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the European Union

EU4 Gender Equality Reform Helpdesk



THE EU4 GENDER EQUALITY REFORM HELPDESK'S SUPPORT (2021–2024) FOR MOLDOVA

UPDATED JANUARY 2024

1. TECHNICAL EXPERTISE AND ADVISORY ASSISTANCE



Support for gender mainstreaming in government documents and draft laws:

- Local Development Strategy 2020–2025 of the Telita (Anenii Noi district) Commune Hall
- Plan of Activities 2023–2025 of the Telita (Anenii Noi district) Commune Hall
- Social-economic Development Strategy 2021–2025 of the municipality of Bălți
- Anti-corruption Plan 2022–2023 of the municipality of Bălți
- Action Plan of Gender Equality Coordinating Group of the Ministry of Finance of Moldova
- Action Plan on Women, Peace and Security of the Ministry of Defence of Moldova
- Action Plan for promoting and ensuring equality between women and men in the Bălți municipality for the years 2024–2027

Support for gender mainstreaming in state curricula for the Ministry of Education and Research of Moldova:

- “Family code” curriculum, legal sciences – higher studies (domain of study 0421 law, specialty 0421.1 law)
- “Contravention code” curriculum, legal sciences – higher studies (domain of study 0421 law, specialty 0421.1 Law)
- “Penal Code: Special Part I” curriculum, legal sciences – higher studies (domain of study 0421 law, specialty 0421.1 law)

WHAT IS THE EU4 GENDER EQUALITY REFORM HELPDESK?

The EU4 Gender Equality Reform Helpdesk provides demand-driven assistance to governments and EU Delegations in Eastern Partnership countries on mainstreaming gender in policy-making and the implementation of reforms to ensure the delivery of effective results for women and men.

- “Psychology of family and couples’ relations” curriculum, social and behavioural sciences – higher studies (domain of study 0313 psychology, specialty 0313.1 psychology)
- “Conflict studies” curriculum, social and behavioural sciences – higher studies (domain of study 0313 psychology, specialty 0313.1 psychology)
- “Non-violent communication” curriculum, social and behavioural sciences – higher studies (domain of study 0313 psychology, specialty 0313.1 psychology)
- “Psychology of the victim” curriculum, social and behavioural sciences – higher studies (domain of study 0313 psychology, specialty 0313.1 psychology)
- “Gender psychology: Education in the family” curriculum, social and behavioural sciences – higher studies (domain of study 0313 psychology, specialty 0313.1 psychology)
- “Family and child law” curriculum, health and social assistance – post-secondary vocational technical education (study programme 923 social work, specialty 92310 social work)
- “Psycho-pedagogy of the family” curriculum, health and social assistance – post-secondary vocational technical education (study programme 923 social work, specialty 92310 social work)
- “The psychology and sociology of deviance” curriculum, health and social assistance – post-secondary vocational technical education (study programme 923 social work, specialty 92310 social work)
- “Child and youth social assistance” curriculum, health and social assistance – post-secondary vocational technical education (study programme 923 social work, specialty 92310 social work)

- “Family counselling” curriculum, health and social assistance – post-secondary vocational technical education (study programme 923 social work, specialty 92310 social work)
- “Social psychology” curriculum, health and social assistance – post-secondary vocational technical education (study programme 923 social work, specialty 92310 social work)
- “The psychology of conflicts” curriculum, health and social assistance – post-secondary vocational technical education (study programme 923 social work, specialty 92310 social work)
- “Rehabilitation services in social assistance” curriculum, health and social assistance – post-secondary vocational technical education (study program 923 social work, specialty 92310 social work)

Support for gender mainstreaming in EU Delegation documents:

- Country Level Implementation Plan for the EU Gender Action Plan III 2021–2025
- Action Document: Support for the Implementation of the EU-Moldova Association Agreement
- Action Document: EU4Recovery and Resilience
- Action Document: Energy Budget Support Programme
- Action Document: EU Roadmap for Engagement with Civil Society in the Republic of Moldova for 2021–2027
- Action Document: EU4 Resilience and Governance
- Assessment of Cross-cutting Issues in the Action Document: Support for the Implementation of the EU-Moldova Association Agreement
- Assessment of Cross-cutting Issues in the Action Document: EU4Recovery and Resilience
- Multi-Annual Indicative Programme (2021-2027) for Moldova

