



United Nations
M O L D O V A

Annual Consolidated Progress Report on Programmes Implemented under the Towards Unity in Action Multi-Donor Trust Fund

Reporting period: 1 January-31 December 2016

UN Country Team in the Republic of Moldova

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Introduction

This Annual Consolidated Progress Report on Programmes Implemented under the Towards Unity in Action Multi-Donor Trust Fund (henceforth 'the Fund') covers the period from 1 January to 31 December 2016 and reports on the implementation of programmes approved for funding under the Fund. As per the provisions in the Memoranda of Understanding between the Fund and Participating United Nations Organizations (PUNOs), and the Terms of Reference of the Fund, the Annual Consolidated Progress Report is compiled based on information and data submitted in PUNOs' individual Annual Narrative Programme Reports. As of March 2017, eleven PUNOs are parties to the Fund: FAO, ILO, IOM, UNAIDS, UNDP, UNFPA, UNICEF, UNODC, OHCHR, UN Women, and WHO.

The Fund was initially established to mobilize funds to implement recommendations of UN Senior Expert Thomas Hammarberg's 2013 report on human rights in the Transnistrian region. However, the Fund's Terms of Reference provided flexibility to expand to additional thematic windows according to expressions of interest by more than one agency, and concrete funding possibilities. The Fund has three windows, covering specific the three pillars of the United Nations-Republic of Moldova Partnership Framework 2013-2017 (UNPF):

1. Governance and human rights;
2. Social inclusion;
3. Environment.

Oversight and strategic direction of the Fund is provided by the Towards Unity in Action Multi-Donor Trust Fund Steering Committee, which is co-chaired by the State Chancellery as the national coordinating authority for the UNPF, and the UN Resident Coordinator. The donors to the Fund and PUNOs are also members of the Steering Committee.

With the opening of the programme Contribution to the Confidence Building Measures Program in Transnistria - Health Sector, Phase II the Fund now has programmes under two of the three windows (Governance and human rights and Environment).

In 2016 the political landscape in Moldova was characterized by increased stability and a gradual decline in the intensity of the large scale public protests that started in the autumn of 2015. Nevertheless, the political system is fragile and the society remains divided, primarily along geo-political and ethno-linguistic fault lines. Moldova's democratic standards of governance, as well as the rule of law and human rights record, remain a shared concern among the international development partners, requiring continued engagement of the UN. After a slump in 2015, GDP growth picked up moderately in 2016, estimated at 2.2%, underpinned by the agriculture and services sectors. Chisinau succeeded to reach an agreement with the IMF on a three-year 178.7 million USD credit line in 2016. The agreement focuses on improved transparency and supervision in financial sector, sound monetary and fiscal policies, structural reforms in the utilities sector and overall improvement in economic governance and fighting corruption. More importantly, the new IMF programme is a prerequisite for unblocking the EU and WB direct budgetary support and other financial instruments, saving the country from insolvency.

The unsettled conflict in the breakaway Transnistrian region remained of major concern, with intensified efforts in the 5+2 negotiation format, largely driven by political pressure from the German OSCE Chairmanship in Office. Progress was limited though, as Chisinau and Tiraspol did not present a proactive approach towards reaching a negotiated settlement, and the political consultations were mainly steered by external actors. A new de facto president of the Transnistrian region was elected on 11 December 2016, which along with the new political configuration in Chisinau is expected to give a new impetus to the negotiations, although a political settlement will require long term involvement. In this context, UN interventions remain one of the few lifelines of communication, cooperation and rapprochement at community level between the two banks of the Nistru river.

The political, economic, financial and societal context posed tremendous challenges to development interventions and made it difficult to build and maintain strong partnerships with local counterparts. In spite of this negative

backdrop, the UN succeeded to maintain a high level of engagement in the country and further expand the scope of its development interventions, for the good of the people of Moldova.

Programmes implemented under the Fund

Joint Action to Strengthen Human Rights in the Transnistrian Region

Programme overview

Due to its disputed status, the Transnistrian region of the Republic of Moldova on the left bank of the Nistru river has been excluded from major developments occurring within the international human rights system during the past two decades. None of the UN Treaty Bodies have received sufficient information on human rights in the Transnistrian region. Following a report by UN Senior Expert on Human Rights Thomas Hammarberg, published in February 2013, UN has stepped up its efforts to support protection of human rights in the region.

The Joint Action to Strengthen Human Rights in the Transnistrian Region of the Republic of Moldova (Phase 2) is grounded in the United Nations human rights-based norms and standards and pursues strengthening of the effective exercise of human rights by people residing in the Transnistrian region through fostering improvement of institutional frameworks concerning disability, gender based violence and HIV, PWIDs and people in prisons. The joint action builds upon previous work in the aforementioned areas, carried out during 2014-2016.

The project is funded by the Government of Sweden, is implemented through the UN Multi-Donor Trust Fund Towards Unity in Action, and is framed around three inter-linked components (rights of persons with disabilities, women in vulnerable situations, and HIV/AIDS) which are led by OHCHR, UNDP, and UNAIDS/UNODC. These are aiming to advance Moldova's progress towards the achievement of Sustainable Development Goals 16 (Peace, Justice and Strong Institutions), 5 (Gender Equality), and 3 (Good Health and Well-being).

Results

Component 1: Non-Discrimination and social inclusion of children and adult persons with disabilities

The activity of the project started in September of 2016, with the recruitment of the Programme Manager. Shortly afterwards, in cooperation with programme co-applicants, NGO "Participation" (Bender) and Centre for Legal Assistance for Persons with Disabilities (CAJPD) (Chisinau), initiated the preparation of the workplan and activities, in line with the Programme proposals. Given the political instability in the Transnistrian region in the eve of and immediately after the local *de facto* presidential elections from December 2016, it was decided to start with a series of soft awareness raising activities on human rights, international standards, and sustainable development. The trainings were planned on both right and left banks of the Nistru river. On the left bank, the activities were to be implemented by the NGO "Participation", while on the right bank - by CAJPD. A special emphasis was made that the activities in the Transnistrian region were to be implemented in other localities than the main towns of Tiraspol and Bender. In cooperation with the local co-applicant, towns of Grigoriopol and Ribnita were selected to cover the southern and northern parts of the Transnistrian region.

Objective 1.1 - Support the transformation of the de facto policy and normative framework with regard to people with disabilities - with particular focus on women with disabilities - moving from segregation and institutionalization model to inclusive community-based model in line with the human rights based approach

Outputs:

- a) De facto authorities of central and local level, ombudsperson's office, other specialized de facto authorities and institutions trained and capacitated on international standards with regard to rights of persons with disabilities;
- b) De facto normative framework reviewed and adjusted – to the furthest possible extent – in line with the international standards with regard to rights of persons with disabilities (as amendments to de facto laws, regulations and/or as executive order, operational guides, etc).

In December 2016, 10 duty bearers were trained and capacitated on international standards concerning rights of persons with disabilities, including seven in-field specialists from the left bank of the Nistru river. These persons later could be involved in the process of adjustment of the normative framework. The process of revision and adjustment of the normative framework will be initiated in 2017.

Objective 1.2 - Empower organizations of persons with disabilities and local communities to develop access to specialized and mainstream services to persons with all types of disabilities by developing their design and delivery modalities, and by promoting measures that will increase availability and affordability, and thus developing a rights- and community-based model to addressing the needs and rights of women/girls and men/boys with disabilities

Outputs:

- a) Organizations of women and men with disabilities empowered to take action in protection and advancement of non-discrimination and their fundamental human rights as per the international standards and establish close collaboration with the similar organizations from the right bank of the Nistru-river;
- b) Women and men, as well as children with disabilities from the pilot one-two communities have access to a range of inclusive CRPD-compliant community services

Activities under this objective are planned to be initiated in 2017. A desktop review of the existing services for PwDs in the Transnistrian region is planned for January-March 2017. Also, in Q1 2017, the mobilisation activities of the NGOs working with PwDs will be initiated.

Objective 1.3 - Promote attitude changes at different levels of society through awareness raising, while promoting supportive and empowering attitudes

Output:

- a) Raised awareness among broader range of opinion and decision-makers (de facto MPs, local authorities, media, etc) and wider society about the rights-based concept of disability

In 2016, a series of trainings were launched to raise awareness of PwDs, representatives of NGOs, in-field specialists on the human rights concept, international standards related to Human Rights, with the special focus on rights of PwDs, and SDGs from the perspective of rights of PwDs. OHCHR, in partnership with local NGOs, ensured that the awareness raising process is done in a confidence building manner, involving participants from both banks of the Nistru river.

In total, 88 women and 43 men, with a wide geographical representation (circa 43 localities from the whole Moldovan territory), have raised their awareness about the rights-based concept of disability and sustainable development. Out of these, around 60 persons with disabilities, many of whom for the first time, have been informed on their rights and had the chance to interact with peers and representatives of NGOs from the other bank of the Nistru river.

Below is the opinion of one of the participants at the initial awareness-raising activities:

Sergei Nazarov, PwD, Speia village, Grigoriopol raion, Transnistrian region:

"I never went to school, so I can't read or write. I don't have a job and I stay most of the time at home. At this workshops I heard for the first time about human rights. I understand that PwDs, like myself, also have the right to education and to work. I am thinking that I have the right to request a wheelchair and I will ask our mayor about it. I will participate in other workshops like these, as they are interesting and useful."

Activities under this objective will continue in Q2 2017.

Component 2: Enhancing gender equality and combating violence against women

Output 1. The new created services help the women – victims of DV and/or HT and their children, to break the wheel of violence.

Specific objective: Provide support in the establishment, institutionalization and functioning of a more complex social reintegration/rehabilitation service, including the establishment of a shelter for the victims of violence and human trafficking and two regional hubs.

During the reporting period, UNDP continued its collaboration with the NGO Resonance, a partner that has been identified during the previous stage of the project after a public competition, and that has been included from the outset as a partner in the project document. Through this collaboration, in continuation of the previous work in 2014-2016, it has been possible to establish and maintain a temporary shelter which allows assisting in a residential regime concomitantly at least five survivors of domestic violence with their children. This allowed the project and partners to sustain the process of assisting beneficiaries in need and gather the necessary experience until the main, permanent shelter would be open.

In October 2016, UNDP announced a competition, inviting non-profit organizations from the left bank of the Nistru river to participate. The aim was to select two partner NGOs from the Transnistrian region that would be responsible for the daily management of the Women's Safety & Prevention Services (regional hubs) for assisting victims of domestic violence and/or victims of human trafficking. The selected NGOs include Rodnoy Bereg from Grigoriopol, to administer the regional hub in the Grigoriopol district, and Jenskije Initsiativy from Slobozia, to administer the regional hub in Slobozia district.

Starting from 15 December 2016, both NGOs started to manage the regional hubs. Besides the direct assistance to victims, the Women's Safety & Prevention Services are involved in disseminating information regarding the domestic violence phenomenon through mobile teams which visit every week one of the district's locality. Thus, the specialists reach remote areas, inform population and authorities about existing services, train other local specialists to identify signs of violence and to intervene, refer cases to the shelter and/or other services, and support the beneficiaries to participate on the labor market.

Achievements so far include:

1. The temporary shelter is functional and continues to provide assistance in most complicated cases of Domestic Violence from the Transnistrian region;
2. Two regional hubs in Slobozia and Grigoriopol were created at the end of 2016 and ensure outreach to local communities, identifying, assisting and referring cases of domestic violence.
3. A location for the future shelter has been identified, complying with the project requirements. The partner NGO Resonance obtained the right to manage the building for a period of 10 years.
4. The continuity of the process of assistance to victims of DV has been ensured through the partner NGO Resonance, which has signed with UNDP a grant agreement and an amendment, covering the period July 2016- September 2017.
5. During the reporting period, the temporary shelter assisted (in both, the residential and daily regimes) to 96 persons, out of which 59 were women, 34 children and 3 perpetrators. Depending on personal needs, all beneficiaries received psychological support, legal consultation, food supplies, medical examinations and professional orientation. Eleven women were helped to find a job.

Output 2. Increased number of professionals contribute to diminish the consequences of domestic violence and human trafficking (HT) phenomena.

Specific objective: Strengthen the capacity of key service delivery partners to promote and protect women's rights to life free from violence and those of the victims of the human trafficking

Within this sub-area, the efforts have been concentrated on the selection and training of the employees of the regional Hubs. Two psychologists, two social assistants, and one lawyer have been recruited for the respective hubs, and took part in a two-week internship in the Drochia Maternal Centre and the Drochia Centre for Assisting Perpetrators. A set of documents to help managing the cases of beneficiaries were developed and applied: 14 templates, along with hub regulations. These documents comply with the practical guidelines aimed to improve the activity of the centers of social reintegration, as well as with the samples of documents offered by their colleagues from the right bank, being adapted to meet the local working circumstances.

Output 3. Created opportunities are in line with the victims' needs and contributes to economic empowerment of the survivors/victims.

Specific objective: Contribute to a sustainable reintegration/empowerment of vulnerable women, including victims of domestic violence in the labor market, through the regional hubs.

The regional hubs were equipped to help the victims to find a decent workplace. They were enabled to provide professional orientation services to their beneficiaries, pay for vocational courses and, depending on the case – offer scholarships. The resources were also used to help the victims find a job and, depending on the case – co-finance the salary for the first three months. All activities related to the inclusion of victims in the labor market will last until June 2017. To increase the quality of the vocational orientation process, six training software packages for vocational and educational training (VET) and labor market activities were provided to the partner NGOs.

Output 4. Public awareness raised to support prevention/disclosure of DV and HT cases

Specific objective: Raise public awareness to support prevention and disclosure of DV and HT instances.

A concept on the implementation of the awareness raising campaign has been developed. Starting with May 2017, five local NGOs will be selected to run awareness raising campaign. They will receive support in developing local social marketing campaigns which will be used to foster community climates that promote zero tolerance against Domestic Violence (including trainings and grants). In collaboration with local authorities, the NGOs will be empowered to develop a 3-5 years Domestic Violence Prevention Action Plan.

Component 3: Improving prevention, treatment and care services for PLHIV, PWIDs and people in prisons

Increased access to comprehensive package of services for PWIDs, including drug dependency in community.

This component builds on the results achieved during the pilot phase of this project from 2015 – the implementation of the road map on substitution treatment (OST) drug dependency treatment and assistance.

Specific objective: Four-day study visit for 10 high-level authorities/specialists to Minsk. (postponed)

Resuming the informal communication and experience sharing network that was created as the result of the visit in April 2015, the visit is essential in persuading regions stakeholders of the lucrative people-centred, scientific-based approach. In November, a complex process of coordination and discussion with the regions stakeholders as well as health authorities from Belarus was undertaken. The political situation related to local elections has led to however postponing the respective visit to the second quarter of 2017.

Improve comprehensive package of service for people who inject drugs in prisons through addressing regulatory framework, political commitment of prisons/health authorities

This component focuses on developing a better understanding the existing situation and the most appropriate alternatives of collaboration with the key stakeholders in the region.

Specific objective: Assessment of comprehensive package of services in Transnistrian prisons and framework adjustment (ongoing)

Due to the special status of the region, the work on advancing human rights in the field is more difficult. There is limited information, including on most at risk populations and people in closed settings. The most recent comprehensive review was carried out in the 2013 Hammarberg report, that was used by the region stakeholders as a road map for internal cross-disciplinary plan for actions and investments. As cooperation with UNODC grew and the areas of UNODC implemented projects increased, local stakeholders became more interested in sharing knowledge and experiences regarding the human-rights based approaches related to HIV/AIDS. In the reporting period, a selected international consultant presented a detailed program which was shared with the region stakeholders, and adjusted based on feedback from de facto authorities.

There are four penitentiary institutions in the region, an educational institution for juvenile convicts in Camenca, penitentiary colonies for male convicts in both Glinnoe (prison no. 1) and Tiraspol (prison no. 2), another penitentiary institution in Tiraspol (no. 3) which holds (in separate sections) male convicts; female convicts and detainees held on remand. At the time, there is no official statistics with regards to the total number of inmates in the region. The Assessment of prisons' services had the primary purpose of evaluating their availability, features and accessibility, including the newly adopted Mandela Rules (UN Standard Minimum Rules for the Treatment of Prisoners) and the general Human Rights framework. The overarching scope of the assessment is the formation of the stepping stone in further development of the action plan and adjustment of policies and the normative framework as well as guiding principles for cooperation with the regions stakeholders in the next years. The assessment conducted in November has been encapsulated in a peer-reviewed report that is going to be edited, translated into Russian and printed in the first quarter of 2017.

Based on the findings, UNODC has developed specific recommendations in 15 areas for HIV prevention, treatment and care in prisons, to be presented in a joint meeting with relevant stakeholders of the region.

Support implementation of international standards, pursuing human rights and gender mainstreaming into HIV normative framework

The third component is actually envisaging gender and human rights mainstreaming. In 2015, the gender assessment of HIV response was performed in Moldova with the support of UNAIDS and UNODC. Since the component follows a confidence building approach, twining good approaches and models from the right bank is among the component overall objectives. It is proposed to have the same methodology assessment performed in the Eastern region.

Technically, the process was started and several meetings were organized to inform the stakeholders and to plan the activities, but the main activities are planned to start in April 2017.

Increase the access of the most at risk HIV populations to HIV testing and counselling through building capacities of NGOs and strengthening the dialogue between NGOs, health, prison and LEAs

The fourth outcome looks at the main epidemiological problem which is late diagnosed HIV patients (more than 60% on both sides) and to ensure the people are reaching the service as early as possible. One of the interventions focuses on innovative medical waste management – procuring the equipment to ensure safe disposal of needles and syringes collected through harm reduction projects for the right bank.

Innovative medical waste management equipment to ensure safe disposal of needles and syringes collected through harm reduction program in civil sector on the right bank. (ongoing)

It is envisaged that an innovative medical waste management equipment is procured to ensure safe disposal of needles and syringes collected through harm reduction projects for 10 territories in the north of the country (the right bank), thus ensuring environmental safety. In the reporting period, the respective intervention was discussed with interested NGOs dealing with harm reduction in the region, to understand better the requirements towards it. A hospital to accommodate the equipment was identified and conditions with its managerial team discussed – the main one is that the hospital will provide waste management for harm reduction projects for free. The tender has been launched. It is expected to have it installed by the end of April 2017. Also, it was agreed that in case that the equipment cost will exceed the planned budget, it will be co-financed from the Global Fund sources.

Establish a sustainable dialogue with law enforcement authorities with regards to a communitarian policing approach in working with most at risk populations and ensure referral services from Police to harm reduction services

The fifth component will firstly ever address Law Enforcement Agencies (LEA)/Police from the region to approach services for people who inject drugs from the communitarian perspective or approach. LEA from the right bank already developed policies to provide public health approach towards people who inject drugs. This experience will be extended and applied in the Transnistria region.

Technically, the process was started and several meetings were organized to inform the stakeholders and to plan the activities, but the main activities are planned to start in May 2017.

Raise public awareness to combat HIV and drug dependency related stigma and discrimination

This outcome addresses the main barrier which impedes people to access services – stigma and discrimination.

Stigma index assessment implemented on the left bank, based on the right bank model and identifying the stigma and discrimination myths, prejudices etc. (ongoing)

The process of conducting the Stigma Index study was launched in October 2016. An informative meeting with Transnistrian de facto authorities was held in Tiraspol. During this meeting, it was agreed upon the main activities to be implemented under the current project, including conducting the study on the left Bank. Several meetings with the civil society representatives and other stakeholders were organized and methods of implementation and timeline were agreed on. The entire process was supervised by the international expert (UNAIDS staff, in kind contribution) who conducted a mission to Moldova in December 2016. The draft Stigma Index methodology and protocol have been developed, along with questionnaires. As this is the second round of Stigma Index study for the right bank of the Nistru river, the lessons learnt from previous round were taken into account. This time, as the Transnistrian region (left bank) will be covered as well, the sample will be representative for entire territory of Moldova and for each bank separately. This will allow promoting the findings on the left bank and implementing the recommendations in the region. The implementation of the research is expected for the beginning of May, with two months on data collection and two more on analyzing, interpreting and writing the report.

Organized informational campaigns on HIV and drug dependency stigma and discrimination reduction around Commemoration Day, WDD, 1 December. The campaigns are integrated with the ones organised by NGOs on the right bank, as a confidence building measure and as used in 2015 phase of the project. (first event organized)

In the period November-December, a complex awareness and informational campaign, under the slogan "It concerns you! It concerns everyone! Make an HIV test!" was conducted. It aimed at informing the society on the importance of HIV testing, fighting stigma and discrimination and breaking the stereotypes about HIV and people living with this disease. The implementing partner during this campaign was NGO "Positive Initiative" with the direct involvement of regional partners. It involved 14 NGOs and 4 Regional Social Centres for People Living with HIV, which in turn ensured a wide geographical coverage, namely Public associations "Regional Center for Community Policies", "Generation with Initiative", "New Life", "Mothers for Life", "Second Breath", "Faith Nord", "Adolescent", "Zdorovoe Budushee", "Triniti" "Miloserdie", "Step by Step South", "Gender Doc-M", "For present and future", "Medical Reforms" and Regional Social Center "Together for Life" in Comrat, RSC "Renasterea" from Chisinau, RSC "Life with Hope" in Balti

and Social Regional Center for people living with HIV in Tiraspol. Events were held throughout the Republic of Moldova, including the Transnistrian region, in Chisinau, Anenii Noi, Soroca, Balti, Edinet, Orhei, Ungheni, Telenesti, Singerei, Drochia, Donduseni, Briceni, Ocnita, Glodeni, Soldanesti, Riscani, Ribnita, Tiraspol, Bender (Bender), Comrat, Cantemir and Cahul. More than 19,000 people were informed, including about 5,000 in the Transnistrian region (around 2,100 drivers). The campaign was covered by over 24 media channels, including TV (TV7, RU TV, A-TV, Canal 3, etc), radio (Radio Plai), internet portals (forum.md, allfun.md, point.md, e-sanatate.md, locals.md, afisha.md, etc) as well as the well-known magazines "VIP Magazin" and "Sanatate".

World Drug Day campaign (second event)

On June 26 with the occasion of World Drugs Day (WDD), UNODC provided in-kind organization support to the community based organizations "Positive Initiative", the Union for HIV/AIDS Prevention and Harm Reduction in Moldova (UORN), "Zdorovoe Budushee", in organizing a series of events on both banks of the Nistru River. This campaign was special because it gathered representatives of civil society institutions, people who use drugs, official bodies (including law enforcement and penitentiary authorities), UN Agencies and partner institutions. The distinct feature of 2016 WDD was the symbolic marathon in seven different cities. The race took place simultaneously in Chisinau, Balti, Cahul, Orhei, Bender, Ribnita and Tiraspol. On the occasion of WDD 2016, Law Enforcement agents in all regions of Moldova have organized "open day events" for vulnerable groups at the police section with the scope to inform PWIDs and communities about their support for Harm Reduction, treatment and rehabilitation programs.

The specific results achieved include over 1,500 people running the marathon; a press conference with representatives of ministries, UN agencies and CSO, 15 banners published in 7 big cities in Moldova, 7 meetings with the communities of people living with HIV; 13 thematic round tables for police and penitentiary institutions officers with 600 participants, etc.

The campaign was carried out with the direct involvement of regional partners. Thus, in the process were engaged NGOs as well as Regional Social Centres for PLWH, which in turn ensured a wide geographical coverage, namely B.O. "Miloserdie" (Bender), I.C. "Trinita" (Rybnitsa), I.C. "Tochka Opory" (Tiraspol), A.O. "Pas cu Pas regiunea Sud" (Cahul), RSC "Together for Life" (Comrat), A.O. "CRPC" (Chisinau, Orhei), A.O. "Mothers for Life" (Chisinau), A.O. "New Life" (Chisinau), A.O. "Generation with Initiative" (Chisinau), RSC "Rebirth" (Chisinau), A.O. "Adolescent" (Orhei), Centr socialnoi podderzhki dlja LZHV (Tiraspol), RSC "Life with Hope" (Balti), A.O. "Molodjzoh za pravo na zhizn" (Belti), A.O. "Second Breath" (Balti), A.O. "Faith" (Chisinau), Balti Mayors office.

Media coverage: Simpals, TV7, Allmoldova, Locals, Europa Libera, RTR Moldova, Moldova Sport.

Events were held throughout the country, including in the Transnistrian region, namely in the following cities: Chisinau, Soroca, Balti, Edinet, Orhei, Ungheni, Singerei, Donduseni, Briceni, Floresti, Tiraspol, Bender, Comrat and Cahul.

Challenges and lessons learned

The key lessons drawn from the implementation of this programme include:

- Joint activities, such as study visits, trainings, and exchanges involving stakeholders from both banks of the Nistru river create bridges for confidence building;
- To ensure effective change and full institutional commitment, involvement of senior management and high-level officials is required. At the same time, every activity needs to be considered carefully and the involvement of senior administrative staff from de facto authorities balanced with political risks due to the sensitivity of the subject matter;
- Care should be exercised in the selection of the location for exposing staff from the Transnistrian region to international standards and best practices.
- There is a need for mentoring of NGOs from the Transnistria region in conducting capacity building activities. It is worth including some ToTs activities in the future or adjusting the current programmes.

