdiction of Moldova in political, economic, social, cultural, and other spheres of life, without distinction of race, colour, national or ethnic origin, social status, citizenship, language, religion or beliefs, age, sex, gender identity, marital status, sexual orientation, disability, health status, HIV status, opinion, political affiliation, wealth, birth, or any other criterion.

**58.** Law no. 5/2006 on Ensuring Equality of Opportunity between Women and Men prohibits discrimination based on sex and ensures equal access for them in all spheres of activity.

**59.** As national mechanisms established to ensure equal opportunities (description in the Annex 4) noteworthy are:

- *The Platform of Women Members of the Parliament of the Republic of Moldova;*
- *The Equality Council;*
- *The Gender Coordination Groups;*
- *The National Coordinating Council for Preventing and Combating Violence against Women and Domestic Violence* is set to be established under the National Agency for Preventing and Combating Violence against Women and Domestic Violence (Anti-Violence Agency)<sup>34</sup> and will replace the functions of the previous structure – *the Interministerial Coordinating Council for Preventing and Combating Violence against Women*<sup>35</sup>.

**60.** Since 2022, the MER, in partnership with the Child Rights Information and Documentation Centre, has initiated *The Children's Human Rights Defenders Forum*, held from 1-10 December<sup>36</sup> and the Program of Extracurricular Activities in Primary and Secondary Education, approved annually by the minister's order.

## Part Two

### Report on implementation of the Convention on the Elimination of all Forms of Discrimination Against Women in the Republic of Moldova

#### Article 1 and 2

**61.** Article 16 of the Constitution of the Republic of Moldova states the principle of equality of citizens before the law and public authorities regardless of race, nationality, sex, religion and other criteria<sup>37</sup>. Moldova legislation provides for equal rights for women and men in all areas of public and private life.

<sup>34</sup> Established on 2 January 2024 as a government structure with duties to ensure comprehensive and effective efforts to combat violence against women and DV.

<sup>35</sup> The Council was created in 2012 according to the provisions of Law no. 45/2007 on Preventing and Combating Domestic Violence in order to ensure collaboration between ministries, other central administrative authorities and NGOs with competences in preventing and combating domestic violence.

<sup>36</sup> The first edition of the Forum (2022) was attended by 486 students, including 11 boys and 376 girls from 23 districts/municipalities. In the second edition (2023), 1,165 students participated, of which 888 girls and 277 boys: [https://mecc.gov.md/sites/default/files/ordin\\_forum\\_2022.pdf](https://mecc.gov.md/sites/default/files/ordin_forum_2022.pdf)

<sup>37</sup> [https://www.legis.md/cautare/getResults?doc\\_id=136130&lang=ro](https://www.legis.md/cautare/getResults?doc_id=136130&lang=ro)



**62.** The principle of gender equality is promoted through framework legislation<sup>38</sup>, which has undergone certain modifications during the reference period. Law no. 121/2012 has been updated to include new definitions (ongoing discrimination, prolonged discrimination<sup>39</sup>); broaden the range of protected criteria (gender identity, marital status, sexual orientation, health status, HIV status); more clearly define the competencies of the Equality Council (EC); enhance complaint examination procedures, data collection in the fields of equality, non-discrimination and diversity; strengthened the processes of monitoring, evaluation and annual reporting of results; strengthened the institutional framework by increasing the EC staff units from 20 to 33. Law no. 5/2006 on Ensuring Equality of Opportunity between Women and Men has been amended to redefine the concept of sexual harassment<sup>40</sup>.

**63.** Regarding the criminalisation of hate speech based on gender criteria, new norms have been introduced<sup>41</sup> in the Penal Code (PC) by revising Article 346, making it mandatory to punish acts of incitement to hatred or violence, manifested by public incitement, dissemination of information, or other forms of public communication, including via mass media, in written form, drawing or image, or by means of a computer system, against a category of people based on prejudicial reasons, including gender. At the same time, the text “social, national, racial or religious hatred” in the PC has been replaced with the term “prejudice” and the notion of “reason for prejudice” was defined in the Article 134/21<sup>42</sup>.

**64.** Furthermore, the Contravention Code has been supplemented by Article 70/1 which penalises intentional actions, public incitement, disseminating information, or other forms of public communication aimed at inciting discrimination on the grounds of prejudice. New articles 70/2 on harassment and 70/3 on victimization have also been introduced.

**65.** With reference to the CEDAW Committee Recommendation on the definition of discrimination, it is noted that intersectional discrimination is included in the forms of severe discrimination outlined in Article 4 of Law no. 121/2012.

**66.** Between 2018 and 2022, many of the court buildings have been renovated<sup>43</sup> and most buildings are now accessible to people with disabilities.

**67.** In alignment with the final assessment of the NHRAP for 2018-2022 in the area of *Gender Equality and Domestic Violence*, the degree of achievement for the outcome indicators was rated as partially achieved.

**68.** Through the platform of the specialized commissions (including the Commission on CEDAW) of the NCHR<sup>44</sup> coordinated by the MLSP the implementation of the state policy in the field of human rights, as well as of the international treaties in the field of human rights to which the Republic of

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<sup>38</sup> Law no. 5/2006 on Ensuring Equality of Opportunity between Women and Men and Law no. 121/2012 on Ensuring Equality

<sup>39</sup> Law no. 2/2023 on the amendment of certain legislative acts (revision of the legal framework on non-discrimination and ensuring equality): [https://www.legis.md/cautare/getResults?doc\\_id=135489&lang=ro](https://www.legis.md/cautare/getResults?doc_id=135489&lang=ro)

<sup>40</sup> Law no. 74/2023 amending certain normative acts: [https://www.legis.md/cautare/getResults?doc\\_id=136606&lang=ro](https://www.legis.md/cautare/getResults?doc_id=136606&lang=ro)

<sup>41</sup> Law no. 111/2022 amending certain normative acts: [https://www.legis.md/cautare/getResults?doc\\_id=131558&lang=ro](https://www.legis.md/cautare/getResults?doc_id=131558&lang=ro)

<sup>42</sup> Preconceived notion of the perpetrator based on race, colour, ethnicity, national or social origin, nationality, sex, gender, language, religion or religious belief, political opinion, disability, sexual orientation, gender identity, health status, age, marital status.

<sup>43</sup> Currently out of the total number of courts operating in 44 buildings, most of them have been made accessible for persons with disabilities.

<sup>44</sup> Government Decision no. 150/2023



Moldova is party, is monitored. Members of these commissions include representatives from the government and civil society.

**69.** A crucial role in strengthening the professional capacities of public officials, mayors, law enforcement representatives, lawyers, prosecutors, and judges in the field of gender equality and non-discrimination; preventing and combating violence against women is played by the Institute of Public Administration, "Stefan cel Mare" Academy of the MAI, and the National Institute of Justice<sup>45</sup>.

**70.** Over the last five years, there has been a steady increase in the number of cases where state-guaranteed legal aid was provided (Annex 5). Free legal aid has been guaranteed for a new category – victims of THB (Law no. 1/2020) and people with disabilities (Law no. 298/2022). In 2020, the concept of emergency legal aid was also expanded<sup>46</sup>.

**71.** By GD no. 953/2022, the national framework for monitoring the implementation of the 2030 Agenda for Sustainable Development was approved, establishing indicators for monitoring the effectiveness of policy implementation on gender equality and empowerment of all women and girls (SDG 5). For the list of indicators, according to relevance, disaggregation of indicators has been ensured based on gender, age and/or livelihood criteria relevant to all SDGs.

**72.** The regulatory framework of labour and gender equality has been amended<sup>47</sup> by obliging employers to implement measures to prevent and combat discrimination on any grounds, sexual harassment and victimisation in the workplace. According to the new provisions, employers are obliged within 7 days to inform the trade union body in writing about the results of the examination of cases of discrimination and sexual harassment and the measures taken to eliminate the violations detected in these cases. From 2025, labour inspectors will verify, the measures the employer took to prevent and combat cases of discrimination and sexual harassment in the workplace.

**73.** The social inclusion of vulnerable population groups is ensured by state structures through legislative measures<sup>48</sup> and multidimensional actions carried out in partnership with civil society.

**74.** Between 2020-2023 the EC registered complaints of discrimination against women in areas such as political and public life, education, and employment and health<sup>49</sup> (Annex 7).

**75.** Between 2020-2022, out of the total number of individuals who reported a discrimination case to the EC, 434 were men and 343 were women. Decisions issued by the EC on discrimination cases during 2020-2023 can be found on EC's official website [www.egalitate.md](http://www.egalitate.md) under Decisions/Notices section.

### **Article 3**

**76.** Moldova's policies in the field of eliminating discrimination against women and girls are set out in the Gender Equality Promotion and Assurance Program for 2023-2027 (Gender Equality Program); the

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<sup>45</sup> The training curriculum include modules referring to the CEDAW, the Optional Protocol and the Recommendations of the specialized UN Committee.

<sup>46</sup> Ensuring 24-hour emergency legal aid to victims of DV and sexual offences at the complaint filing stage.

<sup>47</sup> Law no. 74/2023 amending certain normative acts: [https://www.legis.md/cautare/getResults?doc\\_id=136606&lang=ro](https://www.legis.md/cautare/getResults?doc_id=136606&lang=ro)

<sup>48</sup> Law no. 60/2012 on social inclusion of persons with disabilities, Law no. 547/2003 on Social Assistance, Law no. 256/2023 amending certain normative acts (Reform of the social assistance system "Restart"), Law no. 105/2018 on promotion of labour force and unemployment benefits.

<sup>49</sup> The casework of the EC pertains to: actions based on stereotypes and prejudices related to the age and gender of employees in employment relationships; discrimination in the workplace on the basis of maternity; limiting women's access to masculinized professions; sexist advertising material; hate speech and gender discrimination by influential persons.

National Anti-Violence Program; the “European Moldova 2030” National Development Strategy; the “Prosperous, Safe, European Moldova” Government Activity Program; the Program for the Support of the Roma Ethnic population in the Republic of Moldova for 2022-2025; the Women's Entrepreneurship Program; the National Implementation Program of UN Security Council Resolution 1325 on Women, Peace, and Security for 2023-2027; the Development Strategy for Public Finance Management and the National Action Plan for EU and Moldova accession for 2024-2027. A brief description of the purpose and objectives of these policies is included in Annex 7.

**77.** In 2023 the MLSP developed and consulted with the relevant authorities on the Roadmap for 2024 to achieve gender-responsive budgeting at national level. Operational procedures<sup>50</sup> are applied when drafting public policy documents (strategies and programs) and planning documents (action plans, national development plans, etc.), which provide for the rigours of integrating the leave no one behind principle, the gender dimension and the principle of non-discrimination in public policies. In line with the area of intervention and as data availability allows, the documents incorporate women's rights as a force for promoting the sustainability of policies.

**78.** NBS, together with the Statistics through Eastern Partnership (STEP) project, has published *“Progress in Gender Equality: What do the statistics tell us?”* (2022 edition). The publication presents gender data that is comparable among the countries of the Eastern Partnership, providing a descriptive analysis at the regional and national levels, and also an opportunity to identify the challenges faced by partner countries in producing and presenting national gender data.

**79.** MLSP is the central public authority empowered with the duty to develop, monitor, evaluate and promote policies on gender equality. Within the MLSP operates a specialized department, an integral part of the national mechanism for promoting gender equality in Moldova. This was strengthened in 2023 by establishing an additional leadership role of a deputy chief of the Department of Gender Equality Policies. The maintenance expenditure of this subdivision during 2020-2023 was: 2020 – 1,037,600 MDL; 2021 – 1,005,600 MDL; 2022 – 1,406,400 MDL; 2023 – 1,510,200 MDL.

**80.** Within 14 ministries, Gender Coordination Groups (comprising 166 gender units) have been established, aimed at ensuring a comprehensive approach to gender equality in policies and programs across all areas and at all levels of decision-making and implementation. Article 19 of Law no. 5/2006 stipulates that gender units also operate at the local level.

**81.** The government has drawn up the Civil Society Development Program for 2024-2027. As of January 2024, 16,453 organizations were registered in the State Register of NGOs in Moldova for the purpose of defending fundamental human rights<sup>51</sup>: out of 1,729 NGOs promoting human rights, 191 specifically promote women's rights. Between 2020-2023, 20 organizations for women were registered.

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<sup>50</sup> The Methodological Guide on integrating the provisions of the National Development Strategy into planning documents, public policy documents, and normative acts at the national level, Chisinau, 2021, and the Guide for integrating the gender equality perspective in the process of developing public policies.

<sup>51</sup> Education, health, adequate working conditions and fair pay, private property, a decent standard of living, participation in political life, freedom of religion, protection against abuse, etc.

**82.** A significant contribution to the promotion of gender equality at central and local level is made by the Platform for Gender Equality (Annex 4) composed of NGOs and development partners (UN Women, ILO, IOM, UNHCR, UNAIDS, UNFPA, UNDP, OHCHR, WHO, etc.) which, together with the Government, carry out various international projects.

#### **Article 4**

**83.** The Electoral Code<sup>52</sup> establishes that the lists of candidates for parliamentary and local elections maintain a minimum representation quota of 40% for both genders (double quota introduced in 2019). Candidates are placed on the lists according to a formula – a minimum of four candidates for every 10 seats.

**84.** In 2018-2019, the CEC together with UNDP and other entities involved, developed informational and motivational electoral materials in Braille and audio format for visually impaired people, in the context of parliamentary elections on 20 October 2019<sup>53</sup>. Information materials were printed in 5 ethnic minority languages (Russian, Ukrainian, Gagauz, Bulgarian, Romani) for the 2023 local general elections.

**85.** The Law on the Government no. 136/2017 does not provide for a minimum quota of 40% representation of women and men in the Government. The Prime Minister, in compiling the list of candidates for positions within the Government, must consider the legislation ensuring equal opportunities between men and women, aligned with criteria of professionalism and merit.

**86.** Based on the comments of the CEDAW Specialised Committee (2020) on the implementation of a minimum 20% representation quota for women in the police force, an Action Plan on Gender Equality within the Police for 2022-2025 was approved, which includes a set of actions aimed at increasing the retention rate of employees. As a result of the implementation action of the Action Plan of the Police Development Strategy for 2016-2020 and implementation of the actions and measures included in the Gender Equality Plan for 2022-2025, the share of women employed in the Police increased from 20.6% in 2022 to 23.2% of the staff in the first half of 2023. Currently, there are 4,233 women (26.44%) working in the MIA, and 321 women are employed in management positions, which represents 15.1% of the total number of management positions in the institution.

**87.** The Program for Supporting the Roma Population for 2022-2025<sup>54</sup> includes the state's response to the recommendations of the CEDAW Committee (2020). In order to reduce the existing educational gap among Roma youth, especially among Roma girls, the Program for Awarding Merit Scholarships to Roma pupils and students in high school, vocational technical education, and higher education (GD no. 818/2023) was approved. Starting in January 2024, 50 Roma pupils and students, 23 of whom are girls, will receive merit scholarships worth 1,200 MDL.

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<sup>52</sup> [Electoral Code no. 325/2022 - Article 68 \(3\)](#)

<sup>53</sup> *The Voter's Guide, Easy to read, easy to understand* version (in Romanian, Russian and English) for people with intellectual disabilities (designed in 2017); *Democracy can be learned*, an interactive booklet developed by the Centre for Continuous Electoral Training (CCET); *Democracy Matters - Participate!*, an informative electoral guide.

<sup>54</sup> Government Decision no. 576/2022

**88.** Private companies are increasingly recognized not only as key drivers of economic growth but also as promoters of sustainable social development. Several private companies have committed to promoting gender equality and empowering women at the workplace and in the community. Among these, 19 companies in Moldova, including a commercial bank, have become signatories to the Women's Empowerment Principles (WEP). Annual national conferences are organized to disseminate international and local best practices in promoting the WEP, emphasizing the role of governments and international organizations in empowering women. Additionally, a study on the impact of WEP implementation for companies in Moldova has been conducted, serving as a foundation for subsequent initiatives. Adopting WEP in company development strategies represents the largest voluntary initiative in corporate responsibility.

**89.** The National Employment Program for 2022-2026 and its Action Plan (GD no.785/2022) contains the objective of increasing the labour force participation rate of women aged 25-34 from 44% in 2021 to 48% by 2026 (+4%) and the employment rate of women aged 25-34 from 43.2% in 2021 to 47.2% (+4%) by 2026.

**90.** The National Program for Promoting Entrepreneurship and Increasing Competitiveness for 2023-2027 (GD no. 653/2023) contains actions to support entrepreneurship, and increase access to financing to local businesses, small producers, merchants and various disadvantaged groups (women, young people, migrants, etc.), increase access to financing. In 2021, the share of small and medium enterprises owned by women was approximately 33%, in 2022 – 30%, with a target of 35% set for 2025.

**91.** Through the implementation of the National Implementation Program of UN Security Council Resolution 1325, the aim is to increase the share of women in decision-making and operational positions to at least 10% and at least 5,000 persons admitted for humanitarian purposes, increase participation in commissions, committees and other decision-making structures in the security and defence sector to 10%; at least two mentorship and leadership programs for women in the sector will be developed. In order to strengthen transparency and visibility in the security and defence sector, media presence will be increased by 15% by 2027.

**92.** The education system has quotas for admission to higher education. A 15% quota of the total number of budget-funded admission plan slots is maintained for certain disadvantaged groups of candidates, including girls. Priority is given to those without parental care, as well as children with severe or profound disabilities. In line with increasing the role of men as promoters of gender equality and in accordance with the Education 2030 Strategy's objective to staff the educational system with competent and motivated teachers, the state will implement strategies to motivate and support male pedagogy students, aiming to increase their employment and retention rates in the educational system by at least 5% annually.

**93.** To meet United Nations (UN) requirements for the proportion of women in international peacekeeping missions as military observers and staff officers (minimum 19% of total positions granted to Moldova), 20% of these positions are exclusively offered to women serving in the National Army,

while the remaining positions are open to both men and women who are contract soldiers in the National Army and meet all established UN criteria<sup>55</sup>.

**94.** NBS<sup>56</sup>, as an independent administrative authority, coordinates the national statistical system on the development and production of official statistics regarding gender statistics. NBS disseminates gender-related data, through several pages and products (Annex 5).

## **Article 5**

**95.** Moldova ratified the Istanbul Convention in October 2021, which came into force in May 2022.

**96.** During the reference period, adjustments were made to the national regulatory framework concerning: the introduction of new terms (*violence against women, adult victim, child victim*); the inclusion of electronic monitoring of domestic aggressors during court's implementation of victim protection measures (including the possibility for the victim and their family members to be electronically monitored through a Global System for Mobile communication (GSM) surveillance system, with their written consent); strengthening the social assistance system by establishing a service responsible for preventing and combating domestic violence; enhancing victim protection through the assessment and management of the risk of repeating or committing acts of domestic violence by professionals in police, social work, and health services; expanding the concept of state-guaranteed emergency legal aid by providing 24/7 legal aid to victims of domestic violence and sexual offences at the complaint filing stage and ensuring the right to qualified legal assistance regardless of income level for certain categories<sup>57</sup>.

**97.** The mechanism for ensuring victims' rights in the case of sexual and domestic violence offences has also been improved through legislative amendments and additions<sup>58</sup> to transpose the provisions of the Istanbul and Lanzarote Conventions such as Ensuring the right of victims to a fair trial (under friendly conditions, in the absence of the suspected person); preventing the removal of criminal liability as a result of the victim reconciling with the offender; ensuring a proactive investigation process, even if the alleged victim has withdrawn their statements or complaint; more effective social reintegration through access to medical, forensic, post-traumatic psychological assistance and counselling for physical and psychosocial recovery; and criminalising cyber-violence in the form of revenge pornography, bringing the definition of sexual harassment into line with applicable international human rights standards. The anti-violence program<sup>59</sup> also intervenes through four general objectives translated into 90 specific actions. Relevant information pertaining to the program's mission is included in (Annex 8).

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<sup>55</sup> According to the UN requirements for the number of women in UN international peacekeeping missions and operations at contingent level (min. 9%). From 2024 onwards, the Moldovan contingents participating in peacekeeping missions in Kosovo (KFOR) and Lebanon (UNIFIL) must include women (4 women in KFOR and 3 in UNIFIL).

<sup>56</sup> Under Article 7 of Law No. 93/2017 on Official Statistics, the National Bureau of Statistics coordinates the national statistical system, as an institutionally and professionally independent administrative authority, in the development and production of official statistics in the field of gender statistics.

<sup>57</sup> Victims of crimes of torture, inhumane and degrading treatment, victims of THB, victims of DV, victims of sexual offences, child victims of crime, and people with severe/profound and multiple learning disability disabilities.

<sup>58</sup> Law No. 316/2022 on the Amendment of Certain Legislative Acts (Ensuring the Rights of Victims of Sexual and Domestic Violence Crimes), amendments to the Contraventions Code, Code of Civil Procedure, Code of Criminal Procedure, Penal Code, Family Code [https://www.legis.md/cautare/getResults?doc\\_id=134400&lang=ro](https://www.legis.md/cautare/getResults?doc_id=134400&lang=ro)

<sup>59</sup> [GD no. 332/2023 on the approval of the National Programme on Preventing and Combating Violence Against Women and Domestic Violence for 2023-2027](#)

**98.** During the reporting period, the methodological operational framework for practitioners (Annex 9) was strengthened.

**99.** Until 2016, the Press Law no. 243/1994 included provisions requiring periodic publications and press agencies to use correct and non-discriminatory language towards women and men, contributing to the reduction of sexist stereotypes and prohibiting the publication of sexist materials. The Advertising Law no. 62/2022 in Article 7 bans sexist advertising. The Audiovisual Media Services Code no. 174/2018 in Article 18 prohibits the use of sexist language and scenes of violence and degrading behaviour towards women and men in audiovisual media services. The Independent Journalism Center has developed the Code of Ethics for Journalists in Moldova, which includes commitments to avoid discrimination based on gender, age, disability, religion, social status, and sexual orientation.

**100.** In Moldova there is a network of specialized services (Annexes 10 and 11) providing services for victims of domestic violence (DV) and their children – from government budget 9 shelters, the Women and Girls' Helpline 0 8008 8008 and the Children's Helpline 116 111 and shelters and day centres run by non-commercial organizations. It also operates the National Emergency Call Service 112.

**101.** For refugees from Ukraine, with the support of development partners, non-governmental organisations, and local authorities, Refugee Accommodation Centers (RACs) have been organised. The number of RACs has ranged from 136 at the peak of the crisis to 44 at present. Their capacity is 2,809 places, with about 70% occupancy. In January 2024, the centres were accommodating 2,318 beneficiaries, including 967 children and 149 people with disabilities. The MLSP approved the new temporary placement centre Regulation, which provides regulations on protection against violence, discrimination, neglect, exploitation, harassment (including sexual), inhuman and/or degrading treatment and/or human trafficking. From 1 March 2023 to 15 January 2024, in the information system of the General Inspectorate for Migration for temporary protection were pre-registered 38,874 persons, of which 17,145 women and girls. In 2023, the MLSP conducted a mapping of services responding to gender-based violence, with support from UNFPA.

**102.** In October 2023, under the aegis of the Ministry of Health (MH), the Network of Support Units was launched within 11 medical institutions<sup>60</sup> emergency department for victims of gender-based violence, including sexual violence with the support of UNFPA. As a result, women immediately receive 24/7 health care, as well as psychological support and referrals to other services in a single and safe space, preventing revictimization during interactions with forensic doctors or police officers. In June 2023, at the Centre of Forensic Medicine (CFM), with the support of UNFPA and in accordance with international standards, the forensic examination unit for victims of physical and sexual violence

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<sup>60</sup> The units were opened at the Institute of Mother and Child in Chisinau, the Emergency Medicine Institute in Chisinsu, and at the hospitals in Balti, Edinet, Cahul, Comrat, Causeni, Soroca, Floresti, Hancesti, and Orhei.

was renovated and equipped with advanced medical equipment. Also, more than 290 health professionals<sup>61</sup> were trained during 2022-2023 with the UNFPA support.

**103.** In 2023, the MLPS passed regulations for piloting the Integrated Regional Service for Victims of Sexual Violence started in the city of Ungheni, funded by UN Women. In partnership with the U.S. Embassy, the Family Justice Center was established in Chisinau under the auspices of MIA to assist victims of domestic and sexual violence.

**104.** In March 2022, the first regional (North) Barnahus-type center for integrated support of child victims/witnesses of crimes began operation, dedicated to minimizing the risk of further victimization and psychological harm during the criminal evidence collection process. The child's carer can also benefit from crisis counselling and primary legal aid. In 2022, 78 children and 60 adults were assisted in the Northern Regional Centre. Most sexual offences were committed against children aged 11-14, with children aged 0-6 being most affected by DV.

**105.** Between 2020 and 2022 the CFM subdivisions examined 10,125 cases<sup>62</sup> of DV victims.

**106.** As of 2023, data on DV and sexual violence in the healthcare sector are disaggregated by the sex, age, place of residence, people with special needs, and the victim-aggressor relationship.

**107.** To protect women and girls with disabilities from abuse and violence within psychiatric<sup>63</sup> medical institutions and temporary placement centers for persons with disabilities, Registers for recording complaints about alleged acts of torture, inhuman, or degrading treatment are implemented. Each center has mailboxes for lodging complaints, accessible phones are installed, and contact numbers of law enforcement authorities and human rights organizations are displayed. The results of regular monitoring visits conducted by the Agency for the Management of Highly Specialised Social Services are documented in monitoring reports, which also include proposals for improving the activities of the institutions.

**108.** In penitentiary institutions actions<sup>64</sup> are planned each year that contribute to improving detention conditions and modernizing the penitentiary infrastructure to respect human dignity, adapted to various categories of detainees and the special needs of high-risk categories (women, mothers with children, children, people with disabilities, etc.).

**109.** Informational campaigns are a priority for Moldova, especially since they are an essential element of prevention. The activities are described Annex 12.