2. CAPACITY BUILDING ACTIVITIES



Trainings/workshops/seminars that increased the gender mainstreaming capacities and skills of public servants, both women and men:

Trainings for civil servants from the Ministry of Education and Research:

- Online training on “gender mainstreaming in strategic and regulatory documents: International and national practices”, 18–19 May 2022 (15 participants – all women)
- Offline training on “gender-responsive budgeting and gender analysis of budget programmes: International experiences and lessons to be learned”, 21–22 June 2022 (16 participants – 15 women and 1 man)

- Online training on “Decent working conditions and a safe working environment: Non-discrimination and gender equality” for civil servants from the State Labour Inspectorate, 28–29 June 2022 (58 participants – 16 women and 42 men)

Trainings for civil servants from the Ministry of Finance:

- Offline training on “gender equality in public administration”, 27–28 September 2022 (18 participants – 17 women and 1 man)
- Offline training on “gender-responsive budgeting: Convergence of the planning process with gender-responsive budgeting”, 25–26 October 2022 (20 participants – 19 women and 1 man)

Trainings for labour inspectors of the State Labour Inspectorate:

- Online training on “decent working conditions and a safe working environment: Non-discrimination and gender equality”, 28–29 June 2022 (58 participants – 16 women and 42 men)
- Offline training on the “role of the State Labour Inspectorate in promoting gender equality and non-discrimination in the workplace”, 23–24 November 2023 (19 participants – 7 women and 12 men)

Trainings for civil servants from Regional Treasuries:

- Online training on “gender equality in public administration”, 29–30 September 2022 (25 participants – 24 women and 1 man)
- Online training on “gender-responsive budgeting: Convergence of the planning process with gender-responsive budgeting”, 27–28 October 2022 (22 participants – all women)

Trainings for staff of the Ministry of Defence:

- Offline training on “gender equality in the defence and security sector”, 17–18 November and 14–16 December 2022 (20 participants – 17 women and 3 men)
- Offline training on “gender equality in the defence and security sector”, 25–26 October and 15–17 November 2023 (20 participants – 15 women and 5 men)

Trainings for employees of the National Anti-corruption Centre:

- Offline trainings on “gender equality and non-discrimination: Combatting sexual harassment, bullying and gender-based violence in the workplace”, 12–15 September 2023 (15 participants – 12 women and 3 men)

Training for members of the Gender Coordinating Group within the Ministry of Labour and Social Protection:

- Offline training on “gender mainstreaming, gender impact assessment and gender-responsive budgeting”, 19–22 September 2023 (15 participants – 12 women and 3 men)



Trainings for public servants from the State Chancellery:

- Offline training on “gender mainstreaming in public policies and strategic planning”, 23 and 27 October 2023 (20 participants – 17 women and 3 men)
- Offline training on “gender mainstreaming in public policies and strategic planning” for top management within the State Chancellery, 22 and 29 November 2023 (33 participants – 22 women and 11 men)

Training for Gender Focal Points within central public authorities:

- Offline training on “gender mainstreaming, gender impact assessment and gender-responsive budgeting”, 2–3 November 2023 (12 participants – 9 women and 3 men)

Round tables

- Round table on “non-discrimination and gender equality in the workplace”, 30 May 2022 (87 participants from the State Labour Inspectorate)
- A multi-stakeholder dialogue on “promoting legislative change on non-discrimination and gender equality in the workplace”, with representatives of the Parliament and State Chancellery of the Republic of Moldova, the Ministry of Labour and Social Protection, the State Labour Inspectorate, the National Confederation of Trade Unions, the National Confederation of Employers, the EU Delegation, UN Women and civil society organisations, 26 September 2023 (18 participants – 13 women and 5 men)
- Seminar on “promoting gender equality through elections” for the civil servants at Bălți City Hall, political representatives of political parties and councillors of Bălți Municipal Council, 21 June 2023 (33 participants – 30 women and 3 men)

Assistance for the organisation of public participation and consultation working groups:

