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Sixth Periodic Report on implementation of the Convention on the Elimination of All Forms of Discrimination against Women in the Republic of Moldova

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Republic of Moldova, 2018

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LIST OF ABBREVIATIONS

NEA – National Employment Agency
NBS – National Bureau of Statistics
CEC – Central Election Commission
CEDAW - UN Convention on the Elimination of All Forms of Discrimination against Women
EC – Electoral Code
ECHR – European Court of Human Rights
HBS – Household Budget Survey
NHIC – National Health Insurance Company
NOSI – National Office for Social Insurance
NCPM – National Centre for Public Medicine
NCHM – National Centre for Health Management
IUD – Intrauterine Device
HDI – Human Development Index
GPI – General Police Inspectorate
GD – Government Decision
PD – Parliament Decision
LGBT – Lesbians, gays, bisexuals, transgender
MIA – Ministry of Internal Affairs
MFAEI – Ministry of Foreign Affairs and European Integration
MEc – Ministry of Economy
MEd – Ministry of Education
MECR – Ministry of Education, Culture and Research
MoF – Ministry of Finance
MLSPF – Ministry of Labour, Social Protection and Family
MHLSP – Ministry of Health, Labour and Social Protection
MoH - Ministry of Health
SDGs – Sustainable Development Goals
MDGs – Millennium Development Goals
ODIMM – Organisation Development of Small and Medium Enterprises Sector
IOM – International Organisation for Migration
ILO – International Labor Organisation
WHO – World Health Organisation
NGO – Non-Governmental Organisation
UN – United Nations
OSCE – Organisation for Security and Co-operation in Europe
CSOs – Civil Society Organisations
GDP – Gross Domestic Product
NHRAP – National Human Rights Action Plan
NPEGE – National Program on Ensuring Gender Equality for 2010-2015
PCRM – Party of Communists of the Republic of Moldova
DPM – Democratic Party of Moldova
LDPM – Liberal Democratic Party of Moldova
LP – Liberal Party
ICT – Information and Communication Technologies
IDUs – Injecting Drug Users
UNDP – United Nations Development Programme
UNFPA – United Nations Population Fund
UNICEF – United Nations Children's Fund
UN Women – United Nations Entity for Gender Equality and the Empowerment of Women
DV – Domestic Violence
FV – Family Violence
VTHB – Victims of Trafficking in Human Beings

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INTRODUCTION

1. The Republic of Moldova, an independent country since 1991, has ratified most of the core conventions on human rights, extensively accepting the deriving obligations and periodically submitting national reports on their implementation.

2. During the past years the Republic of Moldova made significant progress in the field of gender equality, which was reflected in 'The Gender Gap Report', prepared by World Economic Forum. However, according to the Global Report on Gender GAP Index[1], the country shows a positive, but uneven development: from the 52th position (in 2013) to the 25th (in 2014), the 26th (in 2015) and again the 26th (in 2016).

3. In the context of international standards, we note the Government's efforts to align with the strategic policy documents. Thus, in 2015 the Republic of Moldova joined the 2030 Agenda for Sustainable Development (2030 Agenda),, committing to implement the Sustainable Development Goals. Accordingly, with the support of UN agencies in Moldova, the Government conducted the procedure of adapting the 2030 Agenda to the context of the Republic of Moldova[2] by means of extensive consultation with various stakeholders.

4. Since the ratification of the CEDAW Convention, Republic of Moldova has presented to the specialized UN Committee three national reports: initial report (2000) and two combined periodic reports (2006, 2013).

5. In line with the Concluding Comments of the Committee on the Elimination of Discrimination against Women (October 2013), the Republic of Moldova submitted the intermediary report on preventing and combating the domestic violence in 2015. At the same time, the sixth report had to be submitted in October 2017. However, in the context of central public administration reform, restructuring of the line ministries and duties of many specialists, the preparation and validation of the report lasted longer.

6. This document contains information on the implementation of the Convention since 2013 until now, the statistical data covering 2013-2016 and partially 2017. According to the national law, official statistical data and results of the validated surveys were used to prepare this report.

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[1] The Global Gender Gap Report, 2016, The World Economic Forum. Cologny/Geneva, p.10; The Global Gender Gap Report 2015, The World Economic Forum. Cologny/Geneva; The Global Gender Gap Report 2014, The World Economic Forum. Cologny/Geneva, p.56-57

[2] ADAPTING THE 2030 AGENDA ON SUSTAINABLE DEVELOPMENT TO THE CONTEXT OF THE REPUBLIC OF MOLDOVA. March 2017. Report prepared under 'Nationalization of the Agenda on Sustainable Development to the context of the Republic of Moldova' Project implemented by UNDP with the support of UN country team, including UNFPA, UNICEF, ILO and UN Women.
http://www.md.undp.org/content/moldova/en/home/library/sdg/na_ionalizarea-agendei-de-dezvoltare-durabil-in-contextul-republ/adaptarea-agendei-2030-de-dezvoltarea-durabil-la-contextul-repub.html

7. We note the special attention paid to the comments/recommendations made by the Committee on the Elimination of Discrimination against Women following the assessment of the combined fourth and fifth report of the Republic of Moldova (see CEDAW/C/MDA/CO/4-5 from 29 October 2013). In order to implement those recommendations, an Action Plan, for the period 2014-2015, was developed and approved by the Government.[3] Besides, the above recommendations were taken into account in elaboration of the Strategy on ensuring equality between women and men for 2017-2021 (approved by the Government Decision No 259 of 08.04.2017), in the elaboration of the National Strategy on Preventing and Combating Violence Against Women and Domestic Violence for 2018-2023 (approved by the Government Decision No 281 of 03.04.2018).

8. The sixth periodic report was developed in line with the general provisions of Article 18 of CEDAW on the form and content of periodic reports, recommendations adopted in 2013 by the Committee on the Elimination of Discrimination against Women.. The recommendations on the methodology of drafting such reports HRI/GEN/2/Rev.6, 31 June 2009 were also considered. Thus, this Report consists of two parts: the General Main Report and the Report on CEDAW Implementation in Moldova.

9. The Report was developed by the team of the Ministry of Health, Labour and Social Protection, with the participation of gender focal points, specialists of the ministries and other authorities of central public administration. The Report was submitted for public consultation with the representatives of specialised Parliamentary Committees, line ministries, international and non-governmental organisations from the country. In order to ensure the participatory principle, the Draft Report was placed on the ministerial official website www.msmps.gov.md.

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[3] http://lex.justice.md/index.php?action=view&id=333441&lang=1&view=doc

PART I OF THE REPORT: THE MAIN GENERAL DOCUMENT

1. General Overview of the Republic of Moldova

A. Demographic, economic, social and cultural characteristic of of the Republic of Moldova

10. The Republic of Moldova has faced a deep and constant deterioration of the demographic situation since the first half of the 1990s, on a background of political, economic and social changes. The process is similar to the situation from most western and south-eastern European countries, which suffered considerable and predominantly negative demographic changes.

11. The evolution of demographic processes in 2013-2016 is characterized by the worsening of the main demographic indicators (Table 1)[4]. The decrease in the number of population and the deterioration of its age structure is determined by the negative trend of fertility, external migration and general population mortality. At the same time, the declining birth rate unbalanced the age structure of the population and intensified the demographic ageing.

Table 1. Development of main demographic indicators in 2013 – 2016

Indicators	2013	2014	2015	2016	2015 in % compared to 2014	2016 in % compared to 2015
Number of population at the end of the year, thousand persons	3 557.6	3 555.2	3 553.1	3 550.9	99.9	99.9
Live births, persons	37 871	38 616	38 610	37 394	100.0	96.9
Deceased persons	38 060	39 494	39 906	38 489	101.0	96.4
of whom, children under 1 year	359	372	375	353	100.8	94.1
Natural decrease	189	878	1 296	1 095	147.6	84.5
Total fertility rate	1.24	1.26	1.30	1.28	103.2	98.5
Number of marriages	24 449	25 624	24 709	21 992	96.4	89.0
Number of divorces	10 775	11 130	11 199	10 605	100.6	94.7

Data are NOT recalculated on the basis of the 2014 Population and Housing Census data (PHC).

12. According to 2014 census data, the number of resident population of the Republic of Moldova was 2 998 235[5] persons, more than half of the country's population, namely 57.3%, are inhabitants of the rural area, while 42.7% are living in urban areas. The distribution of the population by gender is as follows: 51.8% – women and 48.2% – men[6].

[4] http://www.statistica.md/newsview.php?l=ro&idc=168&id=5641
[5] http://www.statistica.md/newsview.php?l=ro&idc=30&id=5582&parent=0
[6] http://recensamant.statistica.md/ro

13. Data on the **situation of the population by religion and nationality** are taken from the 2014 census. Thus, according to the religious index, most of the population (96.79%) is Christian Orthodox, which is higher compared to 93% in 2004 (previous census)[7]. Regarding the nationality, most of the population are Moldovans (75.1%), Romanians (7%), Ukrainians (6.6%), Gagauzians (4.6%) and Russians (4.1%).

14. **Life expectancy at birth** during the reporting period increased (Table 2). Women live, on average, by 8 years longer than men. This discrepancy is caused by the high level of premature male mortality, which is largely determined by social and cultural factors.

Table 2. Life expectancy at birth in 2013-2016

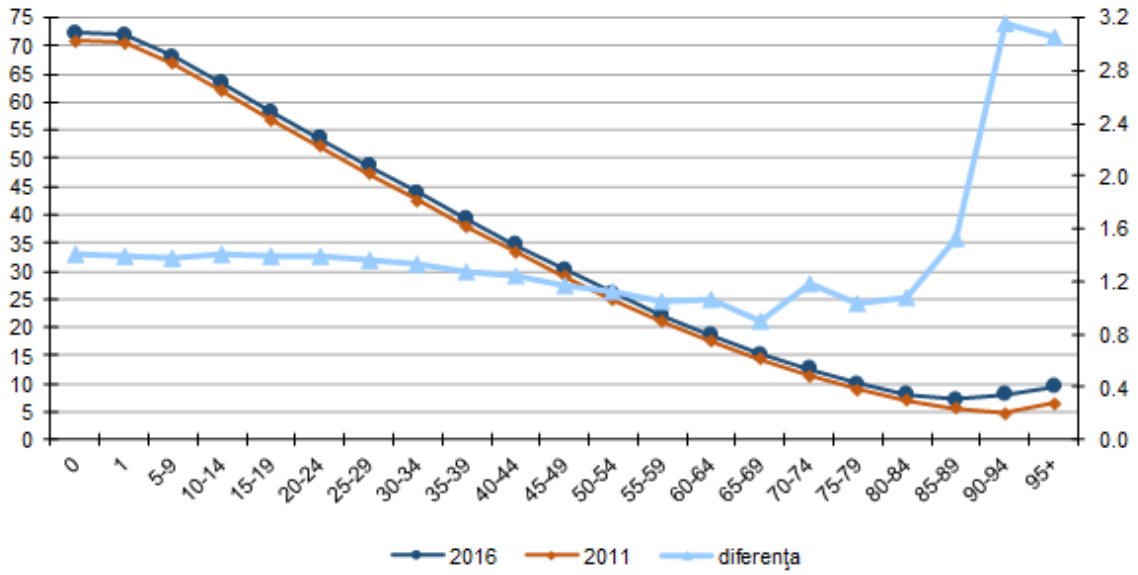
Years	Total			Urban area			Rural area		
	Both genders	Men	Female	Both genders	Men	Female	Both genders	Men	Female
2013	71.85	68.05	75.55	74.01	70.08	77.60	70.53	66.76	74.29
2014	71.48	67.52	75.39	74.10	70.35	77.51	69.81	65.81	74.01
2015	71.54	67.52	75.54	74.10	70.13	77.75	69.88	65.89	74.07
2016	72.17	68.14	76.15	75.00	71.25	78.37	70.34	66.23	74.67

Source: NBS

15. Noting that the value of **average life expectancy for certain age groups** is determined by the frequency of deaths within these age groups, we find an increasing trend thereof in all age groups (Figure 1). In particular, a significant increase was registered among persons aged 85 and older. Due to the fact that the mortality rate has decreased for these age groups, people aged 85-89 will live, on average, 1.5 years longer compared to 2011, people aged 90-94 — 3.2 years longer, and those of 95 years old and older — 3.1 years longer.

Figure 1. ***Life expectancy for certain age groups in 2011-2016, years***

[7] Statistical Yearbook 2016



16. As of 01.01.2017 the population had the following structure by large age groups: 17.0% under the working age, 64.5% of working age, 18.5% over the working age. Up to the age of 45, the male population is predominant, from the age of 45 and over the women are the majority.

17. Due to the different mortality levels, the average duration of life in the urban area was higher than in the rural one, by 4.7 years[8], by 5.0 in case of men and by 3.7 years in case of women.

18. The **population structure by age** is marked by a demographic ageing process, caused mainly by the low birth rate. Compared to 1 January 2000, the share of children (0-14 years old) decreased from 23.8% to 16.0% (-298.8 thousand persons), and the share of elderly (65 years and older) increased from 9.4% to 11.2% (+54.8 thousand persons).

19. In 2016, 37394 live births were registered, which is by 1216 (3.1%) fewer compared to 2015. The **birth rate** was 10.5 live births per 1,000 inhabitants. The birth rate in the rural area (11.8%) is higher than in urban areas (8.8%).

20. More boys than girls are born annually. In 2016, 51.6% of the total number of live births were boys, with a ratio of 107 boys per 100 girls.

21. Most of the children were **born in health care facilities**. Depending on the **weight at birth**, 94.6% of the newborns weighted over 2,500 grams. Most of the children (96.7%) were born after 35 weeks of pregnancy.

[8] Demographic situation in the Republic of Moldova in 2016. BNS, 05.06.2017
http://www.statistica.md/newsview.php?l=ro&idc=168&id=5641

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22. The distribution of newborns **by the mother's age group** shows that most of the newborns were born by mothers under the age of 30. A downward trend in the number of births by mothers aged under 20 years, accounting for 7.2% of all live births, compared to 7.5% in 2015. The average age of the mother at first birth was 24.0 years old. Women in the rural area give birth at a younger age (23.6 years old) than those from urban areas (25.1 years old). Most children born in large families come from mothers in rural areas.

23. During the reporting period a relatively stable tendency in the number of children born outside marriage was noticed, predominantly in the rural area. According to the legal situation, in 2016 the number of **children born outside marriage** was 8270 (22.1% of the total number of live births), by 2.4% less than in 2015 (on the background of a decreasing overall birth rate). The legislation of the Republic of Moldova does not establish the status of single mother. One of the tendencies in social protection reform aims to avoid granting social benefits based on certain categories of population. Social protection of all families with children is based on the principle of social equityand foresees the assessment of household income when granting financial support.

24. During the reporting period, the general death indicator in the Republic of Moldova decreased on the background of a decreasing birth rate (Table 3). The **general death rate** was 10.8 deceased per 1,000 inhabitants. The gap between the general death rates by areas is kept: 8.4 deceased per 1000 inhabitants were registered in the urban areas, 12.6 - in the the rural area. The significant difference between the general death rates by areas is caused by the accentuated demographic ageing of the rural population and heavier living conditions in the the rural area.

Table 3. Death rate by years, age groups, areas and genders in 2013-2016

	Total per country			Urban			Rural		
	Total	**Men**	**Women**	**Total**	**Men**	**Women**	**Total**	**Men**	**Women**
2013	10.7	11.6	9.8	8.4	9.5	7.4	12.4	13.1	11.7
2014	11.1	12.1	10.2	8.7	9.7	7.7	12.9	13.7	12.1
2015	11.2	12.3	10.3	8.8	9.9	7.7	13.1	13.9	12.2
2016	10.8	12	9.8	8.4	9.5	7.5	12.6	13.7	11.6

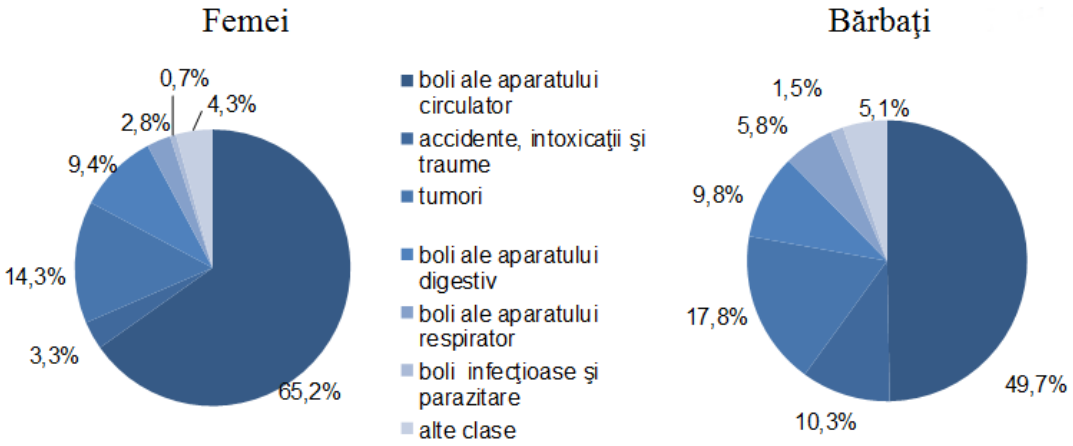
25. The **structure of mortality by classes of death causes** has not changed significantly: most deaths (57.0%) are caused by diseases of the circulatory system, followed by tumors (16.2%), diseases of the digestive system (9.6%), accidents, intoxications and trauma (7.0%), diseases of the respiratory system (4.4%) and others (5.8%).

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26. The high mortality of adult population, in particular, of men, is one of the most critical issues. The probability of dying at 65 years for a man reaching 20 years is 40%, twice as high as in the developed countries[9].

27. Male mortality, specified by causes of death, differs from the female one. **'Male supramortality'** was 2.4 times higher in case of communicable and parasitic diseases, 3.6 times higher in case of accidents, intoxications and trauma, 2.3 times higher in case of diseases of the respiratory system and 1.4 times higher in case of tumors. This situation can be partially explained by the specificity of professions and occupations with high risk for life, such as high mortality through traumas as a result of car accidents, in construction works etc., partially by antisocial behaviors (alcohol abuse, etc.). **'Female supramortality'** occurred only in case of diseases of the circulatory system (1.2 times higher) (Figure 2)[10].

Figure 2. ***Mortality structure by main classes of death causes and genders***



28. **The specific mortality rate for the age group 15-29** is 64.7 deceased per 100 thousand inhabitants of this age. Significant differences are registered by gender and area of residence. The mortality rates for young men are several times higher than for women (largely conditioned by behavioral factors). In addition, the mortality rates for young people from the rural area are higher, especially for men: in the age group of 15-19 years – twice higher, in the age group of 20-24 years – 1.6 times higher, and in the age group of 25-29 years – about three times higher[11].

[9] POPULATION SITUATION ANALYSIS IN THE REPUBLIC OF MOLDOVA / UNFPA, Demographic Research Center of NIER. Chisinau, 2016

[10] http://www.statistica.md/newsview.php?l=ro&idc=168&id=5618

[11] POPULATION SITUATION ANALYSIS IN THE REPUBLIC OF MOLDOVA / UNFPA, Demographic Research Center of NIER. Chisinau, 2016, page 13.

29. Decreasing the mortality among able-bodied population is a major public health challenge. Prevention of trauma and poisoning, early identification and the adequate treatment of cardiovascular, oncological and communicable diseases (TB) are priority directions in this area.

30. During the past years, the **mortality of children under-five** , including the infant mortality, has been stable (Table 4). During the reporting period, the infant mortality rate showed a slight fluctuation, increasing from 9.4% per 1000 live births in 2013 to 9.7% per 1000 live births in 2017, while under-five mortality of children decreased from 11.9% per 1000 live births in 2013 to 11.6% per 1000 live births in 2016.

Table 4. Indicators of infant and children under-five mortality (1000 live births)

	2013	**2014**	**2015**	**2016**	**2017**
Child mortality:	9.4%	9.6%	9.7%	9.4%	9.7%
of whom:					
girls:	9.6%	7.8%	8.2%	8.2%	
boys:	9.3%	11.3%	11.2%	10.6%	
Early neonatal mortality	4.6%	4.5%	4.7%	4.6%	4.0%
Perinatal mortality	11.7	10.7	10.9%	11%	10.5%
Children under-five mortality rate	11.9%	11.7%	11.6%	11.6%	-
of whom:	11.9%	9.6%	9.5%	10.4%	
girls:	12.0%	13.5%	13.8%	12.9%	
boys:					

Source: NCHM, MHLSP

31. During the past years no big deviations occurred in the **structure of infant mortality** by the main causes of death. Thus, during the reporting period the infant mortality was caused by the following diseases: respiratory diseases (2013 – 35 cases, 2016 – 41 cases); communicable and parasitic diseases (2013 – 9 cases, 2016 – 18 cases); perinatal diseases (2013 – 153 cases, 2016 – 160 cases). Children's deaths in the first year of life (2013 – 98 cases, 2016 – 97 cases) and under 5 years old (2013 – 111 cases, 2016 – 109 cases) due to congenital malformations are still constantly high, ranking the second in the structure, after perinatal diseases.

32. **Perinatal deaths and stillbirths** are also caused by poor maternal health, inadequate care during pregnancy and delivery (e.g. obstructed labour, incorrect fetal positioning, asphyxia during delivery), poor hygiene during delivery and in the first hours after delivery (leading to infections that cause the death of newborns) and lack of adequate newborn care[12].

33. During the reporting period the **number of marriages** decreased (Table 5), the **marriage rate** accounting for 6.2 marriages per 1000 inhabitants (2016). Likewise, the number of divorces

[12] POPULATION SITUATION ANALYSIS IN THE REPUBLIC OF MOLDOVA / UNFPA, Demographic Research Center of NIER. Chisinau, 2016, page 103

pronounced by court decisions decreased on the background of a decreasing number of marriages [13] (Table 5).

Table 5. Rate of marriages and divorces for 2013-2016

Year	Marriages			Divorces		
	Total per country	Urban	Rural	Total per country	Urban	Rural
2013	6.9	8.4	5.8	3	5.1	1.5
2014	7.2	8.9	6	3.1	5.2	1.6
2015	7.0	8.6	5.8	3.2	7.2	0.1
2016	6.2	7.4	5.3	3.0	6.7	0.2

Source: NBS

34. We have found gender differences in the marriage age. Most men, who got married in 2016, belong to the age group of 25-29 years (39.3%) and the women — to the age group of 20-24 years (38.4%). The **average age for the first marriage** was 28.3 years for men and 25.6 years for women. The marriages have the following distribution by areas and by wife ages: 11.3% of the marriages registered in the rural area were entered into by women under 20 years, compared to 3.8% in the urban area.

35. The demographic situation in the Republic of Moldova is influenced significantly by **external migration**[14]. Most emigrants, both women and men, belong to the age groups of 20-29 and 30-39 (Table 6).

Table 6. Emigrants by age groups and years (2013-2016)

	2013		2014		2015		2016	
	Men	Women	Men	Women	Men	Women	Men	Women
Total Age groups – total	1201	1384	1119	1255	1032	1204	1211	1296
0-4 years old	73	58	56	61	59	65	78	78
5-9 years old	59	67	72	58	56	71	93	80
10-14 years old	66	69	63	63	54	59	77	78
15-19 years old	105	91	82	76	82	69	86	71
20-24 years old	90	89	108	81	86	87	96	100
25-29 years old	122	138	124	114	123	146	140	127

[13] http://www.statistica.md/newsview.php?l=ro&idc=168&id=5641

[14] 2507 persons left the country in 2016 in order to establish a permanent residence abroad. 857 Moldovan citizens settled in Russia, 623 — in USA, 375 — in Ukraine, 285 — in Germany, and 181 — in Israel.

30-34 years old	102	128	109	146	115	132	140	152
35-39 years old	106	108	70	92	105	108	104	107
40-44 years old	74	85	80	77	72	76	83	99
45-49 years old	64	57	75	66	62	72	73	73
50-54 years old	91	92	63	83	52	65	59	69
55-59 years old	69	104	72	98	55	87	63	81
60-64 years old	76	77	70	79	50	48	56	64
65-69 years old	31	65	30	57	30	48	27	46
70-74 years old	38	69	15	41	8	22	10	26
75-79 years old	26	50	22	40	11	26	16	30
80-84 years old	5	23	6	17	7	16	6	10
85 years old and older	4	14	2	6	5	7	4	5

36. The extent of international labour migration is largely determined by the lack of employment opportunities and low wages in the domestic market. The rural area is particularly affected by migration – 68.8% of all migrants or 13% of rural human capital (33.3% of the economically active population from the rural area). Migration of young people (25-34 years old) is growing – 38.6% of the total number of migrants. Although the number of migrant women increased during the reference period, men predominated with 64.8% of all migrants in 2015[15].

37. A part of the country's emigration is offset by the repatriation of people from the Republic of Moldova and immigrants. According to the information provided by the Ministry of Internal Affairs, 4080 foreign citizens and 573 repatriated persons received (permanent and temporary) residence permits in 2016. The purpose of immigration is the following: education – 21.3%, labour – 25.8%, family immigration – 35.3% and other causes 17.6%.

38. The gender analysis of migration shows that women are less willing to emigrate (14.5%) than men (25.4%), and when they are willing, they do it for employment purposes (6.8%), compared to men (16.8%)[16].

39. **Internal Migration.** 33.3 thousand people changed their place of residence within the country in 2016. The intensity of internal migration can be measured by the number of arrivals and departures per 1000 inhabitants. The population mobility index in 2016 was 9.4 persons per 1000 inhabitants compared to 10.9 in 2015.

40. The internal migrants (over 89%) are, largely, people of working age, the age group of 20-49 years being predominant. From a gender perspective, the arrival/departure flow consists of 57%

[15] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=369765
[16] 2016 National Human Development Report 'Inequalities in human development'. Summary. UNDP Moldova / IDIS Viitorul. Chisinau, 2017, page 9

women and 43% men, respectively. About 2/3 of the total population that changed their place of residence in 2016 comes from the rural area.

41. In the context of the above trends, the Republic of Moldova faces an obvious ageing process, resulting from several reasons, among which, negative population growth and massive emigration of the population. The **coefficient of population ageing** (number of persons aged 60 and older per 100 inhabitants) constituted 17.2% (Table 7). About 17.1% of the rural population is over 60 and older, the share of elderly women accounting for 20.1% of the total rural female population. The population structure by age is characterized by population ageing caused mainly by low birth rate.

Table 7. Coefficient of population ageing by areas and genders

	Total per country			**Urban**			**Rural**		
	Both genders	**Men**	**Women**	**Both genders**	**Men**	**Women**	**Both genders**	**Men**	**Women**
2013	15.7	13	18.3	15.2	12.9	17.3	16.1	13	19
2014	16.2	13.4	18.8	15.9	13.5	18.1	16.4	13.4	19.4
2015	16.7	13.8	19.3	16.6	14.0	18.8	16.8	13.7	19.7
2016	17.2	14.2	19.9	17.3	14.6	19.6	17.1	14.0	20.1

Source: NBS

42. Therefore, the care for the population's destiny should be differentiated by age categories and will require deeper emphasis on the elderly in order to ensure an active and safe aging.

43. Data show that during the reporting period women accounted for about 60% of all pensioners, with a high share in the group of old age pensioners, disability, survivors, for seniority as civil servants. Women represent the minority among retired members, former members of Government, local elected officials, contingent upon the social and functional status.

44. Ageing is a structural demographic trend with potential dramatic social and economic consequences, both for state budgets and for the population. Pensions and health services are clearly the most affected areas. The gender imbalance in correlation with the ageing process expressed through significant discrepances in the life expectancy of women and men, prevalence of women among elderly, concerns the reorganisation and specialisation of social, medical and psychosocial services with a greater focus on women’s needs.

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45. The demographic pressure on the pension system has increased: the total number of employees per economy decreased by 0.8% or 6.478 persons in 2015 compared to the previous year, while the total number of beneficiaries of the pension system increased by 1.4% or 10,000 persons in 2015[17].

46. The period of demographic dividend is very short (only 2005-2020) due to the fact that the emigration led to the decrease of the number of population of working age. However, the demographic forecast shows that the share of this group in the total population is quite favorable to facilitate economic growth, and the increase of the retirement age leads to the extension of the demographic dividend.

47. The decline of population, caused by the decreasing birth rate, leads to the loss of domestic demographic potential to recover from the demographic crisis, which reached high proportions, making it increasingly difficult to end the depopulation process[18].

48. Currently there is a supportive legal framework concerning the population ageing, such as: Program for Mainstreaming Ageing into Policies and the Action Plan on the Implementation of the Active Ageing Principle (2018-2021)[19], comprising a number of measures for extending the participation of elderly in social and economic life and raising the whole society's awareness of the challenges and needs of the elderly.

49. At the same time, in order to promote active ageing, a new reform of the pension system was implemented, which provides for the increase of the retirement age, thus enabling people to remain active in the labour market. Likewise, objectives and actions addressed to elderly[20] were included in the new National Employment Strategy for 2017–2021[21].

50. The demographic decline will continue at rapid pace in the upcoming decades. According to the demographic forecast (2015-2035), the annual population decline will be about 1.1-2%. The number of births will be very small and will not recover the population decline, which is due to both low fertility and the decrease in the female population of fertile age (15-49 years old). By 2035 the

[17] 2016 National Human Development Report 'Inequalities in human development'. Summary. UNDP Moldova / IDIS Viitorul. Chisinau, 2017, page 9

[18] POPULATION SITUATION ANALYSIS IN THE REPUBLIC OF MOLDOVA / UNFPA, Demographic Research Center of NIER. Chisinau, 2016

[19] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=373613

[20] Objectives and actions for elderly, such as: identifying the training needs of vulnerable groups (Roma, disabled, elderly, etc.), conducting professional training programs targeted and adjusted for vulnerable groups and supporting self-employment initiatives and income-generating activities among people of pre-retirement age and elderly. The actions of MHLSP include the provision of grants in the field of active ageing and rewarding the elderly for achievements and remarkable performances in various fields, such as cultural-artistic, technical-scientific, civic, medicine, entrepreneurship, agriculture, education, sports, information technologies, etc.

[21] The document was approved by Government Decision No 1473 of 30.12.2016 http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=369765

population of the country might decrease to 2085.8 thousand (by 28.4%)[22]. At the same time, the number of the elderly population will increase (Table 8).

Table 8. The projected evolution of pensioners for 2020–2050, number of persons

	2020	2025	2030	2035	2040	2045	2050
men aged 62+, persons	209.4	232.1	230.3	222.3	221.9	223.2	259.9
men aged 62+, %	12.6	14.4	14.9	15.1	15.9	17.0	21.2
women aged 57+, persons	459.8	472.6	473.2	477.2	489.5	522.7	542.5
women aged 57+, %	25.3	2.7	27.5	28.9	31.1	35.0	38.6
total pensioners, persons	669.2	704.7	703.5	699.5	711.4	745.9	802.4
total pensioners, %	19.2	20.8	21.5	22.4	23.9	26.6	30.5
Total population	3481.3	3389.2	3267.1	3125.2	2970.8	2805.7	2630.7
Total men	1664.5	1613.2	1547.5	1473.4	1395.1	1312.5	1225.4
total women	1816.8	17761	1719.6	1651.8	1575.7	1493.2	1405.3

Source: IEIPS of ASM

51. According to NBS[23], women exceed the share of male pensioners, accounting for 71% of pensioners, this situation being due to the fact that women live longer than men on average by 7.9 years. Following the launch of the pension system reform and amendment of the relevant legislation, the gender inequalities connected with the retirement age and contribution period of women and men as eligibility conditions to benefit from retirement pension were eliminated[24].

52. **The economy of the Republic of Moldova** shows the first signs of recovery: the industrial production and foreign trade are on an upward trend, the transfers from abroad, budget revenues and expenditures, and the real salary increased, etc. However, the investment activity is still passive, impacting the crediting of the economy. The national currency appreciated and the inflationary process intensified. Vulnerability to external factors is still a challenge.

53. Besides, the recent developments in the country's economy highlight a consumption-based development model. The GDP analysis by end use shows that in the past years the economic growth was mainly due to final consumption, so that during the reference period its value exceeded the GDP value. Final consumption is determined to a great extent by the growth of household consumption due to the higher remittances sent by the Moldovan citizens working abroad. At the same time, the

[22] POPULATION SITUATION ANALYSIS IN THE REPUBLIC OF MOLDOVA / UNFPA, Demographic Research Center of NIER. Chisinau, 2016, page 10

[23] 'Statistical portrait of women and men in the Republic of Moldova', NBS, 2016

[24] Thus, the standard retirement age for men and women is 63 years old (previously, the retirement age for women was 57 years old, and for men 62 years old), and the contribution period for both genders is 34 years (prior to the reform, the contribution period for women was 30 years, and for men - 35 years).

economy's functionality was largely determined by the gross capital formation, the growth of which was strongly correlated with the GDP growth (Table 9).

Table 9. Dynamics of key macroeconomic indicators

	2013	2014	2015	2016
GDP, current prices, MDL thousand	100510471	112049578	122562742	135396791
GDP, current prices, USD thousand	7982914	7981421	6513714	6795740
GDP, current prices, EUR thousand	6009918	6013792	5864794	6139107
GDP per purchasing power parity, USD thousand	16722559	17831152	17896829	18966722
Index of GDP in physical units, previous year=100, %	109.4	104.8	99.6	104.5
GDP per capita, current prices, MDL	28245	31506	34485	38119
GDP per capita, current prices, USD	2243	2244	1833	1913
GDP per capita, current prices, EUR	1689	1691	1650	1728
GDP per capita by purchasing power parity, USD	4699	5014	5036	5340
Index of GDP in physical units per capita, previous year=100, %	109.4	104.9	99.6	104.5
GDP Deflator Index, %	104.1	106.4	109.9	105.7
Gross National Income, current prices, MDL thousand	111398313	123717283	131223207	144624373
Gross National Income, current prices, USD thousand	8847666	8812525	6973983	7258884
Gross National Income, current prices, EUR thousand	6660945	6640007	6279209	6557500
Gross National Income per capita, current prices, MDL	31304	34787	36922	40717
Gross National Income per capita, current prices, USD	2486	2478	1962	2044
Gross National Income per capita, current prices, EUR	1872	1867	1767	1846
Index of annual average consumption prices, %	104.6	105.1	109.7	106.4
Annual average number of population, thousand persons	3559	3556	3554	3552
Annual average exchange rate, MDL/USD	12.5907	14.0388	18.8161	19.9238
Annual average exchange rate, MDL/EUR	16.7241	18.6321	20.898	22.0548

Source: NBS

54. The GDP analysis, based on the NBS data by categories of resources during the past years (2005-2015/2016 for visibility of trends), shows that the economic growth was ensured to a great extent by the expansion of trade, transport, telecommunications, real estate transactions services, etc. The experts point out to a clear decreasing trend of the share of agriculture in forming gross added value (from 19.5% in 2005 to 11.7% in 2015), a decrease of the share of industry (from 15.9% in 2005 to

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12.2% in 2015) and a slight expansion of services sector (from 53.8% in 2005 to 54.2% in 2015), so they found that the services were the driving force of economic growth in this period[25].

55. The gap between absolute urban and rural poverty is significant – 19% of population living at poverty line in the rural area versus 5% in the urban area. The poorest spend most on food and utilities, which makes them vulnerable to economic shocks. Besides financial inequalities, the most vulnerable groups – women, persons with disabilities, elderly and young people – are exposed to social inequalities in education, health care, access to quality services, and participation.

56. Although the **average disposable income** of the population increased twice in 2010-2015, the gap between urban and rural population has increased too. Hence, the urban-rural income gap doubled from 23.6% in 2010 to almost 42% in 2015. These inequalities are also amplified by the limited access to quality utility services in the rural area. In the absence of an economic growth felt by rural residents, consumption is covered by remittances only[26].

57. Against the background of increasing people's income, **the level of poverty** shows a steady decreasing trend. In the last 5 years, it decreased about 2 times, so that the poverty rate was 9.6% in 2015. One of the most vulnerable groups of population affected by the poverty risk are the pensioners. The poverty rate in households led by pensioners was 14.6%, which is 1.3 times higher than the national average. The vulnerability of this category of persons is generated by the low pensions, which is the main source of income for this group of population[27].

58. The largest share of expenses (43.4%) is used for foodstuffs. An average person used 18.6% of total consumption expenses for housing maintenance, and 10.4% for clothes and shoes. Other expenses were directed to health services (5.9%), communications (4.5%), household endowment (3.9%), transport (3.7%), education (0.5%), etc.

59. Since the urban population has higher income, the consumption expenditure of this category of population is by MDL 760.3 or 1.4 times higher than the expenditure of the rural population. The urban population spent 40.8% of their monthly consumption expenditure on food, while the rural population - 46.2%. Besides, the urban population compared to the rural one spends more on housing maintenance (19.3% vs. 17.8%), communications services (4.7% vs. 4.3%), transport (4.1% vs. 3.3%), hotels and restaurants (2.8% vs. 0.7%), leisure (2% vs. 0.6%).

[25] NATIONAL HUMAN DEVELOPMENT REPORT 2015/2016. REPUBLIC OF MOLDOVA. Inequalities in human development. UNDP Moldova / IDIS Viitorul. Chisinau, 2017, page 28
http://www.md.undp.org/content/moldova/en/home/library/human_development/nhdr-2016.html

[26] http://www.md.undp.org/content/moldova/ro/home/presscenter/pressreleases/2017/06/14/-n-sate-locuiesc-de-4-ori-mai-multe-persoane-aflate-la-limita-s-r-ciei-dec-t-n-ora-e.html

[27] 2016 National Human Development Report 'Inequalities in human development'. UNDP Moldova, IDIS Viitorul. Chisinau, 2017, page 7

60. Human development is not only about income but also about **access to basic services.** In the rural area, 8 out of 10 wells are polluted. Only 43% of rural inhabitants have access to drinking water, compared to 90% in the urban area. Thus, the poorest layers of the population spend on average up to 15% of disposable income for minimum-standard drinking water supply and sewerage services for which the costs are too high.