- Exclusion of PwD and general discrimination of minorities is more common in the Transnistrian region, than on the right bank of the Nistru river, due to fewer information and interaction with representatives of the minorities. A wider general antidiscrimination campaign is needed.
- A couple of PwDs from the Transnistrian region mentioned that they cannot read and write, because they did not go to school. Though this is not a norm, it will have to be taken into consideration when working with grass-roots. A more down to the ground approach is needed when providing trainings. Also, identification of good Russian speaking specialists is paramount for the work in the Transnistrian region, as those who speak well conversational Russian, have difficulties in using technical or specific human-rights-related terminology and get these concepts across to the audience.
- The most successful activities are the ones based on priorities and development needs of both sides of the Nistru river, that are not imposed but closely coordinated with them. As soon as this crucial ingredient goes sideways, project work tends to stumble. It is of paramount importance to carefully inform the stakeholders and not to try cutting corners, which leads to the opposite– lack of trust. Projects that people understand, that are transparent, lead to reducing pre-conceptions and “opening-up” the region for more. Experts, civil society leaders need to be involved in conceptualizing and defining areas for project work, to ensure fine-tuning and “matching” ideas with reality.
- An in-depth knowledge and understanding of the operating environment is constantly needed, as this helps determine what is possible and what not at any given stage. Even though the programme itself is not political, it depends on the political environment and is sensitive to changes within that environment. Careful management is required; lack of it may unravel the program.
- It is of paramount importance to enhance the capacity of organizations from both sides for joint project work, as it is quite limited. Both implementing capacity - to “deliver” large joint projects need support, as well as local capacities for peace – i.e. to approach arising conflicts in a constructive, positive manner, and the capacities that would enable partnerships across the divide to last.

Indicator based performance assessment

	Achieved indicator targets	Reasons for variance with planned target (if any)	Source of verification
Component 1 - Non-discrimination and social inclusion of children and adult persons with disabilities			
<p>Output 1.1 a) <i>De facto</i> authorities of central and local level, ombudsperson's office, other specialized de facto authorities and institutions trained and capacitated on international standards with regard to rights of persons with disabilities; b) <i>De facto</i> normative framework reviewed and adjusted – to the furthest possible extent – in line with the international standards with regard to rights of persons with disabilities (as amendments to de facto laws, regulations and/or as executive order, operational guides, etc.).</p> <p>Indicator 1.1.1 - No. of responsible officers and professionals (of which % of women) capacitated in applying international standards with regard to rights of persons with disabilities. Baseline: - 0 responsible officers and professionals (of which 0 women) capacitated in applying international standards with regard to rights of persons with disabilities. Planned Target: - At least 100 responsible officers and professionals (of which at least 60% - women) trained and capacitated in applying international standards with regard to rights of persons with disabilities.</p> <p>Indicator 1.1.2 - Existence of policy and normative framework compliant with UN standards on persons with disabilities (to be measured through a study on this framework at the very first stage of project implementation); Baseline: - No policy, normative and institutional framework for implementation of rights of persons with disabilities compliant with UN standards on persons with disabilities; Planned Target: - Policy and normative framework in place – to the furthest possible extent – (at minimum soft – Strategy/roadmap and/or guidelines endorsed by the <i>de facto</i> authorities);</p>	<p>10 responsible officers and professionals (of which 90% - women) trained and capacitated in applying international standards with regard to rights of persons with disabilities.</p>		<p>Trainings participants lists</p>

<p>Output 1.2</p> <p>a) Organizations of women and men with disabilities empowered to take action in protection and advancement of non-discrimination and their fundamental human rights as per the international standards and establish close collaboration with the similar organizations from the right bank of the Nistru-river;</p> <p>b) Women and men, as well as children with disabilities from the pilot 1-2 communities have access to a range of inclusive CRPD-compliant community services</p>			
<p>Indicator 1.2.1</p> <p>- No. of empowered organizations of women and men with disabilities;</p> <p>Baseline:</p> <p>- 1 empowered organization persons with disabilities (“World of Equal Opportunities” from Bender);</p> <p>Planned Target:</p> <p>- 5 empowered organization persons with disabilities (in addition to the “World of Equal Opportunities” from Bender);</p> <p>Indicator 1.2.2</p> <p>- Establishment of the regional alliance of persons with disabilities;</p> <p>Baseline:</p> <p>- No regional alliance of persons with disabilities;</p> <p>Planned Target:</p> <p>- One regional alliance of persons with disabilities established;</p> <p>Indicator 1.2.3</p> <p>- No. of community-based services for persons with disabilities developed;</p> <p>Baseline:</p> <p>- 1 community-based service/mechanism for persons with disabilities developed (Accessibility Review within the Bender City Constructions Approval Committee);</p> <p>Planned Target:</p> <p>- 5 community-based services/mechanisms for persons with disabilities developed (in addition to the Accessibility Review within the Bender City Constructions Approval Committee);</p> <p>Indicator 1.2.4</p> <p>- No. of persons with disabilities (% of women and girls) enjoying the developed community-based services.</p> <p>Baseline:</p> <p>- 0 persons with disabilities (% of women and girls) enjoying the developed community-based services.</p> <p>Planned Target:</p>			

<p>- 50 persons with disabilities (of them 60% women and girls) enjoying the developed community-based services.</p>			
<p>Output 1.3 a) Raised awareness among broader range of opinion and decision-makers (de facto MPs, local authorities, media, etc.) and wider society about the rights-based concept of disability</p> <p>Indicator 1.3.1 No. of region residents covered by awareness-raising activities. Baseline: 0 region residents covered by awareness-raising activities. Planned Target: At least 100,000 region residents covered by awareness-raising activities</p>	<p>131 region residents covered by awareness-raising activities</p>		<p>Participants lists at awareness raising events</p>
<p>Component 2: Enhancing gender equality and combating violence against women</p>			
<p>Output 1 The new created services help the women – victims of DV and/or HT and their children, to break the wheel of violence. Indicator: Victims of Domestic Violence and Human Trafficking (HT) from Transnistrian region have improved access to complex social reintegration/rehabilitation service, including one shelter and two regional hubs</p>	<ol style="list-style-type: none"> 1. The temporary shelter is functional and continues to provide assistance in most complicated cases of Domestic Violence from the Transnistrian region; 2. Two regional hubs in Slobozia and Grigoriopol were created at the end of 2016 and ensure outreach to local communities, identifying, assisting and referring cases of domestic violence. 3. A location for the future shelter has been identified, complying with the project requirements. The partner NGO Resonance obtained the right to manage the building for a period of 10 years. 4. The continuity of the process of assistance to victims of DV has been ensured through the partner NGO Resonance, which has signed with UNDP a grant agreement and an amendment, covering the period July 2016 - September 2017. 5. During the reported period, the temporary shelter offered assistance (in both, the residential and daily regimes) to 96 persons, out of which 59 were women, 34 children and 3 perpetrators. Depending on personal needs, all beneficiaries received psychological support, legal consultation, food supplies, medical examinations and professional orientation. Eleven women were helped to find a job. 	<p>As in 2014 the local authorities from Transnistrian region found it difficult to identify a rent-free location to be used on a permanent basis as a shelter, the project team has elaborated an intermediary step, allowing to start work with survivors of Domestic Violence and to achieve the assumed outputs. The idea consisted in renting an adequate house from the private sector (which would become a “temporary” shelter, until the building for the permanent shelter was identified, retrofitted and finally commissioned to the local partners. Starting with February 2015, one house from the private sector and in very good condition was rented in Bender, for a period of 18 months. This house has the role of temporary shelter and allows assisting victims of domestic Violence and their children, in a residential regime.</p>	<p>Project reports and results of monitoring and evaluation activities.</p>

<p>Baseline: 1 Lack of services (unities) for assisting victims of DV and HT</p> <p>Indicators: 1.1. Number of created services (unities) 1.2.Exact types of created services in the units 1.3. Number of partnerships with local NGOs for transfer of the management of the Shelter and regional hubs</p> <p>Planned Target: 1.1.1 1 effectively established, functional and capacitated Residential Women Centre (Shelter) & Women’s Safety & Prevention Services (non-residential) in Tiraspol with functioning regulations and rules for social reintegration services 1.2.1. 2 effectively established, functional and capacitated regional hubs Women’s Safety & Prevention Services (non-residential) in Grigoriopol and Rabnita 1.3.1. Partnerships created with 2 NGOs in order to transfer the management of the Shelter and the 2 hubs.</p>	<p>1.1.1.1. On track. The temporary shelter will work until the permanent shelter is established.</p> <p>1.2.1.1. Target reached. Two regional HUBs (one in Grigoriopol and one in Slobozia) have been established.</p> <p>1.3.1.1. Target is reached. Two Grant Agreements (with possibility of extension) have been signed.</p>		
<p>Output 2 Increased number of professionals contribute to diminish the consequences of Domestic Violence and Human Trafficking (HT) phenomena</p> <p>Indicator: The presence of professionals (in shelter, in two regional hubs, in services managed by other local NGOs) who can deliver qualitative services for victims of DV and HT</p>	<p>2 psychologists, 2 social assistants, and one lawyer have been recruited for the regional hubs. The mentioned left bank specialists took part in a two-week internship in the Drochia Maternal Centre and the Drochia Centre for assisting Perpetrators.</p>		<p>Project reports and results of monitoring and evaluation activities.</p>
<p>Baseline: 2. Lack of trained specialists, specifically case managers, psychologists, social workers, lawyers, PR specialists from the shelter, regional hubs and other local NGOs to deliver qualitative services for victims of DV and HT.</p> <p>Indicators: 2.1. Number of specialists from service delivery institutions (shelter, regional hubs, other partner NGOs, representatives of de-facto ministry) trained;</p> <p>Targets:2.1.1. Capacities strengthened through trainings to 15 professionals from specialized services of the key service delivery partners.</p>	<p>2.1.1.1. Target on track to be achieved. Until now, 3 specialists from the regional hubs were involved in a two-week internship in similar services on the right bank. The basic training programme for 15 specialists will start in July, 2017.</p>		
<p>Output 3 Created opportunities are in line with the victims needs and contributes to economic empowerment of the survivors/victims</p>	<p>Six psychological software for VET and Labor Market activities were purchased and offered to the partner NGOs.</p>		<p>Project reports and results of monitoring</p>

<p>Indicator: Enhanced opportunities for, victims of DV and HT to attend the labour market</p>			<p>and evaluation activities.</p>
<p>Baseline: 3. Lack of specialists (social workers, psychologists), who applies vocational counselling techniques and tests</p> <p>Indicators: 3.1. Number of psychologists trained to use vocational counseling techniques and psychological tests for career counselling and planning 3.2. Number (80) of victims professionally oriented 3.3. Number (20) of women who graduated VET courses 3.4. Number (40) of women employed</p> <p>Targets: 3.1.1. Capacity of partner NGOs developed to implement economically oriented programs for victims of DV and HT, including 5 trained psychologists 3.2.1. 80 victims professionally oriented 3.3.1. 20 women graduated vocational courses 3.4.1. 40 of women employed</p>	<p>All targets are on track to be achieved. As the integration process on the labour market (starting from professional training and ending with the employment) may last on average 5 months, the results will be visible starting from April 2017.</p>		
<p>Output 4 Public awareness raised to support prevention/disclosure of DV and HT cases</p> <p>Indicator: The information and public awareness campaign produced effects among the general public, and generated public debate</p>			<p>Project reports and results of monitoring and evaluation activities.</p>

<p>Baseline:4.1. Domestic Violence – a hidden social problem 4.2. Relatively high tolerance of Domestic Violence phenomena among society 4.3. Lack of public debates regarding Domestic Violence phenomena</p> <p>Indicators: 4.1.1. Number of awareness raising activities carried out 4.1.2. Number of NGOs, trained to develop local campaigns</p> <p>Targets: 4.1.1. Support the organization of awareness raising campaigns and joint events (involving the right bank) on DV and HT - 5 awareness raising activities carried out 4.2.1. Empower 5 NGOs to develop local mid-term plans to prevent DV 4.3.1. 5 NGOs trained to develop local campaigns</p>	<p>4. Target on track to be achieved. Starting with May 2017, five local NGOs will be selected as part of an awareness raising campaign and will receive support in developing local social marketing campaigns which will be used to foster community climates that promote zero tolerance against domestic violence.</p>		
Component 3 - Improving prevention, treatment and care services for PLHIV, PWIDs and people in prisons			
	Achieved indicator targets	Reasons for variance with planned target (if any)	Source of verification

<p>Output 1. Increased access to comprehensive package of services for PWIDs, including drug dependency in community</p> <p>Indicator 1.1 10 specialists participated at the working visit on HIV/OST to Minsk Baseline: Weak understanding of OST benefits among decision makers on both banks Planned Target: 10 Authorities and relevant specialists have increased knowledge on addressing public health policies on drug use</p> <p>Indicator 1.2 A report including normative document adjusted to incorporate OST is prepared Baseline: Lack of normative acts to incorporate OST on the left bank Planned Target: A clear normative health treatment related regulation/ordinance in place on the left bank to enable OST, including basic guidance for medical specialists (Clinical Protocol) implementation</p> <p>Indicator 1.3 Targeted capacity building of 7 drug dependency and infectious diseases specialists from both banks to ensure piloting and scaling up of drug dependency treatment on both banks. Baseline: Lack of knowledge and skills of health and NGO staff to provide OST on both banks of Nistru. Planned Target: All staff (at least 7 persons) skilled to provide OST in the new 4 OST sites (2 on left bank and 2 on right bank)</p> <p>Indicator 1.4 Ensure adequate functioning of the new 4 OST sites by providing equipment Baseline: No OST available on the left bank. OST in partly available on the right bank. Planned Target: 4 new sites (2 on left bank and 2 on right bank) available and including 4 medical personnel trained to provide OST in the new opened sites</p>	<p>In progress</p>		
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<p>Output 2 Increased access to HIV services for 2000 prisoners</p> <p>Indicator 2.1 Assessment report shared with the prison authorities Baseline: Lack of needs assessment of HIV response in prisons Planned Target: Conduct the assessment in comprehensive package of services to HIV in TN prisons to identify major challenges and adjustments (including on the normative framework)</p> <p>Indicator 2.2 20 NGO and prison staff trained in comprehensive services to HIV in prisons Baseline: Weak integrated HIV and TB skills of prison and NGOs staff Planned Target: Improved the capacities of 20 Health and NGOs staff in providing qualitative integrated TB and HIV services for inmates</p> <p>Indicator 2.3 6 prison staff who participated at the working visit on comprehensive package of services in prisons to Switzerland Baseline: Limited knowledge of prison staff regarding the comprehensive of services Planned Target: Increased understanding of 6 decision making staff with regards to integrated services in prisons as a result to best practices exposure in Switzerland</p>	<p>2.1 Target achieved. Assessment conducted. Report in English and Russian submitted.</p> <p>2.2 and 2.3 in progress, planned for Q3 and Q4 2017</p>		
<p>Outcome 3. Existent HIV programming policies are human rights based and gender sensitive, including M&E frameworks and budgets</p> <p>Output 3: Human rights and gender mainstreamed into HIV normative framework on both banks</p> <p>Indicator 3.1 Number of gender assessment performed and implemented Baseline: Lack of gender assessment of HIV policies on the left bank Planned Target: Nr (1) gender assessment of HIV response, present (baseline 1 – on the right bank) by end 2016</p> <p>Indicator 3.2 Number of specialists from NGOs and public sector able to develop gender and HR sensitive policies Baseline: Lack of competencies to develop gender sensitive policies in HIV response</p>	<p>In progress. Technically, the process was started, but the main activities are planned to start in April 2017.</p>		

<p>Planned Target: Nr (25) specialists from both banks of Nistru river able to develop HIV gender sensitive policies and integrate HR&gender base approach in HIV normative framework</p> <p>Indicator 3.3 Number of HIV working plans for 2017-2018 on both banks of Nistru river gender sensitive</p> <p>Baseline: Lack of skills to provide HR and gender sensitive services on both banks</p> <p>Planned Target: Nr (10) specialists skilled to promote gender sensitive plans implementation as a result of the study visit</p>			
<p>Outcome 4. Improved capacities of NGOs to provide HIV testing and normative framework ensured for the service</p> <p>Output 4: Increased access to communitarian testing of most at risk populations</p> <p>Indicator 4.1 Number of NGOs representatives able to provide qualitative HCT (HIV communitarian testing)</p> <p>Baseline: Weak knowledge and skills of NGO service providers to realize communitarian testing</p> <p>Planned Target: (30) NGOs representatives able to provide communitarian testing on both banks</p> <p>Indicator 4.2 Number of specialists exposed to best HCT practices</p> <p>Baseline: Weak abilities of NGO sector to ensure sustainability of communitarian testing</p> <p>Planned Target: Nr (8) specialists exposed to best HCT practices from the region through a study visit to Baltic states</p> <p>Indicator 4.3 Number of NGO personnel who are able to get funds from public resources</p> <p>Baseline: 0</p> <p>Planned Target: (25) management staff of NGOs have fundraising skills</p> <p>Indicator 4.4 % of waste safely managed</p> <p>Baseline: 0</p> <p>Planned Target: 100% of waste managed safely on the right bank</p>	<p>In progress</p> <p>A hospital to accommodate the equipment was identified. The tender has been launched. It is expected to have it installed by the end of April 2017.</p>		
<p>Output 5 LEAs participate in referral process of vulnerable groups to harm reduction services</p>			

<p>Indicator 5.1 10 LEAs participated at working visit on Police Referral Services to Vienna, Austria Baseline: Lack of knowledge of LEAs related to comprehensive HIV/TB/ OST prevention package Planned Target: 10 LEAs are sensitized in the field of Harm Reduction and referral services as a result of exposure to best practice LEAs communitarian approach in Austria</p> <p>Indicator 5.2 25 police officers trained in Harm Reduction and personal security and safety Baseline: Lack of normative guidance for LEAs to address public health needs of PWID Planned Target: 20 LEAs are capacitated and have the necessary skills to ensure referral to Harm Reduction and personal safety and security while interacting with the vulnerable groups</p> <p>Indicator 5.3 Regulation developed and approved to incorporate safety and security at the work place and referral schemes to Harm Reduction for police officers Baseline: 0 Planned Target: 1 Normative document developed and approved to incorporate safety and security at the work place on the left bank and referral schemes to Harm Reduction for police officers</p>	<p>In progress</p>		
<p>Outcome 6: Stigma and discrimination of the PLWH decreased</p> <p>Output 6: HIV and drug dependency related stigma and discrimination reduced</p> <p>Indicator 6.1 Number of reports on stigma index Baseline: Lack of Stigma index research on the right bank Planned Target: Stigma Index conducted (2016)</p> <p>Indicator 6.2 Number of population covered by the campaign Baseline: High level of stigma and discrimination towards HIV on both banks which impede persons to exercise their rights Planned Target: At least 5,000 Persons covered by communication campaigns</p>	<p>In progress. The implementation of the research is expected for the beginning of May</p> <p>In Progress, first event organized. Target overachieved. Totally, were informed about 19,000 people, including about 5,000 in the Transnistrian region</p> <p>In progress</p>		

<p>Indicator 6.3 Number of staff tolerant towards beneficiaries</p> <p>Baseline: High level stigma among health personnel providing services to HIV affected or infected persons</p> <p>Planned Target: 200 health personnel providing HIV prevention, treatment and care services tolerant to their beneficiaries</p>			
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Enhancing Women’s Political Representation through Improved Capacity and Enhanced Support in Moldova

Programme overview

The Programme “Enhancing Women’s Political Representation through improved capacity and enhanced support in Moldova” (short title WiP Programme) is implemented jointly by two UN agencies – UN Women and UNDP – in partnership with two non-governmental organizations (NGOs) - East Europe Foundation (EEF) and the Centre Partnership for Development (CPD). The initial period of implementation is July 2014-December 2016 and the overall budget per the project document is USD 2,934,979. Financial support is provided by the Government of Sweden. Following agreement with the Embassy of Sweden, a one-year cost extension of the Programme has been granted for period January-December 2017, and the budget increased to USD 3,485,690.

The overall goal of the WiP Programme 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. The Programme also seeks to promote increased public awareness of women’s contribution to political leadership and supports the realization of women’s rights and commitments undertaken by the Government of Moldova. It has two expected outcomes: 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. Outcome 2: Gender equality advocates influence legal frameworks and policies to increase women’s leadership and political participation.

Results

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.

The Law no. 71 on amending and supplementing specific legal acts in the area of gender equality¹, also known as the draft Legislative Package no. 180, was voted by the Parliament in the second and final hearing on 14 April 2016 and entered into force on 27 May 2016. The Law modifies 15 legislative acts to ensure better respect of gender equality. Following is a summary of key provisions:

- Amendments to the Labour Code to introduce 14 days paternity leave paid from the state Social Fund (instead of three days as previously proposed by the National commission on collective bargaining)
- Amendments to the Electoral Code to introduce a 40% gender quota on party lists, with penalty of non-registration for elections of parties that do not comply
- Amendments to the Law on Government requiring Prime Minister to nominate Cabinet respecting the 40% gender quota
- Amendment to the Law on Political Parties and the Law on Equal Opportunities to introduce a 40% quota for representation of either gender in political party management structures
- Amendments to the Laws on Media, Law on Advertising and Audio-Visual Code to prohibit the use of sexist language and advertising including sanctions and applying 40% gender quota in the Coordinating Council of Audiovisual
- Amendments to the Law on Labour Inspection to prohibit sexual harassment in the workplace
- Amendments to the Law on Equal Opportunities to introduce establishment of a Gender Equality Coordination Group with specific competencies; to concretize and expand different provisions such as what constitutes sexual harassment, discrimination at hiring, equal opportunities in media, etc.
- Amendments to the Law on Civil Protection to make women with children under eight equally eligible to be included in emergency response teams (previously not the case) and to the Law on the Status of Security and

¹ <http://lex.justice.md/md/365019/>

Intelligence Officers to give women and men officers with children under 14 equal rights to paid and unpaid leave (previously only valid for women).

Legislative Package 180 was voted on by an almost absolute majority of Members of Parliament (MPs) (86 out of 87 present, 1 abstained). The adoption takes place after nearly two years since the first hearing in Parliament in July 2014. It is a culmination of a multi-year process that has involved all branches of Government of the country, as well as its civil society, media, experts and United Nations and development partners. Non-governmental organizations and gender advocates have engaged in long-term and persistent advocacy with Parliament and political parties. Their vital role and contribution have been recognized by MPs, including by the Speaker and Deputy Speaker of the Parliament. Women MPs, under the cross-party Women's Platform formalized in the Parliament have been a critical force in ensuring that the gender equality legislation stays on the legislative agenda and the draft Law 180 receives support by their parties. The amount and type of coverage the legislative package and the issues reflected in the Law received by media has also contributed to this outcome, and media remains a key partner in future efforts to ensure the adopted provisions are known widely by the citizens of Moldova and utilized by them in everyday life.

In relation to the introduction of a 40% gender quota on party lists, the very important clause for placement of either gender on party lists contained in the draft Law 180 was not voted on. This will likely weaken the effect of the Law, due to the tendency of parties to put women in lower positions on their lists. Nevertheless and even though the real effects of the mandated quota will become apparent only after the upcoming elections (planned in 2018 for Parliament and 2019 for the local level), historical data points to the likely beneficial effects on women's political representation. It is estimated that had the Law existed prior to the previous national and local elections in 2014-2015, the results would have been: 27% of women elected for Parliament (against the actual result of 20%), 34.3% of women elected as local counselors (against 30% actual result) and 25% as rayon councilors (instead of actual 18.6%).² As regards the newly introduced paternity leave, according to the information presented by the National Social Insurance Agency, 60 fathers have benefited from the paternity leave in 2016. In January, 2017, there were an additional 379 beneficiaries of paternity leave.

Following adoption of the Law, the WiP Programme worked on raising awareness of the new provisions targeting different groups, both duty bearers and rights holders, and towards the implementation of the specific provisions in the area of sexist advertising. In this regard, the draft Regulation for establishment and functioning of the Experts' Council in the field of advertising, with special focus on sexism in advertising, was improved based on international expert review and consultations with representatives of state institutions and advertising agencies. The draft Regulation remains to be reviewed by the Competition Council, followed by a public consultation process and Government adoption.

The Programme also contributed to strengthening the capacities of the civil society Gender Equality Platform which was instrumental in the adoption of Law 71 and has been recognized as a key actor in support of Government efforts on gender equality. This is evident from their inclusion as a partner in the new National Strategy on Advancing Gender Equality (2017-2022) which is currently pending adoption by the Government.

The CEC and CCET has continued playing a leading role in the establishment of the International Association of Women in Electoral Management Bodies, an initiative that has enabled the Moldovan gender mainstreaming in electoral processes experience to be shared with other countries' EMBs. Drawing on its improved data collection and analytical capacities, the CEC and CCET have led the production of a comprehensive "eye-opening" set of sex-disaggregated data on different aspects of the electoral process which allows for monitoring of trends and advocacy by different actors.

