

Project full Title	Enhancing Women's Political Representation through improved capacity and enhanced support in Moldova		
Project short Title	Women in Politics		
UN-Moldova Partnership Framework Outcome(s):	1.1 Increased transparency, accountability and efficiency of central and local public authorities, 1.2 State bodies and other actors effectively promote and protect human rights, gender equality and non-discrimination, with particular attention to the marginalized and the vulnerable		
Executing Entity:	UN Women (Lead agency), UNDP (Administering Agent)		
Collaborating Agencies:	Center Partnership for Development, NGO and East Europe Foundation, NGO		
<p>The overall goal of the Project is to support the increased participation of women in politics and in the decision-making process by creating an environment conducive to their meaningful participation, and to support capacity development of women before, during and after the elections at the central and local levels. It will also seek to promote increased public awareness of women's contribution to political leadership. The proposed project will support the realization of women's rights and commitments undertaken by the Government of Moldova.</p>			
Programme Period: <u>2014 – 2017</u> Fund Management Option: <u>Pass-through</u> Administrative agent: <u>UNDP</u>	Total resources required: \$2,934,979 Sources of funded budget: - Government of Sweden: SEK19,500,000		

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1. Context analysis

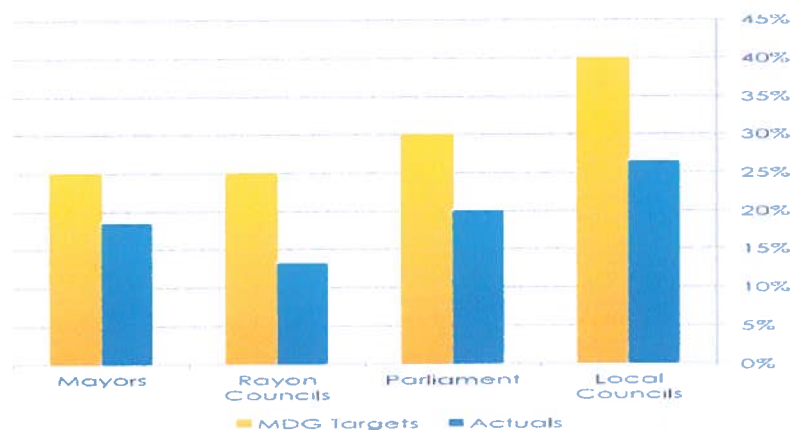
Gender equality in political representation is a matter of justice and is fundamental for participation and representative governance. Women and girls constitute more than half of Moldova’s population, yet they are under-represented in the bodies that make key decisions affecting their lives. Even when they gain representation, the influence of elected women is sometimes limited, due to the centralization of party control in male-dominated party leadership and gendered norms and procedures in political institutions.

In line with international commitments, Moldova committed itself to promoting women in leadership positions by increasing women’s representation to 40 percent in local councils, 25 percent in rayon councils, and 25 percent of mayors by 2015.¹ There is a significant gap between the current numbers and the set targets, however. During the Universal Periodic Review (UPR), held for the first time for Moldova in 2011, the working group recommended that Moldova: *“Ensures the representation of women in the state elective and administrative structures by establishing a minimum quota for women.”*(Recommendation 76.6). *The recommendation was adopted by the Government.*

Until 2009, Moldova was making consistent gains in women’s representation, and was projected to reach the 30 percent target of women in parliament by 2015. Following a political crisis in 2009, the number of women in Parliament dropped sharply from 27 to 19 percent. At all levels of elected office, Moldova is now far below targets. The dynamic is similar though less pronounced at the local level.

The drop in numbers of elected women is partially due to shift in seats from the Party of Communists (PCRM) of the Republic of Moldova towards Alliance for European Integration parties (AEI). The AEI comprised of Liberal Democratic Party of Moldova (PLDM), Democratic party (PD) and the Liberal Party (LP).

Figure 1: Women in Politics in Moldova



¹ UNDP Moldova, “Republic of Moldova; Millennium Development Goal 3”, n.d., <http://www.undp.md/mdg/MDG3/gender.shtml>.

Figure 2: Progress towards 30% target of women in parliament



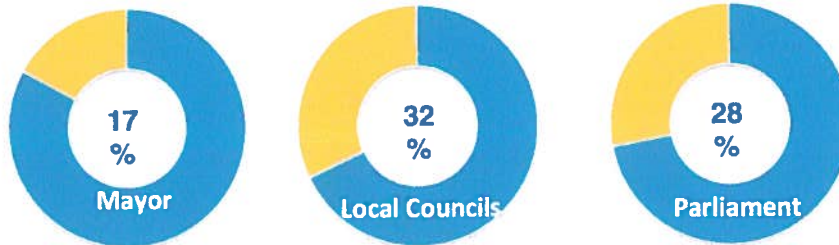
The initiation of “Enhancing Women’s Political Representation through improved capacity and enhanced support Moldova” Project is of high importance. The Project will aim to provide an enabling environment for increased representation and participation of women in politics during the critical stage that can be the turning point for ensuring de facto gender equality in politics. The next parliamentary elections for Moldova are scheduled for end of 2014/early 2015 and local elections are planned to take place late spring 2015. At the same time, the intended timeframe of the Project would allow to continue support and capacity development of elected women and men both in Parliament and at local level.

Participation of women in politics

The proportion of women candidates in Moldova remains far below the global targets. Out of the four parties to win seats in the 2010 elections, none had nominated more than 24 percent women candidates. Women faced the most difficulty in being nominated for mayoral positions, followed by parliament. Women have been most successful in gaining nomination at the local council level – where nearly one-in-three candidates were women.

A 2012 UN Women needs assessment mission on women’s political participation found that there are few women interested in standing for election, which is directly related to low representation in Moldova – especially at the mayoral level. Stakeholders interviewed during the assessment suggested that women were reluctant to enter into politics as candidates due to the perception that politics is ‘dirty,’ or a profession chiefly reserved for men. Businesswomen said they were reluctant to run because the divisive nature of politics posed a threat to their business interests. Party leaders in Moldova complain of the difficulty of recruiting strong female candidates.

Figure 3: Proportion of women nominated as candidates for last elections



Political parties and ranking on party lists²

The low number of women nominated for council and parliamentary elections are compounded by their **low rank or position on the party lists**. Of the four parties to win seats in the 2010 elections, in three of the party’s lists women were positioned significantly below men, in seats that the party was not likely to win, based on estimates of the party’s success in the previous election. By this measure, the discrimination faced by women is even more obvious. On the PCRM list, less than one-in-four candidates were women, while women had an average of 13% of candidacies on the AEI Party lists. The discrimination against women candidates continues at the Rayon and Local Council levels where monitoring in 2011 found very similar patterns of discrimination.

	PCRM	PLDM	PDM	PL
% of Women in Winnable Seats	25%	11%	15%	13%
Position of Average Women on List (out of 103)	48	70	59	67

Party leaders consulted during the assessment mission confirmed that there is significant internal resistance to increasing the number or rank of women at the parliamentary level, since this change necessarily displaces male candidates who currently occupy those positions on the lists. Reform becomes particularly difficult in those cases where men have contributed significant financial resources to the party. Potential female candidates in most cases can make less financial contributions than male potential candidates. At the local level, assessments have found a similar pattern.

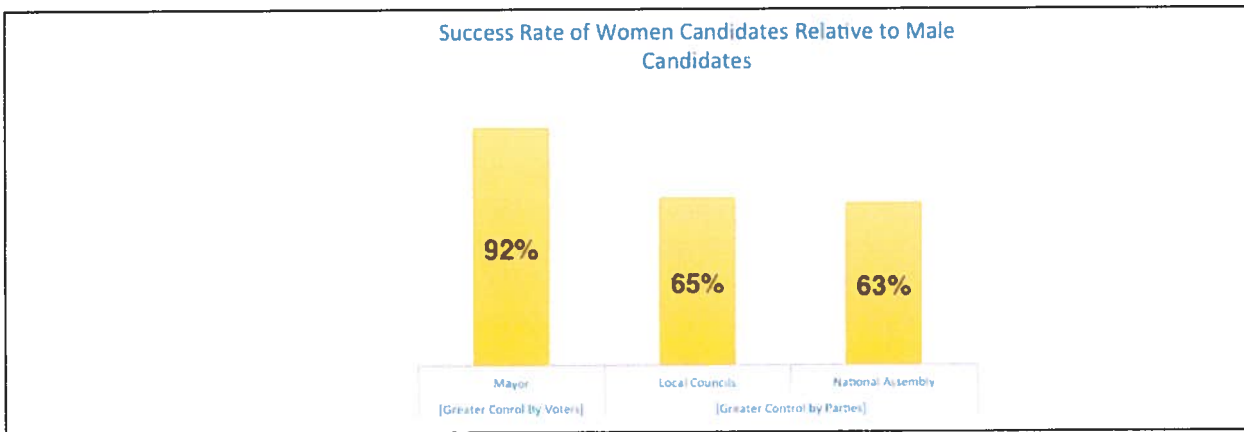
The 2012 assessment mission also found that key stakeholders, including political party leaders, the international community, and most crucially the women’s movement and CSOs, rarely had access to the information necessary to evaluate how parties are performing in terms of equal representation of women. Information on how parties perform on nomination, leadership, membership, or policies is not well known. Though some of this information has been produced and published,³ it is clear that much more can be done to collect and publish information on the performance of political parties on gender equality.

² Party of Communists of the Republic of Moldova (PCRM), Liberal Democratic Party of Moldova (PLDM), Liberal Party (LP), Democratic Party of Moldova (PDM).

³ See for instance the Association for Parliamentary Democracy (ADEPTs) analysis of the 2010 party lists (<http://www.e-democracy.md/elections/parliamentary/2010/lists-statistics>)

Public opinion

Public opinion and support (or lack thereof) has a significant impact at the ballot box. Parties do not show high interest to have more women on the list of candidates, as the electoral benefits are mostly limited and women candidates often can make less financial contributions to the party. Evidence on how much public demand there is for greater gender equality in politics is mixed in Moldova; a 2011 survey found that approximately one-third of Moldovans believe there is ‘no place for women’ in politics.⁴ Nevertheless, a number of women have been successful, especially during the mayoral elections.



While women are under-represented across the political spectrum, **success rates of women candidates** vary by different levels of elections. Where closed-list proportional representation is used, as in elections for local councils and the parliament, the success rate of women candidates is roughly two-thirds that of male candidates. The only elections where voters are able to directly express candidate preferences are in the elections for local mayors. Here too, women are underrepresented both in elected office and in the candidate pool, but when they do stand for office, they are approximately as successful as men.

This trend implies that when choosing mayors, **voters do not discriminate according to sex**. Since women are much more successful in the mayoral elections, it appears that parties discriminate against women more than voters do. However, these trends are not confirmed, and much more is needed to gauge the support of the public for women’s political participation.

Role of the media

The 2012 assessment found that media has been both a help and a hindrance to gender equality and women’s empowerment. It is widely perceived that financial resources linked to political interests restrict some editorial decisions – and that sometimes these interests may not align with the gender equality movement or with support for women candidates. Equally problematic is the roles that women often play on television – where men are more likely to appear as ‘experts’ while women generally feature as ‘ordinary people.’ Though not unique to Moldova, these trends do not encourage women’s empowerment, or gender equality in politics.

⁴ Perceptions of the Population of the Republic of Moldova on the Discrimination: Sociological Study; Soros Foundation; January 2011; www.soros.md/files/publications/documents/Studiu_sociologic_EN.pdf

Constraints on influencing these practices include the entrenched financial/political influence, and difficulty of influencing editors through traditional means such as training. To overcome these constraints, an approach is needed that aims to influence the gender sensitivity of media, by improving transparency on how they cover it, and setting up an incentive structure that will encourage self-improvement in this area.

Opportunities for Reform through this Project

International engagement on the issue of women's representation & gender equality in politics until now has been supportive, but not sufficient. Events such as the round-tables organized by UNDP, ODIHR and others have been effective at keeping the issue active, and improving knowledge about the issue, but continued engagement of this type will not be sufficient to tip the political calculus towards effective legal reform without additional measures. This new project is designed to turn around those measures to shift the emphasis towards reform.

Political Parties

The key to getting more women in elected office across all levels in Moldova is to garner more support from political parties, in particular, to nominate women and place them in winnable positions on party lists. Experience from other countries shows that the most effective way to overcome these constraints are the adoption of temporary special measures (TSMs), such as candidate nomination quotas. Ideally these measures should be legislated, as there is no assurance that the parties with low women's representation will overcome internal resistance.

Advocacy on Temporary Special Measures and Quotas

Gender issues should be considered as a broader societal interest as it is not simply a matter for women and girls. The advocacy efforts contained in this Project will focus on providing information on different TSMs, like gender-neutral measures that refer to the 'less represented sex'. and highlight the broader societal gains that societies have made when politics was more gender balanced. Equally important is the inclusion of men in the coalition as complementary experts, advocates, and gender equality champions.

For the three types of elections using closed list proportional representation, the Project will advocate for, and support efforts towards, adopting TSMs, such as nomination quotas, to reach the target set forth agreed commitments - a minimum of 33% (1 in 3) for parliament, 40% for Local Councils (2 in 5), and 25% (1 in 4) for Rayon Councils. Options will be provided to key stakeholders on different types of TSMs and quotas, such as gender-neutral referring to the less-represented sex rather than women. Information and options will also be provided on ranking provisions to overcome the tendency to place women candidates at the bottom of the lists.⁵ In addition, consideration will be given to replacement provisions, such that if an elected woman resigns or is removed from office while her term continues, a woman replaces. This type of provision avoids a problem where women can be pressured to resign once elected to make way for male candidates ranked lower on the lists.

At the mayoral level, options will also be provided for different TSMs, although options are quite limited as voters vote directly for candidates and not political parties.

Electoral Reforms

⁵ Advocacy to be conducted in line with the UN Electoral Policy Framework, notably the Policy Directive on Promoting Women's Political and Electoral Participation, and in line with the electoral Needs Assessment for Moldova as agreed by the Focal Point on electoral assistance.

There are several legal reform initiatives, which are currently under debate in the public realm as well as parliament.

A political finance bill has been put forward by the Central Election Commission that includes a 10 percent financial bonus based on the number of seats obtained in the last parliamentary elections by women candidates, and an additional 10 percent based on the number of seats obtained by women in the last local elections for second level councillors and mayors.

For the major parties, the bonus for the parliamentary level could be as much as 90,000 Euro for the largest party (PCRM) to 30,000 Euro for the smaller Liberal Party. While not an insignificant incentive, this may not be enough of an incentive to encourage all of the parties. It is impossible to quantify how much parties are receiving from male candidates to 'buy' seats, or how much women candidates are willing to contribute for winning positions on the lists, but rough estimates show that the opportunity costs for some parties are greater than the benefit that the state funding would provide.