61. At the same time, according to experts, poverty and low income of the rural population reduce the chances of access to quality services. The unequal access of the population to quality services is noticed by the very large differences in infrastructure provision (health care, drinking water and sewerage, etc.), as well as by the very large differences in the cost of services (electricity and gas)[28]. Besides, although a larger share of the population lives in the rural area, the rural population receives only a quarter of the amount of water supplied to the urban population. Similarly, urban residents receive nearly four times as much gas as the rural population[29]

62. Likewise, the poor quality of rural roads and limited transport influence negatively the rural population's access to essential health care services. At the same time, the lack of investment in hospital infrastructure shows some inequalities for the residents of different regions to receive timely primary health care[30].

63. **Remittances** have become a major source of financial support for many developing countries, including Moldova (Table 10), increasing the income of migrants' families and the investments in health care, education and small business. On average, in 2015 these accounted for 17.4% of total income of households, including 11.8% in the urban area and 23.4% in the rural area[31].

Table 10. Remittances to GDP for 2013-2016

	2013			**2014**			**2015**			**2016**		
	USD	**EUR**	**RUB**	**USD**	**EUR**	**RUB**	**USD**	**EUR**	**RUB**	**USD**	**EUR**	**RUB**
Remittance inflows, recalculated in million USD	447.85	502.99	481.78	387.28	515.54	524.01	398.44	308.96	233.55	456.79	330.26	117.53
To GDP, %	27.7			26.0			23.6			21.7		

Source: National Bank of Moldova[32], World Bank[33]

[28] Ibidem,
[29] http://documents.worldbank.org/curated/en/715861467989513808/pdf/105722-WP-P151472-PUBLIC-ROMANIAN-Moldova-Poverty-Assessment-2016.pdf p.23
[30] Ibidem
[31] 2016 National Human Development Report 'Inequalities in human development'. UNDP Moldova, IDIS Viitorul. Chisinau, 2017, page 7
[32] http://bnm.md/ro/content/evolutia-transferurilor-de-mijloace-banesti-din-strainatate-efectuate-favoarea-persoanelor-2
[33] https://data.worldbank.org/indicator/BX.TRF.PWKR.DT.GD.ZS?end=2016&locations=MD&start=2013&view=chart

64. According to the experts, the income and expenditure-based economic inequalities among rural and urban population have registered an unstable slow decrease during the past years: **Gini coefficient** – key indicator of income inequalities (Table 11).

Table 11. GINI Coefficient Moldova

Years	2013	2014	2015	2016
GINI Coefficient	28.5	26.8	27	26.3

Source: World Bank[34]

65. The economic imbalances and political instability in 2015 have led not only to the economic activity decrease but also to the decrease of investments. Despite the fact that in the previous years, in particular, the foreign direct investments registered an encouraging growth pace, in 2015 the volume of investments in long-term tangible assets dropped by about 8.8%[35].

66. The indicators of the correlation between the subsistence minimum value and population income have increased[36] (Table 12). In addition, the real difficult situation of socially vulnerable groups of people, especially of elderly, is further a challenge.

Table 12. Correlation between the subsistence minimum value and population income

	2013	**2014**	**2015**	**2016**	**2017**
Subsistence minimum, monthly averages per capita, MDL	1612.3	1627.1	1734.1	1799.2	1862.4
Disposable income of population, monthly averages per capita, MDL	1681.4	1767.5	1956.6	2060.2	2244.9
Average monthly salary per economy of an employee, MDL	3674.2	4089.7	4538.4	4997.8	-
Correlation between average disposable monthly income per capita and average value of subsistence minimum, in %	104.3	108.6	112.8	114.5	120.5
Correlation between the average monthly salary per economy of an employee and average value of subsistence minimum for people of working age, %	227.9	251.3	261.7	277.7	

[34] https://data.worldbank.org/indicator/SI.POV.GINI?end=2016&locations=MD&start=2013

[35] The most significant decrease was registered in the investments in equipment, vehicles and means of transport, especially in the last quarters of 2015, which, according to the experts, reflects the erosion of trust on behalf of the business. The budget-financed investments decreased even more – by 28.4%, a trend that intensified by the end of the year following the amendment of the state budget law and giving priority to social expenditures to the detriment of economic expenditures.

[36] Bodrug-Lungu V., Stafii A. ASSESSMENT OF IMPLEMENTATION BY THE REPUBLIC OF MOLDOVA OF THE MADRID INTERNATIONAL ACTION PLAN ON AGEING 2012–2016. NATIONAL REPORT 2016

67. As a small and open economy, Moldova has borne not only several external economic shocks in the past, but also climatic shocks that have particularly affected its agricultural sector, as well as the wider economy. In 2015, a confluence of events pushed the economy into a recession (−0.5% growth in GDP in 2015) and projections of low growth in 2016. The main factors behind this recent poor performance are weaker external flows, large-scale bank fraud, and a drought, all of which took place in an environment of political instability[37].

68. According to World Bank experts, Moldova showed good performance in reducing poverty and inequality and boosting shared prosperity. This progress was underpinned by high upward economic mobility. Economic growth was volatile, but positive and pro-poor overall. Public and private transfers, namely, pensions and remittances, had an important role in reducing poverty. Moldovan labour markets contributed to the progress, mostly through productivity increases rather than job creation, given that employment declined over the period, driven by high and rising inactivity rates. Challenges still exist and the outlook is not very favorable. Spatial and cross-group inequalities persist, particularly in the unequal access to assets and services among, for example, the rural area[38] and ethnic minorities. Important and growing risks to sustainable progress persist. Remittances and pensions may not remain crucial forces behind progress in the future, given the changing external environment and the fiscally unsustainable pension system. In addition, the less well-off are increasingly vulnerable to climate shocks[39].

69. With regard to the subsistence minimum per categories of population (annual average per person), the maximum value is for the working age population - MDL 1984.5 in 2017 and especially the men - MDL 2153.7, the highest value of this indicator being registered in 2017 (Table 13).

Table 13. Subsistence minimum per categories of population (annual average per person)

MDL

	2013	**2014**	**2015**	**2016**	**2017**
Total population	1 612.3	1 627.1	1 734.1	1 799.2	1 862.4
Working age population	1 710.0	1 726.8	1 842.2	1 914.7	1 984.5
Working age men	1 855.5	1 875.6	2 000.6	2 076.9	2 153.7

[37] http://documents.worldbank.org/curated/en/715861467989513808/pdf/105722-WP-P151472-PUBLIC-ROMANIAN-Moldova-Poverty-Assessment-2016.pdf, page 15

[38] Besides, the poor and bottom 40% are concentrated in the rural area. Although the share of the rural population has declined, partly driven by labour migration, the urbanization profile reveals a greater similarity with Central Asia than with Eastern Europe. Rural poverty stands at 19% compared with urban poverty, at 5%. Of the bottom 40% of the population, 75% live in the rural area, while 84% of the poor live in the rural area; only 7% and 2%, respectively, live in large cities. This is consistent with a higher poverty rate in the rural area relative to cities. Part of the higher poverty rates in the rural area may be associated with the nature of income sources. Rural people are dependent on agricultural income and remittances, which are more volatile compared with other income sources, making these people more vulnerable to poverty. http://documents.worldbank.org/curated/en/715861467989513808/pdf/105722-WP-P151472-PUBLIC-ROMANIAN-Moldova-Poverty-Assessment-2016.pdf, page 36

[39] Ibidem, p. 16.

Working age women	1 555.1	1 567.8	1 672.2	1 739.8	1 800.9
Pensioners	1 326.9	1 343.7	1 437.4	1 494.8	1 547.5
Total children	1 534.3	1 547.5	1 647.1	1 703.8	1 768.6
Children aged up to one year	611.2	618.6	658.5	678.7	699.5
Children aged 1-6 years	1 322.2	1 327.2	1 417.8	1 466.8	1 518.3
Children aged 7-17 years	1 726.3	1 747.6	1 863.5	1 930.0	2 002.0

70. The delimitation of the subsistence minimum by residence areas in 2017 registered a 15.5% increase of total values compared to 2013 (Table 14). In addition, we have found significant urban-rural differences, with higher value in cities compared to the rural area.

Table 14. Subsistence minimum by areas of residence

Annual average, MDL

	Total		**Large cities**		**Other towns**		**Villages**	
	2013	**2017**	**2013**	**2017**	**2013**	**2017**	**2013**	**2017**
Total population	1612.3	1862.4	1747	2072.6	1641.7	1861.6	1549.4	1770.5
Working age population	1710	1984.5	1829.7	2181.8	1728.1	1974.8	1650.3	1891.8
Working age men	1855.5	2153.7	1992.7	2376	1872.9	2141	1793.2	2057.9
Working age women	1555.1	1800.9	1674.5	1992.3	1576.8	1796.9	1489.2	1701.4
Pensioners	1326.9	1547.5	1452	1732.3	1367.9	1562.7	1268.7	1463.5
Total children	1534.3	1768.6	1669.8	1992	1582.6	1799.2	1483.3	1690.3
Children aged up to one year	611.2	699.5	674.8	794.9	635.5	717.3	584.2	665.4
Children aged 1-6 years	1322.2	1518.3	1472.3	1736	1385.5	1565.3	1258.8	1435.8
Children aged 7-17 years	1726.3	2002.5	1884	2244.5	1772.8	2023.7	1672.3	1921.6

Source: NBS

71. The endowment of households with durable goods can serve as a key indicator of the wellbeing of the population. The number of TVs, refrigerators, cars has increased insignificantly over the past years. The purchase of computers, vacuum cleaners is increasing, while the endowment with mechanical washing machines is decreasing. Cars are the least accessible for families[40] . We find discrepancies in the endowment of urban and rural households: the endowment with computers, automatic washing machines, vacuum cleaners being more significant in cities. At the same time, as regards the endowment with TVs, refrigerators - the situation is more balanced (Table 15).

Table 15. Endowment of households with durable goods

units per 100 households

	2013	2014	2015	2016	2017

[40] Statistical Yearbook of the Republic of Moldova, 2016. NBS, Chisinau, 2016. http://www.statistica.md/pageview.php?l=ro&idc=263&id=2193

TVs	103	105	106	107	108
Refrigerators, freezers	88	94	95	96	97
Computers	40	44	51	540	56
Mechanical washing machines	31	31	29	28	27
Automatic washing machines	42	46	50	52	56
Vacuum cleaners	53	56	58	57	58
Cars	20	20	23	21	21

Source: NBS

72. Referring to **health services,** the quality of medical services differs from one district to another, especially in urban compared to rural area, indicating certain inequalities for residents from different regions in receiving care according to the standards. More than 50% of the specialised and hospital capacity is concentrated in Chisinau (the capital city), which is an indicator of the lower possibilities of the rural population to have equitable access to these services. The rural population has fewer chances to benefit from diagnosis and treatment with modern equipment and devices. There is a shortage of 40% to 90% of the necessary equipment for primary medical assistance (PMA) according to the standards.

73. At the same time, there are inequalities regarding **primary health care.** According to the standards, 1 family doctor should cover 1,500 persons (6.6 doctors per 10,000 residents) and 13.2 assistants of the family doctor per 10,000 residents in urban area, while in the rural area from 13.2 to 19.8 per 10,000 residents. At the country level, there are 4.8 family doctors per 10,000 residents, much less than the EU average[41].

74. In the Republic of Moldova, **the access to medical services for young people under the age of 18** and those who continue their education, is guaranteed by the State by providing free health insurance policy. Besides, in 2014, one in three people aged 18-29 years did not have an insurance policy because of unemployment and financial inaccessibility.

75. The access to medical services for young people under the age of 18 and those who continue their education, as well as some categories of people[42] are guaranteed by the State by providing free medical insurance policy.

[41] 2016 National Human Development Report 'Inequalities in human development'. Summary. UNDP Moldova / IDIS Viitorul. Chisinau, 2017, page 9

[42] pregnant women, women during the labor and women during the post-partum period; persons with severe, advanced or medium disabilities; pensioners; persons who provide home-based care to a person with severe disability; unemployed persons registered at territorial employment agencies; mothers with four and more children; persons from disadvantaged families receiving social aid; aliens beneficiaries of a form of protection under an integration program and alive organ donor.

76. **Women's access to health care** and the efficiency of the healthcare system to meet the particular needs of each case are key factors in reducing the maternal mortality rate. The analysis of maternal deaths over the past two decades has shown that about two-thirds of women were from the rural area with poor social status, the pregnancy of which developed against the background of extragenital diseases or obstetric complications that were untreated at the appropriate time. Risk factors for high maternal mortality rate still remain the low social status, the level of knowledge and education of women and their family members about the need and importance of early medical surveillance in pregnancy.

77. Despite the measures taken in recent years to restructure the health system, especially in the field of mother and child's health care, by implementing regionalized referral perinatal services, the outcome on reducing **maternal mortality** indicator was not reached. During 2010-2017 the above indicator fluctuated (Table 16), decreasing significantly over the past years (from 44.5 in 2010 to 17.6 in 2017), but, regrettably, the target of 13.3‰ proposed in MDGs was not reached.

Table 16. Maternal mortality (per 100 thousand live births)

	2010	2012	2013	2014	2015	2016	2017
Maternal mortality per 100 thousand live births	44.5	30.4	15.8	15.5	31.1	18.7	17.6

Source: MoH/NCHM[43]

78. In the **structure of maternal deaths** the following causes predominate: haemorrhage, purulent-septic complications, eclampsia, extragenital disease. In 2016, maternal mortality due to direct obstetrical risk accounted for 10.7 per 100,000 live births, of which due to complications of pregnancy, birth and post-partum – 8.0%, due to termination of pregnancy – 2.7%, and due to indirect obstetrical risk – 8.0%[44]. The rise of indirect (non-pregnancy) factors of maternal mortality remains worrying, indicating shortcomings in antenatal surveillance and the quality of provided health services. Thus, there are reserves about the quality of services provided to pregnant women at the level of primary health care by the family doctor.

79. The services of abortion received increased attention and significant technical support from WHO over the past few years. Thanks to this fact and the efforts made by the competent structures, significant results have been achieved in improving the quality of abortion services by implementing the safe methods recommended by WHO.

[43] http://www.cnms.md/ro/rapoarte/anuar-statistic-medical
[44] Ibidem

80. Notwithstanding the foregoing, **the total number of abortions and mini abortions** exhibits an uneven development over the reporting years from 14,511 (2013) to 13,282 (2016) (Table 17)[45].

Table 17. Indicators of abortion

	2013	2014	2015	2016
Abortions (incl. mini abortions), thousands cases	14511	13930	14059	13285
per 1,000 women aged 15-49	15	15	15	14
per 100 live births	37	34	34	33

Source: NBS

81. Despite the existence of a supportive legal framework, in practice, the access of women from vulnerable groups, especially rural women, adolescents and poor women, is more complicated due to the procedure involving travelling to the district center or to the capital city to receive the approval of the Consultative Medical Committee. Thus, in spite of the existing mechanism of free abortions' services for certain groups of women, additional measures should be taken to inform physicians and patients about the possibility of accessing these facilities, as well as about the regulatory provisions on abortion.

82. **HIV prevention** remains a sensitive public health issue in the Republic of Moldova given the controversial situation in this field. Thus, official statistical data shows an increase of the number of new HIV cases – from 714 (in 2013) to 835 (in 2017) (Table 18).

Table 18. HIV/AIDS incidence during the reporting period 2013-2016

Years	Total		Men		Female	
	New HIV cases	Incidence 100,000	HIV Cases	Incidence 100,000	HIV Cases	Incidence 100,000
2013	714	17.55	382	19.70	332	15.76
2014	833	20.48	450	23.23	383	18.20
2015	817	20.19	462	23.86	355	16.88
2016	832	20.68	471	24.34	361	17.17
2017	835	20.69	467	24.16	368	17.51

Source: NBS

[45] In the Republic of Moldova, during the last decade, the number of abortions per 1,000 live births decreased, similarly to other Eastern Europe, Western Europe, and the Baltic States. Besides, the number of abortions per 1,000 live births is about 1.5-2 times higher than in the Western European countries. The number of abortions, which remains high despite the measures taken, is evidence that there is unmet need for modern and accessible contraception to all groups of population, including the vulnerable ones.

83. In the Republic of Moldova, the HIV/AIDS infection remains currently concentrated in the risk groups, affecting in particular the drug users, commercial sex workers, men having sex with men, as well as the people in prisons.

84. Women are at greater risk of HIV infection than men. By 2017, one of two people diagnosed with HIV was a woman, compared with 16% in the early 1990s. At the same time, 89 pregnant women with HIV positive status were detected among 35,812 pregnant women tested for HIV through the lab system in 2017. Similarly, 220 HIV positive women gave birth in 2017.

85. Furthermore, the HIV epidemic has become more complex in recent years, conditioned by two factors: the contribution of a relatively large number of female injecting drug users who are more vulnerable to the spread of infection and epidemic, perhaps hidden, among men having sex with men, which contributes to the spread of HIV among men. This explains the considerable increase in the number of sexually infected men.

86. According to the experts, antiretroviral treatment is provided to all patients who meet the criteria for inclusion in the treatment and the coverage rate is 34.11% of the estimated number of HIV-infected persons and 70.81% of the persons under medical surveillance[46].

87. Significant changes in addressing this issue through the involvement of affected communities were made following the implementation of the 'Strengthening HIV Control in the Republic of Moldova, 2015-2017' Project[47].

88. National Programme on Prevention and Control of HIV/AIDS[48] and Sexually Transmitted Infections for 2016-2020 is based on the assessment of the national response on the topicality of the HIV issue.

89. **The epidemic situation with syphilis and gonorrhea** shows a descending, but uneven curve. The incidence per 100 thousand people for syphilis was 44.41 in 2016, compared to 60.0 in 2013, and for gonorrhea – 22.15 and 27.2, respectively[49] (Table 16).

Table 19. Syphilis and gonorrhoea incidence (per 100 thousand inhabitants)

	2013	2014	2015	2016

[46]ANNUAL PROGRESS REPORT ON THE IMPLEMENTATION OF THE 'STRENGTHENING HIV CONTROL IN THE REPUBLIC OF MOLDOVA, 2015-2017' PROJECT 2016. Centre for Health Policies and Studies http://www.pas.md/ro/PAS/Reports/Details/86

[47] The project supported by the Global Fund to Fight AIDS, Tuberculosis and Malaria and implemented in partnership by the Ministry of Health, Ministry of Labour, Social Protection and Family, Ministry of Justice, Hospital of Dermatology and Communicable Diseases PHCF, institutions subordinated to ministries, local public authorities, main beneficiaries of Guarantee Fund (GF), UNAIDS and WHO Offices in Moldova, non-governmental organizations active in the field of HIV/AIDS and communities of affected key population.

[48] http://lex.justice.md/viewdoc.php?action=view&view=doc&id=367272&lang=1

[49] Statistical Yearbook 2016

Syphilis incidence (total population) per 100 thousand inhabitants	60.00	52.14	53.78	44.41
– **men**	71.95	60.48	62.86	53.13
– **women**	56.14	44.41	45.37	36.33
– **adults over 18**	75.37	61.24	62.32	51.58
– **children aged 0-17 years 11 months 29 days**	17.27	15.00	18.38	14.44
-rural	58.00	49.11	52.05	43.09
-urban	71.71	56.29	56.13	46.19
Gonorrhea incidence (total population) per 100 thousand inhabitants	27.2	28.2	26.4	22.15
– **men**	48.88	50.95	47.95	39.26
– **women**	7.15	7.15	6.50	6.29
– **adults over 18 years**	32.10	33.42	31.67	26.47
– **children aged 0-17 years 11 months 29 days**	7.72	7.00	4.78	4.08
-rural	19.59	21.37	20.85	16.11
-urban	37.80	37.59	34.04	30.31

Source: MoH

90. A special public health problem, affecting women and, especially, men are socially conditioned diseases. The addictive behavior, and specifically harmful alcohol consumption is recognized as a serious problem[50].

91. Approval of the **National Alcohol Control Program for 2012-2020** [51] reconfirmed that excessive alcohol consumption is one of the most important social and health concerns. Counseling and necessary assistance services were created in Moldova to help reduce harmful alcohol consumption, as well as for giving up and treatment. Besides, requirements for harmlessness of alcohol products were set.

92. Despite the efforts made, the high degree of **harmful alcohol consumption** and poorer health of people caused by this vice show that the measures applied are insufficient and lead to the need to approve and apply additional measures, to create conditions for the care and treatment of the patients suffering from alcoholism, alcohol psychosis, and others.

93. According to the latest report drawn by the Food and Agriculture Organisation of the United Nations in 2014, the Republic of Moldova ranks among the countries with the highest consumption

[50]National Strategy for the Prevention and Control of NCD 2012–2020
[51]GOVERNMENT DECISION No 360 of 06.06.2012 http://lex.justice.md/md/343538/

rate of pure alcohol per capita among adult population - 16.8 liters per year. 30.4% of the respondents aged over 15 years said they consumed beer, 5.1% – wine, 64.5% – strong alcoholic beverages[52].

94. According to the data of the National Center for Health Management, in 2016 the total number of deaths due to alcoholism was 104, by 31 fewer than in 2011. The alcohol-related mortality rate was about 3.8% per 100,000 inhabitants in the Republic of Moldova in 2016, 1.1 times lower than in 2015, though it remains high.

95. The **problem of smoking** women and men is the focus of attention of both Government structures and the whole society, causing a number of controversial discussions. Thus, as a result of many petitions from the civil society, and anti-tobacco actions at the level of the European Union[53], the Government and the Parliament of the Republic of Moldova took decisive steps in this area[54].

96. In 2017, the Government approved the National Tobacco Control Program, the Action Plan on its implementation for 2017-2021, as well as the Sanitary Regulation on Health Warnings and Labeling of Tobacco Products, and proposals were made for increasing excise duty rates on tobacco products. All these actions will improve the health of the population by reducing tobacco consumption and related products.

97. According to the NBS Study 'Population Access to Health Services' 55, every eight person aged 15 and over smokes daily, 2.3% smoke occasionally, while 71.7% never smoked. At the same time, 13.1% of the population no longer smokes, although they have smoked daily or occasionally. The share of smokers (those who smoke daily and those who smoke occasionally) in urban areas is higher than in rural areas (17.9% vs. 13.1%). The share of male smokers is about 10 times higher than of women. Men smoke much more than women. Their share in the total male population is 30% and exceeds about 10 times the share of smoking women (Figure 3).

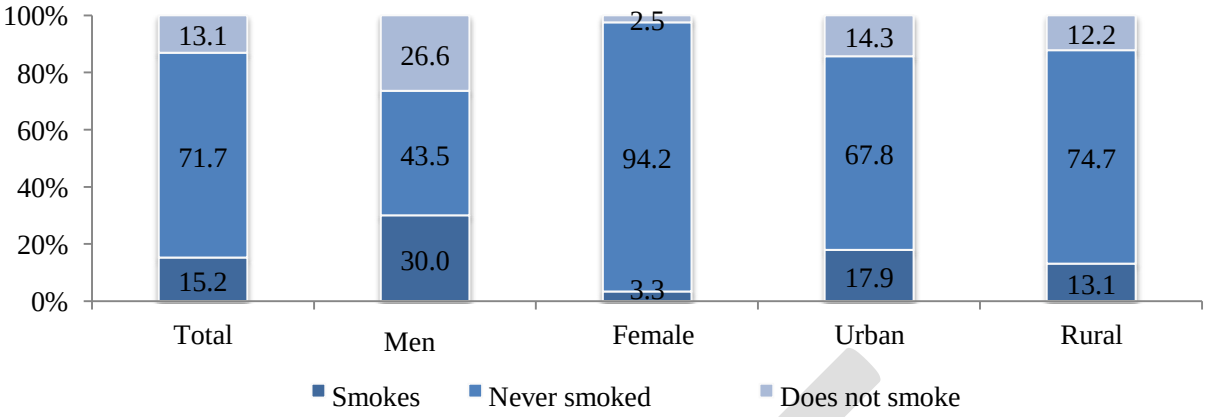
Figure 3. Population structure by smoking habit, by genders and residence areas

[52] http://moldnova.eu/ro/moldova-revin-anii-90-ai-alcoolismului-cronic-raioanele-unde-bautura-bagat-cei-mai-multi-moldoveni-pamant-11684.html

[53] The Council of the European Union approved the revision of the Anti-tobacco Directive banning flavoured cigarettes and increasing the warning space on the packaging.

[54] On 31 May 2016 the Law on Tobacco Control entered into force, which prohibits smoking in closed and open public spaces. On 1 January 2016, the provision on banning cigarette advertising entered into force. This measure is one of the provisions of the tobacco control law, which entered into force on 17 September 2015, aimed to introduce restrictions for smokers in several stages. The package of anti-tobacco laws prohibits both advertising and smoking in closed and semi-closed public spaces, at the workplace, in public transport, in open public spaces managed by health care facilities and educational institutions. Violation of these restrictions may be subject to a fine from one thousand to ten thousand MDL.

[55] http://www.statistica.md/public/files/publicatii_electronice/acces_servicii_sanatate/Acces_servicii_sanatate_2016.pdf



98. Although the Government approved national strategies and programmes addressing the aforementioned risk factors (preventing and controlling HIV/AIDS, syphilis, tobacco and alcohol consumption control) in sectoral and intersectoral context, the carried out actions do not always take account of the gender peculiarities of different demographic groups. Thus, the impact of public policy neither corresponds with the desired one, nor contribute to the improvement of the situation in the reference areas as expected.

99. **The level of education** of young people is one of the factors that determine their employment and social security. During the reporting period, the Ministry of Education, Culture and Research in line with the priorities set out in the Action Programme of the Government of Republic of Moldova for 2016-2018 and the commitments made in the Education Development Strategy for 2014-2020 'Education-2020' took a number of actions to build an educational system based on access, relevance and quality. The implementation of educational policy is monitored from the perspective of the indicators set out in the 'Education-2020' Strategy.[56]

100. **The gender enrollment rate in pre-school education** shows increasing trends, from 83.8% in the school year 2013/2014 to 86.3% in 2016/2017. Whereas in the primary and lower-secondary education, a slight downward trend was noticed (Table 20). Gender differences in the enrollment rate by educational levels are insignificant.

Table 20 Gross enrollment rate in educational levels by genders, 2013/17

	Pre-school education			Primary education			Lower secondary education		
	Total	**Boys**	**Girls**	**Total**	**Boys**	**Girls**	**Total**	**Boys**	**Girls**
2013/14	83.8	84.3	83.2	93.1	93.3	92.9	87	87.4	86.7
2014/15	83.9	84.3	83.4	92.4	92.9	91.9	86.8	86.9	86.7
2015/16	85.1	84.8	85.4	91.8	92.1	91.4	86.7	87.2	86.2
2016/17	86.3	87	85.9	91.3	91.4	91.1	86.6	86.8	86.3

[56] http://www.edu.gov.md/sites/default/files/varianta_finala_raport_me_2016.pdf p.4-6

101. During the reporting period (2013-2016) the number of pupils/students in education institutions decreased continuously (Table 21). The situation is determined by demographic and migration factors.

Table 21. Pupils and students by types of institutions

		including in:			
Years of studies in higher education institutions	**Total number of pupils/students**	**primary and secondary mainstream education institutions**	**secondary vocational education institutions**	**post-secondary vocational education institutions**	**higher education institutions**
2012-2013	520,015	367,251	19,581	30,725	102,458
2013-2014	497,991	353,207	18,248	29,251	97,285
2014-2015	477,824	340,977	17,508	29,810	89,529
2015-2016	462,704	334,509	15,417	31,109	81,669
2016-2017	457,246	333,729	17,228	31,563	74,726
2017-2018	447,758	335,621	15,436	31,150	65,543

Source: MECR

102. 2827 educational institutions totalling 597.9 thousand children/pupils/students, including 1,469 early childhood education institutions (as of 01.01.2017) with 150.2 thousand children, 1,243 general primary and secondary educational institutions with 335,6 thousand pupils, 86 vocational education institutions with 46,6 thousand pupils (43 vocational schools with 15.4 thousand pupils, 32 colleges with 17.4 thousand pupils, 11 centers of excellence with 13.8 thousand pupils) and 29 higher education institutions with 65.5 thousand students were operational in the Republic of Moldova in the academic year 2017-2018.

103. Compared to the academic year 2010-2011, the total number of educational institutions decreased by 6.6%. Besides, the number of early childhood education institutions increased by 6.4% and the number of general primary and secondary education institutions decreased by 16.5%. Overall, the number of pupils/students is decreasing.

104. The number of pupils decreased by about 4.7% in the academic year 2017-2018 compared to the academic year 2012-2013, which led to the reduction of the number of classes by 1273 or 7.3%. The average number of pupils in the classroom was about 21, namely 24 pupils in the urban area, and 18

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pupils in the rural area[57]. The above figures confirm the significant decline in the demographic potential of the country, as well as the labour potential.

105. Compared to the 2013-2014 academic year, the staff aged under 30 decreased by 2.7 p.p., and the staff aged over 60 increased by 2 p.p., accounting for 16.9%. The teachers with a length of service of 20 years and more account for 57.7% of the total number of teaching staff. 98.3% of the teachers are qualified. The share of women in management positions is 90.3% of total managers[58].

106. The results of the Program for International Student Assessment (PISA) confirmed the quality of compulsory education. Compared to 2009, the Republic of Moldova had higher results in each of the three assessed fields at 2015 PISA test. The average score per one cycle (i.e. 3 years) is 9 points for science, 17 points for reading, 13 points for mathematics[59]. From a gender perspective, the results of the 2015 Assessment Survey on Academic/Students Performance (PISA) reveal the following: a) mathematics, average score achieved by girls - 421, boys - 419 points (there were no significant gaps between the results achieved by girls compared to boys); b) science, average score achieved by girls - 431, boys - 425 points (there were no significant gaps between the results achieved by the girls compared to boys); c) reading, average score achieved by girls 442, boys - 390 points (statistically, there was a significant difference between girls' and boys' results in favor of girls).

107. In addition, women and girls are under-represented in the field of information and communications technology ('ICT'), both with regard to professional training and employment. The Digital Agenda for Europe and the Europe 2020 Initiative highlight the fact that the digital sector in the European Union would bring an additional profit of EUR 9 million if women were engaged more efficiently in technological occupations. Encouraging more girls to choose digital careers, we will increase opportunities to strengthen gender equality and improve the country's economic forecast. The studies show that even the girls who are passionate about information technology do not necessary choose to pursue a career in ICT, since it is further perceived as 'only boys club'.[60]

108. At the beginning of the 2017-2018 academic year, there were 43 vocational schools, 11 centers of excellence and 32 colleges in the country. The number of students in secondary vocational education is 16.9 thousand persons, which decreased by 10.7% compared to the previous academic year[61].

[57] Ibidem, pages 14-15
[58] http://www.edu.gov.md/sites/default/files/varianta_finala_raport_me_2016.pdf p.16
[59] Ibidem
[60] Strategy for Gender Equality in the Republic of Moldova for 2017-2021 / Annex 1 to the Government Decision No 259 of 28 April 2017
[61]The number of students decreased by 17.9% for the training programs based on three-year secondary education and 7.0% for those based on two-year secondary education. Compared to the previous year, the interest of young people in dual education increased 2.5 times. However, the number of students admitted from high school/secondary education is 3 times lower. 95.5% of students in

109. In order to support vocational education and ongoing training, as well as to correlate the vocational training of employers and employees with labour market requirements, the Law No 244 "On Sectoral Committees for Professional Training" was adopted, which provides for the establishment of sectoral committees in the branches of the economy, established by the Classifier of Economic Activities of the Republic of Moldova, by the employers' associations and trade unions in that branch. To date, such Committees have been established in four economic branches: construction, agriculture and food industry, light industry and commerce, hotels and restaurants.

110. At the same time, through a constructive and consistent dialogue with the European Union, the educational objectives stipulated in the National Action Plan on implementation of the Association Agreement (for 2014-2016 and 2017-2019) were fully achieved. The challenges faced by Moldovan education are not easy at all, but the Ministry of Education, Culture and Research assumes the role it has and will fully engage in the achievement of proposed objectives.

111. During the reporting period, despite the efforts made by public authorities, **the situation on labour market** remained critical, and the main employment indicators were low in recent years. The shortage of jobs, low labour productivity and low incomes, unfavorable economic development of the rural area, discriminatory treatment of some population groups on the labour market and insignificant institutional capacity worsened poverty, perpetuated social exclusion and generated external labour migration as an alternative to unemployment and informal employment[62].

112. In concrete terms, the **economic activity indicators** remained almost at the same level in 2013-2014, with a slight increase in 2015-2016. The overall picture on women's situation is as follows: during 2013 – 2016 the rates of women's activity and employment slightly increased, and the unemployment rate decreased unevenly, these rates being lower than among men (Table 22). There are significant gaps in the indicators between urban and the rural area. Thus, in the rural area, where more people are employed, there are also fewer unemployed persons, the activity and employment rate being lower compared to urban area.

Table 22. Population distribution by labour status, total, genders, areas, 2013-2016[63]

	Active people (thousand)					
Period	**Total**	**Employed**	**Unemployed ILO**	**Activity rate, %**	**Employment rate, (%)**	**Unemployment rate ILO, %**
2013	1,235.8	1,172.8	63.1	41.4	39.3	5.1
Men	630.0	592.1	38.0	44.5	41.8	6.0

secondary vocational education benefit from budget funding. http://www.edu.gov.md/sites/default/files/raport_me_2015_1.pdf page 23

[62]National Employment Strategy for 2017–2021

[63] LABOUR FORCE IN THE REPUBLIC OF MOLDOVA, EMPLOYMENT AND UNEMPLOYMENT. NBS, 2017

Women	605.8	580.7	25.1	38.6	37.0	4.1
Urban	587.3	550.5	36.8	45.6	42.8	6.3
Rural	648.6	622.3	26.3	38.1	36.6	4.1
2014	1,232.4	1,184.9	47.5	41.2	39.6	3.9
Men	625.5	596.6	28.9	44.1	42.1	4.6
Women	606.9	588.3	18.6	38.6	37.4	3.1
Urban	567.4	538.0	29.4	44.1	41.8	5.2
Rural	665.0	646.9	18.1	39.1	38.0	2.7
2015	1,265.6	1,203.6	62.1	42.4	40.3	4.9
Men	639.0	599.7	39.3	45.1	42.3	6.2
Women	626.6	603.9	22.7	39.9	38.4	3.6
Urban	593.5	555.3	38.3	44.9	42.0	6.4
Rural	672.1	648.3	23.8	40.4	38.9	3.5
2016	1,272.8	1,219.5	53.3	42.6	40.8	4.2
Men	640.6	605.6	35.0	45.4	43.0	5.5
Women	632.2	613.9	18.3	40.1	39.0	2.9
Urban	595.5	559.8	35.7	45.0	42.3	6.0
Rural	677.3	659.7	17.6	40.8	39.7	2.6

Source: NBS

113. There is a lack of employment opportunities in non-agricultural sectors, especially in the rural area. The lack of economic diversification in the rural area, combined with poor access to jobs in urban areas, has led to two important trends. One is the high and rising rate of migration from the rural area. Of particular concern is the migration of rural youth. Around 23.6 % of rural youth aged 15–24 are working abroad, compared with only 15.7 % in the national economy, which points out to a lack of attractive employment opportunities among young people in the rural area. The other important trend is a return to subsistence farming[64].

114. Meanwhile, the activity of the National Employment Agency (NEA) together with the territorial employment agencies (TEA) focused on the increase of the employment rate and decrease of the unemployment rate. The most important actions that characterized the reference period included: increasing the registered vacancies; increasing the number of unemployed people engaged in public works; creating and piloting 10 contact points for migrants returned from abroad in 10 pilot agencies[65]; creating 3 career guidance centers within 3 territorial agencies of NEA (Chisinau, Soroca, and Cahul).

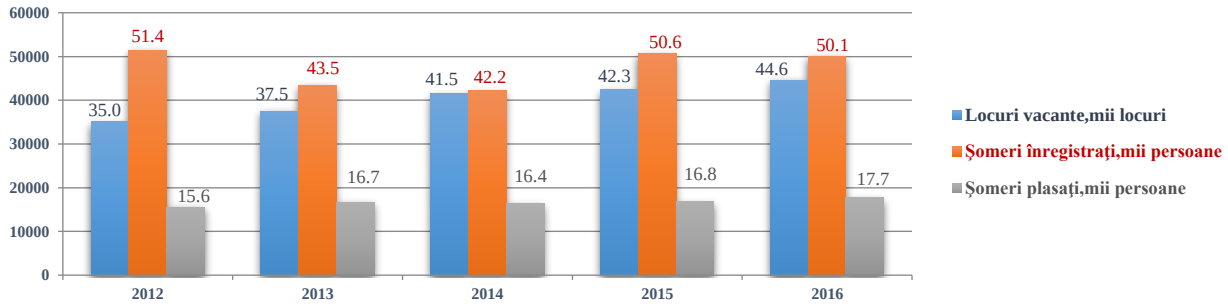
[64] http://documents.worldbank.org/curated/en/715861467989513808/pdf/105722-WP-P151472-PUBLIC-ROMANIAN-Moldova-Poverty-Assessment-2016.pdf page 26 and 27. Although the majority of the population lives in the rural area, most manufacturing and investment activities take place in the two large cities, Balti and Chisinau. The concentration of economic development in the capital could perpetuate the competitive gap between firms in the capital and firms elsewhere and represents a constraint on the development of nonagricultural economic activities outside the big cities.