Output 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.

Advocacy for adoption of the Law on Temporary Special Measures

² Gender Equality in Elections in the Republic of Moldova: <http://cicde.md/index.php?pag=news&id=1063&rid=1321&l=ro>

WiP Programme supported high-level advocacy for adoption and implementation of the temporary special measures jointly with civil society and media, utilizing a variety of strategies.

One-on-one advocacy with key decision-makers took place during numerous meetings organized at the initiative of NGOs in the course of the year, and during meetings held with United Nations representatives. Decision-makers both from Government (Prime Minister, Minister of Labour, Social Policy and Family) and Parliament (Speaker, Deputy Speaker of Parliament) were targeted. To put pressure on MPs to pass in the second reading the draft Law 180, on the eve of International Women's Day, NGOs from the Gender Equality Platform organized a public action in front of the Parliament on 4 March 2016. The public action was well covered by the media.³

The Gender Equality Platform (GEP) seized the opportunity provided by the Public Forum "Partnership for an inclusive and Prosperous Moldova: Women Matter!", organized on 28 March 2016 by UN Women, to assert pressure on decision-makers. During the event the most active members of the Gender Equality Platform led the working group on Women in Decision-Making and interacted with men and women MPs, presenting extensive arguments for the adoption of draft Law 180. The Speaker of the Parliament publicly promised that the bill will soon be introduced on the agenda of the Parliament and pledged support for its adoption.

On 14 April 2016 the NGOs organised a public action in front of the Parliament. Over 20 volunteers distributed short messages to MPs, urging them to adopt draft Law 180 with the following minimum requirements: (1) 40% quota; (2) with placement requirements; (3) sanctions of non-registration of the candidates in the electoral race in case of non-compliance; (4) 14 days paternity leave; (5) paid from the state budget.

Evidence to present arguments in favour of gender equality and international experiences have been fully utilized in the advocacy for TSMs. EEF and CPD facilitated the development and submission of position papers, including a public appeal and a public statement, which were handed to different stakeholders, and included demands based on each stakeholders' roles and positions.

The NGOs were also present in the plenary of the Parliament during the second reading of the draft Law 180 on 14 April 2016 and lobbied individual MPs for their positive vote. The adoption of the draft Law 180 (later published in the Official Gazette as Law 71) represents a historic step and a completion of a multi-year process of sensitization and advocacy for the legalization of a gender quota in the Republic of Moldova. While the placement provision contained in the draft Law 180 was not voted, the paternity leave provision was increased from the initially planned 3 days to 14 days.

Increasing awareness on Law 71 among duty bearers and rights holders, with focus on quota, paternity leave and sexism in advertising and media

Following the adoption of Law 71, the WiP Programme developed and distributed an infographic on key aspects of the Law in three languages (Romanian, Russian and English). The infographic targets the general public and explains the provision of the law related to three main areas: quota, paternity leave and sexism in media and advertising. Over 600 copies of the infographic have been distributed to all relevant stakeholders (Ministry of Labour, Social Policy and Family, political clubs, media outlets, MPs, CALM etc.). Also, information about the adoption of the Law and its specific provisions has been included in all events organized by the Programme as an essential agenda item to raise awareness among both duty-bearers and rights holders. For example, during a round table with media on 7 July 2016, the Department of Equal Opportunities at MLSPF presented the new provisions to 32 journalists and media and gender experts.

Following the adoption of the Law, the Gender Equality Platform continued advocacy to promote implementation of its provisions. A plan of engagement of the GEP on monitoring the Law 71, in partnership with the Ministry of Labour, Social Protection and Family (MLSPF) was developed. As a result of meeting held with representatives of the MLSPF,

³ <http://www.ipn.md/ro/societate/75173>, <http://agora.md/stiri/16915/video--cu-flori-la-parlament--societatea-civila-a-cerut-adoptarea-legii-cu-privire-la-gen>, <http://independent.md/video-deputatii-intampinati-cu-flori-la-parlament-8-martie-nu-inseamna-doar-flori-si-bomboane/#.Vwuc0Bf1fy>, <http://zugo.md/article/video-vrem-mai-multe-femei-in-parlament--societatea-civila-a-cerut-adoptarea-legii-cu-privire-la-egalitatea-de-gen.htm>

the agenda of the Governmental Commission on Gender Equality for 26 May 2016 was amended with the following subjects: (1) women participation and representation; (2) women in the labour market; (3) women entrepreneurship; (4) domestic violence; (5) institutional framework for gender equality.

An online debate was conducted with the leadership of the Parliament on 23 September 2016, at the “Agora” news portal. The civil society representative presented compelling arguments to Mrs. Liliana Palihovici, Deputy Speaker of the Parliament, about the possibility that the quota may not lead to desired results unless placement requirements are adopted.⁴ Another one-on-one advocacy debate was conducted on 28 September 2016, at the “Agora” news portal. During this event the representative of civil society and MSLPF considered the paternity leave and its potential impact on the involvement of men in the child care activities. Mrs. Ecaterina Mardarovici, President of the Women’s Political Club 50/50 and current Chair of the GEP argued for the need for concrete implementation mechanisms to be developed by the MLSPF and Ministry of Finance, in order for the paternity leave provision to be used.

In line with its focus on previous years, and since sexism in media and in advertising has been defined and regulated by the Law no. 71 (including establishment of sanctions for non-compliance), the WiP Programme’s specific focus on the area of combating sexism in advertising and media continued in partnership with the MLSPF and the Association of Advertising Agencies (AAPM). The Guidelines to Assess Sexism in Advertising has been also improved, based on recommendations of the international expert. The revised version of the Guidelines has been approved by all 17 AAPM members and is available on the website of AAPM. The draft Regulation for establishment and functioning of the Experts’ Council in the field of advertising, with a special focus on sexism in advertising, has undergone further revisions based on feedback by an international expert and representatives of advertising agencies and state institutions. The next step in the process of eventual adoption of the Regulation is a review by the Competition Council, the institution responsible for regulating the advertising sector. Based on the fact that recently the Competition Council expressed its willing to disclaim attributions related to advertising and to pass them onto the Consumer Protection Agency, the review of the Regulation has not yet taken place.

Knowledge of was enhanced among representatives of central public institutions, having responsibilities in the field of advertising regulation, of private sector (agencies working in the field of audio-visual, print, on-line, radio and external advertising), and media NGOs on the newly adopted legal provisions on sexism in advertising and media. As a result, 16 organizations signed Commitments obliging themselves to respect the legislation and to apply in their work the provisions set up by the Guidelines to assess sexism in advertising. Towards this result, several activities took place aimed at raising awareness and urging commitment among relevant stakeholders to prevent and take action against sexist advertising, with a specific focus on the new Law 71. Four round tables were organized in the period July - September which included 58 people.

In order to facilitate learning from international best practice, the Programme supported a one-day workshop on “Practical use of standards in the field of nondiscriminatory advertising” which took place on September 30, 2016, led by an international expert from Belarus. 33 representatives of advertising agencies, central public institutions, development partners and gender equality experts participated and enhanced their capacities on preventing and responding to sexism in advertising.

In partnership with AAPM and MLSPF, three reportages and two radio spots were prepared and aired on three TV stations and three radio stations during November-December, 2016. This information media campaign reached 100,000 TV viewers and included total of 558 radio broadcasts.

Comprehensive research on gender equality initiated

In 2016, CPD initiated a comprehensive opinion pool research Gender Barometer. The opinion pool covers the following elements: gender issues in social consciousness (women perception in society, at the workplace, in education etc.; level of trust in women that are in leadership position in comparison with men etc.); gender aspects

⁴ The debate is available online at <http://agora.md/stiri/22663/live--liliana-palihovici-si-rodion-gavrilo-i-discuta-in-studioul-agora-despre-prezenta-echilibrata-a-femeilor-si-barbatilor-in-functii-decizionale>

in private life (perception of married life and the success of marriage; tackling household responsibilities and attitude towards them; use of free time); public participation and involvement in decision making process (participation of women and men that are in leadership positions in family life and public life; factors that stopped the political participation of women and men; arrangements for participation in political life; knowledge of local/district decision making process); gender and work (labor relations; employment rate of men and women; work and life balance; childcare services; discrimination; employment rate among women and men with at least one child of preschool age (0-3 years and 0-6 years); child care leave beneficiaries; the principle of “equal pay for equal work”). The result of the survey will be published and promoted in 2017. The Gender Barometer methodology allows for analyzing new aspects that have not been studied previously in the country, specifically related to the experiences and profiles of women and men candidates and elected in political office. It also allows for comparing trends in societal perceptions of the role of women and men in society over the past decade, because the previous edition of the Gender Barometer was carried out in 2006.⁵

The Programme also initiated a policy review of the legal framework concerning incompatibility requirements that are applied to local elected officials (mayors, local, municipal and rayonal councilpersons). Given that most of the women involved in local politics come from the educations/social care fields while men come from business background, incompatibility provisions are expected to have a more disproportionate effect on elected women. The policy analysis initiated by CPD (to be finalized in the first quarter of 2017) aims at measuring the exact gender impact of these provisions, its effectiveness and potential policy alternatives.

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

Support to CSO umbrella organizations

The WiP Programme from its very start has been designed as a joint collaboration with two prominent human rights and gender NGOs: East Europe Foundation (EEF) and Centre Partnership for Development (CPD) that are equal partners with UN Women and UNDP. One of the main objectives of EEF and CPD was to consolidate the platform of NGOs active in gender equality promotion and to use it as a tool of pressure on the stakeholders responsible for TSM adoption. This objective was achieved with the establishment of the Gender Equality Platform in July 2015. Currently, the Platform brings together 28 prominent NGOs and individuals committed to gender equality (such as Women’s Political Club 50/50, Centre Partnership for Development, Gender Centre, Promo-Lex, CReDO, East Europe Foundation, Tineri si Liberi Resource Centre, Association of Women’s Entrepreneurs from Moldova, etc.). EEF facilitated the official launch of the Platform. It has been instrumental in scaling up advocacy efforts and representing a unified and independent CSO voice for gender equality, including TSMs. Advocacy events were organized during 2015-2016 based on the Platform’s “Gender Equality Agenda: Proposals for Governance Programme in the Area of Gender Equality 2014-2018”⁶. As described above, the Platform was continuously involved in lobbying and dialogue with the key national stakeholders, keeping the draft Law 180 on the Parliament’s agenda and exercising the necessary public pressure for its adoption in April 2016.

In 2016, the WiP Programme has further strengthened the institutional capacity of the GEP through supporting its Secretariat function and the development of two key documents to guide its work in the upcoming period: Strategic Plan of the GEP for 2016-2018 and Action Plan for 2016-2017. These were developed based on SWOT (strengths, weaknesses, opportunities, threats) analysis. The Strategic Plan of the Platform defines its priorities for the upcoming years as: advocacy for the implementation of gender quotas; strengthening communication among the members of the platform, fundraising for development of the platform. The Platform’s activities are governed by five key objectives: gender equality promotion in peace and security sector, ensuring gender mainstreaming through implementation of the Sustainable Development Goals (SDGs), gender mainstreaming in educational system, promotion of work-life balance and ensure equal payment, fighting against gender-based violence. The Action Plan is focused on monitoring of 40% quota implementation by political parties, raising awareness among political leaders on

⁵ http://progen.md/files/7140_barometrul.pdf

⁶ Agenda Egalității de Gen: Propuneri pentru programul de guvernare în domeniul promovării egalității de gen pentru perioada 2014-2018
<http://www.consiliulong.md/agenda-egalitatii-de-gen/>

gender quota provisions, promotion of gender sensitive language, development of international networking. A new leadership of the Platforms was elected in December 2016, based on elections undertaken by its Board. The Platform was also entrusted with the administration and updating of the gender equality web platform⁷ which was originally developed by UN Women. The web-page has been re-branded and expanded by the Platform with information about on-going work and updates on developments in the area of gender equality. It is intended to serve as a knowledge hub containing various resources (reports, briefs, training materials, etc.) on different topics that can be easily accessed by the public.

The program facilitated the on-going coordination among civil society organizations for scaling up advocacy efforts, identifying and disseminating best practices. Monthly meetings of the GEP's members were complemented with larger civil society coordination meetings and workshops on identifying good practices achieved within the project. During the annual civil society coordination meeting, held on 19 September 2016, NGOs and individuals formulated key solutions to addressing gender inequalities including: upscaling advocacy for the implementation of gender equality legislation; urging decision-makers to develop and adopt national policies on women's economic empowerment; supporting capacity building activities for social assistants, police and medical workers in light of the amended legislation on combating domestic violence; conducting Roma empowerment activities, reviewing the education curriculum from the gender equality perspective.

On 19 October EEF, CPD and Women's Political Club 50/50 conducted a national workshop on good practices in women's empowerment and participation. During the first part of the event, activists of women's political clubs from Straseni, Cimislia, Cahul, Briceni and Telenesti stressed the most important achievements: advancing women's leadership at the rayon level, getting the issues faced by women high on the local policy agenda, debates on women's political participation having increased the interest of surrounding rayons that expressed the willingness to adopt such models in their communities. The second part show-cased the results achieved by mentees. Beneficiaries from all over the country shared their experiences in particular contexts. Women showed outstanding results in promoting equal participation of both parents in child care, mobilizing local communities for cleaner land and water, advancing in the political career, and others. They also agreed on the future steps needed, such as focusing on localities with significant under-representation of women in the local decision-making bodies, expanding alliances with men and other actors, capitalizing on the growing base of mentors, etc.

Using arts to change gender stereotypes on women in leadership

The WIP Programme has made significant contribution to increasing media reporting on positive and inspirational representation of women, as well as challenging public's perceptions on "typical" positions and occupations of women and men. This has been done through partnerships with the Association of Independent Press, selected Public Relations (PR) agencies, notable journalists and photographers in the country.

Specifically, in the reporting period, the cycle of featuring success stories of women leaders was completed with the final 94 stories published, bringing the total number to 340 reported in the period March 2015-April 2016. Through the success stories women leaders from different walks of life – in politics, business, civil service, civil society, etc. – and from all corners of the country, have been identified and featured on print, online and audio-visual media in the course of ten months. The stories reflect women in leading positions, non-traditional occupations and as contributors to their communities' development. This is contributing to changing both public perceptions about the role of women in society and journalist practice that has traditionally portrayed women in secondary or sexist roles. Besides this, the journalists involved in the developing of success stories became more aware about how to present women and gender equality topics in a non-stereotypical way, as well as to avoid sexism in language and in photos/ images. The WIP Programme provided individual feedback on each success story and the improved performance of individual journalists involved in the process is noticeable in the way they write about women and gender equality.

⁷ www.egalitadedegen.md

The first of its kind in the country national photo contest “Equality through lenses” launched in 2015 for amateur and professional photographers resulted in 28 photo exhibitions on the topic of “Women and Men seen through the photographers’ lens: realities and inspirations” featuring the best 50 photos.

The exhibitions were organized in the period January-April 2016 in Chisinau and 24 other districts of Moldova and were accompanied by public debates on gender equality. The events took place in different educational institutions from throughout the country and were attended primarily by students. The communities where the exhibitions and debates took place are portrayed on the online map⁸ which includes pictures and quotes from the participants of each exhibition. About 12,000 women and men viewed the exhibitions and 1,350 attended the public debates. The Facebook page created to promote the contest and showcase the photos is followed by 1,341 people. During the exhibitions, people voted for three photos which, in their opinion, best promote the notion of gender equality and reflect inspiring women and men. They also completed a short survey which revealed that for many this was the first time to attend discussions related to gender equality. A final award ceremony took place on 26th of April at which the organizers, jury and participants reflected on the overall experience of the photo contest and reiterated the need for further competitions and debates with the involvement of artists and youth. The photo contest was assessed as a good first step which needs to be continued. Following completion of this initiative, the 50 photos were handed over to the Academy of Arts, Theatre and Music and are currently exhibited at the Academy. Moreover, the pictures were exhibited at the National Museum of Ethnography and Natural History during the European museum nights on 21 May 21, and was visited by hundreds of people during day and night.

The work with 30 media outlets on gender self-assessment was continued (see more under Output 2.1) as well as on mentoring programme for first time women local councilors (elaborated under Output 2.3).

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

Establishing the Association of Women in Electoral Management (WEM) – International

In 2016, the WiP Programme assisted the CEC and CCET of Moldova in finalizing the conceptual framework for the establishment of the Association of Women in Electoral Management (WEM)-International.

To drive the establishment of the Association, an International Working Group (IWG) was set up consisting of representatives of seven National EMBs (Moldova, Romania, Albania, Georgia, Canada, Bosnia and Herzegovina, and Kosovo⁹) and prominent international electoral stakeholders (International Foundation for Electoral Systems (IFES), International Institute for Democracy and Electoral Assistance (IDEA), European Centre for Electoral Systems (ECES) and Association of Arab EMBs) and development partners (UNDP, UN Women, Council of Europe). Three meetings of the IWG, including two virtual and one in-person workshop were held during 2016.

With the expertise provided by the WiP Programme, the *Charter, Strategic Plan, Membership Benefits and the Declaration* for the establishment of WEM-International (Chisinau Declaration) have been produced, consulted and endorsed by IWG members. The Charter is the critical document for the registration of the Association to be pursued in the following years. As per agreement of the IWG following the 7-8 June 2016 meeting in Chisinau¹⁰, the Secretariat of the Association will be ensured by CCET/CEC before the formal registration of the Association and election of Governance bodies is completed.

Also, with support of the WiP Programme, the brand identity and website¹¹ of WEM-International has been developed, with the latter being transferred for management and maintenance to the CCET. In line with branding guidelines, an updated brochure of WEM International was produced and disseminated widely. The Association was presented during prominent international electoral events, as follows:

⁸ Map of the Photo contest “Equality through lenses” <http://coderi.net/profile-map/index-ro.html>

⁹ References to Kosovo shall be understood to be in the context of Security Council Resolution 1244 (1999).

¹⁰ Press release “International Association of Women in Electoral Management was launched in Chisinau”

<http://www.md.undp.org/content/moldova/en/home/presscenter/pressreleases/2016/06/07/asocia-ia-interna-ional-a-femeilor-din-managementul-electoral-a-fost-creat-n-premier-la-chi-in-u/>

¹¹ <http://wem.international/>

- World Exhibition on Best Practices of Training and Using Information Technologies in the Electoral Process¹², 12-17 January 2016, New Delhi, India;
- Workshop on the role of electoral management bodies in enhancing women's participation in elections¹³, 19-21 April 2016, Dead Sea, Jordan;
- 25th Annual Meeting of the Association of European Election Officials (ACEEEO), 21-23 September 2016, Tirana, Albania¹⁴;
- Seventh Global Elections Organization (GEO-7) Conference, 6-10 November 2016, Washington, United States of America.

During all international events, alongside the presentation of WEM-International, CEC and CCET showcased best practices in gender sensitive electoral management, particularly in the areas of gender-sensitive electoral trainings, as well as collection and analysis of sex-disaggregated data on elections, internalized with support of UNDP Democracy Programme/Elections and the UN Programme Women in Politics.

Analysis and user-friendly presentation of sex-disaggregated data on elections

With the support of the programme and in partnership with UNDP Democracy Programme, the CEC and CCET produced, for the first time, a series of infographics¹⁵ presenting the analysis of data on the participation of women and men throughout the electoral cycle – as voters, candidates, and elected officials in a user-friendly format. The in-depth analysis focused on the 2014 parliamentary and 2015 local elections. It additionally analyzed sex-disaggregated data on the beneficiaries of electoral trainings provided by CCET, as well as the evolution of women's participation in public administration from independence to today. The findings of a survey regarding women's activism in the political parties and their representation in leadership bodies at national and local level are also presented.

One piece of the analysis points that at the local level, there is a massive representation of women in political parties and in electoral bodies. However, the higher the decision-making level in political parties, the fewer women are represented.¹⁶ For example, even though membership rates in political parties for men and women are strikingly similar, only two out of 46 political parties in the country are headed by women (data of 2015). Importantly, in light of the recently adopted 40% gender quota, the research revealed that in the absence of placement provisions for both candidates' genders, the share of elected women will not amount to 40% neither in the case of parliament, nor in local and district councils cases, thus diminishing the effectiveness of the Law 71.

The infographics have been made available to national partners, policy makers, gender advocates, and stories related to the novelty featured in media¹⁷ and were posted on CEC, CCET¹⁸ and UN pages. The publication was launched during the gathering of the IWG of WEM-International and presented as a good practice of gender sensitive electoral management, and in this way have received the attention of both national and international audience. The event also featured the official launch of the Romanian and Russian version of the global UNDP-UN Women publication "Inclusive Electoral Processes: A Guide for Electoral Management Bodies in Promoting Gender Equality and Women's Participation"¹⁹ in Moldova.²⁰

Support to new CEC Leadership

During the 2016 presidential electoral period, the programme provided tailor made capacity development support to the two women Chair and Deputy Chair of CEC in the area of strategic communication and media relation.

¹² Article "Electoral Practices of the Republic of Moldova Presented at a World Exhibition in India;

<http://cicde.md/index.php?pag=news&id=1149&rid=1188&l=en#sthash.atTwY8JL.dpuf>

¹³ Article "Jordan: CICDE promotes the role of the woman in the electoral process";

<http://cicde.md/index.php?pag=news&id=1149&rid=1272&l=en#sthash.OUB731VZ.dpuf>

¹⁴ News "Women in Electoral Management Organization" launched <http://www.albaniannews.com/index.php?idm=8531&mod=2>

¹⁵ http://www.md.undp.org/content/moldova/en/home/library/effective_governance/infograficele-_egalitatea-de-gen-in-procesele-electorale-din-rep/

¹⁶ <http://www.undp.org/content/undp/en/home/blog/2016/7/11/We-need-more-women-in-politics-Here-s-how-to-make-quotas-work/>

¹⁷ http://www.realitatea.md/infografic-femei-vs-barba-i-in-procesele-electorale-din-moldova-cate-femei-exista-in-parlament-partide-politice-i-apl_40390.html

¹⁸ <http://cicde.md/index.php?pag=news&id=1063&rid=1321&l=ro>

¹⁹ http://www.undp.org/content/dam/undp/library/Democratic%20Governance/2015%20UNDP_UNWomen%20EMB%20Gender%20Mainstreaming%20Guide-En-LR.pdf

²⁰ <http://www.parlament.md/Actualitate/Comunicatedepresa/tabid/90/ContentId/2539/language/ro-RO/Default.aspx>

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

Women's leadership skills have been enhanced and they have taken a more active role towards solving pressing community problems and advancing gender equality, particularly at the local level. Over 1000 women have been involved in different capacity building activities during 2016 that enabled them to become more effective leaders. These include: political clubs in five districts that serve as knowledge and leadership centers for women before, during and after elections; pioneering mentorship programme that put women local councilors in the lead of 24 community initiatives in areas ranging from health to environment to violence against women; peer-to-peer learning and training sessions for women mayors and women local councilors that have led to them undertaking new initiatives to advance community well-being and good governance. In response to the mid-term review of the Programme, new target groups have been added in capacity building activities, namely women mayors and men local/district councilors as well as there has been increased focus on hands-on and practical exchange of good practices between peers. Roma women and girls, as one of the most under-represented in decision-making group, have continued receiving support to network and develop advocacy actions towards concrete problems. Bringing duty bearers (MPs) and rights holders (women and men from different communities and groups) together has resulted in 650 constituents from all corners of Moldova (84% women) raising their issues and demanding legislative actions, with concrete steps undertaken by legislators as a result. Increased leadership and commitment to gender equality issues was demonstrated by the Parliament Secretariat.

Challenging the entrenched journalist practice to represent women in secondary or sexist roles, women are now more prominently portrayed as successful politicians, entrepreneurs and opinion leaders. After the eight-month process of 30 media institutions carrying out self-assessment from gender perspective, an increase in gender balanced coverage was achieved, whereas women's representation as main protagonists increased by seven percent points from September, 2015 to April, 2016. A total of seven media institutions (out of the 30) have achieved an almost equal representation of women and men in their coverage. While 37 media institutions agreed to commit to concrete targets in ensuring more gender sensitive and non-sexist coverage. Individual journalists have also reported using more gender sensitive language in their reporting. This is contributing to changing public perceptions about the role of women in society.

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

The public became more aware and sensitive about women leadership due to increasing women's portraying in media. Using and refining a methodology piloted by UN Women in Moldova in previous years, 30 print, online and broadcast media were engaged in a process of self-assessment of their coverage from a gender perspective. A total of 54,588 media articles were evaluated in the process.