Although the Finance Bill has been submitted to the Parliament, a final text has not been adopted yet. It is unclear if the Parliament agrees with the provisions of the bill regarding the 10 percent bonus.

Several reforms have been proposed to the system used to elect parliamentarians including a move to a single member constituency-based plurality system or a parallel system combining single-member plurality with closed-list proportional representation. Either of these systems will result in significant political disruption, and political challenges such as the establishing of the exact territory of the rayons and registration of voters in them. In general fewer women are elected in majoritarian systems than in proportional systems, but there are effective Temporary Special Measures options for each of the systems under consideration. A move towards more seats being selected through a majoritarian mechanism will make it more difficult for women to get elected, unless appropriate TSMs are put in place.

The Role of the International Community and Civil Society Organizations

There have been considerable efforts from the international community and CSOs to support women's political participation. Influential international actors such as the EU Delegation, the OSCE, the Council of Europe, and UN agencies, as well as influential bilateral missions, especially Embassy of Sweden, have expressed interest prioritizing this issue in their support for the Parliament and Government of Moldova. This will come on the positive momentum built contributed by the CSOs in this field, namely the CPD, EEF, Soros, NDI and others. One of the goals of this Project is to build on this interest by providing support to high-level advocacy on this issue grounded on international experience, and women's demand.

2. Justification

The Project is a joint effort of UN Women, UNDP, East-Europe Foundation (EEF) and Center Partnership for Development (CPD) combining capacities and experiences in the field of women's participation in politics from all participating sides. UN Women and UNDP have strong track records, globally and in Moldova, on success working in the area of gender equality and women's political empowerment. The Center Partnership for Development and East Europe Foundation have proven records of promoting gender equality and women in leadership and politics at policy level as well as in delivering results for women at the local level.

This Project exploits synergies between on-going programs of UNDP, UN Women, EEF, CPD, including the Democracy Programme, Joint Integrated Local Development Program (JILD) UNDP/UN Women, the

EEF's program "Engaging Citizens, Empowering Communities", financially supported by the Governments of Sweden and Denmark, and the CPDs project Empowerment of Women from Rural Communities jointly implemented with SOROS Foundation along with the achievements from just completed WEE Program of UN Women.

This Project will also utilise the networks and the experience of other programs and initiatives. Among other activities, the first ever network of Women Mayors was created and is being supported under the JILDIP framework. JILDIP monitoring of the 2011 local elections through both gender and HRBA lenses serves as a quantitative baseline for practical work on promoting GE into election support initiatives along with the similar work undertaken by the CPD and EEF. The first ever network of Romani Women and Girls established through joint work of UN Women and OHCHR is planned as a platform for reaching out to the Romani women and their communities for empowerment of Romani women to take up positions during the upcoming local elections.

With the global and country level long-standing knowledge base of UNDP and UN Women that generates and disseminates substantive guidance and practical tools, combined with the extensive practical work undertaken by the Center Partnership for Development, and East Europe Foundation in the Republic of Moldova on promoting gender equality and women in leadership the project will benefit from the wealth of knowledge, experiences and partnerships of these four organizations to deliver concrete results for women and the country at the policy, institutional and local levels before, during and after the elections.

The intervention is aligned to the key frameworks including the National Development Strategy, and NPGE, which has a specific priority on promoting women in leadership positions, including through elections and, thus, has a firm policy agenda on this matter. *The Proposed program is in line with UN Women Strategic Plan and Global Development Result 1 related to Women's increased leadership and participation in the decisions that affect their life,⁶ as well as with the UN-Moldova Partnership Framework, UNDP Moldova Country Programme Document (2012 – 2016) and UNDP Strategic Plan (2014 – 2017).*

About the Partners

UNDP focuses on gender equality (GE) and women's empowerment (WE) not only as human rights, but also because they are a pathway to achieving the MDGs and sustainable development. UNDP coordinates global and national efforts to integrate gender equality and women's empowerment into poverty reduction, democratic governance, crisis prevention and recovery, and environment and sustainable development. Through the global network, UNDP works to ensure that women have a real voice in all governance institutions, from the judiciary to the civil service, as well as in the private sector and civil society, so they can participate equally with men in public dialogue and decision-making and influence the decisions that will determine the future of their families and countries.

The UNDP Strategic Plan 2014-2017 stipulates UNDP's commitment to accelerating the achievement of GE, and GE in democratic governance is one key area. UNDP has been operational in Moldova since 1992 implementing initiatives to promote GE and WE in Parliament, in the electoral systems and processes, in the public administration, in local development and in the civil society. UNDP has established substantive linkages with a range of Ministries through various programming initiatives, which can be leveraged to supplement the planned efforts of the proposed project.

⁶ UN Women, "Annex I of the UN-Women Strategic Plan, 2011-2013 UN-Women Development Results Framework", 2010, http://www.unwomen.org/wpcontent/uploads/2011/03/UNwomen_StrategicPlan_AnnexI.pdf.

UNDP is currently working with the Parliament and the Central Electoral Commission (CEC) in a program “**Improving the quality of Moldovan democracy through parliamentary and electoral support**” (**Democracy Program**). Promotion of GE in Parliament and in the electoral process is one of the focus areas of the programme. The Programme supports strengthening both the design and implementation of gender-sensitive policies and the capacities of the women-Members of Parliament (MP). Since 2012 the programme has made several achievements in the area of :

- Gender awareness for parliamentary staffers and the staff of the central electoral body;
- Gender-responsive budgeting;
- Gender audit for the CEC;
- Drafting gender action plan for the CEC;
- Training on gender and elections for electoral administrators;

The **Democracy Programme** also promotes the idea (on basis of examples from other national European Parliaments) of the establishment of a cross party Women’s Caucus in the Parliament through a series of activities aiming at better understanding by the MPs of the potential of this tool in strengthening the role of women in the decision-making process, including training for Women MPs in such important areas, as communication, presentation, and leadership skills and organisation of the thematic study visits to the EU countries for cross-faction groups of women – MPs. The Women’s Caucus will offer a platform from promoting gender issues in the parliament from a cross-party perspective. Unfortunately a Caucus was not established yet. The general political instability, tensions between political parties and the several splits in parliamentary factions did not create a good basis for cross party cooperation between female MPs up to now, although leading female MPs have continued to show interest. The Programme will continue with its efforts to strengthen cross-party cooperation, preferable by establishing a Women’s Caucus or Women’s Lobby Group in the Parliament, also after the parliamentary elections with the new group of female MPs.

Through this work UNDP established a strong partnership with the leadership of the parliament, faction leaders, heads of the Standing Committees, individual MPs, including influential women, as well as with the Secretariat and the staffers. However, a lesson learned through the Democracy Programme suggests that the efforts on expanding women’s political participation and their role in the decision-making process cannot be limited to the work within the Parliament and CEC: in order to increase the rates of women actively participating in politics, a wider scope approach shall be used that would cover the work with the political parties, mass-media, CSOs and grass-roots level to increase the understanding of the need to promote GE in politics across the society, to empower women to stand as candidates in elections, and to equip them with the skills necessary to be successful in elections. The accumulated experience, established partnerships, credibility with the stakeholders, and operational capacity ensure that UNDP Democracy Programme has a strong potential to serve as a platform for the expansion of the work aiming at a more sound women’s participation in politics and in the decision-making beyond the Parliament and CEC through joint effort with UN Women, EEF and CPD at the national, rayon and local levels for the upcoming elections at the Central and Local levels.

In July 2010, the United Nations General Assembly (UN GA) created **UN Women**, the United Nations Entity for Gender Equality and the Empowerment of Women. In doing so, UN Member States took an historic step in accelerating the UN’s goals on gender equality and the empowerment of women. The main roles of UN Women are to support inter-governmental bodies, such as the Commission on the Status of Women, in their formulation of policies, global standards and norms; to help Member States to implement these standards, standing ready to provide suitable technical and financial support to those countries that request it, and to forge effective partnerships with civil society; to hold the UN system accountable for its own commitments on gender equality, including regular monitoring of system-wide progress.

UN Women has a proven track-record in supporting constitutional and legal reform, including gender responsive electoral systems, through its projects across different regions. This work has been expanding

under UN Women SP Impact 1 *“Women lead and participate in decision making that affect their lives “* and UN Women is increasingly being called upon by UN and civil society partners, donors and governments to provide specific gender expertise, capacity building and policy support on women’s political rights, participation and leadership.

UN Women is operational in Moldova since 2010 on the basis of former UNIFEM projects, which were active in the country since 2007. Currently, UN Women is in the process of establishing its presence as an agency fully accredited in the Republic of Moldova. The UN Women office has four national staff and will be led by a Country Representative from 2014. The Country Program developed for 2014-2017 identified four strategic areas, namely: 1. Women lead and participate in decision-making at all levels, 2. Women, especially the poorest and most excluded, are economically empowered and benefit from development; 3. Women and girls live a life free of violence, 4. Governance and national planning fully reflect accountability for GE commitments and priorities. UN Women collaborates closely with the Parliament, Government, local public authorities, CSOs, media and women at central and local levels within on-going programs and initiatives.

During the period 2007-2013, UN Women provided extensive support to the State in reviewing and accelerating its actions towards meeting the MDGs, specifically the Goal 3. Namely, with the support of the Government of Sweden, the initial set of MDG 3 Goal and Indicators were fully reviewed through the participatory process, which were adopted by the State in 2008. This served as a solid base for acceleration of the State’s efforts on promoting women in both elected and appointed bodies; Also, the first ever Gender Equality Law (GEL) and the National Program on Gender Equality (NPGE) were elaborated and adopted by the State with the support of the entity. The MDGs, GEL and NPGE were the first and the most important documents highlighting the state’s vision on the importance of promoting women in leadership. The Reports of the State to the Committee on Eliminating all forms of Discrimination Against Women, and implementation of concluding observations in the country through sector and national policies and plans were also supported earlier as one of the priority areas of work in the state, where one of the priority focuses were placed on promoting women in leadership positions. Several studies and research were undertaken in the country to identify the key bottlenecks women face in fulfilling their rights, including their political rights. One of the most pressing core problems identified were related with the degrading image of women in media, poor development of care facilities, their economic dependence as well as inadequate self-esteem and self-reliance of women apart from the secondary cause related to the gender insensitive leadership of parties and the state in overall. UN Women, in response to the identified causes (both core/primary and secondary) is undertaking comprehensive measures at the policy, institutional and local levels jointly with the UN, Donors, Parliament, Government, CSOs, and Women themselves. UN Women is thus, working in challenging the degrading image of women in media since 2008 through employing various tools, lately called as gender self-assessment of media organizations. As an example, in 2013 in total 17 print and on-line media organizations participated in this initiative and their results are hugely positive, especially in increasing portrayal of women in the domains of politics and economy as well as increasing practices of gender sensitive approach to media. Also, UN Women played leading role in amending several laws and policies, challenged the service provision mechanism at the local level, improved evidence based policy making through improved data and information, built cooperation among CSOs and women’s organizations, and working on promoting cooperation among different levels and stakeholders on further promoting gender equality and women’s empowerment and leadership.

UN Women’s experience includes capacity development initiatives for women candidates, high-level dialogue, working with local authorities, media, and civil society. In the run-up to the 2011 local elections, UN Women and UNDP provided specialized trainings all over the country for more than 200 women candidates from different parties. The training provided candidates with practical experiences on how to be successful as candidate in making presentations and dealing with media. As a result over 33 per cent of the trainees attained positions within local councils and as mayors. A regional workshop organized by UN Women and UNDP with the Parliament of Moldova, and ODIHR in June 2013 advocated the importance of gender quota and institutionalizing a cross-party mechanism for gender equality and women’s empowerment. The

proposed project will build on these existing relationships and lessons learned from previous initiatives supporting women's political participation.

Center Partnership for Development (CPD) is a non-profit organization that was created in 1998 with the mission to support and promote an integrative approach to gender issues, women's rights and equal opportunities for men and women. Through this period CPD was the leading organization that undertook a comprehensive role in advocating for gender equality in elections and politics in general.

In 2007 CPD realized the first election monitoring effort from gender perspective within the local elections. Monitoring effort focused on: gender representation in candidate's lists, gender perspective in political platforms, gender perspective in mass-media, gender perspective in election meetings, gender representation in election bodies. As a result CPD produces two monitoring reports, namely a monitoring report on gender equality in the local elections and a comparative study on gender perspective in mass-media during the election periods of 2003 and 2007. In 2009 the monitoring effort included the evaluation of voting patterns from gender perspective, evaluation of gender perspective of campaign finance, and a more elaborate methodology to evaluate mass-media production from gender perspective. Along with this, CPD tried to get more deep perspective from the women candidates. CPD produced a report for both April and July elections. Also, the organization expanded its effort to create a resource page on gender equality in elections (www.alegeriprogen.md) in 2009. In 2010 CPD monitored the early elections and improved its monitoring methodology in order to be able to rank political parties and independent candidates on how they care able to promote and ensure gender equality in the election campaign. In 2010, CPD produced a report evaluating the gender perspective within the last five national election campaigns, covering the period 1998-2010. In 2011 election the CPD used the same approach applied to local elections that also looked at possible double marginalization of minority, poor and disabled women in politics and election campaign.

Besides the experience in election monitoring and advocacy CPD is the leading NGO in Moldova providing leadership development opportunities to Moldovan women. At the moment CPD is implementing two cutting edge leadership programs. CIVITA – a 3 year project aiming at developing leadership skills and increasing participation of young women from rural areas. The program takes a holistic approach to leadership development: training sessions, mentoring, internship, small grants scheme, and a networking grants scheme. INSPIR-O! is the first national mentoring program for women in Moldova. CPD is working with women from business, civic and public sectors to develop their leadership potential by finding a suitable women mentor and facilitating a working and effective mentoring relationship.

Other relevant projects that were implemented in the last 3 years include: (1) "Empowering rural women in Moldova". The project aimed to provide women from more than 20 rural communities of Moldova with the opportunity to develop their civic leadership skills and encourage their participation within their community. Project results: At least 156 women from 25 communities have developed leadership skills. At least 100 women indicate strong intention for the long term participation within their community. At least 8345 people were directly involved in or influenced by the project implementation for the benefit of the community. In 15 cases, community groups created or associated themselves with existing NGOs to work on community benefit projects. 25 community projects were developed and successfully implemented for the community benefit; (2) Watch Dog Lab – a project aiming to develop capacities among local NGOs to promote gender equality, women's participation and good governance at the community level. A total of 14 NGOs participate in the project. CPD developed a special capacity assessment to develop specific capacity gaps among the selected organizations and helped them to develop midterm capacity development plans. Along with this CPD provided training, consultancy and financial support for all NGOs to make sure that capacity development plans are implemented; (3) Leadership Program for Rural Women in Moldova – a program implemented in partnership with Soros Foundation in Moldova aimed to encourage and develop leadership among rural women to successfully participate in the Local 2011 Elections. CPD provided practical training, consulting sessions and mentoring support for 60 women, most of which participated in the elections as candidates.