- Assistance provided to the EU Delegation to Moldova to organise consultations in the context of implementing the Country Level Implementation Plan with representatives of the Government of Moldova, civil society organisations and EU Member States (in 2021 and 2023)

3. EVIDENCE BASE ON THE IMPACT OF REFORMS ON WOMEN AND MEN IN EASTERN PARTNERSHIP COUNTRIES



Knowledge products and studies on Moldova developed by the EU4Gender Equality Reform Helpdesk:

- Moldova Country Gender Profile (2021)
- Moldova Country Gender Profile (2023)
- Analytical study on the compliance of Moldova’s national legislation with ILO/EU standards on non-discrimination and gender equality in the workplace (2022)

- Flyer, poster and brochure on “non-discrimination and gender equality in the workplace” for employees of the State Labour Inspectorate, as well as employers and employees targeted by awareness raising and labour inspections (2022)
- Practical Guide for gender focal points’ on their role and functions in public institutions (2024)
- Country flyer on the EU4GenderEquality Reform Helpdesk project’s support for Moldova (in English and Romanian) (2022 and 2024)
- Brief on gender mainstreaming (in Romanian) (2023)
- Brief on gender analysis (in Romanian) (2023)
- Brief on gender-responsive budgeting (in Romanian) (2023)

Areas covered by publications on Moldova included in the Reform Helpdesk’s Gender Equality Library:

- Impact of COVID-19 on gender roles
- Women’s and men’s participation in entrepreneurship
- Women and men in the information and communication technology sector
- Gender wage gap
- Profile of refugees from a gender perspective
- Violence against women
- Ukrainian refugees’ problems from a gender perspective
- Gender maintenance in higher education
- Women’s access to justice
- Gender stereotypes and gender-based violence
- Paternity programmes
- Women’s participation in decision-making



4. REGIONAL ACTIVITIES ORGANISED BY THE HELPDESK

- Civil society online forum: Promoting gender equality in the Eastern Neighbourhood region, December 2021
- Online forum on CSOs’ role and opportunities for cooperation on gender equality and women’s empowerment in Eastern Partnership countries, 9–10 February 2022
- CSO academy on gender mainstreaming and gender analysis: Online capacity building programme for gender experts and trainers from civil society organisations in Eastern Partnership countries, November 2022–April 2023
- Online trainings for civil society in the framework of the CSO Academy on Gender Mainstreaming and Gender Analysis, November 2022–April 2023 (5 participants – 4 women and 1 man)
- Study visit of government delegations from Georgia, Moldova and Ukraine to EU institutions in Brussels, 5–9 December 2022, to increase their knowledge of the EU gender equality acquis and the EU Gender Equality Strategy 2020–2025 (11 Moldovan government officials participated – 8 women and 3 men)

- Study visit on gender-responsive budgeting to Vienna, Austria, for representatives of the Governments of Armenia, Azerbaijan, Georgia, Moldova and Ukraine, 19–23 June 2023 (3 participants from Moldova – all women – from the State Chancellery and Ministry of Finance)
- Brief on gender mainstreaming (2023)
- Brief on gender analysis (2023)
- Brief on gender-responsive budgeting (2023)
- Policy brief, “Mapping care-related policies, services and practices in Eastern Partnership countries” (2024)
- Policy brief, “Women’s economic empowerment: Good practices in Eastern Neighbourhood countries” (2024)

IN THE WORDS OF OUR BENEFICIARIES

“Before this training, there was a lack of training specifically aimed at discussing the topic of gender or equal opportunities in the field of human resources. [With this training] we had the opportunity to learn more about the national normative and legislative framework [...] as well as examples from international experience.”

– Aliona Moisei, Ministry of Finance

“All aspects of the training were useful, particularly the correlation of national legislation [...] with] non-discrimination and gender equality-related international and European standards,”

– Aliona Cristea, Labour Inspector, Causeni Territorial Labour Inspection

USEFUL LINKS

- [EU4Gender Equality Reform Helpdesk project page](#)
- [Gender Equality Library](#)
- [EU Neighbours East: Moldova \(in English\)](#)
- [EU Neighbours East: Moldova \(in Romanian\)](#)



VISIT THE GENDER
EQUALITY LIBRARY