This has driven further awareness and concrete actions towards achieving a fully gender-balanced coverage. Over the eight-month self-assessment process, the share of women featured as main protagonists has increased from 14% in September 2015 to 21% in April 2016 in the media concerned. The increase is visible across all thematic areas analyzed: social topics, political topics and economic topics. Seven of the 30 participating media outlets have nearly balanced their coverage, achieving a relatively equal presence of men and women as main subjects in their political, economic and social sections. The self-assessment resulted in the following:

- The share of women, mainly as protagonists, remained unchanged over the eight-month period of self-assessment, varying between 2% and 3%;
- The share of men-protagonists in articles remained unchanged over the eight-month period of self-assessment, varying between 46% and 50% from the total number of materials (general average for eight months – 48%). The share of men, presented mainly as protagonists, decreased by 7 percent points, i.e. from 12% in September 2015 to 5% in April 2016 (general average for eight months – 7%);
- The highest progress of women’s share as article protagonists was registered in audiovisual media, with a rise from 15% in September 2015 to 23% in April 2016;
- At the final end of the process, women are still better represented in articles on social topics (23% in April, 2016), followed by political topics (16% in April, 2016) and less represented in materials on economic topics (14% in April, 2016). Still, during the eight-month period, was registered an increase of number of women protagonists per each thematic area, as following: in articles on social topics – from 18% in September 2015 to 23% in April 2016 (an increase by 5 pp), political topics – from 7% to 16% for the same period, which is actually the biggest increase – by 9 percentage points - and on the economic topics was registered an increase by 6 percentage points – from 8% to 14%.

While in the beginning of the self-assessment exercise none of the participating media institutions had a gender balanced coverage, as of May 2016, seven of the 30 Program-participating mass-media institutions have almost balanced their publishing content, with relatively equal coverage of men and women as protagonists in journalistic materials at the columns "Politics", "Economy" and "Social". These media institutions are: Gagauzinfo.md, Ziuadeazi.md and Rasputin.md portals, "Glia Drochiana" newspaper, and Drochia TV, SOR TV and Media TV channels. At the same time, an increase of female protagonists has been registered for the Everydayjournalism.md portal, "Unghiul" newspaper and Media TV (from Cimișlia) channel.

The self-assessment process included monthly reports elaborated by each participating media covering all set quantitative indicators, which were analyzed by the team of experts in media and gender equality comprising the evaluation board. The experts provided individualized feedback to each media institution on how to improve their performance, delivered in written form and during meetings and site visits. To present and discuss the results from the monthly reports, four round tables took place during April – June 2016 with the participation of all 30 media outlets.

In addition to discussing ways to increase the number of women protagonists in general and in sections where they are particularly missing (such as political), another focus of the round tables was on qualitative monitoring of content from the gender perspective. The qualitative monitoring aimed to complement the quantitative one, by focusing on how women are portrayed and the existence of pre-judgments and gender stereotypes in journalistic messages, including sensationalist and sexist reporting. Five external monitoring reports were presented at the round tables, spurring debate on portrayal of women in the media.²¹ At the round tables, journalists were also familiarized with other topics: how to embed innovation in their practice; Law 71 (following its adoption); how to overcome problems to ensure gender balance in articles. In addition, two workshops were organized for independent experts from the Evaluation Board who took part in the exercise of external monitoring in order to strengthen their capacities on how to use the instruments for qualitative monitoring.

As a result of the increased sensitivity of participating media and the high visibility ensured of the self-assessment process, a total 37 media so far (29 participating and eight additional ones) signed a commitment to respecting gender equality principles, specifying concrete steps they will perform. One of these steps is publishing a specific number of articles per month dedicated to promoting gender equality. Another step is to make sure their news coverage represents both women and men: each media outlet committed to dedicating a specific share of their editorial space

²¹ <http://api.md/news/view/ro-echilibrul-de-gen-in-mass-media-schimbarea-vine-de-la-jurnalisti-1201>
<http://www.api.md/news/view/ro-jurnalistii-au-discutat-despre-impedimentele-in-reflectarea-echilibrata-a-realitatilor-de-gen-1217>
<http://www.api.md/news/view/ro-echilibrul-de-gen-legislatie-practici-si-inovatii-1252>

or airtime to women as compared to men – at least 30 per cent and often more. Media outlets committed also to use gender-sensitive language and images. This means avoiding to reinforce gender stereotypes with their selection of images, and portraying women in manners that cannot be interpreted as objectifying, disempowering or sexist. The Association of Independent Press has committed to encourage other media to sign the commitments on gender equality and to work towards monitoring their implementation. Furthermore, a database with women experts on different topics has been prepared by the Expert group on media and gender, convened by API with Women in Politics support.²² The database has been distributed to all API members and published on its website, and aims to address a common “excuse” expressed by journalists for featuring mostly men as experts on different topics, i.e. that there is a very limited number of female experts. The list can be updated anytime by proposing other women experts from various fields.

Guidelines “Gender Balance in media products”²³ have been elaborated and published by API experts as a knowledge base to be used by journalists and media directors to better understand gender equality principles in media, as well as for the wider public.

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

Support to women from under-represented groups

The Programme strengthened the Romani Women and Girls Network enabling them to, for the first time, intervene in a national strategic planning process. Over 80 Romani women from across the countries, members of Romani Women and Girls Network (RWGN), participated in a joint meeting held in Chisinau in February and aimed at elaboration of the Strategic Plan for 2016-2019 and Action Plan for RWGN for 2016, as well as at familiarizing the women with the content of the previous Government Action Plan to Support Roma Ethnic Group in the Republic of Moldova for 2011-2015 and the findings of its evaluation. Considering that at the beginning of 2016 a new Action Plan for 2016-2020 was under preparation (and was consequently approved²⁴), the RWGN submitted its written feedback to the draft to the responsible government body, Bureau for Inter-Ethnic Relations, outlining key problems faced by Romani women. Furthermore, the participants provided their inputs for development of Network’s Strategic and Action Plan which were then consolidated by an expert and are being used as a basis for the current and future activities of the RWGN.

A total of 25 young Roma (17 girls and 8 boys) enhanced their capacities on gender equality, promotion of women’s rights and on civic mobilizations by attending a first of its kind summer school dedicated to women’s empowerment and gender equality in the period 24-29 June, 2016. The six day training programme was organized by Roma National Center with support of WIP Programme and partners (Council of Europe and UN Women regional project on gender responsive policies). In addition to expanding their knowledge on the above issues, the participants developed and implemented three project initiatives aimed at practice advocacy and community mobilization techniques. These were related to: the importance of Romani girls’ education, avoiding early marriages in Balti and Floresti and presenting positive examples of successful Romani women from Moldova and from abroad in four localities: Drochia, Gribova, Baraboi and Otaci, including visits to relevant institutions in Chisinau. The camp also included a visit in Ciocilteni, following which the participants realized a series of media products including an online campaign “#TineriiRomiActivi”, which calls on Roma and non-Roma people to be more publicly active.

One of the two elected Romani woman local councilors (Laura Bosnea) was supported to mobilize the Roma community around key issues they face in the town of Rascani. The councilor carried out survey with Romani women to probe into their problems. A key problem identified, poor quality of roads, has been tackled by Ms. Bosnea in her capacity as a local councilor, and reconstruction work was undertaken. So far, one road is in the process of being repaired and two roads are planned to be reconstructed in 2017 - all of which are in area populated mostly by Roma population. Based on efforts by the Roma councilor to activate Romani women’s civic participation, several of them

²² <http://www.api.md/upload/Femei-resurs.pdf>

²³ http://api.md/upload/Ghid_gender_2016.pdf

²⁴ <http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=365368>

attended for the first time the local council's meeting in Riscani town and raised issues of concern. In addition, in relation to the presidential elections on October 30 and November 13, 2016, the Roma councilor informed the Roma community about the need to participate in the Presidential elections, encouraged them to vote and informed them about the location of voting booths.

A capacity building program on leadership, advocacy and gender equality for women from groups that are underrepresented in decision-making processes was implemented in 2016. The overall goal was to strengthen the skills and knowledge of a group of 35 women from across the country, which included among others, women with different types of disabilities, Romani, and those with non-traditional professions. In September and November, the women went through a series of training seminars on the topics of: Gender Equality in national and international policies and at local level: mechanisms, principles and practical examples; Elaboration and delivering of public speeches and political messages; Principles and tools of an efficient non-verbal and para-verbal communication and communication with people from vulnerable groups; Leadership: tools and methods; Advocacy and negotiation techniques.

Furthermore, six visits and dialogue sessions were organized with decision makers from Parliament and Government: Ministry of Labour, Social Protection and Family; Parliament of the Republic of Moldova; Ministry of Youth and Sport; Ministry of Health; Ministry of Education; National Anticorruption Center. This was the first time the women had the opportunity to interact directly with policy makers from these institutions and raise critical issues of concern. Likewise, for some of the duty bearers this represented a unique opportunity for dialogue with women from the aforementioned groups. An unplanned result was related to the visit to the National Anticorruption Center. While prior to the visit, the Center had not had the practice to engage with citizens at their premises, following the productive discussion held with the women, Center representatives expressed willingness to continue hosting 'open houses' with citizens, and women in particular. Finally, a meeting was organized with the Ambassador of Sweden to the Republic of Moldova during which the women learnt about the Swedish experience on gender equality and the work of the Swedish Embassy.

The program resulted in the women: (1) identifying community problems, developing projects for addressing them and pursuing further funding; (2) documenting concrete cases of discrimination in their communities and identifying ways to seek redress; (3) self-reporting increased confidence, knowledge of gender equality, knowledge of the channels for citizens' engagement in decision-making processes and higher motivation to utilize those and to get involved in political processes overall; (4) organizing briefing sessions with other women from their group/community where they shared the learning gained and practiced communications skills. Overall, the capacity building program has been assessed with 9.62 points, on a scale of 1 to 10 with 10 the highest.

At the end of the program, participants were supported to develop six month individual work plans related to community mobilization, advocacy, addressing discrimination cases and participation in decision-making processes. In 2017, the WIP Programme will support follow-up activities to discuss progress and lessons learnt, as well as new areas of skills building identified by the women.

Continuation of work of five Women's Political Clubs

With EEF continuous support, the Women's Political Club 50/50 continued the coordination of five regional women's political clubs established in five regions: Briceni, Strășeni, Telenești, Cimișlia, and Cahul. EEF and Women's Political Club 50/50 facilitated the dialogue and cooperation among elected women candidates in the targeted areas for advancing gender equality and solving community issues.

Over 600 women have been directly involved in activities of the local women's political clubs in five districts since their establishment, which range from advocacy with local branches of political parties for voluntary quotas, identifying and trying to solve community problems and raising awareness on the importance of women to participate in political processes. Key results in 2016 include the implementation of recommendations from Gender Audits carried out by the five clubs, under the guidance of the lead NGO WPC 50/50. The gender audits covered five rayons and 20 surrounding villages and represented an important learning experience for the clubs in analyzing key issues,

developing recommendations and lobbying for their implementation. The findings and recommendations were presented at the rayon level, involving representatives of local public administration, NGOs, media and other relevant actors. As reported by the NGO partners, out of 40 gender related issues identified at community level, 55% (or 22) have been accepted by local stakeholders. Several recommendations related to specific issues have already been addressed by the local public administration: Poor quality of food delivered for kindergartens (in Cimislia); Offering financial support to people representing vulnerable categories (Briceni); Allocation of funds to support feeding children from vulnerable families (Briceni); Ensuring of community support for elderly (Telenesti); Identification and providing a space for the establishment of an orphanage for elderly (Cahul); Establishment of a local business incubator (Cahul); Providing tickets for camps to children from vulnerable families (Cahul). For other recommendations, the political clubs have received assurances by the authorities that they are already being addressed through different instruments or have been included as planned in their agenda.

The results achieved by the regional political clubs and the challenges ahead were further discussed during the internal review meeting of the project, held in August. Attended by 45 members of the regional political clubs, the event provided the opportunity to the members to engage in a critical discussion on the results achieved, articulate the lessons learnt and formulate specific recommendations for future endeavours. Each regional women's political club held debates on the participation of women in the decision-making process. The debates were attended by 125 persons, including men. During the debates the representatives of local public administrations, national state institutions, local NGOs discussed the prospects for advancing gender equality in politics and in the society. In addition to the important topic discussed during the debates, the events strengthened the standing and visibility of the women's political clubs.

The participants concluded that the regional women's political clubs should continue and upscale their activity, sharing experience and good practices with women in surrounding districts. The representatives of invited districts expressed demand for creating similar platforms in their localities. The participants also concluded that women's political clubs can be a solid partner in advancing gender equality in the field and an active actor for political and economic empowerment of women. Through their activity, the clubs proved that they can serve as effective "schools" of women leaders.

Peer-to-peer learning for women mayors

As a response to the findings of the Mid-Term Review, the WIP Programme initiated capacity building with a target group not covered extensively so far: women mayors. A cooperation agreement was signed with the Congress of Local Authorities under the auspices of which operates the Network of Women Mayors of Moldova. In line with the Strategic Plan of the Network for the period 2014-2017, the WIP Programme provided support to strengthening capacities of the Network and its individual members with a focus on women mayors in their first mandate.

In 2016, 250 members of CALM Women's Network (women mayors, women local councilors and women having managerial positions within LPAs' institutions) improved their knowledge on how to better manage and develop a public administration by participating in 10 exchange study visits in 15 communities which are considered as good practices. The visits had a focus on benefiting women mayors in their first mandate. The 250 participants include: 82 newly elected women mayors (91% of total newly elected women mayors); 70 women mayors elected for 2 or more times (73% of women mayors with 2 or more mandates); 50 women local councilors; 48 women local public administration (LPA) employees.

The study visits featured presentation of good practices on including citizens in decision-making processes, encouraging volunteering, involving women local councilors in LPA activities, developing communities' infrastructure, developing and modernizing local entrepreneurship to improve communities' welfare, etc.

At the end of each study visit, participants have been asked to reflect which of shared practices they consider relevant to their community and how they are planning to utilize the gained knowledge. A common sharing of experiences and lessons learnt took place during final workshop on 3 November 2016 in Vadul lui Voda. At the workshop, women

mayors spoke about the visits benefits, both in terms of providing them with concrete ideas for possible initiatives in their own communities, as well as in instilling an increased sense of confidence in their abilities to make a difference in difficult socio-economic and financial circumstances.

According to self-assessment questionnaires filled in by participants at the event, 75% of respondents declared that this was the first time when they were involved in such types of events, as study visits. 82% respondents confirmed that they initiated or already implemented different initiatives in their communities that are inspired from what they learnt from their hosts. These initiatives are related primarily to civic engagement of citizens, environmental issues, infrastructure and social inclusion.

Output 2.3: Capacities of elected women parliamentarians and Councilors to perform the elected official's duties developed and strengthened.

Under this output, the Programme provided support to key stakeholders in Parliament to ensure strengthening of capacities and gender sensitivity, engaging with constituencies, as well as training sessions for women and men local councilors at first mandate (following the 2015 local elections) and completion of the pioneering mentorship programme for women councilors.

15 dialogue forums between Parliament and constituents, primarily women, completed

The commitment of the Parliament of Moldova to advance gender equality, inclusive and participatory governance has increased due to continued dialogue and engagement with constituents, primarily women from marginalized groups. The regional parliamentary forums, supported by the WiP Programme and organized in close partnership with the Common Dialogue Platform of Women MPs and the Parliamentary Secretariat through its network of four Territorial Information and Constituency Offices of the Parliament (TIOPs), provided a platform and an instrument for dialogue and engagement.

A series of 15 regional parliamentary forums took place between November 2015 and June 2016 . In total, the 15 forums brought together 651 citizens, including 545 women (84%), particularly from marginalized groups, in direct dialogue with parliamentarians and local decision. The forums provided a unique platform for Parliamentarians to interact with citizens, hear their concerns and proposals, particularly those faced/raised by women.

The forums, had a national coverage by engaging citizens from 41 administrative units of Moldova, including Gagauzia and Transnistria, as follows: 32 districts: Orhei, Edinet, Leova, Ungheni, Ialoveni, Anenii Noi, Hincesti, Criuleni, Calarasi, Nisporeni, Straseni, Soroca, Floresti, Donduseni, Ocnita, Glodeni, Riscani, Falesti, Briceni, Rezina, Soldanesti, Dubasari, Cahul, Cantemir, Causeni, Stefan-Voda, Taraclia, Cimislia, Basarabesca, Drochia, Singerei, Telenesti; two municipalities: Balti, Bender; four localities from the Transnistrian region: Tiraspol municipality, Camenca, Rîbnița and Grigoriopol towns; three localities from Autonomous Territorial Unit (ATU) Gagauzia: Comrat municipality, Vulcanesti and Ciadir-Lunga towns. An interactive map of the 15 forums has been produced containing both a summary and individual information on all of the forums, including disaggregated statistics on the participants, MPs, issues raised by citizens, and a photo gallery.

The forums also provided an important platform for representatives of local public administration at village and district level, managers of public schools, kindergartens and hospitals, representatives of NGOs working with women, persons with disabilities, as well as the various governmental institutions at district level (employment, social assistance, education, environmental agencies, etc.) to address their concerns first-hand with lawmakers and come with proposals for improvement. Among others, the forums also contributed to the establishing and/or strengthening the cooperation between the Parliament's Constituency Offices, the citizens, NGOs, local government structures, etc.

The representation of MPs in the forums was gender balanced and politically inclusive. Thus, a total of 26 Parliamentarians (12 women and 14 men) from all political factions and groups, as well as the nine standing committees in the Parliament participated in the forums.

The most frequently raised issues and demands from the citizens, particularly women, were on improving the social protection of vulnerable population groups; creation of jobs in rural areas and generating incentives for young specialists to take up jobs in villages; meaningful engagement of vulnerable groups receiving social aid from the Government in the life of the community; improvement of the nutrition systems of children in schools and kindergartens; addressing the escalating domestic violence in rural areas and increasing the protection of victims and survivors of violence. In all forums, the citizens indicated that they want more regular and systematic dialogue with legislators, but also with representatives of central Government. Notably, less than 40% of people indicated that they ever had a chance to interact with politicians, outside the election campaigns.

Representatives of the local public administration urged the parliamentarians to team up with the Executive and speed up the implementation of the public administration reform, improve the fiscal decentralization mechanism, consolidate local autonomy and create incentives for small business development in local communities. Issues related to the inclusion of ethnic minorities, particularly Roma, Gagauz, Bulgarians, as well as persons with disabilities, in the social, political and economic life of the community and the country have been articulated during the forums. The cross-cutting demand of citizens in all the forums was the urging of parliamentarians to adopt the draft Law 180 on Gender Equality in final reading.

A post forum follow-up analysis revealed that a number of key demands voiced by citizens, particularly by women, have been translated into legislative and normative changes thanks to the multi-faceted advocacy efforts of various stakeholders, especially civil society organizations. Some of the more eloquent examples of such changes are presented in Table 1 below.

Top issues raised in the forums and legislative/normative changes effected

Demands & proposals from citizens	Evidence of legislation/policy adopted/amended in 2016	Pending changes requiring further advocacy efforts
1. Increase representation of women in decision making positions through urgent adoption of the 40% gender quota	Law 71 on Gender Equality adopted on 14 April 2016 http://lex.justice.md/md/365019/	<ul style="list-style-type: none"> • Reinforce placement provisions for both genders on candidate lists • Develop of the implementation mechanism of the new law
2. Increase salaries of civil servants in the public and real sector	Minimum guaranteed salary in the real sector increased by 19% as of 1 May 2016 http://lex.justice.md/md/333943/	<ul style="list-style-type: none"> • Review the Law 48 from 22 March 2012 on remuneration of public servants
3. Change the deficient nutrition system for children in schools and kindergartens	Regulation related to the nutrition of children in schools and kindergartens reviewed. Processed food items, particularly from meat, will not be allowed in. http://e-medicina.md/copiii-din-moldova-vor-manca-sanatos-la-gradinita-si-scoala/	<ul style="list-style-type: none"> • Close monitoring on the implementation of the new Regulation by competent institutions • Review the procurement procedures for acquisitions of food supplies for schools and kindergartens to improve competition and quality of supplied food and beverages
4. Increase the social aid allocations for vulnerable people	Government approved decision no. 871 from 18 July 2016 on amending and supplementing the Law no. 133-XVI from 13 June 2008 on social aid. http://lex.justice.md/index.php?action=view&view=doc&lang=1&id=365911 As result social allocations were increased for certain categories of people effective 1 July and 1 August 2016 respectively http://www.gov.md/ro/content/guvernul-	

Demands & proposals from citizens	Evidence of legislation/policy adopted/amended in 2016	Pending changes requiring further advocacy efforts
	aprobat-majorarea-indemnizatiilor-pentru-unele-categorii-de-beneficiari	
5. Increase the protection and safety of victims of domestic violence	Adoption of Law No. 196 on 28 July 2016 http://lex.justice.md/md/366648/ that introduces an unprecedented 10 days restraining order that isolates the aggressor from the family home.	
6. Urgent implementation of the Public Administration Reform, reinforcing decentralization and local autonomy	Government approved the Strategy for the Public Administration Reform for 2016-2020, which will be implemented in two stages: (1) Central Public Administration Reform implemented during 2016-2018 and (2) Local Public Administration Reform carried out during 2019-2020. http://cancelaria.gov.md/sites/default/files/document/attachments/actualizat_str_2016-2020_2.pdf http://descentralizare.gov.md/libview.php?l=ro&idc=249&id=1306&t=/EVENTIMENTE/Nationale/Cabinetul-de-ministri-a-aprobat-Strategia-de-reformare-a-administratiei-publice Law on the status of Chisinau municipality adopted in final reading http://www.parlament.md/ProcesulLegislativ/Proiectedeacteleislative/tabid/61/LegislativId/3105/language/ro-RO/Default.aspx	<ul style="list-style-type: none"> • Final adoption of the comprehensive local public administration by the Parliament • Law implementation

Capacities of women and men councilors on gender inclusive local governance developed

Mentorship programme for women councilors (also contribution to output 1.2)

A comprehensive mentorship program titled *Inspir-o!* for 27 first-time council women launched in 2015 by CPD was completed in 2016 with significant results. During the Mentorship Program, in 2016, the focus continued capacity building, support in the implementation of 24 community based projects and mentorship relations. The participants went through 3 training modules on: (1) good governance (transparency in decision making process, access to the information, community mobilization), (2) communication (3) time and risk management. As part of the Mentorship program, small grants were offered in support of the implementation of 24 community initiatives/projects led by the mentees, with the two-fold aim of solving concrete problems as well as increasing the visibility of women in public positions in small communities, as agents of change and role models. The topics of the projects included education for a healthy life, community mobilization, environmental protection, gender education, education and training, combating violence against women. They were based on an assessment of each mentee of the specific needs in her community. All the projects have been successfully implemented and had great support from the community and media coverage. Mentees were also supported to work on leading their local councils in increasing transparency and citizens' involvement in decision making processes.

Key results from the mentorship programme are:

- During the implementation of Mentorship Program and of community projects, 94 different activities/actions of community mobilization, voluntary work, participation in the activities, fund raising, public debates, etc. have been organized. It is estimated that 8.3% of the population in the target rural areas and small towns has been involved (excluding Balti city). The total number of beneficiaries (direct and indirect) is approximately: 25,539 persons, including 12,785 women/young women/girls and 12,744 men/young men/boys.

- Community initiatives led to tangible results. For example, an unauthorized waste was liquidated in Taraclia, Causeni district and a forest was planted in its place. In Stefan Voda a playground for children was built in a residential area. In the Rascaieti village, Causeni, sanitary corners in the sports hall of the local gymnasium were built, separate for boys and girls.
- The Local Public Administration, private companies, and NGOs have supported the 24 projects, through financial contribution or in-kind. The financial contribution is worth 581,500 of lei (approx. 30,000 USD) (LPA – 63% - the biggest contribution was offered by the Village hall of the Sadâc commune, Cantemir district – 100 thousands lei (approx. 5,000 USD), Population – 11%, Voluntary work – 3.6%, Institutions – 7.4%, Private companies – 5%, NGOs – 9.4%, personal sources – 0.8%).
- The mentees have spearheaded their councils to develop and adopt local Plans on Strengthening Good Governance. Twenty-two (22) such plans have been adopted. In the period following, 64 decisions of the local councils have been consulted with the population, with the total number of consulted people estimated at 3,088 (1,847 women and 1,241 men).
- The mentorship relations developed during this year have been strengthened. The second networking event between mentors and mentees and the outdoor event aimed at identifying the success stories, the difficulties that mentors and mentees faced during their interaction and evaluating the relationships and setting future priorities and plans.

Considering the success and lessons learnt of the first mentorship programme, a new INSPIR-O edition has been launched, oriented towards women from communities where, as a result of the local election in 2015, was registered 0 (zero) representation of women in local councils. In this connection, CPD will have the following approach: (1) active women, from the communities with female under-representation in LPA, have to become more visible, being empowered to become agents of gender mainstreaming, as a pillar of good governance; (2) the change of public perception regarding the role of women in LPA, thus, preparing the ground for the next local elections; (3) the possibility to share experience and good practices with women councilors, participants of the previous Mentoring Program.