[65] In order to achieve the objectives of the '2014-2016 Action Plan on the support of reintegration of the citizens returned from abroad', NEA with the support of the 'Migration and Local Development' Project (MiDL), implemented by UNDP and financed by the Swiss Agency for Development and Cooperation, has taken joint actions to establish and endow 10 contact points for integrating the returned migrants (within NEA: Chisinau, Balti, Cahul, Causeni, Edinet, Hancesti, Orhei, Soroca, Ungheni, ATU Gagauzia). The specialists responsible for rendering services to the returned migrants were appointed and trained within the 10 pilot TEAs. At the same time, NEA carries out a number of measures on the labour market, in line with the relevant legislation, which increase the employment level of people, including that of women on the labour market. According to the legislation on employment and social protection of jobseekers,

115. According to NEA data, trained and motivated unemployed people get employed more easily, which account for 63%, followed by untrained and motivated (22%), trained and unmotivated (13%), untrained and unmotivated (7%).

116. Meanwhile, in the reference period (2016) there was a 5% increase in the number of unemployed placed in employment compared to 2015, accounting for 17.7 thousand persons (Figure 4) [66].

Figure 4. Statistics on registered vacancies, registered and placed unemployed (thousand) (2012 – 2016)



Source: NEA

117. The labour mediation was carried out, among others, through **job fairs,** where both labour market segments met in a direct dialogue: the employer and the jobseeker. During 2016, 73 job fairs and mini-fairs were organized, as a result of which about 15% of the number of participants were employed[67].

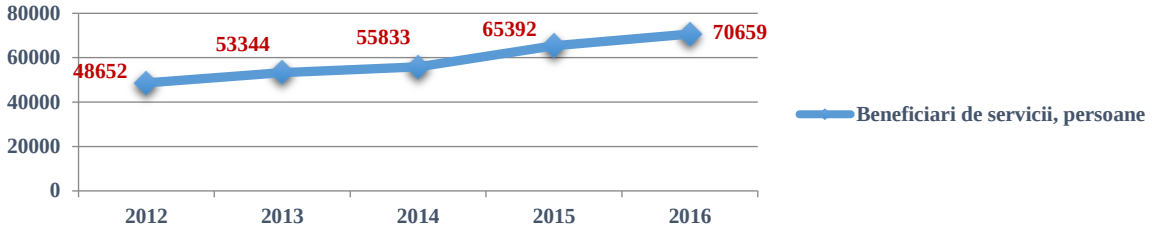
118. Information and professional counseling is a key active measure that increases the chances to find a job corresponding to the aspirations and professional training and aims at increasing the employment opportunities of jobseekers. Only in 2016, **70.7 thousand** persons of the total number of beneficiaries of information and counseling services were unemployed (Figure 5). **47%** of them were women, **29%** - young people aged 16-29. As a result of the measures taken, 22% (out of 70.7 thousand) were employed.

Figure 5. Statistics of information services and professional counseling (2012-2016)

the unemployed can contact the regional agencies that are located in 35 regions of Moldova: 32 - in districts, 2 - in municipalities and 1 - in the ATU Gagauzia to benefit from active and passive measures. The interested persons can get information about the labour market, vacancies etc. on www.jobmarket.gov.md and by dialing 0 8000 1000 (free call in Moldova).

[66] 2016 Activity Report, National Employment Agency, 2017

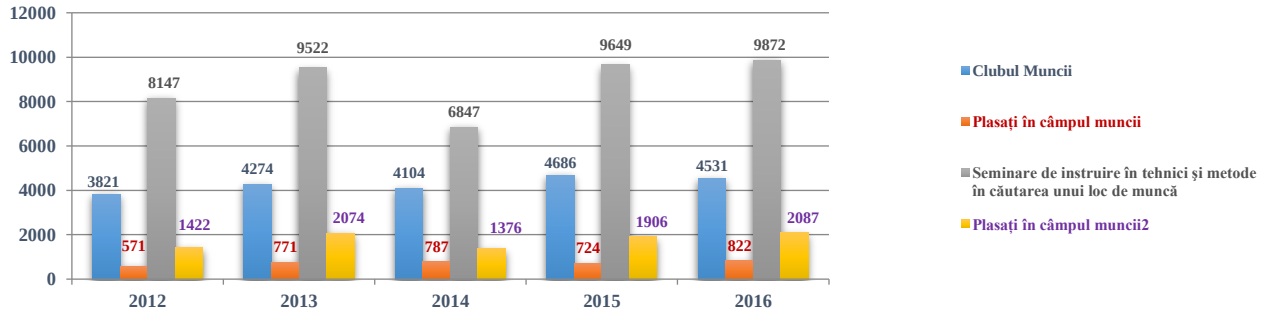
[67]The following ones can be mentioned: Job fair at the national exhibition 'Made in Moldova' and the job fair for youth in the crafts/occupations forum; on-line fairs, etc. The www.e-angajare.md platform gave the citizens, both from the country and abroad, the chance to learn about current requirements of employers and apply directly for the desired job. At the 3 on-line fairs (2016), over 300 employers offered about 6.7 thousand job opportunities in different areas of the national economy, and the www.e-angajare.md platform was accessed by over 3 thousand people from many countries of the world (Romania, United Kingdom, Russia, France, USA, Italy, Belgium, Ireland, etc.).



Source: NEA[68]

119. Vocational training facilitates the social integration of the unemployed in accordance with their professional aspirations and labour market needs, allows changing skills as requested by the economic restructuring, social mobility or changes in the work capacity. (Figure 6)

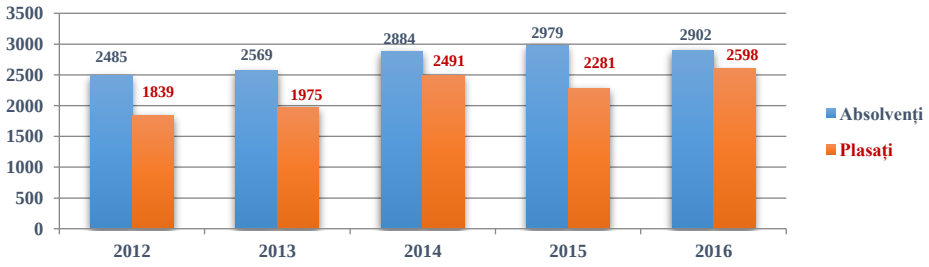
Figure 6: Statistics of the beneficiaries of various trainings (2012-2016)



Source: NEA

120. In 2016, the number of **employed** graduates increased by 13% compared to 2015 and accounted for about **2.6 thousand** persons, or 89.5% of the total number of graduates (Figure 7, Table 23).

Figure 7. Statistics of unemployed placed in employment after graduation, persons



Source: NEA[69]

Table 23. Young people benefiting from various incentive measures, persons

		2012	2013	2014	2015	2016
1	**Total registered unemployed**	51,378	43,463	42,166	50,612	50,063
2	**Row 1: young people (aged 16-29)**	18,127	15,482	14,205	16,336	15,374
	Share (young people/registered), %	35.2%	35.6%	33.6%	32.3%	31%

[68] 2016 Activity Report, National Employment Agency, 2017
[69] http://anofm.md/page/rapoarte1

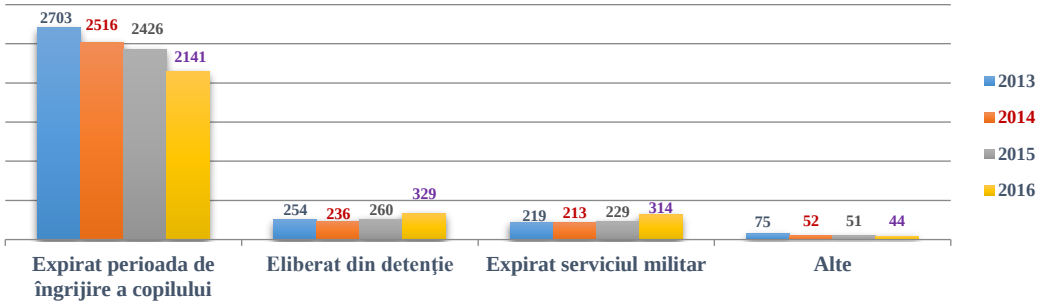
3	**Row 2: women** **Share of young women**	10,113 55.8%	8,926 57.7%	7,682 54.1%	8,534 52.1%	7,373 48%
4	**Employed young people** **Share (employed/registered young people), %**	5,894 32.5%	6,471 41.8%	6,261 44.1%	6,055 37.1%	6,108 40%
5	**Young people benefiting from information services and professional counseling, persons**	16,288	17,015	9,081	19,812	32,497
6	**Row 5: employed**	2,741	4,386	6,408	5,251	5,527
7	**Young graduates of vocational training courses**	1,828	1,822	2,037	2,089	1,960
8	**Row 7: employed**	1,338	1,425	1,743	1,633	1,836

Source: NEA

121. The allowance for professional integration and reintegration is one of the passive **social protection measures**, aimed at providing material support to certain categories of vulnerable unemployed, who are not insured against risk of unemployment. The allowance for professional integration and reintegration is granted under Article 34 of Law No 102-XV on employment and social protection of jobseekers, certain categories of people with a long break in employment. The allowance is 15% of the average salary per economy from the previous year, the period of its grant being reduced from 9 months to 3.9 months on average.

The dynamics is reflected in Figure 9.

Figure 9. Structure of beneficiaries of allowance for professional integration/reintegration in dynamics, persons



Source: NEA

122. During the reporting period, the gender pay gap on the labour market has increased (in 2013, the gap between women's average salary and men's one accounted for 11,6%, while in 2016 - 12.8%, and in 2017 - 14.5%).Also, there are gaps per sectors.[70]

123. The **problems affecting the** labour **market** include: the prevalence of poor quality jobs and low paid jobs; labour migration; imbalance on the labour market between rural and urban areas: 64% of the total number of registered unemployed (in 2016) were from the rural sector and the vacancies in

[70] http://www.progen.md/files/4744_analiza_diferente_salariale.pdf

this sector accounted for 16% of the total vacancies; the lack of financial resources affecting both the range and the coverage of active programs on the labour market, the portfolio of active labour market programs contained only vocational training and involvement in public works; lack of incentive programs from the part of employers aimed to employ vulnerable groups[71].

124. At the same time, the current and prospective demographic trends have a negative impact on the labour supply in the Republic of Moldova, indicating a constant decline in the number of working age population, as well as a continuous increase in the number of elderly. Thus, the working age population (aged 15-64) has started to decrease steadily since 2017. Besides, although relatively low, the level of reunification of Moldovan migrant families abroad is increasing (18,700 or 4.5% of long-term migrants), especially by children joining their parents abroad. This trend is more pronounced in the countries of the European Union, where about 32% of migrant families are reunited. This fact may have important demographic consequences due to lower intention of return of this category of migrants. These trends will continue to reduce the pressure on the labour market, however, through this process, the Republic of Moldova will not benefit from the advantages of the demographic trends it has so far.[72]

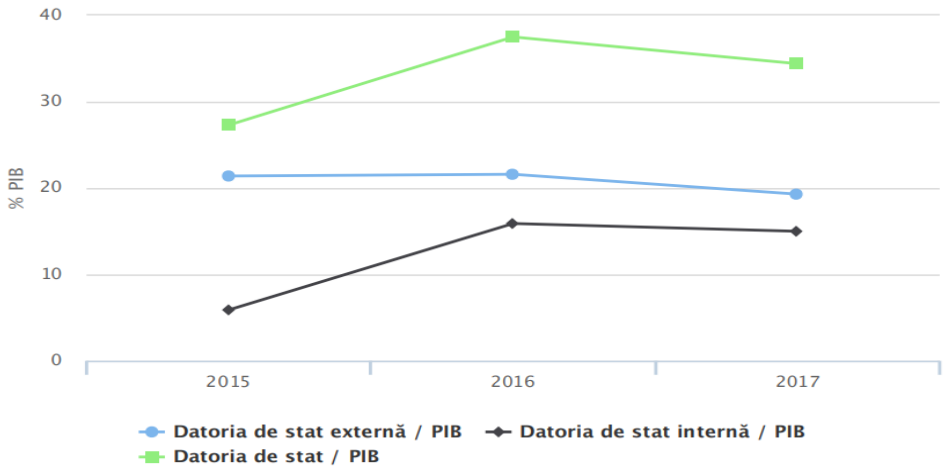
125. Although public revenue and expenditure increased significantly during the reference period, **the fiscal policy** of the past year can be considered rather restrictive. In 2017, the revenue accumulated into the national public budget amounted to about MDL 53.4 billion, showing a rise of 163.2 % compared to 2016. Besides, public expenditure amounted to about MDL 48.5 billion, showing a rise of 12.5 % compared to 2016. Thus, at the end of 2017, the budget deficit accounted for MDL 1,144.8 million, lower by MDL 1,363.9 million than at the end of 2016.

126. Against the backdrop of austere fiscal policy, in December 2016 there was a **pronounced increase of the state debt**. The total sum of the state debt (internal and external) accounted for about MDL 50.1 billion, showing a rise of 51.6 % compared to the similar date of 2015. The internal state debt increased about 3 times (due to the issuance of state securities for the execution of the state guarantee) and the external state debt - by 9.5%. By the end of 2017, the state debt slowed down the increase, resulting in the high basis from 2016 (Figure 10). The total sum of the state debt (internal and external) managed by the Government on 30 November 2017 accounted for about MDL 51.2

[71] 2016 Activity Report, National Employment Agency, 2017
[72]2017-2021 National Employment Strategy

billion, showing a rise of 3 % compared to the similar date of 2016. The internal state debt increased by 3.1 %, and the external state debt (expressed in US Dollars) - by about 17.8 %[73].

Figure 10: Evolution of the Government debt in GDP, 2015-2017 %



Source: MoF

127. The biggest challenges in the field are the following: the low level of integration of the comprehensive approach to gender equality in the sectoral public policy cycle, limited capacities of policy-makers to understand and formulate gender-sensitive policies, weak mechanism for monitoring and making the public institutions accountable for the implementation "de facto" gender equality agenda.

B. Constitutional, Political and Legal Structure of the State

128. The Republic of Moldova is a Parliamentary Republic. The President of the Republic of Moldova, as the head of the state, represents the State and is the guarantor of sovereignty, national independence, unity and territorial integrity of the nation. The Government carries out the domestic and foreign policy of the State, governs the public administration and is accountable to the Parliament. The Cabinet of Ministers is the supreme body of the executive power.

129. The Constitution of the Republic of Moldova is the Supreme Law of the country (1994). The laws or other legal acts and regulations that contradict the provisions of the Constitution do not have any legal power.

[73] Ministry of Economy. Operational information on the social and economic evolution of the Republic of Moldova (according to the data available at 31.01.2016). Ministry of Economy. Operational information on the social and economic evolution of the Republic of Moldova (according to the data available at 31.12.2017).

130. The legislative, executive and judicial powers in the Republic of Moldova are separated and they collabourate in exercising the prerogatives vested in them, according to the provisions of the Constitution.

131. The Republic of Moldova pledges to respect the Charter of the United Nations and the treaties to which it is a party, to observe in relations with other states the unanimously recognized principles and norms of international law.

132. 45 political parties were registered as on the 1st of January 2017. We note that 7 political parties were registered at the Ministry of Justice during 2013-2016[74]. At the same time, some of the former parties were reformed, others became politically inactive. There are only 4 women (National Liberal Party, Conservative Party, Action and Solidarity Party and Party of Socialists) among the leaders of registered/active parties.

133. The parliamentary elections from 30 November 2014 were the 8th electoral competition after the independence of the Republic of Moldova was declared, with 26 electoral candidates running for elections (24 candidates competed by the end of the campaign). The voter turnout was 57.28 %, and the parliamentary seats were distributed as follows: PSRM — 25 seats, PLDM — 23, PCRM — 21, PDM — 19 and PL — 13[75]. The composition of some factions changed significantly as a result of 'migration' of the Members of Parliament.

134. The Ministry of Justice has currently no data on the parties' composition disaggregated by gender, since the registration procedure does not provide for such information. This topic has been discussed many times within the platform of the Governmental Commission on Gender Equality. At the same time, the representatives of state bodies pointed out to deficiencies in collecting such data at present and a lack of appropriate resources. Besides, we reiterate that Law No 294 of 21.12.2007 on Political Parties (amended by LP71/2016) provides that the list of party members, drawn up on the basis of applications for joining the party, shall include: name, surname, sex, date of birth, domicile, series and identity card number, and the signature of the member[76]. This provision is intended to facilitate the collection of gender disaggregated data of party members.

135. The Constitution of the Republic of Moldova recognizes and guarantees all its citizens the right to preserve, develop and express their ethnic, cultural, linguistic and religious identity and ensures the fundamental rights and freedoms in a democratic society. Moldovan citizens can elect (since the age

[74] http://www.justice.gov.md/pageview.php?l=ro&id=780&idc=212
[75] http://www.e-democracy.md/elections/parliamentary/2014/
[76] [Article 8(1)d) amended by LP71 of 14.04.16, MO140-149/27.05.16 Article 291]

of 18) and be elected without regard to race, nationality, ethnic origin, language, religion, gender, opinion, political affiliation, wealth or social origin (EC, Article 3).

136. On 21 July 2017, the Law amending the Electoral Code was passed, whereby an electoral reform was launched that implied transition to a parallel mixed voting system, where 50 members of Parliament would be elected in the single-member constituencies using majority voting system, and 51 deputies on closed party lists, according to the principles of the proportional representation[77].

137. Following the electoral system reform, in order to create favorable conditions for women's accession to politics, new legislative amendments to both Electoral Code and Law on Political Parties were adopted during 2016-2018.

138. According to the Electoral Code, the Center for Ongoing Electoral Training[78] was established in 2015, with the purpose to train the electoral officials – the main factor in the organization of fair elections and a qualitative electoral process[79].

139. Given the intense debates with respect to the changes of the electoral system in the society, while the level of understanding regarding the prerequisites of the new proposed system and its implications for all the stakeholders of the electoral process seems disproportionate, the Central Electoral Commission of the Republic of Moldova and the Centre for Ongoing Electoral Training have undertaken actions to inform people.[80]

140. The legal and regulatory framework acknowledges the **activity of non-governmental organizations.** In 2012 the Parliament approved the Civil Society Development Strategy for 2012-2015, recognizing that the civil society development is of key importance for the fundamental, democratic and pluralistic values of any country, but also for encouraging the social involvement of citizens in the development processes[81]. The Civil Society Organisations (CSOs) have been recognized as plenipotentiary partners in the cooperation with public authorities and business units both at the national and local level.

[77] There have been many debates on this topic.
[78] Article 261(1) amended by LP36 of 09.04.15, MO93/14.04.15 Article 134; in force since 14.04.15.
[79] http://cicde.md/index.php?l=ro
[80] Thus, between 30 May - 11 June 2017, BRIDGE (Building Resources in Democracy, Governance and Elections) workshops for political party representatives and for mass media and civil society representatives were organized. The workshops were organized as result of a joint effort of the Central Electoral Commission of the Republic of Moldova and the Center for Ongoing Electoral Training, in partnership with the International Association of Women in Electoral Management (WEM-International), with the support of 'Women in Politics' Programme implemented by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) and United Nations Development Programme (UNDP) with financial support from the Government of Sweden. http://www.md.undp.org/content/moldova/ro/home/presscenter/articles/2017/07/11/moldova-enhancing-awareness-of-electoral-stakeholders-on-the-gender-perspective-of-different-electoral-systems.html
[81] http://msmps.gov.md/sites/default/files/strategia-de-dezvoltare-a-societ-ii-civile-din-republica-moldova-2012-2015.pdf

141. In 2018, Parliament adopted a new Civil Society Development Strategy for 2018-2020 and the Action Plan on its implementation[82]. The document aims to improve the existing legal, financial and institutional framework as well as to ensure the necessary conditions for the continuous development of the civil society in the Republic of Moldova[83].

142. In the Republic of Moldova, **justice** is administrated in the name of the law by courts of law only. The Constitutional Court of the Republic of Moldova is outside the legislative, executive and judiciary powers. Justice is administered by the Supreme Court of Justice, courts of appeal and courts of first instance. According to the law, specialized courts may be established for some special cases[84].

143. During the reporting period, the share of women in positions of judges increased (Table 24).

Table 24. Share of women and men in positions of judges

	2013	2014	2015	2016
Share of women in positions of judges	40.9	43.8	45.2	47.7
Share of men in positions of judges	59.1	56.2	54.8	52.3

Source: Gender Pulse[85]

144. Over the period 2013-2017, the Constitutional Court of the Republic of Moldova was composed of 6 constitutional judges (all men). The Superior Council of Magistracy was composed of 12 members (8 men and 3 women), the previous period - 11 men and 1 woman.

145. The Prosecutor's Office has an important role, which according to Article 124 of the Constitution of the Republic of Moldova represents the interests of the society and protects the legal order and the rights and freedoms of the citizens, leads and conducts the criminal prosecution, represents the accusation in courts of law in line with the law, being part of the judicial authorities. During the reporting period, the share of women in the total number of prosecutors increased by 3 %, from 30.7 % in 2013 to 33.7 % in 2017 (Table 25). There is a significant discrepancy in the share of women

[82] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=375430

[83] According to the above strategy, more than 7950 Civil Society Organisations (CSOs) are registered in the Republic of Moldova. Most of registered CSOs (about 65%) are located in Chisinau municipality, although this administrative territorial unit represents only about 25% of the total population of the country. It is estimated that about 25% of the total number of CSOs are sufficiently active and develop different projects and initiatives. One of the reasons for the low number of active NGOs is the lack of sources of financing within the country through public and private funding and the lack of mechanisms for generating revenue through the provision of services. The implementation of the Strategy will help to promote the cooperation between civil society and local and national public authorities, will develop a favorable legal environment for the functioning of the associative sector, by increasing the transparency.

[84] The organic law establishes the structure of the courts of law, their areas of competence and the corresponding judicial procedures. Court hearings in all courts of law are public. Cases may be heard behind closed doors only as stipulated by law in compliance with all established legal procedures. In accordance with the law, the judiciary proceedings shall be held in the official language; they may also be conducted in a language that is found to be acceptable by the majority of the persons that participate in the hearing. The persons who do not know or are unable to speak the official language have the right to be informed about the content of all documents and progress of the case and to talk in the court through an interpreter. The parties involved in a case and the state authorities may appeal against the court judgments in accordance with the law.

[85] http://genderpulse.md/ro/participare-la-luarea-deciziilor/reprezentarea-femeilor-si-barbatilor-in-organele-de-luare-a-deciziilor/reprezentarea-femeilor-si-barbatilor-in-pozitii-de-luare-a-deciziilor

prosecutors in leading position as compared to men's one. Thus, in 2017, the share of women prosecutors in leading positions was only 9.6 %.

Table 25. Number of prosecutors

Year	Total prosecutors	Men	Women	Share of women in total prosecutors	Managers (head and deputy head)	Men	Women	Share of women in management positions
2017	671	445	226	33.7%	115	104	11	9.6%
2016	670	451	219	32.7%	111	101	10	9.0%
2015	737	495	242	32.8%	147	135	12	8.2%
2014	740	505	235	31.7%	121	107	14	11.6%
2013	784	543	241	30.7%	157	141	16	10.2%

Source: General Prosecutor's Office

146. The legal framework prohibits formally all forms of mistreatment, including torture. The rule is provided at various levels, starting with the Constitution, the Criminal Code, Criminal Procedure Code, Enforcement Code, the Law on police, etc. During the reporting period, the regulatory framework was adjusted to the recommendations of the Committee against Torture, international experts and studies in this area. The Republic of Moldova is a party to the most important treaties to combat the phenomenon of torture, including the Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment, the Geneva Conventions of 1949 and Additional Protocols I and II, as well as the Rome Statute (International Criminal Court).

147. At national level, the Government approved the Regulation on identification, record and report of alleged torture, inhuman or degrading treatment in order to establish mechanisms for the identification, record, report and examination of complaints about torture, inhuman or degrading treatment, ensure effective interdepartmental cooperation and unify the practice of enforcement of the international and national law by the responsible institutions, as well as the possibility for the prosecutor to react quickly to such deeds in preventing and combating torture, inhuman or degrading treatment.

148. The institutions responsible for the enforcement of the Law on Preventing and Combating Torture, Inhuman or Degrading Treatment are the General Prosecutor's Office, the Ministry of Justice, the Ministry of Internal Affairs, the Ministry of Finance (Customs Service), the National Anticorruption Center, and the Ministry of Health, Labour and Social Protection.

149. Over the past four years the reform of the penitentiary system had as major objectives: improvement of the execution-criminal legal framework, enhancement of detention conditions in accordance with international standards, strengthening the capacities of the staff, ensuring

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transparency in institutions of detention and prevention of torture and ill-treatment, which are in the process and require a consistent implementation.

150. The Government initiated the psychiatric service reform in order to make it more efficient. Thus, in 2012, in order to develop the network of community mental health centers, the Government approved the 'Framework-Regulation of the Community Mental Health Center and the minimum quality standards'[86] and in 2017 – the 2017 - 2021 National Mental Health Program[87], comprising a set of measures and actions envisaged to reform the system to an accessible and fair one and ensuring the continuity of support and social inclusion. By the 1st of January 2018, the National Health Insurance Company established and contracted 40 Mental Health Community Centers ('MHCC').

151. The outcomes of mental health reforms over recent years have had a positive impact on the mental health of the population. Thus, the incidence of mental illness during the promotion of the reform in the mental health system decreased from 374.9 in 2014 to 172.8 per 100 thousand people in 2017.[88]

152. At the same time, in implementing mental health reform the institutions face a lack of staff, the biggest problem is lack of psychiatrists, the biggest problem being the lack of psychiatrists. The reform is still ongoing at national level, whereby the psychiatric hospitals are reorganized and community mental health services are created.

153. With a view to implement the provisions of the national regulatory framework related to social inclusion of people with disabilities, to reform the institutionalization system, the development of alternative social services is a priority.

154. In this context, the transformation plans for 6 residential institutions were approved: 4 boarding schools and 2 boarding houses for children with mental deficiencies: (for girls and boys).

155. As a result of the reform of the system of institutionalization of persons with mental and physical disabilities, 15 alternative social services (small group homes/protected dwellings) were created in 2016 - 2017[89], where 46 beneficiaries live.

156. In order to ensure an effective mechanism for development and assessment of human rights policy documents, to implement efficiently the international human rights treaties to which the

[86] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=342072
[87] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=371376
[88] During 2017, 152,340 persons received assistance within the MHCC, 83.69 % of which underwent repeated examination for diagnosis and treatment purposes. In addition, 6,457.0 persons benefited from the services of Day Care Centers within MHCC, and 4,344.0 patients received assistance at home from mobile multidisciplinary teams. The MHCC specialists referred 6,175 patients, representing 4.05 % of all persons receiving assistance in MHCC, to psychiatric hospitals, which reflects a growing competence to prevent and resolve psychotic states within the community mental health services.
[89] Alternative social services are the following: 10 houses were purchased from the budgets of social assistance institutions for children and adults; 4 houses were purchased by the Czech Development Agency; 1 house was rented by the 'Out Reach Moldova' NGO.

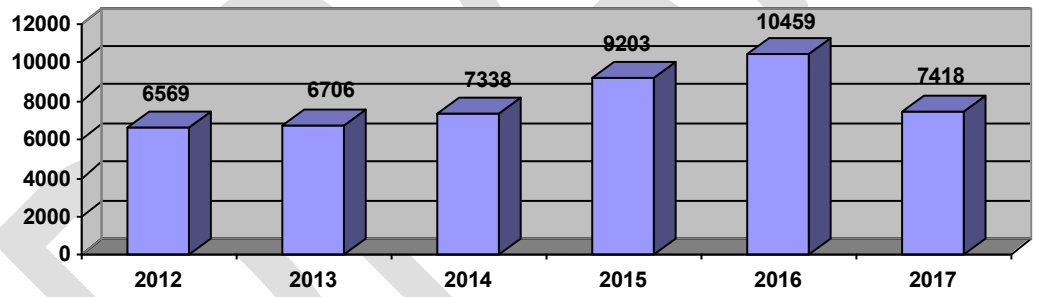
Republic of Moldova is a party and to monitor the compliance with the undertaken commitments, the Government intends to establish the National Human Rights Council to be chaired by the Prime Minister. The Council will be composed of representatives of public authorities and non-commercial organizations active in the area of human rights.

157. Respect of human rights and fundamental freedoms, **ensuring public order in the society**, protection of citizens' life and health is a national priority in the activity of law enforcement bodies.

158. Cases of female genital mutilation, honor killing and use of acid were not detected in the Republic of Moldova. During 2017, the bodies of internal affairs registered 32,956 crimes, 956 crimes of which were referred to the category of crimes encroaching upon the family values, which accounts for 2.93 %.

159. Also during 2017, the Police Inspectorates received 7,312 complaints recorded in the Records of Other Information on Crimes and Incidents of the Territorial Police Inspectorates (R-2), concerning the family conflicts. Among this information, 830 cases were recorded at own initiative of the sector officer. At the same time, the dynamics of domestic violence complaints to police authorities during 2012-2017 are the following (Figure 11):

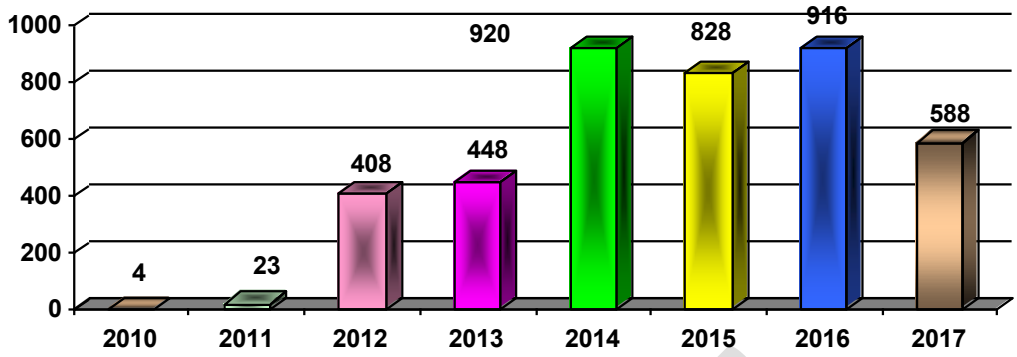
Figure 11. Dynamics of domestic violence complaints to police



Source: MIA

160. At the same time,, the officers of the Community Interaction Services of the Police Inspectorates supervised 383 protection orders issued by courts for women victims, 14 protection orders - for child victims, 141 protection orders - for women and child victims, and 50 orders - for male victims (during 2017). The dynamics of protection orders for domestic violence victims, issued by the courts and referred to police surveillance authorities during 2010-2017, are the following (Figure 12):

Figure 12. Dynamics of protection orders of domestic violence victims



Source: MIA

164. The analysis of the crimes committed against life and health of the person, as well as of the cases of domestic violence shows an increase in the number of severe intentional injuries, rapes and murders committed within the family. The crime situation is also determined by persistent social-economic problems, which were identified for the previous period as well, such as: difficult living conditions; abusive consumption of alcohol; shortage of jobs/failure of employable persons to find a job; decline in moral values; family disruption, economic migration phenomenon etc.

165. We would like to mention the efforts of the structures empowered to improve the operation of the system of protection of the domestic violence victims. Thus, by adopting the Law No 196 (2016), Law No 45 of 1 March 2007 on Preventing and Combating the Domestic Violence was supplemented by article 12^1 , which provides that, when established at the scene, following the assessment of risks and circumstances giving rise to a reasonable suspicion that acts of domestic violence have been committed and/or an imminent danger of committal or repeated violent actions persists, the police body must immediately apply the emergency restriction order to the perpetrator in order to eliminate the crisis situation and, concurrently, undertake the required actions to establish the committal of domestic violence. According to General Police Inspectorate, during 9 months of 2017, over 2160 emergency restriction orders were issued.

166. The experts also mention aspects related to system operation. There are procedural and systemic barriers that hinder the process of issuing and enforcing the protection orders in domestic violence cases (especially making the professionals responsible for identifying and reporting the domestic violence cases). Similarly, there are several aspects related to the human factor (attitude to this issue as a private matter, blaming the victim, the victim's dependence on the perpetrator, etc.). In this context, there is a need for continuous actions to strengthen the system of protection of citizens from violence and abuse.

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167. As an important precondition of the system operation is strengthening the capacity of specialists with competences in the field. During the reporting period, MIA/GPI, MoD, MLSPF organized training activities for the specialists in human rights, covering specific segments targeting the field of activity. Guidelines on effective police intervention in domestic violence cases were adjusted in the context of the Law No 196 (Women's Law Center, MIA/GPI).

168. At the same time, the piloting of the Community Police Concept within the Police Development Strategy for 2016-2020, developed through active involvement of civil society representatives and development partners in the public consultation of the document, was carried out.

169. A positive evolution is registered in the **security and defence sector** of the Republic of Moldova as regards the implementation of actions aimed to increase the level of women involvement in this area. Other positive aspects include: the existence of a legal and regulatory framework for gender equality; increasing trends on observing international commitments; implementation of some policies on elimination of gender stereotypes. Since 2012, the girls have been also allowed to enroll to higher education at the Armed Forces Military Academy "Alexandru cel Bun" (in 2016 the share of girls out of the total number of students accounted for 12%). The share of enrolled girls is adjusted annually depending on the Military Staff's needs. At the same time, information and training activities on women and men's right to equal treatment during the service were organized in the premises of the Ministry of Defence and Internal Affairs.

170. Notwithstanding, the analysis of statistic data shows that the share of women holding management and executive positions in security and defence institutions, including in active service, is uneven (Table 26).

Table 26. Share of women and men in the police

	2013	2014	2015	2016
Share of women in the police	18.3	17.1	17.4	17.9
Share of men in the police	81.7	82.9	82.6	82.1

Source: Gender Pulse, NBS[90]

171. In 2015, the ratio of employees in military service is as follows: 83 % of contract-based employees are men and 17 % are women (2014 – 23 %), 84 % of the officers of National Army are men and 16 % are women. Although the share of women officers holding management positions in National Army accounts for 20%, these positions still do not relate to military art (e.g. head of human resources service, head of linguistic center, head of financial department, head of medical point). The

[90] *http://genderpulse.md/ro/participare-la-luarea-deciziilor/reprezentarea-femeilor-si-barbatilor-in-organele-de-luare-a-deciziilor/reprezentarea-femeilor-si-barbatilor-in-pozitii-de-luare-a-deciziilor*

ratio of civil employees of National Army is as follows: 37 % are men and 63 % are women (2014 – 70%). The ratio of civil employees in the Armed Forces Military Academy "Alexandru cel Bun" is as follows: 43 % are women and 57 % are men. The share of women holding management positions in human resources service (military officers/civilians) in the National Army accounts for 3 %, while the share of women holding management positions in Military Academy accounts for 0%, the share of men is 100 %.

172. The analysis of the structure of Customs Service' staff in 2016 shows that about one third of the total number of Customs Service' staff are women (29.1 %) and two thirds are men (70.9 %), respectively. The ratio between civil services/filled positions: management civil services are held by 65.3 % of men and 34.7 % of women; executive civil services are held by 71.8 % of men and 28.18 % of women, respectively. Within the Customs Service, women are more represented in the mid-level administrative and executive positions. Increased employment of women in this sector leads to the development of reliable and confidential means for women and men when crossing the border (for example, physical inspections)[91].

173. The active participation of women in peace initiatives represents, at international level, a core element in streamlining conflict resolution and peacebuilding. An important tool in this regard is the UN Security Council Resolution 1325 on Women, Peace and Security. By approving the 2014-2016 Individual Partnership Action Plan Moldova – NATO, our country committed itself to take actions to implement the UN Security Council Resolution 1325 on Women, Peace and Security.[92]

174. The survey on population perception shows that despite the official discourse on gender equality, this remains largely protectionist. Against the backdrop of discussions about the presence and role of women in the army and police, there are some differences in age/experience: people with higher work experience in the system have a positive-protectionist approach, while young people are more oriented towards a positive-competitive approach. The perception of the population towards women in the army, police, customs service, justice sector is, in principle, positive, they being characterized as more responsible, disciplined, better in decision-making. At the same time, there are gender differences,

[91] Strategy for Gender Equality in the Republic of Moldova for 2017-2021

[92]The share of contract-based servicewomen who participated on their own initiative in international peacekeeping operations is 3 %, while the share of women, out of 4 participants, in the peacekeeping mission in Kosovo conducted under the Resolution 1244 of the UN Security Council is 0 %. These figures are determined by the fact that gender aspects in peacekeeping, security and conflict areas are part of a complex approach of women and men's issue that have influence upon or are affected by the violence in conflicts. At the same time, the Agreement between the Republic of Moldova and the European Union establishing a framework for the Republic of Moldova's participation in EU crisis management operations signed in 2013 allowed the participation of one woman from Moldova in Mali mission (2014).

women having a more positive attitude than men towards the presence/enrollment of women in NA, PGI, FP, CS.[93]

175. Referring to the settlement of the Transnistrian conflict, 5 meetings in the '5+2' framework were held during 2013-2017. In addition, 10 thematic working groups, including related to social issues and humanitarian aid, were created to strengthen confidence and security in the context of settlement of the Transnistrian conflict and provision of social assistance to the people living on the left bank of Dniester (Transnistrians). The topics addressed during the meeting of such a thematic group related to ensuring gender equality, preventing and combating domestic violence, human trafficking, from the perspective of international treaties that Moldova is a party to, and the regulatory and national policy framework developed in line with the provisions thereof.

2. The general framework of human rights protection and support

C. Alignment to International Human Rights Standards

176. The Republic of Moldova ratified most of the core conventions on human rights, accepting extensively the deriving obligations and submitting periodically national implementation reports.