The **East-Europe Foundation (EEF)** was established as a Moldovan foundation in November 2009 and started its operations in June 2010. EEF is the successor organization of Eurasia Foundation Representative Office in Moldova and inherited its financial and management systems, programmatic expertise, and institutional knowledge. Eurasia Foundation (EF), a US-based organization, established a Moldovan branch in May 1998, which formed the basis for launching the EEF 12 years later.

EEF is a locally registered nonprofit that develops the capacity of Moldovan CSOs at the local and national level through technical assistance, joint programming and project grants. EEF has an excellent track record in grants management and has strengthened more than 80 CSOs through 100 small grants and trainings on project and financial management. EEF is a responsible steward of donor funds and has received support from international and private donors, including USAID, Swedish Government, Danida, EU, UNDEF, NED and Gas Natural Fenosa. EEF works closely with CSOs to build their capacity to engage in the legislative and policymaking process. It also provides significant technical assistance and grant support to think tanks working to advance GE, justice and human rights, economic development. In addition, EEF supports umbrella organizations, such as the National Participation Council (NPC), NGO Council, the National Youth Council, and Roma Network.

EEF works to ensure that women, as much as men, have a real voice in all institutions, including the judiciary, civil service, private sector, civil society, so they can participate equally with men in public dialogue and decision-making and influence the decisions that will determine the future of their families and countries. Specific examples are illustrated below. During the 2009 Parliamentary elections EEF provided support to the CPD in monitoring the Parliamentary Elections from a gender equality perspective. The project helped identify the gaps related to the participation of women in politics and in the elections and formulated corresponding recommendations. EEF has actively promoted the reform of political party finance compliant to the principle of GE. In 2012 EEF assisted the working group on reform of political party finance, set up by the CEC to identify policy options leading to greater GE in political party. As a result, draft amendments were developed, which provide for incentives for those political parties which are sensitive to the gender dimension. In addition, EEF raised awareness on the need to promote women in politics by means of TV and radio debates organized in partnership with the Network of local TV stations "Meridian TV".

EEF made significant strides to promote GE in politics, civil society and business. In 2012 EEF convened the international Conference "Gender equality for sustainable society". The event contributed to the articulation of barriers to achieving substantive GE, raising these issues at the highest level of Government. The Conference was concluded with a resolution that sets specific recommendations for state bodies, business, and political parties. In 2013 EEF supported the "INSPIR-O" mentorship project, implemented by CPD. The project strengthened the capacity of 30 women to advance in public sector, business, and civil society. The action also empowered 10 women to implement innovative ideas contributing to their professional development and emancipation. The action led to the creation of a network of more than 50 mentors ready to contribute to the advancement of other women throughout the country. In December 2013, EEF in partnership with CEC, CPD and Women's Political Club 50/50 conducted the Debate "Do we vote or postpone?" The event focused on the 40% quota for women and men and reform of political party finance with incentives for gender sensitive political parties. The debate was attended by MPs, women's organizations within political parties, and NGOs. The activity resulted in a set of strategic actions for pushing the Parliament to adopt these imperative reforms.

3. Expected Results – Logical framework (log frame)

Results	Indicators	Means of Verif. /Sources of Info	Lead Organization
<p>Goal – Women lead and participate in decision making at all levels (national local and rayon)</p> <p>Outcome 1 <i>Legal frameworks and policies to advance women’s right to participate in decision making at national and local levels are reformed/adopted and/or implemented</i></p>	<p>More than 30% of women in parliament, rayon councils, mayors, and local councils following 2014/15 elections</p> <p>Adoption and implementation of appropriate temporary special measures (TSMs)</p>	<p>CEC data after elections in 2014/15.</p> <p>Political party lists submitted to CEC</p>	<p>UN Women</p> <p>UN Women, CPD</p>
<p>Output 1.1 Capacity at national and sub-national levels to develop and implement legal frameworks and policies to advance women’s right to participate in decision making enhanced</p>	<p>1. Legislative amendments on promoting women in decision making drafted and submitted to the Parliament</p> <p><i>Target:</i> Amendments to Law on Government, and relevant other laws and by-laws drafted in participatory and transparent manner</p> <p><i>Baseline:</i> relevant draft amendments to Electoral Code, Party Code, Parliament Law, Law on Government and Gender Equality Law are developed to promote women in politics and decision making. No initiatives undertaken to develop the secondary legislation to ensure alignment with all other relevant laws</p> <p>2. Political parties receive information/methods to nominate more women</p> <p><i>Target:</i> At least all Parliamentary parties receive information on the nomination of more women</p> <p><i>Baseline:</i> None</p>	<p>Special legislative norms in place</p> <p>Political Party gender performance review by CSOs (Gender Scoring of the target Political parties);</p> <p>Political party reports;</p> <p>Public opinion survey ;</p> <p>Media monitoring reports;</p> <p>Electoral Reports;</p> <p>CEC Data and NBS;</p>	<p>UN Women</p> <p>CPD and EEF</p>
<p><i>Activity 1.1.1 – Carry out High-Level Advocacy for appropriate Temporary Special Measure Adoption including annual High Level meetings, with the participation of international experts</i></p> <p><i>Activity 1.1.2 – Civil Society Advocacy for appropriate TSMs adoption</i></p>			<p>UN Women</p> <p>EEF</p>

Results	Indicators	Means of Verif. /Sources of Info	Lead Organization
<p>Activity 1.1.3 – Facilitate Regional Exchanges to Strengthen Case for Reform</p>			UNDP
<p>Activity 1.1.4 – Support in elaborating the by-laws/secondary legislation to align the adopted legal amendments on TSMs, as well as develop legislative amendments for the Law on Government and other relevant laws to promote gender balance in decision making in compliance with the gender equality international normative framework;</p>			UN Women
<p>Activity 1.1.5. Conduct gender balance performance monitoring of public authorities, political parties and other relevant actors before, during and after the election</p>			CPD
<p>Output 1.2 Capacities at all levels to promote women’s participation in electoral processes both as candidates and voters enhanced</p>	<p>1. Number of Organizations supporting women candidates and demanding women’s equal participation within political party nominations received capacity development support <i>Target:</i> at least 10 organizations at the central and local level <i>Baseline:</i> none</p> <p>2. Number of women acquire knowledge and tools to be nominated and run for election <i>Target:</i> At least 1000 women apply knowledge and skills for nomination and running for election <i>Baseline:</i> UN Supported around 200 women during 2010/2011 election</p> <p>3. Percentage of women candidates nominated and running <i>Target:</i> increase of 10 pp. <i>Baseline:</i> Parliament = 27%, Mayors = 17%, Councils = 32%</p> <p>4. Average rank of women candidates decreased⁷ in party lists for parliamentary election <i>Target:</i> Decrease by 10pp <i>Baseline:</i> 60%</p>	<p>Reports of partnering and target organizations Report of CSOs and public opinion studies</p>	UN Women

⁷ Candidate rank is measured from the top of the list, such at a lower-rank the candidate is more likely to be elected than a higher-rank one.

Results	Indicators	Means of Verif. /Sources of Info	Lead Organization
Activity 1.2.1 Capacity development of CSOs and prospective trainers at central and local levels are built to better support women candidates to be nominated and run for election			UN Women
Activity 1.2.2 Enhance capacity of the Center for Continuous Electoral Training under the CEC to mainstream gender in all their training programs for electoral administrators, political party accountants, LPAs and other stakeholders.			UNDP
Activity 1.2.3 Support Political Parties (its management, women's and youth organizations of Political Parties) in assessing, developing and implementing their action plans to recruit, train and support potential women candidates;			CPD
Activity 1.2.4 Support to umbrella organisations to mainstream gender into their work and promote women to stand for office during central and local level elections			EEF
Activity 1.2.5 Participatory nomination campaign to encourage and empower women to stand for office			UN Women
Activity 1.2.6 Undertake media campaign focusing on women in politics and showcasing successful women			UN Women
Activity 1.2.7 Organize series of capacity development programs for women leaders (currently in power) to improve their ability to run for office (mainly provide training on media appearance and TV. debates)			CPD
Activity 1.2.8 Conduct Pre-election Training Seminars for aspiring Women Candidates			UN Women
Output 1.3 Capacities of the Election Management Bodies on gender responsive electoral management enhanced	<p>1. Percentage of women members of the CEC and of rayon and precinct level electoral commissions <i>Target:</i> At least 1 person increase in the number of women among CEC members and 10 % increase among the Heads of electoral commissions at rayon level. <i>Baseline:</i> 1 women CEC member, 36% women Heads of electoral commissions at rayon level</p> <p>2. CEC voter registration and education campaign has a particular focus on women, youth, and on vulnerable groups <i>Target:</i> CEC voter registration and education campaign with a particular focus on women, youth, and on vulnerable groups designed and implemented in the general and local elections <i>Baseline:</i> No particular focus on women, youth and</p>	<p>CEC Annual Report Voter education materials Voter turnout sex disaggregated data</p>	UNDP

Results	Indicators	Means of Verif. /Sources of Info	Lead Organization
	vulnerable groups in the previous voter registration and education campaigns		
<i>Activity 1.3.1.- Assist the CEC to improve gender balance in their membership at all levels and create incentives for women to become election administrators</i>		<i>for women to become election</i>	UNDP
<i>Activity 1.3.2. - Assist CEC with the design of voter registration and education campaigns targeting women, young voters, and others, especially those from vulnerable groups</i>		<i>and others, especially</i>	UNDP
<i>Activity 1.3.3 Technical support in gender disaggregated data compilation and analysis on voter turnout on national and local elections</i>		<i>on national and local elections</i>	UNDP
Outcome 2 Gender equality advocates influence legal frameworks and policies to increase women's leadership and political participation	Agreed women's agenda/manifesto on joint platforms amongst Women from communities, community groups, CSOs, think tank organizations and political parties calling for women's increased participation in politics	Public Opinion survey, Organization's reports, Media reports	UN Women
Output 2.1 Capacities of the media on gender responsive coverage of political issues enhanced	1. Number of media organizations undertaking internal monitoring of gender sensitivity of their product on regular basis before, during and after elections <i>Target: At least another 20 print, on-line, audio-visual media</i> <i>Baseline: 17 print and on-line media organizations</i>	Media monitoring results, Media Association surveys/reports	UN Women
<i>Activity 2.1.1 Organize training for print, audio-visual and electronic media on improving participation on women in politics at central and local levels</i>		<i>on women in politics at central and local</i>	UN Women
<i>Activity 2.1.2 Carry out monitoring and periodic ranking of gender sensitivity in political reporting including print, audio-visual and electronic media institutions before, during and after the elections</i>		<i>including print, audio-visual and electronic</i>	UN Women
<i>Activity 2.1.3 Support to media in undertaking gender self-assessment before, during and after elections on portrayal of women in politics and adherence to gender equality principles</i>		<i>of women in politics and</i>	UN Women
Output 2.2 Capacity of gender equality advocates to promote women's leadership and political participation strengthened	1. Number of initiatives undertaken by women and women's groups, NGOs and media to demand inclusion of women's needs and priorities in the political party agenda at central and local level <i>Target: at least 30 initiatives in communities and rayon levels undertaken to identify women's common needs and interest and demand political parties' response in their agenda before</i>	CSO reports; Media report;	UN Women

Results	Indicators	Means of Verif. /Sources of Info	Lead Organization
	and after election. The identified needs of women are brought to the central level for the attention of political leaders <i>Baseline: none</i>		
<i>Activity 2.2.1 Technical support and/or capacity building to community organizations, women's groups, youth and women in the communities, especially those from vulnerable groups (Romani women, women with disability, HIV positive women) to identify their needs and priorities, including in project supported localities</i>			UN Women
<i>Activity 2.2.2 Support women's initiatives at the central and local levels to demand inclusion of their needs and priorities in the political party agenda</i>			UN Women
<i>Activity 2.2.3 Support Initiatives of women, especially those from vulnerable groups, including Roma to raise general awareness and ensure support for their identified needs and issues</i>			EEF and UN Women
Output 2.3 Capacities of elected women parliamentarians and councilors to perform the elected official's duties developed and strengthened	<ol style="list-style-type: none"> 1. Number of meetings between MPs and women from rural and urban areas organized <i>Target: 15 rayons will be visited and meetings will be held by MPs with women</i> <i>Baseline: no separate meetings of MPs with women and their organizations. Meetings between MPs and women are held as part of usual routine community meetings that are rarely organized.</i> 2. Number of newly elected women MPs received initial training <i>Target: All newly elected Women MPs trained</i> <i>Baseline: none</i> 3. Number of Women Councilors trained <i>Target: Women councilors in 10 target rayons trained</i> <i>Baseline: none</i> 	Media reporting; annual program report; annual report of parliament (women's caucus)	UNDP
<i>Activity 2.3.1 Implement a training programme for newly elected women MPs</i>			UNDP
<i>Activity 2.3.2 Organize post-election seminars for Newly-Elected women officials at the Rayon and Local Level</i>			UNDP
<i>Activity 2.3.3 Organizing parliamentary forums bringing together MPs and constituents, including representatives from women and youth organizations and LPAs on policy issues addressed by the Parliament, with a specific focus on issues important for women, especially from</i>			UNDP

Results	Indicators	Means of Verif. /Sources of Info	Lead Organization
vulnerable groups Activity 2.3.4 Training of the staff of the Constituency Offices in developing and implementing a catalogue of services for residents, with a due consideration of gender aspects and the needs of focus on women, in particular from vulnerable groups			UNDP

5. Programme Strategies

The Project will be implemented through employing the following strategies:

Engaging Men in Gender Equality

Gender equality efforts are often primarily focused on women stakeholders and beneficiaries. There is increasing evidence that women's participation issues should be advocated for in a gender-neutral sense and should make greater efforts to engage men. This is particularly the case in Moldova where the predominance of men in parties and in media leadership positions means that their efforts are specifically needed to make progress on gender equality in politics. The Project would advocate and support identification of male champions both inside and outside of Moldova and will create platform for 'man talking to man' to convince reluctant party leaders. In this quest, UN Women, UNDP, CPD and EEF will work to engage men in each of the activities outlined in this program document including through the media campaign, by facilitating exchanges with regional male champions, and by including men in all aspects of advocacy and capacity building.