In line with this approach, during 8-17 November 2016, 12 visits have been carried out in 12 localities with female under-representation in LPA, as follows: d. Nisporeni – v. Cristești, v. Milești, v. Șișcani; d. Orhei, v. Morozeni; d. Rezina, v. Gordinești; d. Soroca, v. Rublenița; d. Drochia, v. Pelinia; d. Cantemir, v. Cociulia; d. Hîncești, v. Voinescu; d. Ialoveni – district center, v. Suruceni, d. Glodeni, v. Ustia. The purpose of the visits was to study the community profile, analyze the situation of women and their participation in the decision making and political processes, understand the perception of the local electorate and decision-makers regarding the role of women, and identify active women who as potential program beneficiaries. Following the discussions and negotiations, a group of 21 women from seven localities (covering northern, central and southern part of the country) have agreed to be involved in the new edition of the INSPIR-O mentorship programme. The women represent a mix of political party members (Parliamentary and non-Parliamentary parties) as well as not members of parties. What unites them is their ambition to develop their leadership potential and desire to make a change in their community by potentially running for local elections in the next cycle. CPD is currently in the process of identifying mentors and defining the capacity building and small grants component of the program.

Training programmes for women and men councilors at first mandate

In 2016, the WiP Programme finalized the two-stage training programme started in 2015 for first mandate local and district women and men councilors.²⁵ During 2015-2016, a total of 464 local councilors, including 429 women and 35 men from 23 districts, plus Balti municipality and Autonomous Territorial Unit of Gagauzia, enhanced their capacities in the areas of local council functioning, integration of gender equality measures in local development, principles of gender sensitive budgeting, leadership, communication, advocacy, negotiation, fundraising and partnership building in order to best address the needs of most vulnerable local constituents, including women. The novelty of 2016, was the inclusion of men councilors at community and district level in the training programme as per suggestion of the

²⁵ Article "Women councilors at first mandate, trained in fundraising and gender equality"
<http://md.one.un.org/content/unct/moldova/en/home/presscenter/press-releases/consiliere-locale-la-primul-mandat--instruite-in-atragerea-fondur/>

donor expressed during the mid-term review of the programme completed in early 2016. This mixed-gender training approach proved effective in expanding the understanding of men on and advantages of gender sensitive governance and contributed to strengthening cooperation between male and female councilors for further advancement of the gender equality agenda in local communities and districts.

At the end of module II, each group of councilors went on a study visit to a model community headed by a woman mayor where they had the possibility to learn about practical ideas they can implement back in their communities. Besides the knowledge acquired at the training sessions, the program led to building of lasting networks and cooperation among participants. The post training survey indicated that, in 60% of cases women exchange between themselves practices to advance gender equality in their communities, and 30% of them launched joined programmes for community development. To determine the impact of the training, the programme interviewed a sample of 120 women participants to assess the changes they experienced after the training – both in terms of attitudes and leadership, as well as in terms of applying the skills and knowledge to initiate and carry out concrete projects in their communities.

Therefore, all of 120 interviewed women reported increased political activism in the meetings of Local Council, followed by the fact that they promoted gender equality at all public events (92% of respondents), and 50% of them reported that they created local women's around issues important to women. In terms of gender equality awareness, all 120 women reported to have become more active in fighting domestic violence, promoting gender equality aspects in the decisions taken by the local council and promoted equal distribution of responsibilities within their households. Notably, 65% of the respondents (78 women) organized public discussions in their communities to raise issues related to gender equality with their constituents, but also within the party that supported them to run. Besides the 'soft' skills (leadership, communication, advocacy) and knowledge on gender equality, the trainings have also equipped women with 'hard' skills (budgeting, fundraising, business planning, etc.) which enabled them to develop and secure concrete development projects for their communities. Therefore, 57% of women councilors indicated that they initiated projects for the community either in cooperation with NGOs, Local Public Administration or independently after the training received from the WiP Programme.

Towards a more gender sensitive Parliamentary Secretariat

To further support the integration of gender equality in the core areas of Parliamentary activity, as a follow up to the recommendations of the gender audit, a total of 27 employees (23 women, 4 men) of the Parliament Secretariat and the Territorial Information Offices of the Parliament²⁶, enhanced their knowledge and abilities in in the area of gender sensitive human resource management as result a two-day training²⁷ programme provided with support of the WiP Programme.

The topics covered included the key areas and processes of Human Resources Management (HRM) – staff recruitment, induction and mentoring, professional development, performance management, motivation, role of the human resources department and that of line managers in these processes, presented through a gender lense. The gender aspects emphasized included the importance and benefits of adopting gender sensitive human resources management practices, principles of gender sensitive communication (internal and external), forms of sexual harassment and workplace discrimination as well as institutional policies to address the latter. An experienced and reputable human resources manager from a large private institution with international capital was invited as guest speaker to share best practices in gender sensitive human resource management and non-discrimination principles and policies, alongside the more general aspects of HRM, particularly in performance management and motivation of staff.

The training evaluation indicated that all the staff found the training worthwhile in their activity, particularly in the areas of gender mainstreaming in the work of the Parliamentary Secretariat. In this context, the staff indicated the need for more gender responsive trainings to be provided in 2017 and beyond.

²⁶ Press release Parliament „Staff of the Parliamentary Secretariat trained in human resources management”
<http://www.parlament.md/Actualitate/Comunicatedepresa/tabid/90/ContentId/2713/Page/11/language/ro-RO/Default.aspx>

Engaging with youth in promoting gender equality and inclusive governance

In 2016, in premier, the Parliament of Moldova Constituency offices organized an essay contest in four regions where the PCIOs are based on the topics of “Open Doors for Women in Politics”.²⁸ The inspiration behind this initiative of the PCIOs came from their active participation and co-organizing of the 15 regional forums where boosting political participation of women was high on the agenda.

High school students from four districts were invited to submit their essays on the topic mentioned above to a jury formed by the local branch of the Ministry of Education, teachers and experts which selected 20 winning essays. To acknowledge the children, the WiP Programme supported the Parliament of Moldova Secretariat in awarding the winners with diplomas signed by the Speaker, as well as promotional materials from the WiP Programme, and informational materials on gender equality and the 17 Sustainable Development Goals. A total of 60 children, including the 20 which occupied the first places, and the 40 which received second and third rankings in the essay competition were given the opportunity to visit the Parliament of Moldova on 1 June 2016 in the framework of the celebrations dedicated to International Children’s Day.

Supporting initiatives led by Women’s Platform in the Parliament

In the framework of the 2016 Campaign “16 days of Activism against Gender Based Violence”, the WiP Programme together with UNDP Support to Parliamentary Governance in Moldova Programme (SPGM), supported the Women’s Platform with a series of awareness activities, policy discussions and debates organized in the framework of the campaign. Following the format of regional parliamentary forums piloted by WiP, the programme supported the Women’s Platform in the Parliament to organize a large regional forum on the topic of violence against women in Cahul district.²⁹ The forum held on 12 December 2016, joined over 200 participants from Cahul and neighboring districts, representatives of the local public administration, health services, law enforcement agencies, youth, clergy, civil society organizations, etc. in an open dialogue with women parliamentarians and Government representatives on the implementation of the Law 196 from 28 July 2016 that introduces unprecedented measures to increase the safety of the victims of violence including a 10-day restraining order for the perpetrators of violence.

In December 2016, the WiP Programme provided support to the Committee on Public Administration, Regional Development, Environment and Climate Change to organize a Round table discussion³⁰ on “Sustainable partnerships between Parliament and Local Public Administration. Development opportunities in support of women mayors”. The event gave possibility to over 150 mayors from all over Moldova to learn first-hand about the on-going and future development opportunities available for local communities within the United Nations System, other development partners as well as the Government.

Project visibility and communication of results

The Programme had an increased visibility of its activities and impact in both national and local media, as evidenced by media clippings of 169 articles and reportages in the period January-December 2016. Staff of the Women in Politics programme have been quoted seven times in national media. During 2016, ten feature-stories were published on the UN Women and UNDP regional and global websites, UN Moldova website and a larger number of posts were shared on local, regional and global social media accounts. Three stories were published in the two editions of UN Moldova Magazine, which appeared in 2016. In addition to, an innovative way to raise awareness about the importance of women participation in politics and decision-making processes, including Law no. 71, was the press club, entitled “Women in politics – why we beat up on the same spot for the last 10 years”. The press club was attended by 12 young professional journalists and was featured by 8 media outlets.

²⁸ Press release Parliament “A group of young people awarded by the Parliament following an essay contest on political participation of women” <http://www.parlament.md/Actualitate/Comunicatedepresa/tabid/90/ContentId/2531/Page/7/language/ro-RO/Default.aspx>

²⁹ Article “Free from Violence’ Regional Forum was held in Cahul” <http://md.one.un.org/content/unct/moldova/en/home/presscenter/press-releases/-free-from-violence-regional-forum-was-held-in-cahul-.html>

³⁰ Press Release “150 women mayors in dialogue with Parliament” <http://parlament.md/Actualitate/Comunicatedepresa/tabid/90/ContentId/2764/Page/1/language/ro-RO/Default.aspx>

In total, during the reporting year, were developed and disseminated 30 press releases and 16 articles related to WiP activities and area of work. Every press release, story and all the photos produced within WiP has been distributed widely on the following web and social media platforms: UN, UNDP, UN Women websites, Facebook pages and Twitter accounts; Flickr accounts; UN in Moldova Odnoklassniki account, Comunicate.md, Civic.md. On a monthly basis, Women in Politics developed a newsletter which was disseminated to the donors, partners and all interested stakeholders.

Challenges and lessons learned

Despite the success of adoption of legislative quota, the placement provision was not adopted which would likely limit the effectiveness of the Law. As shown above, unless women are placed higher on lists, thus changing the practice of previous elections, the increase in women's political representation in national and local assemblies will be less than 40% in future elections. The fact that legislators fell short of adopting the placement provision contained in the original draft Law 180 demonstrates the limitations of their commitment towards greater gender equality in politics. Future advocacy is needed to ensure that the quota law leads to the desired increase in representation through further legislation or for voluntary placement of women higher on party lists. NGOs have included such advocacy in their plans and this will be pursued by the Programme in 2017.

International experience shows that any potential change to the electoral system from proportional representation to mixed may have a negative influence on the representation of women. The Risk Log update of the Programme in November 2016 has identified an increased probability of such a risk and the need for close monitoring of the situation.

The work with media has led to positive results in increased representation of women in different kinds of media. However, it remains to be seen whether the positive trend will be sustained in the future and whether more media will follow suit. The commitments that media have made on gender equality require consistent monitoring and using both "carrots and sticks" to encourage real action. In general, maintaining gender sensitive media coverage depends on the goodwill and sensitivity of individual journalists, and is challenged by editorial practices that go contrary to these principles, particularly in large and not independent media. The use of sexist and derogatory reporting and language during the presidential campaign of November 2016³¹ also demonstrates the need for continuous and long-term engagement with media actors and the public.

Various meetings and consultations with women beneficiaries of the Programme has demonstrated the importance of peer support networks to encourage and inspire women to be active even in challenging circumstances. For example, the political clubs and mentorship program have served to increase the confidence and activism of women in different positions of authority, as well as their positioning and visibility of their contribution to society. This is expected to have longer-term impact in encouraging more women to become politically active. The "role model" effect of women who have already succeeded as decision-makers and leaders in different fields has proven to be very powerful and will be further utilized by the Programme in the future.

When it comes to marginalized groups of women, such as Roma and with disabilities, their participation is still marginal. Consistent efforts are needed to increase their voice and representation and the Programme will continue prioritizing these groups in 2017 in all of its activities, also in line with "no one left behind" 2030 Sustainable Development Agenda.

Considering the significant differences between localities in terms of women's representation, there is a need to focus on localities with significant under-representation of women in the local decision-making bodies. These require different approaches in light of the specific challenges faced by women to break the cycle in a masculinized environment where they are implicitly or sometimes overtly prevented from undertaking a more prominent role (as

³¹ <http://www.media-azi.md/ro/publicatii/%E2%80%9Eanaliza-limbajului-sexist-din-campania-electoral%C4%83-pentru-alegerile-preziden%C8%9Biale-2016-%C3%AEn>

has been the case in some communities where women initially selected to take part in the second edition of the mentorship program had to withdraw due to resistance from men leaders). Such approaches include working with groups of women to form joint fronts and finding individual incentives for key decision-makers, as well as more men allies.

The gains made through the adoption of Law 71, increased number, visibility and capacities of women leaders in different positions, sensitized institutions and vocal civil society coalitions cannot be taken for granted and require consistent effort to strengthen the legislative framework, support women and men in leading positions to take an active stand when women's rights and gender equality principles are being undermined and in actively supporting women to participate in political processes at all levels. In order to maintain and expand the gains made, advocacy efforts should be done in a way that articulates better the benefits of gender equality for the entire society and what all segments of the population gain by having more women in leadership positions. Engaging more men in advocacy for gender equality remains paramount. Not the least, partners are increasingly seeking the engagement of other actors, including the church, academia, trade unions, and others.

Risk log and evaluation

As per the practice of reviewing the Risk Log of the WiP Programme on a regular basis, an update to the Risk Log has been carried out twice during 2016: in January 2016 as part of the internal Mid-Term Review process of the Programme and in November 2016.

A final independent project evaluation was commissioned in 2016 in line with the expectation that the WiP Programme will be completed by the end of 2016. The evaluation was carried out in the period September to November 2016 in accordance with UN Women Evaluation Policy and United Nations Evaluation Group (UNEG) norms and standards. An Evaluation Team consisting of one international and one national expert was selected. The evaluation analyzed the four criteria of relevance, effectiveness, efficiency, sustainability and the cross cutting theme of gender equality and human rights. Data collection methods included: a) a comprehensive documentation review; b) semi-structured in-depth interviews and small group interviews with primary stakeholders; and c) an online survey. 71 persons (53 women and 18 men) were consulted for the evaluation including: donor, WiP Programme tTeam, UN Women and UNDP staff; project partners, including representatives from government, and non-governmental organizations. More than 30 documents (including project reports and background documents) were reviewed and analyzed by the Evaluation Team. The Evaluation Team conducted fieldwork in Chisinau and three localities, Rîșcani, Sîngerei, and Șoldănești. Preliminary observations were presented to WiP Programme staff in order to provide an opportunity for initial response to and validation of findings.

Indicator based performance assessment

	Achieved indicator targets	Reasons for variance with planned target (if any)	Source of verification
<p>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</p> <p>Indicator: Adoption and implementation of appropriate Temporary Special Measures (TSMs)</p>	<p>Pursuant to sustained and joint advocacy, the Legislative package 180 was adopted on 14 April 2016 under the title Law no. 71 on modification and supplementing of some legal acts.</p>		<p>http://lex.justice.md/md/365019/</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>Indicator 1.1.1 Legislative amendments on promoting women in decision making drafted and submitted to the Parliament</p> <p>Baseline: Relevant draft amendments to Electoral Code, Party Code, Parliament Law, the 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 law</p> <p>Planned Target: Amendments to Law on Government, and relevant other laws and by-laws drafted in a participatory and transparent manner</p> <p>Indicator 1.1.2 Political parties receive information/methods to nominate more women</p> <p>Baseline: None</p> <p>Planned Target: At least all Parliamentary parties receive information on the nomination of more women.</p>	<ol style="list-style-type: none"> Target reached: The Programme has supported advocacy efforts and worked to ensure that legislative Package 180 moves forward in the legislative process. Further support on implementation of legal provisions related to sexism in advertising was provided to MLSPF and draft Regulation for establishment and functioning of Experts’ Council in the field of advertising was prepared. Target reached: During 2014-2016, all political parties received information/ methods to nominate more women on electoral lists, as well as to promote more women in decision making positions. In particular, they received 5 resolutions voicing the needs of different groups of women representing different social and professional groups and 7 position papers submitted by CSOs promoting gender equality. During 2016, all political parties received information/ methods about the need to adopt gender equality quota to ensure equitable representation of women in politics, such as 2 flash-mobs, a brief opinion policy note, three position papers, 2 infographics. One infographic developed on main provisions adopted by Law no. 71. 		<p>Parliament website – Report from session of Parliamentary Committee on Human Rights and Inter-Ethnic Relations;</p> <p>Resolutions prepared by women from different groups;</p> <p>CSO (CPD and EEF) websites and quarterly reports;</p> <p>Position papers issued and shared by CSOs (CPD, EEF, Gender Equality Platform).</p>

<p>Output 1.2 Capacities at all levels to promote women's participation in electoral processes both as candidates and voters enhanced</p> <p>Indicator 1.2.1 Number of Organizations supporting women candidates and demanding women's equal participation within political party nominations received capacity development support</p> <p>Baseline: None</p> <p>Planned Target: At least 10 organizations at the central and local level</p> <p>Indicator 1.2.3 Percentage of women candidates nominated and running</p> <p>Baseline: Parliament = 27%, Mayors = 17%, Councils = 32%</p> <p>Planned Target: increase of 10 pp.</p> <p>Indicator 1.2.4 Average rank of women candidates decreased in party lists for parliamentary election³²</p> <p>Baseline: 60%</p> <p>Planned Target: Decrease by 10pp</p>	<ol style="list-style-type: none"> 1. Target exceeded: Over 10 organizations supporting women candidates and demanding women's equal participation within political party nominations have been receiving capacity development support (5 political clubs established in 5 districts, 3 women's organizations of 3 political parties, Romani Women and Girls Network, Gender Equality Platform consisting of 27 organizations). 2. Target reached: Total of 949 women received knowledge and tools to be nominated and run for the elections in the framework of the Programme. In 2016, over 1,000 women received capacity building on leadership and political participation aimed at enhancing their skills to serve as mayors, as elected or appointed officials at the local level, as well to run as candidates for future elections. 3. Slight progress towards target: % of women candidates in Parliament (2014 elections) – 30.30%; Mayor (2015 elections) - 19.3 %; Local Councils (2015 elections) – 34.9%. 4. Increase in the placement of women in top 20% of party lists as follows: Parliamentary elections: 2010 - top 20 – 17.4% (places 1-10 – 14.8%; places 11-20 – 20.0%³³); 2014 - top 20 – 21.15% (places 1-10 - 24%; places 11-20 – 18.3%³⁴); Election of local councils: 2011 - top 20 – 5.85% (places 1-10 – 3.7%; places 11-20 - 8%³⁵), 2015 - top 20 - 23% (places 1-10 – 18.3%¹ places 11 -20 – 27.7%³⁶). 		<p>Reports of partnering and target organizations;</p> <p>Report of CSOs and public opinion studies;</p> <p>CPD analysis of political party lists and ranking (Political party Monitoring report);</p> <p>CEC Gender analysis of 2014 and 2015 elections³⁷</p>
<p>Output 1.3. Capacities of the Election Management Bodies on gender responsive electoral management enhanced</p> <p>Indicator 1.3.1 Percentage of women members of the CEC and of rayon and precinct level electoral commissions</p> <p>Baseline: 1 woman CEC member, 36% women Heads of electoral commissions at rayon level</p>	<ol style="list-style-type: none"> 1. Target achieved: Two women have been included in the 2016 CEC composition, both voted in leadership positions- i.e. chair and deputy chair; For 2014 parliamentary elections, women constituted 34.3% among Heads of Electoral Commission at District/rayon Level (DEC) which constitutes an increase of 17% from 2010 elections when women's share was of 28.6%; for 2015 local elections share of women as Heads of Level II DEC was of 29% - a decrease from 36% in 2011. However, progress has been achieved at the levels of women vice- 		<p>CEC Annual Report;</p> <p>Voter education materials;</p> <p>Voter turnout sex disaggregated data;</p> <p>CEC Gender analysis of 2014 and 2015 elections³⁸;</p> <p>CEC website (composition of CEC membership)³⁹;</p>

³² Candidate rank is measured from the top of the list, such that a lower-rank the candidate is more likely to be elected than a higher-rank one.

³³ Șanse Egale în Procesul Electoral. Studiu de caz: Alegerile parlamentare anticipate din 28 noiembrie 2010, CPD, 2010, Chisinau

³⁴ Studiu de caz: Alegerile parlamentare din 30 noiembrie 2014", CPD, 2014, p. 20, fig. 7, http://progen.md/files/6842_raport_final_alegeri_2014.pdf

³⁵ Studiu de caz: Șanse Egale în Procesul Electoral: Cazul Alegerilor Locale 2011, CPD, 2011, p. 20, fig. 15, http://progen.md/files/8720_raport.pdf

³⁶ Șanse egale în procesul electoral. Studiu de caz: alegerile locale generale din 14 și 28 iunie 2015", CPD, 2015, p. 20, figure 10, http://progen.md/files/7091_sanse_egale_in_procesul_electoral.pdf

³⁷ Infographics "Gender Equality in Elections in the Republic of Moldova" <http://bit.ly/2mo3oJj>

³⁸ Ibidem

³⁹ Composition of CEC <http://cec.md/index.php?page=news&id=1060&l=ro>

<p>Planned Target: 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</p> <p>Indicator 1.3.2 CEC voter registration and education campaign has a particular focus on women, youth, and on vulnerable groups</p> <p>Baseline: No particular focus on women, youth and vulnerable groups in the previous voter registration and education campaigns</p> <p>Planned Target: 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</p>	<p>presidents of Level DEC in 2015 – 49% women vice-presidents in 2015 compared to 44% in 2011 - which represents a 11.4% increase.</p> <p>2. Target achieved: 8 CSO-ran voter education campaigns were conducted prior to 2014 parliamentary and 2015 local elections reached a total of 442,096 people including ethnic minority women, women with disabilities, first-time voters, etc. have been encouraged and informed to cast meaningful vote.</p>		<p>CSO reports on voter education campaigns 2014, 2015;</p> <p>Articles/stories on voter education campaigns⁴⁰ on UN portals and in media⁴¹.</p>
<p>Outcome 2. Gender equality advocates influence legal frameworks and policies to increase women’s leadership and political participation</p> <p>Indicator: 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</p> <p>Baseline: not defined</p> <p>Planned Target: not defined</p>			<p>Public Opinion survey;</p> <p>Organization’s reports;</p> <p>Media reports.</p>
<p>Output 2.1. Capacities of the media on gender responsive coverage of political issues enhanced</p> <p>Indicator 2.1.1. Number of media organizations undertaking internal monitoring of gender sensitivity of their product on regular basis before, during and after elections</p> <p>Baseline: 17 print and online media organizations</p> <p>Planned Target: At least another 20 print, online, audio-visual media</p>	<p>1. Target achieved: Total of 30 media outlets undertook internal monitoring of the gender sensitivity of their products on a regular basis.</p>		<p>Media monitoring results;</p> <p>Media Association surveys/reports;</p> <p>List of media with signed commitments.</p>
<p>Output 2.2. Capacity of gender equality advocates to promote women’s leadership and political participation strengthened</p> <p>Indicator 2.2.1 Number of initiatives undertaken by women and women’s groups, NGOs and media to demand</p>	<p>1. Target exceeded: Diverse range of initiatives have been undertaken to demand inclusion of women’s needs at both national and local levels. These include:</p> <ul style="list-style-type: none"> • Gender Equality Platform 		<p>CSO reports;</p> <p>Media report</p>

⁴⁰ Story “Traditional caravans and public debate inspire Roma people to vote” <http://bit.ly/2nvDB1a>

⁴¹ Article “Hop-hop hai la vot” <http://www.timpul.md/articol/hop-hop-hai-la-vot-75670.html>

<p>inclusion of women’s needs and priorities in the political party agenda at central and local level</p> <p>Baseline: none</p> <p>Planned 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 and after election. The identified needs of women are brought to the central level for the attention of political leaders</p>	<ul style="list-style-type: none"> • 5 Platforms of women representing women from different groups • 5 women’s political clubs • Power mapping and needs assessment in 15 localities with predominant Roma population • 3 regional workshops for business women • 5 NGOs conducted women’s empowerment campaigns at local level • 24 small community initiatives undertaken by women local councilors at first mandate • 10 peer-to-peer learning visits in 15 communities (12 headed by women mayors and 3 by men mayors) for women mayors, • 3 regional initiatives launched by young Roma women and men • 16 Days Campaign on ending violence against women, including those led by women MPs and women mayors placing the survivors at the center • One of the two Roma women local councilors organized an initiative to encourage Romani women to participate in local council meetings • GirlsGoIT (Programme contribution to other partners’ initiative) • Forum “Partnership for an Inclusive and Prosperous Moldova” (Programme contribution to UN Women initiative) 		
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<p>Output 2.3. Capacities of elected women parliamentarians and councillors to perform the elected official's duties developed and strengthened</p> <p>Indicator 2.3.1 Number of meetings between MPs and women from rural and urban areas organized</p> <p>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</p> <p>Planned Target: 15 rayons will be visited and meetings will be held by MPs with women</p> <p>Indicator 2.3.2 Number of newly elected women MPs received initial training</p> <p>Baseline: None</p> <p>Planned Target: All newly elected Women MPs trained</p> <p>Indicator 2.3.3 Number of Women Councillors trained</p> <p>Baseline: None</p> <p>Planned Target: Women councillors in 10 target rayons trained</p>	<ol style="list-style-type: none"> 1. Target achieved: 15 regional parliamentary forums brought together 650 citizens, including 542 women, particularly from marginalized groups located in 41 administrative units of Moldova, including Gagauzia and Transnistria, in direct dialogue with 26 Members of Parliament (12 women and 14 men) and local decision makers around issues important to women. 2. Target exceeded: All women MPs (those in their first term but also in consecutive terms) have received both training and individual coaching. Other Parliamentary structures received training as well (see Table below) 3. Target exceeded: 429 women and 35 men first-time councilors from 23 districts/rayons, 1 municipality (Balti) and the Autonomous Territorial Unit of Gagauzia enhanced their capacities in areas of local council functioning, fostering gender equality in local development agenda, finance, fundraising, communication and advocacy. 4. Target exceeded: 27 women first time councilors from different districts benefited from a pioneering mentorship program. 		<p>Media reporting;</p> <p>Annual program report;</p> <p>Contractors/service providers' reports on various capacity building activities for women parliamentarians, Secretariat staffers and women councillors;</p> <p>Parliament web-site/ newsletters;</p> <p>Interactive Map on regional forums – coverage, issues raised.</p>
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Contribution to the Confidence Building Measures Program in Transnistria - Health Sector, Phase II

Programme overview

In the context of health sector reforms, several significant interventions have been initiated in the area of maternal and child health over the last decade. Affordable and high quality care has been one of the key issues of the health agenda of authorities to accelerate progress towards Millennium Development Goals (MDG) targets 4 and 5 and to continue the monitoring and evaluation of the achievements as part of the post-2015 agenda. There are specific national health policies and programs focusing on mother and child health. The development of a regionalized perinatal assistance system, strengthening and regionalization of paediatric emergencies and intensive therapy departments, as well as an increase in the level of knowledge through continuous medical training are just some examples of major efforts with sizeable impact undertaken recently. The implementation of Integrated Management of Childhood Illness (IMCI) and the system of individual evaluation of the neonatal mortality cases allows the collection of relevant data for developing effective interventions. Supporting communities and building a resilient health system is particularly important in the context of the 2030 Sustainable Development Agenda and its related health goal to *ensure healthy lives and promote well-being for all at all ages*. Despite high population coverage of antenatal and hospital care, the quality of health services requires further analysis and improvement. All routine vaccines for children are available, including in the Transnistrian region, but with slower than expected up-take of new vaccines (rotavirus (RV), pneumococcal (PCV)) or reluctance to implement new vaccines in the Transnistrian region due to the dire financial situation. UN has been engaged in the on-going process of improving the quality of care for mothers and children at all levels of health services, and promotes an integrated and comprehensive approach on both banks of the Dniester River.