177. Recognition of human rights by international documents had a beneficial influence on the national legislation of the Republic of Moldova, contributing to the affirmation of respect for human rights and for improvement of national legislation. The platform of a new legal and socio-political system was established through ratification of the international treaties on human rights. During the reporting period, the State made efforts to create tools and mechanisms for implementation of the national system of promotion and respect of human rights based on international legal instruments. In this context, implementation of international legal instruments remains an important challenge.

178. The Republic of Moldova adhered to the Convention on the Elimination of All Forms of Discrimination against Women by the Decision No 87-XIII of 28 May 1994 of the Parliament of the Republic of Moldova, which entered into force on 31 July 1994. The Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women was ratified by Law No 318-XVI of 15 December 2005, which entered into force on 28 February 2006.

179. Republic of Moldova signed the Istanbul Convention in February 2017. The country will prepare to ratify the mentioned Convention.

180. The previously launched process of ratification of the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families was suspended to assess

[93] Report on the implementation of the 'Public perceptions on gender responsiveness in security and defense sector institutions' Survey. /Bodrug-Lungu V., Triboi I.. OSCE Mission in the Republic of Moldova. Chisinau, 2016

implementation costs, because Republic of Moldova is a party to 3 international migration instruments and 40 international labour instruments, which constitute a sufficient legal basis.

181. At the moment, it is too early to ratify the International Convention for the Protection of All Persons from Enforced Disappearances. Although the ratification procedure was initiated, it was temporarily suspended because Republic of Moldova does not face this phenomenon, there were only a few cases of enforced disappearance.

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

182. Human rights situation in Moldova made noteworthy progress in the recent years in terms of regulatory framework, however, effective enforcement of human rights remains a challenge that requires considerable efforts. The State recognizes that respect for human rights is an essential component and a necessary condition for sustainable development.

183. The legislation of the Republic of Moldova provides for equal rights for women and men in all areas of public and private life. During the reporting period the institutional and regulatory framework on promotion and protection of human rights was improved continuously according to international standards, national priorities and European Integration aspirations. Particular attention is given to improve the system of relevant legal norms implementation and to ensure their effectiveness.

184. The national human rights system is based on the Constitution of the Republic of Moldova (1994), the national legislation[94] and international instruments, which the Republic of Moldova is a party to. Title II of the Constitution "Fundamental Rights, Freedoms and Duties" stipulates in details political, civil, economic, social and cultural rights. The fundamental law also provides a number of restrictions in the exercise of certain rights or freedoms, which shall be proportionate to the situation that determined them and can not affect the existence of that right or freedom (Article 54 (2)). The Constitution also consecrates the supremacy of international human rights norms in relation to the national legislation. In particular, Article 4 guarantees that "human rights and freedoms shall be

[94] The range of fundamental human rights and freedoms is mainly regulated by the following regulatory acts: The Civil Code No 1107 of 6 June 2002, Criminal Code No 985 of 18 April 2002, Civil Procedure Code No 225 of 30 May 2003, Criminal Procedure Code No 122 of 14 March 2003, Law on Judiciary Organization No 514-XIII of 6 July 1995, Law No 158-XVI of 4 July 2008 on public position and status of civil servant, Law No 25-XVI of 22 February 2008 on the Code of conduct of civil servants, Law No Nr. 52 of 3 April 2014 on the People's Advocate (Ombudsman), Law No 382-XV of 19 June 2001on the rights of national minorities and the legal status of their organizations, Law No 5 of 9 September 2006 on ensuring equal opportunities between women and men, Law No 45-XVI of 1 March 2007 on prevention and combating of domestic violence, Law No 105-XVI of 16 May 2008 on the protection of witnesses and other participants in the criminal process, Law No 241 of 20 October 2005 on prevention and combating of trafficking in human beings, Law No 1585-XIII of 27 February 1998 on the compulsory health insurance, Law No 23 of 16 February 2007 on the prevention of HIV/AIDS, Law No 411-XIII of 28 March 1995 on Health Care, Law No 105 of 14 June 2018 on the promotion of employment and unemployment insurance, Law No 133-XVI of 13 June 2008 on social aid, Code of Education No 152 of 17 July 2014, Law No 270 of 18 December 2008 on asylum in the Republic of Moldova, Law No 180-XVI of 10 July 2008 on labor migration, Law No 125 of 11 May 2007 on religious cults and their component parts, Law No 338 of 15 December 1994 on the rights of the child, etc.

interpreted and enforced in accordance with the Universal Declaration of Human Rights, other conventions and treaties to which the Republic of Moldova is a party. Wherever disagreements appear between the conventions and treaties on fundamental human rights to which the Republic of Moldova is a party and its domestic laws, priority shall be given to international regulations."

185. Once the Parliament ratified the European Convention on Human Rights and Fundamental Freedoms on 12 September 1997, the Republic of Moldova guarantees to its citizens **the right to defence.** During 2011-2017, the number of complaints submitted to the High Court has shown annual decrease of 10% The European Court of Human Rights (ECHR) received in total more than 15 thousands complaints from the citizens of the Republic of Moldova. 95% of the complaints were declared inadmissible. In 2017, the ECHR issued 14 sentence decisions, seven of which refer to citizens living in the Transnistrian region.

186. The Optional Protocol to CEDAW entered into force for the Republic of Moldova in February, 2006. At present, 3 complaints against the Republic of Moldova were submitted to the Committee on the Elimination of Discrimination against Women.

187. The particular importance of freedom of assembly is stipulated in Article 40 of the Constitution, giving it the status of a fundamental right. Law no. 26-XVI of February 22, 2008 on Assemblies was regarded as progressive and liberal, in line with the best practice related to freedom of assemblies. The judicial practice registers a progress as far as freedom of assembly is concerned. The March of Equality organized on May 23, 2014 is an event that corroborates the ensuring of freedom on peaceful meetings, according to the point of view of the international experts, it indicates a progress in law application because authorities for the first time 'resisted negative pressure and ensured the right of all persons to equal use of public spaces'[95]. Thus, the March of Equality with the participation of the LGBT community is held during the last years without any restrictions on the part of the police. At the same time, this topic is very sensitive among the population.

188. Once the Law on Freedom of Expression enters into force, citizens have an increased protection from the competent bodies and a greater possibility to criticize the authorities without being prosecuted and subjected to pressures afterwards. At the same time, however, the media Community reports about many problems it faced in recent years. The problems were repeated at the 2nd edition of the Media Forum that took place on 2-3 December, 2016, the participants' recommendations were synthesized in the roadmap which was subsequently sent to the authorities.

[95] Claude Cahn, the UN Human Rights Adviser in the Republic of Moldova.
http://www.ohchr.org/EN/NewsEvents/Pages/LGBTIinMoldovamarchforequality.aspx

189. At the same time, the Criminal Code was completed with the Article 180^1 (intentional hindering of the media activity or intimidating for criticizing) and Article 180^2 (the cenzorship), to ensure implementation of the Article 10 (Freedom of expression) of Convention for the Protection of Human Rights and Fundamental Freedoms.

190. In compliance with the Law on Transparency of Decision-Making No 239-XVI of 13 November 2008 (subsequently amended in 2010, 2014, 2016), public authorities have the responsibility to ensure direct participation of the citizens and all stakeholders in the decision-making process. National Regulatory Agency for Electronic Communications and Information Technology (ANRCETI)[96] provided online access to information on the procedure for ensuring and implementing the constitutional right to access information, on the process of ensuring transparency in the decision-making process within ANRCETI. Data on their relations with citizens, with associations formed in accordance with the law, with other stakeholders to participate in the decision-making process was also displayed on a web-page.

191. The Regulation on Procedures of public consultation with civil society in the decision-making process was approved by Government Decision No 967 of 9 August 2016 on the mechanism of public consultation with civil society in the decision-making process.[97] The public authority ensures access to the draft decisions and the related materials by their mandatory publication on its official website, as well as on the web page www.particip.gov.md. The monitoring of the CPAs and LPAs' implementation of the Law on Transparency in Decision-Making is reflected in the reports that are annually prepared and placed on the State Chancellery web page.

192. During the reporting period, the Government of the Republic of Moldova made significant efforts to implement 'Governance e-Transformation' Project, it aimed to promote the use of IT in governance process and to facilitate the interaction between people and public institutions. During this period, several electronic platforms enabling authorities to provide the services faster and at low prices, were launched. These are: The Government Services Portal, through which 125 public services can be accessed, Electronic Payment System (MPay, launched in 2012), Common Governmental Technology Infrastructure (MCloud, launched in 2014), Signing and authentication services MSign (launched in 2014) and MPass (launched in 2014) and others. Starting with 2017, an emphasis was put on the expanding of the access points of government services, increasing the number of platforms

[96] http://www.anrceti.md/node/26
[97] http://lex.justice.md/md/366274/

and electronic services, on the processes re-engineering and ensuring the interoperability of platforms used by different public institutions[98].

193. The principles of non-discrimination, universality and equality of rights, provided by Constitution, are essential and are at the basis of the system of human rights protection in the Republic of Moldova. To strengthen the existing norms and establish a real and viable mechanism for the implementation of these provisions, on the basis of Law No 121 of 25 May 2012 on Ensuring Equality and the Law No 289 of 21 December 2012 on the Activity of the Council on Prevention and Elimination of Discrimination and Ensuring Equality, in 2013 **the Council on Prevention and Elimination of Discrimination and Ensuring Equality** was established as an impartial, independent and autonomous public authority. The members of the Council are appointed by the Parliament of the Republic of Moldova for a 5-year mandate. The actual membership of the Council consists of 3 men and 2 women. Council's mission is the prevention and protection from discrimination, ensuring equality, promoting of equal opportunities and diversity[99].

194. Citizens' petitions on cases of discrimination can be addressed to the CPEDEE Hotline 0-8003-3388. Website of the Council provides information on the complaints procedure[100] and offers an opportunity to submit the complaints online. A number of decisions denoting the presence of cases of discrimination on different criteria and the need to address these issues were made during the reporting period: 12 (2013), 73 (2014), 198 (2015), 341 (2016).

195. To realize recommendations of the Committee on the Elimination of Discrimination against Women (2013), efforts were made to provide the Council on Prevention and Elimination of Discrimination and Ensuring Equality with appropriate human and financial resources.

196. We note the activity **of the National Anticorruption Center of the Republic of Moldova** (NAC), whose competence is preventing corruption and combating the corruption crimes, corruption related offenses, money laundering crimes and terrorism financing[101]. An important part is the preventing and combating corruption by quick reaction to citizens' complaints about corruption crimes, providing the necessary consultations and information.

[98] http://cancelaria.gov.md/ro/content/centrul-de-guvernare-electronica-facut-totalurile-implementarii-proiectului-e-transformare

[99] During the reporting period, CPEDEE conducted information campaigns to inform the population about the rights to non-discrimination. Among the Council's multiple initiatives on prevention and elimination of discrimination and ensuring equality, we note the 'Preventing Discriminatory Actions in Recruitment Announcements Development within Private Sector' Project, implemented jointly with the Penal Reform Institute and supported by the Human Rights Initiative/Project Financing Program, under the 'Strengthening Technical Capacities of National Institutions for the Human Rights Promotion and Protection' Program, financed by the Ministry of Foreign Affairs of Denmark and implemented by the United Nations Development Program.http://egalitate.md/news-and-information/lansarea-proiectului-elabourat-de-cpedae

[100] http://egalitate.md/depune-o-plingere/

[101] http://www.cna.md/category.php?l=ro&idc=158&#idc=114&

197. Analysis of petitions and calls to the National Anti-Corruption Line (0-800-55555) that works 24 hours a day, reveals that in most cases, citizens trusted the NAC as an institution capable to combat the corruption and money laundering. The need for the existence, consolidation and development of NAC capacities was revealed. During the criminal investigation actions, NAC officers heard 18,884 citizens, by 16% more than in the same period of last year (16,292). The National Anticorruption Line (0-800-55555) received and examined 2198 calls of the citizens in 2017 (2016 - 2028, 2015 - 2519 and in 2014 - 2210). In most cases, petitioners file complaints with the abuses and illegal actions of the police officers, lawyers, prosecutors, judges, bailiffs, employees of Mayor's Offices, institutions and organizations providing public or social services to the population, especially in the field of construction, transport, mobile telephony, energy sector, nutrition, public utilities and banking services[102].

198. In 2017, the NAC with the support of the United Nations Development Program in Moldova (UNDP) and Government of Norway, launched the National Information and Public Awareness Campaign 'Integrity is Freedom', inspired by the provisions of the Integrity Law No 82 of 25 May 2017 and the new National Integrity and Anticorruption Strategy for 2017-2020 voted by the Parliament on 30 March 2017. New regulations introduced, for the first time, the notions of 'political integrity', 'institutional integrity' and 'integrity in private sector', thus unifying at the national level integrity and anticorruption policy in these sectors.

199. The Republic of Moldova is a poly-ethnic state (national minorities account for 35.5% of the population), that is why continues efforts are made to ensure compliance with the ethnic, cultural, linguistic, and religious identity of each person belonging to a national minority, as well as to create appropriate conditions enabling them to express, preserve and develop this identity.

200. The national legislation ensures the right to choose the language of education and training at all levels of education. The right of citizens to education in their native language is ensured through the establishment of the necessary number of educational institutions, classes, groups, and their operating conditions. The pre-university educational institutions network of Moldova includes 1327 institutions (schools, gymnasiums, high schools, vocational schools, colleges and centers of excellence) of which 250 institutions are teaching in Russian.

201. We note efforts concentration on the implementation of the National Program for the Quality Improvement of the Study of the Romanian Language in General Education Institutions Teaching in

[102] http://www.cna.md/public/files/parts/Informatie_privind_examinarea_petitiilor_si_interpelarilor_in_anul_2016.pdf

Languages of the National Minorities (2016-2020), approved by Government Decision (GD) No 904 of 31 December 2015. Ensuring realisation of the 2017-2020 Action Plan on the Implementation of the Strategy for Strengthening Interethnic Relations in the Republic of Moldova for 2017-2027 years[103].

202. Taking into account multicultural diversity of the Republic of Moldova, the Government through the Interethnic Relations Bureau (IRB), has organized over the years diverse linguistic, sociocultural activities (round tables, conferences, training, festivals etc.)[104].

203. In order to create necessary conditions for the **socio-cultural development of the Roma people,** the Government of the Republic of Moldova implemented the Action Plan to support Roma of the Republic of Moldova for the period of 2011-2015[105], which confirms the measures undertaken to ensure and implement Roma integration in the active socio-cultural life of the society. The Action Plan was developed on the basis of the EU framework on Roma, OSCE/ODIHR Strategy and Report on implementation of the strategy in states that are party of OSCE (2008), CoE and UN recommendations. In 2015, for the first time, the Week of Roma People Inclusion took place in the Republic of Moldova in the context of Action Plan (6-12 April 2015). Interethnic Relations Bureau (IRB), together with international partners and representatives of the civil society of the side of Republic of Moldova, organized a set of events highlighting the discrimination challenges for the Roma people, sharing the experience in the field of education, health care, culture, etc.

204. We note realization of the Assessment Report on the Implementation of the 2011-2015 Action Plan for the Support of Roma People from the Republic of Moldova, the Plan provides a broad picture of both achievements an problems/recommendations of the field[106]. At the same time, ensuring the implementation of new Action Plan on support to Roma population from the Republic of Moldova for the years 2016-2020.[107]

[103] Government Decision No 1464 of 30 December 2016 on the Implementation of the 2017-2027 Strategy for Strengthening Interethnic Relations in the Republic of Moldova.

[104] According to the information of the Ministry of Education, Culture and Research, the Curriculum and education materials for the implementation of the optional subject 'Culture of Good Neighborhood' were developed to achieve intercultural education in the education system. At the same time, women from the 'Equal by difference, we involve in politics' ethnic groups were involved in the National Women's Forum (5 May 2015). It became a tradition to organize the Republican Festival of Ethnic Groups entitled 'Unity through Diversity' (the 16th edition is in 2017), its purpose is the use and perpetuation of the national minorities traditions as well as development of the intercultural dialogue, strengthening the relations of friendship between representatives of different nationalities living on the territory of the Republic of Moldova, in the context of the European Integration.

[105] The document was approved by Government Decision No 494 of 8 July 2011

[106] http://www.bri.gov.md/files/3849_Studiu-HG-56_18.01.16.pdf

[107] Government Decision No 743 of 09 June 2016 'On the approving of the Action Plan Supporting the Roma People in the Republic of Moldova for the years 2016-2020.

205. “Teleradio-Moldova” National Public Broadcasting Company – the channel with national coverage produces TV and radio programs in the state language and the languages of the ethnic groups[108].

206. The access for national minorities to official information is ensured – laws, Parliamentary decisions, decrees of the President, Government provisions and decisions, the acts of the Constitutional Court and of the Court of Auditors and others are published in the Official Gazette of the Republic of Moldova in the official and Russian languages.

207. Promotion and enforcement of human rights and fundamental freedoms represents a priority of the state, as confirmed in the Government policy and framework program of the National Action Plan on Human Rights (NAPHR). NAPHR aims to ensuring the implementation of a common strategy and policy of the state institutions and the civil society, with a view to improve the situation of human rights by identifying and formulating the priority tasks and implementation measures, etc.

208. The second NHRAP for 2011-2014 (the first NHRAP - 2004-2008) was designed as an national tool aimed to materialize State policy on strengthening the human rights protection.

209. The assessment exercise on the implementation of the National Human Rights Action Plan (2004-2008 and 2011-2014) allowed to identify progress and barriers in the realization of Moldovan citizens’ rights, including rights on ensuring gender equality, preventing and combating domestic violence[109].. On May 25, 2018 Parliament approved a new National Human Rights Action Plan for 2018-2022[110]is under way.

E. Framework of Human Rights Promotion at the national level.

210. The Constitution of the Republic of Moldova stipulates the separation of the three state powers – legislative, executive and judicial, and a clear delimitation of their duties. The responsibility for the implementation of the national and international human rights obligations belongs to state and to its component parts, including the three-level courts. According to the European Convention on Human Rights, upon completion of all national ways of appeal, the persons whose rights were violated may appeal to the European Court for Human Rights.

[108] These programs aim at reflecting the life of citizens of different ethnicities, supporting the preservation of different ethnic identities, reflecting the cultural activities, promoting tolerance, etc. In the country there are local TV and radio stations that broadcast programs in the language of national minorities. There are no legislative barriers for the publication and distribution of newspapers and magazines in the language of national minorities. They are usually published by non-government organizations, including in Ukrainian, Russian, Gagauz, Bulgarian, Hebrew, Polish languages.

[109] Evaluation REPORT on the implementation of the National Human Rights Action Plan. (2004-2008 and 2011-2014)

[110] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=376768

211. The Parliament of the Republic of Moldova contains in its structure a Standing Committee for Human Rights and Inter-Ethnic Relations. Committee's main objectives include the issues of human rights, national minorities, cults; citizenship, ensuring legal regulations on migration; gender equality, monitoring of implementation of the legal framework for non-discrimination and person's economic, social and cultural rights, regulations on domestic violence, women and child's rights, protection of foreign communities, victims of political repressions, refugees and so on.

212. A series of structures and institutions for human rights protection were established at the national level, including:

- *Coordinating Council of Ethno-Cultural* Organisations – public advisory consultative body of the national minorities' NGOs that operate under the Bureau of Interethnic Relations. The major objective is to ensure the maintenance of a continuous dialogue between the Government and ethnic communities;
- *The National Participation Council (NPC)* - established at the initiative of the Government as a consultative body, aiming at consolidation of communication platform with the civil society in the design, implementation, monitoring, assessment and updating of strategic planning documents (their activity decreased during 2014-2016 but was revived in 2017);[111]
- *The National Council for Child's Rights Protection* – governmental body intended to provide guidance and monitoring of central and local public authorities and of the civil society in order to ensure observance of children's rights in the Republic of Moldova. The Council is assisted by a permanent Secretariat, the fact that ensures coordination and coherence of the activities;
- *National Committee for Combating Human Trafficking* – the Government's advisory body, coordinates the activities of preventing and combating human trafficking, the cooperation of public authorities with international organizations, NGOs, and other institutions. The Committee has a Permanent Secretariat[112], that ensures the coordination and management of anti-traffic activities, performed by all Government and Non-Government representatives in the area;
- *Government Committee for Equality Between Women and Men* - consultative body, established under the Government, with the following duties: promotion of gender equality with a holistic approach; coordination of the activity of the central and local public administration on problems related to gender equality; development of cooperation of Government structures with the civil society on problems related to gender equality; According to experts, activity of the Commission shall be strengthened inclusively by the establishment of a Permanent Secretariat[113];
- *Government Council for the Issues of Persons with Disabilities* – consultative body set up to develop and promote the Government policy, programs, plans and actions for prevention and rehabilitation of

[111]In February 2017, 26 member-representatives of the Civil Society Organisation (CSO), were selected for the 2017-2019 mandate on the basis of an open selection process of members of the National Participation Council (NPC). The purpose of reports institutionalization between central public authorities and civil society is to develop at the national level a mechanism that promotes participation of civil society organizations in the decision-making process - these are commitments provided for in the National Action Plan for implementing the Association Agreement Moldova - European Union.

[112] In the context of the central public administration reform, in order to maximize the synergy of the processes within the State Chancellery and following the analysis of the work of the permanent secretariats, in September 2018 the Government decided to merge three Secretariats by creating a single Division within the State Chancellery - Permanent Secretariat Division - which will have the mission to provide organizational and informational assistance, including the secretarial work for the Government consultative bodies, including for the National Committee for Combating Human Trafficking.

[113] Bodrug-Lungu V., Triboi I., Ganea E. Report on assessment of implementation of the National Program on Gender Equality for 2010-2015/ OSCE support, 2016.

persons with disabilities as well as to ensure their equal opportunities with other citizens of the Republic of Moldova to achieve their constitutional rights and freedoms;
- *National Committee for Population and Development* – advisory body, set up to coordinate the development of long and medium-term policy, programs and plans on demographic safety;
- *National Commission for the Implementation of the National Action Plan on Human Rights for 2011-2014* - a body that coordinates, monitors and assesses NHRAP implementation (NHRAP activity was very limited during the reporting period);
- *Government Commission for the Reintegration of the Country*, which coordinates the actions aimed at identifying solutions for problems related to the Transnistrian problem and ensuring their implementation.
- Concurrently, the draft Government Decision on the creation of National Human Rights Council was developed in 2017. It will be assisted by the Standing Secretariat on Human Rights - an autonomous subdivision within the State Chancellery, with the status of division. The newly created platform will inlcude several areas of competence related to protecting human rights.

213. In order to strengthen the National Institution for the Protection of Human Rights[114], Center for Human Rights of Moldova[115] in 2016 was reorganized into Ombudsperson's Office, structure of the institution was modified. **Ombudsperson's Office,** as an National Independent Institution of Promotion and Protection of Human Rights is an authority that fosters the balance between public authorities and the society, contributes to the defense of human rights by preventing their violation and by providing restoration of violated rights, to the improvement of the relevant legislation and the legal education of the population, by applying the procedures foreseen by the laws in force. Also, in accordance with the Law No 52, Child Rights Ombudsperson, appointed by the Parliament, began his/her activity in 2016.

214. Among the Ombudsperson's achievements in 2016 are launching of the independent monitoring Mechanism of implementation of the UN Convention on the Rights of Persons with Disabilities (the National Prevention Mechanism against Torture, established under Law No 52) and the Torture Prevention Council (council of experts created within the Ombudsperson's Office), both are composed of civil society representatives.[116]

215. It is worth noting that two significant studies were conducted in 2016: 'Human Rights Perception in Moldova' and 'Human Rights Observance in Providing Pre-Hospital Emergency Care Services in Moldova'. These studies include valuable information and could serve as important instruments in the development of policy documents on human rights.

[114] Law No 52 of 3 April 2014 on the Ombudsperson
[115] The *Center for Human Rights (CHRM)has* operated since 1998 on the basis of Law on Parliamentary Ombudsmen No 1349-XIII of 17 October 1997, as an important non-judiciary mechanism defending human rights in the Republic of Moldova.
[116] http://ombudsman.md/sites/default/files/document/attachments/raport-ombudsman_2016.pdf

216. We reiterate the Ombudsperson's concerns on observance of the rights to: access to justice, freedom of opinion and expression, social protection and decent living, to health care and water and sanitation, poor conditions of detention, as well as on observance of disabled persons' rights. A proposal that human rights protection effort should be coordinated with effort of combating the corruption is worth noting[117]

217. The main body managing the state-guaranteed legal aid system is the *National Council on Legal Aid (NCLA),* and its territorial representative offices (5), Ministry of Justice and the Bar Association. The National Council carries out its activity on the basis of the Regulation approved by the Order of the Ministry of Justice No 18 of 24 January 2008. The National Council is made up of 7 members (5 men and 2 women).

218. During the reporting period the number of beneficiaries of qualified State-guaranteed legal aid increased twice from 37007 in 2013 to 65322 in 2017. (Table 27)

Table 27. Number of beneficiaries of qualified State-guaranteed legal aid.

Year	Women	Men	Minors	Total
2013	4 060	30999	1 948	37007
2014	9 437	31810	2 665	43 912
2015	5 031	36445	2 473	43 949
2016	6845	40056	2842	49743
2017	6698	47775	2694	65322

219. 83 % from the total number of cases in 2017 were cases of qualified legal aid provision and 17 % were cases of primary legal aid provision.

Both qualified legal aid and primary legal aid experienced a continuous and significant increase of the number of beneficiaries (Table 28)

Table 28. Number of beneficiaries of qualified State-guaranteed legal aid by types

	2013	2014	2015	2016	2017
Total	37007	51315	53762	59078	65322
Qualified legal aid, of which:	33569	43912	43949	49743	54473
• Emergency legal aid	2699	3670	4599	4893	4647
• Ordinary legal aid.	30870	39477	39350	44850	49826
Primary legal aid	3438	7403	9813	9335	10849

[117] During 2017, Ombudsperson found that one of the main problems concerning free access to justice is the non-execution of enforcement writ. During the reference period, Ombudsperson's Office received 171 complaints that invoke violation of the right to enforcement writ execution, their number is smaller as compared to previous years - 265 complaints in 2014 and 259 in 2015.http://ombudsman.md/sites/default/files/document/attachments/raport-ombudsman_2016.pdf p.6

220. To provide qualified legal aid, 481 lawyers providing qualified State-guaranteed legal aid were engaged, of whom 15 are public lawyers; 36 lawyers specialised in the cases involving children; 12 lawyers specialised in providing qualified legal aid to asylum seekers, refugees, beneficiaries of humanitarian protection, stateless persons and apartheid applicants; 9 lawyers specialised in providing qualified legal aid to persons with mental disabilities and 10 lawyers specialised in providing qualified legal aid to victims of crimes (Table 29).

Table 29. Number of lawyers providing State-guaranteed legal assistance

	2014	**2015**	**2016**	**2017**
Total	484	507	491	481
Public lawyers	14	16	16	15
Lawyers specialised in providing legal assistance: • in cases involving minors	24	32	28	36
• to asylum seekers, refugees, beneficiaries of humanitarian protection, stateless persons and apartheid applicants	9	8	9	12
• to persons with mental disabilities	13	12	9	9
• to victims of crimes	18	15	10	10
Primary legal assistance provided by: • paralegals	32	32	42	42
• public lawyers	14	16	16	15

221. Remarkable is the development of alternatives for the settlement of litigations by mediation and arbitration, as well as development of the detention alternatives by introducing probation, and thus decreasing the number of persons in detention.

222. Reforming the justice sector in the Republic of Moldova began with the adoption of Strategy of Justice Sector Reform for the years 2011-2016, extended to 31 December 2017 by the Parliament's Decision No 259 of 8 December 2016 on Ensuring the Reforms Continuity in the Justice Sector. In parallel, Ministry of Justice (MoJ) launched in 2017 the development of a new policy document to continue justice sector reforming.

223. During the recent years, **an important legal and regulatory framework for women's rights protection and promotion** was developed in the Republic of Moldova:

-*Law No 241-XVI of 20 October 2005 on Preventing and Combating Trafficking in Human Beings* (Official Gazette of the Republic of Moldova No 164-167/812 of 9.12.2005)

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-*Law No 5-XVI of February 2006 on Gender Equality* (Official Gazette of the Republic of Moldova no. 47-50/200 of 24.03.2006)

-*Law No 45-XVI of 1 March 2007 on Preventing and Combating Domestic Violence* (Official Gazette of the Republic of Moldova no. 55-56 of 18.03.2008)

-*National Referral System Strategy for the protection of and assistance to victims and potential victims of human trafficking* (GD No 257 of 5 December 2008).[118]

- *National Program on Ensuring of Gender Equality 2010-2015*[119]

-*Strategy on Ensuring Equality between Women and Men in the Republic of Moldova for 2017-2021 and the Action Plan for its implementation. (GD No 259 of 28 April 2017)*[120]

-*National Strategy on Preventing and Combating Violence Against Women and Domestic Violence for 2018-2023 and the 2018-2020 Action Plan for its implementation*[121];

-*National Strategy for Preventing and Combating Trafficking in Human Beings for 2018-2023 and the 2018-2020 Action Plan on its implementation*[122]*;*

-*National Program on Implementation the UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021 and the National Action Plan regarding the implementation of the Program.*[123].

-National Human Rights Action Plan for 2018-2022[124]

224. At the same time, though a legal and regulatory framework is in place, there are some problems with its implementation: poor training of experts from different areas regarding identification, registration and reporting of domestic violence cases; shortage of qualified human resources and limited financial resources to provide assistance to victims of domestic violence and work with perpetrators; weak functionality of mechanisms for sexual harassment identification, failure to refer all DV cases through the National Referral System; shortage of assistance and protection services for victims; lack of re-socialization services for domestic perpetrators; imperfection of the monitoring and evaluation system in violence and human trafficking etc. Progresses, but also limitations and recommendations for the next period were identified in the area through assessment exercise on the

[118] We reiterate that this system was launched by MLSPF in partnership with IOM in 2006 and is considered one of the most successful in the region. This fact was also mentioned in the Global Monitoring Process carried out by the US State Department and GRETA Expert Group of the Council of Europe and reiterated at the Regional Conferences conducted in the reference area. http://msmps.gov.md/ro/content/sistemul-national-de-referire-pentru-protectia-si-asistenta-victimelor-si-potentialelor

[119] http://lex.justice.md/index.php?action=view&id=333441&lang=1&view=doc

[120] http://lex.justice.md/viewdoc.php?action=view&view=doc&id=370442&lang=1

[121] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=374992

[122] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=375580

[123] http://lex.justice.md/md/374810/

[124] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=376768

implementation of the National Program on Ensuring of Gender Equality for 2010-2015[125]. A large number of comments and recommendations were used in the process of developing the Strategy on Ensuring Equality between Women and Men for 2017-2021.

225. Ensuring gender equality promotion in the economic, political and social life of women and men from Moldova is the basis for respectingof all citizens' fundamental human rights. Strengthening of the national mechanism in the area of gender equality is an important step in confirming the political will of the Government of the Republic of Moldova to promote and observe the gender equality principle. Currently, the Republic of Moldova has an institutional mechanism, well defined by the Law on Gender Equality (2006), complemented by Law No 71/2016 on the amendment and completion of some legislative acts of .[126]

226. The issue of making institutional mechanism more effective is addressed continuously during the dialogue between Government and civil society. Establishing of a Permanent Secretariat is proposed with a view to strengthen the mechanism capacity.

227. At the same time, enhancement of the capacity of Government as a catalyst and promoter of experiences initiated by mainstreaming gender equality in national policy is still actual.

228. The training and strengthening of the specialists ' and public servants' skills is an important precondition for ensuring an efficient activity of the competent structures. During the reporting period, many training activities were performed in this field. Among the relevant strategies in this field are: organization of training seminars, workshops; organization of study visits; providing information materials, etc.

229. In this context, in the Strategy on Ensuring Gender Equality between Women and Men for 2017-2021 Government provided measures aimed at developing the Curriculum for initial and continuous gender training of the civil servants and their institutionalization within the Platform of the Academy of Public Administration.

230. To implement the Final Conclusions of the Committee on the Elimination of Discrimination against Women: the Republic of Moldova (2013), the Government agencies in partnership with the

[125] Bodrug-Lungu V., Triboi I., Ganea E. Report on assessment of implementation of the National Program on Gender Equality for 2010-2015. Support of OSCE Mission in the Republic of Moldova. Chisinau, 2016

[126] Over the reporting years we note some progress in the activity of the National Mechanism as follows: revitalization of activity of the mentioned Commission due to the establishment of the Secretariat assured by the Department of Policies for Ensuring Gender Equality and Prevention of Violence (DPEGEPV), MLSPF and active participation of NGOs representatives. The Department of Policy on Ensuring Gender Equality was created and strengthened, MHLSP. As an important step we note that activity of the Governmental Committee includes the NGOs representatives active in the area of gender/women's rights, which were selected on the basis of principle of transparency and participation. Network of the Gender Focal Points was created, these were fortified by training on gender responsive budgeting, implementation and reporting on the CEDAW provisions, familiarization with the CEDAW Optional Protocol, standards and mechanisms on gender equality, etc. At the same time we mention the existence of several reserves in its functionality: dependence of staff turnover, lack of continuous training of civil servants on gender equality, shortage of human and financial resources.

civil society, trained law enforcement professionals and Gender Focal Points within central and local public authorities, under CEDAW and Optional Protocol.

231. The issue of human rights is tackled in different training programs for specialists. The subjects 'Civic Education' and 'Human Rights Education' from the pre-university education level aim at getting the young familiar with their rights and obligations. International Human Rights Day is widely celebrated yearly on 10 December. The Government acknowledges the need to consolidate the efforts of the academic community, civil society and state structures, thus providing consecutiveness and sustainability of the education and information on human rights.

232. According to the UN General Assembly Resolution 47/237 of 20 September 1993, Republic of Moldova celebrates the International Family Day. The mentioned activities aim to realize the recommendations of the Committee on the Elimination of Discrimination against Women to organize campaigns to raise women's and men's awareness of equal responsibilities of women and men in the private and public life, to encourage mass media to build positive images of women etc.

3. Information on Non-Discrimination, Equality and Efficient Remedies

233. According to the national legislation, the State and the family are committed to ensure the raising, support, education and protection of the child. The National Council on Child Rights Protection (NCCRP) is responsible for ensuring the development and implementation of policy for protection of child and the family rights, as well as ensuring the inter-sectorial coordination both at national and local level. Also, the Ombudsman for Children's Rights is an important tool in the promotion, protection and monitoring of the minors' rights.

234. Cases of children's rights violation are solved largely by guardianship authorities that operate in each district/municipality. According to the law, starting with the age of 14 years children can apply directly to these institutions if some of their rights are violated. Children also may address a complaint directly to the court of law.

235. The social policy for child protection is regulated by the National Strategy on Child Protection (2014-2020). This stipulates, as a priority, the application of family-type and community-based protection forms for children in difficulty. Placement of the child in residential institutions is the last option, because of predominantly negative repercussions, affecting the psycho-social development of the child and his/her integration in society at the post-institutional stage. Identification of mechanisms for reorienting the money from the residential care to the new set of community-based and family-type services are important goals in this respect.

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236. Experts mention the contradictory impact of the labour migration of parents, which on the one hand provides economic and financial benefits, but on the other hand affects the children left behind[127]. Parents' labour migration is a multidimensional phenomenon, additional revenues can be forwarded for the children's benefit. At the same time, migration is accompanied by a number of risks for children, as: risk of school dropout, indeterminacy of children's education performance. Besides that, children risk to become victims of violence, neglect and exploitation of children. Government set policy and initiatives development as one of the priorities in this area to reduce the negative effects of migration and maximize development benefits of the Government. An important direction is protection of children and elderly people left without care of family members who are abroad, together with migration treatments and efficient use of remittances. In this context, Government implements Strategy on Child Protection for 2014-2020, its specific objective is to reduce the negative effects of parents' migration on children left in the country. As for extracurricular programs and children's involvement the decision-making, positive models of participation include: Local Councils of Children, Child Rights Monitoring Group, establishment of peer-to-peer educators teams for healthy life promotion, etc. In the context of preventing the children's institutionalization and promotion of deinstitutionalization the Committees for the protection of children in difficulty were established.

237. The reform of the juvenile justice system covers all categories of children, such as minors victims and children that are witnesses of crimes. Also, primary and secondary mechanisms are developed to prevent initial or repeated commitment of crimes by minors. The community services of mediation, probation and community work are used as alternatives to detention and applied community based services. They are used in cases of minor and less serious crimes, when the detention can be avoided.

238. The access of individuals and groups at risk to the system of state social guarantees is the key element in measuring the non-discriminatory treatment and equal opportunities for all members of the society to receive Government aid with a view to diminish the risk of poverty. The system of services has an important role in the social protection system, as it comes to complement, and sometimes even to replace the system of cash benefits, contributing significantly to a more effective social inclusion.

239. Social Protection in the Republic of Moldova is in transition from the system of placing people with special needs in residential institutions to system of community-based social services. The

[127] In 2012, according to results of national quantitative study on situation of children in difficulty and children whose parents are abroad, 105270 children have at least one parent involved in migration processes during the last year, that accounts for 14.5% of the total number of children in the Republic of Moldova. Among them: fathers of 53995 (51.0%) are left, mothers of 29950 (28.5%) are left, both parents of 21625 (20.5%) are left.

establishment of services at the community level involves high costs and the existence of a dual system does not encourage their development. The early stage of the desinstitutionalization process involves maintaining a dual system: the establishment of alternative services at the community level while maintaining the existing system till the full reintegration of the concerned persons into the new system.

240. In the reporting period we note important achievements in strengthening the social protection system, by creating specialized agencies[128], such as: National Agency on Social Assistance. This agency was created to strengthen the professional capacities of staff in the social assistance system and directly contribute to the establishment of the system of professional training, evaluation and professional performance management of social assistance staff and enhancement of their quality[129].