Impartial, Multi-Party approach

As with all forms of UN assistance, this project has been designed and will be implemented in a transparent and participatory manner remain impartial, and equitable to all political factions, and politically neutral,"⁸ and in line with the recommendations of the UN electoral needs assessment mission recommendations.

Ownership

Enhancing ownership on gender equality by political parties is a cornerstone for the proposed project. All political parties and their leadership will be heavily consulted and involved during project implementation to achieving sustainable results.

Capacity Development

The project will support the creation of lasting capacity for advancing gender equality agenda among political parties and public in general by involving and utilizing in country expertise accumulated among CSOs, women organization and gender equality advocates.

The project will build synergies with other development organization and programs targeting electoral support or women's participation in politics. The project will establish close partnership with political parties, central election commission, Parliament, media institutions, CSO actors, and women in the communities.

Advocacy

The project's cornerstone will be the advocacy of women's issues and rights as a platform to promote women in political leadership. Both conventional and innovative approaches will be used to advocate for inclusion of women's issues and needs in the political party agenda. As a result of the project concrete advocacy tools will have to be tested and documented for future use in similar programs.

Anticorruption

It is largely recognised that corruption is a major impediment for the development of Moldova, for the

⁸ UN Department of Political Affairs, Focal Point for Electoral Assistance, "Policy Directive: Principles and Types of UN Electoral Assistance. Ref FP/01/2012."

implementation of the country's reform agenda and for achieving Good Governance standards. According to the latest Transparency International Corruption Perception Index (CPI), Moldova ranks as the 102d country among those 177 participating. Moldova obtained 35 points, which is higher than average for CIS (26), but twice lower than average EU (63). Also Moldova slipped down compared to 2012, when it came as the 94th country out of 178.⁹ The World Justice Project 2013 Rule of Law Index confirms that Moldova has received the worst grade on the absence of corruption among other 47 indicators used for the aggregation of this Index – 0.22 compared to 0.45 as the average grade.¹⁰

To contribute to the anticorruption efforts, the project will pay particular attention to mainstreaming anticorruption measures and preventing corrupted behaviours across target groups and throughout the activities, which will complement the anti-corruption approach used in the on-going UNDP work with the Parliament (Code of Conduct and Corruption self-assessment tool), with the CEC (Political Party Financing legislation), and with the local governments (local governments corruption risk assessment). At the same time, specific modules on anti-corruption will be part of the initial training for the newly elected women MPs and local councillors.

Possible Risks and mitigation strategies

The major risks identified for project successful implementation relate to political will and readiness among political parties to promote women's political participation and their representation at decision making process. Given the nature of the project its implementation will depend on stable political environment. To address the major risk of the project following mitigation strategies are proposed:

- Sensitization of political parties, in particular the party leadership, on importance of gender equality and its reflection in party programs and actions for creating confidence and trust among general public
- High level advocacy promoting women's increased participation in politics and decision making process
- Creating support from public by involving key media institutions

Risks and Assumptions are reflected in the Logframe and also provided as separate Annex 3 to this project document.

6. Project Partnerships

The Project will engage with a broad coalition of partners throughout the implementation of the intervention. Given the diverse nature of the project, it will not have a primary implementing partner, but various partners will implement different sections according to their appropriate roles and capacities.

Civil society organizations, women's groups and gender equality advocates and media will be consulted and involved in the implementation of the majority of activities related to advocacy and capacity development.

UN Women will be responsible for the overall project implementation, and will be leading the specific parts related to the election legislation review and high level advocacy for TSMs and quotas, media capacity development, capacity of CSOs and women candidates, work with the communities and women on identifying their needs, among others. UNDP will implement the parts related to the electoral assistance and administration, parliamentary affairs and capacity building of elected women. CPD is responsible for building capacity of women's and youth organizations within political parties,

⁹ <http://cpi.transparency.org/cpi2013/results/>

¹⁰ *InfoMarket*, 07.03.2014.

capacity development of existing women leaders and monitoring performance of political parties through gender lens. EEF is directly responsible for building capacity of CSO umbrella organizations, leading CSO advocacy for quota, as well as empowering vulnerable women in the communities. Where necessary all four organizations will benefit from each other's technical capacities and experiences, and will work within the parameters of the agreed UN policy framework on electoral support and advocacy on TSMs.

The party institutes and foundations involved in party support and training as well as other partners who have been involved in assistance in this area in the last election cycle including Soros Foundation, NDI and the OSCE, will be key partners in the project to increase aspiration levels, all of the training and capacity development activities. Close coordination in this area will minimize overlap between programs.

The Political Party Women's Organizations will be engaged throughout the project provided that multi-party engagement can be secured. At the time of the writing of this project document, all of the parliamentary party women's organizations expressed interest in being involved. Women's organizations (WO) and women in the communities will be particularly critical in advocacy (and WOs will be implementing partners in the participatory nomination movement to empower women to stand for office as well as all activities provided for women aspirants, candidates, and newly-elected officials. The Women's organizations will be beneficiaries for institutional development. The cross party Women's Caucus in Parliament, to be formed with the support of UNDP Democracy Programme in 2014 – 2015, will serve as a platform and resource for the work with the newly elected women MPs. Before the establishment of the Women's Caucus the project will work with all female MPs, and each political group in the Parliament will be requested to nominate one female MP, who will act as focal point for primary contact with the project.

The Central Election Commission will be a close partner for all aspects relating to electoral law reform and ensuring gender mainstreaming within the work of the commission, such as training and outreach and working with the media.

7. Management Arrangements

The Project will be managed as a Joint Programme using the pass-through fund management modality within the "Towards Unity in Action" Multi-Donor Trust Fund in Moldova.

The UNDP Multi-Partner Trust Fund Office will act as the Administrative Agent (AA). Donor's contributions will be channeled for the programme through the AA. Each participating UN organization receiving funds will sign a standardized Memorandum of Understanding with the AA.

The Administrative Agent will:

- Establish a separate ledger account under its financial regulations and rules for the receipt and administration of the funds received from the donor(s) pursuant the Administrative Arrangement. This Joint Programme Account will be administered by the Administrative Agent in accordance with the regulations, rules, directives and procedures applicable to it, including those relating to interest;
- Make disbursements to Participating UN Organizations from the Joint Programme Account based on instructions from the Steering Committee, in line with the budget set forth in the Joint Programme Document.

The MPTF Office will charge administrative agent fee of one per cent (1%) of the total contributions made to the Joint Programme.

The Participating UN Organizations will:

- Assume full programmatic and financial responsibility and accountability for the funds disbursed by the AA.
- Establish a separate ledger account for the receipt and administration of the funds disbursed to it by the Administrative Agent.
- Each UN organization is entitled to deduct their indirect costs on contributions received according to their own regulation and rules, taking into account the size and complexity of the programme. Each UN organization will deduct 7% as overhead costs of the total allocation received for the agency.

Reporting:

UN Women will act as the Programmatic Lead Agency in the project. UN Women will coordinate activities related to the Project and will be responsible for submission of consolidated Project's narrative annual and final reports based on submissions received from UNDP. The reports will be submitted to donor after clearance by the Project Steering Committee. Annual narrative progress report and the final narrative report, to be provided no later than three months (31 March) after the end of the calendar year.

The Multi-Partner Trust Fund (MPTF) Office will:

- Prepare consolidated narrative and financial progress reports, based on the narrative consolidated report prepared by the UN Women Country Office and the financial statements/ reports submitted by each of the Participating UN Organizations in accordance with the timetable established in the MoU;
- Provide those consolidated reports to each donor that has contributed to the Joint Programme Account, as well as the Steering Committee, in accordance with the timetable established in the Administrative Arrangement (no later than three months (31 March) after the end of the calendar year, as per the MoU).
- Provide the donors, Steering Committee and Participating Organizations with:
 - Certified annual financial statement ("Source and Use of Funds" as defined by UNDG guidelines) to be provided no later than five months (31 May) after the end of the calendar year;
 - Certified final financial statement ("Source and Use of Funds") to be provided no later than seven months (31 July) of the year following the financial closing of the Joint Programme.

The Direct Implementation Modality (DIM) will be used. According to this modality the Project is implemented using Implementing Partners' (UN Agencies) operating, procurement, human resources and other procedures that are compliant to the best international standards and contain sufficient safeguards against potential corruption or misuse of funds. The implementation and monitoring of the

project activities will be carried out by each agency in accordance with its applicable regulations, rules, directives and procedures.

Furthermore, taking into consideration the need to reconcile challenges related to national capacity, it is proposed that Center Partnership for Development (CPD) and East-Europe Foundation (EEF) will be assigned the roles of Responsible Parties to collaborate for project implementation. For this a **Standard Project Cooperation Agreement** will be signed by UN Women with respective NGOs with resources being transferred to the partners to implement activities and achieve results based on the approved work plan and budget.

To ensure ownership and sustainability of the programme, UN Women jointly with UNDP will work in close partnership with the Parliament, Central Election Commission, CSOs, Political Parties at the national and local levels. The main Project authority will be the Project Steering Committee (PSC) that will take all decisions on project resources and amendments to the project Activity Plan, as necessary. The PSC will be responsible for providing strategic guidance to the Project, overseeing progress, reviewing and approving of the Annual Project Reports, Project Work Plans, as well as the final Project Report. The PSC will be convened at least twice per year and will comprise of the representatives of the Parliament, CEC, UNDP, UN Women, EEF, CPD, and project donor/s.

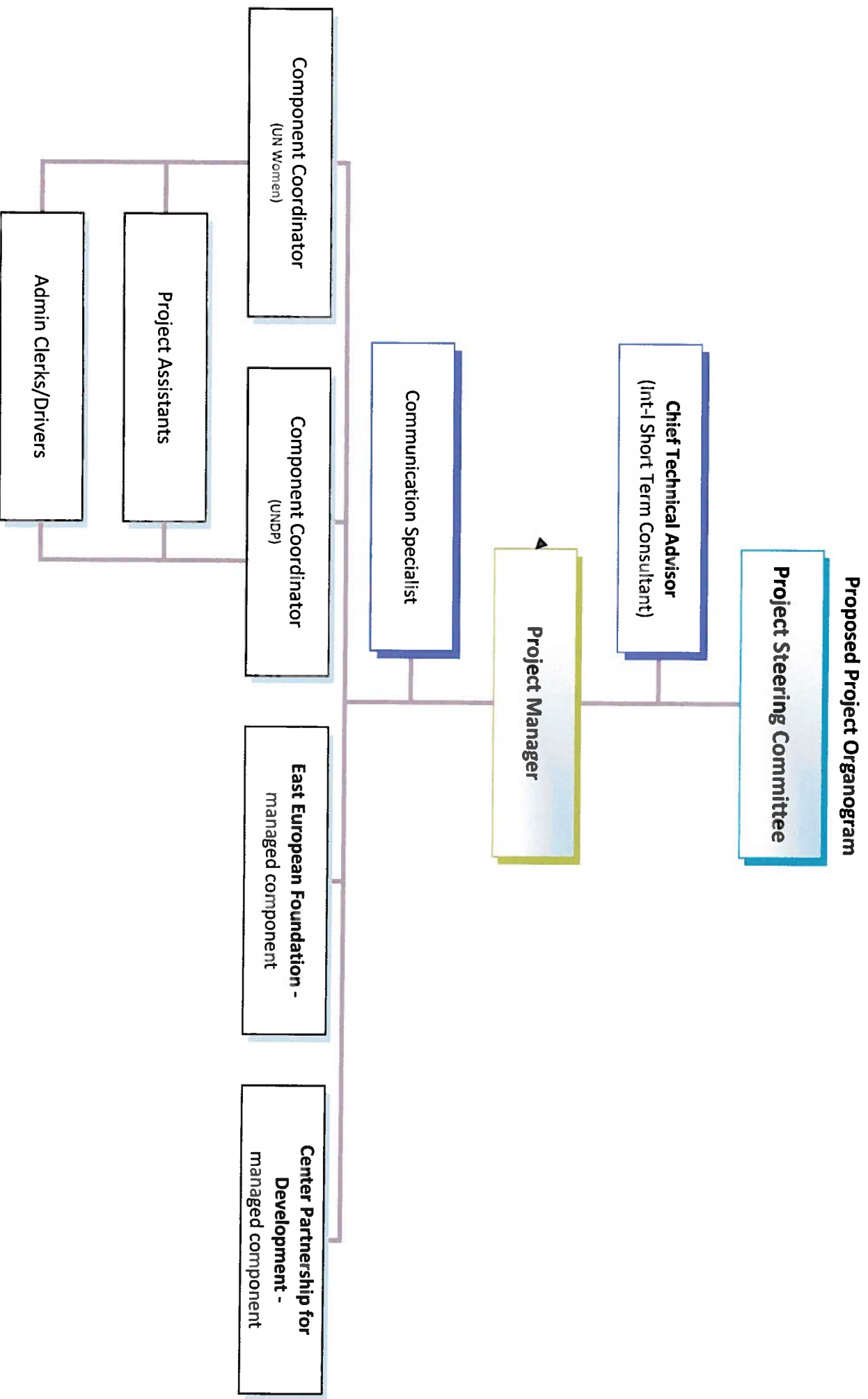
Project operations will be implemented through a Project Support Team (PST) that will ensure effective and efficient implementation of the Project and will be staffed through open competitions and selected by a recruitment panel comprising of UN Women and UNDP.

The PST will be led by a Project Manager to ensure overall coordination, coherence and project management on behalf of the UN Women and UNDP. Each agency, in turn will ensure adequate staffing for project implementation, comprising of Project Coordinators, Project Assistants, communication staff and drivers in a coordinated manner.

The PST will ensure close coordination of the project activities with other relevant programs, projects and initiatives to avoid possible duplication. The PST will ensure results-based project management and successful implementation of the project, close monitoring and evaluation of project progress, observance of procedures, transparency and efficient use of funds, quality of works, and involvement of national and local stakeholders in the decision-making processes. In addition, each member of the Project Support Team will be obliged to pass the UNDP On-Line training course on Anticorruption to learn about the standards, rules and procedures, which will strengthen the awareness and willingness to work proactively to prevent, detect and deal with corruption, and the On-line training course on Ethics addressing the issues of staff integrity and conflict of interest.

The detailed Terms of References of the core staff will be developed and annexed to the Implementation Plan.

A short term international specialist will be involved by the PST with the overall aim to provide technical advisory support to the whole project team of Women in Politics Project for ensuring effective and efficient implementation of programme results in line with international best practices as well as relevant high level policy guides.