**110.** According to MLSP data, from 2020-2023, the social welfare system registered 12,962 cases<sup>65</sup> of DV. The majority of victims are women (92%). People with disabilities constituted 4% of cases. Women aged 35-49 (43%) are affected the most, followed by women aged 18-34 (36%). The

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<sup>61</sup> Staff from the CFM and its territorial subdivisions, staff from the youth-friendly health centers, community mental health centers, and emergency departments were trained with UNFPA support in 2023. A total of 290 professionals from the field of primary healthcare were trained on the Clinical Management of Rape Cases, nationally approved in 2021 (88% of all medical institutions providing primary healthcare have at least one person trained in this area. UNFPA also supported a study visit to Romania for the exchange of knowledge and good practices in implementing a coordinated multi-sectoral response to cases of sexual violence.

<sup>62</sup> In 2020, there were 4,053 cases, in 2021 – 3,904 and in 2022 – 2,168 (including 216 children, of whom 5 were children with special needs and 73 adults with special needs).

<sup>63</sup> In visible and easily accessible places, announcements regarding the possibility of filing complaints and suggestions are posted, and mailboxes are installed where all suggestions and complaints received are collected weekly and subsequently analysed by the Bioethics Committee.

<sup>64</sup> In September 2023, the gynaecological office at the medical section of Penitentiary No. 13 in Chişinău was inaugurated, which was equipped with advanced medical equipment, including devices adapted to the needs of people with special needs with the support of UNFPA.

<sup>65</sup> In 2020 – 2,292 cases (2,450 victims), in 2021 – 3,157 cases (3,242 victims), and in 2022 – 2,634 cases (2722 victims), in 2023 – 4,879 cases.

phenomenon of violence currently affects most people in cohabiting, married relationships. It is reported that victims of domestic violence are mainly subjected to multiple forms of violence, followed by psychological and physical violence. Out of the total number of cases recorded in the given period, 11,066 victims of domestic violence received support from the social welfare system.

**111.** According to IGP data, from 2020 to 2023 there is an increase in the number of crimes against sexual integrity. Rape cases have increased, while violent sexual acts have decreased, and cases of DV have remained relatively constant (Fig. 1-4, Annex 13). In total, female victims predominate, constituting more than half of the DV cases. A total of 15,817<sup>66</sup> emergency restraining orders were issued against family aggressors. From 2020 to 2023, 2,994 protection orders were issued<sup>67</sup>.

**112.** Under Law no. 137/2016<sup>68</sup>, the mechanism for financial compensation provided by the state to crime victims is established<sup>69</sup>. The financial compensation is paid from the state budget, amounting to 70% of the calculated loss, but not exceeding 10 average monthly salaries forecasted for the year the victim submitted the compensation claim to the Ministry of Justice (MJ). During 2020-2023, no claims for financial compensation were filed by victims of DV or gender-based crimes<sup>70</sup>.

## **Article 6**

**113.** Law no. 241/2005 on preventing and combating THB<sup>71</sup> stipulates providing protection and assistance to victims and presumed victims of THB. Amendments made in 2020 to the Criminal Procedure Code (Law no. 1/2020<sup>72</sup>) included a category for victims of THB and child trafficking, who are entitled to additional rights beyond those generally offered to victims of crime. Regardless of being recognized as a damaged party or a civil party, victims are guaranteed the following rights: to be consulted by an attorney throughout the criminal process as are other parties; to be assisted, under the law, by an attorney providing legal aid if unable to afford legal representation; to be accompanied by a trusted person, along with their attorney during all investigations, including closed sessions; and to receive a judicial decision about material compensation for damages caused by the crime.

**114.** Additionally, the age for special condition hearings of children who are victims/witnesses of sexual crimes, child trafficking, or DV, as well as in other cases where the interests of justice or the minor require it, has been extended from 14 to 18 years<sup>73</sup>. Victims of THB are eligible for state-guaranteed qualified legal assistance regardless of their income (Law no. 198/2007<sup>74</sup>). Legal aid is provided by public and private attorneys contracted by the National Legal Aid Council. Primary legal advice is given by paralegals. Victims also receive legal aid from NGOs.

**115.** To prevent THB, amendments were made in 2020 to Law no. 105/2018 regarding the promotion of employment and unemployment insurance<sup>75</sup>, introducing new provisions concerning the regulation

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<sup>66</sup> Yearly breakdown: in 2020 – 4,250; in 2021 – 4,939; in 2022 – 3,907; in 2023 – 2,721.

<sup>67</sup> With 1,532 in urban areas and 1,462 in rural areas.

<sup>68</sup> Law no. 137/2016 on the rehabilitation of victims of crime: [https://www.legis.md/cautare/getResults?doc\\_id=139012&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=139012&lang=ro#)

<sup>69</sup> DV victims fall within this category.

<sup>70</sup> State compensation only occurs if it has not been paid by the perpetrator.

<sup>71</sup> Law no. 241/2005 on preventing and combating trafficking in human beings: [https://www.legis.md/cautare/getResults?doc\\_id=138949&lang=ro](https://www.legis.md/cautare/getResults?doc_id=138949&lang=ro)

<sup>72</sup> Law no. 1/2020 amending certain normative acts: [https://www.legis.md/cautare/getResults?doc\\_id=121121&lang=ro](https://www.legis.md/cautare/getResults?doc_id=121121&lang=ro)

<sup>73</sup> Law no. 316/2022: [https://www.legis.md/cautare/getResults?doc\\_id=134400&lang=ro](https://www.legis.md/cautare/getResults?doc_id=134400&lang=ro)

<sup>74</sup> Law no. 113/2020 amending certain normative acts: [https://www.legis.md/cautare/getResults?doc\\_id=122517&lang=ro](https://www.legis.md/cautare/getResults?doc_id=122517&lang=ro)

<sup>75</sup> Law no. 137/2020 amending certain normative acts: [https://www.legis.md/cautare/getResults?doc\\_id=122538&lang=ro](https://www.legis.md/cautare/getResults?doc_id=122538&lang=ro)



of private recruitment agency activities, new licensing conditions serving as filters for the licensing of economic agents wishing to engage in workforce recruitment, and strengthened monitoring and control.

**116.** To facilitate the implementation of the provisions of Government Decision no. 270/2014 approving the Instructions for the cross-sector cooperation mechanism for the identification, assessment, referral, assistance, and monitoring of child victims and potential victims of violence, neglect, exploitation, and trafficking, the Practical Implementation Guide for the cross-sector cooperation mechanism was approved<sup>76</sup>.

**117.** In order to strengthen the National Referral Mechanism (NRM) for the protection and assistance of victims of crime was established, and its Development Program<sup>77</sup> for 2022-2026 was approved (Government Decision no. 182/2022). Methodologically, three guides have been approved to facilitate the proactive identification of THB cases<sup>78</sup>.

**118.** The National Development Strategy (NDS) “European Moldova 2030”<sup>79</sup> aims to eliminate the phenomenon of THB in 2<sup>80</sup> of its 10 strategic objectives, with a specific target to reduce the number of THB victims per 100,000 population from 7.0% in 2018 to 4.5% by 2025, and to 3.5% by 2030.

**119.** The privacy of the THB victim is ensured<sup>81</sup> Law no. 241/2005 (article 21(3)). From 2020 to 2023, two strategic documents were developed and approved for preventing and combating THB: the National Strategy for the Prevention and Combating of THB for 2018-2023, along with the action plans for its implementation<sup>82</sup>, and the Program for Preventing and Combating THB for 2024-2028<sup>83</sup>.

**120.** THB prevention activities are carried out regularly.

**121.** Victims of TFU can access services within two specialized day and residential services (for women, mother-child households, and separately for men<sup>84</sup>), funded by the state budget (Table 3, Annex 11).

**122.** Aid to victims of trafficking in human beings is also provided through five other publicly funded centers, located across the entire country. In the process of assistance and social inclusion for refugees from Ukraine, a specialized group<sup>85</sup> in this field was established (coordinated by the State Chancellery, co-chaired by UNHCR and IOM). The Action Plan for Preventing and Combating THB in response to the situation in Ukraine for the period 1 July 2022, to 1 July 2023, was approved.

**123.** According to MIA data on THB cases, the number of identified victims remains consistently average (Fig. 2, Annex 13).

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<sup>76</sup> Joint Order no. 17/1173/528/1652 of the MLSP, MH, MIA, and MER was issued on 15 December 2021.

<sup>77</sup> The purpose of the Program is to practically realize the rights of crime victims and implement Law no. 137/2016 regarding the rehabilitation of crime victims, as well as to expand the profile of the victims assisted. (GD no. 182/2022 - [https://www.legis.md/cautare/getResults?doc\\_id=131061&lang=ro](https://www.legis.md/cautare/getResults?doc_id=131061&lang=ro)).

<sup>78</sup> With the support of the IOM, in 2021, the Information Guide regarding THB was developed (for employees of the international passenger transport industry regarding the identification and referral of victims/presumed victims of THB). In October 2022, the MIA approved the Guide for the identification of victims and presumed victims of THB in the context of mixed migration flows. The National Institute of Justice, in partnership with the OSCE, developed in 2022 the Practical Guide for justice professionals regarding the rights of crime victims to rehabilitation and compensation.

<sup>79</sup> Law no. 315/2022 approving the National Development Strategy “European Moldova 2030”: [https://www.legis.md/cautare/getResults?doc\\_id=134582&lang=ro](https://www.legis.md/cautare/getResults?doc_id=134582&lang=ro)

<sup>80</sup> Strategic objective 1. Increasing sustainable income and mitigating inequalities, and strategic objective 9. Promote a peaceful and safe society.

<sup>81</sup> The prohibition of disclosure of information on protection measures for both witnesses and victims of THB Law no. 241/2005 (Article 21(3)).

<sup>82</sup> Government Decision no. 461/2018 on the approval of the national strategy for preventing and combating trafficking in human beings for 2018-2023: [https://www.legis.md/cautare/getResults?doc\\_id=135158&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=135158&lang=ro#)

<sup>83</sup> Government Decision no. 715/2023 approving the programme to prevent and combat trafficking in human beings for 2024-2028: [https://www.legis.md/cautare/getResults?doc\\_id=139888&lang=ro](https://www.legis.md/cautare/getResults?doc_id=139888&lang=ro)

<sup>84</sup> It was developed in 2021 with the support of the U.S. Embassy and the IOM

<sup>85</sup> Activities conducted under the auspices of the group: training professionals from various fields involved in assisting displaced persons, developing and disseminating informational materials, conducting information campaigns, and adjusting trusted phone lines for victims and presumed victims of THB

**124.** In alignment with the recommendation from CEDAW, amendments were made to Article 89 Practising Prostitution of the Contravention Code<sup>86</sup>. Penalties for service recipients have been increased, while penalties for practising prostitution have been reduced. During the reporting period, activities were conducted in partnership with UNAIDS aimed at reducing the phenomenon<sup>87</sup>.

## **Article 7 and 8**

**125.** The right to vote<sup>88</sup> from the age of 18, including on election day, is established, with the exception of individuals under judicial guardianship by court order.

**126.** According to the Electoral Code, in electoral programs, advertisements, materials, and campaign activities, it is forbidden to incite war aggression, national, racial, or religious hatred, to promote discrimination, territorial separatism, or public violence. During the campaign for the parliamentary elections in 2021 and the local election in 2023, the CEC invited electoral contestants and media institutions to sign a voluntary Code of Conduct<sup>89</sup>.

**127.** In April 2023 an awareness-raising campaign<sup>90</sup> was organised to combat sexism, harassment and violence against women in local elections.

**128.** Candidate lists for parliamentary and local elections are compiled respecting a minimum quota of 40% representing both sexes. Candidates are placed on the lists according to a formula of a minimum of four candidates for every ten seats. 2021 showed the highest share of women candidates for the Parliament – 46.7%. The number of female candidates on lists has increased by approximately 12% compared to the 2019<sup>91</sup> elections and by 16% compared to the 2014 elections.

**129.** Annex 14 provides data on women's participation in five elections<sup>92</sup>.

**130.** Political parties are entitled to receive annual funding from the state budget through the CEC<sup>93</sup>, which is distributed<sup>94</sup>, including for supporting women in elections. Twenty percentage of the annual allocations will be used to promote and encourage the participation of women in the political and electoral processes, and 10% will be used to promote and encourage youth participation.

**131.** The public service is based on the principles of equality and non-discrimination<sup>95</sup>. The filling of positions through competition<sup>96</sup> is conducted based on *the principle of equal access to public office* -

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<sup>86</sup> Law no. 102/2022 on the amendment of certain normative acts: [https://www.legis.md/cautare/getResults?doc\\_id=130944&lang=ro](https://www.legis.md/cautare/getResults?doc_id=130944&lang=ro)

<sup>87</sup> Activities to increase awareness among the general population and governmental authorities about the rights of commercial sex workers include the "Beyond Appearances" information campaign, empowering commercial sex workers through mentoring programs, human rights training, and self-stigma reduction (about 200 female commercial sex workers benefited from this program); a Roadmap was developed setting immediate and medium-term interventions for ensuring the rights of commercial sex workers; a Theory of Change was elaborated containing the vision, impact results, and strategic pillars for ensuring the rights of commercial sex workers.

<sup>88</sup> Article 38 of the Constitution of the Republic of Moldova and Article 14 of the Electoral Code of the Republic of Moldova ensure the universal right to vote for its citizens. Citizens of Moldova can vote and be elected without discrimination based on race, nationality, ethnic origin, language, religion, sex, opinion, political affiliation, wealth, or social origin. Voting is direct. Each voter must cast their vote personally, as voting on behalf of someone else is prohibited:

[https://www.legis.md/cautare/getResults?doc\\_id=136130&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=136130&lang=ro#)

<sup>89</sup> In the 2023 elections, the Code was signed by 396 electoral contestants and 5 representatives of local media institutions. The Code includes a commitment not to incite discrimination, hatred/violence in public speeches, in the media, and in electoral materials.

<sup>90</sup> "I don't tolerate sexism. I report it" Campaign was made jointly with the Broadcasting Council and the CoE Office in Chisinau.

<sup>91</sup> [https://progen.md/wp-content/uploads/2021/10/Raport\\_Alegeri-Parlamentare-anticipate-2021.pdf](https://progen.md/wp-content/uploads/2021/10/Raport_Alegeri-Parlamentare-anticipate-2021.pdf)

<sup>92</sup> The parliamentary elections of 24 February 2019, the general local elections of 20 October 2019, the presidential elections of 1 November 2020, the early parliamentary elections of 11 July 2021, and the general local elections of 5 November 2023.

<sup>93</sup> [https://www.legis.md/cautare/getResults?doc\\_id=138777&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=138777&lang=ro#)

<sup>94</sup> 7.5% of the funding is allocated to political parties in proportion to the number of women actually elected in parliamentary elections, and another 7.5% is similarly distributed based on the number of women elected in local elections.

<sup>95</sup> The general norms regarding the public service are regulated by Law no. 158/2008 on the public service and the status of public officials:

[https://www.legis.md/cautare/getResults?doc\\_id=138899&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=138899&lang=ro#)

<sup>96</sup> GD no. 201/2009 The regulations concerning the filling of public office positions through competition: [https://www.legis.md/cautare/getResults?doc\\_id=138423&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=138423&lang=ro#)

ensuring access to public office for any person who meets the legal conditions, without discrimination based on sex, age, race, ethnicity, religion, political preference, etc.

**132.** The gender distribution of public officials between 2020 and 2022 consistently follows an approximate ratio of 1/2 women and 1/2 men. In senior management positions and in public authority leadership, women hold a significant share (Annex 14).

**133.** Judges are appointed from among candidates selected through a competition by the President of Moldova upon the recommendation of the Superior Council of Magistracy (SCM). Judges are appointed to serve until the age of 65<sup>97</sup>).

**134.** The maximum age up to which citizens can be enlisted and serve in the military through a contract is 45 years<sup>98</sup>. Women are registered for military service only after completing their contract service and are removed from military records upon reaching the reserve age limit or under other legally provided circumstances.

**135.** When formulating proposals for reassignment or employment of individuals in diplomatic missions, the Evaluation and Competition Commission<sup>99</sup> of the Ministry of Foreign Affairs (MFA) takes into account the need to ensure fair representation of women and men. Within the MFA, 13 women<sup>100</sup> hold leadership positions, constituting 34% of the staff. Twenty percent of ambassadorial posts are held by women. Forty percent of diplomatic and consular staff abroad are women. The qualifications required for diplomatic and consular service are regulated by Law no. 761/2001 on diplomatic service.

## **Article 9**

**136.** The citizens of the Republic of Moldova are equal before the law and public authorities<sup>101</sup>, enjoying equally all socioeconomic and political rights, freedoms proclaimed and guaranteed by the Constitution and other laws, as well as international agreements to which Moldova is a party. Both men and women have equal rights to acquire, change, and maintain Moldovan citizenship.

**137.** The change in one spouse's citizenship or marriage to a foreign national or stateless person does not affect the citizenship of the other spouse or child, unless there is a written request from the parents in this regard. Moldovan citizenship is acquired by birth, recognition, adoption, reacquisition, and naturalisation. In all these modes, the mother's citizenship carries the same weight as the father's in acquiring the child's citizenship.

**138.** A child found on the territory of the Republic of Moldova is considered a citizen thereof, as long as the contrary is not proven, until reaching the age of 18. A child born to foreign nationals or stateless persons who acquire Moldovan citizenship shall also acquire citizenship on the same date as the parents. If only one parent acquires Moldovan citizenship, the parents will decide jointly on the child's

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<sup>97</sup> Law no. 544/1995 on the status of judges: [https://www.legis.md/cautare/getResults?doc\\_id=138834&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=138834&lang=ro#)

<sup>98</sup> According to Article 26(1) of Law no. 1245/2002 regarding the training of citizens for the defence of the homeland. For enlisted soldiers and sergeants, the age limit is 50 years; for junior and senior officers, it's 55 years; and for officers with the highest ranks, it's 60 years

<sup>99</sup> The Evaluation Commission operates based on a Regulation approved by Ministerial Order No. 830-b-100/2014

<sup>100</sup> State secretaries – 2, ambassadors with special missions – 2, heads of departments and directorates – 8)

<sup>101</sup> Law no. 1024/2000, Article 6: [https://www.legis.md/cautare/getResults?doc\\_id=137681&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=137681&lang=ro#)

citizenship. If the parents do not agree, the decision will be made by the court, taking into account the child's best interests. In cases where the child does not acquire Moldovan citizenship along with one of the parents, the child is entitled to subsequently acquire it, until the age of 18, based on the grounds on which the parent acquired citizenship. In these situations, consent authenticated by a notary is required from the child aged 14 years or older.

**139.** In June 2023, amendments were made to Law no. 1024/2000, according to which a child born to parents who are citizens of another state or one of whom is stateless or a beneficiary of international protection, and the other is a foreign citizen, is considered a citizen of Moldova if, at the time of application, at least one parent holds a residence right or benefits from international protection granted by the competent authorities of Moldova or is recognized as stateless by the competent authorities of Moldova, as well as if the child meets the legal conditions to be recognized as stateless (Annex 15).

**140.** State registration of the birth of newborn children is mandatory<sup>102</sup> and free of charge. During the reference period, over 167,000 birth certificates were registered in Moldova<sup>103</sup>. Regarding birth facts produced and recorded on the left bank of Dniester River and the city of Bender, national legislation and instructions regarding the certification of facts apply. The registration of births of children from the left bank of Dniester River is on the agenda of the working group for civil status acts and the documentation of the population from Chisinau and Tiraspol in the process of negotiations for the Transnistrian conflict. A consensus on this topic is the approval of the common model of declaration<sup>104</sup> regarding the consent of the person to the processing of personal data.

## **Article 10**

**141.** The fundamental principles of education are stipulated in Article 7<sup>105</sup>.

**142.** Thus, all citizens of Moldova have equal rights to access education<sup>106</sup> without discrimination. Promoting inclusive education and equal access to quality education for children with special educational needs and/or disabilities (regardless of sex) is an important priority for Moldova, stipulated in the Education Code and implemented at all educational levels (Annex 16).

**143.** In Moldova, there are no barriers to accessing education for any population category based on the sex criterion.

**144.** Citizens of Moldova have equal rights to access education and initial and continuing vocational training through the national education system. In accordance with the NDS “European Moldova 2030”, the “Education 2030” Development Strategy<sup>107</sup> offers opportunities for individuals to develop

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<sup>102</sup> Law no. 100/2001 on civil status documents and Government Decision no. 286/2019

<sup>103</sup> Including procedures for subsequent registration and transcription of the birth certificate

<sup>104</sup> The common model of declaration allows authorities to facilitate the documentation procedures of the population in the left bank of Dniester and mitigate challenges in the process of confirming the veracity of data from birth and death records in the region, which would contribute to updating with accurate data in the State Register of the Population.

<sup>105</sup> The principle of equity; the principle of freedom of thought and independence from ideologies, religious dogmas, and political doctrines; the principle of social inclusion; the principle of ensuring equality and non-discrimination; the principle of recognizing and guaranteeing the rights of persons belonging to national minorities, including the right to preserve, develop, and express their ethnic, cultural, linguistic, and religious identities, etc.

<sup>106</sup> The Education Code of Moldova establishes the legal framework of relations concerning the design, organization, operation, and development of the education system in Moldova. The fundamental principles of education are stipulated in Article 7: [https://www.legis.md/cautare/getResults?doc\\_id=138940&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=138940&lang=ro#)

<sup>107</sup> Government Decision no. 114/2023 approving the National Development Strategy “Education 2030” and the Implementation Programme for 2023-2025: [https://www.legis.md/cautare/getResults?doc\\_id=136600&lang=ro](https://www.legis.md/cautare/getResults?doc_id=136600&lang=ro)

from an early age, throughout their lives, skills, knowledge, abilities, and competencies necessary to maximize their potential both in personal and professional life.

**145.** The Education Code guarantees that private educational institutions of all levels can be established. Accredited private educational institutions are an integral part of the national education system and operate in accordance with the national regulatory framework.

**146.** Girls predominate in post-secondary technical vocational education, while boys are more prevalent in secondary technical vocational education. Girls predominantly find themselves in professions within the service and care sectors, while boys are in technical fields. Girls opt more for higher education.

**147.** Higher education, compared to technical vocational education, records an even higher level of women's participation<sup>108</sup>. At the master's level, the proportion of female students represents about 2/3 of the total students enrolled at this level – 65.6%, and at the bachelor's level – 57.2%.

**148.** Of the total number of students enrolled in the bachelor's degree programs, more than half are women.

**149.** To prevent and eliminate the phenomenon of violence, the MER has approved a set of operational procedures<sup>109</sup>. Teachers and directors of educational institutions are obligated to notify guardianship authorities and other relevant authorities when a child is at risk. The majority of child abuse cases in schools are reported by the teaching staff. Every year, on 30 January, Moldova marks the International Day of Non-Violence in Schools.

**150.** For addressing the psycho-emotional state in post-conflict situations, the Republican Center for Psycho-Pedagogical Assistance operates, and regionally, the Psycho-Pedagogical Assistance Services (PAS) are available.

**151.** The Education 2030 Development Strategy and its implementation program include aspects of gender equality and measures to eliminate stereotypes in this field and address the development of parental skills and competencies as specific objectives.

**152.** With the curriculum reform, the curriculum for the compulsory subject Personal Development in grades first to twelfth was developed for the first time, which includes a module dedicated to *Personal Identity and Harmonious Relationships*<sup>110</sup>. The quality of sex education programs<sup>111</sup> taught has improved. Attendance in free general education is mandatory until the age of 16 (first to ninth grade). Upon request of parents and based on a medical certificate, including for pregnant girls, an individual study program is offered in general secondary education.

**153.** For people with learning difficulties caused by disabilities and students in penitentiaries, high school education (10<sup>th</sup> through 12<sup>th</sup> grade) can be organized at home/distance learning.

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<sup>108</sup> 59.4% of the total number of students in the academic year 2020-2023 are women.

<sup>109</sup> Standards for the protection and safety of children/students in the online environment include Order no. 985 dated 7 October 2022, and the Implementation Guide for Standards for the protection and safety of children/students in the online environment. The methodology regarding the prevention and combating of bullying (Order no. 1024/2022). The concept of bullying is also contained in the Education Code along with the principle of non-violence.

<sup>110</sup> The topics covered include gender roles, stereotypes, family as a value, responsibilities, and assertive, non-conflictual, and non-violent communication.

<sup>111</sup> The content of health education programs includes mental health, violence prevention, sexual and reproductive health, etc., and matches 54% of the international standards for sex education. This indicator has almost doubled (from 32%) since 2017.

**154.** Part-time high school education (10<sup>th</sup> through 12<sup>th</sup> grade) is organized for graduates of gymnasium and secondary technical vocational education, those employed in the labour market, or those who have reached the age of 20. For the 2022-2023 academic year, 3 evening schools operate in Chisinau. Classes can be opened in regional branches of high schools upon request.

**155.** For the 2020-2021 school year, the dropout rate was 0.076% (0.022% Roma children and 0.054% who move abroad with their parents).

**156.** Refugee children from Ukraine are integrated into the national educational system (Table 5, Annex 16).

**157.** In the 2018-2019 academic year, at Nicolae Testemitanu State University of Medicine and Pharmacy, an optional course for medical students *Domestic and Gender Based Violence* was launched<sup>112</sup>.

## **Article 11**

**158.** Individuals have the right to freely choose their profession, place of work, and are entitled to unemployment insurance.

**159.** In employment and in the eligibility criteria for filling vacancies, any discrimination based on race, nationality, ethnic origin, language, religion, beliefs, sex, age, disability, opinion, political affiliation, wealth, social origin, or any other criterion is prohibited<sup>113</sup>.

**160.** People with disabilities benefit from assisted employment services, contracted<sup>114</sup> by the National Employment Agency from private social service providers.

**161.** The labour participation rate, both urban and rural, for men and women over 15 years of age in the total population of the same age category has been increasing for both men and women (Fig. 1, Annex 17). For the category of people with disabilities, the indicators also registered an increase, the total average rate rising from 14% to 17%<sup>115</sup> in 2023 (Fig. 2, Annex 17). The unemployment rate for men and women over 15 years from 2020 to 2023 has been decreasing (Table 1, Annex 17).