241. At the same time, during 21-23 May 2017 Republic of Moldova was heard in Geneva on the report on implementation of the Convention, recommendations and observations of the experts of the UN Committee on the Rights of Persons with Disabilities[130].

242. Among important achievements in this field we note: the legal framework and current institutional framework complied with implementation of the UN Convention on the Rights of Persons with Disabilities; existence of the sector programs and strategies at the national level that include some actions focused on inclusion of persons with disabilities; diversification and continuous development of the social services for people with disabilities in the last years; partnerships established between State institutions and civil society organizations for social inclusion of the people with disabilities; existence of positive practice of social inclusion of persons with disabilities in different areas of life at national level.

243. In 2016, the number of the persons with disabilities in the Republic of Moldova was about 182.0 thousand people, including 11,7 thousand children aged 0-17 years. People with disabilities account for about 5.1% of the total population of the country, and children with disabilities represent 1.7% of the total number of children in the Republic of Moldova (source NBS[131]).

244. Among the key issues the people with disabilities face, we note:

-services of social assistance, rehabilitation and support for persons with disabilities that are insufficient and unequally distributed in the area;
-insufficiently trained specialists from different sectors concerning accessibility, assistive technologies and means, reasonable accommodation, rights of persons with disabilities;

[128] In 2011 the Social Inspection was established, the National Council for the Accreditation of Social Service Providers was established in 2012.
[129] The Government Decision No 1263 of 18 November 2016 approved the Regulation on the Organisation and Operation of the National Agency on Social Assistance.
[130] https://documents-dds-ny.un.org/doc/UNDOC/GEN/G15/066/46/PDF/G1506646.pdf?OpenElement
[131] http://www.statistica.md/public/files/ComPresa/Demografie/Situatia_pers_dizabilitati_2016.pdf

-the existence of the segregation practice in approach to people with disabilities by their institutionalization and absence of the exercise capacity;
-poor accessibility of the buildings, road infrastructure, transport, information and communications at the national level for people with different types of disabilities;
-lack of a national system for collection and processing of the statistical data on disability, which shall provide the possibility to a profound analysis of various statistical indicators;
-negative and discriminatory attitude of some citizens and specialists from public and private institutions towards people with disabilities.

245. In 2017, the Government approved a new public policy document - National Program on Social Inclusion of Persons with Disabilities for 2017-2022 which provides for a cross-sectoral approach to social inclusion of the people with disabilities and ensuring observance of their fundamental rights equal to other citizens in all spheres of social life.

246. Following the launch of the pension system reform and amendment of the relevant legislation, the gender inequalities connected with the retirement age and contribution period of women and men as eligibility conditions to benefit from old-age pension were eliminated. According to new provisions, the standard retirement age for men and women is 63 years old (previously, the retirement age for women was 57 years old, and for men 62 years old), and the contribution period for both sexes is 34 years (prior to the reform, the contribution period for women was 30 years, and for men - 35 years). Nonetheless, experts attest that differences of women's treatment compared to men are maintained in the pension system. Thus, on the basis of the traditional gender roles, women spend more time in the leaves (child care leaves, medical leaves), this has a negative impact on amount of pension as, for the mentioned period, the country's monthly minimum wage at the date of pension calculation is taken into account in determining the average monthly insured income. Another gender-discriminatory issue refers to the possibilities of benefiting from early retirement pension under the condition that a 34-year contribution period that includes only job tenure periods is achieved. In both situations discrimination has a negative impact on women[132].

247. The social insurances of social protection system show a significant disparity in the amount of old-age pension received by women and men. The average amount of old-age pension for men in non-agricultural sector is of MDL 1479.8, as compared to women's MDL 1122.3. At the same time, average age pension for men from agricultural sector is of MDL 986.5, as compared to MDL 931.5 of women. The disparity between agricultural and non-agricultural sector as regards the average amount

[132] According to 'Statistical portrait of women and men in the Republic of Moldova' presented by National Bureau of Statistics in March 2016, the share of women-pensioners exceeds the one of men, thus representing 71% of old age pensioners. This situation occurred due to the fact that women live at an average by 7.9 years longer than men, life expectancy at birth for women is of 75.4 and of 67.5 for men.

of women's age pension is also smaller as compared to men's disparity. The average amount of age pension for women from the agricultural sector covers only 69% from the value of subsistence minimum for retired people, compared to 73% for men. In non-agricultural sector, the average amount of old-age pension for men exceeds the value of subsistence minimum by 10%, while for women – only by 84%.

248. We note that Republic of Moldova continues to implement international human rights standards and recommendations of the UN, CoE, OSCE, UN Special Rapporteurs on torture and other cruel, inhuman or degrading punishment or treatment, on violence against women.

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PART II.

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.

249. The legislation of the Republic of Moldova provides for equal rights for women and men in all areas of public and private life. Constitution of the Republic of Moldova includes many articles that provide for protection of the rights of the citizens to work and to labour protection, to free choice of employment, to fair and satisfactory conditions of work, the right to social protection and social services etc.

250. An important role in promotion of gender equality principle in Moldova is played by the two framework Laws: a) by Law No5-XVI of 9 February 2006 on Gender Equality, which stipulates that in the Republic of Moldova, women and men benefit from equal rights and freedoms, equal opportunities being also guaranteed for their exercise. b) by Law No 121 of 25 May 2012 on Ensuring Equality, which contributed to the consolidation of the institutional mechanism of equality, complementing the national law with new definitions, highlighted modalities of eliminating discrimination, responsibility for discrimination offences and specified possible disciplinary, civil, administrative and criminal responsibility according to the law in force.

251. During the reporting period, Law No 5-XVI of 9 February 2006 on Ensuring Equal Opportunities for Women and Men was supplemented with new notions as: Gender Equality Coordination Group; sexual harassment, sexist language; the principle of gender equality.

252. For harmonization with the provisions of the EU Directive No 2004/113/EC of 13 December 2004, this Law was supplemented by a new article aimed to ensure access to and supply of goods and services, respecting the principle of equal treatment of men and women[133].

253. At the same time, typologies of gender discrimination were expanded by amending the Article 5 'Prohibition of discrimination on grounds of gender' of the same Law. Thus, the discrimination is: direct, indirect, discrimination by association or victimization. Obligation of the competent public authorities to remove actions that are considered to be discriminatory was also provided for.

[133] http://lex.justice.md/md/368335/

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254. The range of actions which are not considered discriminatory was extended, such as: measures to ensure special conditions for women during pregnancy, post-partum, and breast-feeding period; affirmative actions; treatment difference based on a gender-specific characteristic and special advertisements for employment of persons of a certain gender in the work place, which relate to the nature of special professional activity in case if such gender-based characteristic is a genuine and determined professional requirement, provided that objective is legitimate and requirement is proportionate.

255. In order to implement Recommendations of the Committee on the Elimination of Discrimination Against Women (2013), the Government took actions to strengthen the institutional mechanism of women's promotion. Thus, composition of the subjects at central and local level was expanded, currently consisting of the following links:

-Parliament, with the powers to adopt legal framework which ensures gender equality in all areas; to monitor the implementation of the principle of gender equality in all directions and at all levels of State policy and to examine the Government and Ombudsman reports on the situation in the field, according to the legislation;

-The Government - Government Committee for Gender Equality with the powers to promote gender equality with a holistic approach and coordinate activity of the central and local public administration on issues related to gender equality;

-Ministry of Health, Labor and Social Protection (specialized body) with the powers to develop and improve the legal and normative framework on gender equality and with the power of methodological coordination of the activity of gender coordinating groups and gender focal points under the relevant central public administration and local public administration;

-ministries and other central administration authorities (Gender Coordination Groups) with the powers to ensure comprehensive approach to gender equality in the policies and programs from all areas and at all levels of adoption and implementation of decisions;

-The State Labor Inspectorate with the powers to assess compliance with the legal provisions regarding: prevention and elimination of cases of discrimination on any criteria and sexual harassment at work;

- National Bureau of Statistics with the powers to collect, process and generalize gender disaggregated statistical data;

-local public authorities (Gender Focal Points), with the powers to ensure the mainstreaming of gender equality principle in policy, programs, regulatory acts and financial investments at the local level, to

monitor the programs implementation, to organize awareness raising campaigns, to perform research and other actions related to gender equality at the local level;

-Council on the Prevention and Elimination of Discrimination and Ensuring Equality ensuring protection against discrimination and equality to all persons according to the law.

256. The key innovative elements included in the institutional mechanism are Gender Coordination Groups within the ministries and other central administration authorities. Gender Coordination Groups are aimed to ensure comprehensive approach to gender equality in the policies and programs from all areas and at all levels of adoption and implementation of decisions. The members are Gender Focal Points from the subdivisions empowered to develop, promote and monitor policy in the activity area of the public authority. The head of the institution shall be responsible for the fulfillment of the established duties by the public authority and for efficient coordination of the activity of the Gender Coordinating Group.

257. The provisions of the Law No 121 of 25 May 2012 ensure non-discriminatory approach, by *including new definitions* related to the non-discrimination policy, such as: discrimination; direct discrimination; indirect discrimination; discrimination through association; racial segregation; incitement to discrimination; victimization; positive measures; reasonable accommodation; and by *enlarging the range of protected criteria.* The Law complements the institutional mechanism by establishing of a new collegial body with status of public-law legal entity - The Council on the Prevention and Elimination of Discrimination and Ensuring Equality[134].

258. At the same time, the legislator highlighted the worst forms of discrimination, specifying the methods of elimination of discrimination and explicitly provided for the prohibition of any form of discrimination in the law. In particular, special provisions prohibited discrimination in 3 the most sensitive areas of human activity: in employment, education, and the prohibition of discrimination in accessing public services and goods.

259. Institutional framework on Prevention and Elimination of Discrimination and Ensuring Equality includes the following subjects: a) Council for Prevention and Elimination of Discrimination and Ensuring Equality (Law No 298 of 21 December 2012); b) public authorities; c) courts of law.

260. The legislator also provided responsibility for the discrimination acts: disciplinary, civil, administrative and criminal responsibility according to the law in force. Another innovation aims at introducing the reversed burden of proof in line with the international standards. Thus, the

[134] http://lex.justice.md/md/346943/

discriminated person who brings an action to court must present only facts that assume possible existence of a discrimination act. The task to prove that the facts do not constitute discrimination belongs to the defendant, except for the facts that imply criminal. Persons who bring an action to court on matters of discrimination are exempt from paying filing fee.

261. The regulatory framework does not have any discriminatory provisions towards women; women are equal with men before law, without any discrimination and they enjoy equal rights and freedoms in economic, social, political, civil and cultural life.

262. We note that during the reporting period legislative changes were introduced and capacities strengthened in the field of non-discrimination of the teachers, social workers and legal reprezentatives. In this respect, a methodological set in the field of equality including Training of Trainers module (ToT), training curriculum and a resource guide was developed for teachers and social workers[135].

263. The National Institute of Justice organizes the continuous training courses for judges, prosecutors, court registrars, judicial assistants, heads of court chancelleries, prosecutor's consultants, probation counsellors, attorneys who ensure state-guaranteed legal assistance, other individuals who act in the justice sector[136]. The serving judges and prosecutors are obliged to train at least 40 hours per year, 24 hours of which should be accumulated at specialized/profile trainings[137].

264. In 2014, the 'Anti-Discrimination Handbook for Judges' was developed with support of the High Commissioner for Human Rights (OHCHR) and the European Union (EU), at the request of the Ministry of Justice. The handbook shall fill the gap in provision of teaching materials for judges' professional training in order to prevent or combat severe discrimination cases in the society.

265. Office of the Ombudsperson was created in 2014 after the reorganization of Human Rights Center. It shall ensure observance of human rights and freedoms by public authorities, organisations

[135] 'Promoting Equality - Strengthening the Agents of Change' Project, funded by the European Union in 2015, Study 'Compatibility analysis of national legislation with the European standards on equality and non-discrimination'

[136] The training plans during the reporting period included the following modules:

Human rights. (subjects: The European Convention on Human Rights; Non-discrimination and Equality; Internal Practice on the Implementation of UN Treaties on Human Rights; Implementation of Regulations of the International Covenant on the Economic, Social and Cultural Rights; Implementation of the Convention on the Rights of Persons with Disabilities; Internal Practice on Implementation of UN Treaties on Human Rights; Implementation of Regulations of the International Covenant on Economic, Social and Cultural Rights; Implementation of Convention on the Rights of Persons with Disabilities)

- Aspects of the criminal law and criminal procedure (the subjects: Judicial practice on examination of cases related to domestic violence; Peculiarities of investigation and prosecution of the crimes related to human trafficking, trafficking of organs, tissues and cells; Investigation and prosecution of crimes related to sexual life; International standards on combating torture, inhuman or degrading treatment)
- Woman's rights (subjects: Access to justice; Observance and implementation of provisions of the UN Convention on the Elimination of All Forms of Discrimination against Women).

[137] Training activities from the plans are included in the NIJ Information System. (IS) The judges and prosecutors have direct and personal access to the IS of NIJ, being entitled to select the courses they are interested in every 6 months, apply online within the limit of available positions and amounting to 40-80 hours of training per year.

and enterprises regardless of their type of ownership and legal organization form, by the not-for-profit organizations and by the persons in positions of accountability of all levels. The Ombudsman monitors and reports on the observance of human rights and fundamental freedoms at the national level, improves the legislation in the field of human rights and freedoms, cooperates at international level in this area, promotes human rights and freedoms and their defence mechanisms.

266. Taking into account recommendations of the Committee on the Elimination of Discrimination against Women, as well as 2030 Agenda for Sustainable Development, Government of the Republic of Moldova adopted the second document of public policy - the Strategy on Ensuring Equality between Women and Men in the Republic of Moldova for the years 2017-2021 and the Action Plan for its implementation (GD No 259 of 28 April 2017). The Strategy aims to empower women and achieve de facto gender equality in the Republic of Moldova, by using the human potential of the society without gender discrimination[138].

267. In 2018 Parliament approved the new National Human Rights Action Plan for 2018-2022. The document aims to ensure the implementation of measures that will allow development and prosperity on equal terms for all citizens, ensuring that human rights are addressed through twelve areas of intervention, including protection against discrimination and promotion of equality, preventing and combating domestic violence and ensuring gender equality.

Article 3.

268. The normative framework provides for the equal access of women and men to social assistance, health care, education, employment, participation in the public and political life. Legislative barriers on women's access or provisions of indirect discrimination in the professional development programs, limitations regarding human rights and fundamental freedoms do not exist.

269. 'Moldova 2020' National Development Strategy, approved in 2012, represents the country's strategic vision identifying 8 solutions for economic growth and poverty reduction. Focused on the constraints that stagnate the country's economic development, the document highlights the following critical issues: education, roads, access to finance and business environment, consumption of energy resources, pension system, health.

270. Mid-term assessment report on the implementation of the 'Moldova 2020' National Development Strategy from the human rights and gender equality perspective, revealed that document

[138] Aim of this strategy will be achieved with the implementation of the general and specific objectives, that reflect and define gender issues and inequality or discrimination of women and men during their life cycle in the following areas of intervention: women's participation in decision-making, labour market and gender pay gap, social protection and family policies, health, education, climate change, institutional mechanism, stereotypes in the society and non-violent communication, gender equality in the security and defense sector and gender responsive budgeting.

focuses on the country's economic development, without taking into account the specific barriers. Women and men, elderly, people with disabilities, Roma people, minorities and other social segments face these barriers when they take advantage of opportunities offered by this strategic document[139].

271. Implementation of General Objective of the chapter 'Fair and sustainable pension system' had the greatest gender impact. The 2016 pension reform, aimed to achieve a higher equity in the public social insurance system, contributed to: 1) equalizing the retirement age of women and men to 63 years; 2) unification of method of pensions calculation for some citizens; 3) exclusion of the notion of special qualifying period; 4) adjusting the conditions for the granting of disability pension to the contributory process.

272. After the nationalization of targets of 2030 Sustainable Development Goals, 45 of the 53 gender responsive indicators globally agreed were considered relevant for the Republic of Moldova in the nationalization process, 42 of them are quantitative indicators and 3 - narrative ones. We note that in the process of nationalization of SDGs targets, not all gender-sensitive global indicators were examined in full, some were adjusted or divided into several indicators, or became proxy indicators. Thus, the national set of SDGs indicators includes 57 gender responsive indicators, 30 of them are examined in full and the remained 27 were either adjusted or divided into several indicators.

273. Given that the majority of 2030 Sustainable Development Agenda objectives were not present in the 'Moldova 2020' NDS, the Government coordinated the elaboration of a new strategic document National Development Strategy "Moldova 2030" which synergistically integrated the 4 broad policy areas covered by Agenda 2030 (i) economic; (ii) social; (iii) environment; (iv) governance and human rights (in the process of approval).

274. Three Government programs were approved during the indicated period. In two of them (for 2013-2014 and 2015-2018) gender policy was a separate component of social policy and aimed at: encouraging increased women's participation in decision-making and structures of political and public representation; ensuring equal opportunities in the social and economic field; improving the mechanisms of conciliation of family life with professional one; strengthening national capacities on combating domestic violence; development of effective tools of women's lending and support in the development of their own business[140].

[139] The report was developed by 'Expert-Grup' Independent Think Tank, with the support of UN Moldova

[140] In the current 2016-2018 Government Activity Program gender policy is addressed in the Proactive Social Policies Component, the field: Social Assistance and Family Protection aiming at:

- Strengthening national capacities on combating domestic violence.
- Development of legal framework and policy on preventing and combating domestic violence.
- Improvement of access human trafficking victims to quality services.

275. In order to ensure the implementation of Article 3 of the CEDAW, institutional mechanism in the area was amended by establishing gender coordination groups at the CPA level (paragraph 276).

276. Gender Focal Points were established in the District Council Office at the CPA level, the district President has responsibility of coordination and accountability of all deconcentrated and decentralized local structures that ensure the implementation of the State policy on equality between women and men. The fact that Gender Focal Point is provided even for leven-one local public authorities, in mayoralties, is a novelty. This role is performed by the secretary, who, besides his/her fundamental responsibilities, shall ensure implementation of the gender equality principle.

277. In 2014-2017, UN Women in partnership with UNDP, with the financial support of the Swedish Government, implemented the 'Women in Politics' Program[141]. This Program was aimed to support the increase of women's participation in politics and decision-making by creating an environment favourable to their significant participation, to support women's capacity development before, during and after the elections at the central and local level.

278. Implementation Analysis of the National Program on Ensuring Gender Equality for 2010-2015 was carried out in partnership with MLSPF and the Gender Center, with the support of the OSCE Mission to Moldova. Thus, gaps were identified in the field, recommendations to solve them[142] and areas of intervention for the new strategic document were proposed. The Report served as a practical tool for promoting the Law No 71 of 14 April 2016, as well as for development of the new Strategy.

279. The collection, production, dissemination and use of statistical data were improved by the 'Strengthening National Statistics System' Project, launched by the National Bureau of Statistics (NBS) and the MLSPF, in partnership with five UN agencies (UNDP, UN Women, UNFPA, UNICEF and IOM). A new online tool 'Gender Pulse'[143] was developed and implemented in order to facilitate

- Raise public awareness of prevention and elimination of gender stereotypes, as well as conditions that generate discriminatory situations in different areas

[141] Under the 'Women in Politics' Program, about 1000 women were trained in the field of gender equality, political and decision-making leadership. The Gender Equality Platform was established as a national network consisting of 28 NGOs and persons that plead for gender equality and monitor implementation of commitments on gender equality by the State institutions. They were actively involved in the advocacy campaigns on ensuring GE and women's rights promotion; seven Political Clubs were established in seven districts to facilitate the dialogue between potential women-candidates and political parties and to serve as capacity development Centers for women leaders; The Common Dialogue Platform for Women MPs and Parliament Secretariat, during 2015-2016 15 regional parliamentary forums were organized, establishing a direct dialogue between more than 600 participants from marginalized groups (84% of them were women), members of Parliament and local authorities. On the basis of experience and practices accumulated, in 2017 Parliament independently organized 5 regional forums on women's participation in politics and 8 forums on the prevention of violence against women, girls and children; 39 women with different types of disabilities across the country (including Gagauzia and Transnistria) improved their skills to become actively involved in civic and political life at training sessions on such topics as: the role of women in history and society, the Strategy for ensuring equality between women and man for the years 2017–2021, CEDAW provisions and recommendations for Republic of Moldova, legislation regarding the right of persons with disabilities, election campaigns management, gender equality and sustainable development, communication with media and public institutions, non-verbal communication, strategic management and IT technologies for lobbying and advocacy.

[142] www.gender-centru.md

[143] http://genderpulse.md/en

viewing and interpretation of the gender-sensitive statistical data by different categories and users. Approximately 40 gender indicators and 200 statistical variables are presented in the infographic.

280. NBS in partnership with international organizations, developed the 'Women's Profiles of the Republic of Moldova' (2016), which includes 10 Analytical Notes and 10 Infographics[144]. The goal of profiles is to inform the public, on the basis of evidence/data, about the advantages, capacities and potential of the analysed groups of women and their contribution to the development, their interaction environments, opportunities they benefit from or are deprived of, limitations and impediments they face.

Article 4.

281. Taking into account the recommendations of the Committee on the Elimination of Discrimination against Women, the Government of the Republic of Moldova has undertaken some efforts to promote temporary special measures to accelerate the achievement of real equality of women with men in all areas, in particular in terms of participation of women in decision making. Thus, the Action Programme of the Government for 2011-2014, the section on Gender policies, provides for introduction of quotas to facilitate the promotion of women to decision-making positions.

282. On 14 April 2016 Law No 71 on the amendment and completion of some legislative acts was adopted. It introduced, as an affirmative action, **representation quota of 40% of both genders** in order to increase women representation at the political and public decision-making levels. The key amendments referred to the Law on Government, supplementing it by rules on observance the minimum representation quota of 40% of both genders in formation of the Government. The Electoral Code was complemented by provisions on observance of the minimum representation quota of 40% for both genders in the candidates' lists for Parliamentary and local elections. At the same time, sanctions for non-compliance of the proposed quota were also provided through the refusal of the *electoral body* to register the lists of candidates.

It is important to note that during 2017, in the context of electoral system reform and amendment of Electoral Code, transition from the electoral system of proportional representation to the mixed electoral system took place.
In order to create favorable conditions for women's accession to politics, new legislative amendments on Funding of Political Parties from the State Budget were approved in 2018, with the following distribution of resources:
a) 40% - to political parties in proportion to the performance obtained at the parliamentary elections;
b) 40% - to the political parties in proportion to the performance obtained in the local general elections;

[144] United Nations Development Program (UNDP) under the UN Joint Program 'Strengthening the National Statistical System', in cooperation with NBS and with the support of UN Women and United Nations Economic Commission for Europe (UNECE). The analytical notes include profiles of the older women, women from rural area, women in the economy and business, women involved in decision-making, women as victims of violence, women migrants, women in elected and appointed positions, women which are HIV, Roma women and girls, women with disabilities.
http://md.one.un.org/content/unct/moldova/ro/home/publications/joint-publications/note-analitice-_profilurile-femeilor-din-republica-moldova--2016.html

c) 10% - to political parties in proportion to their observance of at least 40% share of women candidates from the total number of candidates nominated in all uninominal constituencies in the parliamentary elections. This increase will be determined from the sum, alloted for budget year of the respective party;
d) 5% - to political parties in proportion to the number of women actually elected as Member of Parliament in the uninominal constituencies;
e) 5% - to political parties in proportion to the young people actually elected in the general parliamentary and local elections.
Law No 5-XVI of 9 February 2006 on Gender Equality included similar provisions on the obligation of political parties to ensure equal rights and chances among their members, women and men, respecting a minimum quota of 40% for both genders representation in the governing bodies and in the lists of candidates without gender discrimination.

283. We note that in 2017, in the context of central public administration reform, Law No 64-XII of 31 May 1990 on Government was repealed because new Law No 136 of 7 July 2017 on Government was approved. The new Law does not contain provisions on 40% representation quota for both genders in formation of the Government, but stipulates that when drawing up the list of candidates for the position of members of the Government, candidate for the Prime Minister must take into consideration legislation on gender equality correlated to criteria of professionalism and meritocracy.

284. Maternity protection remains a key objective of the Government activity. The national legal framework provides for the social leaves including: maternity leave (which includes prenatal and postnatal periods) and partially paid parental leave.

285. According to Article 16 of the Law No 289-XV of 22 July 2004 on Allowances for Temporary Disability and other Social Benefits, (further amended) the insured women, dependent wives of husbands-employees and unemployed women who were registered in the health care facilities in the Republic of Moldova, with the right to maternity leave, benefit from the maternity allowances.

286. According to the Article 7 of the above mentioned Law, the monthly rate of maternity allowance is 100% from the calculation basis established by the economic unit where the employee has her/his basic job. The calculation basis consists of the average monthly insured income earned during the last 12 calendar months preceding the month of the insured risk, income from which individual social insurance contributions were calculated.

287. The monthly child care allowance until the age of 3 years is granted optionally, upon request to: one of the parents, grandfather, grandmother, other relative who is directly responsible for child care, as well as to the guardian, if these are insured persons and meet the conditions of length of employment implementation (at least 3 years or at least 9 months in the last 24 months preceding the date of the insured risk). The rate of monthly allowance for child raising until the age of 3 years constitutes 30% of the basis of calculation, but not less than MDL 540 for each child.

288. Legislation on labour relations provides protection of the pregnant women, women who have recently given birth or those who are breastfeeding, they shall be transfered to an easier work in

accordance with the medical certificate, shall not be admitted to night work, to extra work, to continuous-shift work and to work on non-working holidays. At the same time, the law prohibits use of pregnant women's labour, of women who have recently given birth and breastfeeding women in underground and mine works as well as in any other activities that pose risk for women's security or health or affect pregnancy or breastfeeding;

289. In 2016, Directive of the European Parliament and of the Council No 92/85/EEC of 19 October 1992 on improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding, providing the minimum requirements of occupational health and safety, was transposed in national regulatory framework[145].

290. Provisions on special temporary measures for different vulnerable groups were included in the enrolment legislation of secondary, post-secondary and higher technical vocational education.

291. In compliance with the provisions of the Police Development Strategy 2016-2020, and for implementation of the action provided for in the European Union Budget Support Program for Police Reform 2017-2020 (component A.1.2 "Increasing women's participation in police"), Action Plan on increasing the share and role of women in the police was developed. It proposes to increase the number of women in the police staff to 20% until 2020, and of women police officers to 15%.

292. Article 42 of the Broadcasting Code provides the observance the minimum representation quota of 40% for both genders in appointment of members of Broadcast Coordination Council.

Article 5.

293. A number of subjects are taught in educational institutions in order to promote values of gender equality, healthy family relationships, non-violent communication and gender partnership.

294. The Class Coordination curriculum, module 'Culture of Ethical Behavior' address gender roles and stereotypes. The hours of class coordination are being carried out in grades I-XII.

295. The discipline 'Harmonious relationships in the family' was implemented in 21 high schools in the country during the 2016-2017 academic year. It was developed by 'La Strada' International Center and includes general information on the family as a social institution, gender and multicultural aspects, it addresses the concrete relationship skills needed at the stage of relationships initiation and warns young people of the domestic violence phenomenon, especially of signs of the manipulation and abuse at the stage of relationship initiation.

[145] Government Decision No 1408 of 27 December 2016 on Minimum Safety and Health Requirements for Protection of Pregnant Workers Who have recently Given Birth or are Breastfeedinghttp://lex.justice.md/index.php?action=view&view=doc&lang=1&id=368177

296. In order to prevent/eliminate gender discrimination and domestic violence, promote gender equality and partnership between girls and boys, 'Promoting gender equality' Project was implemented in partnership with the Gender-Center Public Association, Ministry of Education and OSCE Mission to Moldova (2015-2017), over 2500 pupils, teachers and managers from the vocational schools/colleges in the country [146].

297. The Procedure of institutional organization and interventions of the staff of educational institutions in case of abuse, neglect, exploitation, child trafficking was approved by the Order of the Ministry of Education No 77 of 23 February 2013 and Methodology on Procedure Implementation was approved by the Order of the Ministry of Education of 23 August 2013. With the support of UNESCO, the 'Prevention of Violence in the Educational Institution' Methodological Guide (Chisinau, 2017) was developed for the staff of the secondary and technical educational institutions. Guide, altogether with the information on the nature, causes, types and consequences of violence in the educational institution includes recommendations on non-violent conflict resolution of any kind, not just between boys and girls.

298. The NBS 2013 'Time Usage' Study, reveals a certain division of women and men's roles in household and family care activities. Thus, women are more concerned (according to time used) with food preparation, home maintenance, production/maintenance of clothes/footwear, procurement of goods/services, childcare, welfare for the elderly or patient care in the family. Men, on the other hand, are more concerned with gardening, animal care, construction and household repairs. Women and men use time differently in one and the same human activities. Men, on average, work for an income 45 minutes more than women. Women, in turn, dedicate to household activities 2 hours more per day[147].

299. According to 2015 'Men and Gender Equality in the Republic of Moldova' Study[148], 90.5% men and 81.5% women consider that the most important for a woman is to take care of home and cook for the family. The share of men who consider that changing nappies, washing and feeding children are women's responsibilities is even higher - 95%. This indicator is also quite high among women - 75.1% (3 of 4 women) agree with this statement.

[146] http://www.osce.org/moldova/208616

[147] http://www.statistica.md/newsview.php?l=ro&idc=168&id=4055
At the same time, parents in villages dedicate less time to their children. Moreover, the share of parents in villages who take care of their children is much lower than in towns. Daily, in the rural area, parents devote to their children 2.0 hours per day on the average, or by 0.3 hours (18 minutes) less than in urban areas. If we analyze this by types of care, then in villages parents give more time for physically caring the children and overseeing them, but less time for interactive activities like reading, playing and speaking with the child. As a result, children from villages benefit of less activities of educational and cognitive development compared to children in towns.

[148] http://cdf.md/files/resources/130/Raport_Barbatii%20si%20egalitatea%20de%20gen.pdf

300. In order to respect the principles of gender equality in the media during 2015-2016, Association of Independent Press (AIP) carried out the 'Mass-media Institutions Support Program in Ensuring Gender Equality'[149]. Thus, after the eight-month process of 30 media institutions carrying out self-assessment from gender perspective, an increase in gender balanced coverage was achieved, whereas women's representation as main protagonists increased by 7 percent points from September, 2015 to April, 2016. 7 media institutions (out of the 30) have achieved an almost equal representation of women and men in their coverage. 37 media institutions agreed to commit to concrete targets in ensuring more gender sensitive and non-sexist coverage. Journalists have also reported using more gender sensitive language in their reporting. This is contributing to changing public perceptions about the role of women in society. Nevertheless, an external evaluation conducted as a follow up in 2017 identified that the results were not sustained.

301. Among the actions taken by the Government in compliance with recommendations of the Committee to combat gender stereotypes and patriarchal attitudes regarding the roles of women and men in family and society, social leaves were diversified by including a new type of leave for fathers - **paternal leave** which is granted on the basis of a written application during the first 56 days after the childbirth, for the period of 14 calendar days. During paternal leave, employee benefits from a paternal allowance which can not be less than the average salary for the respective period and which is paid from the Social Insurance Fund.

302. The employer is liable to encourage employees to take a paternal leave. If the employer disadvantages employees who take paternal leave, it is considered a case of discrimination by employers and it shall be punished in accordance with the law.

303. To inform and encourage men to benefit from paternal leave, MHLSP in partnership with UN Women Moldova created a video spot on this subject, broadcasted on national TV channels and in social networks[150].

304. In order to increase involvement of parents and legal representatives in the children's development, the Cross-Sector Strategy for the Development of Parenting Skills and Competencies for 2016-2022 was developed in 2015. (Government Decision No 1106 of 3 October 2016).

305. 'Communicating effectively with families' Guideline intended for community teams (teacher, nurse, social worker) to improve the care and education of small children and their socio-educational

[149] Under the 'Women in Politics' UN Program, implemented by UN Women and UNDP, in partnership with East Europe Foundation and 'Partnership for Development' Center, financially supported by the Government of Sweden.
[150] https://www.youtube.com/watch?v=JxazCF6E1N8&index=13&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F

inclusion, was also developed. 1,020 professionals, representing 340 community teams from 20 districts of the country, and about 4,000 parents were involved in the process.[151]

306. In Republic of Moldova, 63% of women are affected by domestic violence of their spouse from the age of 15, and 1 in 10 women mentioned that she suffered from economic violence at least once in her life. The regulatory framework on preventing and combating domestic violence was considerably improved during the last 10 years by raising efficiency of response mechanism to domestic violence cases and harmonization with international standards, including the Council of Europe Convention on preventing and combating violence against women and domestic violence (the Istanbul Convention).

307. Law No 196 of 28 July 2016 strengthened and streamlined the victim protection mechanism by: introducing **the emergency restriction order** for victims of domestic violence, **harder punishment of aggressors** for violation of the restriction order and protection order and obliging them to follow re-education and violence reduction programs. The Law also provides specific State obligations such as support of existing services for domestic violence victims and creation of new services (centers for aggressors, specialized services, etc.), payment of a financial compensation to victims, their exemption of state fee and provision of state guaranteed legal aid, etc.

308. Three important articles on domestic violence and violence against women were added to the Contravention Code by Law No 196 of 28 July 2016. Thus, the following articles were introduced: 78^1 - Domestic Violence; 78^2 - Acts of Persecution; 318^1 - Failure to execute the emergency restriction order.

309. The Civil Procedure Code was complemented by provisions on situations when the victim or child victim can not file a compaint. At the same time, responsibility of the professionals in this cases and the victim's right to request state-guaranteed legal aid are provided.

310. The Criminal Code was amended by rewording of two articles: Article 133^1 - Family Member; Article 201^1 - domestic violence, in compliance with international standards, and a new Article 320^1 - Failure to Execute Measures of Protection Order of the Domestic Violence Victim was added to Criminal Code.

[151]UNICEF supported the launching of development and piloting project of the parental education programs for teachers' pre-service training (training of parental teachers) and training of the professionals' community teams (teacher, social worker, nurse). Approximately 1000 Community professionals are expected to be trained in promotion/implementation of the parental education programs and improving the parental capacities of about 10,000 parents.

311. 'Sixteen Days of Activism against Gender Violence' International Campaign runs in the Republic of Moldova over the years, from 25 November to 10 December[152]. MHLSP, in cooperation with the relevant NGOs and international organizations, has the coordinating role in conducting the Campaign.

312. In the country there is a specialized services network that provides services to victims of domestic violence and their children (12 Placement Centers, Day Care Centers and the Hotline for Domestic Violence Incidents).

313. The module 'Domestic violence' is included in the curricula of 'Stefan cel Mare' Academy of the MIA and in the initial and ongoing training programs addressed to police officers.

314. During 2015-2017, with the support of the CoE, the Republic of Moldova implemented the '*Improving Women's Access to Justice in Five Eastern Partnership Countries' Project* (Armenia, Azerbaijan, Georgia, Republic of Moldova and Ukraine). NIJ was the national coordinator of the Project implementation. The 'Barriers, Remedies and Good Practices for Women's Access to Justice in the Republic of Moldova', Training handbook for judges and prosecutors to ensure women's access to justice, as well as trainings for justice professionals were provided and developed under the Project.

315. Masculinization and feminisation of the professions remain a challenge both in the educational system and on the labour market, women being under-represented in such areas as information technologies, construction, industry and agriculture. At the same time, they predominate in such areas as: services sector, education, health, social assistance.

316. Use of sexist language and sexist advertising was prohibited by law in 2016, relevant contravention sanctions were provided[153]. MHLSP in partnership with UN Women Moldova created a awareness-raising video spot on sexist advertising and promoting/ensuring gender equality principle, broadcasted on national TV channels and in social networks[154].

317. During the reporting period, in order to fight against gender stereotypes, prevent and combat domestic violence, MHLSP, in collaboration with UN Women Moldova, produced and broadcasted 4 thematic video spots on national TV channels (in Romanian and Russian). Video spots urge society to zero tolerance and prevention of violence against women and domestic violence[155].

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[152]The state bodies, LPA in partnership with CSO and with the support of international organizations (OSCE Mission to Moldova, UNFPA, UNDP, UN Women, UN AIDS, ILO, etc.) participate in different activities within the "16 Days of Activism against Gender based Violence" Global Campaign. These activities are focused on informing the population about the domestic violence (DV) phenomenon as a violation of human rights, protecting and supporting victims of DV, solving and combating violent actions, etc.

[153] http://lex.justice.md/md/365019/

[154]https://www.youtube.com/watch?v=zNdzbL14UtY&index=16&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F; https://www.youtube.com/watch?v=pIRd2kMTrBY&list=PLW8tTWcbumlc_BiH2kuObnNi-AYMkgI0F&index=8;

[155]https://www.youtube.com/watch?v=obkXg97VD0Q&index=20&list=PLW8tTWcbumlcH30f6oIayUrFIjy6gqk0U; https://www.youtube.com/watch?v=HAeetHS3828&index=18&list=PLW8tTWcbumlcH30f6oIayUrFIjy6gqk0U

318. MHLSP in partnership with HelpAge in Moldova produced 3 video spots in Romanian and Russian that address different types of violence, to raise awareness and inform the population about the phenomenon of violence against the elderly[156]. A number of projects were implemented to strengthen specialists of territorial multidisciplinary teams, community groups of elderly in preventing and combating violence against elderly women[157].

319. To protect the women's reproductive health, the regulatory framework on labour relations prohibits use of women's labour in hard and hazardous works and underground works[158].

Article 6.

320. The Republic of Moldova created legal and institutional framework on preventing and combating human trafficking, efforts are coordinated by National Committee for Combating Human Trafficking.