8. Monitoring and Evaluation

As the project receives financial support through an MDTF it will be subject to monitoring and evaluation as agreed in the United Nations – Republic of Moldova Partnership Framework 2013-2017 “Towards Unity in Action”, and specifically in Chapter Six of its Action Plan. As such, the Project will follow UN standards in terms of internal planning, monitoring and reporting procedures, which include quarterly plans and reports, a Performance Monitoring Framework, the latter to be developed in a participatory manner, involving all stakeholders during the initial project implementation stage.

Monitoring and Evaluation: Project regular monitoring will be undertaken based on the Monitoring and Evaluation Plan (M&E Plan), which will be approved by the Project Steering Committee. M&E Plan will be adjusted as per requirements of UN, and its key partners, Parliament and the Government. Its main goal will be to ensure continuous feedback on implementation, early identification of potential problems to facilitate timely adjustments to Project operation, and implementation in accordance with the overall strategic plan for the Project. Also, Monitoring, having its emphasis on systematic assessment at the Project level, provides the basis for making decisions and taking actions, and it is indispensable in providing information and data for evaluations. This process will be based on data collection, and it is essential that such data and information is accumulated in an organized and planned manner in accordance with the M&E Plan. As part of the M&E Plan the Project will be subject to an Annual Review within the framework of the UNPF Annual Review process and in accordance with UN Standards and the UNPF Monitoring and Evaluation Plan.

While monitoring is an on-going process, evaluation is an in-depth study, taking place at a specific point in the life of the program. Thus, the Project will be subject to a Final Evaluation. An External Final Evaluation will be undertaken 3-5 months before the end of the project and will follow UN standards and guidelines on evaluation. Evaluation Report will include, but will be not limited to, an overall assessment of the Project results achieved with the joint input from all the participating agencies and implementing partners/responsible parties, as well as recommendations for future similar interventions in the project areas, including in the region. Final Evaluation Report will be submitted along with the Final Program Report to the Project Steering Committee, upon approval of which these will be submitted to the Donor/s.

UN Women will closely monitor the implementation of activities and the expenditure of funds by the Civil Society partners using internal systems and rules and regulations. This implies, but is not limited to, attending of and participation in the activities organised within the CSOs-led components, periodical meetings (in between the SCMs) to check on the progress achieved, and submission of financial and programmatic reports by the CSOs on a quarterly basis to UN Women with the subsequent review at the Project Steering Committee.

Reporting and Planning: half-year and Annual Reports and Plans will be submitted by the Project Team to the Project Steering Committee for review and approval with the subsequent submission of Annual work plans and reports to the Government of Sweden.

Audit: The project will be audited in compliance with the UN Women’s and UNDP’s internal policy on audit, in accordance with the Framework for auditing MDTFs which has been agreed to by the Internal Audit Services of Participating UN Organizations and endorsed by the UNDG in September 2007.

9. Legal Context

This project document shall be the instrument referred to as such in Article 1 of the Standard Basic Assistance Agreement (SBAA) between the Government of Moldova and UNDP signed on October 2, 1992.

The executing agency(s) agrees to undertake all reasonable efforts to ensure that none of the funds received pursuant to this Project Document are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided hereunder this Project Document do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via http://www.un.org/sc/committees/1267/aq_sanctions_list.shtml. This provision must be included in all sub-contracts or sub-agreements entered into under this Project Document.

The Donor reserves the right to discontinue future contributions if reporting obligations are not met as set forth in this Arrangement; or if there are substantial deviations from agreed plans and budgets. If it is agreed among the Donor, the Administrative Agent/Fund Manager and the concerned Participating UN Organization under the Arrangement that there is evidence of improper use of funds, the Participating UN Organization will use their best efforts, consistent with their regulations, rules, policies and procedures to recover any funds misused. The Participating UN Organization will, in consultation with the Steering Committee and the Administrative Agent/Fund Manager, credit any funds so recovered to the Joint Project Account or agree with the Steering Committee to use these funds for a purpose mutually agreed upon. Before withholding future contributions or requesting recovery of funds and credit to the Joint Project Account, the Administrative Agent/Fund Manager, the concerned Participating UN Organization and the Donor will consult with a view to promptly resolving the matter.

ANNEX 1 – Description of Project Activities

Outcome 1 – *Legal frameworks and policies to advance women’s right to participate in decision making at national and local levels are reformed/adopted and implemented*

Output 1.1 – Capacity at national and sub-national levels to develop and implement legal frameworks and policies to advance women’s right to participate in decision making enhanced

Activity 1.1.1 – *Carry out High-Level Advocacy for appropriate Temporary Special Measure Adoption including annual progress summit meetings with the participation of international experts*

The existing international normative framework in relation to women's electoral and political participation is derived from a number of sources. These include human and political rights declarations, covenants and conventions, United Nations reports, resolutions and action plans, existing United Nations electoral assistance policy and gender equality policy.

This normative framework establishes responsibilities both for member states and also for UN entities and in particular UN personnel whose engagement with national stakeholders touches on electoral processes or electoral systems and gender equality and women's empowerment.

For member states, obligations are derived from international human rights law and instruments which they have ratified. Such obligations to respect, protect and fulfill these human rights also include taking positive action to facilitate and promote the enjoyment of these rights.

Also influential international actors have expressed an interest in prioritizing the gender equality in politics agenda.

In furthering these commitments an international Gender Technical Specialist will serve as a focal point to support multi-stakeholders’ coordination and advocacy to move forward the policy agenda for gender equality and more inclusive political processes. The annual Democracy Program Board meeting will serve as a periodic review process to measure progress. *Note:* implementation of this activity will be done in compliance with UN electoral policy framework

Activity 1.1.2 – *Civil Society Advocacy for appropriate TSM Adoption*

Based on the assessment undertaken, the project will support civil society groups to begin a campaign to create the political conditions for necessary legal and policy reforms *for adoption of appropriate TSM* as one of the key entry points to generate the necessary public debate.

EEF will play a convening role to coordinate advocacy efforts of more than 50 non-governmental organisations at national and local levels. . Expert support will be provided and advice on options for appropriate TSMs conducive to more inclusive electoral and political processes. Targeting key stakeholders (political parties, MPs, central and local public authorities) the activities will include but will not be limited to the following:

- Advocacy training for at least 50 NGOs;
- Demanding organisation of annual public hearings in the Parliament;
- Organising at least 10 debates with political parties, independent experts, academia, NGOs, ordinary citizens;
- Developing jointly at least 12 position papers and submitting them to relevant authorities and actors;
- Organising at least 12 joint press conferences
- Organising at least 16 flash-mobs, targeting political parties, MPs, Cabinet of Ministers and other actors.

- Small grants.

The project will build upon linkages available in other projects to build partnership with the media and ensure permanent dissemination of information throughout the country, via all available means, including outlets, TV, radio, social networks and other internet-based platforms.

Activity 1.1.3 – Facilitate Regional Exchanges to Strengthen Case for Reform

Moldova's political leaders have shown that regional experience is the most relevant comparative experience, particularly those experiences from countries within the European Union. Many of the countries of the EU and the European Economic Area have seen dramatic increases in the numbers of women in elected positions. Recent examples include Slovenia, France, Macedonia, and Croatia – all of which have seen substantial increases in the number of women elected through the use of appropriate temporary special measures. Experts from Sweden will be invited to share the country's and regional experience in this respect.

The Project will support a series of exchanges between political leaders in Moldova with male champions from relevant regional cases. These will include men from countries and institutions where significant gender-sensitive reforms have been made that Moldova can learn from. The priority for selecting these comparative champions will be to select countries that have both relevancy and proximity to the Moldovan political environment. Each exchange will include a series of activities designed to create opportunities for exchange and normalization of the concept of gender equality for Moldovan party leadership. Gender equality can be 'good politics.' The exact nature of the exchanges will need to be flexible and customized to the individuals involved, but at this time we foresee private meetings where those involved can speak 'man to man' as well as more public events.

Activity 1.1.4 – Support in elaborating the by-laws/secondary legislation to align the adopted legal amendments on TSMs, as well as develop legislative amendments for the Law on Government and other relevant laws to promote gender balance in decision making in compliance with the gender equality international normative framework;

Currently, draft Legislative amendments were elaborated to introduce TSMs into Electoral Code (about sex disaggregated data, quota in the list), Law of Political Parties, Law on Government (for the Ministerial and Deputy Ministerial level), Regulation of the Parliament (40% for the permanent bureaus), and Gender Equality Law. Provided that these amendments will be passed during 2014, elaboration of the secondary legislation to align the adopted legal amendments on TSMs will be supported by the project. Also, a set of recommendations to further amend the Law on Government and other relevant laws will be elaborated to ensure gender balance at all levels of decision making.

Implementation of this activity will be coordinated with UNDP and DPA's Electoral Assistance Division as per UN policy.

Activity 1.1.5 Conduct gender balance performance monitoring of public authorities, political parties and other relevant actors before, during and after the election

Outside of political period, the project will try to raise the issue of equal participation of men and women in leadership position and decision making process. This will be a flagship report that will measure the progress or the lack of it in the area of equal representation: how men and women are represented in different decisional making bodies like parliament, government, public and private companies¹¹. A recent law proposal intends to propose that in delegating board members within public

¹¹ A similar report is produced annually by the European Commission http://ec.europa.eu/justice/gender-equality/files/gender_balance_decision_making/131011_women_men_leadership_en.pdf(proposal)

companies, the Government will have to make sure that there is a minimum representation of either gender to at least 30%. The project will advocate that this proposal should be taken further and the annual report on representation of men and women within various be starting point to provide hard data and evidence.

A second issue that will be raised by the report will be on equal participation in decision making process and will focus on how men and women take part in the decisions like: local budgets, local development strategies, infrastructure projects, national and regional development policies. Even though the Law on transparent decision making was adopted in 2008 that mandates public consultation when budget and major decisions are adopted, no significant progress has been made. A recent survey by CPD¹² shows that the participation rate is quite low in general and even lower in the case of women. About 8,6% of men participated in the last year to some community budget allocation decision as compared to 7,1% of women – majority of their involvement consisted of LPAs asking them to contribute with funds to a community project and not actually a genuine transparent and participatory budget consultation. It is important to note that this issue will become more relevant if the new law on local public finances will be adopted. That is why each year this report will be launched in the mid-September/October period when local authorities are in the process of elaborating the next year budget, and the day of the report launch will be conventionally called the *budget participation day*, in order to raise awareness on the progress or lack of it and the need for the government to make this process more transparent and inclusive.

Output 1.2 – Enhanced capacities at all levels to promote women’s participation in electoral processes both as candidates and voters

Activity 1.2.1 *Capacity development of CSOs and prospective trainers at central and local levels are built to better support women candidates to be nominated and run for election*

To increase the outreach of the support to a wide range of prospective women candidates a Training of Trainers will be organized for the CSOs and other organizations/Trainers who are planning to support women to run for Parliamentary and Local level election. For this, a roster of organizations and experts will be made through open and targeted call. Basic capacity assessment will be conducted and for the selected organizations a training of trainers (TOT) will be organized. They will also receive relevant resources and support, including translation of docs for further training of women candidates, development of resources corner for CSOs on election and capacity building of women to run for election. Women’s Democracy Network will be a specific target group, whose capacity will be built to better coordinate cross-party Women’s Organizations’ initiatives, including for the period before election.

Activity 1.2.2 *Enhance capacity of the Center for Continuous Electoral Training under the CEC to mainstream gender in all their training programs for electoral administrators, political party accountants, LPAs and other stakeholders.*

Center for Continuous Electoral Training (CCET) was established in 2011, yet started to function in late 2013. The goal of the CCET is to establish a professional training centre in Moldova with the capacity to design, implement and conduct training, teaching, and research for various electoral stakeholders. During 2014 the CCET will start working on its training curricula. The project will assist the CCET with development of curricula for various stakeholders with a due consideration and inclusion of specific gender equality dimension. As part of the activity the project will support development of CCET

¹² A similar survey was produced in 2012 by CPD with the support from Swedish Embassy and Soros Foundation. http://www.progen.md/files/9908_women_and_men_participation_in_decision_making_process.pdf

communication strategy, assessment and development of appropriate messages for key target audiences and will support the elaboration of the strategic plan, taking into account gender equality. Within the framework of this project we will support assessment and update of all training programmes and initiatives of the CCET to include gender equality aspect.

Activity 1.2.3 *Support Political Parties (its management, women's and youth organizations of Political Parties) in assessing, developing and implementing their action plans to recruit, train and support potential women candidates*

Functioning women's organisations within parties can provide organised support to women's candidacy and support to ensure that women are nominated, that women fill leadership positions in the parties, as well as providing an opportunity for leadership experience for aspiring women leaders and providing gender-sensitive input into policy debates. The assessment team found that while all the major parties have women's organisations – these organisations are not strong enough to be significant forces within the party.

This Project, for the first time, will address the capacity gaps in women's organizations within the political parties. The project will allow women's organizations to undergo a capacity assessment, identify most relevant capacity gaps and develop a realistic plan on how to address them. Some priority areas might include: of recruitment, training and support for women candidates, policy development, media and promotion. Key activities: baseline and end of the line capacity assessments, development of capacity plans for key areas, targeted and conditional support (training, consultancy) for capacity building.

This approach will be most relevant in the context of 2015 local elections where women's organizations have to out organize the core party in order to identify and support as many potential women candidates as possible. It is important to note that a conservative estimate of the number of candidates for the 2015 elections will be close to 4490 for mayors and 93920 for council persons. In 2007 local elections the proportion of women candidates was bigger as compared to 2011 local elections (candidates for mayor in 2007 - 23,5% in 2011 – 18,9%, candidates for rayon council in 2007 – 34,6% in 2011 – 28,4%). That is why, building *institutional* capacities for gender equality and women's political empowerment is one of the few ways to reach a large number of potential women candidates and have a relative impact in terms of increasing the number of women candidates, increasing the number of prepared/competitive women candidates and ultimately increasing the number of women elected in to the local government.

The Project will only work with the women's organizations provided that there will be a clear commitment from each political party to own and devote resources in order to address specific capacity gaps. At the time of the writing of this document, all of the parliamentary party women's organizations expressed interest in being involved. The Project will collaborate closely with other assistance providers in this area, including NDI.

Activity 1.2.4 *Support to umbrella organisations to mainstream gender into their work and promote women to stand for office during central and local level elections*

NGOs and their umbrella organizations will be one of the core organizations, that will be supporting women to run for elections. Building on the on-going EEF's work with NGO platforms, the action will assist them to have adequate policy and strategy with regards to their work in the field of Gender Equality. Thus, the Project will provide technical support to 4 umbrella organizations to review their by-laws, policies and action plans, make relevant adjustments, which will serve the long term basis for the organization to prioritize support to women. The beneficiary umbrella organisations are: the Civic

Coalition for Free and Fair Elections, National Youth Council of Moldova, Network of Roma Organizations, NGO Alliance for Persons with Disabilities.