This initiative is funded by the Swiss Agency for Development and Cooperation (SDC) and is jointly implemented by WHO, UNICEF and UNDP. It is a logical continuation of previous activities undertaken in the Transnistrian region under previous confidence building measures efforts (both EU- and SDC-funded) in the area of mother and child health (MCH) and immunizations since 2013. The overarching goal of this project is to make sure that the population of Moldova, including in the Transnistrian region, has improved health status, financial protection, equitable access to and satisfaction with health services. The ultimate objective is that the population of the Transnistrian region benefits from comprehensive quality health services, with specific focus on Maternal and Child Health (MCH) and immunizations.

Results

The following three outcomes were defined under the project, with consideration for the supply and demand dimensions:

- New-borns and mothers from the Transnistrian region benefit from qualitative integrated perinatal services, including nutrition;
- Vaccine coverage and immunization rates for traditional and new or underutilized vaccines are improved on both banks of the Dniester River; and
- The population on both banks of the Nistru river has increased their MCH-related health literacy related to infant feeding and awareness about availability of MCH services and their right to access them.

Outcome 1: Perinatal care services

Activities under this outcome focus on strengthening the quality of health care services at all levels rendered to mothers, new-borns and children. This is being accomplished through actions in three key areas:

- High quality MCH care services available at hospital health care level;
- High quality MCH services available at ante- and postnatal care levels, including home visiting; and

- Updated breastfeeding knowledge and competences gained by health care professionals (primary and hospital care levels) and community.

Output 1: Specialized health professionals in the Transnistria region (obstetricians, midwives and neonatologists) have improved capacities and knowledge to provide MCH hospital care according to international standards

An Effective Perinatal Care (EPC) follow-up mission to the Transnistrian region was conducted during 30 May-2 June 2016 aiming to evaluate the impact of EPC training following the mission in 2014, featuring visits to assess four maternity wards: two pilot maternities (Bender and Tiraspol) participating in the EPC training course in 2014 were assessed and two other maternities in Slobozia and Ribnita that had not undergone such training. Field visits showed an improvement in actual situation following the trainings and evaluation of routine practices.

The training courses on Pocketbook of Hospital Care for Children (second edition) were conducted in Balti on 6-9 December 2016 and in Chisinau on 12-15 December 2016, with pediatricians from hospitals and ICU from Ungheni, Edinet, Soroca, Balti and Chisinau attending. The aim of the trainings was to train local professionals using the WHO approach and tool, as well as to identify a group of national trainers who will be conducting further trainings in 2017. A needs assessment was conducted in relation to medical consumables in five perinatal care facilities in the Transnistrian region (Ribnita, Grigoriopol, Tiraspol, Bender and Slobozia). Pursuant to recommendations, medical consumables and accessories were purchased and provided to all five facilities (19,063 items broken down by 35 categories).

The project reviewed the use of medical equipment provided before, with an assessment report elaborating upon and providing relevant conclusions and recommendations, following which a database was set up to keep track of medical equipment and consumables provided there, drawing on the experience of other SDC-funded programs (e.g., REPEMOL). All previously acquired and provided equipment and consumables were recorded in one document to be further used during the monitoring missions. Later it is planned to export the datasets to beneficiary facilities to improve stocktaking and tracking of equipment.

Additional capacity building support in terms of specialized training for efficient operation of previously provided equipment was provided to staff from the Ribnita, Grigoriopol, Bender and Slobozia perinatal Care centers (some 40 technicians), while getting feedback on any additional capacity building activities required by disseminating questionnaires to be used for further training events in 2017.

Output 2: Primary health care professionals (family doctors and nurses) have improved their knowledge and capacity in ante- and postnatal care, including home visiting

International consultations on nutrition and pregnancy were organized in Riga, Latvia, during 27-29 June 2016, with representatives from Chisinau and Tiraspol attending. The guidelines and related data were included into the updated 'mothers' diary in Chisinau to be implemented starting in 2017. Additional adjustments will be needed for the Transnistrian region before starting the implementation of the nutrition during pregnancy guideline during 2017.

A maternal health/obstetrics (perinatal health) mission was organized to review and develop the national protocols during 26-28 July 2016 aiming at (i) conducting a desk review of the locally-developed drafts of clinical protocols for obstetric care; (ii) providing feedback to local protocols based on the WHO standards and recommendations; (iii) discussing the protocols with local professionals during (a) field visits to two pilot facilities: maternities in Tiraspol and Grigoriopol on 26 July 2016; and (b) two-day long workshop during 27-28 July 2016. The latter helped improve the knowledge of professionals on protocols development, role of protocols in daily practice and the quality of care, while ensuring discussions on existing protocols and the compliance of those with WHO standards and recommendations.

A mission on Supportive Supervision in Child Healthcare was conducted to Chisinau and Tiraspol on 27-30 September 2016, aiming at reviewing the current situation with internal/external audits/supervision system and bettering it towards bridging the primary health care and hospital care services. It featured field visits to services and workshops with professionals. The mission was concluded with a two-day long workshop in Chisinau to review and discuss existing

supportive supervision in maternal and child health in Moldova and possible ways to improve and streamline services, as well as a field visit to Tiraspol and Slobozia polyclinics (field visits) and a one-day workshop in Tiraspol to better understand the type of supervision used at local level to improve the quality of provided care. A final mission report, which will suggest a set of recommendations for the improvement of the supervision mechanism, is pending with the international expert.

Output 3: Supportive environment for breastfeeding is created at primary care, hospital care and policy level

Health professionals from Moldova, including the Transnistrian region, participated in a number of regional events to share the experience and lessons learnt in perinatal care (Congress on Baby Friendly Hospital Initiative co-organized by WHO and UNICEF; International Consultation on Nutrition and Pregnancy organized by WHO).

Output 4: Basic quality management mechanisms for the perinatal and child health services in place in the Transnistria region

A follow-up meeting on near-miss case review (NMCR) implementation in Moldova was conducted on 13 May 2016, during which professionals representing all second- and third-level perinatal care centers discussed the current status of NMCR methodology implementation and the next steps to review the global tool. A working visit to coordinate the same topics in Tiraspol took place on 11 May 2016.

A mission on quality of care in pediatric hospitals in the Transnistria region was conducted during 5-13 September 2016 consisting of a mixed team of international expert and four local professionals. Four pediatric hospitals were targeted in Tiraspol, Bender, Ribnita and Grigoriopol. The assessment revealed that the care provided had not complied with WHO standards, and some harmful approaches (unjustified painful interventions, imprudent use of antibiotics etc.) had still been practiced. The preliminary findings were discussed in the final workshop and were included into the assessment report for further actions.

A quality of care assessment of the inpatient perinatal care services was conducted on 3-14 October 2016 at four different levels of care maternities in Chisinau (two facilities), Hincesti and Leova. The WHO Quality of Care assessment tool was used and brief summary results were communicated to the facility staff at the end of the mission. More generalized preliminary findings of the assessment were presented to a wider target group in the stakeholders' meeting on 14 October 2016 to be concluded by a final assessment report to be completed by the international team leader.

A WHO workshop on perinatal audit as a tool in improving perinatal health care was conducted in Tashkent, Uzbekistan, during 20-21 October 2016. The aim of the meeting was to further improve the quality of perinatal health care by implementing perinatal audit in member states based on lead countries' (Moldova, Latvia) experience. The meeting was attended by representatives from eight member states of the WHO European Region (Kazakhstan, Kyrgyzstan, Latvia, Republic of Moldova, Tajikistan, Turkmenistan, Uzbekistan and Ukraine), international experts and representatives of the WHO Collaborating Centers, representatives from UNFPA, UNICEF and other international organizations including the staff members from the WHO Regional Office for Europe and WHO Headquarters. Moldova had a broad membership (health authorities, professionals from Chisinau and Tiraspol) that improved its knowledge of use of the WHO perinatal audit tool.

Outcome 2: Immunizations

The goal of this outcome is that comprehensive quality immunization services are available for children.

Output 5: Relevant health professionals have necessary knowledge and guidelines about vaccine contraindications, adverse events following immunizations, and effective vaccine management

Representatives of the national immunization program from Chisinau and Tiraspol participated in a WHO sub-regional integrated training workshop on adverse events following immunization (AEFI) surveillance, causality assessment and

communications in Budva, Montenegro, during 21-25 November 2016. The aim of the workshop was to strengthen regional and in-country capacity on vaccine safety by sharing best practices and reviewing WHO recommendations, available guidance and tools for setting up surveillance systems and causality assessment mechanisms to detect, respond and communicate effectively following AEFI. A draft national AEFI action plan has been developed for further consultations and endorsement.

All public health professionals from the Sanitary Epidemiological Centers (SES) from the Transnistrian region improved their knowledge and skills in applying contextualized Standard Operating Procedures (SOPs) for Effective Vaccine Management through training courses organized with the support of an international expert jointly with specialists from the National Center for Public Health in Chisinau.

As many as 25 public health professionals from Moldova improved their knowledge and skills in applying SOPs for Effective Vaccine Management (EVM) following the capacity building events carried out with the support of an international expert.

There were eight SOPs developed to ensure effective cold chain functioning in the Transnistria region by a team of local experts and technical support from UNICEF, international expert and specialists from the National Center for Public Health. Draft SOPs are pending approval by local health authorities.

As many as 100 public health and primary health care professionals from Moldova, including the Transnistria region, improved their skills in the area of quality of immunization services, detection of contraindication and false contraindications for vaccination, work with population for immunization advocacy, safety of vaccines, detection and management of adverse effects following immunization through capacity building events carried out with the support of an international expert.

Output 6: Public authorities have the tools to plan, budget and implement/scale up immunization activities

Following the global switch from the trivalent oral polio vaccine (t-OPV) to bivalent OPV (b-OPV) worldwide as prescribed by the Global Polio Eradication Initiative (GPEI) and the unplanned delay in the delivery of inactivated polio vaccine (IPV) to Moldova due to global manufacturing shortages, it was advised that Moldova strengthen its acute flaccid paralysis (AFP) surveillance. Hence, support was provided to the national reference laboratory to continue AFP surveillance to keep the country's polio-free status, in partnership with the international reference laboratory for polio in Moscow, Russian Federation.

Representatives of the extended program for immunization (EPI) from Moldova, including the Transnistria region, participated in the WHO sub-regional workshop on oral polio vaccine (OPV) switch in Vienna, Austria, on 30-31 March 2016 to (i) brief countries on the global and regional status of meeting objectives of the Polio Eradication End-Game Strategic Plan 2013-2018; (ii) discuss with countries the status of their preparedness to the globally synchronized switch to b-OPV and confirm their readiness; (iii) review validation of t-OPV withdrawal and disposal with focus on monitoring of the process; and (iv) analyze risks and threats to implementation of the switch plans and discuss solutions.

WHO organized a comprehensive multi-year plan (cMYP) costing mission to Moldova during 18-22 July 2016 to complete the process of drafting Moldova's new cMYP 2016-2020, which is critical to benefit from new vaccines and support under GAVI Alliance commitments. The costed cMYP was thoroughly discussed with national stakeholders to be finally endorsed by the country's National Immunization Technical Advisory Group (NITAG) meeting. Ultimately, cMYP is to be filed with GAVI Alliance to renew support for Moldova for the introduction of current and future new vaccines.

Outcome 3: Awareness raising and community mobilization

Under this outcome, the project aims at increasing the population's health literacy related to MCH and its awareness about availability of services and their right to access them, by means of:

- Developing and disseminating information materials to health professionals and communities regarding the services available to women, new-borns and children at all health care levels;
- Raising the awareness of population on selected health topics (e.g., exclusive breastfeeding) and sharing information on the legal provisions related to the International Code of Marketing of Breast-milk Substitutes, securing enabling environment and support groups to maintain and promote breastfeeding; and
- Capacity building for health professionals involved in vaccination, and using innovative approaches in vaccination to help parents and family members be well informed about the vaccination schedule, proper timing and key information about vaccines and the diseases they prevent

Output 7: Community-based parents' support groups set up with the support of civil society in the Transnistria region promote breastfeeding; provide peer-support and information about access to MCH services

One community-based parents' support group has been organized in the Slobozia district. Specific advocacy materials have been developed and distributed (seven breastfeeding posters, flyers on pregnancy and smoking, two posters on pregnancy/children smoking).

Output 8: Health professionals enabled to promote better parenting, child care practices and immunization

European Immunization Week activities have been organized, including, among other, flash mobs in mass gathering spaces, posters, caps, pens and balloons with relevant messages, and specific flyers. A vaccine communication strategy has been drafted, to be endorsed in 2017. A high-level policy dialogue on immunization was organized by the Sabin Vaccine Institute with WHO support on 17 February 2017, featuring participation of selected Government and Parliament officials.

Challenges and lessons learned

A number of key lessons can be drawn from the implementation of the program thus far:

- Joint activities, such as study visits, missions and trainings involving stakeholders from both banks of the Nistru river have created bridges for confidence building and knowledge transfer;
- Whenever relevant and possible, the training of trainers (ToT) approach was employed to ensure long-term sustainability;
- Given the local elections in the Transnistrian region (*de facto* presidency in December 2016 and *de facto* health authorities), there was a need to undertake additional coordination/negotiation visits to local *de facto* authorities in order to ensure smooth project implementation and continuation;
- Challenges were encountered with regard to finding suitable local consultants (due to limited consultancy options available on the local market at the time of contracting), leading to delays in project implementation for certain components. Hence, the services of international consultants have been secured for specific tasks instead, raising the costs for certain budget lines;
- Some global issues (shortage of inactivated polio vaccine (IPV) manufacturing powers worldwide) impacting on timely start of planned activities (e.g., introduction of IPV), leading to unplanned delays beyond the implementers' control.

Indicator based performance assessment

	Achieved indicator targets	Reasons for variance with planned target (if any)	Source of verification
<p>Outcome 1: Perinatal Services</p> <p>Percentage of pregnant women benefiting from antenatal care according to standards. Baseline: 74% (2011) Target: 80%</p> <p>Percentage of children of one year of age benefitting from health-care supervision according to standards, including home visits. Baseline (Moldova, excluding the Transnistrian region): 73% (2014) Target: 80% (2019)</p> <p>Percentage of perinatal institutions accredited and certified as baby/family friendly (Transnistria region) Baseline: 0 (2014) Target: at least 50% (out of 8 perinatal institutions) are baby/family friendly (2019)</p>	<p>83% (2015)</p> <p>N/A</p> <p>N/A</p>	<p>To be conducted in 2017</p> <p>Not started yet</p>	<p>The Quality of Care assessment of antenatal care offered to mother and newborn babies, 2015</p>
<p>Output 1</p> <p><u>Indicator 1</u>: 5 regional perinatal institutions (Tiraspol, Bender, Slobozia, Ribnita and Grigoriopol) are fully equipped</p> <p><u>Indicator 2</u>: At least 60% of health care professionals trained (out of 135 obstetrician-gynecologists, 253 – midwives, 29 – neonatologists)</p> <p><u>Indicator 3</u>: At least 4 curricula developed (2 curricula modules on perinatal care for doctors and midwives and</p>	<p>5</p> <p>50% of the planned</p> <p>N/A</p>	<p>The remaining health professionals are planned to be trained during the next years of the project</p> <p>Not started yet</p>	<p>Training related documents (agendas and lists of participants) and related ordinances</p>

<p>2 curricula modules on pediatric care for doctors and nurses)</p> <p><u>Indicator 4:</u> At least 2 guidelines and/or protocols developed for MCH services at hospital care level based on latest WHO provisions (perinatal & pediatric care)</p>	<p>Development of 5 local protocols was initiated</p>		<p>Draft protocols</p>
<p>Output 2</p> <p><u>Indicator 1:</u> At least 4 curricula modules for university and college education on ante- and postnatal care developed.</p> <p><u>Indicator 2:</u> At least 2 guidelines and/or protocols for MCH ante- and postnatal services developed</p>	<p>N/A</p> <p>Development of 2 protocols was initiated</p>	<p>Not started yet</p>	<p>Draft protocols</p>
<p>Output 3</p> <p><u>Indicator 1:</u> At least 2 curricula modules on breastfeeding developed</p> <p><u>Indicator 2:</u> At least 1 guideline and/or protocol on young child feeding practices developed</p> <p><u>Indicator 3:</u> Accreditation criteria/certificates for Baby Friendly Hospital Initiative (BFHI) developed</p> <p><u>Indicator 4:</u> Legislative framework adjusted to the International Code of Marketing of Breast-milk Substitutes (ICMBS)</p>	<p>N/A</p> <p>N/A</p> <p>Process just started</p> <p>N/A for the Transnistrian region; In the rest of Moldova it has been revised</p>	<p>Not started yet</p> <p>Not started yet</p>	
<p>Output 4</p> <p><u>Indicator 1:</u> Perinatal audits institutionalized.</p> <p><u>Indicator 2:</u> Near-miss case reviews in perinatal care institutionalized.</p> <p><u>Indicator 3:</u> Supportive supervisory system in CH developed, including mentoring plan.</p> <p><u>Indicator 4:</u> Growth health-care monitoring standards approved and available at facility level.</p>	<p>NA</p> <p>Quarterly NMCR meetings</p> <p>Inception mission organized</p> <p>For the Transnistrian region, planned in 2017; for the rest of Moldova started</p>		<p>Meeting minutes</p> <p>Mission report</p>

<p>Outcome 2 Immunizations</p> <p>Vaccination coverage rates with DTP⁴² and MMR⁴³ vaccines (Republic of Moldova)</p> <table border="1"> <thead> <tr> <th></th> <th>Baseline</th> <th>Target</th> </tr> </thead> <tbody> <tr> <td>DTP1</td> <td>94.1%</td> <td>95%</td> </tr> <tr> <td>DTP3</td> <td>90.3%</td> <td>95%</td> </tr> <tr> <td>MMR1</td> <td>89.8%</td> <td>95%</td> </tr> <tr> <td>MMR2</td> <td>93.4%</td> <td>95%</td> </tr> </tbody> </table> <p><i>Baseline and targets are for Moldova, including the Transnistrian region</i></p>		Baseline	Target	DTP1	94.1%	95%	DTP3	90.3%	95%	MMR1	89.8%	95%	MMR2	93.4%	95%	<p>90% (2016)</p> <p>89% (2016)</p> <p>86% (2016)</p> <p>96% (2016)</p>	<p>Changing this outcome indicator requires more time and efforts, amidst growing anti-vaccination movement and parent/ provider hesitancy. Still, MMR1 coverage rate in 2016 improved as compared with 88.8% in 2015, outlining overall positive trends.</p>	<p>WHO/UNICEF Joint Reporting Form (JRF) 2016</p>
	Baseline	Target																
DTP1	94.1%	95%																
DTP3	90.3%	95%																
MMR1	89.8%	95%																
MMR2	93.4%	95%																
<p>Output 5</p> <p><u>Indicator 1:</u> 50% of public health professionals trained on both banks of the Dniester River</p> <p><u>Indicator 2:</u> At least 2 public health professionals per district covered with trainings on both banks of the Nistru river</p> <p><u>Indicator 3:</u> At least 8 Standard Operation Procedures (SOP) developed</p>	<p>N/A</p> <p>N/A</p> <p>8</p>	<p>Activity to start in 2017 to avoid overlapping with other ongoing trainings</p> <p>Immunization in practice (IIP) training courses shall be started for all districts of Moldova in 2017 (through the WHO Collaborating Center for Vaccine Trainings in Ankara)</p>	<p>Draft SOPs</p>															
<p>Output 6</p> <p><u>Indicator:</u> b-OPV and IPV vaccines are introduced in National Immunization Program</p>	<p>Yes</p>	<p>t-OPV used or discarded, as prescribed, all throughout the country</p>	<p>MoH correspondence</p>															
<p>Outcome 3 Raising awareness and community mobilization</p> <p>Rate of early registration of pregnant women (before 12 weeks of gestation)</p> <p>Baseline (Moldova excluding Transnistria region) - 70% (2014)</p> <p>Target – 80% (2019)</p>																		

⁴² Diphtheria-Tetanus-Pertussis, 2 doses to be administered (DTP 1, DTP 3)

⁴³ Measles-Mumps-Rubella, 2 doses to be administered (MMR1, MMR2)

<p>Baseline (Transnistrian region) - 63% (2015) Target – 75% (2019)</p> <p>Percentage of children 0-5 months of age exclusively breastfed</p> <p>Baseline (Moldova excluding the Transnistrian region): 36% (2012) Target – at least 50% (2019)</p> <p>Baseline (Transnistrian region): 13.9% (2014) Target – at least 35% (2019)</p>	<p>65%</p> <p>N/A</p>	<p>Although few things have been done under the project towards this outcome, the work done in other related areas and/or by other partners had a trickle-down effect to slightly influence the indicator</p>	<p>Quality of care assessment</p>
<p>Output 7</p> <p><u>Indicator 1</u>: At least 3 communities established community support groups</p> <p><u>Indicator 2</u>: At least 5 types of promotion materials about MCH and a breastfeeding developed and distributed through community based parents' support groups and health professionals</p>	<p>1 support group established in Slobozia district</p> <p>Materials developed and distributed (7 posters on breastfeeding, flyers on pregnancy and smoking, 2 posters on pregnancy/children smoking)</p>	<p>The remaining shall be established in 2017 due to issues mentioned in the Challenges and Lessons Learned section</p>	<p>Materials</p>
<p>Output 8</p> <p><u>Indicator 1</u>: At least 50% of public health and PHC authorities/professionals (out of 200 persons) have strengthened capacities in communication for better parenting and child care practices, including nutrition.</p> <p><u>Indicator 2</u>: Public health authorities/professionals from 5 districts and 2 municipalities (at least 75 persons) in the Transnistrian region, and from the National Centre of Public Health in Chisinau have strengthened capacities in communication for immunization</p> <p><u>Indicator 3</u>: VaccinApp upgraded and regularly updated for main smartphones (Windows, Android, iPhone)</p> <p><u>Indicator 4</u>: At least 10 vaccine Information Statements for key vaccines and vaccine-preventable diseases developed and used</p> <p><u>Indicator 5</u>: At least 5 vaccination advocates identified and trained</p>	<p>N/A</p> <p>Process started, including through the development of a national vaccine communication strategy</p> <p>N/A</p> <p>N/A</p> <p>Partly initiated with Sabin Vaccine Institute support</p>	<p>Not started yet</p> <p>Strategy to be endorsed in 2017</p> <p>Not started yet</p> <p>Not started yet</p>	<p>Draft vaccine communication strategy</p> <p>VaccinApp available in the application store (Android)</p> <p>Draft VIS</p> <p>Workshop agenda, materials and list of participants</p>

		High-level policy dialogue organized on 17 February 2017	
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Support to National Human Rights Institutions

Programme overview

The overall goal of the programme is to contribute to the effective protection and promotion of human rights, equality and non-discrimination in the Republic of Moldova with particular attention to women, minorities, marginalized and vulnerable groups. The programme seeks to catalyse the emergence of the strongest possible independent national human rights institutions for Moldova – Ombudsperson Office and Equality Council – and to increase their focus around core strategic human rights goals to maximize their impact. The programme aims to build the capacities, independence and empowerment of the two institutions to maximize their impact in mainstreaming human rights and equality, including gender equality, in acting on strategic issues and for the resolution of individual cases. The programme contributes to outcome 1.3 of the UN-Moldova Partnership Framework 2013-2017 (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). There are three expected programme outputs:

1. Environment for the Ombudsperson Office and Equality Council strengthened;
2. Organizational capacities and sustainability of the Ombudsperson Office and Equality Council strengthened;
3. Ombudsperson Office's and Equality Council's powers maximized to act to Moldova's premiere national human rights institutions.