321. During the reporting period the Government strengthened existing legal framework by adopting some amendments and new[159] regulatory acts to guide and produce an impact on the prevention of human trafficking, combating of THB crimes, protection and assistance to victims and potential victims[160].

322. A new legal regulation on the rehabilitation system of victims of crimes and victims of THB is presented by Law No 137 of 29 July 2016. It ensures minimum rehabilitation conditions of victims of crimes, protection and respect of their rights and legitimate interests - the Law makes available such support services as: informational counselling of victims of crimes on their rights and services; psychological counseling; state-guaranteed legal aid; financial state compensation of the damage caused by offense.

https://www.youtube.com/watch?v=obkXg97VD0Q&list=PLW8tTWcbumlcH30f6oIayUrFIjy6gqk0U&index=20

[156]https://www.youtube.com/watch?v=HWL20MWoojQ&list=PLzbdidOr2e1TsekVuqGtRx6dthmLWpEkU&index=4

[157]'Breaking the silence: Elder abuse in the Republic of Moldova' Project HelpAge / Gender-Center / MLSPF, funded by the European Union (European Instrument for Democracy and Human Rights (EIDHR)) (2013-2015;) 'Realization of Human Rights through Integration of Gender Equality and Age Perspective in the Republic of Moldova' Project, implemented by HelpAge Moldova with support of the German Government (BMZ) (2018-2018); The project 'Realization of Fundamental Rights of Elderly Women in the Republic of Moldova', HelpAge / Gender-Center with support of the UN Trust Fund (2017-2018).

[158] Article 248 of Labor Code, Government Decision No 264 of 6 October 1993 on Approval of Classification of Industries, Professions and Works in difficult and harmful conditions, which are prohibited for women, and the Norms of maximum load permissible for women in manual lifting and carrying of loads.

[159] Government Decision No 210 of 24 March 2014 on Providing Exempts for Issuance of Identity Papers; Government Decision No 228 of 28 March 2014 Approving the Regulation on Activity of Territorial Multidisciplinary Teams within the National Referral System; Government Decision No 898 of 30 December 2015 Approving the Framework-Regulation on Organisation and Operation of the Protection and Support Service for Victims of Human Trafficking and Minimum Quality Standards, Law No 32 of 16 March 2018.

[160] National Plans on Preventing and Combating Human Trafficking and the recent National Plan for 2014-2016, approved by the Government Decision No 484 of 26 June 2014; Regulation of the National Committee for Combating Human Trafficking, approved by the Government Decision No 472 of 2008; Law No 241-XVI of 2005 on Preventing and Combating Human Trafficking; The National Referral System Strategy for the Protection and Assistance to Victims and Potential Victims of Human Trafficking and Action Plan of the National Referral System Strategy, adopted by the Parliament Decision No 257 of 5 December 2008; Government Decision No 270 of 8 April 2014 Approving the Guidelines on the intersectoral cooperation mechanism for the identification, assessment, referral, assistance and monitoring of children victims and potential victims of violence, neglect, exploitation and trafficking, set of measures regarding the implementation of priority actions in preventing and combating human trafficking, approved by the Prime Minister on 4 August 2017.

323. According to Article 165 and 206 of the Criminal Code, human trafficking and child trafficking are punishable by imprisonment from 6 to 20 years and, respectively, from 10 to 20 years with deprivation of the right to hold certain positions or exercise certain activities for a period of 2 to 5 years, and the legal entity shall be punished with a fine from 3000 to 10000 conventional units, with deprivation of the right to conduct a certain activity or with the liquidation of the legal entity.

324. Concerning prevention of THB, Government in partnership with civil society and development partners annually conducted information campaigns at national and local level, making possible a wider coverage of more informed and sensitized people by involving different target population groups - children, young people, adults. In addition, actions of pro-active prevention continued through the National Referral System (NRS) for Protection and Assistance to Victims and Potential Victims of Human Trafficking by offering support to the potential victims - particularly vulnerable people, who may become victims of THB[161].

325. During the reporting period, the NRS Platform continued training of the multidisciplinary teams and professionals from other areas: Customs Service; Representatives of the diplomatic corps (consuls); Border Police; Community mediators; Doctors; Paralegals; Attorneys; NEA/Territorial Employment Agency (TEA). Their major purpose was not only to familiarize specialists with the provisions of international and national legislation, but also to empower them to collaborate in identifying and assisting victims and potential THB victims.[162]

326. Currently, in the penitentiary institutions of the Republic of Moldova, 139 convicts serve a prison sentence for crimes under Article 165 of Criminal Code (CC) (human trafficking), and 51 convicts for crimes under Article 206 CC (child trafficking) (Table 3, Annex 1).

327. During the reporting period, MHLSP in partnership with IOM Moldova repatriated 352 persons, of whom 103 are victims of THB, 62 persons experiencing difficulties and 187 unaccompanied juveniles. (Table 2, Annex 1).

[161] Information campaigns focused on raising public awareness of THB, preventing labour trafficking, promoting safe use of Internet and reducing the vulnerability of certain social groups to THB phenomenon. Thus, during the reporting period ***European Day against Trafficking in Human Beings*** was commemorated annually through organizing round tables, TV shows, social theatre, public lectures in educational institutions as well as distribution of information materials. Launching in 2017 the '**Invisible among Us'** Information Campaign and its realization at the local level are remarkable in this respect. The campaign is aimed to raise awareness and inform the society about risks and consequences of the phenomenon of human trafficking, emphasis is put on certain risk groups including street children, those left without parental care, orphans, young graduates of residential institutions, victims of domestic violence, disabled persons, elderly persons.

Another national raising awareness event is the photo and video Plural+Moldova Contest conducted annually. At the event, children and young people present photos and videos on migration and diversity. The contest is a part of global initiative of the United Nations Alliance of Civilizations and IOM.

[162] Support, protection and access to quality services were further ensured for victims and potential victims of human trafficking within the NRS. Thus, during 2013-2017 6124 persons received assistance, of whom 569 are victims of THB and 5555 potential victims of THB.

328. In the reporting period, anti-traffic community acquired huge experience in the reference area by Government's development and implementation of 2 action plans for the periods: 2012 – 2013 and 2014 – 2016.

329. In order to improve human and financial resources and strengthen institutional mechanism in the area, National Strategy for Preventing and Combating Trafficking in Human Beings for 2018-2023 and the 2018-2020 Action Plan on Implementation of National Strategy were approved for the first time[163].

330. We also note efforts in the international cooperation area, related both to cooperation of law enforcement bodies and the public order bodies, making training of joint investigation teams possible, and to addressing human trafficking within social protection area[164].

331. At present, official legal or judicial interpretation of the notion 'prostitution' does not exist in the Republic of Moldova. The regulatory act or explanatory decision Plenum of the Supreme Court of Justice that define the analyzed notion do not exist.

332. Given the prohibitive approach to prostitution phenomenon, the legal framework contains provisions for punishment for the respective actions by reflecting them in crimes related to the prostitution: Article 135^1 Crimes against Humanity; Article 165 Human Trafficking; Article 206 Child Trafficking; Article 208 Involving Juveniles into Criminal Activity or Encouraging Them to Commit Immoral Acts; Child Pornography 208^1; 208^2 Use of Prostitution Practiced by a Child. At the same time, the call or determination to prostitution or facilitation of prostitution, or taking advantage from prostitution by another person are regarded as a crime in Article 220 of Criminal Code, if the deed does not meet the elements of human trafficking, and are punishable by a fine of 650 to 1350 conventional units or with imprisonment from 2 to 10 years.

333. Also, Article 89 of the Contravention Code regulates the practice of prostitution as an act carrying a lower degree of social danger, and is punishable by a fine of 24 to 36 conventional units.

163 The Strategy aims to ensure an efficient level of prevention and combating of THB, according to the international standards and the 4 'Ps' Paradigm in this area that include: prevention of THB, social protection and assistance to victims of THB; criminal investigation and prosecution; development of international cooperation and general measures of policy implementation: legal and regulatory framework, capacities of human resources, information management including coordination, monitoring and mobilization of the necessary financial resources.

164 During the reference period CCHT officers conducted international operations and cooperated internationally with partners from the following countries: Belgium, Russian Federation, Republic of Benin, Kingdom of Cambodia, United States of America, Germany, Ukraine, Turkey. During 2013-2017 General Prosecutor's Office submitted to competent authorities of other states 69 applications of the rogatory commissions on crimes stipulated in Article 165 and Article 206 of Criminal Code, of which: 45 applications were sent to the competent authorities of the Russian Federation, 1 - to Cambodia, 2 - to Portugal, 6 - to Ukraine, 3 - to Italy, 1 - to Slovenia, 1 - to Turkey, 1 - to Cyprus, 2 - to Greece, 1 - to Switzerland, 1 - to Germany, 1 - to Estonia, 1 - to Czech Republic. At the same time, during the reference period the General Prosecutor's Office received for execution 13 applications on criminal cases from rogatory commissions, of which: 2 applications are from Belgium; 2 - from Ukraine; 1 - from Slovakia; 1 - from Italy; 1 - from Portugal; 1 - from Turkey; 1 - from Spain; 1 - from Russian Federation.

We emphasize that persons using services provided by commercial sex workers cannot be held liable. Likewise, production, sale, distribution or storage of pornography products are sanctioned according to the Contravention Code (Article 90) with a fine of 24 to 30 conventional units, applied to physical persons or a fine of 60 to 90 conventional units for legal entities.

334. During the reference period, a draft law proposing amendments to the current Article 89 of the Contravention Code was developed. Amendments include definition of the prostitution, as well as a new element regarding punishment of the beneficiary who purchased paid sex services, the mentioned regulation and punishment for the person who provide such services are maintained.

335. We also mention development of two Studies in the area of social and legal analysis of sexual violence[165].

336. In case of sexual intercourse crimes committed by a person's physical or mental coercion or taking advantage of its inability to defend themselves or to express their will, Article 171 of CC 'Rape' provides imprisonment from 3 to 20 years or life imprisonment.

337. At the same time, we reiterate that until 2014 in the investigations of sexual crimes prosecutors were guided by the methodological instructions adopted in 2008 and repealed in December 2014. In 2016, Guidelines of sexual crimes investigation were finalised in accordance with human rights principles. Guidelines are internal methodological recommendations for prosecutors which, respectively, were not published and are available neither to judges nor to criminal investigation officers who are competent to prosecute this category of crimes.

338. In order to monitor activity of the private foreign employment agencies, a Draft Law on employment promotion was developed and submitted to the Parliament for approval. It will include regulations regarding monitoring the activity of private agencies; partial exclusion of the prohibition to charge payments. Thus, Government will be able to establish a list of paid services to be provided by private agencies.

339. In the context of the monitoring of the migration aspects and impact of this phenomenon, Government Decision No 634 of 24 August 2012 on the Approval of the List of Indicators and the Extended Migration Profile Template of the Republic of Moldova was adopted. Therewith, Bureau for Migration and Asylum of MIA was delegated powers on annual production and updating of the indicators of this Profile and development of the Analytical Report every three years on the basis of

[165] https://bit.ly/2tBwa9U; http://cdf.md/files/resources/75/Capacity%20Assessment_Ro.pdf

the Indicators List and the Profile Template, and starting with 2016 - annual preparation of the Statistical Compendium of the Extended Migration Profile[166].

Article 7.

340. According to the Electoral Code No 1381 of 21 November 1997, the will of the people is the foundation of the State's power. This will is expressed by free elections conducted periodically based on an universal, equal, direct, secret and freely expressed vote and the State guarantees the expression of a citizen's free will by defending the democratic principles and the norms of electoral laws.

341. During the reporting period, legal amendments that contributed to the accountability of political parties regarding implementation of the gender equality principle were introduced. Thus, a provision obliging the political parties to respect a minimum quota of 40% for both genders representation in the governing bodies and in the lists of candidates was included in the Law No 5-XVI of 9 February 2006 on Gender Equality, Electoral Code and the Law No 294 of 21 December 2017 on Political Parties.

342. At the same time, the legislator provided favorable conditions for women regarding the mandatory number of signatures to be collected for women's registering as candidates to members of Parliament in the single-member constituencies. Thus, a woman candidate can be registered if she presents signatures of at least 250 (for men 500) and no more than 500 (for men 1,000) supporters with the right to vote from the constituency she runs in.

343. 1,649,402 voters participated in the 2014 Parliamentary elections, of which 54% were women and 46% were men, women actively participated in the voting, gender polling statistics reflected almost the same proportion of women and men of the total adult population.

344. 2,269,305 voters participated in the 2015 local general elections, the more active presence of women was registered, their share was 54% and 46% men's share. The same situation was registered at the 2016 Presidential elections, where the women's share (53%) prevailed in men's share (47%), 3,046,769 voters participated in these elections[167].

345. The Monitoring Report on Gender Quota Observance in the Political Parties of the Republic of Moldova was developed under the UN Women and UNDP Joint Program 'Women in Politics' through the Gender Equality Platform.

[166] http://www.mai.gov.md/sites/default/files/document/attachments/raport-analitic-pme_2010-2015_ed._2016.pdf http://bma.gov.md/sites/default/files/media/cs_pme_2017.pdf

[167] http://cec.md/index.php?=page&id=1826&l=ro

346. In 2017, 'Partnership for Development' Center implemented a Study 'Gender Barometer: How do Women and Men Participate in Politics and Decision-Making?'[168]. According to the study, share of women among members of the political parties is of 41.1%, and of men - 58.9%. Statistical data on members of political parties do not exist[169].

347. Persons holding top positions in the professional hierarchy are usually nominated as candidates. Over 70% of male candidates and over 80% of female candidates, before getting involved in the 2015 election campaign, held the highest three professional positions (civil servants, managers and skilled professionals). After the elections, women's shares in the elected political positions are lower.

348. At the level of legislative power, during the reporting period, the number of women in decision-making positions was constant. At the level of central government, considerable increase of the number of women in Cabinet of Ministers was witnessed, from 20.8% in 2016 to 38.5% in 2017, following the central public administration reform designed to review institutional competencies and decrease number of ministries from 16 to 9.

349. Concerning the women's representation at the local level, a slight increase of number of women-mayors is registered, of 2.6% in 2015 as compared to 2011. The representation of women in local, district and municipal councils has increased by 1.4% and, respectively, by 2.2% in 2015, as compared to 2011 (Table 5, Annex 1).

350. The collective efforts made by the Government in partnership with UN Women/UNDP on women's capacity building in order to run for elected offices (mayors, local councilors), as well as women already elected, resulted that for the first time in the history of Moldova, 7 Roma women were registered on the electoral lists of political parties and as independent candidates in the local elections, 2 of them were elected as local councilors.

351. To support the women's involvement in political life, the Gender Equality Platform consisting of 28 NGOs and independent members active in promoting gender equality was created in 2015. Based

[168] The 'Gender Barometer' addresses the women's and men's participation in politics and decision-making in order to clarify the gender specificities in politics:

- Overall attitude about the men's and women's participation in politics, in the political parties' activity;
- Intention to run for a position, the specific challenges faced by male and female candidates during the electoral campaign;
- Activity performed as local elected men and women) and in the decision-making (awareness about the community development process, local development priorities, involvement at different stages of the decision-making).

[169] The most important barriers which discourage the political involvement are reflected in public studies and polls and are the same for both genders, namely: the dirty and corrupt nature of politics, lack of financial resources, of trust, of adequate studies, and of the experience needed for a position. Factors such as religion, cultural attitudes about gender specific roles, are considered as secondary obstacles. At the same time, specific factors that impede active women's involvement include: household duties, lack of family support, insufficient mechanisms developed by work-family reconciliation; prevalence of cultural attitudes about gender roles in society.

on Platform the constructive dialog between state structures and CSOs active on gender equality was establish.

352. In the Republic of Moldova there are not any female political prisoners, or women who became victims of sexual abuse during the detention, there were not documented cases of discrimination against women for participation in political activity.

Article 8

353. From the human rights' point of view, women and men have equal rights to represent states at international level, as well as to participate in the activities of international organizations. At the same time, means and possibility to benefit from these rights depends on the organizational specificity of the international structure.

354. 6 women are accredited as heads of diplomatic missions and consular offices of the Republic of Moldova in foreign countries (State of Israel, Council of Europe, Italian Republic, Republic of Estonia, Kingdom of Spain, Canada).

355. 3 women CoE officials work in the CoE Office in Chisinau, in positions of the Head of the Office, ad interim, assistant of the Head of the Office, as well as project manager.

356. The Government of the Republic of Moldova appointed 134 government experts in the working bodies and Monitoring Committees of the Council of Europe (CoE) Committee of Ministers (sometimes the same expert covers a number of domains) 57 positions are occupied by women. Areas of expertise include human rights, democracy and the state of law. There are such sectors such as social, cultural, legal, educational, health care, youth and sport, migration, gender equality, child rights, combating corruption, money laundering and terrorism, personal data protection, etc.

357. At the same time, the Permanent Representative of the Republic of Moldova to the CoE also has responsibilities of thematic Coordinator of CoE Information Policy (TC-INF), Deputy Chairperson of The Committee of the Parties of the Council of Europe Convention on Action against Trafficking in Human Beings and member of the Board of Directors of Council of Europe Development Bank (CD BDCE), in addition to the ambassador's duties.

358. At the same time, in 2017 the Mission of the Republic of Moldova in New York assisted 10 delegations from the capital. In 4 cases, heads or representatives of delegations were women.

359. Within the CoE structures, 36 women holding Moldovan citizenship work both in Strasbourg and CoE foreign Offices (17 of them have fixed-term employment contract (CDI/CDD) and 19 have indefinite contract (with monthly renewal)).

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360. According to the UN Report on the Composition of the Secretariat of 11 July 2017, there are 20 employees from the Republic of Moldova, including 10 women and 10 men. The chances are roughly equivalent for women and men as judged by the proportion of women's representation in national delegations in the UN or by the employment level in the UN system[170].

Article 9.

361. According to the provisions of Article 6 of the Law on Citizenship No 1024-XIV of 2 June 2000, citizens of the Republic of Moldova are equal before the law and public authorities, benefit from all social-economic and political rights and freedoms proclaimed and guaranteed by the Constitution and other laws, by of international agreements to which Republic of Moldova is a party. Both men and women have equal rights to obtain, change and maintain the citizenship of the Republic of Moldova.

362. According to Article 7 of the aforementioned Law, changing the nationality of one of the spouses or marriage to a foreign citizen or a stateless person produce no effect on the citizenship of the other spouse or the nationality of the child if there is no written request from the parents on this matter. Citizenship of the Republic of Moldova shall be acquired by birth, recognition, adoption, recovery and naturalization. In all these ways, the mother's nationality has the same significance as the father's in acquiring of the child's citizenship[171].

363. On 21 December 2017 Parliament of the Republic of Moldova approved Law No 132 Amending and Supplementing the Law on Citizenship No 1024/2000[172]. It includes the following innovative elements: expansion of the right to acquire citizenship upon beneficiaries of the international protection; expansion of criteria for acquiring citizenship for the child who was 'born on the territory of the Republic of Moldova, from parents having nationality of the another state or one of them is stateless or beneficiary of the international protection, provided that, at the childbirth time, at least one of the parents has the right to stay or he/she benefits from international protection granted by the competent authorities of the Republic of Moldova'. In the respective situation, the legislator specified

170 The principle of gender equality is also integrated in promotion of the candidates of the Republic of Moldova in the elective structures of international organizations, including the CoE, such as the Group of Experts on Action against Trafficking in Human Beings (GRETA), European Commission against Racism and Intolerance (ECRI) and within the national delegations (delegations of the Republic of Moldova to the Congress of Local and Regional Authorities of Europe and to the CoE Parliamentary Assembly).

171 At present, according to Article 11 (1) of the Law on Citizenship, citizen of the Republic of Moldova is the child born to

- to parents, both or one of whom is a citizen of the Republic of Moldova at the time of the child birth;
- born on the territory of the Republic of Moldova to stateless parents;
- born on the territory of the Republic of Moldova to parents holding the citizenship of another state or to parents one of whom of stateless and the other is a foreign citizen.

According to paragraph 2 of the same Article, a child found in the Republic of Moldova is considered its citizen until proved otherwise, before reaching the age of 18 years.

In compliance with the law in force, the grounds of acquiring citizenship are: birth, recognition, adoption, recovery, naturalization.

172 Law No 132 of 21 February 2017 Amending and Supplementing the Law on the Citizenship of the Republic of Moldova No 1024/2000, which will come into force on 19 April 2018, published in the Official Gazette of the Republic of Moldova No 18-26 of 19.01.2018.

that 'parents of the child shall decide by mutual agreement on his/her citizenship. If the parents do not agree on child's belonging to the Republic of Moldova, the court will decide taking into account the child's interests. If the child reached the age of 14 years, his/her consent legalized by a notary is required'[173].

364. According to provisions of the Article 19 of the Constitution of the Republic of Moldova, foreign citizens and stateless persons enjoy the same rights and responsibilities as the citizens of the Republic of Moldova, considering the exceptions foreseen by law.

365. According to Article 841 (1) of the Law No 200 of 16 July 2010 on the Regime for Foreigners in the Republic of Moldova, foreigners who resident in the Republic of Moldova enjoy the same rights and freedoms as citizens of Moldova, guaranteed by the Constitution of the Republic of Moldova and other laws, as well as right provided for in the international treaties to which the Republic of Moldova is a party, with exceptions established by the law in force[174].

366. The grounds for issuance of the passport to the citizens of the Republic of Moldova and the travel document to stateless persons residing in the Republic of Moldova is their or their legal representatives request submitted as prescribed by the law[175]. Children under the age of 18 and persons subjected to judicial protection - guardianship, receive passports at the request of one of their legal representatives. Children aged 10-18 years who leave to reside abroad submit their consent expressed in a declaration in which their signature is legalized by a notary. If one of the children's parents who is under 18 years old does not accept his/her departure out of the Republic of Moldova, the refusal can be appealed in competent court.

367. According to Article 2 (1) of the Law No 273-XIII of 9 November 1994 on Identity Documents of the National Passport System, passport of the citizen of the Republic of Moldova and the travel document for stateless persons are issued to the citizens and the stateless persons when they leave and enter the Republic of Moldova. The passport and travel document for stateless persons may be issued since birth.

[173] Similarly, in case of citizenship acquisition through recognition, the new proposed amendments envisage that persons over the age of 18, born on the territory of the Republic of Moldova, who are not registered by the competent authority as citizens of the Republic of Moldova and who do not have citizenship averment are recognized as citizens of the Republic of Moldova, and the date of citizenship acquisition is considered the date of the written consent on this matter. If the person does not agree with the date of the citizenship acquisition, the competent authority determines the date of citizenship acquisition at his/her request, on the basis of documents confirming that the respective person met or meets the conditions stipulated by the law in force or the preceding Law on Citizenship by which he was declared citizen of the Republic of Moldova.

[174] Foreigners have the right to own a house or other property in private ownership, to inherit and bequeath property, to have the copyright on a literary, artistic or scientific work, a discovery, an invention, and also possess other individual non-property rights. (Article 846). Foreigners with the right to stay in the Republic of Moldova have the right to work and labour protection according to the law in force and with the permission of the competent bodies in the field of employment (Article 842).

[175] http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=311638

368. Minors have the right to leave and enter the Republic of Moldova only being accompanied by one of their legal representatives or accompanying person, assigned by the legal representative through a declaration. Signature of the legal representative shall be legalized. The declaration shall indicate the purpose of the journey, its duration and the country of destination[176].

369. If the minor leaves to reside abroad, it is necessary to have legalized consent declaration of both parents. When parents are not legal representatives of the child, the declaration of consent submitted by the legal representatives expressed by the decision of the guardianship authority, shall be presented.

Article 10

370. According to Article 35 (1) of the Constitution, education shall be ensured by way of compulsory comprehensive school system, by secondary education and vocational education, by higher education system as well as by other types of training and upskilling. According to par. 2 of the same Article, State shall ensure the right to choose the language of education of persons under the law.

371. The right to education is also regulated by the Education Code[177], which establishes the legal framework of the relations regarding the design, organization, functioning and development of the education system in the Republic of Moldova.

372. According to Article 5 of the Education Code, one of the missions of national education is to promote inter-cultural dialogue, tolerance, non-discrimination and social inclusion. Non-discriminative access to education is carried out on the basis of principle of equity, one of the core principles of education in the Republic of Moldova[178]. In order to ensure the access of Roma children, persons with disabilities to vocational training, quotas were provided for enrolment to secondary, post-secondary and technical vocational education and to higher technical education(see Article 4).

373. Bearing in mind the principle of equality and non-discrimination on access to educational institutions irrespective of their type or level, actually separate disciplines for boys and girls do not

[176] Minors (pupils and students) who reached 14 years and are enrolled for studies in educational institutions from abroad shall present, when leaving and entering the Republic of Moldova, present a document confirming that they are enrolled in that educational institution and the notarized declaration of one parent confirming his/her consent to fact of child leaving and entering the Republic of Moldova. That declaration also shall contain the country of destination, purpose of the journey, period of child's stay in the country of destination. In case of other legal representatives, the declaration shall contain their consent expressed by the decision of guardianship authority. The declaration is valid for one year of study.

[177] The Education Code, http://lex.justice.md/md/355156/

[178] Article 9 of Law No 121 of 25 May 2012 on Ensuring Equality stipulates in the Article 9 that educational institutions ensure observance of the principle of non-discrimination. http://lex.justice.md/md/343361/
According to Article 13 of Law No 5 of 9 February 2006 on Gender Equality public and private educational institutions, as well as providers of pre-service and in-service training authorized as prescribed by law, ensure implementation of gender equality principle. The State takes affirmative actions through educational and training institutions to promote balanced participation of women and men in practicing specific professions, where a certain gender is over-represented.
At the same time, according to par. 31 of the Article 13, The Ministry of Education and academia shall promote the balanced participation of women and men in the employment in teaching and scientific positions in the system of science and education.

exist. Admission to secondary, post-secondary and post-secondary non-tertiary technical vocational education, as well as to higher education is based on the average mark in the education certificate.

374. As regards boys and girls' share at different educational levels, there is a gender balance at the primary and secondary stage of education. Girls' share is larger in the post-secondary education (57% in 2016-2017 school year) and secondary tertiary education (42.6% in 2016-2017 school year)[179].

375. According to NBS data, the overall literacy rate shows 99.36% in total, 99.60% among men and 99.14% among women.

376. Non-mixed schools do not exist in the education system of the Republic of Moldova.

377. 'Civic Education' subject is compulsory and is taught in grades V-XII. The 'Personal Development and Career Guidance' module presents professions and career opportunities, but without specifying whether it is about a boy or a girl.

378. As regards the share of graduates in different specialties, there is a greater discrepancy at the level of vocational education. Thus the share of women graduates in the field of engineering was 26.3% in 2016 and 26.8% in 2017 of the total number of graduates. In the agriculture, women that graduated from this specialty account for 2.3% in 2016 and 21.7% in 2017. At the level of the post-secondary technical vocational education, engineering, processing and construction are the areas where men graduates predominate. In these areas women account for 26.7% in 2016 and 24.6% in 2017 from the total number of graduates.

379. Scholarships for the students listed above are provided on the basis of merits; currently there is no database on the gender-based distribution of merit scholarships among boys and girls[180].

380. Currently, there are no educational programs for girls and women who have abandoned their studies before the time.

381. The most frequent causes of school dropout in the Republic of Moldova are poor social conditions, emigration, unofficial employment, and so on. According to NBS data, the % age of

[179] Records of the National Bureau of Statistics.

[180] The Decision of the Government of the Republic of Moldova No 1009 of 1 September 2006 on the Amount of Scholarships and Other Types of Social Benefits for the Students in Higher Education Institutions, Students in Vocational, Secondary Specialized Institutions and Persons Enrolled in Post-university Education Institutions establishes merit scholarships and other social aids, way of their granting for abovementioned categories set by Framework-Regulation on the Ways and Conditions of Granting Scholarships to the Students in cycle I and II, integrated higher education, health and pharmaceutical education in higher education institutions, students of secondary, post-secondary and post-secondary non-tertiary vocational technical education and persons enrolled in post-university education. Scholarships is a monthly allowance granted to the students in cycle I, cycle II, integrated higher education, health and pharmaceutical education, to full-time students and persons enrolled in post-university education. In postgraduate education, the state budget grants scholarships for PhD students, resident doctors, secondary clinical doctors and master students. Scholarships for PhD students, resident doctors, secondary clinical doctors and master students are granted according to the achievements obtained in the academic activity, provided that the curriculum/program of study for one semester/year of study is completed in full within the established deadlines. During summer holidays, persons studying in postgraduate education benefit from scholarships, with the exception of master students.

women enrolled at different levels of education in 2017 accounted for 26.9% in secondary technical education, 52.9% in post-secondary technical vocational education, 56.2% in higher education cycle I (licentiate) and 63.5% in the cycle II (master). Thus, there is a higher share of women's enrollment in higher education, cycle II (master), as compared to men.

382. There is a larger gap in the share of women from the total teaching staff in primary and secondary general education, where women in 2017 constituted 86% and 70.5% in post-secondary technical vocational education in the same period. In secondary technical vocational education, women constituted 53.3% and 54.5% in higher education, the same year. At the same time, young men of 18-24 years leave the education system earlier than young women of this age[181]

383. During 2017, in the higher education, women accounted for a smaller share of the total teaching-scientific and teaching staff, number of women-provost reduced and accounted for 21.4% and 25.2% of women who are university professors. They were also dominant in the position of university professor, accounting for 62.1% and 60.5% in the position of teaching staff. Women accounted for 86% in primary and secondary general education and 70.5% in technical vocational education.

384. Family Planning course does not exist in general secondary, secondary and post-secondary technical vocational education. Tangentially, 'Education for Health' optional discipline at the State University of Medicine and Pharmacy 'N. Testimitanu' includes family planning issues. Likewise, the topic is also addressed in the 'Psychosexology and Sex Education' subject at the Moldova State University (Master's degree course in Counseling of Family Problems).

385. The curriculum for physical education is unique for girls and boys. Both girls and boys participate equally at the sports classes. At the same time, we specify that prohibitions on sports wear or equipment do not exist, girls and boys choose it by themselves.

386. In 2015, the GirlsGoIT Initiative was established within the partnership between public and private sector representatives and development partners with purpose to train girls for both STEM studies and ICT labour market by internships in companies from the area; Initially, summer schools for 2 weeks were organized under GirlsGoIT initiative, where girls aged between 16-20 years learned how to create web applications and obtained knowledge of entrepreneurship and leadership in technology sector. Subsequently, 13 IT clubs led by girls graduates of the summer school for other girls from the community, were created at the local level.

[181] http://genderpulse.md/ro/educatie/incadrarea-in-sistemul-de-invatamant/rata-de-parasire-timpurie-a-sistemului-educational

387. NEA and its territorial structures are responsible for integration of all categories of population including young women in the employment and provide information and services through active and passive measures implemented on the labour market. according to the law in force. [182]

388. In order to facilitate the economic integration of job-seekers, including young women, in correlation with the capacities and needs of the Moldovan labour market, women have access and benefit from free vocational training services (courses of training, retraining and professional development courses) provided by National Employment Agency (NEA) through its territorial offices.

389. All persons from the age of 16 years, registered at TEA, who have or do not have a job/profession and can not access employment due to lack of appropriate job, can benefit from professional training services.[183]

390. Access to professional training is based on activity of professional orientation and career guidance. The mentioned services are provided by the Territorial Employment Agencies (TEA) and 3 Career Guidance Centers (CGC) situated in Chisinau, Soroca, Cahul, inaugurated in 2016 with the support of The Center for Entrepreneurial Education and Business Support (CEEBS), within the Project of Reconceptualization of Professional Orientation and Counseling in Career (REVOCC). Persons including young women, are directed to a profession or a group of professions, according to their skills, personal inclinations, labour market perspectives and dynamics of the sphere of employment.

391. All services provided by the NEA territorial offices are accessible to any category of persons including young women, but due to several barriers they may face difficulties in professional development[184].

Article 11.

[182] By the level of education approximately 68% of registered women including young women, have primary, secondary, high school and general secondary education, they do not have a qualification/profession, it prevents them to access the employment.

[183] Unemployed persons who follow professional training courses and do not receive unemployment fund or allowance of vocational integration or reintegration are granted a non-taxable monthly scholarship during the training period, in amount of 10 % of the average salary from the previous year, on the date of payment establishment.

[184] We highlight some possible barriers to young women's employment:

- at the recruitment stage, it is their first job and they do not have experience, (mothers with
- children, usually those with small children);
- insufficiently developed institutional framework and policy for women with young children (lack of childminder institute, lack of studies that will highlight opportunities for women, etc.);
- occupational differentiation - there are feminized occupations with lower salaries, and professions that are considered specific for men, for example: builder, plasterer, head of a site,public accountant, policeman;
- stereotypes;
- discrimination in hiring at the top positions in the company;
- because they have to devote themselves to the family (household activities, children's education, etc.), women have a great lack of time due to professional self-realization and personal development on the level;
- reduced number of kindergartens - nurseries;
- Lack of free places in the kindergartens.

392. According to the provisions of Article 43 of the Constitution of the Republic of Moldova, every person shall enjoy the right to work, to freely choose his/her profession and workplace, and to equitable and satisfactory working conditions, as well as to protection against unemployment.

393. Law No 5 of 9 February 2006 on ensurinig equal opportunities between women and lays down equal conditions for women and men during the employment in the public and social-economic[185] area.

394. According to Article 7(1) of the Law No 121 of 25 May 2012 on Ensuring Equality, any difference, exclusion, restriction or preference based on the criteria established by this Law, that intend to limit or undermine the equality of chances or treatment upon employment or dismissal, during the work itself and professional training, shall be prohibited. Discrimination based on sexual orientation shall be prohibited in employment and occupation[186].

395. Article 5 of the Labour Code lays down the basic principles of regulation of employment relationships and other relationships directly related to them, including inter alia: prohibition of forced labour (compulsory) and discrimination in employment relationships, ensuring equality of labour code, equal rights and opportunities of the employees[187].

396. By Government Decision No 1473 of 30 December 2016, the National Employment Strategy for 2017-2021[188] was approved. Its development was determined, first of all, by the need to balance the labour market by increasing the employment level and its quality, the competitiveness and labour force employability, along with a higher degree of inclusion, in particular of socially vulnerable groups, on the labour market.

397. In 2016, the share of women in total employment was almost equal to that of men and remained at the same level over the past years (50.3% of women and 49.7% of men), of which women aged

[185] According to Article 9 of the Law No 5/2006, the state guarantees equal rights and opportunities, as well as equal treatment of women and men in employment. Publication of gender-based discriminatory advertisements related to employment by mass-media, individuals and/or legal entities, public and private employment agencies is prohibited. Article 11 of the Law lays down an exhaustive list of actions of the employer that are regarded as discriminatory against the persons of a certain sex. The person who feels discriminated against by the fact that the employer hired, promoted or awarded facilities to another person based on the gender criterion or committed other discriminatory acts is entitled to request written reasons for the decision. The employer is obliged to provide an answer to a person who feels discriminated against within 30 days from the filing date, otherwise the person is entitled to bring a court action.

[186] http://lex.justice.md/md/343361/

[187] Any direct or indirect form of discrimination of the employee on grounds of sex, age, race, skin colour, ethnic origin, political convictions, social origin, domicile, disability, HIV status, memberships of trade unions or participation in trade-union's activity, and also on other criteria which have not been connected to professional qualities of the worker shall be prohibited. It is not discrimination to establish distinctions, exceptions, preferences or rights of the employees determined by the specific requirements of the given kind of work, established by the law in force, or the special care of the state towards persons requiring increased social and legal protection. The provisions on the prohibition of discrimination are also found in the Law No 102 of 13 March 2003 on Employment and Social Protection of Job Seekers.

[188] The main objective of the Strategy is increasing formal employment based on economic competitiveness, skills and appropriate qualifications, in a sustainable and inclusive development environment. Four sectoral priorities have been identified to achieve this objective, which include coherent and concerted objectives, relevant for both labour demand and supply, development of labour market governance capacities and better management of labour migration.

between 15 and 24 years accounted for 42.3%, between 25 and 44 years - 50.3%, 45 years and older - 51.7%. Over the same period, the share of women who worked full-time accounted for 47.2% and part-time - 3.1%.

398. At the same time, as regards the employment rate of women aged between 25 and 49 years, who do not have children and those who have at least one dependant child, the share of the former ones is higher on the labour market. Thus, in 2016, the employment rate of women with at least one dependant child accounted for 40.1%, compared to male employment rate of 57.5%, and the employment rate of women who do not have children accounted for 61.7%, compared to that of men who do not have children - 49%.

399. According to 2017 NBS data, distribution by economic sectors reveals a higher share of women employed in service provision sector (60,3% – women and 39,7% – men). Women are less present in the following sectors: agricultural (43.2%), industrial (44.9%) and construction (8.2%), however, they are in the majority in such economic activities as trade (58.6%), hotel and restaurant industry (67.5%), education (79.9%), health care (84.4%).

400. The largest gender pay gap are in the financial activities, information and communications, art, recreation and leisure activities. The level of women's remuneration is lower than of men in most economic activities, where the discrepancy is from 0.4% in education to 41.4% in financial and insurance activities[189].

401. Women earn on average by 13.2 % less than men (86.8 % of the average salary earned by men). Expressed as a numerical value, the gap is on average about MDL 647,00. Thus, the average wage was MDL 4,235.2 for women and MDL 4,881.3 for men.

402. In the national legal framework of the Republic of Moldova, the principle of equal pay for equal work or for work of equal value between men and women was included in the Labour Code to regulate the employer's obligations (Article 10(2)g) and Article 128) and the Law No 5 on ensuring equal opportunities between Women and Men of 9 February 2006 (Article 10). Failure to comply with this principle is regarded as a discriminatory act on the part of the employer in both Law No 5/2006 (Article 11) and Law on Equality No 121 of 25 May 2012 (Article 7(2)d).