Small grants will be made available for these organizations to mobilize NGOs and Media to support women during the 2014 Parliamentary and 2015 Local Elections. In addition, EEF and project partners will work with these and other relevant umbrella organizations to build a large and active NGO platform for gender equality. This wide platform will serve as a solid, representative body which will, inter-alia, contribute to creating a critical mass of actors demanding gender equality, and contributing to breaking wrongful stereotypes about the roles of men and women in the Moldovan society.

Indicative activities include:

- Training and consultancy on gender equality;
- Small grants;
- Bi-annual civil society coordination meetings;
- Annual civil society conference for Gender Equality and Women's Human Rights.

Activity 1.2.5 *Participatory nomination campaign to encourage and empower women to stand for office*

This activity is designed to increase the personal encouragements that are so critical to women's decisions to stand for office, and support women through the decision process. The program will adapt an innovative strategy employed by civil society organizations in a number of countries.¹³ The strategy is simple; the organization reaches out to the public to encourage them to encourage one or more women who they know or know of to run for office. These 'nominations' are funnelled through the organization and forwarded to the nominated women along with materials, outlines of next steps, and options for receiving training and coaching.

To implement a Moldovan version of this type of campaign, the project will support one or more civil society organizations to launch a participatory nomination mechanism that is non-partisan. The objective of the movement will be to increase the 'pipeline' of women eager to learn about a career in politics from the local council to parliament and beyond. The movement will provide tools to formally and informally ask women to consider entering public life – using the types of practices that have been used successfully elsewhere. The means and methods of the project will be designed by the civil society organizations, with input from the Gender Technical Specialist.

In some countries the process has been online, based on direct mailings, or by stopping people on the street and asking them to nominate someone they think should stand for office. The Moldovan version could include on social media, public events, as well as in person and social media. Moreover, this type of activity was already piloted earlier in Moldova.

Activity 1.2.6 *Undertake media campaign focusing on women in politics and showcasing successful women*

A media campaign focusing on women in politics will be conducted in several phases throughout the project. The general goal of the campaign is to increase public interest in gender equality in politics both for purposes of legal reform and to facilitate more women getting elected to office. The reform objective is to shift the political balance towards broader political support for legal reform outlined above. Two thirds of the population already support a role for women in politics, so the campaign will encourage this group to demand greater performance from parties on gender issues. Second, the campaign should encourage women to stand for office, and encourage voters to be sensitive to gender when deciding which candidate and which party to support.

¹³See for example 'She should Run,' in the United States

In line with good practice, the creative design and development of a delivery strategy will be led by media consultants with supervision and technical assistance from the UN Women and UNDP Teams. The campaign components will go through focus group testing prior to distribution. The project will build on earlier organized National media awareness campaigns launched by UN that proved to be effective in Moldova particularly the one related Parliamentary Elections in 2010 and in 2011, developed within the UNDP "Electoral Support to Moldova" in collaboration with IOM and Council of Europe.

As part of this campaign, Women leaders from various fields, professions with different social, economic, ethnic, and other backgrounds will be showcased to present to the nation its women leaders. This activity will be facilitated by selected media organization/s, which will regularly organize various events with the participation of Women leaders based on the prepared Women Leaders Roster. Venues, where the events will be taking place will be varying depending on the topics that will be discussed and the background of Women Leaders, who will be taking part in the events. All events will be mediatized and will be made available from various media, including social media platforms as well as TV and print media. Specific attention will be made to women leaders from non-conventional fields as well as women who are originally coming from vulnerable groups and those who 'made themselves'.

Activity 1.2.7 *Organize series of capacity development programs for women leaders (currently in power) to improve their ability to run for office (mainly provide training on media appearance and TV debates).*

The assessment found that previous efforts by UN Women, UNDP and other organizations to train women candidates have had very high success rates, and that there is an acute need to further efforts in this area going forward. Specifically there is need to train women candidates at the local council, mayoral, and rayon council level, and particularly in rural areas.

The process of standing for election starts long before the election campaign begins, it involves the decision to stand for office, but also building up support networks, raising initial funds, and building relationships with key supporters community and business leaders, and party members. The earlier women candidates begin this process, the stronger they are positioned at election time.

The Project will encourage existing women leaders to take steps early and build their capacity through a program going on throughout 2014 for National and Local election and during first half of 2015 for local elections where a selected group of political aspirants (women interested in standing for election) at the local, rayon, and central/national level will undergo a capacity development program aimed at building their skills to campaign and govern. The project will link up with those women to help them to network and partner on cross-party basis.

This will be done as a follow up and on the basis of results of national technical assessment, focusing specifically on who should be targeted and precisely where the gaps lay in skills and knowledge within the broad range of women aspirants.

Activity 1.2.8 *Conduct Pre-election Training Seminars for aspiring Women Candidates*

In the pre-election period, training courses will be rolled out on a broad level to women candidates at the local and rayon level. These trainings are intended to give a boost to the candidacies of women candidates. This type of training is routine in many developed democracies – often conducted under the auspices of party women's organizations. The CEC will be approached as a potential partner for this activity as well as the party women organizations.

The topics addressed will be based on an assessment of needs, but may include topics such as time management, targeting voters, message development, media engagement (such as mock press conferences), campaign strategy, recruiting volunteers, and fundraising.

The training will be organized with the assistance of civil society organizations with technical assistance and financial resources from the project. The training will be provided by mobile teams of trainers – trained in a training of trainers using updated curriculum. Industry standard adult-learning pedagogies for training will be used – designed so that participants build their confidence, by linking new knowledge to past experiences. Existing handbooks and materials will be updated and printed as training resources for the participants to take with them.

A number of organizations have provided such training in the past and are expected to in the upcoming election cycle. The project will coordinate and consider partnerships with the Party Women's Organizations, Civil Society, and other international organizations such as the OSCE, NDI in the delivery of training.

Training will target candidates both nominated by political parties and independent ones. Selection of target areas (from where women candidates will be trained) will be decided in due course jointly with the Political Parties and CSOs. The main criteria will be around the followings:

1. Areas with the lowest potential (bigger towns, areas with lowest percentage of women candidates than the national average in 2011 local elections);
2. Areas with high number of representation of national minority and vulnerable groups;
3. Areas with high potential (here, communities, where UN supported projects are active, such as JILD, Biomass, etc.);

Selected localities will be grouped and tailor made training will be provided to women candidates on a continuous basis, at least three times before election with concrete 'home work' between the training sessions. For identifying women candidates the technique described under the activity 1.3.1 will be used along other means. In total, up to 1000 women will be targeted under this activity.

For parliamentary elections, focus of training will include (i) media appearances, debate preparations, public presentation, public speaking; (ii) public policies that are sensitive to women's needs. Training program will provide support on the application base only, and will be open to women that political parties will put as candidates for parliamentary elections. Interviews with candidates for parliamentary elections of 2009 and 2010 revealed this particular need for women candidates. Men candidates, especially during the parliamentary elections more often can afford to hire professional (PR experts, debate prep coaches) than women (majority of most visible women candidates of 2010 had a professional background rather than business). We expect to reach about 60-80 women candidates from both parliamentary and extra parliamentary parties. Key activities: training and coaching sessions.

Sub-activity: Leadership and management course program for women leaders of district chapters of political parties.

If the case of local elections a different approach will be used. As noted in the project proposal, a conservative estimate of the number of candidates will be close to 4490 for mayors and 93920 for council persons. For the project to give an impact it has to leverage resources within the political parties that is why the project will have a strategic approach on scaling up its support to potential women candidates and will complement capacity building effort described under the activity 1.2.3.

For the local election of 2015 a Leadership and Management Course Program for women leaders of district chapters of political parties will be initiated. The idea behind the project is to support and motivate women leaders from rayon level to take a more active role in selecting and preparing potential women candidates for 2015 local elections. As mentioned above, this effort will complement the capacity building effort described within activity 1.2.3 (the capacity building effort will be party wide, the Leadership Program will be rayon wide). Data from 2011 local elections show that the representation of

women in local governments varies across rayons, the programme will give priority to participants from the rayons with lowest representation. Among several factors that determine the level of representation on women candidates is the leadership level of women within the political parties. More assertive women leaders from political parties have a more expanded network of would be candidates and tend to have more leverage in influencing the election strategy and selection of candidates. Communities with more women candidates for mayor's position were associated with more women candidates for the local council. The leadership program is addressed to already empowered women leaders from political parties at the rayon level but still find it difficult to manage and consolidate rayon women's organization. The leadership program will address this specific need.

The programme will target 10 rayons (about a third of all rayons) with the lowest women representation in the local government. From each rayon 2 women political leaders will be chosen from each main political party participating in the programme (we expect to work with main five political parties). The project will have a strategic agreement with the main political parties to co organise. Each party will: (1) agree to work to reach a greater number of women candidates in each target rayon, (2) appoint a programme coordinator, and (3) delegate trainers for each program modules.

The program will have up to five groups of participants representing five main political parties, the program will be implemented within a period of 14 months, and will have five main program modules: (1) recruiting women for political office, (2) preparing women candidates for political campaign, visibility, (3) media and promotion for women candidates during the elections, (4) governing for gender equality and (5) building a strong women's organization at the rayon level. These themes are tentative and some of them might change depending on the specific needs and priorities negotiated with each political party. Each program module will be organized in a way to help advance the goal of having more women candidates competing in 2015. Each module will have an initial training session (co organized with the political party) but also a practical initiative followed by an evaluation session. The module on recruiting women will provide participant with most effective recruiting tools and how they can be used and each women leader will develop and implement a recruiting campaign at the rayon level. Then all women leaders from the same party will meet and discuss how recruitment process went and how it can be expanded and institutionalized.

Sub-activity: Strengthen mentorship initiatives among political parties focusing on young women to stand for office both in 2014 and 2015 elections.

In the period of 2012-2013 CPD piloted two mentorship programs aimed at empowering young women especially women from rural areas. Reaching about 100 women, CPD learned a great deal on how to best structure and run an effective mentorship program for the purpose of empowerment. This effort now can be extended and institutionalized within political parties and have as primary beneficiaries young women that are members of political parties.

The project will partner with Women's Democracy Network (the informal group of women representing PL, PDM and PLDM to pilot and institutionalize mentorship programs within these three main parties. This will be achieved by develop a community of mentorship multipliers within political parties, piloting small scale mentorship programs and planning party wide mentorship programs to encourage young rural women to participate more actively within 2015 local elections.

Output 1.3 Enhanced capacities of the Elections Management Bodies on gender responsive electoral management

Activity 1.3.1. *Assist the CEC to improve gender balance in the membership at all levels elections management bodies and create incentives for women to become election administrators*

Currently only one member out of nine of the CEC is a female. In lower level elections commissions (Rayon level Elections Commission (REC) and Precinct Election Commissions (PEC) the situation is better gender balanced, however, there is a trend that female members have increased representation in the lower level commissions. In PEC there is a disproportionate representation of females and males, with only 3 percent of males being secretaries of PECs. As part of this activity the project will continue the work initiated by UNDP Democracy Programme on CEC Gender Audit and Action Plan which includes preparations for a thorough analysis of the current Electoral Code and related regulatory framework, such as CEC Decisions and instructions in regards to their compliance with the gender equality principles. As part of this activity the Project will also look at legislative and regulatory framework to establish measures to increase gender equality on all levels of election administration. This activity will be implemented in coordination with the activities under Output 1.1 and specifically with Activity 1.1.4. After an analysis of the legislative and regulatory framework the Project will design concrete proposals for amendments to the Electoral Code and to the CEC regulatory framework (CEC Decisions) on temporary special measures to be adopted in regards to the nomination and appointment of candidates for the CEC members, as well as for RECs and PECs management. This work will be done in parallel with advocacy activities aiming at adoption of special measures. Besides the analysis and proposed changes to the legislative and normative framework the project will develop awareness raising activities to specific target audiences to encourage equal gender representation on all levels of elections management with specific attention to have female candidates on the CEC and REC and male candidates on the PEC.

Activity 1.3.2. *Assist CEC with the design of voter registration and education campaigns targeting women, young voters and others, especially those from vulnerable groups*

Genuine participation of all groups of society in elections require inclusion of their correct personal data on the voter list as well as information about the voting process and uninhibited access to polling stations on elections day. There are specific groups of Moldovan citizens whose access to participate in elections require special attention. The Project will work with the CEC and other stakeholders to design and implement a public awareness campaign targeted particularly at women from vulnerable groups (e.g Roma, women working abroad) and the first time voters to encourage them to check their personal data on the preliminary voter lists and to register to vote in their place of residence. The campaign will also include information on steps to be taken to rectify (correct) personal data in the voter lists in order to allow for unhampered voting on the Election Day. The CEC currently does not envisage specific activities on informing voters or specific groups of voters about checking data on preliminary voter lists.

Second, as part of this activity the Project will design and implement voter education campaign for young people (including first time voters) to participate in political processes by critically reviewing political campaigns of political parties and candidates and encouraging them to participate in elections. While the CEC is planning to implement general voter education campaigns about election date and voting process, there are no plans for targeted campaigns encouraging specific groups of voters (such as women, first time voters or vulnerable groups) to participate in elections. The Project will design public awareness activities encouraging special groups of voters to participate in elections (“get out and vote”) and influence political process through their votes. Activities will be designed and implemented both for national elections and for local elections.

Activity 1.3.3 *Technical support to gender disaggregated data compilation and analysis on voter turnout at the national and local elections*

The Gender Audit of the CEC and Electoral Process in Moldova conducted in 2013 recommends that the register of electoral personnel (electoral administrators at all levels) and compilation of voter lists is conducted taking into account gender-based disaggregation. This includes analysis of voter turnout data

in sex-disaggregated manner. UNDP Democracy Programme have started to assist the CEC to prepare regulatory framework as well as all forms, tabulation and IT systems to enable collection and analysis of sex-disaggregated data on electoral administrators (personnel) on all levels and voter lists.

However, support to CEC in actual implementation of collecting and analysing of sex-disaggregated data for upcoming Parliamentary and Local elections is not envisaged within the Democracy Programme . At the same time, CEC has a limited capacity to prepare for and to collect sex-disaggregated data on election administrators and voter participation in elections. The Project will use results of the Democracy Programme's work on preparing forms, tabulation and enabling IT systems and will further assist the CEC to collect, analyse and present sex-disaggregated results on elections during upcoming Parliamentary and Local elections. Under the Women in Politics project for the first ever time the actual data will be collected and analysed in a disaggregated manner and presented/introduced into the national statistics for both elections.