**162.** In average, women earn 15.5% less than men (2022). The largest discrepancies in earnings between women and men are in financial activities, information, and communications. In education and service activities, women's earnings exceed those of men. The average salary and the salary gap, which has been slightly increasing, are shown in the Figure 3, Annex 17<sup>116</sup>.

**163.** Women over 15 years old are less represented in the agricultural sector (Table 2, Annex 17).

**164.** The share of women over 15 in the employed population is lower (Fig. 4, Annex 17). They are more represented in the service sector (58.4%), financial intermediation and insurance (65.8%), health and social care (82.1%), education (81.9%), and less in information and communications (36.8%), real estate transactions (35.6%) and construction (7.8%),

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<sup>112</sup> The course includes aspects concerning social norms, stereotypes, sexist language, toxic and positive masculinity, and discrimination based on gender.

<sup>113</sup> Law no. 105/2018 regarding the promotion of employment and unemployment insurance provides for these rights: [https://www.legis.md/cautare/getResults?doc\\_id=139819&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=139819&lang=ro#)

<sup>114</sup> According to a procedure approved by the Government.

<sup>115</sup> [https://statistica.gov.md/ro/forta-de-munca-ocuparea-si-somajul-in-anul-2022-430\\_60383.html](https://statistica.gov.md/ro/forta-de-munca-ocuparea-si-somajul-in-anul-2022-430_60383.html)

<sup>116</sup> [https://statistica.gov.md/ro/portretul-statistic-al-femeilor-si-barbatilor-in-republica-moldova-9617\\_61008.html](https://statistica.gov.md/ro/portretul-statistic-al-femeilor-si-barbatilor-in-republica-moldova-9617_61008.html)



**165.** New fathers are entitled to paternity leave and paternity allowance (Annex 18). The average size of the paternity allowance has been increasing<sup>117</sup>.

**166.** The number of women over 15 who are self-employed and not employed is increasing, most prominently aged 35-44 years<sup>118</sup> (Annex 19). The Annex 20 shows the situation of women over 15 who are employed in unpaid work in family businesses (yearly, the fields have diversified). According to NBS, this category included owners, members of cooperatives – women.

**167.** Starting in March 2022, the Digital Transformation Program for Small and Medium Enterprises (GD no. 129/2022) was implemented. For 2022, 51 investment projects were approved for funding, 22 (43%) of which are managed by women, with the approved grants amounting to approximately 51 million MDL, generating an investment volume in the economy of nearly 92 million MDL.

**168.** Under the changes made<sup>119</sup>, in line with the Recommendations of the CEDAW Committee (2020), the transparency sector of the salary system has been strengthened from a gender perspective. Thus, the notions addressing the principle of equal pay for equal work or work of equal value were defined; an employer's duty to periodically, but no less than once a year, inform employees and/or their representatives about the gender pay gap across categories of employees and roles, broken down by sex, was embedded; a norm regarding the employee's right to request and obtain information about pay levels, broken down by gender, was introduced.

**169.** The National Program for Extending Childcare Services for children up to 3 years old took necessary steps to enable parents to balance family obligations with professional duties<sup>120</sup>. In August and December 2022, the legislation regulatory framework<sup>121</sup> concerning alternative childcare options for children up to 3 years old was legislated<sup>122</sup>.

**170.** In order to integrate and encourage women to return earlier to the labour market from parental leave, starting from September 2022, a new option was established for granting the right to a monthly child-raising allowance (payment of 90% of income for 1 year or payment over 2 or 3 years).

**171.** The public social insurance system is founded on *a set of principles*<sup>123</sup>, and social insurance funds are established based on the contributions of individuals and legal persons participating in the system.

**172.** In the retirement system<sup>124</sup>, among the types of pensions awarded is *the survivor's pension*. The surviving spouse is entitled to the survivor's pension if, at the time of the breadwinner's death or within

<sup>117</sup> <https://cnas.gov.md/lib.php?l=ro&idc=439&t=/Rapoarte/Rapoarte-privind-executarea-BASS/Rapoarte-anuale-privind-executarea-bugetului-asigurarilor-sociale-de-stat&f27d7-0b96-43c9-934b-42e1a2a9a774>

<sup>119</sup> Law no. 107/2022: [https://www.legis.md/cautare/getResults?doc\\_id=131234&lang=ro](https://www.legis.md/cautare/getResults?doc_id=131234&lang=ro)

<sup>120</sup> Since 2021, several pieces of legislation were passed that aim at the reconciliation of professional and personal life. We introduced flexible work schedules in the Labor Code that allow parents to negotiate flexible working hours and set a schedule that allows them to be both active and involved in raising their children. We've introduced the right for workers to request remote work in the Labour Code. We introduced the option to share childcare leave between spouses in parts of 4 months. We've extended paid paternity leave from 14 days to 15 days (which amounts to 100% of the salary) and the period during which fathers can request the 15-day paternity leave from 56 days to 12 months. We passed legislation (Law no. 241/2023) that allows fathers to take in paternal leave in one single block of 15 days or in blocks of 5 days. The legislation also provides paternal leave for adoptive fathers too that can be taken in the 12 months since the adoption of the child. The law also provides paid parental leave for adoptive parents for up to 90 days in the amount of 60% of the salary of the adoptive parent.

<sup>121</sup> Law no. 367/2022 on alternative childcare services, Law no. 212/2023 on the amendment of some normative acts (concerning budgetary-fiscal policy), Law no. 241/2023 on the amendment of certain normative acts, GD No. 572/2023 approving the Regulations on the organisation and functioning of alternative childcare services

<sup>122</sup> The law allows employers to open childcare on their site. Alternative childcare services allow the development of services organized by the employer at the workplace, services provided by child caregivers individually at the child's home, and services offered for a limited number of children at the caregiver's residence

<sup>123</sup> Contributory – social insurance rights are derived from the social insurance contributions made by participants; equality – guarantees non-discriminatory treatment in terms of rights and obligations under the law for all participants, both contributors and beneficiaries; mandatory participation – as mandated by law, both physical and legal entities are required to participate in the public system, with social insurance rights being contingent upon the fulfilment of these obligations.

<sup>124</sup> Law no. 156/1998 on the public pension system: [https://www.legis.md/cautare/getResults?doc\\_id=132852&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=132852&lang=ro#)

5 years thereafter, they have reached the retirement age or have been classified with severe or profound disability, had been married to the deceased for at least 15 years, and has not remarried. The survivor's pension is granted if the deceased was receiving an old-age pension or disability pension, or met the conditions for obtaining a disability pension.

**173.** As of 1 July 2019, the standard retirement age is set at 63 years for men, and from 1 July 2028, the standard retirement age for women will also be 63 years. These ages are to be reached through a gradual annual increase in the standard retirement ages. As of 1 July 2017, the full contribution period for men is 33 years and 6 months, and for women, it is 30 years and 6 months, which will increase by six months every 1 July until it reaches 34 years for men by 2018 and 34 years for women by 2024 (Annex 22).

**174.** The contribution period includes non-contributory periods such as the period of caring for a child up to the age of 3 years, including the period of caring for a child with severe disabilities under the age of 18 years, or for a person with severe disabilities by one of the parents, by a guardian or curator, until the employment as a personal assistant

**175.** The Law on Social Assistance<sup>125</sup> provides for equal opportunities for disadvantaged families by granting financial support at a level guaranteed by the state, in accordance with the assessment of the average monthly total income of each family and the need for social assistance. The beneficiary of social assistance is the applicant and its his/her family (Annex 21). In the reporting period, the regulatory framework in the social assistance has been substantially improved.

**176.** On 28 December 2023, Law on the Ratification of the ILO Convention no. 190 concerning the elimination of violence and harassment in the workplace was voted. At the same time, modifications were made to the national legislation in line with international standards on the dimension of preventing sexual harassment<sup>126</sup>.

## **Article 12**

**177.** The right to sexual and reproductive health is considered a fundamental human right.

**178.** Access to safe and effective services for sexual and reproductive health care, as an integral part of the right to health care, the sexual and reproductive rights of adolescents, women's right to abortion, and women's access to safe and legal abortion<sup>127</sup> methods are guaranteed by the state through special legislation<sup>128</sup>.

**179.** In line with the most recent international recommendations, in 2020, the Standard for Safe Abortion Practices was reviewed and approved<sup>129</sup>. The National Program on Sexual and Reproductive Health and Rights for 2024-2027, which meets the commitments made by Moldova, is in the process of approval.

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<sup>125</sup> Law no. 133/2008 on social aid: [https://www.legis.md/cautare/getResults?doc\\_id=139102&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=139102&lang=ro#)

<sup>126</sup> Amendments made by Law no. 74/2023: [https://www.legis.md/cautare/getResults?doc\\_id=136606&lang=ro](https://www.legis.md/cautare/getResults?doc_id=136606&lang=ro)

<sup>127</sup> Abortion is performed on request up to the term of 12 weeks, and after 12 weeks based on medical and social indications.

<sup>128</sup> Law no. 138/2012 on reproductive health: [https://www.legis.md/cautare/getResults?doc\\_id=135028&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=135028&lang=ro#)

<sup>129</sup> MHLSP Order no. 766/2020, Approving the Standard for Safe Abortion Practices



**180.** The state promotes comprehensive policies by strengthening the efforts of all government and non-governmental structures in implementing HIV/AIDS<sup>130</sup> prevention activities and aims to eliminate discrimination against individuals affected by HIV/AIDS by ensuring human rights and upholding human dignity. The National Program for the Prevention and Control of HIV/AIDS and Sexually Transmitted Infections for 2022-2025<sup>131</sup> includes measures that ensure the protection of human rights, which remains crucial in the context of the HIV epidemic. The Human Rights-Based Approach emphasizes the state's obligations to ensure respect for the rights of every individual, including the right to health, and highlights the importance of empowering and actively involving communities and individuals affected or infected by HIV/AIDS, especially those at higher risk of infection such as people living with HIV, men who have sex with men, sex workers, and injectable drug users.

**181.** The prevalence of HIV among infected individuals decreased from 3.57% in 2020 to 2.94% in 2022, and 2.51% in the first 6 months of 2023. The percentage of women infected with HIV in 2022 (4.06%) was more than double that of men (2%), with the rate of infection in men being below the overall average.

**182.** The Law on the Rights and Responsibilities of Patients<sup>132</sup> stipulates the requirement for patient consent<sup>133</sup> regarding medical interventions, which must be informed and voluntarily expressed, based on comprehensive information provided by the attending physician or the physician conducting the clinical study.

**183.** The Penal Code stipulates penalties for severe intentional harm to physical integrity or health, for illegally inducing abortion, and for performing unlawful performance of surgical sterilization.

**184.** The regulatory framework does not require permission from a third party for a woman who wishes to access family planning services or restrict access to these services only to married women. An exception is teenagers under 16. For minors up to 16 years old<sup>134</sup>, voluntary consent to obtain reproductive health care services is expressed both by the minor and their legal representative. When it is impossible to obtain the consent of the legal representative, but the medical services are essential for life and health, the voluntary consent of the child alone is sufficient. Decisions are made on a consultative basis, in the best interest of the minor, in accordance with legal norms.

**185.** Women's right to free gynaecological and obstetrical medical assistance is guaranteed<sup>135</sup>. In 2020, the percentage of births attended by qualified medical personnel was 99.6%, in 2021 it was 99.6%, and in 2022 it reached 99.7%.

**186.** Women benefit from better/quick access to emergency gynaecological and obstetric care<sup>136</sup>.

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<sup>130</sup> For the purpose of preventing HIV and sexually transmitted infections during 2020-2023, a total of 5,985,000 MDL was allocated (2020 – 827,300 MDL, 2021 – 805,300 MDL, 2022 – 701,200 MDL; projected for 2023 – 3,651,200 MDL).

<sup>131</sup> GD no. 134/2022 on the National Programme for the Prevention and Control of HIV/AIDS and Sexually Transmitted Infections for 2022-2025: [https://www.legis.md/cautare/getResults?doc\\_id=130469&lang=ro](https://www.legis.md/cautare/getResults?doc_id=130469&lang=ro)

<sup>132</sup> Law no. 263/2005 on patients' rights and responsibilities: [https://www.legis.md/cautare/getResults?doc\\_id=133163&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=133163&lang=ro#)

<sup>133</sup> Consent is authenticated by the signatures of the patient or their legal representative (a close relative) and the doctor in the relevant medical documentation.

<sup>134</sup> Law no. 138/2012, Article 6: [https://www.legis.md/cautare/getResults?doc\\_id=106297&lang=ro](https://www.legis.md/cautare/getResults?doc_id=106297&lang=ro)

<sup>135</sup> [Law no. 138/2012 on reproductive health](#), the Unique Program of Mandatory Medical Insurance (GD no. 1387/2007), the Regulation on supplying reproductive-age vulnerable groups with contraceptives, and the Standards for outpatient surveillance of pregnancies with physiological evolution, etc.

<sup>136</sup> In 2022, 9 hospitals were equipped with advanced medical equipment installed in delivery rooms, operating rooms, intensive care units for mothers and newborns, and gynaecology departments with support from the UNFPA. In 2023, the pre-hospital Emergency Medical Service's response capacity was strengthened by equipping it with 20 new Type B ambulances for territorial subdivisions; the referral mechanism between National and Subnational Perinatal Centers by equipping 9 hospitals that provide

**187.**Data on the maternal mortality rate, neonatal mortality rate disaggregated by the urban or rural residence of mothers and by age are included in Annexes 23 and 24.

**188.**According to the Generations and Gender Survey (2020), slightly more than half of married women or those in cohabitation (55.1%) use contraceptive methods. The unmet need for family planning (Annex 24) and the demand for family planning met with modern contraceptive methods were also influenced, not least by the epidemiological situation generated by COVID-19, thus recording values below expectations.

**189.**In recent years, there has been no maternal mortality due to abortion complications. Data on abortion rates are presented in Annex 27.

**190.**The list of vulnerable groups<sup>137</sup> eligible for free contraceptives has been expanded, as well as the range of contraceptive products purchased with state budget funds<sup>138</sup>, reflecting the beneficiaries' right to choose their preferred contraceptive method.

**191.**The percentage of women (ages 25-61) covered annually with cervical screening services to prevent cervical cancer has increased from 36% in 2021 to 62% in 2023<sup>139</sup>. The percentage of women with cervical cancer (aged 18+) remains unchanged at 0.4% during 2020-2022. Women from various regions of the country now have better access<sup>140</sup> to services for early detection and treatment of precancerous cervical lesions.

**192.**The quality of medical services is also influenced by the level of training of specialists<sup>141</sup>.

**193.**To enhance access to medical services for the rural population, the National Health Insurance Company (NHIC) annually allocates financial resources for preventive examinations (screening) aimed at early detection of diseases (Annex 25).

**194.**Between 2020 and 2023, salaries for medical staff in public health institutions enrolled in the mandatory medical insurance system were increased by 95%<sup>142</sup>.

### **Article 13**

**195.**According to Law no. 289/2004 on temporary incapacity benefits and other social security benefits<sup>143</sup>, insured persons in the public social insurance system are entitled to maternity and paternity allowances; for parental care until the child reaches the age of 3 years, and for caring for a sick child. These are available for women and men equally. The Law<sup>144</sup> establishes state payments for childbirth,

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gynaecological and obstetrical medical assistance with Type A Ambulances; the National Blood Transfusion Center and 14 hospitals were equipped with the necessary equipment for blood banks; the professional capacity of specialists through the training of 166 health professionals on the clinical management of gynecological and obstetrical emergency cases; the technical capacity of gynaecological examination rooms in 26 other hospital institutions was enhanced with medical equipment adapted to the needs of people with disabilities, allowing the provision of quality sexual and reproductive health services.

<sup>137</sup> Twelve categories of beneficiaries eligible for free contraceptives include survivors of exceptional situations, humanitarian crises, and public health emergencies.

<sup>138</sup> In 2023, under the National Program on Sexual and Reproductive Health and Rights, 750,000 condoms were purchased with state budget funds.

<sup>139</sup> Data from the Cervical Screening Implementation Coordination Unit

<sup>140</sup> Thanks to the creation of a national network of 12 colposcopy clinics equipped with modern medical and IT equipment supported by the UNFPA, there is now a connection between healthcare providers.

<sup>141</sup> Training sessions are also held on the prevention and combating violence against women and girls (Order of MH).

<sup>142</sup> The average national salary for doctors increased from 8,890 MDL in 2019 to 19,550 MDL; for middle medical staff from 5,750 MDL to 12,250 MDL; and for lower medical staff from 3,210 MDL to 7,160 MDL, by +10% from 1 April 2020, +30% from 1 September 2020, +30% from 1 January 2021, +10% from 1 October 2022, and +15% from 1 October 2023.

<sup>143</sup> Law no. 289/2004 on temporary incapacity benefits and other social security benefits: [https://www.legis.md/cautare/getResults?doc\\_id=138817&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=138817&lang=ro#)

<sup>144</sup> Law no. 315/2016 on social benefits for children: [https://www.legis.md/cautare/getResults?doc\\_id=133513&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=133513&lang=ro#)

childcare, the raising of twins, triplets, etc., as well as social support<sup>145</sup> benefits for adopted children, children placed in family-type services, children temporarily without parental care, and children without parental care, including for the continuation of studies. These payments are made from the state budget.

**196.** From January 2021<sup>146</sup>, freelance professionals in the justice sector are entitled to social security benefits<sup>147</sup>.

**197.** Maternity allowance is automatically calculated based on the income of the spouse with the highest salary. From 1 January 2024, the allowance for raising a child up to the age of 3 will be calculated similarly.

**198.** To support female entrepreneurs, Organisation for Entrepreneurship Development (ODA) launched the first *Women in Business Program*<sup>148</sup> in 2016, which addressed the support needs of women throughout the entire lifecycle of their enterprise, by providing access to funds, granting investment grants, and offering educational opportunities to acquire entrepreneurial skills (Annex 28). In 2023 *the Women's Entrepreneurship Program* was approved. The purpose and objectives of the program are detailed in Annex 8. Between 2020-2023, the Credit Guarantee Fund managed by the ODA handled 296 financial guarantees<sup>149</sup>, aimed at small and medium-sized enterprises led by women, worth 265.41 million MDL, to guarantee loans totalling 561.87 million MDL (Annex 29).

**199.** Permanent thematic working groups and temporary working groups have been formed within the Economic Council created alongside the Prime Minister, including the group for Economic Empowerment of Women and Gender Equality. To support and facilitate women's involvement in the economy, the Government launched a Roadmap containing actions to encourage female entrepreneurship<sup>150</sup> in particular entrepreneurship of women in rural areas<sup>151</sup>.

**200.** Tax legislation does not specify any different criteria for taxing men or women but refers to the equal and equitable treatment of each taxpayer. Tax exemptions are detailed in Annex 30.

**201.** There are no banking regulations that establish different rules based on gender regarding the right to request loans. Annex 31 includes disaggregated data by gender on loans granted by licensed banks during 2020-2023.

**202.** Cultural activity is an inalienable right of every individual, irrespective of national origin, social background, language, sex, political beliefs, religious beliefs, place of residence, financial situation, education, profession, or other circumstances<sup>152</sup>. There is also a policy of zero tolerance towards any form of direct and indirect discrimination against employees in the cultural sector. In three theatrical

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<sup>145</sup> Starting from 1 January 2024, both parents are eligible for a unique allowance for the period of custody of an adoptable child, a unique allowance for the adopted child or the child placed in guardianship/trusteeship, and an allowance for raising a child older than 3 years who was adopted or placed in guardianship/trusteeship.

<sup>146</sup> In implementing the CEDAW Committee's Recommendation (2020) on enhancing social protection for freelance women

<sup>147</sup> Benefits are provided for temporary incapacity to work caused by common illnesses or non-work-related accidents; for illness prevention (quarantine); for the recovery of work capacity; maternity; for child-rearing until the child reaches the age of 3; for caring for a sick child; and death grants.

<sup>148</sup> From 2016 to 2022, a total of 112.4 million MDL in investments were provided, through the awarding of 749 small grants and 13 large grants, training 1,203 women, and mentoring 3,206 women.

<sup>149</sup> Intended for enterprises founded or managed by female entrepreneurs.

<sup>150</sup> The Roadmap contain actions aim to improving women's access to financing and investment opportunities, business development, and professional training.

<sup>151</sup> [https://consecon.gov.md/wp-content/uploads/2023/01/FP\\_-Abilitarea-Economica-Femeilor\\_12.12.22\\_FIN.Actualizata.pdf](https://consecon.gov.md/wp-content/uploads/2023/01/FP_-Abilitarea-Economica-Femeilor_12.12.22_FIN.Actualizata.pdf)

<sup>152</sup> Law no. 413/1999 on culture: [https://www.legis.md/cautare/getResults?doc\\_id=141530&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=141530&lang=ro#)

institutions, a working group was established to analyse harassment situations. Subsequently, it was decided to set up an Ethics Council<sup>153</sup> at the Ministry of Culture.

**203.** To support vulnerable people to pay for their bills due to energy crisis during 2021-2023, in addition to social aid, the *Help at the Meter Program* was established in 2022<sup>154</sup>. In 2023, the program benefited 716,476 people, of whom 49.9% were women.

#### **Article 14**

**204.** To ensure efficient access for rural women to quality water, it is worth mentioning the National Strategy for Water Supply and Sanitation for 2014-2030<sup>155</sup>, which mandates gender consideration in water resource management and encourages more active participation of women in decision-making in this field. Rural women participate in the management of Water User Associations for Irrigation (WUAI)<sup>156</sup>, which has led to positive changes in facilitating women's access to irrigation.

**205.** Farms led by women grow industrial crops on 18% of their arable land, while farms led by men use 26% of their arable land for this purpose<sup>157</sup>. Households headed by women are more involved in vegetable production. The Intervention and Payment Agency for Agriculture manages the National Fund for Development of Agriculture and Rural Environment (GD no. 20/2019). Legislation<sup>158</sup> regulating the allocation of funds for potential subsidy beneficiaries specifically encourages female farmers. To encourage priority agricultural activities, subsidies granted under general conditions from the eligible investment value are increased at the request of female farmers and calculated from the authorized subsidy value at 20% (in 2020-2021 it was at 15%). During 2020-2022, female farmers annually received 17-20% of the fund<sup>159</sup> (Annex 32).

**206.** In agriculture, less than a third of the population is employed, with women holding 49.6% of jobs in this sector. Women own less than 12% of the agricultural machinery and livestock in the country. In 2021, 37.9% of farmers in Moldova were women, managing 19% of the agricultural farms. Men control 81% of the farms and are more numerous than women when it comes to agricultural technology. The average monthly income of women in the agricultural sector is \$128 (for men it's \$141). As of 1 January 2023, the average size of the retirement age pension for men in the non-agricultural sector is 4,253.3 MDL, compared to 3,242.7 MDL for women. The average size of the retirement age pension for employees in the agricultural sector was 2,361.8 MDL for men, compared to 2,276.1 MDL for women.

**207.** The ratio of qualified medical staff to the rural population is as follows: availability of specialist doctors in district institutions is 20.3 per 10,000 inhabitants, with medical assistants – 59.0, and with medical-sanitary personnel – 79.3 per 10,000 inhabitants.

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<sup>153</sup> The Equity Council of Ministry of Culture operates under the Framework Regulation on preventing and combating harassment at work.

<sup>154</sup> [Law no. 241/2022 on the fund for the reduction of energy vulnerability](#), GD no. 704/2022 on the approval of the Regulation on the assignment of energy vulnerability categories and the method of establishing and paying compensation for energy bills and energy compensation in the form of monetary payment

<sup>155</sup> [https://www.legis.md/cautare/getResults?doc\\_id=132532&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=132532&lang=ro#)

<sup>156</sup> In 2014, women represented 34% of the governance structure of newly established WUAI, 51% of the members of audit councils, and 36% of the members of dispute resolution commissions.

<sup>157</sup> Government Decision no. 56/2023 approving the National Strategy for Agriculture and Rural Development for 2023-2030: [https://www.legis.md/cautare/getResults?doc\\_id=136318&lang=ro](https://www.legis.md/cautare/getResults?doc_id=136318&lang=ro)

<sup>158</sup> Although GD no. 455/2017 is now repealed, it was applicable during the reporting period 2020-2022.

<sup>159</sup> This indicator does not imply that other payments from the Fund are restricted for women regarding access to funding sources; it simply acknowledges the norms that separately support this category.

**208.** In 2021, 1.5% of the rural population and 0.4% of the urban population cited the great distance to a medical facility as the reason for not seeking medical help for their most recent illness<sup>160</sup>.

**209.** The prevalence rate of modern contraceptives in rural areas is 46.7% (ages 15-49)<sup>161</sup>.

**210.** Table 4, Annex 16 provides data on secondary and post-secondary technical vocational education institutions in rural areas, including the number of students by speciality and gender.

## **Article 15**

**211.** Citizens of Moldova, regardless of gender, enjoy equal rights in the judicial protection of their rights and legal interests. Legislation on ensuring equality aims to prevent and combat discrimination and ensure equality for all individuals in Moldova in all areas of life without distinction.

**212.** Civil and procedural civil law is based on recognizing the equality of participants in civil/procedural relationships, protecting private, intimate, and family life, and acknowledging the need for the free exercise of civil rights<sup>162</sup>.

**213.** An individual is considered a physical person, holding rights and civil obligations. The capacity to have civil rights and obligations is recognized equally to all individuals.

**214.** The Civil Code recognizes civil capacity equally to all persons, regardless of race, nationality, ethnic origin, language, religion, sex, opinion, political affiliation, wealth, social origin, level of education, or other similar criteria. An individual can only be deprived of or limited in their capacity to use and exercise rights in the manner and under the conditions provided by law. In cases where an individual, due to mental illness or a physical, mental, or psychological deficiency, cannot fully understand their actions or express their will, a judicial protection measure in the form of trusteeship, temporary protection, or guardianship may be instituted by a court decision. In all cases, the protected person has the right to independently conclude minor value legal transactions, to receive free benefits that do not require notarial authentication or state registration of rights derived from them, and acts of conservation.