In late 2016 the programme board approved a no-cost extension to the end of March 2017 to allow for the finalization of some of the remaining activities.

Results

Overall the program succeeded to decisively advance on the path of effective promotion and protection of human rights, gender equality and non-discrimination, with particular attention to the marginalized and the vulnerable in Moldova. It responded to the main needs and challenges as identified at the stage of project design and achieved the most important results planned.

The two NHRIs have appropriate knowledge, institutional tools and methodologies, outreach instruments, skills and capacities to effectively change the human rights situation in the country. They are actively engaged in the main processes pertaining to human rights promotion and protection, monitoring and reporting. This engagement is informed by relevant evidence and expertise, and the NHRIs has advanced considerably in their recognition as premiere human rights actors in the country. They are more sustainable as institutions and their capacities correspond to a great degree to their mandate as defined by law and the international standards that apply to them.

The project resulted in the development of permanent strong partnerships between the NHRIs, the Government, civil society and the UN for the purpose of protecting and promoting the human rights in Moldova. At the same time, the project allowed the NHRIs to strengthen their independence and autonomy as institutions serving all the people in Moldova, particularly the most vulnerable, regardless to the political and societal instabilities.

The results and achievements of the programme are presented in greater detail below.

Output 1: Strengthened environment for the NHRIs.

Both NHRIs and national stakeholders were provided with comprehensive analyses of the normative framework and practices of NHRIs, in line with the expected outputs of the programme. The findings and recommendations provided via these analyses will serve as basis for further contributions to the improvement of legislation by NHRIs in 2017. In this context, an analysis of the decisions of the Equality Council and of the domestic courts on discrimination issues was carried out, which looks also into the national anti-discrimination mechanism and provides comprehensive recommendations to relevant stakeholders. As result of all these analyses conducted and public discussions held, the gaps in the NHRIs legislation were identified and, most importantly, acknowledged by all relevant parties, including

NHRIs. Starting with 2017 both NHRIs are planning to establish joint working groups to initiate the drafting of the proposals for legal amendments based on the findings and recommendations provided in the analyses below.

Both NHRIs staff strengthened their understanding and awareness about the importance of the accreditation procedure of the NHRIs by the Global Alliance of National Human Rights Institutions (GANHRI), the ex-ICC. In 2017 the People's Advocate Office plans to apply to GANHRI for A-Status accreditation, while the Equality Council explores the possibility to apply for B-Status (as it cannot hold A-Status since its mandate is limited to anti-discrimination only).

Thanks to the project support, both NHRIs contributed substantially to producing new data and updating the existing one on the *de facto* situation of human rights and discrimination in the country, including people's perceptions, especially those from the most vulnerable and marginalized groups.

- The first ever *Study on Equality Attitudes and Perceptions in the Republic of Moldova*⁴⁴ was elaborated and discussions about the findings and recommendations were held with active participation of MPs, public officials, development partners, representatives of civil society and diplomatic missions accredited in the Republic of Moldova (39 participants: 28 women and 11 men);
- The first ever *Study on Perceptions of Human Rights in the Republic of Moldova*⁴⁵ was elaborated and discussions about the findings and recommendations were held with active participation of MPs, public officials, development partners, representatives of civil society and diplomatic missions accredited to the Republic of Moldova (69 participants: 50 women and 19 men). Four sets of infographics reflecting the main findings of the study were elaborated and widely disseminated via a social media campaign during November-December 2016, with a reach of 38,240 people.

Both studies serve as basis for further elaboration of the new national human rights policy, as well as being widely used by national stakeholders in the elaboration of national programmes and projects on human rights protection and combating discrimination in the Republic of Moldova.

Due to the continuous support of the project, the voice of both NHRIs was widely heard during 2016 via public discussions on the most pressing human rights issues identified in the annual reports of both institutions. At the same time, despite the continuous joint efforts made in order to have heard the NHRIs annual reports in the plenary session of the Parliament, unfortunately this did not happen due to a series of unforeseen circumstances, mainly due to the political instability in the country throughout the 2015 and insufficient will of the MPs in 2016 to prioritise the hearing in their agenda.

Output 2: Strengthened organisational capacities and sustainability of the NHRIs.

Increased capacities of staff through exposure to the regional/international experience of Ombudsman Institutions and Equality Bodies

As part of the project, 23 members of the staff of the two institutions (11 of the Equality Council and 12 of the Ombudsperson's Office; 18 women and 5 men) were exposed through nine international training courses and events and three study visits to first-hand international expertise in various areas of their mandates. Importantly, these activities resulted in new and improved communication between NHRIs and their counterparts in other countries and in strengthened networks of cooperation and exchange of good practices. The most important indicator of the success of these interventions is the fact that NHRIs are integrating the lessons learned in the study visits, meetings and trainings into their everyday work and into the process of institutional development, as shown, for example, by the fact that these lessons learned were used as input in developing strategic plans.

Better qualification of staff on human rights and equality issues

⁴⁴ <http://md.one.un.org/content/unct/moldova/en/home/publications/joint-publications/studiul-privind-percepiile-i-atitudinile-fa-de-egalitate-in-repu.html>

⁴⁵ <http://md.one.un.org/content/unct/moldova/en/home/publications/joint-publications/perceptions-of-human-rights-in-the-republic-of-moldova.html>

The capacities of 21 NHRIs staff (18 women, 3 men) were improved in their knowledge on specific human-rights topics through 12 three-day training courses delivered by the College of Europe. The follow up assessment of the staff indicated a general improvement in the knowledge and capacities of the trainees: on topics ranging from general principles of international public law, the UN human rights system and general non-discrimination issues, to specific human rights and issues like the rights of persons with disabilities, sex, gender and age issues, minority rights, freedom of expression, human rights and development, etc.

Following the completion of the training modules, a Training of Trainers (ToT) was organized for selected staff of the NHRIs. As a result, 10 persons (7 women, 3 men) benefited from high-quality orientation on how to conduct, organize, teach, and evaluate a training, and nine two-day training courses for representatives of various key stakeholders (both state authorities and civil society representatives) have been delivered by the NHRI staff, under the supervision and with the guidance of the College of Europe trainers. As a result, the selected staff persons of the two NHRIs were able to affirm the role of their respective institutions as principal actors in the human rights area in Moldova, holding the necessary expertise and know-how for guiding other national institutions, while also receiving valuable feedback from their coaches on the improvement of their training activities in the future.

Improved management and diversity in NHRIs

The project also led to important improvements in the institutional management and development of the two NHRIs making them more sustainable and organizationally efficient. Some key achievements include the following:

- A clear delimitation of the role, functions and mandate of the subdivisions of the Ombudsperson's Office that avoids overlaps and ensures fair distribution of tasks;
- Development, standardization and integration of operational planning tools for different levels - Ombudsperson's Office, subdivisions and individual staff - based on a mixed model combining Management by Objectives and Results-Based Management, and with the use of performance indicators;
- Ensuring the organizational transparency with regards to administrative documents, standardizing internal working processes and documents;
- Strengthening the managerial capacities of the top and middle management through the use of managerial tools for operational planning, organization and coordination of work, performance assessment and staff motivation;
- Strengthening the internal human resources management system through the standardization and implementation of instruments in the fields of recruitment, staff training needs assessment and job satisfaction assessment;
- Developing a results-oriented organizational culture, with a participatory leadership by promoting a system of key performance indicators at all level, managerial coaching and management training;
- The Equality Council has developed an internal procedure for drafting their Annual General Report on the situation in preventing and combating discrimination;
- Council subdivisions' Activity Reports have become more analytical and less formal and an internal procedure on planning is put into place;
- The Action Plans targets and indicators have become more realistic;
- Staff, were actively involved in the planning exercises and have reported strengthening their planning skills;

Importantly, both institutions were supported in terms of incorporating the principles of the Human Rights Based Approach (HRBA) and mainstreaming diversity practices into their work. As a result, since summer 2016 both institutions have a diversity statement incorporated into their employment processes, into their job descriptions and vacancies, thus encouraging persons coming from underrepresented and vulnerable groups to apply for the jobs.

More effective case management at the Equality Council

Quality of decisions: 10 persons (8 women, 2 men) improved their understanding and knowledge on applying international non-discrimination principles and best practices when deliberating and writing decisions at the Equality

Council, this improving its capacities to use advanced legal technics, analysis, argumentation and decision drafting skills. As a result, the newly adopted decisions are containing more and improved legal argumentation.

Automatized case management: While the Equality Council's backlog of cases in 2014 was 46 or 30.46% out of the 151 complaints received during the year, the backlog was decreased to 30 or 19.61% out of 153 complaints received during 2016. This became possible mainly due to the strengthening analytical and practical skills of staff in discrimination issues, case management, legal analysis and drafting skills. The work of the Equality Council has also been improved by putting in place, at the end of 2016, a Management Information System of the Council (case management software), which is expected to significantly increase the efficiency of the organization in processing, monitoring and managing complaints it receives and processes. The backlog is expected to further decrease in 2017 due to the full application of the Management Information System of the Council.

Decisions of the Equality Council are more accessible: In addition to this, 56 Equality Council decisions were translated from Romanian into Russian, 22 into English and published on the web-site. Also, three Equality Council annual reports from 2013, 2014 and 2015 were translated from Romanian into English. More than 40 informative bulletins and articles were translated for the Ombudsperson Office into both Russian and English, as well as 58 news of the Equality Council were translated into Russian. This expanded the audience of the information published by the NHRIs on their web-sites as well as social media pages to linguistic minorities and international community.

Technical organizational/capacity development: As a result of the project the NHRIs were provided with the necessary resources to allow them to function properly as the main human rights institutions in the country. Contemporary specialized academic and practical literature on human rights and equality (several hundreds of books for each NHRI in Romanian, Russian, English and French languages) were procured for the NHRIs based on their needs and informed by the advice of the human rights and equality experts involved in project implementation. This is expected not only to contribute to the everyday work of the two institutions but also to assist in the development of their capacities as human rights and equality training resources for relevant national stakeholders. In addition to this, the Ombudsperson's office was provided with the necessary furniture to ensure the functioning of a proper library within the institution as well as other technical equipment. The Equality Council was also provided with necessary office furniture and other equipment: computers, an audio recording system "SRS FEMIDA" for case hearings which is also used in the Moldovan courts. As a result, it can be said that the project succeeded in strengthening the technical capacities of the two NHRIs to ensure their good functioning, even in the conditions of harsh budgetary constraints of the current economic crisis in the country.

Output 3: NHRIs' powers maximized to act on human rights issues and cases.

Both NHRIs staff and management acknowledged the importance of prioritisation of strategic areas of intervention and pro-active engagement with decisions makers and national stakeholders in order to effectively monitor the protection of human rights and combating discrimination in the country. The analyses, studies and surveys elaborated within the project have also served this purpose. In this context, the following six strategic human rights and equality issues were prioritised by NHRIs with the support of the project, and pro-actively acted upon throughout the project implementation:

- **Discrimination cases:** About 30 cases were documented and in 8 of them the victims were supported to file complaints to the Equality Council. The following grounds of discrimination were claimed by the petitioners: Roma ethnicity, physical disability, political opinion, incitement to discrimination, age and sex in job announcements;
- **Right to health:** the People's Advocate Office increased their expertise level and pro-actively acted on the human rights issues in medical sphere, due to the support of the project, by strengthening the capacities of the staff on (i) monitoring the right to health; (ii) analysing the petitions on alleged violations on the rights to health and health services, by applying the international standards; (iii) developing a monitoring mechanism on the level of respect of human rights in the emergency care services in Moldova, by launching on 6 December 2016 of the first ever national survey on "Respect of human rights in the emergency care services

in the Moldova⁴⁶; (iv) strengthening the collaboration between the Ombudsperson Office and relevant duty-bearers on respecting the human rights in the medical field;

- Discrimination of people living with HIV: The most ever effective NHRIs-UN Moldova-NGOs TV and on-line HIV awareness nationwide campaign was organized, which resulted in 2016 in reaching 575,488 unique online users in Moldova through four social networks (including Odnoklassniki and Facebook), members of seven online CSOs' networks and UN Moldova staff persons. Urban and rural youth of 15-35 years old speaking Romanian and/or Russian were the key target, as well as women and men most vulnerable to HIV: male who practice sex with males, those using or providing commercial sex services, and injecting drug users. During eight days in November 2015 in average 2.69% of all private TVs were switching on Moldova 1, while during the broadcast of the movie there a higher result of 2.73% of all private TVs in Moldova, and this rate increased to 7.62% in January 2016.⁴⁷ In February 2016 the campaign was awarded with the Best Use of Social Media Award within the 2nd Rokit Regional Digital Summit for nine Eastern European and CIS countries.⁴⁸
- Discrimination of vulnerable groups: the national wide awareness raising campaign #OameniBuni (GoodPeople) launched in June 2016 was developed as a follow up to the Equality Perceptions Study. Four videos produced in Romanian and Russian, showed portrait images of world and locally famous persons, who fall into categories of the most marginalized and discriminated people in Moldova: Roma, LGBTI, persons with disabilities, and women (based on gender).⁴⁹ The #OameniBuni videos reached 903,371 people through TV, which makes up 36% of the adult population in Moldova, and 333,067 online users through several social networks and specialised websites;
- The other two priority issues included Roma rights, and knowledge and skills of legal professionals.

Overall, the project interventions resulted in NHRIs taking a more pro-active role in tackling human rights challenges in Moldova, as well as strengthening solidarity and mutual support between the two institutions. The Equality Council continued to take up and pursue cases *ex officio* to prevent and combat discrimination. The Ombudsperson Office issued public messages addressing concern with human rights issues connected to events and major social and political developments, It is expected that the cooperation and mutual support between the two institutions and their outspokenness on public issues will only increase further.

Strengthening communication capacities of the NHRIs

In an effort to increase the transparency, accountability and visibility of the NHRIs, the Equality Council and Ombudsperson Office updated their institutional Communication Strategies and Action Plans, underwent rebranding and developed and implemented multi-dimensional public awareness campaigns on human rights and equality in line with the new institutional image. The new brand books containing the new corporate image of the NHRIs are in use and relevant promotion materials and other products carrying corporate identity have been produced.

Strategic issues addressed in cooperation with Governmental structures and NGOs

Thanks to the programme's continuous support, an excellent mobilization of and cooperation between the NHRIs, civil society, development partners and state institutions during 2015-2016 led to strong engagement of all of them in the UPR processes during Moldova's second UPR cycle. Thus, the number of national NGOs involved in UPR submissions registered a 416% increase: from 12 in 2011 (Moldova's first UPR cycle) to 62 in 2016 (second cycle). In addition to this, the overall number of UPR submissions made by stakeholders registered a 126% increase: from 15 (11 individual and 4 joint) in 2011 to 34 (15 individual stakeholders' submissions and 19 joint) in 2016.

⁴⁶ <http://ombudsman.md/ro/content/oficiului-avocatului-poporului-prezentat-studiul-respectarea-drepturilor-omului-prestarea>

⁴⁷ How we reached "above the sky" with the "best use of social media" award, 29 February 2016:

<http://www.md.undp.org/content/moldova/en/home/ourperspective/ourperspectivearticles/2016/02/29/how-we-reached-above-the-sky-with-the-best-use-of-social-media-award-.html>

⁴⁸ Action Moldova: Award Winner at Rokit Regional Digital Summit, 12 February 2016: <http://actionprgroup.com/action-moldova-award-winner-at-rokit-regional-digital-summit/>

⁴⁹ The videos used in the campaign reached international recognition, posted at Ads of the World, the world's largest creative advertising index, featuring work from across the globe.

Challenges and lessons learned

The following key lessons learned have been identified during the implementation of the programme:

- Involvement of the two NHRIs (Ombudsperson's Office and Equality Council) into joint activities, joint submissions and communication significantly improves the commitment to the action and the resulting achievements;
- It is important to make the programme products available to other state actors as well, including the Government and Civil Society. For example, Government agencies involved in policy development and review can benefit with the methodology for the human rights and equality impact assessment of policies;
- In order for public information/awareness raising campaigns to genuinely influence attitudes and behaviors, they should always be based on thorough research and solid evidence;
- Joint public awareness campaigning has proven to be effective and relatively cheap using online social networks and other communication channels;
- In order to achieve maximum results, comprehensive needs assessment exercises should precede all training/capacity building activities;
- The programme's activities should be systematically reviewed and adjusted to reflect new realities/priorities and consider new developments.

Indicator based performance assessment

Planned indicator targets	Achieved indicator targets	Reasons for variance with planned target (if any)	Source of verification
Outcome 1 - UNPF Outcome 1.3 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			
Output 1: Enabling environment for the National Human Rights Institutions supported			
Indicators:			
I1: Identification of gaps in the NHRIs legislation in-line with the international standards and recommendations;			
I2: Updates to the data on public perceptions on human rights, attitudes giving rise to discrimination and conformity of implementation of law in the relevant areas.			
Baselines:			
B1: No clarity to what extent the relevant NHRIs' legislation is in compliance with international standards and recommendations;			
B2: Data on the public perceptions on human rights and attitudes giving rise to discrimination is outdated or otherwise insufficient; adequacy and conformity of judicial or quasi-judicial decisions vis-à-vis international law requirements inadequately known.			
Targets:			
T1: Gaps in the NHRIs legislation in-line with the international standards and recommendations identified;			
T2: Data on public perceptions on human rights, attitudes giving rise to discrimination is updated and publicly available.			
1. a) Analysis of the relevant NHRIs legislation done; b) Recommendations on the NHRIs legislation are promoted in the government and Parliament;	<ul style="list-style-type: none"> An opinion on Law 52/2014 on People's Advocate elaborated and provided to NHRIs and national stakeholders. A comprehensive legal analysis of the decisions of the Equality Council and of the domestic courts on discrimination issues elaborated and recommendations provided to NHRIs and national stakeholders. 	2016 was a challenging year for the anti-discrimination laws in Moldova, as provisions for abrogation of Law No. 121 on Ensuring Equality were put forward for adoption by some MPs. Therefore, it has not been the right time to promote any legislative amendments. Furthermore, both NHRIs preferred to receive the finding and recommendations from all analyses, so that working groups could be created at the beginning of 2017 with the aim of drafting the proposals for laws amendments.	<ul style="list-style-type: none"> Public job announcements and consultancy contracts; The opinion analysis report; Draft analyses of Law 121/2012 on Ensuring Equality; Missions agenda of the International Consultant; Agenda of the public discussion; List of participants; Written communications with NHRIs and consultants;
2. a) Ombudsperson Office application for A-status NHRI elaborated; b) Ombudsperson Office application for A-status NHRI submitted and examined by the Sub Committee on Accreditation of the International Coordinating Committee for NHRI;	<ul style="list-style-type: none"> A-Status application package translated into Romanian and relevant expert guidance on the application offered to NHRIs. One two-days training on UN guiding principles for NHRIs' mandate, especially Paris Principles and Belgrade Principles, was conducted for NHRIs staff. One-day training on "The role of NHRIs in monitoring of the implementation by the state of UN Recommendations" was conducted for NHRIs staff. 	With reference to the findings and recommendations provided in the above-mentioned analyses, and in the process of mentoring the NHRIs for Status application, the Ombudsman Office acknowledged that due to the on-going institutional reform, the institution still needs to build/strengthen its capacities in order to be ready for a request to GANHRI for accreditation with A-Status in the upcoming years. While the	<ul style="list-style-type: none"> A-Status application package translated; Trainings agenda; List of participants; Feedback forms from participants; Trainings materials; Photos from trainings; Field mission's information on the OHCHR Geneva staff (travel costs, DSAs, etc);

	<ul style="list-style-type: none"> In addition, one Guidelines Methodology for Moldova's NHRIs on the Monitoring of Implementation of Recommendations from UN Mechanisms was developed and provided in both, Romanian and English languages. 	Equality Council decided to apply to the GANHRI for accreditation for the first time.	<ul style="list-style-type: none"> Communications with NHRIs.
3. a) Regulation on the NHRIs annual reports hearings in the Parliament drafted; b) Annual reports of both NHRIs are heard in the Parliament;	<ul style="list-style-type: none"> The Annual Report on Human Rights for 2015 of the Ombudsman was publicly discussed and the report disseminated to relevant national actors. The same report was publicly presented during the meeting of the Parliamentary Committee for Human Rights and Interethnic Relations. The Equality Council General Report for the year 2015 was publicly discussed and disseminated to relevant national actors. In addition, 2,400 copies of infographics were printed-out and disseminated at the event. 	<p>There was no need to draft a separate regulation on the NHRIs annual report hearings in the Parliament due to the fact that the Parliament elaborated general regulations on hearings (including NHRIs reports).</p> <p>The Equality Council General Report for the year 2015 was not presented in the Parliament because the Parliamentary Committee for Human Rights and Interethnic Relations had not taken a decision on this in spite of the Equality Council's and project's communication with the Committee on this issue.</p>	<ul style="list-style-type: none"> Agendas of the events; List of participants; Press-releases; The annual Reports; Photos from the events; Mass-media coverage.
4. a) Studies on human rights attitudes and compliance with international human rights law are elaborated; b) Study on attitudes giving rise to discrimination is elaborated.	<ul style="list-style-type: none"> The first ever <i>Study on Equality Attitudes and Perceptions in the Republic of Moldova (2015)</i> elaborated and widely disseminated. The first ever <i>Study on Perceptions of Human Rights in the Republic of Moldova (2016)</i> was elaborated, publicly discussed and widely disseminated to the national stakeholders. Four infographics were elaborated and widely disseminated in two languages, Romanian and Russian. 		<ul style="list-style-type: none"> Tender documents, contracts; Tools for data collection; Draft analysis of data collected; The final studies, power point presentation and infographics; List of participants and mass-media at the public discussions; Press-releases; Photos and other relevant documentations; Report of the on-line campaign on infographics.
<p>Output 2: Organizational capacities and sustainability of NHRIs strengthened</p> <p>Indicators:</p> <p>I1. Number of Equality Council decisions accessible for linguistic minorities;</p> <p>I2. Decrease in the backlog of the Equality Council's cases.</p> <p>Baseline:</p> <p>B1. Only 2 Equality Council decisions are accessible for linguistic minorities;</p> <p>B2. EqC has a backlog of 46 cases.</p> <p>Targets:</p> <p>T1. At least 40 Equality Council decisions are accessible for linguistic minorities;</p> <p>T2. Equality Council's backlog 50% proportionately decreased.</p>			
1. Qualification of at least 20 NHRIs' staff raised through the exposure to the international experience and ToT;	<ul style="list-style-type: none"> Qualification of 23 members of the staff of the two institutions (11 of the Equality Council and 12 of the Ombudsperson's Office; 18 women and 5 men) raised through first-hand international expertise in various areas of their mandates. 		<ul style="list-style-type: none"> Training reports Lists of participants Back to office reports Agendas