Outcome 2 – Gender equality advocates influence legal frameworks and policies to increase women's leadership and political participation

Output 2.1–Capacities of the media on gender responsive coverage of political issues enhanced

Activity 2.1.1 Organize training for print, audio-visual and electronic media on improving participation on women in politics at central and local levels

UN Women has elaborated a guide for journalists and media management on equal portrayal of women in media as a result of work done on engendering media products since 2008. Women as the informants and targets of media are often underrepresented, especially in the areas of economics and politics. Even if women appear as a politician in media, they are often referred as being a women rather than being a professional.

Thus, this activity will be implemented by offering to the media organizations and their association concrete practical guidance on adequate and rights based portrayal of women throughout the entire process of election.

UN Women IDEA (2009 and 2010) designed common and replicable tool for media monitoring and from a gender perspective during election campaign periods and gathering objective information and comparable (at regional level) on this issue. The methodology has been applied during Presidential and Legislative Elections in Bolivia, and Chile in 2009, Costa Rica (2010) and during legislative elections in Colombia and Dominican Republic (2010). The monitoring tool along with the results achieved and lessons learnt during the implementation in five countries is published in English and the project will utilize this methodology in addition to the locally developed tool.

Activity 2.1.2 Carry out monitoring and periodic ranking of gender sensitivity in political reporting including print, audio-visual and electronic media institutions before, during and after the elections

Building on UN Women's initiatives of monitoring of print media, the project will monitor how the most influential forms of media – television and online media cover gender issues.¹⁴ This monitoring will demonstrate where women are contributing to the general public discourse and to document the extent to which women have broken out of the silo that they have historically been confined to. A number of quantitative and qualitative indicators will be assessed including the gender ratios in reporting, and those interviewed as 'experts', 'ordinary people,' and the thematic breakdown of issues discussed by

¹⁴For examples of this type of monitoring please see the VIDA project (<http://www.vidaweb.org/the-2011-count>), or the Op-Ed Project's Byline Survey (<http://theopedproject.wordpress.com/2012/05/28/the-byline-survey-2011/>).

experts of each gender. Qualitative indicators will chiefly focus on the editorial slant taken on political reporting.

Periodically, (annually, and monthly in the pre-election period) the ratings will be released in a media event and editors will be invited in to publically review and comment on their performance in the rating system. The repeated release of these ratings, and the press events related to their release will be designed to create a 'story,' where news organizations that perform poorly are made aware of their poor performance, and potentially risk reputational loss if they continue to underperform.

The Project will engage with other potential partners for this activity including the Audio Visual Council as well as civil society organisations.

Activity 2.1.3 *Support to media in undertaking gender self-assessment before, during and after elections on portrayal of women in politics and adherence to gender equality principles*

Based on the experience and the methodology elaborated in the past within UN Women programs, media organizations will be invited to undertake gender self-assessment of their products before, during and after elections focusing on adequate portrayal of women by media as well as adherence to gender equality. Currently, a simplified manual for media organizations is being finalized, which will be used for capacity building and the actual self-assessment. Furthermore, since audio-visual media was not involved in earlier experience, a tailor made tool will be developed jointly with the audio-visual media on gender sensitive portrayal of women in TV and Radio as a bi-product of this project.

Output 2.2 – Capacity of gender equality advocates to promote women’s leadership and political participation strengthened

Activity 2.2.1 *Technical support/and or capacity building to community organizations, women’s groups, youth and women in the communities, especially those from vulnerable groups (Romani women, women with disability, HIV positive women) to identify their needs and priorities, including in project supported localities*

The needs of women were identified in donors supported communities within JILD. The needs and issues identified by women and youth will be further discussed among women and youth and validated with the view to put them forward to the political and public leaders before election at the Central and Local level. Concrete ways and means of communicating the needs of women and youth from rural localities, especially of those from vulnerable groups will be devised in consultation with them. In overall, this activity of the project will be aimed at assisting women to prioritize and agree on key issues pertaining to the fulfilment of their rights and needs, both at local and national level and, as a next step (under Activity 2.2.2) voice their needs and issues directly to the political party leaders and the leaders of the state.

Similar effort will be undertaken at the central level by appealing to professional women’s associations in various spheres/areas to join the effort and voice their demand and proposals to the political leaders and the leaders of the state. These initiatives will be facilitated and supported by the project in close collaboration with the local and central level NGOs and Trade Unions (including their Women’s organizations).

Activity 2.2.2 *Support women’s initiatives at the central and local levels to demand inclusion of their needs and priorities in the political party agenda*

The 8th of March, 1st of June, Human Rights Day, Disabled persons day, Poverty week, HIV Day, Romani persons day, and other key dates can serve as great platforms for women to call on the Political leaders

and the Leaders of the state to make commitments to address women's issues and needs in their party platforms as well as the State Policies and Plans, including in Budgets.

Activities 2.2.1 and 2.2.2 will be closely implemented with the other activities under the Outcome 1 and 2 for greater leverage and impact. More specifically the activity 1.2.6 Show casing of women leaders platform, Activity 1.2.5 Participatory nomination of women candidates, Activity 2.3.1 on Bringing MPs closer with the constituencies, and Activity 1.1.5 on Monitoring Political parties' platforms will be the core platforms for ensuring adequate implementation of this activity and thus ensuring bringing women's needs and issues at the forefront of the political agenda during the upcoming elections.

Activity 2.2.3 *Support Initiatives of women, especially those from vulnerable groups, including Roma to raise general awareness and ensure support for their identified needs and issues*

Exploring the local expertise of the Network of Roma Organisations and other members of umbrella organisations groups representing vulnerable persons (such as the National Youth Council, Alliance for Persons with Disabilities, local members of the Civic Coalition for Free and Fair Elections), specific efforts will be made to support women from Roma communities and other target groups to identify and develop their messages, which will be put forward to the political party leaders. Vulnerable women in at least 30 communities will directly benefit from training and assistance to articulate their needs and advocate for the improvement of their social, economic and political conditions. Vulnerable women from these localities will be encouraged to run as candidates in the local general elections through participatory nomination campaigns conducted in each community. In addition, empowered vulnerable women will be mobilised to join 5 regional women's political clubs, which will be set up under this project in partnership with the NGO "Women's Political Club 50/50". The regional political clubs will also serve as platforms for training prospective women candidates in the elections and for sharing the experience of women who progressed in their political career. . Successful practices will be show-cased through a national workshop conducted after the local elections.

Indicative activities:

- Identifying 30 target localities and 10 rayons for focused project support;
- Providing training and expert support to vulnerable women;
- Conducting participatory nomination campaigns in 30 communities;
- Setting up 5 regional women's political clubs;
- Conducting follow-up conference.

Output 2.3 Capacities of elected women parliamentarians and councilors to perform the duties of the elected officials developed and strengthened

Activity 2.3.1 *Implement a training programme for newly elected women MPs*

In the newly elected parliament, there will be new female MPs without previous experience of working in the Parliament. Lacking knowledge and skills on parliamentary rules and regulations, procedures and a know-how on maneuvering inside the parliamentary sphere would impede a rapid and effective engagement of the newly elected women MPs in the work of the factions and Committees, as well as in law-making, representative and oversight functions. The activity will cover these immediate needs for enhancing the needed skills and knowledge providing a specific training programme for these MPs, or a "getting started" package.

The training programme will be based on a rapid needs assessment of MPs, in particular targeting those women MPs whose capacity will be built. A mentoring scheme between the experienced and new women MPs will be put in place. The "getting starting" package for newly elected female MPs, could represent the foundation upon, which further MP capacity building initiatives will be built in various

types of skills (i.e. Communication, Media and assertive presentation, negotiations, leadership, the representative role of MPs, promoting of cross party cooperation between female politicians on gender issues, gender mainstreaming in legislation and gender budgeting etc.). This training will be complementary to, but not duplicating the training planned for the consolidation of the Women Caucus under the UNDP Democracy Programme. The training programme will include male Members of Parliament as much as possible.

Activity 2.3.2 *Organize post-election seminars for Newly-Elected women officials at the Rayon and Local Level*

Getting women elected is the most critical hurdle for ensuring women's representation, but to achieve policy impacts and reforms in governance, it is critical that these women are effective legislators and executives once elected. Building on the skills mastered in the campaign, the programme will provide training to a group of elected women at the local and regional levels to build their capacity to serve as effective legislators after the local elections in 2015. The seminars will focus on the roles and responsibilities of the newly elected officials as well as skills such as legislation, codes of conduct, and leadership on gender issues, representation roles, and others.

As with the capacity development program, these seminars will be provided in partnership with civil society organizations, the party women's organizations, and in close cooperation with relevant partners. Training will be provided to elected female councillors of ten rayons, which will be selected on basis of the number of elected women (with special focus on elected women from vulnerable groups) and geographic spreading throughout the country.

Activity 2.3.3 *Organizing parliamentary forums bringing together MPs and constituents, including representatives from women and youth organizations and LPAs on policy issues addressed by the Parliament, with a specific focus on issues important for women, especially from vulnerable groups*

A parliamentarian will quickly learn that the stories and concerns raised by women constituents are quite different than those raised by men. Studies have shown that women are more likely to be impacted by policies that attempt to address poverty, education and health. Indeed, it is women who are more concerned about such issues and the impact on their families. They also will have significant influence in the voting patterns of the family, though little of this may be observed to the outside world.

Therefore, it is important that parliamentarians make special efforts to hear the concerns of women. In a normal or more traditional setting, the voices of men, for various reasons, are more likely to be heard, whether that be because the venue is such that men of more comfortable or because men are more likely to speak publically about a matter. Opportunities must be found or created to encourage women to speak about what is concerning them.

The key to these is to build a dialogue with women in a constituency that is separate from the general MPs' dialogue with the public. Similar actions should be taken for other marginalized groups as well. In this way, parliamentarians will understand better the constituency and the needs of all citizens and of particular groups.

The Project will assist in strengthening the dialogue between Members of Parliament and women in Constituency Offices. Constituency Offices are an ideal place to incorporate resource centers which make available information about the work of the Parliament, and for organizing parliamentary forums bringing together MPs and constituents, including representatives from women organizations and LPAs on policy issues addressed by the Parliament and its committees, with specific focus on issues important for women. Special attention will be given to women from vulnerable groups. The forums will strengthen the capacities of male and female MPs in dealing with gender issues on grass root level.

This activity is a follow up of the Parliamentary Component of UNDP's Democracy Programme, in which support is provided to the Parliament with the establishment of initially 4 Constituency Offices in 2014.

Activity 2.3.4 *Training of the staff of the Constituency Offices in developing and implementing a catalogue of services for residents, with a due consideration of gender aspects and the needs of women, in particular from vulnerable groups*

Through this activity the project will provide technical support to the work of the staff of the Constituency Offices. In early 2014 the Parliament, with a support from the Democracy Programme, had adopted the decision on establishing four Constituency Offices in Comrat, Edinet, Leova and Orhei during 2014, and budgeted for the staff, rent and maintenance of these offices accordingly. In particular, under the current programme support will be provided for developing a catalogue of services to be provided by the Constituency Offices for residents, capacity development for constituency office staff to enhance their communication and outreach skills in relation to particular groups of constituency, including women. The catalogue of services will include:

- Providing information to citizens on locating government services and contact information;
- Creating networks between citizens, MPs and local civil society;
- Assisting citizens in understanding government policies and services regarding the promotion of gender equality;
- Assisting citizens in navigating through government bureaucracy;
- Providing support to draft and submit petitions;
- Ensure due process is being followed;
- Providing citizens with government documents, legislation, discussion papers and other web-based forms if they have no Internet access;

Special attention will be given in the catalogue to issues regarding gender equality and problems for women from vulnerable groups.

This activity is also a follow up to the establishment of Constituency Offices, as is foreseen in the parliamentary component of UNDP's Democracy Programme.

ANNEX 2: Assumptions, Risks and Mitigation Strategy by Outcomes

Goal: Women lead and participate in decision making at all levels (national local and rayon)

Assumptions:

1. Elections take place 2014/15 as planned;
2. Overall political stability in the country before and after the elections;
3. Political Parties nominate women candidates at least at the level of the last elections in the electoral list

#	Description of risk	Category	Impact & Probability (1-low-5-high)	Countermeasures / Management response	Date identified	Status
1.	Unscheduled elections	Political	I: In case of early (or significantly delayed) elections the timing and the level of the delivery of results will be changed P: 1	Depending on the new timing of the elections, the project activities will be re-adjusted by involving political parties, the CEC, key CSO platforms and women's groups, taking into account the new context and political situation	Feb, 2014	
2.	Political instability after the parliamentary elections and local elections	Political	I: can slow down the implementation of project activities. P: 3	Depending on the possible political situation in the country, the project will either continue with the re-adjusted plan taking into account the new realities or will be ceased for certain period of time.	February 2014	
3.	Lack of political will on the part of Political Parties leaders to nominate women candidates in the candidates list (especially in the lower-ranking positions) (Outcome 1)	Political	I: this would result in a lower representation of women in the elected seats both at the national and local level. P: 3	The project will constantly advocate to political parties to nominate as many women candidates as possible for the elections. The pledges made by the Political Parties at the Public Forum as well as their internal policies and regulations will serve as basis for further encouraging political parties to do so. Also, a practical guidance of identification of Women candidates by political parties will be provided. If political parties will further resist without taking any actions, a <i>shaming</i> campaign by CSOs will be directed to the political parties with the lowest representation of women candidates for the national elections to be used as a pressure to increase women's share for the local elections.	February 2014	

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Outcome 1: Legal frameworks and policies to advance women's right to participate in decision making at national and local levels are reformed/adopted and implemented

Output 1.1 Capacity at national and sub-national levels to develop and implement legal frameworks and policies to advance women's right to participate in decision making enhanced

Output 1.2 Capacities at all levels to promote women's participation in electoral processes both as candidates and voters enhanced

Output 1.3 Capacities of the Election Management Bodies on gender responsive electoral management enhanced

Assumptions:

1. No electoral system reform takes place before elections;
2. Coalition of interests supporting quotas able to overcome political resistance (1.1)
3. Knowledge and information made available encourages party leaders to improve, and increase pressure from many sides on them to do so. (1.1)
4. Various organizations willing to extend their support to women candidates for both elections (1.2)
5. Women aspirants able to secure nomination (1.2)
6. Political will to review EC and other legislative acts (1.3)