**215.** The domicile of an individual is the place where they usually reside. It is considered that a person retains their domicile as long as they have not established another. The establishment or change of domicile only occurs when the person occupying or moving to a particular place has done so with the intention of maintaining their usual residence there. Proof of intention comes from the person's statements made to the competent authorities to operate the establishment or change of domicile, or in the absence of such statements, from any other factual circumstances.

**216.** The regulatory framework related to the Real Estate Registry (Law no. 1543/1998) provides equal rights and obligations for women and men and contains no form of discrimination against women citizens of Moldova, as well as foreign nationals and stateless persons.

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<sup>160</sup> According to *Populations' Access to Health Services Study* by the National Bureau of Statistics, 2022

<sup>161</sup> Generations and Gender. Be the voice of your generation! Report, 2022.

<sup>162</sup> The regulation of realizing and protecting human rights and fundamental freedoms, along with other non-pecuniary values, is governed by the Civil Code and other laws, considering the provisions and principles set forth by international treaties on human rights and fundamental freedoms.

**217.** Since 2014, citizens of Moldova benefit from a visa liberalization regime for short-term travel in the Schengen area with biometric passports.

**218.** Coordinating social security systems is an important component of social policy promoted by the Government amid increasing population migration flows. Bilateral agreements in the field of social security<sup>163</sup> were signed between 2020 and 2023<sup>164</sup>.

**219.** SGLA is granted on the principle of equal rights for applicants. Over 50,000 people benefited from SGLA during 2020-2023. Currently, within the SGLA system, there are: 540 lawyers (13 public, 527 on request), including 20 lawyers specialized<sup>165</sup> in providing assistance to victims of crimes and 73 paralegals.

## **Article 16**

**220.** All measures set out in Article 16 of the Convention are contained and implemented as binding rules in the family and civil status legislation of Moldova. Constitutional norms<sup>166</sup> state that family is based on the freely consented marriage between man and woman, on their equality in rights and on the right and duty of parents to provide for the upbringing, education and training of their children.

**221.** The Family Code<sup>167</sup> guarantees the right to build a family and enter into marriage, monogamy, marriage between a man and a woman by free consent, the right of spouses in marriage, equality in rights of spouses, as well as in their property and non-property relations.

**222.** Minimum marriage age is 18 years. The age reduction exception<sup>168</sup> can only be invoked for good cause and with the agreement of the local guardianship authority and the minor's parents.

**223.** When entering into a marriage, the spouses, if they wish, choose the surname of one of them. The surname can also be chosen by linking the names of both spouses or each spouse keeps the surname they had until marriage. In the Republic of Moldova, the marriage relationship continues to be the standard model in the formation of family partnerships. Cohabitation has increased in recent years.

**224.** Marriage of a person under *trusteeship* is allowed at his or her own will unless the court stated in the decision establishing the trusteeship that it is allowed only with the consent of the trustee or, if the trustee refuses, with the authorisation of the trusteeship authority. Marriage of a person under *guardianship* is allowed only with the authorisation of the family council or the guardianship authority, after hearing the future spouses and, where appropriate, the parents.

**225.** The Family Code provides for the voluntary conclusion of the marriage contract before or during the registration of the marriage. The contract stipulates the property rights and obligations of the

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<sup>163</sup> With the Italian Republic, the Hellenic Republic, the Kingdom of Spain and the Republic of Latvia.

<sup>164</sup> In total, 18 agreements on social security have been signed, of which 16 are currently in force. Currently, Moldova is in the process of negotiating the draft Agreement on social security with the Swiss Confederation, with the second round of negotiations taking place on 15-17 January 2024, in Bern. Additionally, bilateral discussions are ongoing regarding the need to initiate negotiations on a draft Agreement in the field with the Slovak Republic, the French Republic, Cyprus, and Ukraine. Negotiations have also been initiated with Albania and Canada. In 2021, a Memorandum of Cooperation was signed with the Federal Republic of Germany regarding the employment of Moldovan workers in seasonal jobs. In 2023, the process of signing Protocol B to the Agreement with the State of Israel (regarding the home care) was initiated. By 2024, Agreements in the field of labour migration regulation have been concluded with the State of Israel, the Republic of Bulgaria, the Federal Republic of Germany.

<sup>165</sup> The list of specialist lawyers is updated regularly.

<sup>166</sup> Article 48(2) of the Constitution of the Republic of Moldova.

<sup>167</sup> Family Code no. 1316/2000: [https://www.legis.md/cautare/getResults?doc\\_id=138943&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=138943&lang=ro#)

<sup>168</sup> Which cannot be less than 16 years old.



spouses during the marriage and/or in the event of its termination and may establish that property acquired by each spouse during the marriage is the personal property of the spouse who acquired it.

**226.** The assets acquired by spouses during the marriage are owned jointly by both spouses. Property in joint ownership property may be divided by agreement between the spouses. In case of disagreement, the court shall determine the shares and how to divide the joint property.

**227.** The wealth must be declared by the subject of the declaration and his/her family members, his/her cohabitant<sup>169</sup>. The legislation regulates the control mechanism of the wealth acquired by the subject of the declaration<sup>170</sup> and his/her family members, his/her cohabitant during exercising their mandate or holding public service or public dignity positions.

**228.** In line with developments in international law, in 2018 the provisions of the Civil Code related to inheritance were amended to be applied uniformly to all subjects. To ensure predictability of the costs of preparing notarial acts, including inheritance papers, a draft law on notarial payments is being prepared<sup>171</sup>.

**229.** The State, through the responsible public authorities and specialised human rights institutions (People's Advocate), provides the right of persons with disabilities to enjoy legal capacity on an equal basis with others in all aspects of life and guarantees equal and effective legal protection against discrimination on any ground.

## Conclusions

**230.** The national law has been supplemented with multiple provisions, stipulating the principle of equal rights and opportunities for women and men in all areas of activity (equal pay for equal work or work of equal value, development of alternative childcare services for children aged 0-3 years in both the public and private sectors, offering three options to parents with children to ensure childcare leave, provisions on preventing and combating sexual harassment in the workplace, etc.).

**231.** There is a state institutional mechanism for gender equality demonstrated by: the strengthened specialized directorate in the MLSP, strengthened Gender Coordinating Groups; established specialized Commission of the NCHR coordinated by the MLSP which monitors the implementation of CEDAW Convention; professional development for specialists in labour inspection, education, social system, security and defence bodies; established a National Anti-Violence Agency; introduced positions of professionals in DV and rehabilitation of crime victims at the local level.

**232.** The Istanbul Convention was ratified and the procedures for aligning the national regulatory framework with its provisions started. Two new public policy documents were approved: Gender Equality Program and Anti-Violence Program.

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<sup>169</sup> Law no. 133/2016 on the declaration of assets and personal interests: [https://www.legis.md/cautare/getResults?doc\\_id=134895&lang=ro#](https://www.legis.md/cautare/getResults?doc_id=134895&lang=ro#)

<sup>170</sup> The income in the previous tax year, movable and immovable property, financial assets, personal debts in the form of debt, pledge, mortgage, etc., property in the form of precious metals, copyrights, patents and other income stipulated by law shall be declared.

<sup>171</sup> Once it is approved by the Government, it will be submitted to Parliament.

- 233.** There is a functional mechanism in place at legislative level that provides for a wide circle of subjects who benefit from unconditional state-guaranteed legal aid.
- 234.** Legislative measures for the reconciliation of work and family life, a new National Employment Program that provides for concrete measures to increase women's employment and participation in the labour market results in less gender-based discrimination.
- 235.** The Government has taken measures in the area of healthcare and education ("Education 2030" Strategy) to ensure access to reproductive health services and education for girls and women.
- 236.** Considerable efforts have been made to promote gender equality in the security and defence sector, having two Programs that implement Resolution 1325 and were approved since 2017.
- 237.** Together with development partners, the Government carried out multiple activities: capacity building for gender specialists, preventing and combating DV and THB; mainstreaming gender equality in the private sector and in STEM; started the transposition of the EU Directives on gender equality.
- 238.** Information on Moldova's implementation of each of the CEDAW Committee (2020) recommendations can be accessed at <https://social.gov.md/wp-content/uploads/2024/05/Raport-privind-realizarea-Setului-de-masuri-pentru-implementarea-Observatiilor-finale-ale-Comitetului-ONU-pentru-eliminarea-discriminarii-impotriva-femeilor-CEDAW-pentru-2020-2023.pdf>.

### **Barriers and Limitations**

- 239.** For more than three decades, Moldova has been facing a steady and profound deterioration of the demographic situation, caused by political, economic, and social changes, the exodus of the able-bodied population in search of attractive jobs. Over the recent decades Moldova has encountered problems with labour mobility and migration of the working age population.
- 240.** The masculinisation and feminisation of certain professions is a challenge in vocational education and on the labour market.
- 241.** The need to ensure access for people with disabilities to educational institutions persists.
- 242.** Violence against women, DV, and THB remain considerable challenges, calling for a coordinated multidisciplinary response of all relevant stakeholders, allocation of adequate resources, implementation of educational/awareness-raising programs for the population, development of appropriate services, training of specialists.
- 243.** Many female victims of sexual violence are still unable to access health services because of fear of reporting, yet the health worker is obliged to report the identified cases. There is a reason for these challenges: accessing health services within the first 72 hours is very important in order to collect samples and provide the needed treatment to rule out unwanted pregnancies and sexually transmitted diseases.
- 244.** Efforts are needed to inform the population about gender equality, their rights and the possibilities to claim them. The active involvement of mass-media in educating the society in the spirit of gender equality, the elimination of sexism from language and advertising are necessary.



- 245.** Men and women in the rural areas need special attention, especially in the context of migration, demographic challenges. Continuing developing and supporting entrepreneurship programs, especially for women, young and older people, would improve the socio-economic situation, diminish the migration flows, mitigate the negative consequences of population ageing.
- 246.** To correctly refer DV cases, the rural (community) police officers require additional in-depth training.
- 247.** Rural people's access to health services, including sexual and reproductive health, is insufficient. Youth-friendly health services are underdeveloped, resulting in a declining teenage birth rate.
- 248.** Efforts are needed to strengthen the monitoring of regulations implementation, as the enforcement mechanism is not in line with international standards and EU Directives.
- 249.** The authorities' reluctance to gender mainstreaming in sectoral policy documents and gender-responsive budgeting is still prevailing.
- 250.** Another sensitive area concerns the weak involvement of men as promoters of gender equality in care, education and other feminised areas of the labour market.
- 251.** Now it is too early to ratify the International Convention for the Protection of All Persons from Enforced Disappearance due to potential impediments in ensuring its observance on the left bank of the Dniester River, where self-proclaimed structures operate outside the legal field of Moldova.
- 252.** *Based on the above, note that Moldova has demonstrated a significant commitment to promote gender equality and fight discrimination by ratifying international conventions and adopting relevant national legislation. Significant progress has been made in reducing violence against women, promoting women's participation in politics and public life and improving access to education and health.*
- 253.** *However, there are persistent challenges, including uneven implementation of the legislation, the need to combat gender stereotypes and address economic and social inequalities. Migration and population decline are demographic challenges that require innovative solutions to ensure social and economic sustainability.*
- 254.** *For the future, it is crucial to continue the reforms and enhance efforts to effectively implement the international commitments. Priorities include improving the legislative and institutional framework, supporting women's economic participation, and strengthening mechanisms to monitor and evaluate progress on gender equality. Cooperation with civil society and international partners will be key to achieving gender equality and sustainable development goals.*
- 255.** *We also initiated the elaboration of the Report for the implementation of the Beijing Declaration and Platform for Action (1995) for 2020-2024.*

**Commitments have been made to sustain the results already achieved  
and to fully realize the remaining objectives in line with  
the CEDAW/2020 recommendations for the Republic of Moldova**

1) On 30 September 2019, at the fifth meeting of the Association Council, the EU and Moldova agreed to maintain the EU-Moldova Association Agenda and to start working on a list of priorities to focus the implementation of the Association Agreement on the comprehensive areas of the Agreement for 2021-2027. Over the next four years, priorities in the area of human rights will include ratifying Protocol no. 12 to the Convention for the Protection of Human Rights and Fundamental Freedoms, on anti-discrimination; improving significantly the implementation of European Court of Human Rights decisions; and effectively implementing and monitoring national laws that transpose the Race Equality Directive (Directive 2000/43/EC of 29 June 2000), among other objectives;

2) Implementation of the 2024-2027 Civil Society Development Program, which aims to improve mechanisms for state cooperation with civil society, diversify sources of funding for civil society organisations and increase the capacity of the voluntary sector (Government Decision no. 845/2023);

3) The 2024-2027 National Human Rights Programme is in its final stage of development (the draft was adopted by the Government and sent to the Parliament for approval);

4) Economic empowerment, participation and leadership of women and especially women from underrepresented groups are sectors to be harnessed through public policy documents approved in 2023;

5) To ratify the ILO Social Security (Minimum Standards) Convention no. 102/1952, the Republic of Moldova will conduct economic studies and legal reviews, engage in tripartite consultations, and initiate dialogue with civil society organisations on the establishment and upkeep of a national minimum level of social protection. This level implies universal protection, which can be achieved provided there is financial and economic sustainability, coherence of social protection policies with social, economic and employment policies, and unity between the social protection institutions, in tandem with high-quality public services for effective implementation;

6) The 2024-2027 National Programme on Sexual and Reproductive Health and Rights is in process of approval. The Sexual and Reproductive Health and Rights Coordinating Committee serves as the consultative body responsible for effectively coordinating the implementation of interventions related to sexual and reproductive health and rights;

7) Prior to the decision to ratify the UN Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, a feasibility study will be carried out to assess Moldova's capacity to ensure its implementation. It should be noted that less than 60 states have ratified the above Convention and that most of these countries are mainly countries with high rates of labour migration. Moreover, among the countries of interest for migrant workers from Moldova, no EU country has ratified this Convention. Among the countries of destination of Moldovan citizens, only Turkey, Uzbekistan and Azerbaijan have ratified the Convention.

8) To ratify the ILO Social Security (Minimum Standards) Convention no. 102/1952, the Republic of Moldova will conduct economic studies and legal reviews, engage in tripartite consultations, and initiate dialogue with civil society organisations on the establishment and upkeep of a national minimum level of social protection. This level implies universal protection, which can be achieved provided there is financial and economic sustainability, coherence of social protection policies with social, economic and employment policies, and unity between the social protection institutions, in tandem with high-quality public services for effective implementation;

9) Implement the Theory of Change and the Roadmap developed and discussed at national level to ensure the rights of sex service providers (preventing and combating stigma, discrimination and violence against sex service providers, economic empowerment and ensuring opportunities for commercial sex workers, considering opportunities to adjust the legislative framework, etc.);

10) Review the need for amending the national law on reporting rape cases – in line with international recommendations, to remove any impediments to prompt access to the package of

services as part of the Clinical Management of Rape by all rape victims, including those who cannot/do not feel strong enough to report a rape case;

11) Strengthen Youth Friendly Health Centres to ensure access to youth friendly health services, including sexual and reproductive health services for young people in rural/remote villages/communities of the country;

12) Remove barriers to access to sexual and reproductive health services for adolescents under 16 years of age in order to ensure universal access to these services taking into account the best interests of minors;

13) Ensure the necessary actions for full compliance with the provisions of the International Standards on Sexual and Reproductive Health and Rights Education in compulsory and elective school subjects and ensure universal access to sexual and reproductive health information and education for all adolescents and young people, including those from vulnerable groups, adapting the content in Braille, audio, “easy to read, easy to understand” format;

14) Progress on the implementation of actions under General Objective no. 3 of the National Gender Equality Plan – Equal pay for work of equal value;

15) Amend the national regulatory framework in order to resume the activities of the Governmental Commission for Gender Equality;

16) Ensure effective coordination between gender units, gender coordination units in different ministries, by clearly defining their mandates and responsibilities in the implementation of the national legal and policy framework on gender equality (in process of implementation by transposing the European directive on ensuring equal access to services and goods and the guide on the role and practical work of gender units) and by training them to harness their potential and practical impact;

17) Ensure implementation of the roadmap on gender-responsive budgeting;

18) Continue strengthening the media and relevant public officials on the use of gender-sensitive language;

19) Raise awareness among the general public to eliminate gender-based discriminatory stereotypes of women's and men's roles and responsibilities in the family and society;

20) Make sure Law no. 137/2016 on the rehabilitation of victims of crime is amended to increase the financial compensation in line with the relevant national studies conducted with the support of the IOM;

21) Strengthen activities that provide accessible and inclusive support and assistance to women victims of gender-based violence, including through the civil society sector in the left bank of the Dniester River;

22) Develop integrated services for victims of gender-based violence and subjects of domestic violence, focused on needs and risk assessment;

23) Make sure that the National Anti-Trafficking Programme is implemented with a focus on groups of women vulnerable to trafficking;

24) Further encourage women and girls to choose non-traditional fields of study and careers, including science, technology, engineering, mathematics, information technology, and law;

25) Make sure the National Programme for the Inclusion of People with Disabilities is adopted and implemented.

**Table 1. Population with habitual residence (in thousands)**

As of 1 January

	2020	2021	2022	2023
Total population (in thousands)	2,643.7	2,626.6	2,565.0	2,512.8
by age groups, in %:				
0-14	18.5%	18.4%	18.3%	18.0%
15-59	59.8%	59.3%	58.7%	58.2%
60-79	19.3%	20.0%	20.6%	21.4%
80+	2.4%	2.3%	2.4%	2.4%

*Source: National Bureau of Statistics***Table 2. Population with habitual residence by sex and urban/rural (as of January 1)**

Year	Sex	Total	Urban	Rural
2020	Total	2,643,675	1,092,812	1,550,863
	Male	2,626,585	1,098,244	1,528,341
	Female	2,603,813	1,102,486	1,501,327
2021	Total	2,626,588	1,098,217	1,528,371
	Male	1,253,166	506,637	746,529
	Female	1,373,422	591,580	781,842
2022	Total	2,565,030	1,087,698	1,477,332
	Male	1,218,166	500,209	717,957
	Female	1,346,864	587,489	759,375
2023	Total	2,512,758	1,078,317	1,434,441
	Male	1,187,596	494,321	693,275
	Female	1,325,162	583,996	741,166

*Source: National Bureau of Statistics***Table 3. Demographic Indicators**

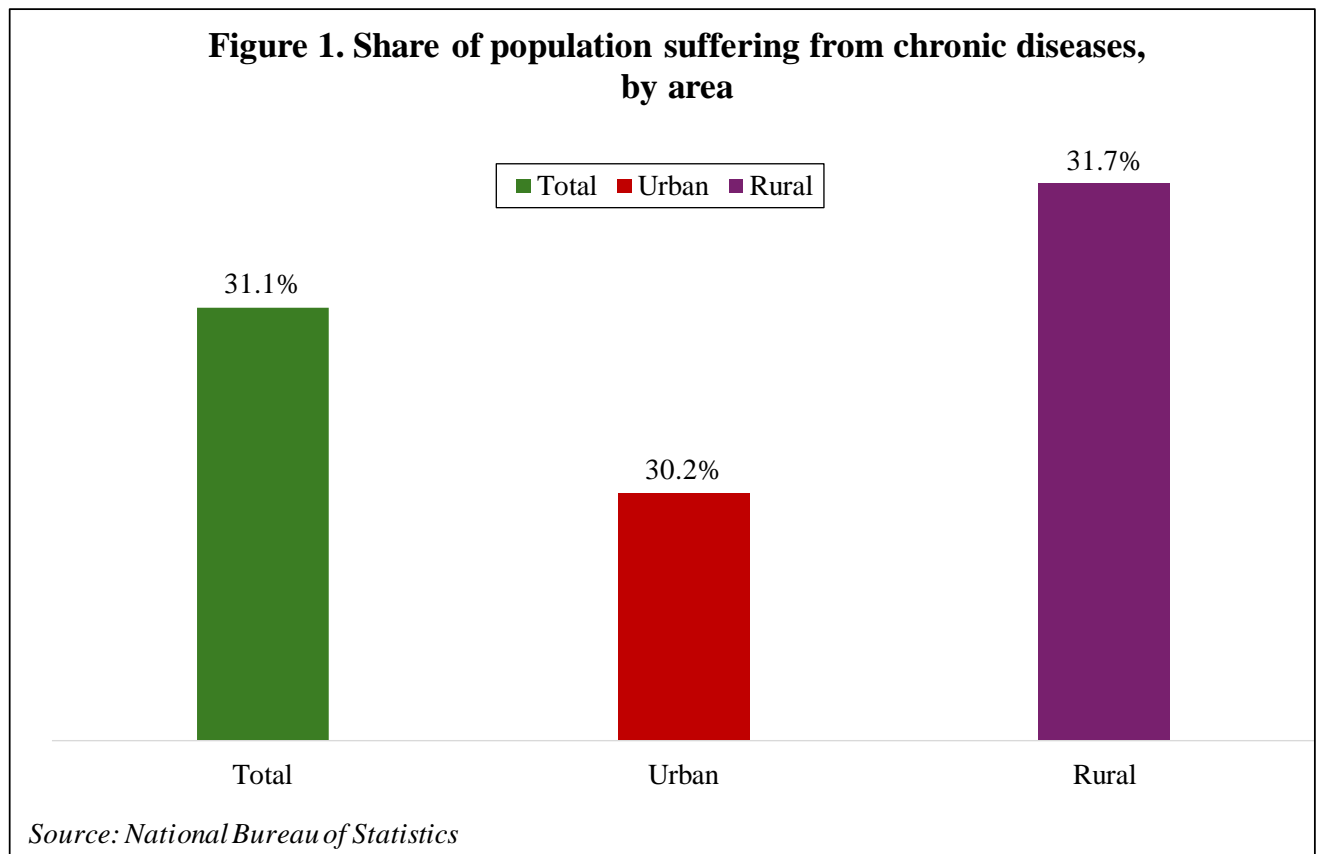
Indicator	2020	2021	2022
Life expectancy at birth, years			
Men	66	65.1	67.1
Women	73.9	72.9	75.7
Total fertility rate, per woman	1.8	1.8	1.7
Average age at first marriage, years			
Men	29	29.3	29.4
Women	26	26.2	26.4
Married, per 1,000 inhabitants	5.9	7.8	7.2
Divorces per 1,000 inhabitants	3.3	3.8	3.8
Live births per 1,000 inhabitants	11.7	11.3	10.6
Deaths per 1,000 inhabitants	15.5	17.5	14.2
Infant mortality per 1,000 live births	8.7	8.5	9
Under-five mortality rate, per 1,000 live births	10.4	9.8	10.3

*Source: National Bureau of Statistics*

**Table 4. Household consumption expenditure, 2020-2023 (%)**

	2020			2021			2022			2023		
	Total	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural	Total	Urban	Rural
<b>Overall consumption expenses (monthly average per capita), MDL</b>	2,791.2	3,488.8	2,331.6	3,039.5	3,834.4	2,517	3,711.9	4,789.7	3,004	4,248.4	5,391.8	3,388.8
Food and non-alcoholic beverages	43,5%	39,8%	47,2%	41,9%	38,1%	45,8%	41,1%	36,0%	46,4%	39,7%	34,9%	45,4%
Alcoholic beverages, tobacco	2,0%	2,2%	1,8%	2,0%	2,1%	1,9%	1,7%	1,9%	1,6%	1,7%	1,8%	1,6%
Clothes and footwear	8,8%	8,4%	9,3%	9,1%	8,6%	9,5%	8,4%	8,4%	8,4%	7,8%	7,6%	8,0%
Housing, water, electricity and gas	16,1%	15,6%	16,6%	15,2%	14,1%	16,2%	16,3%	14,6%	18,1%	17,6%	15,9%	19,7%
Furniture, furnishing and maintenance of the dwelling	5,6%	5,5%	5,7%	5,7%	5,3%	6,2%	5,8%	5,7%	6,0%	5,3%	5,0%	5,7%
Health	4,7%	5,3%	4,1%	5,7%	7,1%	4,3%	5,1%	6,4%	3,6%	4,4%	5,1%	3,6%
Transport	5,5%	6,3%	4,7%	6,5%	7,9%	5,1%	7,4%	9,1%	5,6%	7,0%	8,5%	5,1%
Telecommunications	4,7%	4,5%	4,9%	4,5%	4,3%	4,7%	4,0%	3,7%	4,4%	4,3%	4,4%	4,2%
Leisure and culture	2,4%	3,6%	1,2%	2,1%	3,0%	1,2%	2,6%	4,0%	1,1%	N/A	N/A	N/A
Education	0,8%	1,0%	0,5%	1,0%	1,3%	0,6%	0,9%	1,2%	0,5%	N/A	N/A	N/A
Restaurants and hotel	2,0%	3,3%	0,6%	2,2%	3,8%	0,5%	2,2%	3,9%	0,5%	N/A	N/A	N/A
Miscellaneous products and services	4,1%	4,5%	3,6%	4,2%	4,4%	3,9%	4,5%	5,1%	4,0%	N/A	N/A	N/A