403. In accordance with Article 3(1) of the Law on Salaries No 847-XV of 14 February 2002, the remuneration of the employee's work depends on the labour supply and demand on the labour market,

[189] Gender pay gaps to the detriment of women were also registered in such activities as information and communication (32.8%), arts, leisure and recreation (18.1%), industry (17.8%), professional, scientific and technical activities (16.1%), health and social work (15.7%), wholesale and retail trade, as well as construction (13.3%).
http://www.statistica.md/newsview.php?l=ro&id=5935&idc=168

on the quantity, quality, complexity of work and working conditions, the professional qualities of the employee, the results of his/her work and/or the results of the economic activity of the unit. According to Article 27(3) of the Law, the salary is established without discrimination based on age, gender, race and nationality, political beliefs, denomination and financial status[190].

404. Article 129 of the Labour Code provides that the state guarantees related to labour remuneration comprise the minimum wage established by the state, the state waging tariffs in the budgetary sector, the minimum guaranteed amount of the wage in the real sector, as well as the compensatory supplements and increments guaranteed by the state and regulated by the legislation in force[191].

405. The employees are subject to state social insurance and benefit from all guarantees, compensations and other payments provided by the state social insurance system according to the law in force[192].

406. At present, national legislation does not establish gender-differentiated rights for women and men related to the use of paid annual leave or for vocational training. Thus, the Labour Code uses the definition of 'employees' and contains general and particular rules applicable to both women and men.

407. According to Article 123 of the Labour Code, paid medical leave shall be granted to employees and apprentices on the basis of the medical certificate issued according to the legislation in force. Employed women and female apprentices, as well as dependant wives of employees shall be entitled to maternity leave including prenatal leave of 70 calendar days (for pregnancies with 3 or more fetuses - 112 calendar days) and postnatal leave of 56 calendar days (for complicated births or birth of two or more children - 70 calendar days), receiving allowances during this period. On the basis of a written request, upon expiration of the maternity leave, employed women, female apprentices and dependant

[190] Furthermore, a new concept of the salary system in the budgetary sector was developed in 2017, which pursues several major objectives:
- increased equity and coherence of the salary system by achieving 'equal pay for equal work', where the salary is correlated with the position salary is correlated with the position value;
- reduce level of complexity of the salary system by increasing the share of the position salary of the total salary, which will also help to increase the attractiveness for the young specialists;
- apply the principles of performance-related salary system for most categories of employees, where the salary system will enable horizontal increases on the basis of performance and experience;
- increase the degree of uniformity, transparency and protection of the unitary salary system against possible interventions, by applying the law on single pay with clear rules.

[191] Besides the general guarantees and compensations stipulated by the present code (guarantees upon employment, transfer, remuneration etc.), employees shall be entitled to guarantees and compensations in case of: a) traveling for work purpose; b) transfer to another locality; c) combining work with study; d) ceasing of the individual labour contract; as well as e) other cases stipulated by the present code and other regulatory acts.

[192] The guarantees and rights granted to women with children under the age of 4 years and to other persons who use childcare leaves, stipulated in Articles 124, 126 and 127 (limitation of night work, additional work, demand to work on days off and sending on work trip, grant of additional leaves, establishment of a privileged work regime, other guarantees and facilities stipulated by the labour legislation), extend also, besides the relatives mentioned in Article 124(4), to other persons who actually look after children lacking maternal care (in case of death, deprivation of parental rights or long-time staying of the mother in a health care institution, and other cases), as well as to the guardians (trustees) of minors.

wives of employees shall be entitled to a partially paid leave for child care up to the age of 3 years. The allowance for this leave shall be paid from the state social insurance budget. Besides the maternity leave and partially paid leave for child care up to the age of 3 years, the mother, child's father, one of the grandparents, any other relative who is directly looking after the child, and the guardian shall be entitled, on the basis of a written request, to an additional unpaid leave for looking after the child aged between 3 and 4 years, with keeping his/her job (position). In the absence of the previous job (position), the above-mentioned persons shall be given another equivalent job (position).

408. It is important to note that in the reporting period, the unpaid child care leave for children aged 3 to 6 years was reduced by 2 years, so currently it is only one year. The amendments made were aimed at ensuring women's return to work, economically empowering the women, and ensuring that family life can be reconciled with the professional one.

409. The public pension system[193] in the Republic of Moldova is organized and operates on the basis of public social insurance system, which has the principle of equality and payment of contributions as a fundamental pillar. Thus, in order to benefit from the old-age pension, it is necessary that each old-age pension beneficiary pays the contributions established by the law to the social insurance budget.

410. Since 1 July 2019, the standard retirement age for men will be 63 years, and since 1 July 2028, the standard retirement age for women will be 63 years. These ages are achieved by increasing annually the standard retirement ages according to the schedule provided for in the Law on Public Pension System No 156 of 14 October 1998.

411. According to NBS data during 2013-2016, the number of old age pensioners steadily increased, from 495.9 thousand persons in 2013 to 531.8 thousand persons in 2016, while the share of female pensioners registered constant values of about 70% (Table 16, Annex 1). During the same period the average old-age pension for women increased from MDL 991.35 in 2013 to MDL 1221.37 in 2016, while the pension for men increased from MDL 1190.43 in 2013 to MDL 1491.06 in 2016. Thus, there is a gender discrepancy in the amount of pension of about MDL 199 in 2013 and MDL 269.69 in 2016, in both cases in favor of men.

412. In addition, the survivor's pension is also included in the category of granted pensions in the public pension system. Thus, the survivor's pension is granted to the surviving spouse if, at the time of death of the breadwinner or during 5 years after the death, he/she reached the retirement age

[193] In accordance with the Law on the Public Pension System No 156 of 14 October 1998, the disability pensions or old-age pensions shall be established as a result of fulfillment of the conditions required for establishing them and not on the basis of differentiated criteria between men and women.

stipulated in Article 41(1) of the same Law or was severely or advanced disabled, had at least 15 years of marriage with the deceased and was not remarried.

413. The categories of payers and insured persons (both for men and women), the rates and the deadlines of transfer of state social insurance contributions are regulated by the Law on State Social Insurance Budget for 2018 No 281 of 15 December 2017, as well as the Laws on State Social Insurance Budgets for 2013-2017, for each separate year. Thus, the rate and the basis for calculation of the individual contribution of compulsory state social insurance is 6% of the monthly salary and other remuneration for all employees.

414. At the same time, for certain categories of payers (both for men and women) not belonging to the employees category, a fixed amount is established annually by the Law on State Social Insurance Budget [194].

415. The social assistance provides for social benefits and social services for people in need. Social benefits and social services are established on the basis of assessment of a person's needs that are confirmed through social inquiry and other confirming documents. Social assistance is granted on the basis of the freely expressed consent of the person who needs support and is mentally fit, or of his/her legal representative, if this person is incapacitated or has limited legal capacity.

416. According to Article 247 of the Labour Code[195], the refusal of employment or salary reduction for reasons of pregnancy or existence of children under the age of 4 years is prohibited. The employer shall inform in writing the person concerned of the grounds for refusal to employ a pregnant woman or a person having a child under the age of 4 years for other reasons, within 5 calendar days after the application for employment was recorded with the entity. The refusal of employment may be appealed before the court.

417. According to Article 250 of the Labour Code, if following the assessment of professional risks according to the Law on Occupational Safety and Health No 186-XVI of 10 July 2008, the work done by a pregnant woman, a woman who have recently given birth or a woman who is breastfeeding appears to present risks for her safety and health or may affect her pregnancy or breastfeeding, the employer shall take the necessary measures in order to exclude the influence of the risk factors on those persons by a temporary change in working conditions. Pregnant women, women who have

[194] These categories include: founders of individual enterprises; notaries appointed in the manner prescribed by the law; bailiffs appointed in the manner prescribed by the law; lawyers who have registered one of the forms of organization of the lawyer's activity under the law; authorized administrators who have registered one of the forms of organization of the activity of administrator under the law; self-employed individuals in the field of retail trade, except for trade in excisable goods; holders of the entrepreneurial patent, except for pensioners and persons with disabilities.

[195] Labour Code of the Republic of Moldova No 154 of 28.03.2003. Official Gazette No 159-162, Article 648.

recently given birth and breastfeeding ones will be transfered from night work to day work, while keeping average wage from the previous workplace.

418. At the same time, dismissal of pregnant women, women with children aged under 4 years and persons on parental leave, except for the cases established by the law, is prohibited.

419. At the request of a pregnant woman, an employee who has children under the age of 10 years or children with disabilities (including under the employee's guardianship) or of an employee who takes care of a sick family member, on the basis of a the medical certificate, the employer is obliged to establish part-time day or week of employment.

420. According to Article 329 of the Labour Code, the employer shall be liable to compensate in full the material and moral damage caused to the employee in connection with the performance of his/her work assignments, in case of employee's discrimination at the workplace or as a result of illegal deprivation of the possibility to work, unless this Code or other regulatory acts provide otherwise.

421. According to Article 112 of the Labor Code, the right to paid annual leave is guaranteed to all employees. Any employee working under an individual employment contract shall benefit from the right to annual leave of at least 28 calendar days, with the exception of non-working days. According to Article 125(1) of the Labour Code, the annual leave may be granted to women, upon written request, prior to the maternity leave or immediately after it, or after the childcare leave, regardless of the length of service in the given entity. The child's father, one of the grandparents or other relatives who take care of the child may also benefit from leave after the childcare leave.

422. Another period of annual leave (calculated in calendar days) can be established by organic law for employees in some branches of the national economy (education, health care, public service, etc.).

423. The partially paid leave for child care is granted upon written request to the father or one of grandparents or other relative who is directly involved in caring for the child, as well as to the guardian. The partially paid leave for care of children born from a twin, triplet or multiple pregnancy is granted upon written request to both parents or other above-mentioned insured persons.

424. The right to paternal allowance is granted to the father who is beneficiary of the public social insurance, employed on the basis of an individual labour contract or in service relationship under an administrative act, for the care of the newborn child, domiciled or residing in the Republic of Moldova[196]. The paternal allowance shall be paid by the payment service provider appointed by the

[196] Source: Government Decision No 1245 of 15.11.2016 approving the Regulation on the establishment, calculation and payment of paternal allowance

beneficiary through an application. During January-December 2017, 2,728 fathers benefited from paternal allowance.

425. In addition, the share of men who benefited/benefit from monthly childcare allowance up to the age of 3 years increased significantly from 1.4% in 2013 to 9.6% in 2017 (Figure 1, Annex 1).

426. The employer may, with the written consent of the employee, establish individual programs of work, with flexible working time arrangements, if this is allowed by the internal regulation of the entity or by the collective or individual employment contract.

427. The regulatory framework provides for compensation increments to employees for working in unfavorable, heavy and particularly harmful conditions.

428. Persons with severe and advanced disabilities, one of the parents (guardian, trustee) who have children under the age of 4 years or children with disabilities, persons combining childcare leave with work, and employees who take care of a sick family member on the basis of medical certificate may perform night work only with their written consent. At the same time, the employer is obliged to inform in writing the above-mentioned employees about their right to refuse night work.

429. According to Article 15 of the Education Code No 152 of 17 July 2014, in the Republic of Moldova the early childhood education include two cycles: ante-preschool education - crèche, community center of early educationfor children aged 0-3 years and preschool education, for children aged 3-6 (7) years. In this regard, the state provides financial support for children attending early education institutions. For 2017, this support was of MDL 12,800 for a child attending the kindergarten from the age of 3 years. Teachers in pre-school institutions are qualified specialists with higher and post-secondary vocational education. According to the provisions of the Education Code, the Standard Regulation on the Early Education Institution has been developed, which is in the endorsement process.

430. According to MECR data, 30,786 specialists are currently employed in the early childhood education system, of which 12,400 are teaching staff and 18,386 non-teaching staff.

431. Children aged between 2 and 3 years in institutions of ante-preschool education account for 49%, and from 3 years in early education institutions - 87%.

432. According to Article 108 of the Labour Code, one of the parents (guardian) who have children aged up to 3 years shall be given, in addition to the lunch break, additional breaks for child feeding, which are included in the working time and shall be paid based on the average salary.

433. According to Article 10(2)f) and 5) of the Labour Code, the employer is obliged to introduce provisions in the internal regulation of the entity on prohibition of discrimination based on

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any criterion, including sexual harassment. At the same time, provisions on prohibition of harassment in the workplace are also found in Article 7(2)f) of the Law on Equality No 121/2012, including the discriminatory actions not allowed to employers, including sexual harassment.

434. According to Article 542(2) of the Contravention Code, harassment at the workplace shall be punished by a fine of 130 to 150 conventional units for individuals and by a fine of 250 to 400 conventional units for legal responsible persons.

435. Sexual harassment is regarded as a criminal offense, which, according to Criminal Code, shall be punished by a fine in the amount of 650 to 850 conventional units or by community service for 140 to 240 hours or by imprisonment for up to 3 years.

436. Statistical data shows that every fifth working woman in the Republic of Moldova is subjected to subtle forms of sexual harassment at work, and 4 out of 100 face serious forms of harassment. According to 2016 Gender Barometer, about 21% of working women faced subtle forms of sexual harassment (glances, inappropriate gestures, language with sexual connotations, etc.), about 13.5% said that they had been touched in an inappropriate way, and 6.7% said they were proposed sexual intercourse for certain rewards or favors.

Article 12

437. According to Article 36 of the Constitution of the Republic of Moldova, the right to health protection is guaranteed.

438. According to Article 9(3) of the Law No 263-XVI of 27 November 2005 on the Rights and Duties of the Patient, the patient has the right to information, education and services necessary for a normal sexual and reproductive health, without discrimination. The medical system of the Republic of Moldova does not set limits or impediments for the provision of medical services for women or men, they are provided equally to both sexes.

439. According to Article 4(4) of the Law No 1585-XIII of 27 February 1998 on Compulsory Health Insurance, Government shall be the insured party for certain categories of non-employed persons domiciled in the Republic of Moldova and recorded with the authorized institutions of the Republic of Moldova, including pregnant women, women during the labour and women during the post-partum period[197].

[197] The single compulsory health insurance program, approved by Government Decision No 1387 of 10 December 2007, provides that primary health care provided by the family doctor includes preventive services (antenatal care, pregnancy monitoring and postnatal care, prescribing necessary paraclinical investigations, pre- and post-test counseling in voluntary testing services, and confidential counseling in case of HIV infection and viral hepatitis B, C). It also provides pre- and post-test counseling (without the cost of test) for applicants, including pregnant women in the first and second half of pregnancy, within voluntary and confidential HIV and viral hepatitis B and C testing, preventive examination for children aged under 18 years and pregnant women that includes: oral cavity examination and oral

440. In 2016, the maternal mortality rate was 18.7% in the Republic of Moldova. Maternal mortality is one of the key indicators of reproductive health, and the main causes of deaths are the circulatory and digestive diseases, as well as the complications after abortion. This index reflects not only the ability of proper use of maternity protection services throughout the country or different regions, but also the social-economic situation, the level of culture and standard of living of the population.

441. Over the same period, the infant mortality rate was 8.2% for girls and 10.6% for boys (Table 4, p. 30).

442. In 2016, the average life expectancy among women was 76 years and 68 years among men. At the same time, the birth rate of girls was equal to the mortality rate accounting for 9.8%, while the birth rate of boys was 11.3%, and the mortality rate - 12%, respectively.

443. According to NBS data, in 2016, the share of female doctors was 61.1%, compared to 59.7% in 2015.

444. According to Article 11 of the Law No 185-XV of 24 May 2001 on Reproductive Health Care and Family Planning, any person is entitled to use contraceptive methods and refuse to use them. A person shall be provided counselling in choosing the contraception method, taking into account his/her health status, age and individual peculiarities. The contraceptive surgical method shall be applied on the basis of voluntary informed consent. Depending on the medical and social indications, a person is entitled to use contraception means free of charge. The presence of medical or social indications shall be determined by a specialised physician.

445. According to Article 7 of the above Law, any person shall be entitled to benefit from reproductive health care and family planning services, which shall be provided by state and private health care facilities, education and social assistance institutions[198].

446. On the basis of Article 3 of the Law No 138 of 15 June 2012 on Reproductive Health, one of the priority areas on which reproductive health care services are focused is safe abortion. The State shall provide the persons asking for a contraception method with medical examinations to choose the contraception method, taking into account his/her health status, age and individual peculiarities.

hygiene recommendations; dental brushing; dental scaling; application of preventive remedies (fluorine, Ca, etc.); tooth extraction; fissure sealing, stopping coronary defects caused by dental caries and its complications.

[198] To this end, both women and men can benefit equally from the medical services available in the country, including family planning. The services related to the realization of rights to reproduction shall be provided by state health care facilities and educational institutions, as well as by private organizations and institutions.

Likewise, according to Article 32 of the Law on Health Care No 411-XIII of 28 March 1995, women are granted the right to decide themselves the maternity issue. The surgery of pregnancy termination can be done until the end of the first 12 weeks of pregnancy in public and private health care facilities.

447. In order to improve the quality of reproductive health services, during the reporting period MHLSP ensured the access of vulnerable groups of population to contraceptives procured at primary health care level from compulsory health insurance funds. In this regard, primary health care facilities annually provide people from vulnerable groups with contraceptives free of charge, according to estimated needs[199].

448. The national regulatory framework guarantees access to voluntary surgical sterilization. Under the Law, voluntary surgical sterilization of women and men can be made at their desire, or at the indication of the physician with the written consent of the person in public and private health care facilities. Performance of surgical sterilization by persons without appropriate medical education, as well as in non-specialized health care facilities shall be punished according to the law.

449. According to Article 135^1 of the Criminal Code, forced sterilization is punishable by imprisonment for 10-20 years.

450. At the same time, women shall be provided with individual information on the subject during visits to family doctors (SC, FDC, TMA), gynecologist, other specialists, on request, in Perinatal Centers, maternity hospitals.

451. In order to provide girls and women with mobility impairments with access to gynecological services, in 2017, for the first time, MHLSP, in partnership with the UNFPA in the Republic of Moldova and the Swiss Cooperation Office, funded the endowment of 30 Youth-Friendly Health Centres with medical equipment adapted for these groups of girls and women.

452. The National Programme on Prevention and Control of HIV/AIDS and Sexually Transmitted Infections for 2016-2020, approved by Government Decision No 1164 of 22 October 2016 is ongoing in the Republic of Moldova, which comprises specific activities for the entire population including adolescents and socially disadvantaged target groups (persons in detention, persons providing sexual services, etc.).

453. Referring to the access of female detainees to medical services, the medical care is provided throughout the detention from admission to the criminal investigation detention facilities until the release from the enforcement of the sentence in accordance with the fundamental right to health.

454. Pregnant prisoners benefit from prompt health care - gynecological, therapeutic support according to national standards, during the last trimester of pregnancy pregnant women are transported

[199] According to the Regulation developed in this context by MHLSP, the vulnerable groups of the population are the following: active sexual adolescents; low-income people (lower than the minimum consumer basket for each family member); HIV-positive people; people who abuse alcoholic beverages, illicitly use drugs and other psychotropic substances, which are recorded with the drug therapist; people with mental health problems; victims of sexual abuse (for emergency contraception) and women who have had abortions in the last year.

to penitentiary hospital under the supervision of the obstetrician-gynecologist. Later on, at the appropriate time of birth, the female detainees are hospitalized at a civil maternity hospital. During the post-partum period, the female detainees are under the supervision of an obstetrician-gynecologist, and the newborns are supervised by a pediatrician with the necessary vaccinations according to the national immunization schedule. Where necessary, all medical investigations necessary both for pregnant women, mothers and children under 3 years are carried out within civil health care facilities.

455. After discharge from hospital, women during the post-partum period with children are hospitalized at the penitentiary hospital "Mother and Child Home" to be supervised by the gynecologist and pediatrician. After birth, women are provided with specialized medical care according to medical prescriptions. At the age of 3, with the written consent of the mother and with the consent of the guardianship authority, the child is given to the care of a person appointed by her or to the children's institution. On request of the convict, the penitentiary administration may extend up to 6 months the stay of the child with his/her mother.

Article 13.

456. Article 47 of the Constitution provides that "The State shall be bound to take actions in order that every person has a decent standard of living that would ensure him/her and his/her family members health protection and welfare including food, clothing, shelter, health care, and the necessary social services."

457. Insured/uninsured persons domiciled or residing in the Republic of Moldova have the right to receive benefits for families with children[200].

458. According to the national legislation, women and men have equal rights to receive allowances for children, access to credits, various social benefits. Women's marital status does not affect their right and access to various social benefits.

459. The allowances for families with children are paid for insured persons through the public social insurance system.

[200] Uninsured person is considered the mother/father, adoptive parent/guardian who at the child's birth date:
- is unemployed;
- is employed but does not meet the required contributory period for receiving the monthly child-raising allowance up to the age of 3;
- meets the required contributory period but is not entitled to partially paid leave for child care;
- meets the required contributory period, is on leave for child care, and during the period considered has not earned insured income other than for sick leave, maternity leave, child care leave until the age of 3 years, unemployment with the right to unemployment benefit;
- conducts the activity as: individual entrepreneur, holder of an entrepreneurial patent, lawyer, notary public, bailiff, on the basis of the license obtained in the manner established by the law, irrespective of the legal form of organization, and mediator, on the basis of the certificate issued by the Mediation Council, with the exception of the mentioned persons, who also work in other units, in which they earn insured income and are entitled, under the law, to child-raising allowance until the age of 3 years.

460. Insured persons domiciled or residing in the Republic of Moldova and the unemployed having the right to unemployment benefit are entitled to social security benefit[201]. A person is entitled to social security benefits related to social risks he/she is insured against.

461. Allowances for families with children represent the main financial support from the state for families with children and is expressed as single or periodic payments to the family for the birth and raising/taking care of the child.

462. The amount of the single childbirth allowance is established equally to the monetary value of the minimum basket of goods necessary at the childbirth, calculated for the year preceding the childbirth. The amount of the single childbirth allowance is approved annually by the Government.

463. Families with twins or more children born out of a single pregnancy benefit from the monthly child-raising support allowance until the age of 3 years and is granted at the request of insured and uninsured persons in the amount of 50 % of the monthly allowance for childcare until the age of 2 years, provided for uninsured persons, at the time of the childbirth.

464. The share of men benefiting of the monthly child-raising allowance until the age of 3 years has increased from 0.8 % in 2013 to 9.6 % in 2017.

465. With a view to provide support to deprived families, the Social Aid Program was launched, which currently has two basic components - social aid and cold season allowance. The above benefit is aimed at ensuring a guaranteed minimum income to deprived families, set in accordance with the assessment of the average total monthly income of the household and the need for social assistance.

466. The holder of social aid or, as appropriate, cold season allowance is the applicant and the beneficiary thereof is the family. During 2015-2017 the number of families receiving social aid increased by 4,981, and of those receiving cold season allowance increased by 18,605 (Table 19, Annex 1).

467. Besides, the legal framework provides, in the typology of social benefits, for benefits for deprived persons[202], who do not not meet the requirements for entitlement to pension under the Law on Public Social Insurance Pensions.

[201] Insured persons within the public social insurance system have the right to the following allowances: a) allowance for temporary disability due to common illnesses or accidents unrelated to work; b) illness prevention allowance (quarantine); c) performance rehabilitation allowance; d) maternity allowance; e) one-time childbirth allowance; f) child-raising allowance until the age of 3 years; g) allowance for taking care of a sick child; h) bereavement benefit.

[202] Thus, state social benefits are provided for certain categories of citizens, such as:
- persons with severe, advanced and medium disabilities;
- persons with severe, advanced and medium disabilities since childhood;
- children with severe, advanced and medium disabilities under the age of 18
- children who lost their breadwinner - children under the age of 18 who lost one or both parents;

468. Since 2012, the Personal Assistance Social Service[203] has operated in the country, aimed at providing assistance and care for children and adults with severe disabilities, with a view to favoring their independence and inclusion in the society (in the following areas: social protection, labour, health care, training and education, information, access to infrastructures, etc.).

469. By establishing this service, a problem has been solved regarding the families in which children with disabilities that need permanent care are raised and brought up, mostly provided by mothers of these children or their female relatives. The state recognized the value of care of the mothers that raise children with disabilities, especially of the first degree, by including the period of child care with disabilities who has not been institutionalized, in the length of service that gives the right to pension, to the issue of a workbook, to grant of paid leaves, etc.

470. In other words, employment of mothers raising children with disabilities as a personal assistant provides them with social benefits to be employed, to have a salary for the work done and to contribute to the social and medical insurance system. According to available data, there are 2295 personal assistants in the country, who take care of 2295 persons with severe disabilities.

471. The women in detention who gave birth to children during the period of punishment benefit from both single childbirth allowance and child-care allowance, re in accordance with the law on the protection of families with children.

472. Under the law in force, all citizens have access to credits, regardless of gender, by observing the provisions of such procedures. At the same time, there are deficiencies in terms of the gender disaggregated statistics, regarding their use, amount and purpose.

473. The activity of the organizational lending structures is targeted at the following basic directions: application procedure, analysis of client's credibility (solvency), and review and systematic analysis of the quality of credit portfolio.

474. The right to make decisions on credit applications, within the approval process, is assigned to a special credit committee composed of an odd number of members but not less than 3 persons.

475. The maximum sum of credit that can be granted without the approval of the special credit committee at the subsidiary level and is determined by the general lending policy provisions of the

- persons who reached the retirement age - persons who reached the standard retirement age, but did not accumulate the contribution period necessary to establish the old age pension;
- persons who take care of, accompany and supervise a child with severe disabilities until the age of 18;
- persons with severe disabilities since childhood - for taking care, accompanying and supervising;
- persons with severe disabilities (visual impairment) - for taking care, accompanying and supervising;

[203]Any person, including a family member or a relative of the beneficiary who meets cumulatively the following conditions can be employed in the position of personal assistant: reached the minimum age of 18 years old, was not convicted for committing an offence which would make the respective person incompatible with the position of personal assistant, has full legal capacity, his/her health status complies with the criteria for the respective position.

bank. Any credit transaction may be conducted only with the approval of at least 3 persons. The large credits are granted in compliance with the Regulation on large exposures. At the same time, the credit provision procedure can be subject to a double control by an independent structural unit empowered to report directly to the special lending committee or bank management body.

476. In 2018, the Government launched 'Prima Casa' ('First Home') State Programme[204] based on the need to facilitate the access of individuals to the acquisition of housing by contracting loans partially guaranteed by the State, especially for young families

477. According to the Tax Code, each taxpayer (resident individual) has the right to a personal exemption, the amount of which is established yearly by the Government, in 2017 it was - MDL 11,280.205.

478. Besides, a married resident individual has the right to an additional exemption (in 2017 in the amount of MDL 11,280), provided that his/her spouse does not benefit from a personal exemption.

479. The legislator provided also an exemption for the taxpayer (resident individual) who has dependants[206] (in the amount of MDL 2,520 in 2017), except for persons with disabilities due to a congenital or childhood disorder (for which the exemption amounted to MDL 11,280 in 2017).

480. The national law does not contain any provisions that would limit women's rights to access and participation in various sports, cultural, and leisure activities. A significant impediment in this regard can be only the economic possibilities of the persons. In the educational institutions, girls and boys

[204]In fact, the aim pursued by promoting and implementing this programme is to provide support to young families in obtaining their first housing by facilitating:

a) access to mortgages;

b) creation of optimal conditions for increasing maturity of mortgages;

c) reduction of migration among young people (according to specialized studies, the lack of housing is the main reason why Moldovan young people decide to emigrate);

d) increase of official employment rate in the national economy and enhancement of the transparency of remuneration;

e) increase of transparency of property transactions.

[205] A higher exemption (for 2017 - MDL 16,800) is provided for any person who:

a) got sick and suffered from actinic disease caused by the consequences of Chernobyl NPP accident;

b) is a person with disability and a casual link was established between his/her disability and Chernobyl NPP accident;

c) is the parent or spouse of the participant who died or was declared missing in the war for territorial integrity and independence of the Republic of Moldova, as well as in the fights in the Republic of Afghanistan;

d) is a person with disabilities occurred as a result of participation in the war for territorial integrity and independence of the Republic of Moldova, as well as in the fights in the Republic of Afghanistan;

e) is a person with disabilities occurred as a result of the war, a person with disabilities due to a congenital or childhood disorder, a person with severe and advanced disabilities;

f) is a pensioner-victim of political repressions, rehabilitated subsequently.

[206] a dependant is the person that meets all the requirements presented below:

a) is an ancestor or descendant of the taxpayer or of the taxpayer's spouse (parents or children, including the adoptive and the adopted) or a person with disabilities due to a congenital or childhood disorder, relative of II degree in collateral relationship;

b) earns an income that does not exceed the amount of MDL 11,280 annually.

The trustee of minors aged from 14 up to 18 years and the legal guardian have the right to an additional exemption in the amount indicated depending on the case, for each person under guardianship and trusteeship.

benefit from equal access to cultural activities and programs of physical education and sports (taking into consideration the gender peculiarities in practicing physical exercise).

481. Amendments and additions were approved to the regulatory framework, by which a new power was assigned to the local Council - to decide the establishment of the community mediator position in the localities with compact or mixed Roma population. In addition, the Framework-Regulation on the Organisation of the Community Mediator Activity was approved[207]. The occupation "341206 Community Mediator" was included in the Classification of the Occupations of Moldova (CORM 006-14), approved by Order of the Minister of Labour and Social Protection No 22 of 3 March 2014.

482. During 2013, the process of employing community mediators with funding from the state budget started, wherein financial means amounting to MDL 462.6 thousand were provided for the establishment of 15 positions of community mediators in 14 localities with compact or mixed Roma population, and for 2014 a sum of MDL 1,619.8 thousand was provided in the budget for funding 48 positions of community mediators planned in all 44 localities with compact or mixed Roma population.

483. The shift of funding of the community mediators' activity to the local authorities has led to a decrease of the employment, which subsequently required the review of the funding mechanism through the direct transfer of the resources from the state budget[208].

484. Under the legal framework, the employers, irrespective of the legal form of organization, who have 20 or more employees, are obliged to create or reserve jobs and employ people with disabilities, at least 5 % of their total number of employees. In this regard, sanctions were also provided for in the Contravention Code for employers who violate these provisions during a financial year[209].

Article 14

485. According to the national legislation, women and men have equal rights to land ownership, access to insurance programs, medical services, educational programs, creation and participation in agricultural cooperatives, development of entrepreneurial activities, etc. There are no legal restrictions

[207] Government Decision No 557 of 17 July 2013

[208] De facto, only 25 community mediators were employed in 2014. Since 2015, new provisions on decentralized funding have come into force at national level, according to which the local public administration authorities had to allocate the necessary means from the budget for a number of local services, including for the activity of community mediators. The funding of community mediators from local budgets led to a significant decrease in their number, the local public administration authorities justifying this by the lack of financial means. Thus, 13 community mediators were employed within mayoralties and paid from the local budget. In order to solve the created problems, MHLSP proposed to change the mechanism for funding the 48 necessary community mediators from the state budget. Thus, for 2018, funds in the amount of MDL 2,239 million have been allocated from the state budget to ensure the activity of the 48 community mediators.

[209] Law on Social Inclusion of Persons with Disabilitieshttp://lex.justice.md/md/344149/

and differences between rural and urban areas regarding women's involvement in social, economic, cultural activities and so on.

486. There are 3,446 agricultural holdings with legal personality in the Republic of Moldova, representing 0.4 % of the total number of holdings. The remaining 99.6% of the holdings were recorded as holdings without legal personality, i.e. individuals. 14 % of the total agricultural holdings with legal personality are headed by women, and from the total number of holdings without legal personality 36 % are headed by women. At the national level, 36 % of agricultural holdings are headed by women and 64 % - by men.

487. The number of men who run agricultural holdings is the highest in the age group 45-54 years old, by 28 %, and that of women is the highest in the age group of 65 years old and over. The number of women who run agricultural holdings is steadily increasing in older age groups.

488. The men administer a larger area of land than women - both in the case of the agricultural holdings with and without legal personality. In the Republic of Moldova, on average, men administer 1.21 hectares compared to 0.86 hectares administered by women.

489. There is a notable gender gap related to the possession of agricultural machinery and equipment in the Republic of Moldova. With the exception of mini-tractors (17%), holdings headed by women own less than 12% of the total number of agricultural machinery. This %age is quite low if we consider that more than one third of the agricultural holdings are run by women.

490. The data of the first General Agricultural Census (2011) shows that there is no significant gender gap in the Republic of Moldova related to the subsidies received by the heads of agricultural holdings. It can also be seen that a very small number of them took loans from banks. For example, in 2010, eight % of the men-led holdings benefited from financial support, compared to six % of the women-led holdings.

491. There are no severe gender gaps related to the purpose of agricultural production. The data shows that the vast majority of agricultural holdings produce only for their own consumption, while 16 % of men-led holdings and 12 % of women-led holdings produce both for own consumption and for sale.

492. In the Republic of Moldova, rural women constitute nearly 30 % of the total population of the country and 51 % of the resident population in the rural area.

493. The phenomenon of labour migration, including that of rural women, is known and addressed in different analytical works. Among women involved in labour migration the share of those from the rural area is about 70 %.[210]

[210] http://md.one.un.org/content/dam/unct/moldova/docs/pub/prof_001_rural_ROM-2016_new.pdf

494. A number of statistical indicators highlight the socio-demographic differences between rural and urban women. Thus, life expectancy at birth of rural women is more than 3 years lower as compared to urban women, and their average age is 1.2 years lower, in the past 5 years this gap registered a growing trend.

495. Population ageing is higher in the rural area, the ageing coefficient among rural women continuously ascending, is particularly high and reached 19.4 % (as of 1 January 2015), surpassing by 1.3 %age points the respective value recorded for women in cities and by 3.2 % the national average value (it was 16.2 % on 1 January 2015). Besides, the life expectancy at 60 years for rural women was in 2014 by 2.4 years less than the life expectancy of urban women (18.59 the rural area and 20.99 urban areas).

496. MHLSP launched in 2017 and in 2018, respectively, the Small Grants Program aimed at supporting and promoting active ageing in the Republic of Moldova. The length of projects implementation is 10 months and 7 months, respectively, and the total amount is MDL 100,000 per year, granted from the state budget.

497. The level of women's education in the rural area is much lower than that of women in the cities. Only 46.4 % of active rural women have higher education, specialized secondary or vocational secondary education, and their share has shown a tendency to steadily decrease over the past years.

498. Statistics show that the access of rural women to health care services is lower in comparison with women from urban areas, the annual average number of doctor visits for women is 3.4 in the rural area in comparison with 4.4 – in urban areas, while about one-fifth of rural women assess their health status as bad or very bad compared to 14.5% of urban women.

At the same time, over one-quarter of rural women do not have health insurance policy compared to only 15 % of urban women.

499. The reasons that refer to the limited access to health care services are different, however, the main reasons invoked are those related to financial issues.

500. People from the the rural area are the main applicants within the Social Aid Program.[211]

501. National Agriculture and Rural Development Strategy for 2014-2020 (approved by Government Decision No 409 of 4 June 2014 is a basis for future sustainable development of the agricultural sector and ensuring attractive living standards in the rural area. The Action Plan implementing the National

[211] http://md.one.un.org/content/dam/unct/moldova/docs/pub/prof_001_rural_ROM-2016_new.pdf

Agriculture and Rural Development Strategy for 2014-2020 (approved by Government Decision No 742 of 21 October 2015) was developed in order to implement the Strategy.

502. In addressing the gender inequality issues in holding power and decision-making at all levels, MAFI promotes an active and visible gender mainstreaming policy. In all policies and programmes, an analysis of effects on women and men, respectively, is carried out before decisions are taken. These efforts are targeted towards increasing the participation of women in decision-making at all levels.

503. On 30 August 2013, the Framework-Regulation on the organization and operation of the Joint Information and Services Bureau (JISB) was approved by Government Decision No 661. JISB provides services to the population in urban and the rural area, including to women and vulnerable groups, who for some reasons have limited access to them[212].

504. During 2013-2016, about 49,324 persons benefited from the services provided by the Joint Information and Services Bureaus[213]. According to analyzes, it was found that not only the public services act as providers within JISB, but also various non-governmental organizations promoting the women's rights.

505. General participation rate of women and men in decision-making at local level decreased over the past 5 years. In 2012, according to a survey that measured the participation of women and men in the decision-making, the participation rate of men was higher than women's one. In 2016, this trend reversed and more women participated in adopting the local budget, making decisions on attracting investments, developing the strategic plan, developing community projects, etc.

506. Citizens from the localities that has a woman leading the LPA are significantly more satisfied with her activity. In the communities with a female mayor, the level of confidence (of those who have a lot of confidence) is of 34%, compared to 6% in communities with a male mayor. The same trend is

[212] Public Service Providers, members of JISB, are the following: territorial structures of social assistance, agriculture, economy and capital investments divisions, territorial employment office, territorial offices of labour inspection, land relations and cadastre services, territorial offices of social insurance, territorial offices of the tax inspectorate, legal services, territorial agencies of health insurance or family doctors centers, territorial offices of civil status, territorial services of civil protection and exceptional situations, ecological inspection, education, youth and sports division. The activity of JISBs is carried out by the existing staff within public services providers, private providers or public associations.
The provision of services through JISBs does not substitute the actual activity of the local public administration authority that provides services. The applicant can also receive the services concerned directly from the structure under the authority of the respective public administration or from the private provider/public association.