#	Description of risk per outcome and outputs	Category	Impact & Probability (1-low-5-high)	Countermeasures / Management response	Date identified	Status
1	Potential change of electoral system from proportional system to another (e.g. mixed member proportional system)	Political	1. Change in electoral system can significantly influence types of available measures to increase equality among elected officials p. 2	The project will constantly advocate to political parties to nominate as many women as possible as candidates for the elections. The focus will be on the proportional list. The project will also promote the implementation of quota on the electoral lists by political parties	Feb, 2014	
1.1	Lack of political will to adjust electoral legislative framework on gender equality issues (including political party finance legislation and/or introduction of TSMS into Electoral Code, secondary laws, etc.) (1.1)	Political	1. Gender balance among elected officials will be very low p. 4	Due to the high probability of this risk, the project will constantly advocate for amendments into the relevant legislative acts as core part of project implementation, including direct dialogue with each Parliamentary commission, political factions, their leaders and gender advocates within the Parliament	Feb 2014	

1.2	Women candidates are not interested or not making themselves available for capacity building activities (1.2)	Programmatic	I: Women candidates will have less chances to be elected. P:2	The proposed capacity building activities will be delivered based on the needs expressed by leading political organizations. A memorandum of understanding will be agreed upon with each participating political party covering the period of 2014-12016. ICT for learning will be increasingly used thus increasing the possible coverage of the target groups via communication technology	Feb. 2014	
1.2	CSOs and Platform Organizations do not have enough capacity to reach out to women candidates; or There are no concrete women candidates; or Political parties ignore the demand coming from the CSOs, media, women's groups to nominate women for election (1.2)	Programmatic	I: A subsequent lack of outreach to women candidates may significantly undermine project results. P: 2	Provide continuous capacity building to CSOs to increase their outreach capacity. Roster of CSOs and experts will be developed at the initial stage and TOTs will be offered, which will be followed by competitive selection of trainers/facilitators; Participatory nomination campaign will be organized in project communities to nominate women candidates; cooperation strategy with CALM and CALM women's network will be elaborated to reach out to existing and prospective women candidates; The internal regulations of parties, their pledges made at the Public Forum to promote women in political parties will be utilized by CSOs and the UN to encourage political parties.	Feb. 2014	
1.3	Women at the central level and men at the local level are not interested/available or not supported by the political parties to become members of election management bodies (1.3)	Political/ Environmental	I: It will significantly diminish gender balance in election management bodies P: 3	Prepare clear and concise information about duties of and benefits of being electoral administrators and offer clear training prospects for prospective women electoral administrators at the central level, including through direct work with the political committees of Political Parties;	Feb. 2014	

- Outcome 2** Gender equality advocates influence legal frameworks and policies to increase women's leadership and political participation
- Output 2.1** Capacities of the media on gender responsive coverage of political issues
- Output 2.2** Capacity of gender equality advocates to promote women's leadership and political participation strengthened
- Output 2.3** Capacities of elected women parliamentarians and councilors to perform the elected official's duties developed and strengthened

Assumptions:

1. Parties responsive to public demand, especially those by women on women's and gender issues
2. Media influences public opinion on gender issues via true interest in the subject (2.1)
3. Demand by women from the localities and the central level pushed party leaders to incorporate women's needs and priorities in the political party agenda (2.2)
4. Responsiveness and proactive approach by MPs to meet with Women's groups in rural localities; Meeting agenda is set from both side (MPs and Women) Political instability (2.3)

	Description of risk per outcome and outputs	Category	Impact & Probability (1-low-5-high)	Countermeasures / Management response	Date identified	Status
2	Public, including CSOs, women's groups, media, opinion makers both formal and informal are not demanding actions on the part of Political party on Gender Equality (Outcome 2)	Programmatic	: Political parties will remain gender blind and insensitive to the needs of women P: 3	Special targeted measures to build capacity of CSOs, women's groups, media, opinion makers at the central and local level to demand from political parties to increase their response to the needs of women, especially those from rural areas and marginalized groups are the basis for this project to succeed. Thus, implementation of the project in itself will diminish this risk nationwide.	Feb, 2014	
2.1	Media Continues not to be interested in the subject; not covering women adequately and proportionately in media (2.1)	Programmatic	: Women's image on and through media will be further distorted and women will have less possibilities to get elected (esp at the central level) P:3	Jointly with the Association of Independent Press and the Center for Independent Journalism, and the Coalition for Free and Fair elections, an alliance/platform of media organizations will be developed to ensure adequate reflection of women in media. The core of this groups will be 29 media organizations, which have signed a pledge for equitable promoting of women through media.	March, 2014	

2.2	Gender issues and the needs expressed by women continue to be marginalized by political leaders (2.2)	Political	I: Women's issues are not adequately reflected in the agenda of political parties P: 3	The project will work with Leaders of targeted political parties, Women's organizations and Youth organizations of political parties based on their internal regulations and rules, as well as the pledges made by the parties on promoting the needs of women and the promotion of women in political parties. Other innovative ways of working with parties will be introduced throughout the project.	Feb. 2014	
2.3	MP's visits to rural areas do not allow sufficient time for women to express their opinion and dialogue; or The meeting time and place are not conducive for women; or Unavailability of MPs to participate in the systematic dialogue (2.3)	Programmatic	I: Women's issues are not adequately reflected in the legislative platforms and the overall work of the Parliament P: 3	In cooperation with the Democracy Program/UNDP, an agenda item for MP's visits to rural areas to meet with Women and discuss women's involvement in local decision making, including in politics will be proposed and substance inputs will be made in the form of resource materials, talking points, etc, if and when needed. Also, the MPs will be requested to communicate their visit schedule ahead of time, that will be shared with the CSOs from the localities to organize meetings of women with MPs. In this context, coordination of meeting time and place will be made in advance conducive for women;	Feb 2014	

ANNEX 3: Project Budget and General Timeline

PLANNED ACTIVITIES	2014				2015	2016	Total, 2014-2016
	Q1	Q2	Q3	Q4			
OUTCOME 1: – Legal frameworks and policies to advance women’s right to participate in decision making at national and local levels are reformed/adopted and/or implemented							
Output 1.1: Capacity at national and sub-national levels to develop and implement legal frameworks and policies to advance women’s right to participate in decision making enhanced							
1.1.1 Carry out High-Level Advocacy for Quota/Temporary Special Measure Adoption including annual High Level meetings, with the participation of international experts							
1.1.2 Civil Society Advocacy for appropriate TSM Adoption							
1.1.3 Facilitate Regional Exchanges to Strengthen Case for Reform							
1.1.4 Support in elaborating the by-laws/secondary legislation to align the adopted legal amendments on TSMs, as well as develop legislative amendments for the Law on Government and other relevant laws to promote gender balance in decision making in compliance with the gender equality international normative framework;							
1.1.5 Conduct gender balance performance monitoring of public authorities, political parties and other relevant actors before, during and after the election							
Sub-total Output 1.1				217,900	259,400	126,540	603,840

2014-2016 Estimated Budget

Budget Description

2014

2015

2016

Total,
2014-2016

International Consultant

25,000

25,000

10,000

60,000

Contractual services - individuals

20,000

30,000

30,000

80,000

Contractual Services - Companies

15,000

10,000

5,000

30,000

Contractual Services - Companies

60,000

50,000

30,000

140,000

Training, Workshops & Conferences

20,000

25,000

15,000

60,000

Travel

25,000

35,000

12,500

72,500

International Consultant

15,000

15,000

5,000

35,000

Contractual Services - COs & Nat.Cons

10,000

5,000

5,000

20,000

Contractual Services - COs & Nat.Cons

27,900

64,400

14,040

106,340

PLANNED ACTIVITIES	2014				20	20	2014-2016 Estimated Budget					
	Q1	Q2	Q3	Q4	15	16	Budget Description	2014	2015	2016	Total,	
Output 1.2: Capacities at all levels to promote women's participation in electoral processes both as candidates and voters enhanced	1.2.1 Capacity development of CSOs and prospective trainers at central and local levels are built to better support women candidates to be nominated and run for election							Contractual Services - Companies	15,000	10,000	7,500	32,500
								Contractual Services - Individuals	20,000	28,000	28,000	76,000
								Local Consultants	5,000	5,000	5,000	15,000
								Local Consultants	10,000	-	-	10,000
								Training, Workshops and Conferences	15,000	25,000	-	40,000
								Contractual Services - COs & Nat.Cons	21,780	41,040	-	62,820
								Contractual Services - COs & Nat.Cons	30,000	60,000	15,000	105,000
								Contractual Services - Individuals	7,500	10,000	10,000	27,500
								Contractual Services - Companies	7,500	7,500	5,000	20,000
								Contractual Services - Companies	25,500	15,000	2,500	43,000
1.2.6 Undertake media campaign focusing on women in politics and showcasing successful women							International Consultant	15,000	5,000	5,000	25,000	
							Contractual Services - COs & Nat.Cons	58,660	41,200	16,010	115,870	
1.2.7 Organize series of capacity development programs for women leaders (currently in power) to improve their ability to run for office (mainly provide training on media appearance and TV debates)							International Consultant	10,000	15,000	-	25,000	
							Contractual Services - COs & Nat.Cons	58,660	41,200	16,010	115,870	
1.2.8 Conduct Pre-election Training Seminars for aspiring Women Candidates							International Consultant	10,000	15,000	-	25,000	

PLANNED ACTIVITIES	2014				20	20	2014-2016 Estimated Budget				
	Q1	Q2	Q3	Q4	15	16	Budget Description	2014	2015	2016	Total,
							Contractual Services- Companies	25,000	15,000	-	40,000
							Audio-Visual & Printing Costs	15,000	15,000	-	30,000
							Sub-total Output 1.2	280,940	292,740	94,010	667,690
Output 1.3: Capacities of the Election Management Bodies on gender responsive electoral management enhanced											
1.3.1 Assist the CEC to improve gender balance in their membership at all levels and create incentives for women to become election administrators							Local Consultants	10,000	-	-	10,000
							Training Workshops & Conferences	-	40,000	-	40,000
1.3.2 Assist CEC with the design of voter registration and education campaigns targeting women, young voters, and others, especially those from vulnerable groups							Contractual Services - Companies	100,000	50,000	-	150,000
							Contr Services - Individuals	15,000	25,000	25,000	65,000
1.3.3 Technical support gender disaggregated data compilation and analysis on voter turnout on national and local elections							Local Consultants	15,000	-	-	15,000
							Contractual Services - Companies	-	35,000	-	35,000
							Sub-total Output 1.4	140,000	150,000	25,000	315,000
							TOTAL Outcome 1	638,840	702,140	245,550	1,586,530
OUTCOME 2: Gender equality advocates influence legal frameworks and policies to increase women's leadership and political participation											
Output 2.1: Capacities of the media on gender responsive coverage of political issues enhanced											
2.1.1 Organize training for print, audio-visual and electronic media on improving participation of women in politics at central and local levels							Contractual Services - Individuals	7,550	8,500	8,500	24,550
							Contractual Services - Companies	10,000	10,000	-	20,000
2.1.2 Carry out monitoring and periodic ranking of gender sensitivity in political reporting including							Contractual Services - Individuals	5,000	10,000	10,000	25,000

PLANNED ACTIVITIES	2014				20	20	2014-2016 Estimated Budget				
	Q1	Q2	Q3	Q4	15	16	Budget Description	2014	2015	2016	Total
print, audio-visual and electronic media institutions, before, during and after the elections							Contractual Services - Companies	25,000	15,000	-	40,000
2.1.3 Support to media in undertaking gender self-assessment before, during and after elections on portrayal of women in politics and adherence to gender equality principles							Contractual Services - Companies	60,000	45,000	30,000	135,000
Sub-total Output 2.1								107,550	88,500	48,500	244,550
Output 2.2: Capacity of gender equality advocates to promote women's leadership and political participation strengthened											
2.2.1 Technical support and/or capacity building to community organizations, women's groups, youth and women in the communities, especially those from vulnerable groups (Romani women, women with disability, HIV positive women) to identify their needs and priorities, including in project supported localities							Contractual Services - Companies	15,000	15,000	-	30,000
2.2.2 Support women's initiatives at the central and local levels to demand inclusion of their needs and priorities in the political party agenda							Contractual Services - Companies	15,000	10,000	5,000	30,000
							Contractual Services - Individuals	5,000	5,000	5,000	15,000
2.2.3 Support initiatives of women, especially those from vulnerable groups, including Roma to raise general awareness and ensure support for their identified needs and issues							Contractual Services - Companies	45,000	75,000	13,505	133,505
Sub-total Output 2.2								86,500	115,000	33,505	235,005
Output 2.3 Capacities on gender equality and legislative work of elected women parliamentarians and councilors strengthened											
2.3.1 Implement a training programme for newly elected women MPs							Contractual Services - Companies	-	40,000	20,000	60,000
2.3.2 Organize post-election seminars for Newly-Elected women officials at the Rayon and Local Level							Contractual Services - Companies	-	40,000	40,000	80,000

PLANNED ACTIVITIES	2014				2015	2016	Total,	
	Q1	Q2	Q3	Q4				
Sub-total Operations Costs								
					55,114	54,881	52,956	162,951
Programme Monitoring & Evaluation								
Programme Regular Monitoring and Final Evaluation					56,523	66,631	29,581	152,735
Sub-total M&E costs								
					56,523	66,631	29,581	152,735
Contingency costs								
					10,000	9,253		
Support Costs: UN Support costs (8%)								
					80,686	94,912	41,807	217,405
Grand TOTAL					1,089,263	1,281,317	564,399	2,934,979

Budget breakdown per entity:

	UN W	UNDP	EEF	CPD	Total
Programme	1,007,550	766,550	338,505	270,030	2,382,635
Operations	77,451	35,405	26,495	23,600	162,951
M&E	104,618	48,117	-	-	152,735
Contingency	19,253				19,253
SCOST	149,399	68,006			215,865
TOTAL	1,358,270	918,079	365,000.00	293,630	2,934,979

Budget allocation tranches per years:

Year	2014		2015		2016		Total
	Month	Tranche amount	Month	Tranche amount	Month	Tranche amount	
	July	1,089,263	January	1,281,317	January	564,399	2,934,979

ANNEX 4: GLOSSARY

AEI	Alliance for European Integration parties
CEC	Central Election Commission
CPD	Center Partnership for Development
CPD	Center Partnership for Development
CSO	Civil Society Organization
EEF	East-Europe Foundation
EEF	East-Europe Foundation
EMB	Election Management Body
GE	Gender Equality
GEL	Gender Equality Law
HRBA	Human Rights Based Approach
JILDIP	Joint Integrated Local Development Program
LP	Liberal Party
MDGs	Millennium Development Goals
MP	Member of Parliament
NPGE	National Program on Gender Equality
PCRM	Party of Communists
PD	Democratic party
PLDM	Liberal Democratic Party of Moldova
TSM	Temporary Special Measures
UNDP	United Nations Development Program
UN GA	United Nations General Assembly
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
UPR	Universal Periodic Review
WE	Women's Empowerment
WHR	Women's Human Rights