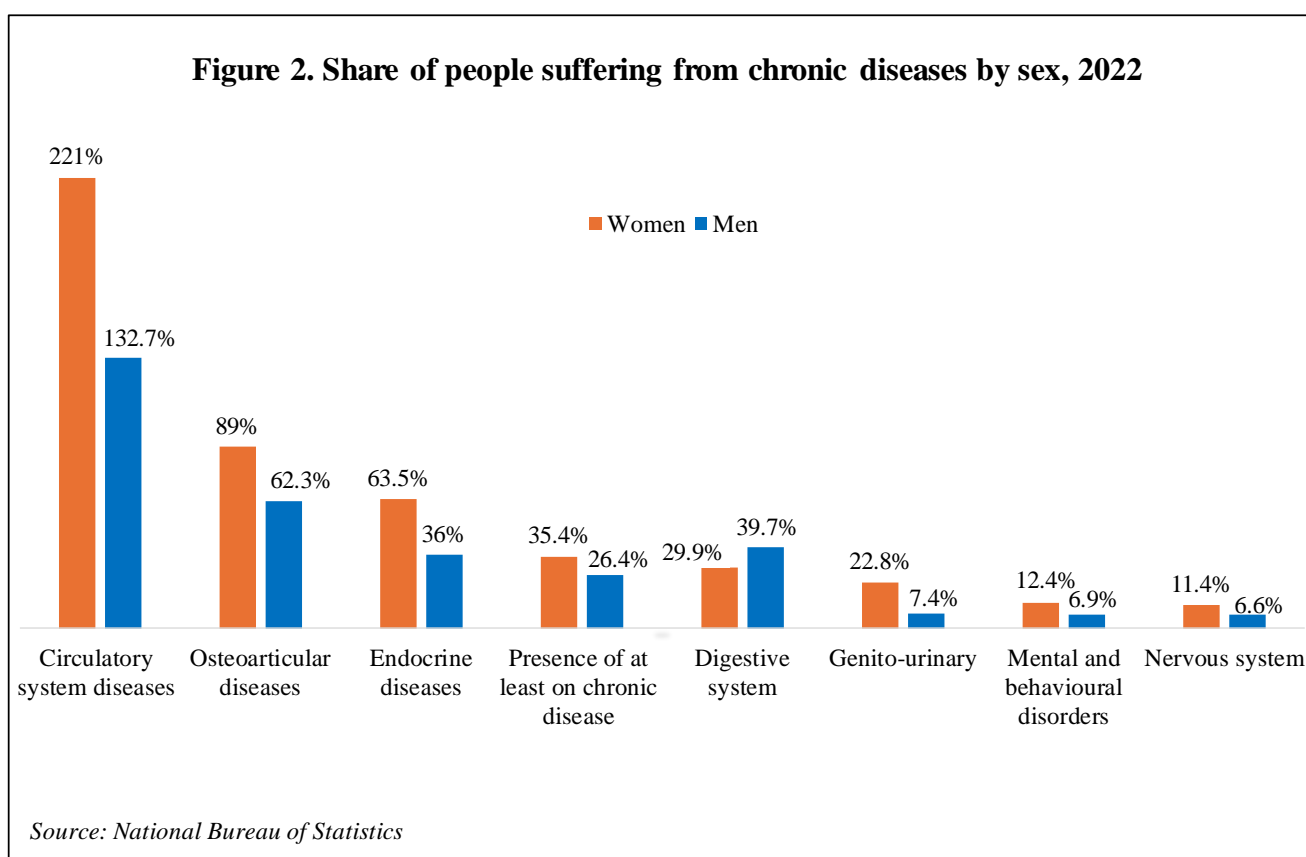
Source: National Bureau of Statistics



**Table 5. Poverty rate by some basic household characteristics (in %),  
2014-2019**

	2014	2015	2016	2017	2018	2019
<b>Total</b>	<b>29.5%</b>	<b>25.4%</b>	<b>26.4%</b>	<b>27.7%</b>	<b>23.0%</b>	<b>25.2%</b>
Area of residence						
Urban	15.6%	11.2%	11.6%	11.8%	10.6%	11.2%
Rural	39.5%	35.6%	37.1%	38.8%	31.6%	34.5%
Household size						
1 person	24.9%	20.8%	25.2%	20.9%	18.2%	28.0%
2 persons	25.0%	22.8%	23.3%	22.9%	21.6%	23.0%
3 persons	21.7%	20.0%	24.8%	22.5%	16.2%	21.6%
4 persons	27.1%	25.2%	22.7%	25.6%	22.8%	21.0%
5+ persons	49.5%	39.5%	40.1%	49.5%	39.6%	38.5%
Household composition	32.0%	27.3%	27.9%	30.4%	23.7%	23.3%
Households with children, including:						
with 1 child	24.6%	23.6%	24.3%	25.1%	18.0%	18.4%
with 2 children	31.6%	24.4%	24.0%	27.0%	22.3%	20.9%
with 3+ children	57.8%	46.9%	48.8%	54.4%	42.0%	38.1%
Households without children	26.6%	23.4%	24.8%	24.8%	22.1%	27.2%
Sex of the household reference person						
Male	28.8%	26.0%	26.6%	28.4%	22.6%	24.6%
Female	30.8%	24.1%	26.1%	26.1%	23.6%	26.6%

Source: National Bureau of Statistics

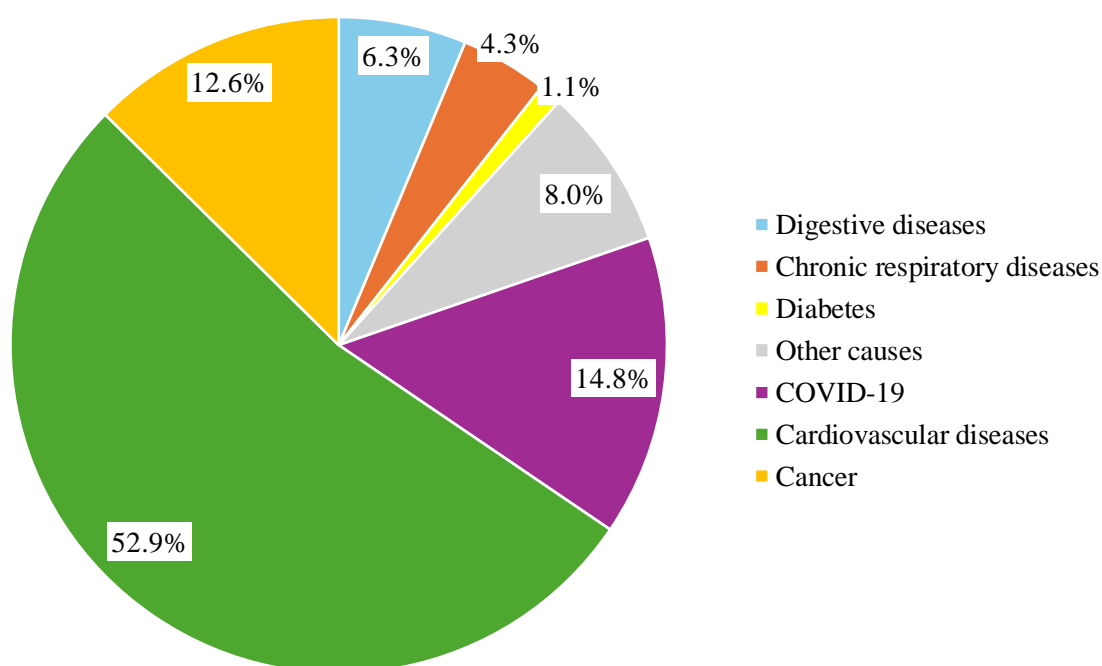


**Table 6. Employed population by economic sectors (in %),  
2019-2023**

	2019	2020	2021	2022	2023
Services	57%	57%	56%	57%	61%
Agriculture	21%	21%	22%	21%	20%
Industry	15%	15%	14%	15%	13%
Construction	7%	7%	8%	8%	7%

*Source: National Bureau of Statistics*

**Figure 3. Distribution of deaths by causal diseases, 2021**



*Source: National Bureau of Statistics*

**Table 7. Gross Domestic Product, 2019-2023**

		2020	2021	2022	2023
Gross Domestic Product	million MDL	199.73	242.08	274.49	300.42
(current prices)	million USD	11.53	13.69	14.51	N/A
	million EUR	10.12	11.57	13.78	N/A
Gross Domestic Product	MDL	75.80	93.26	108.00	N/A
per capita (current prices)	USD	4.38	5.27	5.71	N/A
	EUR	3.84	4.46	5.43	N/A
Gross Domestic Product, in previous year's prices	million MDL	189.19	227.56	229.94	N/A
Gross Domestic Product in 2015 prices	million MDL	158.14	180.16	171.13	N/A

*Source: National Bureau of Statistics*

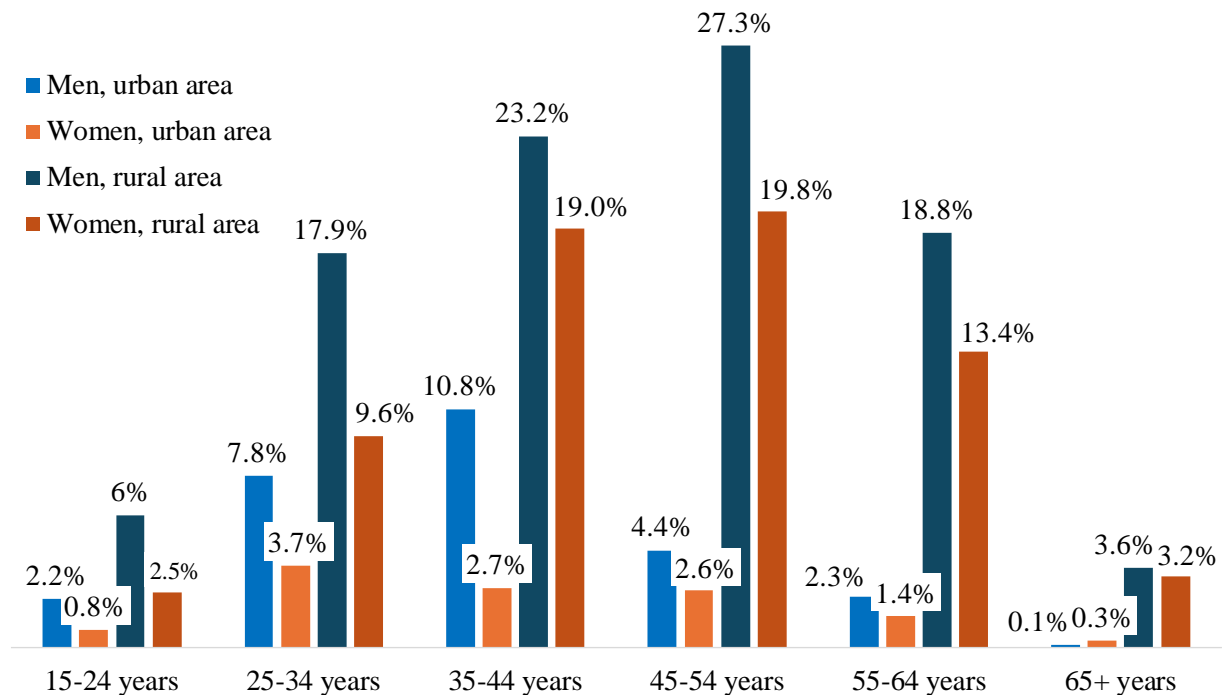


**Table 8. Annual consumer price indices by goods and services**  
(December previous year = 100), 2019-2023

	2019	2020	2021	2022	2023
<b>Total</b>	<b>107.5</b>	<b>100.4</b>	<b>113.9</b>	<b>130.2</b>	<b>101.51</b>
Food and non-alcoholic beverages	112.7	101.6	117.9	132.5	101.15
Alcohol, tobacco and drugs	117.8	102.1	106.5	115.8	103.24
Clothes and footwear	105.7	100.3	110.1	112.7	100.28
Housing, water, electricity, gas and other fuels	103.1	96.2	121.1	175.9	101.11
Furniture, household equipment and routine household maintenance	106	100.4	110.2	119.7	100.82
Health	101.6	101.3	106.1	109	101.17
Transport	101.6	99.4	113.9	138.2	104.67
Telecommunications	100.3	100	103	105.6	100.96
Leisure and culture	105.5	101.3	110.4	120.6	101.37
Education	100.7	103.9	102.1	123.4	101.66
Restaurants and hotel	107.1	101.9	109.6	125.9	101.2
Miscellaneous products and services	106.6	101.9	112.8	118.1	101.07

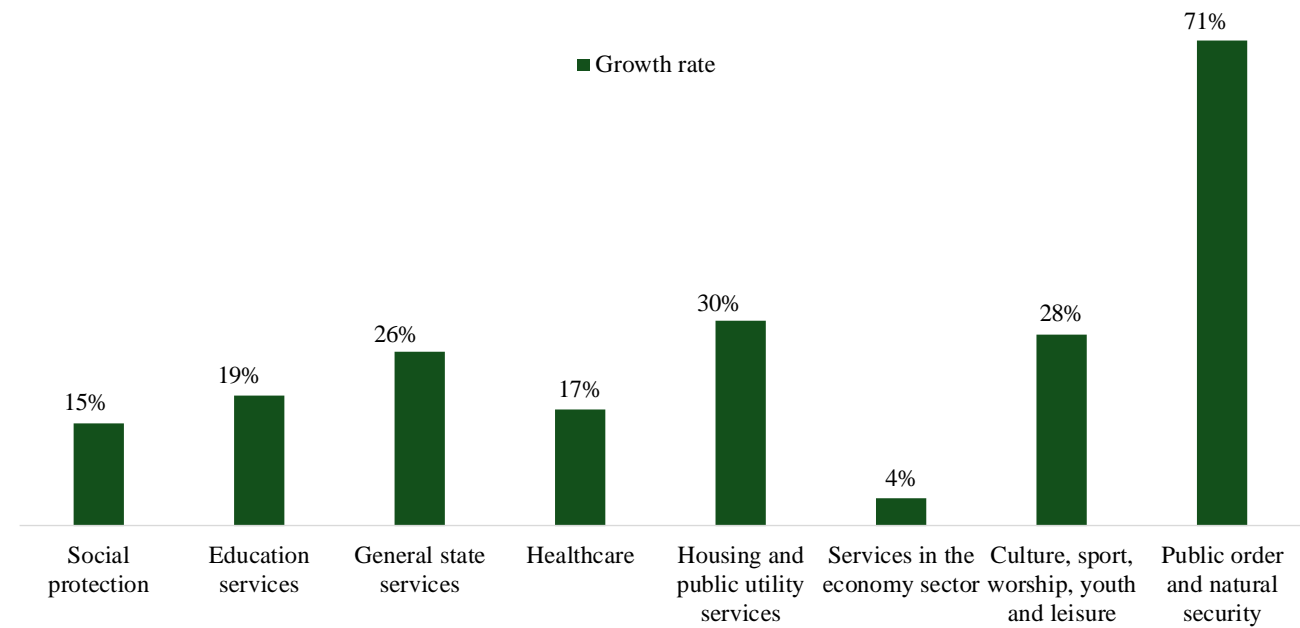
*Source: National Bureau of Statistics*

**Figure 4. Informal employment (population aged 15+, youth aged 15-24) by sex and area of residence, 2023**



*Source: National Bureau of Statistics*

**Figure 5. Contribution of components to growth expenditure  
2023 compared to 2022**



Source: Ministry of Finance

### Annex 3

#### National human rights structures and institution

No.	Name	Notes
1)	<b>Parliamentary Committee on Human Rights and Interethnic Relations (Parliament Decision no. 86/2021)</b>	Promotes human rights policies and strategies and monitor their implementation; address issues concerning minorities and national religious cults; obtaining the citizenship of the Republic of Moldova; compliance with legal regulations in the field of migration; ensuring equal opportunities for women and men; protecting foreign communities, victims of political repression and refugees.
2)	<b>People's Advocate (Ombudsman)</b>	Ensures that public authorities, organisations and enterprises, and persons in positions of responsibility at all levels respect human rights and freedoms. The People's Advocate for the Protection of the Rights of the Child has powers to ensure respect for the rights and freedoms of the child and implementation of the UN Convention on the Rights of the Child. The People's Advocate may submit legal opinions to the Constitutional Court if the Court has received complaints about human rights violations; draw up independent reports on upholding and promoting human rights and freedoms in the Republic of Moldova and submit them to international and regional human rights institutions and organisations. The People's Advocate office has four local offices in Balti, Cahul, Comrat, and Vernita.
3)	<b>National Council for Human Rights (Government Decision no. 65/2019)</b>	An advisory body of the Government, set up to monitor the implementation of the state human rights policy, as well as the international human rights treaties to which Moldova is a party.

4)	<b>National Council on the Protection for the Rights of the Child</b>	A permanent advisory body of the Government, set up to monitor and coordinate the implementation of national policies on the rights of the child, the United Nations Convention on the Rights of the Child and other international treaties in the field of children's rights to which Moldova is a party.
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#### Annex 4

#### National mechanisms set up to ensure equal opportunities

No.	Name	Notes
1.	<b>Women's Caucus in the Parliament of the Republic of Moldova</b>	Provides a framework for intra-institutional cooperation and dialogue, aimed at empowering women MPs in Moldova to promote equal rights for women, prevent and combat violence against women and DV, and promote women's economic independence and empowerment and family-friendly policies through legislative initiative and support.
2.	<b>Equality Council</b>	Has the mission to prevent and protect against discrimination, ensure equality, promote equal opportunities and diversity.
3.	<b>Gender Coordination Groups (Law no. 5/2006)</b>	Consultative and coordinating bodies, consisting of gender units from the subdivisions responsible for the development, promotion, and monitoring of policies within the scope of the specialised central public administration authority.
4.	<b>National Coordinating Council on Preventing and Combating Violence against Women and Domestic Violence</b>	Established to ensure coordinated intersectoral work and effective collaboration between public authorities/institutions and non-governmental organisations to prevent and combat violence against women and DV and as a response to the need to align the national regulatory framework and law enforcement practices with the Istanbul Convention. In January 2023, the MLSP launched public consultations on the draft Government Decision on the Council's Rules of Procedure. The new Council will replace the functions of the previous structure – the Inter-Ministerial Coordinating Council on Preventing and Combating Violence against Women.
5.	<b>Child Human Rights Defenders Forum</b>	The aim of the Forum is to create a safe and inclusive space in which students practice being a human rights defender, learn and be inspired by each other and make proposals to improve the work of children's rights defenders.

#### Annex 5

#### State-guaranteed legal aid, 2022

Categories of beneficiaries	Number of cases	% of cases
Total	64,132	100%
Share of qualified state-guaranteed legal aid	50,664	79.0%
Women	6,794	13.5%
Persons with the status of victim/injured party	1,324	2.6%
Persons with disabilities	1,078	2.0%

*Note: Qualified legal assistance is legal advice, representation and/or defence offered by the National Legal Aid Council before law enforcement agencies, courts in criminal, regulatory, civil or administrative matters, and representation before public administration authorities.*

*Source: National Legal Aid Council*

## Complaints to the Equality Council, 2023

Complaint	Political and public			
	life of the country	Education	Employment	Health
Total	7	10	140	4
Declared inadmissible	3	4	63	0
No discrimination was found	4	3	36	0
Discrimination found	0	2	25	4
Complaint settled amicably	0	1	0	0
Complaints withdrawn	0	0	8	0
Complaints under examination	0	0	5	0
Advisory opinions	0	0	3	0

Source: Equality Council

## Sources of statistical data on gender

Date source	Website
Gender statistics (contains indicators broken down by sex)	Official National Bureau of Statistics' website – <a href="http://www.statistica.gov.md">www.statistica.gov.md</a> (under Statistics by Areas/Gender Statistics)
	Statistical database <a href="http://statbank.statistica.md">http://statbank.statistica.md</a>
	Gender and Generations Survey (The study was realised by the Ministry of Labour and Social Protection and UNFPA. The study was funded with 10 million MDL from the state budget.): <a href="https://www.ggp-i.org/moldova/">https://www.ggp-i.org/moldova/</a>
	GenderPulse interactive visualization application for gender-sensitive indicators <a href="http://www.genderpulse.md">www.genderpulse.md</a>
Publications	Women and Men (published every 5 years)
Infographics dedicated to women's profiles	Women and Men in Moldova
	Men in Moldova
	Profile of women: <a href="https://statistica.gov.md/ro/profiluri-statistice-ale-femeilor-si-fetelor-din-republica-moldova-pe-intelesul-9619_59935.html">https://statistica.gov.md/ro/profiluri-statistice-ale-femeilor-si-fetelor-din-republica-moldova-pe-intelesul-9619_59935.html</a>
	Women and men in the information and communication technology sector <a href="https://statistica.gov.md/ro/femeile-si-barbatii-in-sectorul-tehnologiei-informatiei-si-comunicatiilor-9619_59918.html">https://statistica.gov.md/ro/femeile-si-barbatii-in-sectorul-tehnologiei-informatiei-si-comunicatiilor-9619_59918.html</a>
Infographics dedicated to World Days	Women and girls in innovation and information and communication technology: <a href="https://statistica.gov.md/ro/femeile-si-fetele-in-inovatie-si-tehnologia-informatiei-si-comunicatiilor-9619_60334.html">https://statistica.gov.md/ro/femeile-si-fetele-in-inovatie-si-tehnologia-informatiei-si-comunicatiilor-9619_60334.html</a>
	World Day of Women and Girls in Science: <a href="https://statistica.gov.md/ro/raport-analitic-privind-participarea-femeilor-si-barbatilor-in-activitatea-de-an-9687_59485.html">https://statistica.gov.md/ro/raport-analitic-privind-participarea-femeilor-si-barbatilor-in-activitatea-de-an-9687_59485.html</a>
Reports analysed on the basis of gender statistics	Analytical Report on Women's and Men's Participation in Entrepreneurship, 2020 edition: <a href="https://statistica.gov.md/ro/raport-analitic-privind-participarea-femeilor-si-barbatilor-in-activitatea-de-an-9687_59485.html">https://statistica.gov.md/ro/raport-analitic-privind-participarea-femeilor-si-barbatilor-in-activitatea-de-an-9687_59485.html</a>
	Women and Men in the Information and Communication Technology Sector Analytical Study: <a href="https://statistica.gov.md/ro/studiu-analitic-femeile-si-barbatii-in-sectorul-tehnologiei-informatiei-si-comun-9684_59487.html">https://statistica.gov.md/ro/studiu-analitic-femeile-si-barbatii-in-sectorul-tehnologiei-informatiei-si-comun-9684_59487.html</a>
	Analytical notes on the results of the Survey "Time Use by Women and Men in the Republic of Moldova, 2014 edition: <a href="https://statistica.gov.md/ro/note-analitice-privind-rezultatele-studiului-utilizarea-timpului-de-catre-femeil-9790_59493.html">https://statistica.gov.md/ro/note-analitice-privind-rezultatele-studiului-utilizarea-timpului-de-catre-femeil-9790_59493.html</a>

	<a href="https://social.gov.md/informatie-de-interes-public/domenii-de-politici/demografie/">https://social.gov.md/informatie-de-interes-public/domenii-de-politici/demografie/</a>
	Generations and Gender Survey Report <a href="https://social.gov.md/wp-content/uploads/2022/05/raportul_studiului_generatii_si_gen_Republica-Moldova.pdf">https://social.gov.md/wp-content/uploads/2022/05/raportul_studiului_generatii_si_gen_Republica-Moldova.pdf</a>
	Generations and Gender Survey Summary <a href="https://social.gov.md/wp-content/uploads/2022/06/10-.06.22-sumarul_studiului_generatii_si_gen_in_republica_moldova.pdf">https://social.gov.md/wp-content/uploads/2022/06/10-.06.22-sumarul_studiului_generatii_si_gen_in_republica_moldova.pdf</a>
	<a href="https://social.gov.md/informatie-de-interes-public/domenii-de-politici/demografie/">https://social.gov.md/informatie-de-interes-public/domenii-de-politici/demografie/</a>
	Survey Men and Gender Equality in the Republic of Moldova (IMAGES) – link to the survey will be available in the second half of 2024

## Annex 8

### Government's policies aimed at eliminating discrimination against women and girls

Name of policy document	Goal	Impact
National Human Rights Action Plan for 2018-2022 (Government Decision no. 89/2018)	Ensure the right of all citizens, especially from vulnerable groups, to benefit from their fundamental rights, the legal framework and services delivered in accordance with international human rights standards.	Our evaluation of the Evaluation Report of the Human Rights Action Plan for 2018-2022 <sup>172</sup> highlights the following: <ul style="list-style-type: none"> <li>- higher confidence in the justice system in the perception of rights that citizens have;</li> <li>- higher rate of people, especially women and people with disabilities, who benefit from material and social protection conditions in line with international standards;</li> <li>- higher implementation rate of Equality Council recommendations to the authorities concerned on improving the regulatory framework from a non-discrimination and equality perspective (from 13% in 2020 to 71% in 2022);</li> <li>- more accessible support and rehabilitation services for women victims of domestic abuse and violence, including through outsourced services;</li> <li>- higher rate of public policies/legislative acts developed/improved from a non-discrimination and equality perspective;</li> <li>- higher employment rate of women in jobs traditionally occupied by men, including in management positions, etc.</li> </ul>
National Development Strategy "European Moldova 2030" (Law no. 315/2022)	Define a series of priority interventions -- regulatory, institutional, budgetary, investment, educational, which will have a direct positive impact on the well-being of people and will harness people's entrepreneurial, educational, cultural and productive potential. The principle of gender equality is also reflected in the General Objectives on economic development and effective governance.	As regards gender equality, the following impact was achieved: <ul style="list-style-type: none"> <li>- higher share of women in public service in senior management positions (up to 50% in 2030);</li> <li>- higher share of women elected to Parliament out of all elected MPs (up to 50% in 2030);</li> <li>- higher share of women elected as mayors out of all elected mayors (up to 50% in 2030);</li> <li>- higher share of women elected as councillors in local (rayon/municipal/village) councils out of all elected councillors (up to 50% in 2030);</li> </ul>

<sup>172</sup> [https://cancelaria.gov.md/sites/default/files/raport\\_de\\_evaluare\\_pnado\\_2018-2022.pdf](https://cancelaria.gov.md/sites/default/files/raport_de_evaluare_pnado_2018-2022.pdf)