[213] In 2016, about 14,491 persons, of which 8,264 women and 6,227 men benefited from the services provided by JISBs. Compared to 2015, there is an increase, by about 1,713 persons, in the number of persons who received information and advice through JISB. As far as the gender component is concerned, in 2016, the number of requests from women increased by 852 and from men - by 825, in comparison with the number of requests from the reporting year 2015. With regard to distribution by areas - rural and urban, about 11,075 persons were from the rural area, while 3,416 persons were from urban areas.
In a broader sense, the Bureaus have helped to remove barriers to women's economic promotion. The "one-stop shop" model has solved the problem of queues and lost hours in front of different service providers, and the mobile teams operate in the most remote localities. Working with local public authorities during the development of the concept of service provision and carrying on the training of the bureau staff, UN women has assured that the bureau meets the needs of women and girls.

attested while the rate of citizens satisfied with the activity of their male/female mayor is measured: 27% are fully satisfied with the activity of female mayors and 6% are fully satisfied with the activity of male mayors[214].

507. The number of positions held by women slightly increased during the latest local elections. The share of women among mayors is just over 20%. Women have less than 20% of seats in district councils, and 30% in the local ones. Currently, the share in Parliament of the Republic of Moldova is of only 20.8%, although there is a general upward trend within a longer perspective.

508. In 2014-2017, UN Women in partnership with UNDP, with the financial support of the Swedish Government, implemented the 'Women in Politics' Programme. This Programme aimed to support the increase of women's participation in politics and decision-making by creating an environment favourable to their significant participation, to support women's capacity development before, during and after the elections at the central and local level.

Article 15.

509. The law of the Republic of Moldova is mostly compatible with the best international practices on preventing and combating discrimination, whereas the Law does not make any distinction between women and men, with a focus on equality. The state guarantees all its citizens, foreigners and stateless persons living on its territory, the rights and freedoms granted by the Constitution of the Republic of Moldova, by other legislative acts, as well as by universal norms and principles of the international law.

510. Substantial efforts are made to harmonize the national law on human rights protection and to apply it in the country in line with the standards and rules established by international organizations.

511. All rights and freedoms of citizens are enshrined in the Constitution of the Republic of Moldova[215].

512. Furthermore, there is the Law on Ensuring Equality No 121 of 25 May 2012 aimed to prevent and combat discrimination and ensure equality of all persons in the Republic of Moldova in political, economic, social, cultural and other areas of life, regardless of race, color, nationality, ethnic origin,

[214] http://progen.md/files/8393_final_barometrul_de_gen_rom.pdf

[215] Thus, the Constitution guarantees all citizens the right to life, physical and mental integrity, freedom of opinion and expression, the right to information, freedom of conscience, a range of political rights and freedoms, such as the right to participate in governing the country, the freedom of assembly, as well as the right to an objective and fair trial, the right to property and private life, the right to social protection, the right to education, the right to health care, the right to a healthy environment, etc. The Constitution stipulates as a primary obligation of the state the respect for and protection of the person, observance of the principle of equality of all citizens before the law and public authorities, regardless of race, nationality, language, religion, sex, opinion, political affiliation, property or social origin; ensuring free access to justice and ensuring the right to lodge petitions, as well as the right to reinstatement of rights and compensation by the state for prejudice caused by the actions of investigation bodies, courts of law or other public authorities.

language, religion or belief, sex, age, disability, opinion, political affiliation or any other similar criterion.

513. The basic regulatory acts governing the areas of identity document issuance, registration of civil status documents, keeping records of people in the State Register of Population at the domicile and/or residence, examination of the applications for citizenship, keeping records of the Register of Immovable Assets, provide the same rights and duties both for women and men and do not contain any discrimination form against women.

514. The Declaration of Human Rights and International Covenants on Human Rights, to which the Republic of Moldova acceded, as well as the provisions existing in the national laws[216] and other regulatory acts on the movement of persons provide that any person has the right to move freely and choose his/her residence within the borders of a state; is entitled to leave any country and return to his/her country; has the right to work, to free choice of his/her job, to fair and favorable conditions of work and to protection against unemployment; any employed person has the right to a fair remuneration that would assure both to him/her and his/her family an existence with human dignity and supplemented, if necessary, by other means of social protection.

515. Since 28 April 2014 the visa regime for Moldovan citizens was liberalized by amending the EU Regulation No 539/2001 on the abolition of visa requirement for Schengen area for short-term travel for Moldovans holding biometric passports.

516. Thus, more than 300,000 citizens of the Republic of Moldova, without any restrictions based on gender, benefited from visa-free travel in the Schengen area, whereas few cases of non-admission of the entry to EUMS, of return from the border, of exceeding the 90-day period, as well as of asylum requests, were recorded.

517. Given the increase in labour mobility between countries and the migration of the working age population - a problem faced by the Republic of Moldova over last decades - the coordination of social security systems has become an important component of the social policy promoted by the Government. Thus, by 2018, the Government has concluded 13 agreements in the area of social security (with Romania, Portugal, Bulgaria, Luxembourg, Austria, Estonia, Czech Republic, Poland, Hungary, Belgium, Lithuania, Germany and Turkey). Agreements with Latvia, Israel, Belarus and Italy are at the negotiation stage. Agreements on labour migration were concluded with the Russian Federation, Ukraine, Belarus, Azerbaijan, Italy, Israel, France, and Bulgaria so far.

[216] Law on Labour Migration No 180 of 10.07.2008, Law on the Regime for Foreigners in the Republic of Moldova No 200 of 16.07.2010

518. In order to align the regulatory framework with Article 12 of the Convention on the Rights of Persons with Disabilities, in 2017 the Civil Code was amended and supplemented with provisions aimed at applying judicial protection measures to persons with mental illness or a physical, mental or psychological deficiency. Protection measures may be contractual (assistance contract, future protection mandate) and judicial (provisional protection, trusteeship, guardianship) and pursue the interest and well-being of the person for whom the autonomy is established and favored, as far as possible. When taking any decision concerning the person in respect of whom a protection measure (protected person) is established or concerning his/her property interests, the court, the guardianship authority and the person in charge of protection (the assistant, the representative authorized to protect in the future, the provisional protector, the trustee, the guardian, the family council members) shall give priority to the wishes and feelings of the protected person, expressed by himself/herself or, at his/her request, with the help of the trusted person.

519. Following the CEDAW Recommendations, new transparent procedures have been put in place to record cases of violence within state institutions that provide life-long placement to beneficiaries. Thus in 2017 26 cases of violence were registered , of which 14 cases of violence among beneficiaries of the Temporary Placement Center for People with Disabilities (adults) from Branzeni (including 4 women beneficiaries); 6 cases at the Temporary Placement Center for People with Disabilities (adults) from Balti, including - 2 women (1 beneficiary and 1 nurse); 6 cases at the Temporary Placement Center for Children with Disabilities from Orhei, including 1 woman (nurse). During 6 months of 2018 year, 7 cases of violence were registered in Branzeni, including 2 women, and one case was registered in Balti. In all cases the law enforcement bodies were notified and an internal investigation was conducted. The sector policemen and the psychiatrists were involved in the conflict resolution. Work sessions were held with the staff of the institutions to prevent similar cases. The parents of the beneficiaries were also involved in solving some cases in Orhei.

Article 16.

520. In the Republic of Moldova, family relationships are regulated in accordance with the principle of monogamy, marriage based on free consent of men and women, equal rights of spouses in the family, mutual moral and material support, marital fidelity, priority to the education of the child in the family, care for the support, education and protection of the rights and interests of minors and other family members, who are unable to work, amicable settlement of all family life issues, inadmissibility of deliberate interference in family relationships, free access to court protection of the legal rights and interests of family members.

521. All married persons have equal rights and obligations in family relationships, regardless of gender, race, nationality, ethnic origin, language, religion, opinion, political affiliation, wealth and social origin.

522. Only marriage concluded by state civil registration services creates rights and obligations between spouses provided for in the Family Code. For conclusion of marriage it is necessary the mutual, uncorrupted consent, expressed personally and unconditionally by the woman and the man who are getting married, if they have reached the marriage age (18 years)[217].

523. All problems of family life are settled by the spouses jointly, in accordance with the principle of equality in their family relationships. Each spouse has the right to continue or to independently choose his/her occupation and profession. Spouses establish their residence freely and independently. The relationships between spouses are based on mutual respect and help, on joint obligations of supporting the family and of taking care of and educating children.

524. The parents have equal rights and obligations towards children, regardless of whether the children were born in marriage or outside it, whether they live with their parents or separately. At the same time, children born out of wedlock have the same rights and obligations towards their parents and relatives as those born of married persons.

525. Children born following artificial insemination or in vitro fertilization have the same rights as children born through natural reproduction.

526. The rights of the child are not affected by the parents' divorce, marriage's nullity or by parents living separately. When parents live separately, the child has the right to communicate with both with both parents.

527. In compliance with the national law, property acquired by the spouses during the marriage is their joint property, unless, according to the law or contract concluded between them, another legal regime is not established for this property. Any property acquired by spouses during the marriage is presumed to be common property unless proven otherwise.[218]

[217] In concluding their marriage the spouses can choose between taking the surname of one of them or one formed by joining both names as common family names, or keeping the surname they had before marriage, or joining the spouse's surname to their surname. When registering a divorce, spouses may choose to keep the surname chosen when they concluded their marriage or to take back the surname they had before concluding the marriage (Article 17).

[218] When determining the parts of the common property of spouses in the event of the division of property, their parts shall be considered equal. The common property of spouses can be divided both at the time of divorce and during marriage. The sharing of common property during marriage does not affect the legal status of the property that will be purchased in the future.
Where the spouses lived in concubinage in the past, the property purchased during that period belongs to the one who purchased it, unless when both concubines contributed to its purchase, in which case each of them has a share of ownership, the size of which depends on the contribution of each concubine.

528. We also note that procedure of the marriage dissolution is gender non-discriminatory, the marriage may be terminated by divorce, based on the request of one or both spouses. In the absence of wife's consent, the husband cannot ask for a divorce during her pregnancy and within one year after childbirth if the child was born alive and is living.

529. If the parents live separately, the domicile of the child who did not reach 14 years of age shall be determined by the parents' consent. If such a consent is not reached, the domicile of the minor shall be decided by the court of law, taking into account the interests and opinions of the child (if he/she turned 10 years of age)[219].

530. In the case of minors under the age of 16, the voluntary consent for receiving reproductive health care services is expressed both by the minor and his legal representative. When it is impossible to obtain the consent of the minor's legal representative and when the health care services are indicated to preserve his/her life and health, then his/her voluntary consent is sufficient.

531. The persons (person) who have given their written informed consent to the use of medical assisted human reproduction technologies, in case of childbirth by this method, they are registered as the parents of this child in the manner established by the Family Code and shall not be entitled to challenge maternity and paternity, making reference to these circumstances.

532. By the Law on Reproductive Health No 138 from 15.06.2012, the rights of persons to reproduction, which are an integral part of human rights, are acknowledged, governed and guaranteed. The provisions of the Law derive from the constitutional right to the respect and protection of intimate, family and private life and ensure the non-interference of the state in family planning.

533. At the same time, the Government approved the National Programme on Sexual and Reproductive Health and Rights for 2018-2022, which aims to improve access to and quality of services, as well as information of people in this area. Thus, the right of every person to decide freely and responsibly on the number and spacing of their children and to have the information and means necessary to enable him/her to exercise this right is provided.[220]

[219]In this case, the court of law shall consider child's attachment to each of the parents and siblings, child's age, moral qualities of parents, existent relationships between each parent and child, parents' possibilities to create proper conditions for child's education and development (professions and work schedules, living conditions, etc.). When determining the domicile of the minor, the court of law shall ask for the advice of the guardianship authority in whose area each of the parents is domiciled.

[220] At present, the needs of modern tools for family planning and beneficiary-centric sexual and reproductive health services remain largely unsatisfied. Only one third of reproductive age women in the Republic of Moldova use modern contraceptive means and the rate of their use among young people is even lower.

The new National Program on Sexual and Reproductive Health and Rights will extend the access to these services equally to all people, regardless of age, ethnicity, residence, social or health status.

At the same time, the mechanism for estimating the needs of modern contraceptive means as well as the procurement and free distribution thereof to vulnerable groups of the population will be improved. The quality of services will be improved by respecting the right to free choice of the method of contraception, counseling, informed consent and other important issues aligned with international standards and requirements in this area.

534. The new legal framework on free movement and immigration of foreign citizens in the Republic of Moldova, ensuring a comprehensive, uniform and continuous mechanism for regulating the regime of foreigners in the territory of the Republic of Moldova, applying an uniform procedure for their documentation was adopted in compliance with the community law, pursuant to Article 72(3)(r) of the Constitution of the Republic of Moldova. Thus, the Law on the Regime for Foreigners in the Republic of Moldova, adopted in 2010, with further amendments and additions, governs the entry, stay and exit of foreigners in/from the Republic of Moldova, grant and extension of the permit for stay, repatriation, documentation thereof, coercion measures in the event of non-compliance with the regime of stay and specific measures for keeping records of immigration, in accordance with the obligations assumed by the Republic of Moldova under the international treaties to which it is a party.

535. A foreigner holding a temporary or permanent permit for stay in the Republic of Moldova may request permission for family reunification[221].

536. Law No 270-XVI from 18.12.2008 on Asylum provides that the Refugees Division of the Bureau for Migration and Asylum, subdivision of MIA, is responsible for managing and solving the problems of asylum seekers, refugees and beneficiaries of humanitarian or temporary protection[222].

537. Article 12 of Law above mentioned, converninf family unity, provides that the competent authorities shall respect the principle of family union in accordance with the provisions of this law. Family members of the beneficiary of a form of protection shall enjoy the same kind of protection and the same status as the beneficiary[223].

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[221] The competent authority for foreigners may issue permission for family reunification to the foreigner holding a temporary or permanent permit for stay in the Republic of Moldova for:
a) spouse;
b) minor unmarried children, from or outside marriage, and children adopted by both spouses or only one of them, children entrusted to both spouses or only one of them by the decision of a competent authority of the state of origin, upon the condition that these children are effectively in the care of any of the spouses;
c) adult unmarried children of the holder of the permit for stay or of his/her husband or wife if they are not self-sufficient for medical reasons;
d) parents under full care of the holder of the permit for stay or of his/her husband or wife;
e) persons placed under guardianship or trusteeship.

[222] The Refugee Division cooperates with the government authorities in the implementation of rules and procedures necessary to ensure the rights of asylum seekers and refugees, as well as of the beneficiaries of humanitarian or temporary protection. For this purpose, officials from the Refugees Division are given the opportunity to communicate with these categories of persons, regardless of their location in the Republic of Moldova. The person must submit a request for a form of protection to Refugees Division of the MIA. Also, applications for asylum may be submitted to other competent state frontier supervision and control authorities, police, structures and subdivisions of the Penitentiary Department or temporary arrest units of the law enforcement bodies, which will send them in turn to Refugees Division according to provisions of the Law No 270. The information presented in the application is examined and a decision is issued providing for a form of protection (refugee status or humanitarian protection) or the application is rejected. The decision may be appealed in court based on administrative litigation proceedings.

[223] This Article also applies to family members who meet the following conditions: a) accompany the beneficiary of a form of protection; b) are beneficiary's dependents and reside with him/her; c) their personal status is not incompatible with the refugee status or the status of beneficiary of another form of protection provided by this law. The spouse enjoys the principle of family union if the marriage was concluded before they entered on the territory of the Republic of Moldova and before the beneficiary applied for asylum. Family members of the refugee whose refugee status was acknowledged according to par. (3) shall retain this status in case of divorce, separation or death of the refugee.

538. The Family reunification procedure is performed based on an application submitted by the person holding the status of protection beneficiary, requesting family reunification, providing complete information about the persons to be called (the law allows request of entry for spouses or children only, if the applicant is an adult, or of parents, if the applicant is minor). The application is reviewed by the Office of Migration and Asylum, MIA, which, if the application is accepted, shall issue an invitation for the specified persons, which will enable them to obtain legal entry visas in the Republic of Moldova.

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CONCLUSIONS:

A. Progress in promoting gender equality / ensuring women's rights

539. During the reporting period the Republic of Moldova has made efforts to ensure implementation of the Convention on the Elimination of All Forms of Discrimination against Women and Recommendations of CEDAW Committee.

540. The state gives special attention to the achievement of the assumed commitments, as a result of accession to international treaties on human rights, which is confirmed by the fact that the principle of equality is guaranteed through a number of organic and ordinary laws. The national law was supplemented by many provisions, which stipulate the principle of equal rights and opportunities for women and men in all fields.

541. Currently there is a structured state institutional mechanism in the field of gender equality (the Governmental Committee for Gender Equality, the Department of Policies for Ensuring Gender Equality/MHLSP, Gender Focal Points/Gender Coordination Groups in ministries and other central public administration authorities), which is a positive indicator in the process of democratization.

542. In order to achieve the recommendations of the Committee on the Elimination of Discrimination against Women, the Republic of Moldova adopted three strategies in this area: Strategy for Gender Equality for 2017-2021, National Strategy on Preventing and Combating Violence against Women and Domestic Violence for 2018-2023 and the National Strategy on Preventing and Combating Trafficking in Human Beings for 2018-2023. In addition, the regulatory framework in the reference area was improved, through the amendments and completions made to the normative framework on the fields of ensuring equality between women and men, the prevention and combating of domestic violence and trafficking in human beings in order to adjust the normative framework to the international standards:Law No 71/2016, Law No 196/2016. Actions were carried out to monitor the implemented policies, the system of gender-sensitive statistic data was developed, etc.

543. The efforts to promote gender equality were channeled towards solving specific issues related to the implementation of gender policy and the exclusion of gender-based discrimination in various fields, especially on labour market. As essential results, it is worth noting the development of the new Law on Employment, the approval of the Strategy in the area for 2017-2022, the establishment of the Labour Market Observatory position, the creation of sectoral professional training committees in 4 economic sectors: agriculture and food industry, light industry and trade, hotels and restaurants.

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544. The measures taken by state authorities in the field of health care, with the support of international projects, contributed to reducing maternal and infant mortality rates, ensuring the access of girls and women with disabilities to reproductive health services.

545. The state actions in education led to the promotion of gender equality in the Science, Technology, Engineering and Mathematics (STEM) area.

546. Over the past years the dialogue between state structures and civil society organizations in the given area has increased by their direct participation both in the development of policy documents and specific activities at the society/community level.

547. With the support of international partners, many studies have been conducted in terms of gender in the area of health care, social protection, labour market, human trafficking, domestic violence, etc., which contributed to the thorough perception of the addressed phenomena, identification of the issues and needs of women and men in the mentioned segments. Some of the conclusions and recommendations were taken into account during the development of public policies and sectoral documents.

548. During the reporting period, the relevant authorized state structures established a constructive dialogue with the international partners: UNFPA, UN Women, IOM, OSCE Mission to Moldova, UNAIDS, UNDP, etc. in order to explore the gender dimension in carrying out the planned activities.

549. Considerable efforts were made in promoting gender equality principle in security and defence sector, such as: conduct of surveys and analyses from the gender perspective, development of teaching materials and information resources for professionals in the area, approval of the National Program to implement the UN Security Council Resolution 1325 on Women, Peace and Security for 2018-2021, and the Action Plan implementing the Program.

550. In partnership with the development partners, the Government has carried out a number of activities to strengthen the capacities on gender dimension, prevent and combat violence and human trafficking of the policymakers, professionals of various areas, civil society representatives, and women from vulnerable groups.

Obstacles and limitations

551. Despite the trends of poverty reduction, the average disposable income per family member covers only 92 % of the subsistence minimum. The exodus of working age population outside the country in search for better paid jobs has a negative impact on demographic security of the population.

552. The situation of women is contradictory. Having the same professional qualification as men, even higher in some segments, women are often employed requiring low qualifications, with lower

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average wages then men. The masculinization and feminization of jobs still persist on the labour market. On the other hand, the insufficiency of early pre-school education services prevents women with small children from integrating into the labor market.

553. Beyond the positive growth trends of women in decision-making positions, they are under-represented in higher hierarchical positions. Despite the adoption of affirmative actions (40 % quota), the application thereof remains difficult due to the lack of the quota implementation and monitoring mechanism.

554. The phenomena of violence against women, domestic violence, as well as human trafficking continue to be considerable challenges to the rule of law and democracy in our country. The following actions are necessary: adjustment of implementation mechanisms of the existing legal and regulatory framework, creation of a multidisciplinary coordinated response of all competent structures to these phenomena, allocation of adequate resources in the area, conduct of educational / information programs for the population, development of appropriate services, training of specialists.

555. The low information of the people on gender equality, their rights, the possibilities to claim them remains an insufficiently exploited segment. The active involvement of mass-media in educating the society in the spirit of gender equality by eliminating the sexism from language and advertising, the gender stereotypes, etc. are necessary.

556. Opportunities and possibilities to launch a business in rural areas are limited, in the context of economic migration, and demographic problems. The development and support of entrepreneurship programs, in particular of women, youth and elderly would improve the deplorable social-economic situation, reduce migration flows, mitigate the negative consequences of population ageing.

557. The social protection system, which is insufficiently aligned with the demographic trends and major social problems, is not sensitive to gender dimension, requiring adjustment on these dimensions.

558. The low applicability of the mechanisms for implementing the regulatory framework, non-alignment it with international standards, including the EU Directives. The lack of institutionalized programs of pre- and in-service training of civil servants on gender issues, limited their efficiency.

559. The reluctance of authorities to ensure a comprehensive approach to gender equality in sectoral policy documents, including in implementing the gender responsive budgeting, affect the way to sustainable development of the society and need more efforts in the field.

560. At the same time, it is necessary to adjust the donor funded programs to the country's needs by including the gender dimension and coordinating the existing resources.

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Annex 1

Article 6

Table 1. Number of victims/potential victims receiving assistance in the National Referral System

Year/ Category	2013	2014	2015	2016	2017	Total
Victims of THB	131	80	132	123	103	569
Potential victims of THB	1403	854	1177	1075	1046	5555
Total	1534	934	1309	1198	1149	6124

Table 2. Number of repatriations

Year	Total	Victims of THB	People in difficulty	Unaccompanied juveniles
2013	95	30	7	58
2014	63	23	7	33
2015	65	16	13	36
2016	91	26	27	38
2017	38	8	8	22
Total	352	103	62	187

Table 3. Statistics on application of the Criminal Code, Trafficking in Human Beings/Child Trafficking (Article 165/Article 206 of CC).

Year	Recorded criminal cases	Criminal cases sent to the court	Defendants (traffickers) in relation to whom the sentence was pronounced	Persons convicted to imprisonment	Persons convicted to imprisonment with conditional suspension of the punishment	Number of victims according to CCHT
2010	142/23	45/10	48/5	27/4	11/1	-
2011	111/24	45/14	35/2	7/1	11/1	131
2012	151/20	60/5	21/10	13/9	8/1	266/24
2013	135/20	43/8	27/12	20/4	1/0	233/29
2014	151/24	42/7	34/9	28/9	6/0	238/26
2015	151/38	52/24	29/10	27/9	0/0	242/68

2016	123/28	22/11	48/8	39/8	1/0	197/35
2017	122/41	65/20	31/28	25/21	1/0	201/48

Source: *National Report on the Implementation of the Policy for Preventing and Combating Trafficking in Human Beings for 2017*

Article 7

Table 4. Share of women in decision making bodies by indicators and years (%)

	2011	2012	2013	2014	2015	2016	2017
Women ministers	6.3	18.7	25.0	25.0	25.0	25.0	38.5
Women Members of Parliament	19.8	19.8	19.8	18.8	21.8	20.8	21.0
Women in position of mayor	18.0				20.6		
Women in local councils	28.6				30.0		
Women in district and municipal councils	17.4				29.6[224]		

Source: *National Bureau of Statistics, Central Electoral Commission*

Article 10

Table 5. Literacy rate by age and gender groups

	Total	Men	Women
Total	**99.36**	**99.60**	**99.14**
including by age groups			
15-24 years old	99.81	99.81	99.82
25-44 years old	99.70	99.69	99.72
45 years old and above	98.92	99.43	98.52

Source: National Bureau of Statistics, 2014 Population and Housing Census

Table 6. Share of female graduates by fields in technical vocational education

	2016			2017		
	Graduates, persons	including women		Graduates, persons	including women	
		persons	%		persons	%
Secondary technical vocational education*						
Engineering	2,616	688	26.3	5,784	1,551	26.8
Agriculture	43	1	2.3	166	36	21.7
Post-secondary technical vocational education*						
Medicine	894	737	82.4	908	723	79.6
Pharmaceutics	53	52	98.1	46	45	97.8

[224] http://cec.md/files/files/studii_analiza/Gender%20equality%20in%20elections_infografics_UNDP_ROEN.pdf

Engineering, processing and construction	2,828	754	26.7	2,764	681	24.6
Law	38	12	31.6	99	24	24.2
Exact sciences	47	35	74.5	44	29	65.9
Agriculture	144	39	27.1	163	44	27.0

*The fields of Medicine, Law, Exact Sciences do not exist for this education level. Since 2016, the data is in accordance with the new nomenclature, therefore the data for previous years are not provided.

Source: National Bureau of Statistics

Table 7. Share of women of total teachers, by educational levels

			General primary and secondary education	Secondary technical vocational education	Post-secondary technical vocational education	Higher education
2013/14	Total teachers, persons		32,149	2,144	2,475	5,741
	including women	persons	27,272	1,188	1,728	3,123
		%	84.8	55.4	69.8	54.4
2014/15	Total teachers, persons		30,834	2,096	2,417	5,372
	including women	persons	26,281	1,156	1,693	2,912
		%	85.2	55.2	70.0	54.2
2015/16	Total teachers, persons		29,535	1,854	2,373	5,305
	including women	Persons	25,342	1,024	1,659	2,806
		%	85.8	55.2	69.9	52.9
2016/17	Total teachers, persons		28,845	1,852	2,258	5,036
	including women	Persons	24,782	1,017	1,611	2,733
		%	85.9	54.9	71.3	54.3
2017/18	Total teachers, persons		28,552	1,840	2,361	4,839
	including women	Persons	24,568	980	1,664	2,637
		%	86.0	53.3	70.5	54.5

Source: National Bureau of Statistics

Table 8. Management staff, scientific-teaching and teaching staff (individuals), higher education

	2016/17			2017/18		
	Tenured staff, persons	including women		Tenured staff, persons	including women	
		persons	%		persons	%
Total	5,036	2,733	54.3	4,839	2,637	54.5
Rector	29	7	24.1	28	6	21.4
Vice Rector	85	36	42.4	84	35	41.7
University professor	390	87	22.3	405	102	25.2
Associate professor	1,866	956	51.2	1,879	987	52.5
University lecturer	2,105	1,319	62.7	1,850	1,148	62.1
Teaching staff	561	328	58.5	593	359	60.5

Of the scientific-teaching staff - deans and heads of department	505	205	40.6	451	202	44.8

Source: National Bureau of Statistics

Table 9. Management and teaching staff, general primary and secondary education (daily)

			Management staff (principal, deputy principal)	of which with teaching load:		Teaching staff	including: educators, teachers and other teaching staff	of which with teaching load:		school psychologist, social pedagogue	**Total**
				in 1-4 grades	in 5-12 grades			in 1-4 grades	in 5-12 grades		
2013/14	Tenured staff, persons		3,749	673	2,792	28,400	27,808	7,562	20,195	592	**32,149**
	including women	persons	3,205	661	2,371	24,067	23,499	7,419	16,037	568	**27,272**
		%	85.5	98.2	84.9	84.7	84.5	98.1	79.4	95.9	**84.8**
2014/15	Tenured staff, persons		3,719	673	2,761	27,115	26,420	7,264	19,073	695	**30,834**
	including women	persons	3,203	661	2,368	23,078	22,401	7,135	15,198	677	**26,281**
		%	86.1	98.2	85.8	85.1	84.8	98.2	79.7	97.4	**85.2**
2015/16	Tenured staff, persons		3,474	682	2,680	26,061	25,351	7,231	18,120	710	**29,535**
	including women	persons	3,056	666	2,307	22,286	21,598	7,096	14,502	688	**25,342**
		%	88.0	97.7	86.1	85.5	85.2	98.1	80.0	96.9	**85.8**
2016/17	Tenured staff, persons		3,437	713	2,651	25,408	24,761	7,167	17,594	647	**28,845**
	including women	persons	3,082	700	2,329	21,700	21,078	7,028	14,050	622	**24,782**
		%	89.7	98.2	87.9	85.4	85.1	98.1	79.9	96.1	**85.9**
2017/18	Tenured staff, persons		3,423	691	2,651	25,129	24,480	7,128	17,352	649	**28,552**
	including women	persons	3,090	682	2,346	21,478	20,851	6,995	13,856	627	**24,568**
		%	90.3	98.7	88.5	85.5	85.2	98.1	79.9	96.6	**86.0**

Source: National Bureau of Statistics

Table 10. Management and teaching staff, technical vocational education, 2017/18

	Row No	**Total**	**of which women**	**%**
A	**B**	**1**	**2**	**3**
Management staff (principal, deputy principal)	01	3,437	3,082	**89.7**
- in 1-4 grades	02	713	700	**98.2**
- in 5-12 grades	03	2,651	2,329	**87.9**
Teaching staff (row 05+08)	04	25,408	21,700	**85.4**

- of which: educators, teachers and other teaching staff*	05	24,761	21,078	**85.1**
- in 1-4 grades	06	7,167	7,028	**98**
- in 5-12 grades	07	17,594	14,050	**79.9**
- school psychologist, social pedagogue	08	647	622	**96.1**

Source: Ministry of Culture and Research

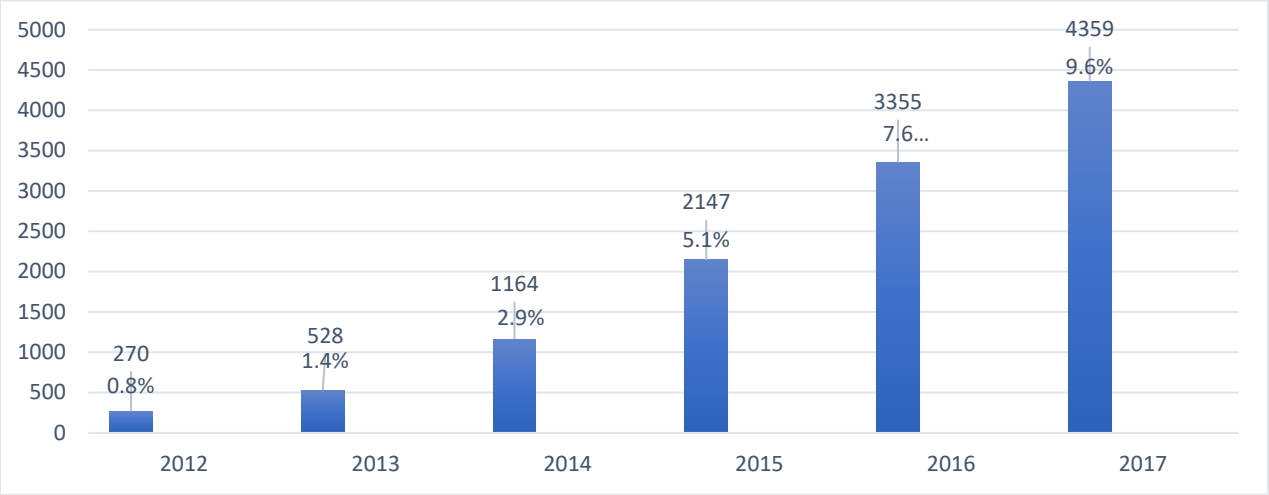
Table 11. Number of unemployed registered women, graduates of the training courses and employed, during 2013-2017

Women	**2013**	**2014**	**2015**	**2016**	**2017**
Total registered unemployed	43,463	42,166	50,612	50,061	42,119
Number of registered women	23,203	21,245	24,501	23,134	19,564
Number of employed women	9,482	8,769	8,769	8,882	7,877
Number of women graduates of training courses	1,888	2,092	2,061	1,905	1,677

Table 12. Employment rate of persons aged 25-49 by residence area, Number of dependant children (0-6 years), by years and genders

		2013		**2014**		**2015**		**2016**	
		Men	**Women**	**Men**	**Women**	**Men**	**Women**	**Men**	**Women**
Total	**Total children**	52.2	52.8	52.1	52.5	51.2	53.7	51.8	54
	At least one child	57.1	39.2	55.9	37.2	56.3	37.9	57.5	40.1
	No children	50	59.5	50.3	60	48.8	61.8	49	61.7
Urban	**Total children**	61.4	55.9	59	54.6	56.1	56.2	56.8	56.2
	At least one child	68.5	38.7	63.4	35.4	63.7	35.6	65.1	38.4
	No children	58	65	56.8	64.3	52.3	67.3	52.7	66.4
Rural	**Total children**	45.1	50.2	46.7	50.7	47.3	51.5	47.7	52.1
	At least one child	47.7	39.8	49.8	38.8	50.1	40	51.1	41.7
	No children	43.9	55.2	45.3	56.5	46.1	57.2	46	57.6

Figure 1. Number and share of men benefiting of the monthly child care allowance up to the age



of 3, by years

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Table 13. Number of unemployed registered persons with disabilities, graduates of the training courses and employed , during 2013-2017

Persons with disabilities	2013	2014	2015	2016	2017
Number of registered unemployed among the persons with disabilities	565	598	877	773	680
Number of unemployed persons with disabilities, who were employed	168	220	300	342	298
Number of unemployed persons with disabilities graduating from vocational training courses	25	65	77	83	76

Source: NEA

Table 14. Number of registered unemployed Roma people graduating from training courses and employed, during 2013-2017

Roma people	2013	2014	2015	2016	2017
Number of Roma people registered as unemployed	638	723	1,138	1,453	1,599
Number of employed Roma people	38	90	70	125	152
Number of graduates of vocational training courses	no data	8	7	16	15

Source: NEA

Table 15. Number of registered unemployed released from detention, graduates of the training courses and employed, during 2013-2017

Persons released from detention	2013	2014	2015	2016	2017

Number of registered persons released from detention, unemployed	191	144	232	248	295
Number of employed persons released from detention, unemployed	33	30	42	62	75
Number of graduates of vocational training courses, unemployed	no data	10	16	15	16

Source: NEA

Table 16. Pensioners recorded with social insurance bodies by retirement categories (thousands of persons), years and genders

	2013			2014			2015			2016		
	Total	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**	**Total**	**Women**	**Men**
Total categories	659.6	438.4	221.2	669.9	445.2	224.7	679.9	452	227.9	691.2	459.8	231.4
Old age pension	495.9	350	145.9	507.5	357.6	149.9	518.9	365.6	153.3	531.8	374.5	157.3
Disability pension	136.4	68.4	68	136.7	68.6	68.1	136.3	68.4	67.9	135.4	67.8	67.6
Survivor's pension	18.4	15	3.4	16.6	13.8	2.8	15.4	12.5	2.8	14.4	11.7	2.6
Other retirement categories	8.9	5	3.9	9.1	5.2	3.9	9.4	5.5	3.9	9.6	5.8	3.9

Source: NBS

Table 17: Average amount of old age pension, MDL

	Both genders	Female	Men
2013	1049.92	991.35	1190.43
2014	1114.73	1050.44	1268.13
2015	1191.83	1120.26	1362.52
2016	1301.14	1221.37	1491.06

Source: NBS

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Table 18: Women in detention

Year	Penitentiary	Total of female inmates	Age retirement/pension beneficiaries	Having a degree of disability/disability pension beneficiaries	Mothers with children
2013	P 7-Rusca*	-	-	-	-
	P 13-Chisinau*	-	-	-	-

	P 16-Pruncul	-	-	-	11 mothers
	P 17-Rezina	7	-	-	-
	Total female inmates in penitentiary in 2013	**7**	**-**	**-**	**11 mothers**
2014	P 7-Rusca*	-	-	-	-
	P 13-Chisinau*	-	-	-	-
	P 16-Pruncul	-	-	-	10 mothers
	P 17-Rezina	5	-	-	-
	Total female inmates in penitentiary in 2014	**5**	**-**	**-**	**10 mothers**
2015	P 7-Rusca	335	45/31	21/11	6 mothers 7 children
	P 13-Chisinau	151	0/1	3/1	-
	P 16-Pruncul	-	-	-	7 mothers
	P 17-Rezina	10	-	-	-
	Total female inmates in penitentiary in 2015	**496**	**45/35**	**24/12**	**13 mothers 7 children**
2016	P 7-Rusca	388	55/37	23/10	9 mothers 9 children
	P 13-Chisinau	169	-	1/1	-
	P 16-Pruncul	-	-	-	9 mothers
	P 17-Rezina	2	-	-	-
	Total female inmates in penitentiary in 2016	**559**	**55/37**	**24/11**	**18 mothers 9 children**
2017	P 7-Rusca	368	64/40	12/8	9 mothers 9 children
	P 13-Chisinau	245	0/3	1/2	-
	P 16-Pruncul	-	-	-	9 mothers
	P 17-Rezina	6	-	-	-
	Total female inmates in penitentiary in 2017	**619**	**64/43**	**13/10**	**18 mothers 9 children**

Source: National Authority of Penitentiaries

* In the Penitentiaries 7, 13 the documents of 2013-2014 were destroyed, the storage term being 3 years.

Article 13.

Table 19. Dynamics of implementation of the Social Aid (SA) and Cold Season Allowances (CSA)

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Year	Number of families (who received at least one payment)		Average benefit, MDL		Accrued amount, MDL million		GMMI, MDL/monthly	
	SA	CSA	SA	CSA	SA	CSA	SA	CSA
2015	85,776	182,263	720	250 315	416	166	720 ≤ 03 765 ≥ 04 900 ≥ 10	1152≤03 1224≥04 1440≥10
2016	90000	194500	804	315	579	254	900	1,440
2017	90,757	200,876	827	315	566	258	900 ≤ 04 961 ≥ 04	1440≤04 1538≥04
2018, 1 month	51,000	149,000	900	315	45	49	961 ≥ 04 1025 ≥ 04	1538 ≥ 04 1640 ≥ 04

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