Program to support Roma population in the Republic of Moldova for 2022-2025 (Government Decision no. 576/2022)	Address the multiple problems and constraints faced by the Roma community in various fields such as education, health, labour and entrepreneurship development, social protection, culture and media. Fight discrimination and raise awareness, including among Roma women, of their rights and the remedies available to claim these rights.	<ul style="list-style-type: none"> <li>- approved and implemented Local Action Plans on support to the Roma population in 50% of the localities densely populated with Roma;</li> <li>- higher share of Roma, especially women, represented and actively participating in public life;</li> <li>- higher share of the Roma population whose rights are respected, protected, secured and better integrated into society, with discrepancies in the realisation of rights eliminated;</li> <li>- higher labour market inclusion of Roma people;</li> <li>- higher number of community mediators employed; etc.</li> </ul>
Strategy for National Statistical System Development for 2023-2030 (Government Decision no. 954/2022)	Ensure the relevant regulatory and institutional framework and establish the necessary conditions for the strategic allocation of human, financial, technical and technological resources in order to strengthen and upgrade the National Statistical System	<ul style="list-style-type: none"> <li>- A significant increase in the availability of timely and reliable qualitative data disaggregated by income, gender, age, race, ethnicity, migration status, disability, geographical location and other relevant characteristics in national contexts will be ensured by 2025.</li> </ul>
The Government's programme of activities "A prosperous, secure and European Moldova" (Parliament Decision no. 28/2023)	Increase the preparedness for Moldova's accession to the European Union and for alignment of the national legislation with the EU legislation	<p>As regards gender equality, we mention the following priorities:</p> <ul style="list-style-type: none"> <li>- promote equality between women and men, reduce gender inequality in the labour market and in pay;</li> <li>- invest in expanding the prevention and support services in cases of violence against women and domestic violence.</li> </ul>
Public Finance Management Development Strategy for 2023-2030 (Government Decision no. 71/2023)	Develop the public finance management system, which integrates the existing strategic framework specific to public finance management components and continues the logical chain of reforms implemented or initiated in the recent period. One of the significant priorities of the Strategy focuses on addressing gender equality in the public finance system.	<p>Achievement of the SDG monitoring indicators included in the national monitoring framework for the implementation of the 2030 Agenda for Sustainable Development which will facilitate:</p> <ul style="list-style-type: none"> <li>- improving the legal framework on public finance management;</li> <li>- strengthening administrative and technical capacities of the institutions responsible for public finance management reform;</li> <li>- digital transformation through software development and information systems capacity building</li> </ul> <p>funding explicit gender equality initiatives and analysis of fiscal policies and budgetary decisions with a view to applying gender-responsive budgeting and implementing effective gender-responsive policies.</p>
National Program implementing the UN Security Council Resolution 1325 on women, peace and security for 2023-2027 (Government Decision no. 152/2023)	Improve the regulatory, institutional and operational framework, enhance the effectiveness of mechanisms for preventing, reporting and investigating cases of violence, increase the participation of women in international peacekeeping missions, facilitate the equal participation of women and men at all stages of conflict	<ul style="list-style-type: none"> <li>- increase the share in decision-making/operational positions to at least 10%;</li> <li>- 15% increase in the protection of women against discrimination and abuse/harassment/violence;</li> <li>- 5% increase in the share of women in decision-making in the security and defence sector;</li> <li>- 7% increase in the number of cases identified and reported on sexual and psychological violence and harassment at work in the defence and security sector, etc.</li> </ul>

	resolution, train the subject-matter professionals.	
Program to promote and ensure equality between women and men in the Republic of Moldova for 2023-2027 Government Decision no. 203/2023)	Significantly increase gender equality in areas such as health, education, labour market, entrepreneurship, social protection and local development	<ul style="list-style-type: none"> <li>- increased the number of local governments implementing in practice the minimum commitments of the European Charter for Equality between Women and Men in Local Life;</li> <li>- increased of up to 70% in the satisfaction of people who have benefited from support services, in particular the Respiro service;</li> <li>- gradually increased the number of male gender equality promoters to 20%;</li> <li>- increased by around 15% the number of women from under-represented groups elected to elected office, including increasing the share of women in the Government.</li> </ul>
The National Program for Preventing and Combating Violence against Women and Domestic Violence for 2023-2027 (Government Decision no. 332/2023)	Develop a robust framework of comprehensive intersectorial policies by establishing a partnership with key actors from the public, private, civil society and media sectors for coordinated response at national level focusing on preventing and combating all forms of violence against women and girls and of domestic violence centred on the needs of women victims and of their children.	<ul style="list-style-type: none"> <li>- lower proportion of women and men who find violence against women/domestic violence acceptable;</li> <li>- higher rate of victims/survivors receiving assistance and rehabilitation services out of the total number of cases processed through the justice system;</li> <li>- lower rate of acquittals in cases of violence against women and domestic violence;</li> <li>- higher rate of victims who received remedies;</li> <li>- lower number of GREVIO recommendations implemented following the baseline report.</li> </ul>
National Program to promote entrepreneurship and increased competitiveness in 2023-2027 (Government Decision no. 653/2023)	Support entrepreneurship, increase access to finance, support local businesses, including support for small producers, traders and various disadvantaged groups (young people, women, migrants, etc.).	<ul style="list-style-type: none"> <li>- higher share of women-owned businesses (to 35% in 2025);</li> <li>- higher share of SMEs run by young people, women, migrants in the total number of ODA-funded enterprises (growth rate by 13% by 2025 etc. (in 2022 this value was 32%, so the government aims to reach 45% by 2025)</li> </ul>
Program to support female entrepreneurship (Government Decision no. 809/2023)	Foster and promote female entrepreneurship. Measures to support female entrepreneurship.	<ul style="list-style-type: none"> <li>- non-reimbursable financial support for start-up entrepreneurs of up to 200,000 MDL and up to 600,000 MDL for developing enterprises;</li> <li>- non-reimbursable financial support from the "e-Commerce package" in the amount of maximum 30,000 MDL for start-up entrepreneurs and maximum 50,000 MDL for developing enterprises;</li> <li>- technical assistance by offering training, consultancy, coaching or mentoring sessions;</li> <li>- 500 women will improve their entrepreneurial skills and competences;</li> </ul> <p>Expectations:</p> <ul style="list-style-type: none"> <li>- 80 new businesses created by women;</li> <li>- at least 80% of beneficiaries registered an increase in direct and indirect taxes paid to the national public budget;</li> <li>- at least 80% of beneficiaries have productivity gains;</li> <li>- at least 80% of beneficiaries increased their sales volume;</li> </ul>



		- 300 women benefited from networking opportunities.
National Action Plan for the accession of the Republic of Moldova to the European Union for 2024-2027 (Government Decision no. 829/2023)	Ensure the implementation of the Association Agreement, the provisions of the Association Program 2021-2027, the conclusions and recommendations of the European Commission's Opinion on Part I of the Accession Questionnaire and the Analytical Report on Part II of the Questionnaire.	National regulatory framework on gender equality, preventing and combating violence against women and domestic violence harmonised with EU standards.
Development Strategy "Education 2030" and the Implementation Program for 2023-2025 (Government Decision no. 114/20230)	Determine the strategic directions of action needed to address problems and achieve development objectives in education	<ul style="list-style-type: none"> <li>- at least 40% of parents participate in parenting education programmes, in particular fathers encouraged to participate;</li> <li>- equal access ensured at all levels of education and training for vulnerable people, including people with disabilities and children in vulnerable situations and Roma children;</li> <li>- conditions ensured for all girls and boys to have access to quality early development, early childhood care and education so that they are ready for primary education, etc.</li> </ul>
Law no. 107/2022	Ensure equal pay for work of equal value between women and men	Establishing the principle of equal pay for work of equal value between women and men in the Labour Code of the Republic of Moldova no. 154/2003 and to the Law on Wages no. 847/2002
Law no. 133/2008 on Social Aid	Ensure equal opportunities for disadvantaged families by providing cash support at a state-guaranteed level in line with the assessment of each family's overall average monthly income and its need for social assistance.	<p>The multiple amendments to the law aim to:</p> <ul style="list-style-type: none"> <li>- foster the employment of able-bodied people from families receiving social assistance by gradually reducing the amount of social assistance and limiting the duration of their stay in the program;</li> <li>- increase the number of families with children included in the program, by increasing the guaranteed minimum monthly income for each child and the income eligibility ceiling for employees with children;</li> <li>- include day labourers in the program and encourage them to work legally, by giving agricultural workers the right to social aid and ignoring their income when determining their entitlement to social aid;</li> <li>- differentiate the size of the guaranteed minimum monthly income for people with disabilities according to the status of the disability established, both for adults and children;</li> <li>- additional support for disadvantaged families with employed family members, with an increased focus on disadvantaged families with employed family members and children.</li> </ul>
Family Code no. 1316/2000	Ensure equal rights between spouses	<p>Guarantees:</p> <ul style="list-style-type: none"> <li>- right to get married;</li> <li>- marriage and at its termination;</li> <li>- equal rights and responsibilities as parents, regardless of their marital status;</li> <li>- rights to decide freely and responsibly on the number and timing of births and to have</li> </ul>

		<p>access to information, education and the means to the right freely to choose her husband and not to enter into marriage except by her free and full consent;</p> <ul style="list-style-type: none"> <li>- equal rights and responsibilities both during exercise these rights;</li> <li>- equal rights and responsibilities in matters of guardianship, trusteeship, custody and adoption of children or similar legal arrangements, where such institutions exist in the national law, in all cases the best interests of the child is a primary consideration;</li> <li>- equal rights to choose a surname, a profession and an occupation;</li> <li>- equal rights of ownership, acquisition, management, administration, enjoyment and disposal of property, whether free of charge or not.</li> </ul>
Development Programme Inclusive Education in the Republic of Moldova for the years 2024 – 2027 (Government Decision no. 950/2023)	Ensuring quality inclusive education for all children and young people	<p>Guarantees:</p> <ul style="list-style-type: none"> <li>- ensuring access to education at all levels for all children</li> <li>- ensure quality education at all levels of education by providing inclusive educational support services to children with special educational needs and/or disabilities based on their individual needs.</li> </ul>

## Annex 9

### Operational procedures in responding to violence

Name of the regulatory document	Adopting public authorities	Year of adoption
Instruction on the response of the Forensic Medicine Centre (FMC) to cases of domestic violence, including as a form of violence against women, approved by FMC Order no. 62 of 20.09.2021	Forensic Medicine Center	2021
Joint Order no. 48/298/610/162/5 of 22.06.2022 approving the Instruction on the mechanism of intersectoral cooperation in cases of domestic violence	Ministry of Labour and Social Protection, Ministry of Internal Affairs, Ministry of Health, Ministry of Justice, and National Council for State Guaranteed Legal Aid	2022
Inter-institutional mechanism for the review and monitoring of cases of domestic violence resulting in death or serious bodily harm to victims, approved by Joint Inter-institutional Order no. 89/22172/56/20/121 of 28.02.2022.	Ministry of Internal Affairs, Ministry of Labour and Social Protection, Ministry of Health, Ministry of Justice, Prosecutor General's Office, and Ministry of Education and Research	2022
Methodology and Working Instructions of the response team in cases of sexual violence (Government Decision no. 223/2023).	Government of the Republic of Moldova	2023

**Table 1. State Budget of the Shelters for Rehabilitation of Victims of Domestic Violence  
(in MDL thousands)**

Location	2020		2021		2022		2023 (as of August 31)	
	Approved	Expenditures	Approved	Expenditures	Approved	Expenditures	Approved	Expenditures
Total	7,069.2	6,496.0	8,610.1	8,531.3	9,845.7	9,698.9	10,693.0	7,022.5
Balti	1,420.1	1,417.4	1,477.8	1,472.8	1,750.5	1,748.3	1,881.1	1,478.0
Anenii Noi	932.1	717.0	999.3	999.3	1,134.8	1,113.4	1,220.7	799.3
Causeni	1,818.9	1,793.7	1,899.9	1,898.4	2,116.0	2,112.5	2,391.4	1,521.1
Drochia	1,673.2	1,482.5	1,750.6	1,747.3	2,003.5	1,979.1	2,141.5	1,365.1
Hincesti	1,224.9	1,085.4	1,274.8	1,207.2	1,508.4	1,413.1	1,569.6	1,037.9
Gagauzia*	NA	NA	1,207.7	1,206.3	1,332.5	1,332.5	1,488.7	821.1

*Note: \* Shelter for rehabilitation of victims of domestic violence in Gagauzia was opened in 2021.*

*Source: Ministry of Finance, Ministry of Labour and Social Protection*

**Table 2. Budget expenditures of the Women and Girls' Confidence Line 0  
8008 8008, the Child's Line 116 111, and the Regional Centre for  
Integrated Assistance to Child Victims and Witnesses of Crime in Balti  
(Barnahus), in MDL thousands**

Women and Girls'				
	Service	Confidence Line	Child's Line	Barnahus
2020	Approved	952,8	1,052,2	N/A
	Expenditures	882,8	745,9	N/A
2021	Approved	913,4	909,8	N/A
	Expenditures	809,7	767,3	N/A
2022	Approved	873,6	896,3	1,478,9
	Expenditures	858	891,4	1264
2023	Approved	873,6	896,3	2,374,3
	Expenditures	860,4	896,1	2137

*Source: Ministry of Labour and Social Protection*

**Data on THB victims and victims of domestic violence assisted by the Centre for Assistance and Protection of Victims and Potential Victims of Human Trafficking, 2020-2023**

<b>Year</b>	<b>Indicator</b>	<b>Victims of THB</b>	<b>Victims of domestic violence</b>
2020	Total	46	107
	Adults	36 (24 women and 12 men)	8 women
	Children	10 (8 girls and 2 boys)	18 (12 girls and 6 boys)
	Mother-child couple	N/A	29 mothers and 52 children (31 girls and 21 boys)
2021	Total	59	188
	Adults	40 (26 women and 14 men)	8 women
	Children	19 (18 girls and 1 boys)	34 (27 girls and 7 boys)
	Mother-child couple	N/A	52 mothers and 94 children (40 girls and 54 boys)
2022	Total	56	122
	Adults	15 women	14 women and 1 man
	Children	16 (14 girls and 2 boys)	27 (21 girls and 6 boys)
	Mother-child couple	13 mothers and 12 children (3 girls and 9 boys)	28 mothers and 52 children (24 girls and 28 boys)
2023	Total	16	113
	Adults	8 women	101 women
	Children	8 girls	12 (5 girls and 7 boys)
	Mother-child couple	N/A	47 women and 54 children

*Note: Centre for Assistance and Protection of Victims and Potential Victims of Human Trafficking is financed by state budget.*

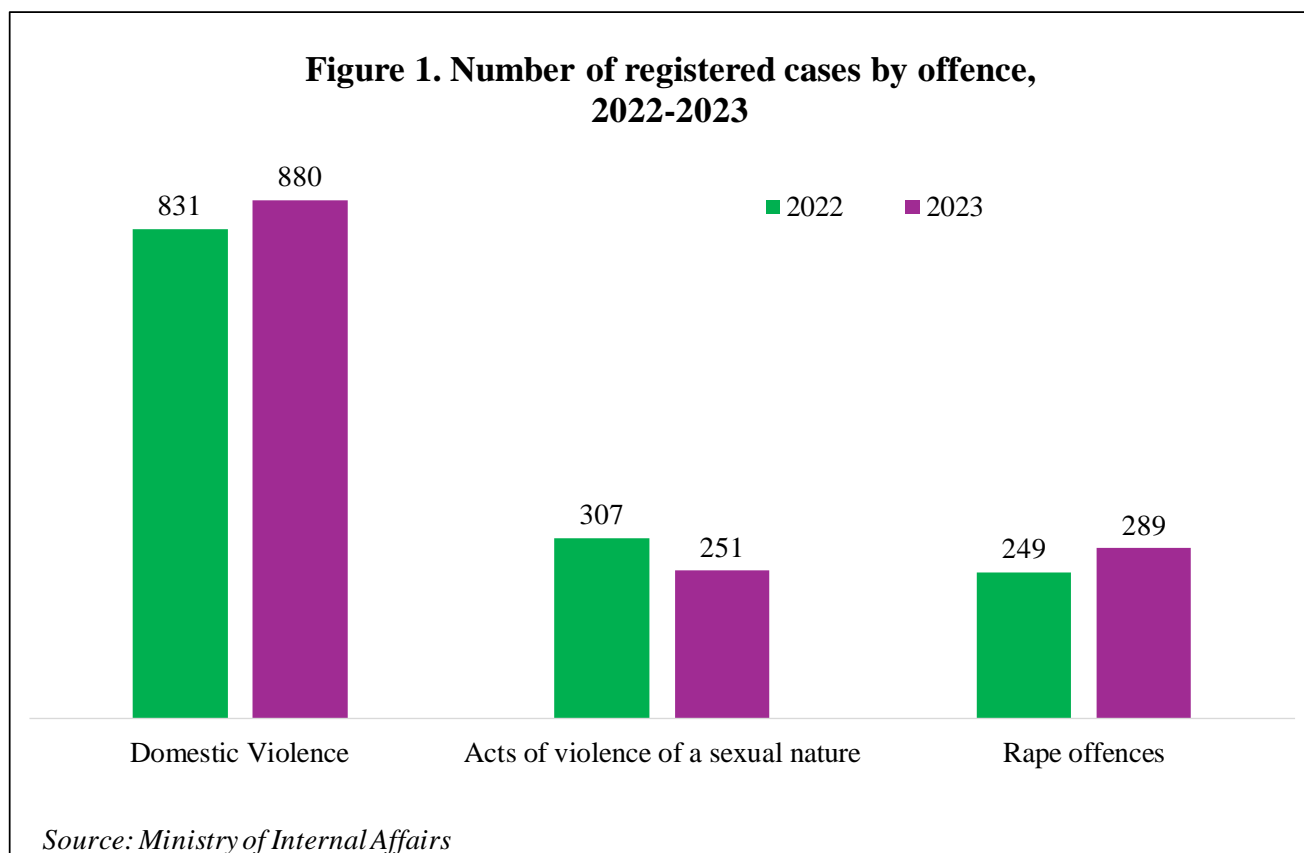
*Source: Ministry of Labour and Social Protection*

**Prevention Activities and Informational Campaigns**

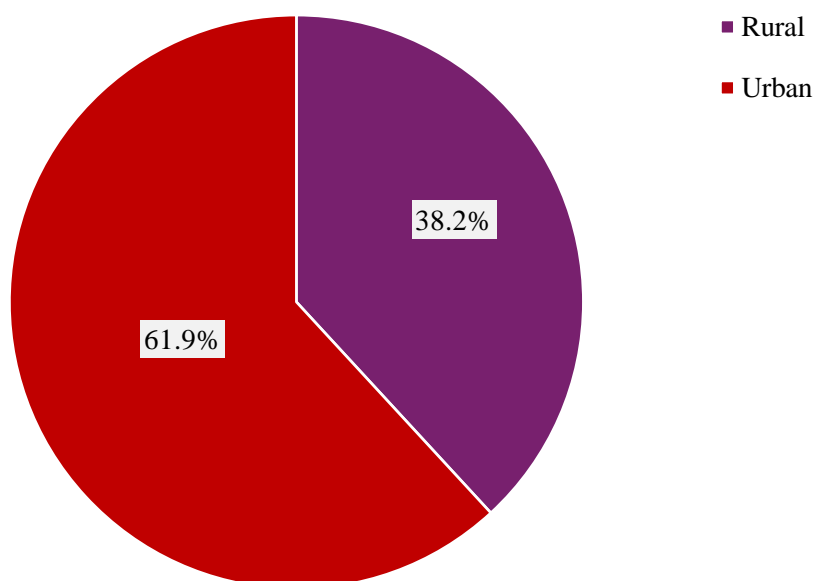
<b>Name of the Campaign</b>	<b>Time period</b>	<b>Goal</b>
“16 Days of Activism against Gender-Based Violence” International Campaign	25 November – 10 December (annually)	The campaign is organised annually by the Government of the Republic of Moldova in cooperation with local government authorities, civil society and development partners. The campaign aims to raise awareness of all forms of violence against women and domestic violence, apply available prevention and response mechanisms at EU, regional and national level, and provide information about victims' rights and specialised and support services for victims.
Family Day Campaign	15 May (annually)	The campaign is organised annually at the initiative of the Government, with the involvement of state structures, local authorities, non-commercial organisations, educational institutions and individuals. The campaign aims to raise awareness of the importance of families in society and to promote its values of love, respect, equality, partnership, sharing domestic responsibilities, preventing and combating domestic violence, reconciling family and professional life.

The #DenimDayMoldova campaign	April (annually)	The campaign is marked annually to raise awareness of sexual offences. In 2022, the campaign was dedicated in particular to victims of gender-based violence in Ukraine.
"Break the Silence! We are by your side!" Informational Campaign	November 2022-March 2023	The campaign was carried out in the context of the refugee crisis in Ukraine, with the support of development partners: UNHCR, UNFPA, UNICEF, and UN Women. The campaign aimed to raise public awareness of the risks and warning signs of gender-based violence and the assistance and protection services for victims of gender-based violence. The events took place in five localities: Chisinau, Edinet, Balti, Comrat, and Cahul.
The awareness and social mobilisation campaign "Prinde aripi. Set Free"	During 2023	In 2023, on the eve of the World Day of Solidarity with Victims of Sexual Violence – Denim Day, UNFPA Moldova in partnership with the Government and the Parliament, the International Centre "La Strada" and the Women's Law Centre, launched an awareness-raising and social mobilization campaign against sexual violence "Prinde aripi. Set Free". The campaign aims to promote zero tolerance of sexual violence, provide a holistic response based on the needs of victims of sexual violence and mobilise stakeholders involved in preventing and combating sexual violence.
Information and mobilisation campaign against digital violence "Bodyright"	December 2023	Campaign launched by UNFPA Moldova to end online violence, recognize the seriousness of the phenomenon and identify common solutions against online risks. The campaign addressed the most prevalent forms of online violence, particularly directed against women and girls -- cyberbullying, sexual harassment, blackmail and revenge porn, image manipulation, and sexting.

## Annex 13

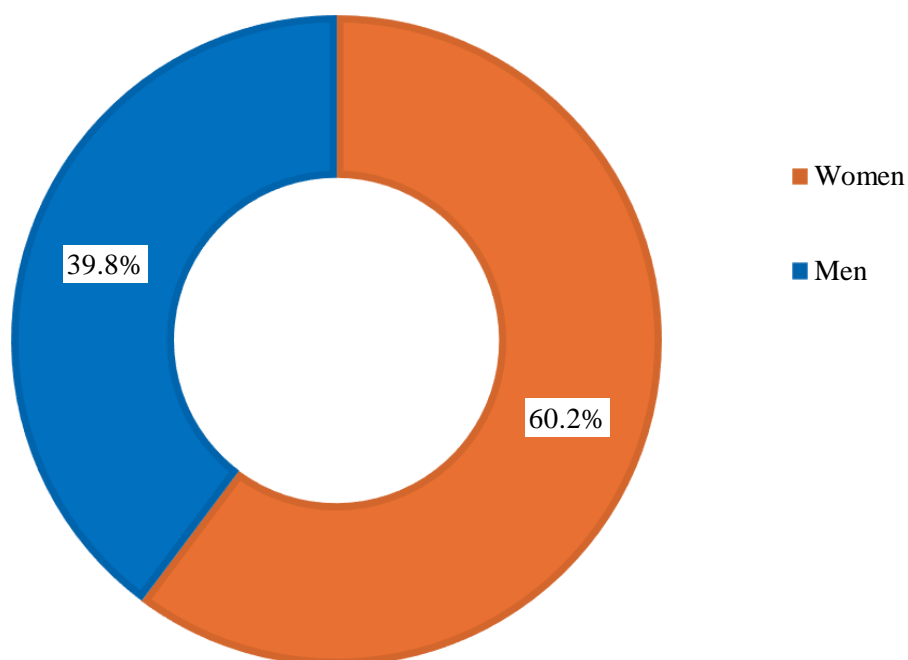


**Figure 2. Proportion of crimes committed by place of residence, 2023**



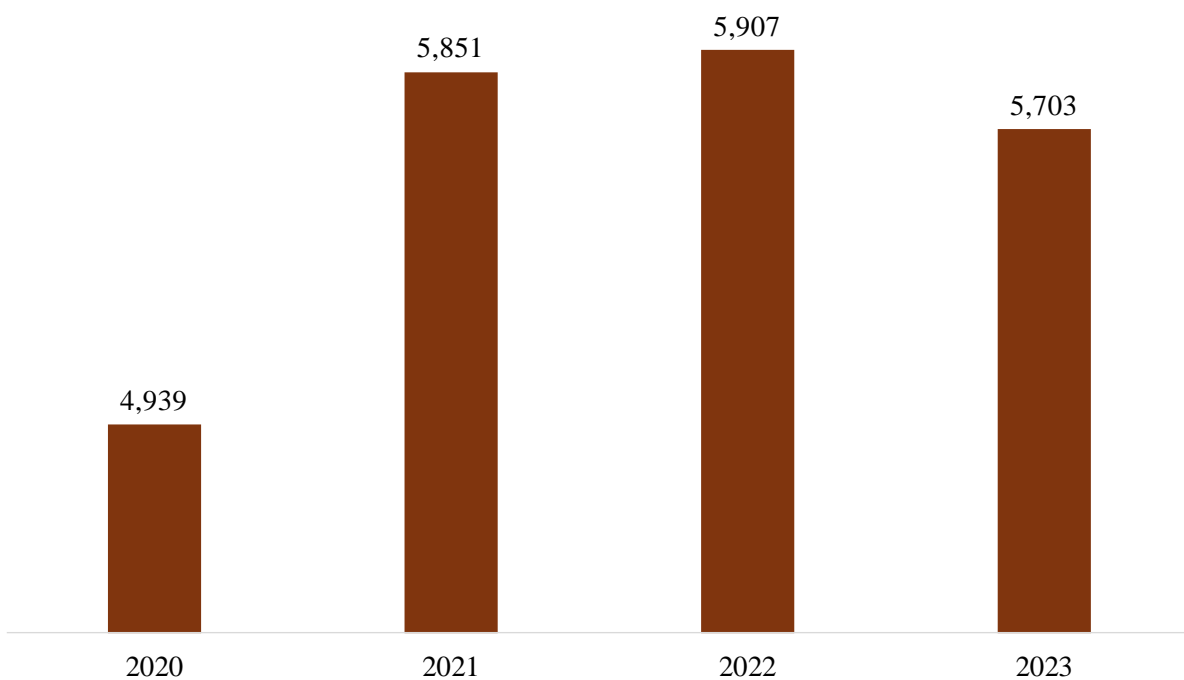
*Source: Ministry of Internal Affairs*

**Figure 3. Proportion of victims of domestic violence in 2023**



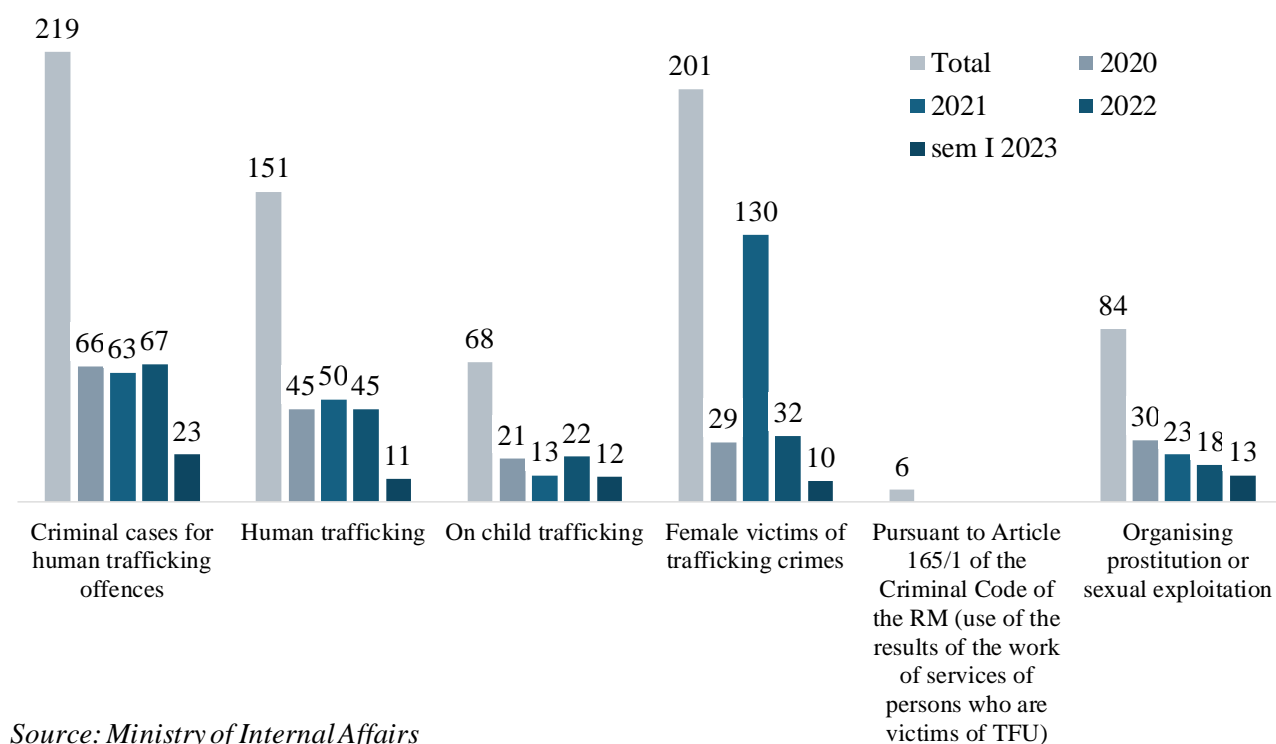
*Source: Ministry of Internal Affairs*

**Figure 4. Number of restraining orders issued against family perpetrators, 2020-2023**



Source: Ministry of Internal Affairs

**Figure 5. Criminal cases for human trafficking**



Source: Ministry of Internal Affairs



**Table 1. Number of women who have been elected in public office in the last four national elections**

Type and date of the election	Total elected	Elected women by age group					
		Total	18-20	21-35	36-60	61-70	71+
Parliamentary Elections of February 24, 2019	101	25	0	4	16	5	0
General Local Elections of October 20, 2019	12,478	4,376	5	687	3,065	576	43
Presidential Elections of November 1, 2020	1	1	0	0	1	0	0
Early Parliamentary Elections of July 11, 2021	101	40	0	4	32	4	0

Source: Central Electoral Commission

**Table 2. Number of women running for public office in the last four national elections**

Type and date of the election	Total candidates	Number of women candidates by age					
		Total	18-20	21-35	36-60	61-70	71+
Parliamentary Elections of February 24, 2019	954	332	5	86	185	50	6
General Local Elections of October 20, 2019	54,125	23,805	261	5,446	14,441	3,299	358
Presidential Elections of November 1, 2020	8	2	0	0	2	0	0
Early Parliamentary Elections of July 11, 2021	1,791	833	26	261	474	67	5

Source: Central Electoral Commission

**Tabel 3. Number of women in the State Voter Register**

Number of voters in the State Voter Register	3,318,434
Number of women voters in the State Voter Register	1,746,438
By age group	
18-20	61,557
21-35	408,410
36-60	792,697
61-70	281,407
71+	202,367

Source: Central Electoral Commission

**Table 4. Women's participation in the last four national elections**

<b>Type and date of the election</b>	<b>Total women voters</b>	<b>Women's participation in elections by age group</b>					
		<b>Total</b>	<b>18-20</b>	<b>21-35</b>	<b>36-60</b>	<b>61-70</b>	<b>71+</b>
Parliamentary Elections of February 24, 2019	1,726,861	772,690	21,629	167,207	344,908	163,270	75,676
General Local Elections of October 20, 2019	1,731,683	637,625	15,126	121,198	276,565	147,473	77,263
Presidential Elections of November 1, 2020	1,734,827	728,987	22,302	163,169	314,217	152,380	76,919
Early Parliamentary Elections of July 11, 2021	1,733,755	790,220	22,018	171,358	343,334	166,411	87,099

*Source: Central Electoral Commission*

**Table 5. Number of women elected to elective office in general local elections of November 5, 2023**

<b>Type of elective position</b>	<b>Total elected</b>	<b>Women elected in elective positions by age group</b>					
		<b>Total</b>	<b>18-20</b>	<b>21-35</b>	<b>36-60</b>	<b>61-70</b>	<b>71 +</b>
Councillor in municipal and rayonal councils	1,086	366	1	44	254	59	8
Councillor in city and village councils	9,931	4,126	13	540	2,803	682	88
Mayor	896	215	0	20	164	31	0

*Source: Central Electoral Commission*

**Table 6. Number of women running for elective positions in the general local elections of November 5, 2023**

<b>Type of elective position</b>	<b>Total candidates</b>	<b>Number of women candidates by age group</b>					
		<b>Total</b>	<b>18-20</b>	<b>21-35</b>	<b>36-60</b>	<b>61-70</b>	<b>71+</b>
Councillor in municipal and rayonal councils	9,401	4,222	68	821	2,580	605	148
Councillor in city and village councils	39,330	18,561	218	3,609	11,356	2,842	536
Mayor	3,291	942	0	112	679	143	8

*Source: Central Electoral Commission*

**Table 7. Number of women who voted in the General Local Elections of November 5, 2023**

Number of women eligible to vote in 2023 elections	1,460,029
Number of women that voted in 2023 elections	635,358
By age group	
18-20	35,825
21-35	77,475
36-60	350,758
61-70	129,887
71+	41,413

*Source: Central Electoral Commission*

**Table 8. Women and men in management positions (in %), 2020-2023**

		2020		2021		2022		2023	
		Women	Men	Women	Men	Women	Men	Women	Men
Central Public Authorities	High level public executive positions	40.5%	59.5%	60.0%	40.0%	56.5%	43.5%	58.5%	41.5%
	Public management positions	64.6%	35.4%	65.2%	34.8%	66.4%	33.6%	N/A	N/A
Local public authorities	Public management positions	75.9%	24.1%	76.6%	23.4%	74.9%	25.1%	N/A	N/A

*Source: State Chancellery*

## Annex 15

**Data on the acquisition of Moldovan citizenship by children, 2020-2023**

		Status	Total	2020	2021	2022	2023
Total number of applications		Submitted	3,082	442	499	858	1,283
		Approved	2,517	423	493	834	767
The mother of the child is a citizen of the RM and the father is not a citizen of the RM	Number of applications	Submitted	332	41	28	133	130
		Approved	301	38	28	127	108
	% of total applications	Submitted	11%	9%	6%	16%	10%
		Approved	12%	9%	6%	15%	14%
The father of the child is a citizen of the RM and the mother is not a citizen of the RM	Number of applications	Submitted	587	54	54	215	264
		Approved	534	54	54	215	211
	% of total applications	Submitted	19%	12%	11%	25%	21%
		Approved	21%	13%	11%	26%	28%
Both parents applied for Moldovan citizenship at the same time as the child	Number of applications	Submitted	939	161	126	139	513
		Approved	495	147	123	125	100
It is not possible to disaggregate data based on whether parents have the citizenship of RM or not	Number of applications	Submitted	1,224	186	291	371	376
		Approved	1,187	184	288	367	348

**Table 1. Expenditure for education from the national public budget**

	2020	2021	2022
Expenditure and non-financial assets in education, million MDL (in current prices)	12,583.1	13,398.2	15,857.9
of total expenditure and assets non-financial (in %)	17.2%	16.3%	15.8%
of GDP (in %)	6.3%	5.5%	5.8%

Source: National Bureau of Statistics

**Table 2. Gross enrolment rate by educational level, % (ISCED 0-8)**

	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23
Early childhood educational development (level 01)	21.6%	22.8%	26.1%	17.4%	24.2%	28.2%
Pre-primary education (level 02)	94.3%	93.9%	94.2%	89.2%	94.4%	97.5%
Primary education (level 1)	103.2%	104.8%	106.3%	106.5%	107.0%	105.0%
Lower secondary education (level 2)	107.3%	106.2%	104.9%	104.3%	104.5%	103.9%
Upper secondary education (level 3)	76.0%	76.5%	79.5%	81.8%	84.6%	84.0%
Tertiary education (levels 5-8)	52.9%	54.8%	56.3%	61.3%	68.1%	70.5%

Note: The indicators are calculated based on the population with usual residence, 2022-2023 preliminary data

Source: National Bureau of Statistics

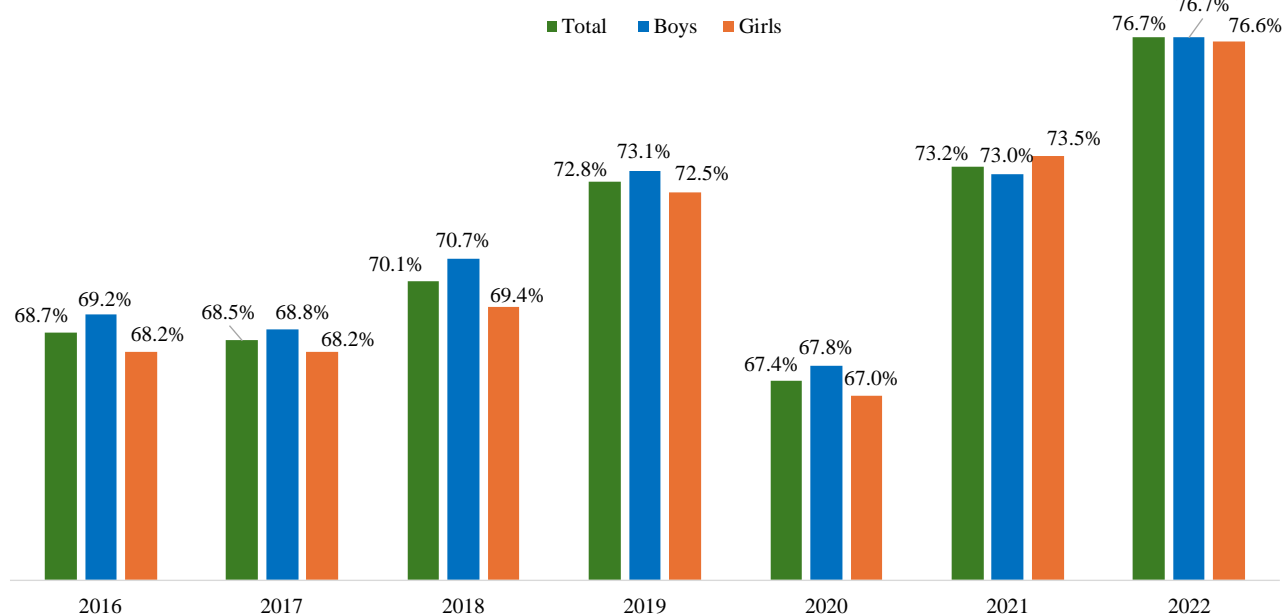
**Table 3. Enrolment and drop-out of students of age 7-16**

Academic year	Total	Of them not in school			Total dropped out	
	children of age 7-16	On October 5th	On December 31st	On May 31st	On December 31st	On May 31st
2018-2019	287,640	162 (0.05%)	71 (0.02%)	52 (0.02%)	217 (0.07%)	221 (0.07%)
2019-2020	286,132	159 (0.05%)	68 (0.02%)	42 (0.01%)	219 (0.07%)	235 (0.08%)
2020-2021	295,874	151 (0.05%)	62 (0.02%)	50 (0.01%)	203 (0.07%)	205 (0.07%)
2021-2022	293,468	148 (0.05%)	61 (0.02%)	45 (0.01%)	196 (0.06%)	224 (0.07%)
2022-2023	294,723	162 (0.05%)	83 (0.03%)	64 (0.02%)	209 (0.07%)	237 (0.08%)

Note: According to Article 13(3) of the Education Code, "the responsibility for compulsory schooling of children up to the age of 16 years lies with parents or other legal representatives of level-one and level-two local government authorities". The Ministry of Education and Research monitors school enrolment and drop-out of children aged 7-16 (compulsory education).

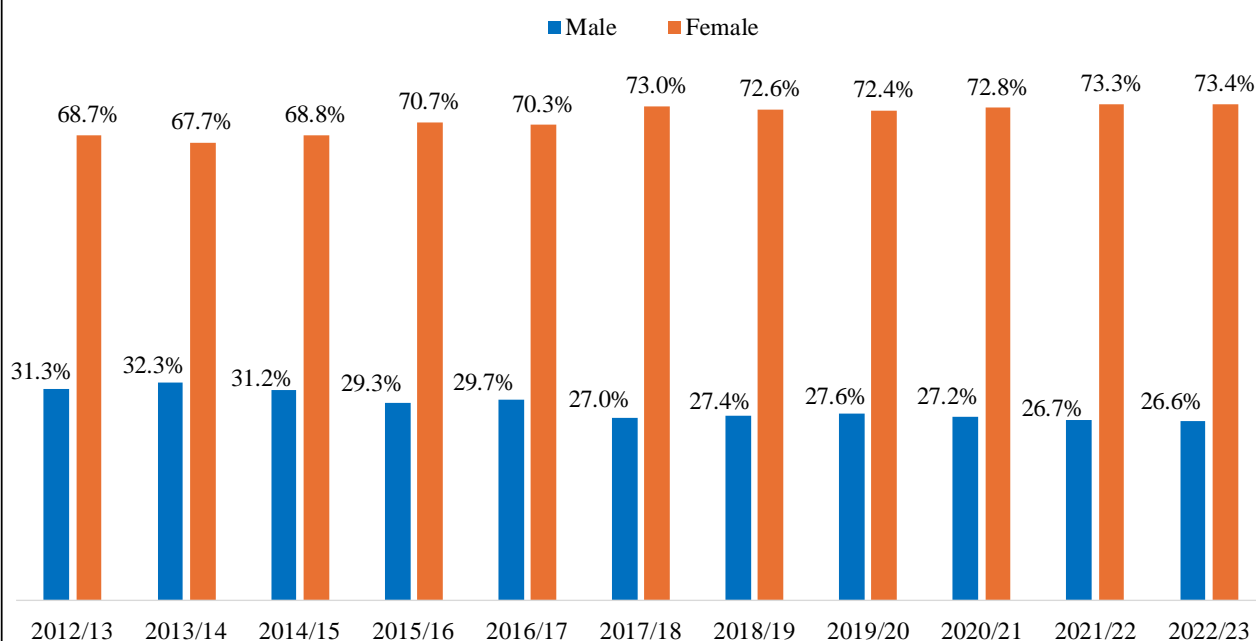
Source: Ministry of Education and Research

**Figure 1. Enrolment rate in early childhood education, 2016-2022**



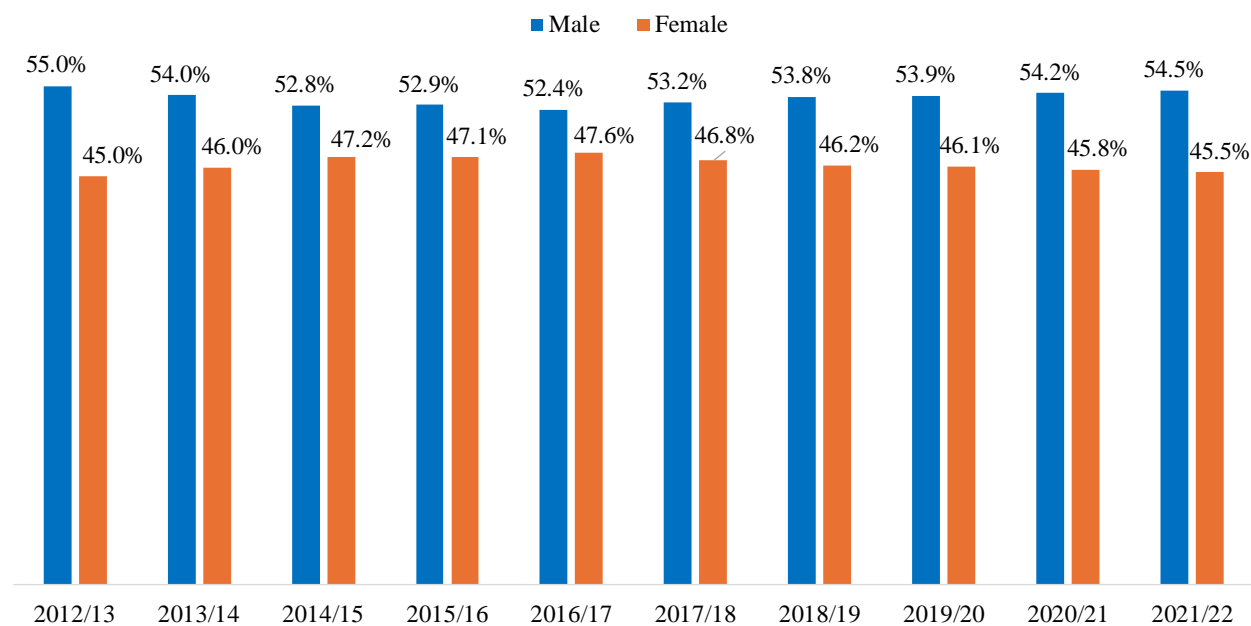
*Note: The indicators are calculated based on population with usual residence as a percentage of the population of the age-group 1-6 years.*  
*Source: Ministry of Education and Research*

**Figure 2. Distribution of students of secondary vocational education, by sex, 2012-2023**



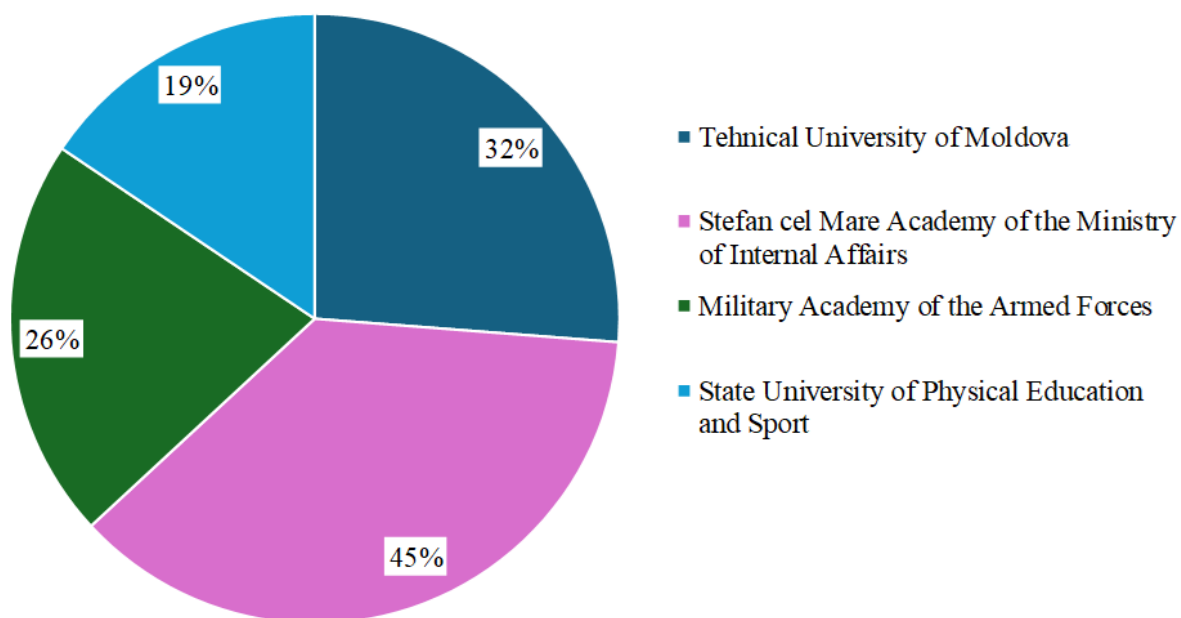
*Source: Ministry of Education and Research*

**Figure 3. Distribution of students of postsecondary vocational education, by sex, 2012-2022**



Source: Ministry of Education and Research

**Figure 4. Enrolment of girls in higher education institutions in 2023**



Source: Ministry of Education and Research

**Table 4. Secondary and post-secondary public technical vocational institutions in rural areas**

	<b>Speciality</b>	<b>Number of students</b>	<b>Boys</b>	<b>Girls</b>
Cupcini Vocational School, Edinet Rayon	Total	1,885	1,135	750
	Cook and waiter	53	23	30
	Confectioner	48	6	42
	Gas Cutter	10	10	0
	Auto mechanic	24	21	3
	Auto mechanic – Car body repair	59	59	0
	Computer technical support operator	49	35	14
Vocational School of Bubuieci, municipality of Chisinau	Beekeeper	20	17	3
	Cook	104	56	48
	Cook (dual education)	17	13	4
	Confectioner	41	3	38
	Cashier-controller	38	7	31
	Florist (dual education)	12	1	11
Vocational School from Alexandreni, Singerei Rayon	Waiter	81	22	59
	Confectioner	54	12	32
	Electrician, repair and maintenance of electrical machinery- Locksmith-electrician, repair of electrical machinery	76	73	3
	Plasterer	28	22	6
	Tractor driver	28	28	0
Public Institution Vocational School of Ciurari, Taraclia Rayon	Baker	38	7	31
	Baker - dual	12	3	9
	Electric welding fitter	39	39	0
	Electric welding fitter (dual education)	12	12	0
	Tractor driver	40	40	0
	Tractor driver (dual education)	12	12	0
Vocational School of Corbu, Donduseni Rayon	Electric welding fitter	24	22	2
	Electrician, repair and maintenance of electrical machinery- Locksmith-electrician, repair of electrical machinery	57	50	7
	Locksmith-electrician repairing electrical machinery	21	15	6
Centre of Excellence in Horticulture and Agricultural Technologies from Taul, Donduseni Rayon	Accounting 1	93	40	53
	Accounting 2	58	45	13
	Food safety	78	36	42
	Plant products technology	18	17	1
"Gheorghe Raducan" Agro- Industrial College from Grinauti, Ocnița Rayon	Agricultural mechanics	98	98	0
	Mechatronics, agricultural machinery and equipment	12	11	1
	Public catering technology	71	32	39
	Animal products technology	46	18	28
College of Veterinary Medicine and Agrarian Economy from Bratani, Edinet Rayon	Public procurement	53	24	29
	Veterinary medicine	151	82	69
	Science of commodities	102	64	38
	Business planning and management	72	40	32
	Food safety	36	20	16

*Note : Dual education is a form of technical vocational education where theoretical training is carried out in the technical vocational education institution and practical training - at the establishment/business.*

*Source : Ministry of Education and Research*



**Table 5. Children from temporarily displaced people families enrolled in educational institutions, 2023**

	<b>No. of children from refugee families</b>	<b>Of whom women</b>
<b>Education institutions, total</b>	1612	50.12%
Early education institutions	626	51.28%
online studies using digital laboratories	29	N/A

*Source: Ministry of Education and Research*

**Annex 17**

**Table 1. Unemployment rate for men and women aged 15+ (%)**

	<b>2020</b>	<b>2023</b>
<b>Unemployment rate for men and women, age 15+</b>		
Men	4.3%	4.9%
Women	3.2%	4.9%
Rural	3.3%	4.8%
Urban	4.5%	4.4%
<b>Unemployment rate for youth, age 15-24</b>		
Men	9.9%	10.1%
Women	12.3%	12.9%
<b>Unemployment rate for people, age 25-34</b>		
Men	3.9%	0.0%
Women	3.4%	7.2%
<b>Unemployment rate for people, age 35-44</b>		
Men	4.4%	7.6%
Women	3.2%	4.0%
<b>Unemployment rate for people, age 45-54</b>		
Men	3.9%	3.3%
Women	2.8%	3.2%

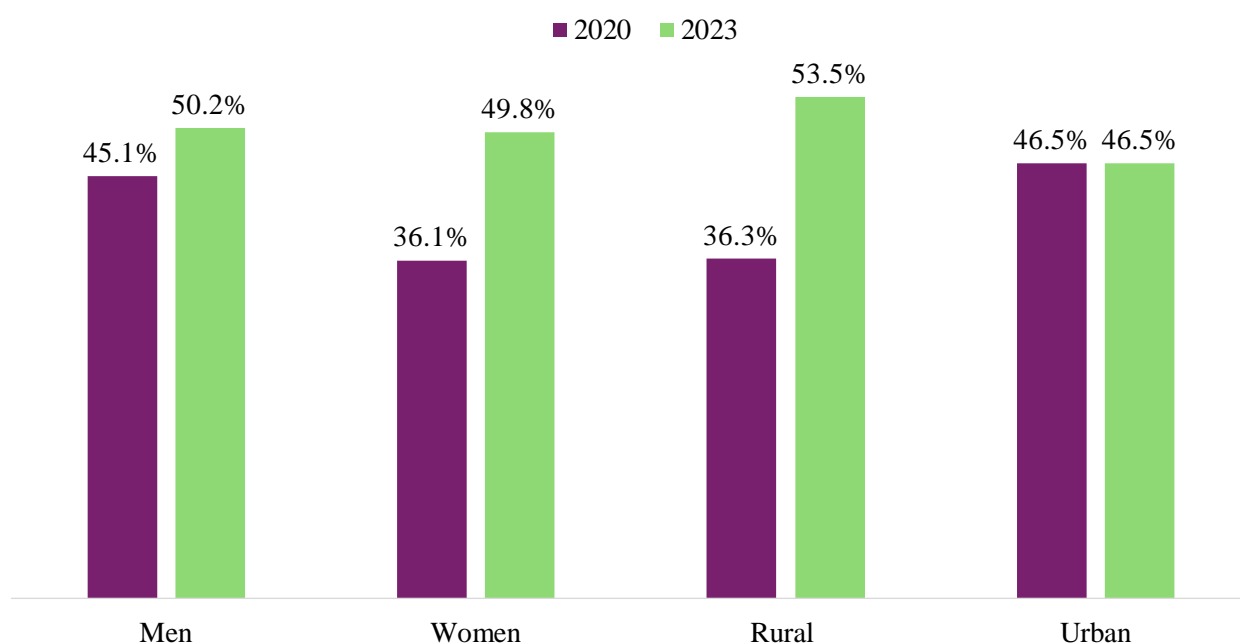
*Source: National Bureau of Statistics*

**Table 2. Women in the agricultural sector**

	<b>2020</b>	<b>2021</b>
Women aged 15+ in the agricultural sector	37.2%	37.9%
25-49 years age group	N/A	54.2%
Other age groups	N/A	45.8%

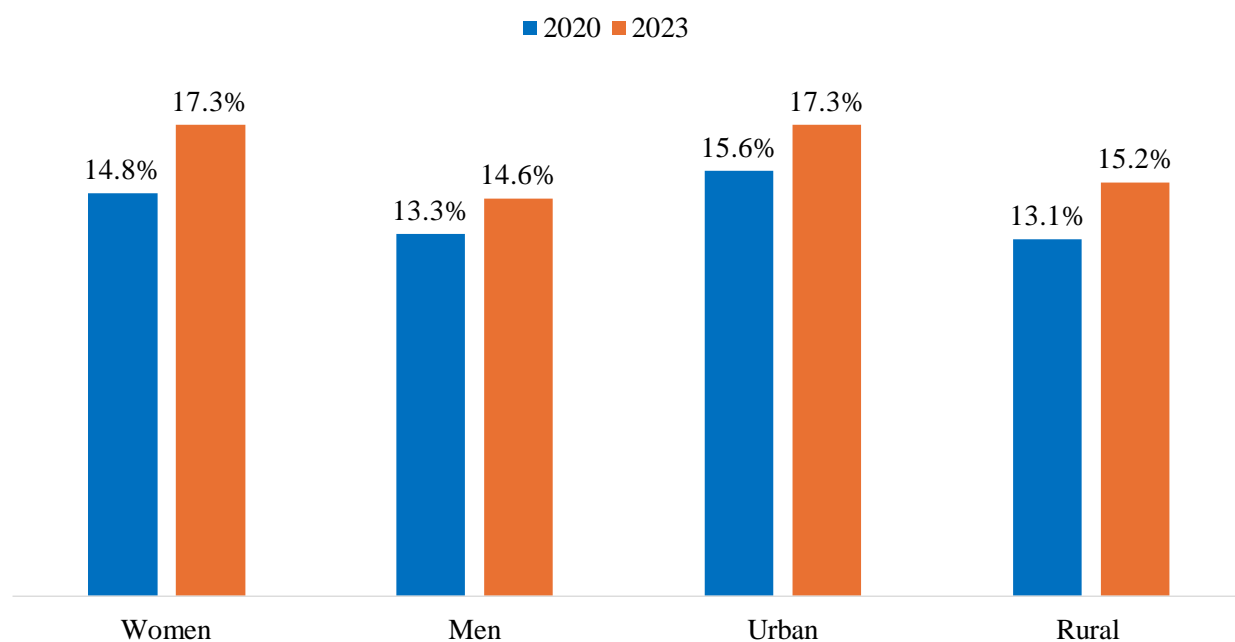
*Source: National Bureau of Statistics*

**Figure 1. Rate of labour force participation by men and women aged 15+, 2020 and 2023**



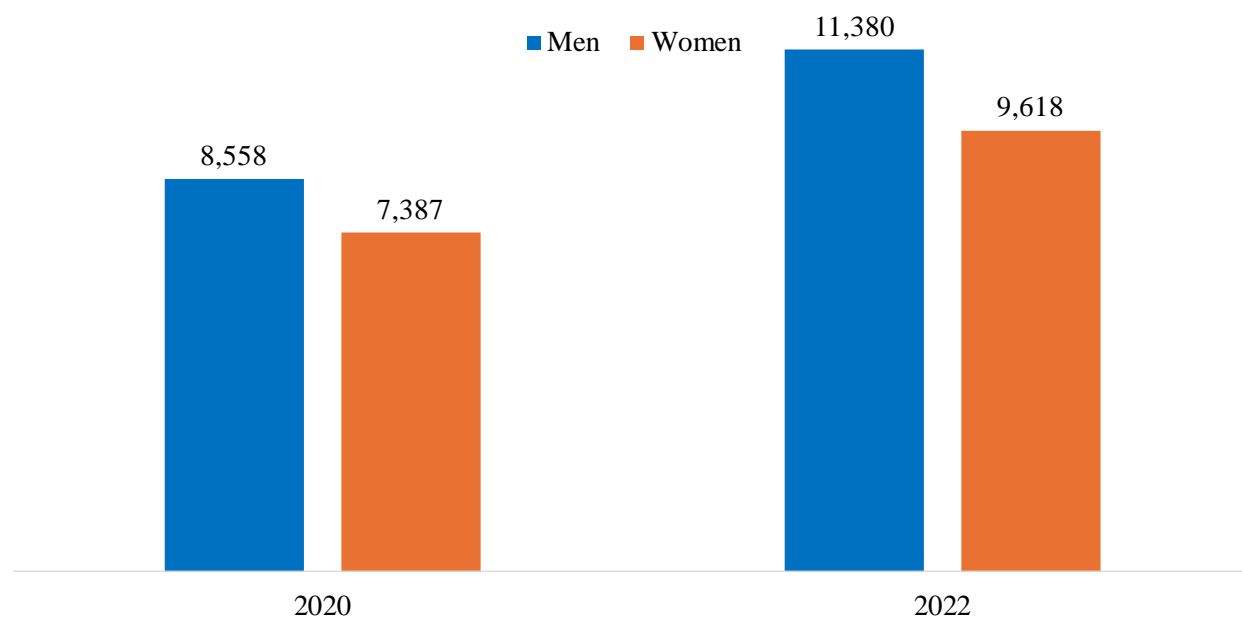
*Source: Ministry of Labour and Social Protection*

**Figure 2. Rate of labour force participation by men and women aged 15+ for people with disabilities, 2020 and 2023**



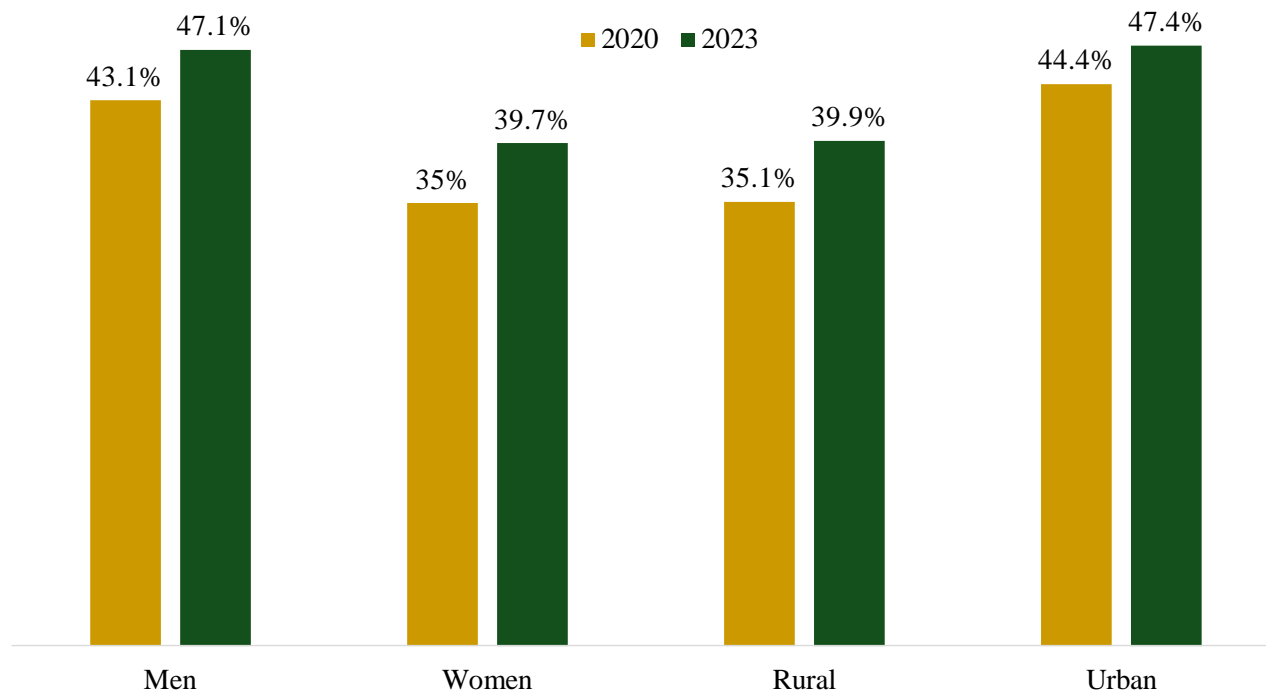
*Source: Ministry of Labour and Social Protection*

**Figure 3. Discrepancies between average wages of women and men, 2020 and 2022**



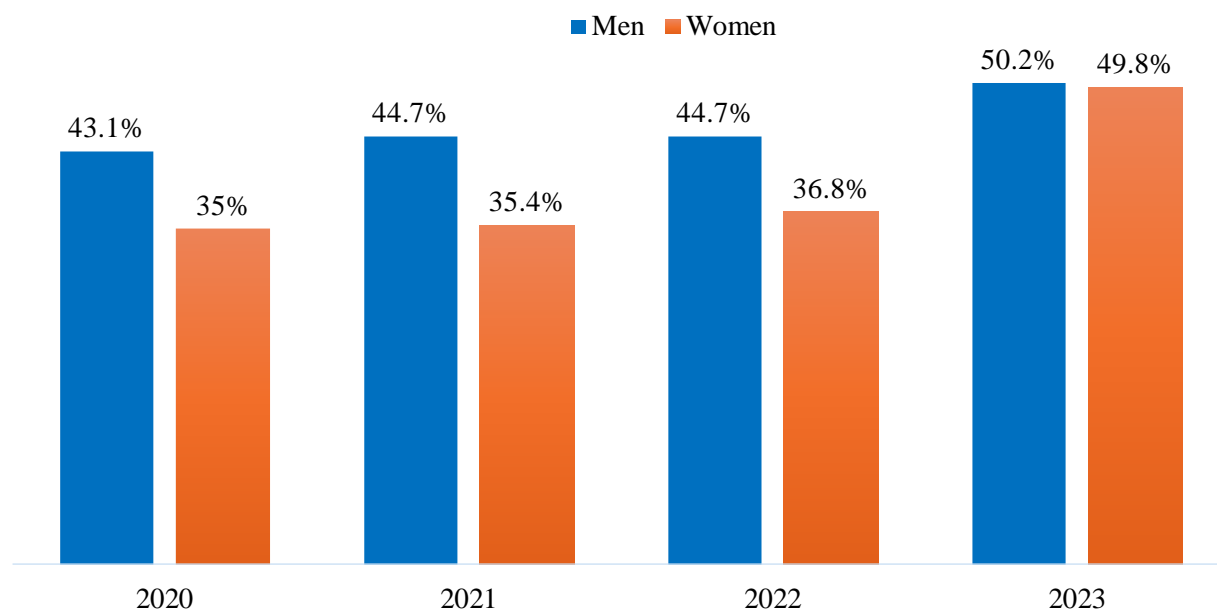
Source: Ministry of Labour and Social Protection

**Figure 4. Occupancy rate, 2020 and 2023**



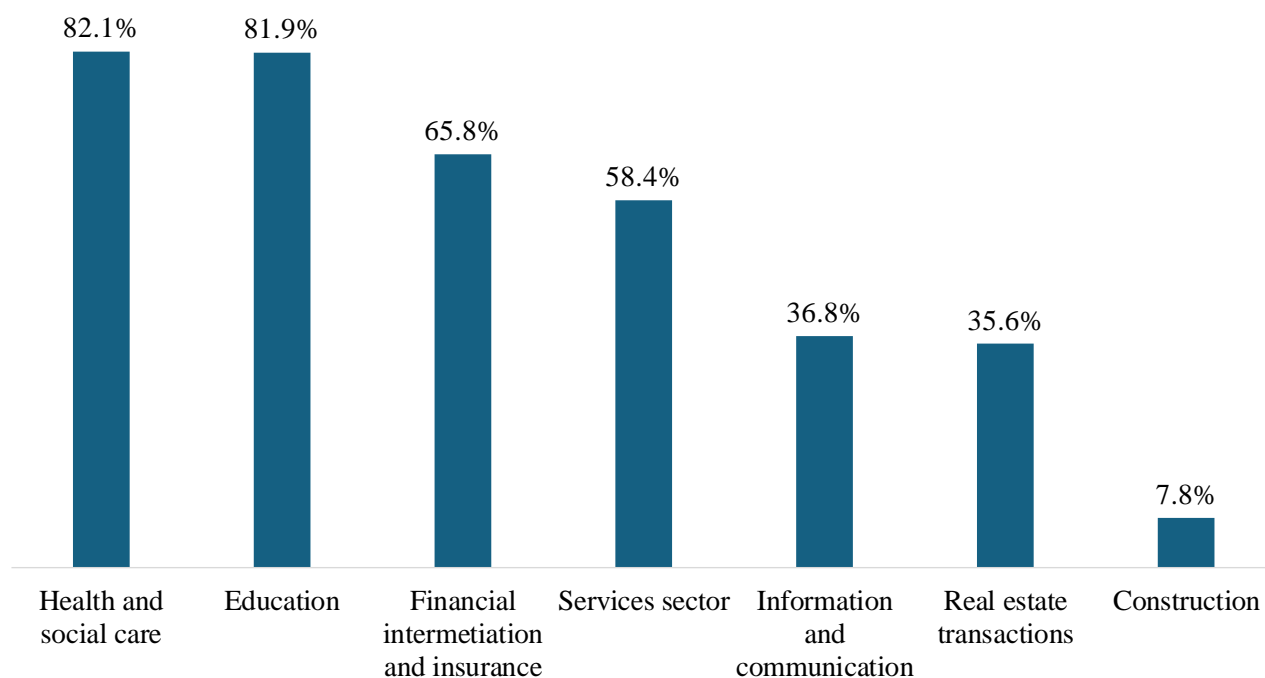
Source: Ministry of Labour and Social Protection

**Figure 5. Share of persons aged 15+ in the employed population, 2020-2023**



*Source: Ministry of Labour and Social Protection*

**Figure 6. Share of women share by wage-earning activities, 2023**



*Source: Ministry of Labour and Social Protection*

Number of persons receiving paternity allowance and average allowance in 2019-2023

	2019	2020	2021	2022	2023
Persons who received paternity allowance	3,946	4,276	4,608	4,531	4,006
Average size of paternity allowance (in MDL)	4,509.68	4,947.13	5,309.11	6,269.32	N/A

Source: National Social Insurance House

Table 1. Number of self-employed women aged 15+

	2020			2022		
	Total	Rural	Urban	Total	Rural	Urban
Women aged +15	35,700	24,900	10,800	36,300	24,800	11,500
Age group 35-44	9,200	N/A	N/A	8,800	N/A	N/A
Age group 45-54	9,400	N/A	N/A	11,900	N/A	N/A

Source: National Bureau of Statistics

Women's unpaid work and work in family businesses, 2022

	Total	Trade	Constructions	Other areas
Employed women aged +15	1.1 thousand people	600 people	400 people	100 people
	Urban	Rural		
	600	500		

Source: National Bureau of Statistics

Table 1. Data on social assistance beneficiaries, 2020-2023

	Average social aid, MDL	Total number of beneficiaries	Women	Men	Settlement %	
					Rural	Urban
2020	1,022.0	1,373,588	56.6%	43.4%	75.5%	24.5%
2021	727.4	416,502	55.8%	44.2%	75.2%	24.8%
2022	1,322.9	442,251	54.9%	45.1%	75.4%	24.6%
2023	1,716.8	61,599	56%	44%	76%	24%

Source: Ministry of Labor and Social Protection

**Beneficiaries of pensions and allowances for families with children,  
registered with the National Social Insurance House as of July 1, 2023**

Categories of beneficiaries	Number of beneficiaries			Average allowance (in MDL)		
	Total	Women	Men	Total	Women	Men
<b>Pensions in total</b>	6,747,061	429,538	245,168	3,664.93	3,371.54	4,178.96
including:						
- retirement pensions	527,529	358,553	168,976	3,676.75	3,447.10	4,164.04
- disability pensions	100,309	53,035	47,274	2,443.10	2,358.89	2,537.57
- survivor's pension	11,328	8,772	2,556	2,948.86	2,986.47	2,819.79
- long-service pensions	24	16	8	1,661.23	1,660.20	1,663.29
- pensions of certain categories of civil aviation employees	445	103	342	14,251	10,343.93	15,427.70
- pensions of participants in eliminating the consequences of Chernobyl accident	1,500	87	1,413	5,681.66	4,776.58	5,737.39
- pensions of serving military personnel and their family members	659	19	640	2,503.69	1,351.71	2,537.89
- pensions of certain employees in the field of culture	33	15	18	2,507.96	2,203.75	2,761.48
- early retirement pensions	1,018	0	1,018	3,740.99	N/A	3,740.99
- early retirement pensions for long career	4,793	2720	2,073	6,550.15	6,087.66	7,156.98
- other categories of pensioners	27,068	6,218	20,85	7,494.14	6,884.90	7,675.82
<b>Allowances for families with children**/**</b>						
- one-off benefit for the birth of a child (beneficiaries/children)	12,618/12,804	12,588	30	10,932	10,932	10,932
- allowance for raising a child up to 3 years of age, (beneficiaries/children)	25,497/26,602	19,166	6,331	2,514.93	2,260.40	3,285.47
- allowance for raising a child up to 24 months, (beneficiaries/children)	13,819/13,996	9,500	4,319	4,430.66	4,063.55	5,238.17
- allowance for raising a child up to 12 months, (beneficiaries/children)	1,625/1,653	843	782	13,300.12	11,987.28	1,4715.37
- monthly child benefit for taking care of a child up to 2 years independent if the parent has contributed or not to the social insurance	63,127/64,886	54,705	8,422	1,000	1,000	1,000
- monthly child benefit to support the upbringing of twins or more children born in a single pregnancy up to the age of 3, for insured and uninsured persons	1,361/3,013	1,338	23	500	500	500
<b>Amount of minimum pension*</b>						
- retirement (which is equivalent to the amount of the guaranteed minimum monthly income)	N/A	N/A	N/A	2,620.62	N/A	N/A
- in case of severe disability	N/A	N/A	N/A	1,965.47	N/A	N/A
- in case of accentuated disability	N/A	N/A	N/A	1,834.43	N/A	N/A
- in case of moderate disability	N/A	N/A	N/A	1,310.31	N/A	N/A

Source: National Social Insurance House

## Maternal mortality rate, 2020-2023

Year	Total	Maternal deaths	
		Urban	Rural
2020	5	3	2
2021	14	6	8
2022	16	5	11
2023	4	2	2
per 100,000 live births			
2020	16.2	24.6	10.7
2021	47.7	50.5	45.9
2022	59.4	44.8	69.6
2023	19.5		
Age of deceased women in years			
2020		23 38 29	27 28
2021	32 34 28 30 18 33		30 43 41 28 36 26 24 40
2022	20 38 41 30 20	19 38 32 28 27 36 34 34 31 28 32	
2023		41 14	23 26

Source: Ministry of Health

## Family Planning

Area	Unmet need for family planning among married and cohabiting women	Demand for family planning met by modern methods of contraception for married or cohabiting women
Total	21.9%	60.3%
Urban	15.5%	64.0%
Rural	26.0%	58.0%

Source: Ministry of Labour and Social Protection, UNFPA, Generations and Gender Survey (2020)

## Budget expenditures for preventive examinations (screening) for early detection of diseases in rural areas (in MDL thousands)

Type of preventive examination	2020	2021	2022	2023
Free radiological examinations to detect tuberculosis and lung cancer	188.3	401	1,153.2	1,500
Free examinations for early detection of breast cancer	266.8	1517	2,714.6	N/A
Free dental care for children in rural areas	670.1	2519,8	3,761.8	6,000

Source: Ministry of Health

## Neonatal mortality rate, 2020-2023

Infant mortality rate			
Year	Total	Urban	Rural
2020	271	81	190
2021	254	87	167
2022	249	88	161
2023	243	81	162
per 1,000 live births			
2020	8.8	6.6	10.2
2021	8.7	7.3	9.6
2022	9.2	7.9	10.2
2023	11.9	N/A	N/A
Including: neonatal mortality (babies dying in the first month of life)			
2020	196	66	130
2021	183	64	119
2022	176	70	106
2023	178	56	122
per 1,000 live births			
2020	6.4	5.4	7
2021	6.2	5.4	6.8
2022	6.5	6.3	6.7
3 months			
2023	8.7	3.2	3.8

Source: Ministry of Health

## Pregnancy terminations in 2020-2022

Total pregnancy terminations			Age group, 15-49		Of total number of pregnancy terminations			
Year	Total	per 1000 women of fertile age	Total	per 1000 women of fertile age	Urban		Rural	
					Total	per 1000 women of fertile age	Total	per 1000 women of fertile age
2020	8,294	136	N/A	N/A	4,178	N/A	4,116	N/A
2021	8,573	143	8,558	143	4,655	N/A	3,918	N/A
2022	7,896	136	7,882	136	4,022	N/A	3,874	N/A
2023	7,277	122	7,225	124	398	N/A	3,297	N/A

**Note:** The number of pregnancy terminations per 1000 women of childbearing age in rural/urban cannot be calculated, because only the total number of pregnancy terminations (rural/urban) is available, not disaggregated by age (separately for women of childbearing age only).

Source: Ministry of Health



## Results of Women in Business Program implemented in 2020-2022

Result	2020	2021	2022	Total
Number of people trained	295	222	279	796
Number of investment projects approved	235	96	52	383
Amount of approved funding (MDL million)	37.54	17.62	6.86	62.02
Expected volume of investments in the economy (MDL million)	54.74	27.21	9.59	91.54
Number of jobs created and maintained	593	307	261	1,161

Source: Organisation for Entrepreneurship Development

## Results of the guarantee product from the Loan Guarantee Fund intended for "Enterprises founded or managed by women entrepreneurs"

Indicator	2020	2021	2022	2023	Total
Number of guarantees	39	87	79	91	296
Amount of guarantees (MDL million)	17.95	78.56	97.61	71.29	265.41
Amount of loans granted (MDL million)	51.62	192.78	163.78	153.69	561.87
Share of total guarantee products (%)	7.9%	18.6%	17.6%	20%	15.7%

Source: Organisation for Entrepreneurship Development

## The annual exemption of persons as per Article 35 (1) of the Tax Code (MDL)

	2021	2020	2022-2023
Exemption for resident individuals for each dependant	4,500	3,000	9,000
Exemption for resident individuals for each person with disabilities as a result of a congenital or childhood condition, with severe disabilities and accentuated disabilities maintained	18,900	18,000	19,800

Source: Ministry of Finance

Table 1. Loans granted by non-bank lending organisations and loans granted by savings and loan associations

Indicator	December 31, 2020	December 31, 2021	December 31, 2022	December 31, 2023
Number of borrowers** of non-bank loans and credits in all categories, of which	498,257	464,647	429,832	415,233
Women	242,052	226,972	212,756	205,790

Note: \*\* The number of beneficiaries does not represent unique beneficiaries per scheme, a beneficiary can borrow from several non-bank financial entities at the same time.

Source: National Bank of Moldova

**Table 2. Loans granted by licensed banks**

<b>Indicator</b>	<b>December 31, 2020</b>	<b>December 31, 2021</b>	<b>December 31, 2022</b>	<b>December 31, 2023</b>
Number of loans* granted in the "consumer loan" category, of which	154,568	200,796	209,208	239,783
women	79,992	103,930	108,170	125,456
men	74,576	96,866	101,038	114,327
Number of loans* granted in the category "other loans granted", of which	233,515	309,956	231,018	247,272
women	109,331	148,864	112,082	119,554
men	124,184	161,092	118,936	127,718
Number of loans* granted in the category "purchase/construction of buildings", of which	19,837	243,500	25,487	26,488
women	8,537	10,511	10,946	11,252
men	11,300	13,839	14,541	15,236

*Note: The number of loans could exceed the number of unique beneficiaries (persons) once a beneficiary can take out several loans simultaneously.*

*Source: National Bank of Moldova*

## **Annex 32**

### **Subsidies for women farmers, 2020-2022**

<b>Year</b>	<b>No. of applicants (women)</b>	<b>No. of women whose payment has been authorised</b>	<b>Amount requested</b> (million MDL)	<b>Authorised amount</b> (million MDL)
2020	819	797	259.37	232.41
2021	811	791	259.26	228.75
2022	882	863	330	286.45
2023	is a transition year for the implementation of the newly approved forms of payment. Calls for applications were launched in the second half of 2023. AIPA is currently examining and authorising the applications received.			

*Source: Agency for Intervention and Payments in Agriculture*

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