	<ul style="list-style-type: none"> • Capacities of 21 NHRIs staff (18 women, 3 men) on dealing with specialised human rights issues improved through comprehensive human rights training programme. • 10 persons (7 women, 3 men) trained as human rights trainers and have the knowledge and capacities to conduct human rights trainings with other stakeholders. 		
2. Equality Council is becoming a member of the Equinet;	Equinet explained that only equality bodies from EU Member States or candidate countries can be members of Equinet. Therefore, this activity was cancelled.		
3. a) Diversity mainstreamed into the employment rules and regulations of the NHRIs; b) Diversity mainstreamed within new vacancy announcements and processes, both NHRIs are accessible for people with disabilities;	<ul style="list-style-type: none"> • Both institutions have a diversity statement incorporated into their employment processes, into their job descriptions and vacancies, thus encouraging persons coming from underrepresented and vulnerable groups to apply for the jobs. 		<ul style="list-style-type: none"> • Reports of the consultants and deliverables submitted; • Equality Council and Ombudsperson Office reports; • Web-sites; Announcements of job vacancies by both NHRIs; internal regulation documents (soft and hard copies).
4. a) Equality Council's case management improved using specialised software and strengthening staff skills; b) The proportion of the backlog of Equality Council's cases decreasing;	<ul style="list-style-type: none"> • Management Information System of the Equality Council (case management software) in place and expected to increase the efficiency of processing, monitoring and managing complaints; • Staff skills improved in using advanced legal technics, analysis, argumentation and decision drafting skills, through expert assistance. • The backlog of cases in mid-December 2016 was 30 or 19.61% out of 153 complaints received during the year (to compare, the backlog of cases in 2014 was 46 or 30.46% out of the 151 complaints received during the year) thus decreasing by 34.78%. 	<ul style="list-style-type: none"> • The decrease in the backlog of cases, against the set targets, was not fully reached because of the fact that the case management software is put in operation at the end of the project implementation (this is due to technical issues in the process of development of the system and additional time necessary for the consultations processes for its development). 	<ul style="list-style-type: none"> • Report of the software development company; • Transfer act signed by the software development company and the Equality Council.
5. At least 40 Equality Council cases are translated into Ru;	<ul style="list-style-type: none"> • 56 decisions translated into Russian and are available on the Equality Council website; • About 24 decisions of the Equality Council and about 13 decisions of the domestic courts were translated into English and provided to the Equality Council for being uploaded to the institution's webpage for further public access. 		<ul style="list-style-type: none"> • The Equality Council's website: www.egalitate.md
6) a) Equality Council's decisions implementation tracking methods and Push Strategy drafted and tested; b) Equality Council's decisions implementation tracking methods and Push Strategy are implemented.	The activity was cancelled due to NOK-USD exchange rates fluctuation and therefore loss of financial resources and re-evaluation of priorities upon a request from the Equality Council.		
Output 3: The power of the Ombudsperson Institution and Equality Council maximized to act as Moldova's premiere national human rights institutions Indicators: 11. Number of strategic human rights and equality issues NHRIs are working on;			

<p>I2. Number of entities submitting alternative reports to the second UPR cycle on Moldova</p> <p>Baseline:</p> <p>B1. NHRIs are not visible/lacking focus on working on strategic human rights and equality issues;</p> <p>B2. 12 national NGOs are involved into submissions to 2011 UPR.</p> <p>Targets:</p> <p>T1. Each NHRI is working on at least 3 strategic human rights and equality issues;</p> <p>T2. At least 24 stakeholders make submissions to the second UPR cycle on Moldova.</p>			
<p>1. NHRIs monitor implementation of UPR recommendation and act on them;</p>	<ul style="list-style-type: none"> Both NHRIs were engaged in the monitoring of the implementation of the UPR recommendations in preparation of their stakeholders' reports within the second UPR cycle; One National pre-UPR Conference successfully organized; One discussion on the NHRIs UPR alternative reports with the development partners, embassies and civil society was held; One press-club with local journalists from all over the country held; One public event on the on-line webcasting of the UPR Session on Moldova held; One International post-UPR Conference successfully organized; One study-visit to Georgia on UPR mainstreaming in national strategies and plans, their implementation and monitoring successfully held; UPR recommendations easy-reading version disseminated. 		<ul style="list-style-type: none"> Agendas of the events; Lists of participants and mass-media; Press-releases; Photos; Relevant materials printed-out; Mass-media coverage; Field mission's information on the international speakers (travel costs, DSAs, etc); Easy-reading version of the UPR recommendations.
<p>2. a) Training for NHRIs' participation in the second UPR submission organized and completed; b) NHRIs take part in the second UPR cycle on Moldova;</p>	<ul style="list-style-type: none"> 18 NHRIs representatives (13 women and 5 men) increased their knowledge and capacities to monitor the implementation of UPR recommendations and draft stakeholder reports for the second UPR cycle; Both NHRIs submitted stakeholders' reports within the second UPR cycle, participated at the UPR Pre-session on Moldova during 3-7 October 2016, and held additional advocacy actions in Geneva toward promoting the recommendations made in their UPR report. 		<ul style="list-style-type: none"> Agenda of UPR Training Workshop; Stakeholders report submitted by the NHRIs; Agenda for the mission to Geneva; Relevant mission's documents (travel, DSAs, etc); Communication with NHRIs;
<p>3. a) NHRIs identify strategic human rights and equality issues and act on 2 of them; b) NHRIs act on 2 other strategic human rights and equality issues;</p>	<ul style="list-style-type: none"> NHRIs has identified and acted on 6 strategic human rights and equality issues as follows: <i>Documentation of discrimination cases:</i> 23 cases were documented and in 8 cases the victims were supported to file complaints to the Equality Council; the Equality Council ruled on 4 of the cases; 	<p>The Consultancy for the Constitutional Court to the Ombudsperson Office was not offered due to 2 reasons: the Consultant hired ceased the collaboration in short time due to family related reasons, and on the other hand the institution has had already the support of the Council of Europe in this regards.</p>	<ul style="list-style-type: none"> Public job announcements and consultancy contracts; Data base with cases on discrimination; Decisions of the Equality Council; Agendas and list of participants; Analysis on gaps in the health sector;

	<ul style="list-style-type: none"> • <i>Roma discrimination in mass media</i>: the issue of Roma discrimination in mass media was identified jointly with the Equality Council, thus a strategic work with the Audiovisual Council is done in form of capacity building for journalists (1 human rights coffee with journalists, participation in 2 regional trainings); • <i>Right to health</i>: Ombudsperson office is working on monitoring of the right to health and access to health services as one major strategic human rights issue (a national monitoring and evaluation mechanism is being established); A national campaign is being implemented on the right to health; • <i>Trainings for legal professionals</i> on anti-discrimination issues, conducted in cooperation with NHRIs; • <i>HIV: equality and awareness raising</i> – Equality Council and Ombudsperson Office supported a public national wide awareness campaign on the rights of people living with HIV and combating their marginalization; • <i>Non-discrimination and Equality of Roma, LGBT, women, and persons with disabilities</i> – Equality Council led a national wide #OameniBuni campaign, which addressed equality and non-discrimination as well as promoted the necessity of the Law No. 121. 		<ul style="list-style-type: none"> • Regulations for the expert groups; • Communication strategy; • Reports of the consultants; • The survey on human rights protection in emergency care services; • Agendas of the trainings and workshop, list of participants; • Mass-media coverage, press-releases, photos; • Reports on the implementation of awareness raising campaigns.
4. Communication strategy of the Ombudsperson Office is updated and communication strategy for the EqC designed;	<ul style="list-style-type: none"> • Communication strategies for both institutions designed and are being implemented. 		<ul style="list-style-type: none"> • Communication Strategies; • Consultant's reports.
5. a) NPM is set up and trained; b) NPM is active and functional;	<ul style="list-style-type: none"> • Regulation of the NPM was elaborated and adopted, NPM members were selected at the end of 2016. 	<ul style="list-style-type: none"> • Taking the NPM members were selected at the end of 2016 it was not possible to organise their training. In addition to this, it was decided that the Council of Europe will train NPM members. 	<ul style="list-style-type: none"> • NPM Regulation • News on NPM members' selection
6. NHRIs' websites are made accessible for persons with disabilities and linguistic minorities.	<ul style="list-style-type: none"> • The websites of the two NHRIs are under upgrade to become more accessible and user friendly and a new webpage is under development for the Children's Ombudsperson (to be functional by the end of 2016). 		<ul style="list-style-type: none"> • The webpages: www.egalitate.md, www.ombudsman.md and copil.ombudsman.md • Reports of the contractors;
7. 100% increase in stakeholders' submissions to the UPR 2nd circle on Moldova.	<ul style="list-style-type: none"> • The number of national NGOs involved into UPR submissions increased from 12 in 2011 (1st cycle on Moldova) to 62 in 2016 (2nd cycle on Moldova), i.e. 416% increase; • The overall number of stakeholders UPR submissions increased from 15 (11 individual and 4 joint) in 2011 to 34 (15 individual stakeholder's submissions and 19 joint) in 2016, i.e. 126% increase. 		<ul style="list-style-type: none"> • Summary prepared by the Office of the United Nations High Commissioner for Human Rights in accordance with paragraph 15 (c) of the annex to Human Rights Council resolution 5/1 and paragraph 5 of the annex to Council resolution 16/21
Output 4: Effective Project management ensured			

Overall targets:

- Ensure at 100% delivery rate;
- Timely implementation of planned activities;
- Timely development and submission of work plans and progress reports;
- Compliance with UNDP rules and regulations.

1. Ensure at 100% delivery rate	<ul style="list-style-type: none">• 100% delivery rate was achieved.		
2. Timely implementation of planned activities;	<ul style="list-style-type: none">• Activities were implemented in a timely manner as planned, following the AWP. Where activities had to be amended or changed, this was collaborated with the project partners and is reflected in the report.		
3. Timely development and submission of work plans and progress reports;	<ul style="list-style-type: none">• Progress narrative and financial reports were drafted and submitted to the project board and the donor		
4. Compliance with UNDP rules and regulations.	<ul style="list-style-type: none">• All contracting and procurement processes followed UNDP rules and regulations.		

Human Rights and HIV/AIDS in Transnistria

Programme overview

The Human Rights and HIV/AIDS in Transnistria programme was implemented in response to the UN Senior Human Rights Advisor Thomas Hammarberg's recommendations regarding human rights in the Transnistrian region, based on the first ever report on the situation in the region, delivered in early 2014. The report concluded that, of all regions of the Republic of Moldova, the Transnistrian region (TN) is facing a number of most pressing health care issues. It has the worst epidemiologic profile in terms of HIV and TB in the country, as corroborated by latest National AIDS Program data (2013): HIV incidence was 46.91 per 100 thousand people in TN vs. 13.68 in the rest of the country, while HIV prevalence was 463.25 in TN vs. 129.89 per 100 thousand elsewhere. TN counts for about one-third of the total number of HIV cases and HIV related deaths reported to date in the whole country, and for almost half of all AIDS cases, indicating late diagnosis and delayed access to care. The most affected by the epidemic are key populations: people who inject drugs (PWIDs), sex workers (SW), men having sex with men (MSM), as well as migrant workers and their partners/families. The situation was affected negatively by poor dialogue: (1) across the two banks of the river except some limited-scale exchange of data and shared Global Fund financed activities; (2) across health services within TN (poor links and referrals between HIV, TB and drug addiction services); and (3) between civilian and prison sectors. Within the latter, many life-saving interventions were either lacking entirely (opioid substitution therapy and prevention programmes for sex workers and men who have sex with men in TN) or are of a limited scale, while in other outdated practices are prevailing. International human rights standards underpinning work around HIV and TB, especially related to the key populations, needed to be studied, understood and applied in the TN.

The main goal of the project was to provide support to ensure universal equitable access to quality, integrated and rights-based HIV prevention, treatment and care services for most at risk populations in the civilian and prison sectors of the Transnistrian region. It directly contributed to the achievement of several UNPF outcomes (UNPF serves as the Development and Partnership Framework with Moldovan Government covering the period 2013-2017):

- Outcome 1.3 "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" under Pillar 1 "Democratic Governance, Justice, Equality and Human Rights";
- Output 2.2.2 "National stakeholders have enhanced capacity to ensure equitable access to HIV and TB prevention, diagnosis, treatment and care of key populations" under Pillar 2: "Human Development and Social Inclusion"

Specific objectives included:

1. Promote best international practices and standards on HIV integrated care in the region
2. Advocate for pharmacotherapy with methadone as the policy to address drug addiction in the region
3. Raise public awareness to combat stigma and discrimination of most affected populations to HIV

This report takes stock of the results and achievements of the full period of implementation. Upon agreement with the donor the programme was extended into the first half of 2016 due to the need to finalize the equipment and capacitation of the stomatological ward in the Tiraspol prison.

Results

The project succeeded to address these difficult issues from several perspectives: improved dialogue and collaboration of responsible authorities from different sectors (health, social, prison and civil sector) on both banks and promotion of an integrated service approach in the region; improved knowledge of decision-makers and health professional to use human rights principles and commitments and international standards. It addressed stigma and discrimination towards most HIV-affected and vulnerable populations, covering thousands of people and built knowledge and

competencies of 147 health, prison, civil society personnel on integrated HIV/TB/drug addiction through trainings, site visits and through providing access to international standards and best practices. Also, a platform of cooperation between Moldova and its Transnistrian region and Belarus was established to advocate and implement best existing practices in Belarus related to people who inject drugs. Due to its proximity to the context of the Transnistrian region, Belarus was a good option to advocate for methadone intervention, especially considering the efficiency of the programme in the country and the integrity to address in the best way the needs of PWIDs despite the political aspects.

The implemented activities enhanced the collaboration between the both banks of the Nistru river, allowed the specialists from both regions to know each other, to work together and to improve their knowledges and capacities. As a result, for the first time in five years, the NGOs from TN reported that the de facto authorities had allowed them to enter the prisons to provide peer to peer prevention, care and support services to PWID and PLWH. For the first time, SW and MSM were addressed by de facto health authorities and received services beginning with 2015. The National Action Plan 2016-2020, developed in 2015, with the project support, includes Transnistrian needs related to prevention, treatment, care and support services. Thus, the needs of stakeholders from the Transnistria region were integrated into the national policy, covering the full territory of Moldova, also contributing to confidence building between both banks of the Nistru river.

Overall, the project achieved the intended results at the outcome and output level. Most of the planned results have been overachieved, without any budget extensions.

The cooperation between implementing agencies was very good and constructive. Most of the key advocacy messages were delivered through joint UN communication. Some activities were organized jointly by implementing partners, which contributed a lot to improve communication and coordination between agencies and have a better focus on the results. It ensured no duplication, mutual support and efficient implementation of the program. Good partnerships were leveraged with national health, justice specialists, NGOs from both banks of the river, as well as Global Fund Principal Recipients ensuring added value, complementarity and efficiency related to the results achieved and changes produced.

The results and achievements of the programme are presented in greater detail below.

Outcome 1: Four policy documents on integrated care developed

Three strategic documents were developed in 2015, ensuring they align to the international standards and embed integrated care approach to make the services friendly, close and human-rights based. The policies targeted the people most affected by HIV – people who inject drugs (PWID), sex workers (SW) and MSM (men having sex with men), SW and MSM being firstly addressed in the Transnistrian region. Due to the long-lasting coordination procedure with *de facto* Transnistrian authorities, only three documents ended up being developed. The respective documents are as follows:

1. *Report on assessment of legal and normative framework of human rights integration into the Transnistrian region's HIV response.* The assessment was conducted under OHCHR guidance and implemented by a local consultant from Transnistria. It was mainly based on a desk review of the entire Transnistrian de facto legal and normative framework; looking in details at the full range of human rights. It looks at barriers imposed by the legislation that limit people's access to services and improved life quality. The recommendations propose to remove all those barriers and integrate a human rights approach into the de facto Transnistrian HIV legal framework. The Transnistrian de facto authorities have showed a willingness to make the recommended changes, which then would be undertaken in the follow up programme Joint Action to Strengthen Human Rights in the Transnistrian Region.

2. *National AIDS control and prophylaxis programme for the period 2016-2020, including interventions for the Transnistrian region.* The document is based on epidemiological evidence and was developed based on results based management principles, thus presenting a robust and well prioritized approach. For the first time, it incorporates prevention programmes for SW and MSM in the Transnistrian region. It aims to increase the coverage of prevention among PWID on both banks of the river up to 60% as per the international recommendations, having circa 30% as the

baseline (2014). It also aims at fast-tracking testing, treatment, care and support services as per the 90%-90%-90% UNAIDS strategy (90% of those estimated living with HIV are diagnosed, 90% of those diagnosed are enrolled in treatment, 90% of those in treatment have an undetectable viral load), with the objective of tripling the number of patients in treatment by 2020. The new programme makes the voice of Transnistrian stakeholders heard and integrates their needs into the national policy, covering the full territory of Moldova, which also contributes to confidence building between both banks of the Nistru river.

3. Road map on the provision of a comprehensive package of services to PWID. The document aimed to identify ways to improve and scale up existing services to PWID, including opioid substitution treatment (OST), which is not available in the Transnistrian region. The document was developed in July 2015 and updated after a workshop in December 2015. The workshop saw high-level representation from the Transnistrian side, i.e. de facto Minister of Justice, de facto Deputy Minister of Health, AIDS coordinator, health specialists and NGO representatives. The document contains a SWOT analysis, actions to be taken by the de facto authorities, e.g. in the field of health, social protection, interior, justice, local public authorities, as well as by the civil society. The updated document from December proposes clear actions for 2016-2017.

Output 1.1.1: Needs assessment report

Changes have been operated to this output twice. Firstly, it was negotiated with the donor to allow UNODC to organize a study visit for prison staff from both banks of the Nistru river to Geneva, Switzerland, which is an example of best practices of comprehensive services for PWID in prisons. Due to objective reasons (lack of time, extensive organizational arrangement required) the activity was postponed to the follow up programme Joint Action to Strengthen Human Rights in the Transnistrian Region. Instead of the needs assessment, it was agreed with the donor to improve health infrastructure in prisons, with the objective to improve inmates' health conditions and indirectly also to strengthen the de facto prison authorities' relations with local NGOs, which were tasked to undertake the refurbishments. As a result, for the first time in five years, the NGOs reported that the de facto authorities had allowed them to enter the prisons to provide peer to peer prevention, care and support services to PWID and PLWH. One of the NGOs, "Reforme medicale", signed a memorandum of cooperation on providing HIV services to prisoners with the de facto prison authorities for 2016. The infrastructure of one prison in Tiraspol was fully refurbished and dental equipment procured.

Output 1.1.2: Knowledge and competencies of key stakeholders to provide TB treatment and care consolidated

Further to the extensive consultations and based on a 2013 WHO working visit (by the National TB Program (NTP) representatives from Chisinau to Estonian the NTP), WHO negotiated and prepared a working visit to Estonia, organized for 10 persons on 7-11 September 2015, in partnership with the secretariat of Moldova's National Coordination Council (NCC) for HIV and TB Programmes. The participants included a balance of governmental and civil society organizations working in HIV, TB and PWID from both sides of the Nistru river, as well as decision-makers from the relevant national and subnational health authorities. An international consultant, Manfred Danilovits, TB program coordinator from Tartu, who participated in the WHO TB program review in Moldova in February 2013 and in the WHO policy dialogue on TB case holding and outpatient care in May 2014, facilitated the visit. It provided an opportunity for group and individual meetings with relevant stakeholders, including Q&A sessions, and visits to selected sites and service providers in Tallinn, Tartu, Virumaa and Viljandi. International travel costs were cost-shared with the NCC secretariat (with the Global Fund to Fight AIDS, TB and Malaria (GFATM) funds through one of its local principal recipients, the Unit of Programme Coordination, Implementation and Monitoring (UCIMP).

Output 1.1.3: Knowledge and competencies of key stakeholders to provide integrated HIV/TB/drug addiction treatment consolidated

The WHO Country Office in the Moldova organized a workshop on "Improving the Quality of Pharmacotherapy of Opioid Dependence and HIV Prevention in Moldova: an Integrated Approach at the Vilnius Center for Addictive Disorders (VPLC)" in Vilnius, Lithuania, on 3-5 August 2015, under the aegis of the WHO Collaborating Centre for Harm Reduction. The latter was established with the support of the Eurasian Harm Reduction Network (EHRN) and VPLC.

The visit targeted technical issues and aimed at exposing selected professionals from both sides of the Nistru river to integrated care in HIV and injecting drug use (PWID), with special focus on harm reduction and pharmacotherapy with methadone (PTM) in an attempt to scale up evidence-based comprehensive interventions. Besides the core training package usually taught at the VPLC, it also featured topics of specific interest to Moldova, as per the latest findings and knowledge gaps identified during the assessment missions conducted by VPLC in Moldova over the last couple of years, including in the Transnistrian region and prisons. Workshop participants included five national or subnational representatives of the drug addiction, HIV and tuberculosis services from the Government side, and two representatives of civil society organizations (CSO) providing advocacy and specific services in selected areas (e.g. harm reduction), from Chisinau and Tiraspol. The workshop helped participants update their knowledge about harm reduction specific activities and comprehensive rehabilitation options for substance abuse, including PTM, outlining key advantages and disadvantages of each. It also showed how different HIV, TB and PWID integrated care services works in practice, including the roles of mobile clinics, non-state actors and other service providers, and interaction of those. Various health system dimensions related to harm reduction and sustainability were raised, such as stewardship, financing, staffing and equipment, or service provision. The cross-sector approach was explored and the role of health and social workers in case management, including complex cases (HIV, TB, PWID, viral hepatitis), group versus individual treatment plans, principles of PWID rehabilitation at community level, social and professional (re)integration of service users. Participants were also introduced to principles of patient motivation and quality assessment and improvement tools.

Output 1.1.4: Health staff trained to provide integrated care services on HIV/TB, especially prevention of mother to child transmission (PMTCT)

A total of 61 health specialists from both banks of the Nistru river are now able to provide more qualitative and friendly services to people infected and affected with HIV, after they were trained on integrated care services on HIV/TB, during a set of three trainings organized in October 2015. Participants were capacitated based on the general situation on latest scientific development in HIV/AIDS field, improved their skills in prevention, PMTCT and co-infections (HIV/TB). Special attention was dedicated to discrimination and stigmatization issues. Also, participants received a full set of normative acts related to HIV/AIDS. All participants were evaluated pre- and post- training. The initial evaluation showed a level of knowledge of around 45%, compared to 95% post-training.

Outcome 2: A twinning platform between Moldova, including the Transnistrian region, and Belarus created and consolidated

A platform between Moldova, including the Transnistrian region, and Belarus was created especially with the goal to reap mutual benefits from both countries' experience of ensuring access of PWID to a comprehensive package of services, including OST (which is not yet accessible in the Transnistrian region). Belarus was chosen due to its similarities with the context of the Transnistrian region, and due to the efficiency of their programme to address the needs of PWID despite political sensitivities; Transnistrian de facto authorities generally follow outdated policies towards PWID. Moreover, the right-bank Moldovan health authorities are known for best practices in harm reduction, including OST in prisons, which is of major interest for Belarus. The platform was informally agreed with the Minister of Health of Belarus, the Deputy Minister of Health of Moldova and de facto Ministry of Health of the Transnistrian region. As a result, all parties benefited from being exposed to best practices, capacity building and experience sharing (see below for more details).

Output 2.1.1: Drug dependency services from both banks of the river, including civil society, providing services for People Who Inject Drugs (PWID) exposed to best practices

In the period of 27-28 April 2015, a delegation of nine persons (three drug dependency professionals from each side of the Nistru river, two persons representing NGOs, as well as a UNODC representative) participated in a study visit to Belarus. The agenda of the visit focused on the integrated and comprehensive package of services for PWIDs, ensuring one day of visits and presentations on methadone substitutions therapy. Specialists from both banks of the Nistru river improved their knowledge during a two-day visit to the OST site, harm reduction program, and national

rehabilitation centres. The target was overachieved, as it was initially planned to have seven persons involved in the visit.

Output 2.1.2: Knowledge and competencies of Drug dependency professionals to provide/drug addiction treatment consolidated

In the period 16-19 July 2015, after negotiations between UNAIDS Moldova and the Ministry of Health of Belarus, two international consultants from Belarus: Ivan Konorazov, main Drug dependency specialist, and Alexei Alexandrov, deputy medical director of the health institution "Regional Clinical Center of Minsk for Psychiatry and Narcology" visited Moldova. The visit aimed at promoting OST in the Transnistrian region and scale up of the services on the right bank of the Nistru river. The consultants met the Deputy Minister of Health, Department of Penitentiary Institutions and Drug dependency services in Moldova, and the de facto Minister of Health and technical specialists from the Transnistrian region. Through these meetings the basis of the joint Moldova-Belarus platform was established, and consensus on further mutual support and assistance was achieved. The second part of the visit was aimed at providing training to 50 specialists in the field. A full day training was conducted for 25 specialists from the right bank of the Nistru (covering all rayons providing harm reduction and OST) and 25 specialists from the left bank. Representatives of NGOs providing social services to PWID were also present. The participants were trained on the basis of the latest scientific evidence, the expertise of the instructors, and international standards.

Output 2.1.3: Organize a series of trainings using the TreatNet tool developed by UNODC for the narcologists drug dependency specialists from the Transnistrian region

During 6-8 July 2015, 20 medical professionals specialized in drug dependency treatment and communicable diseases from both banks of the Nistru river participated in training on complex approaches to treatment of drug dependency and associated comorbidities, and made proposals on how to address this issue. The seminar "Evidence-based drug dependence treatment and HIV prevention amongst people who use drugs" is part of the specialized training modules based on TreatNet, a tool developed by the UNODC Treatment and Rehabilitation section. The international expert Dr. Claude Uhlinger, a Swiss psychiatrist, certified in TreatNet trainings, shared his knowledge about the most advanced drug dependence treatment methods. During group work, the participants of the seminar discussed the need for complex approaches to treatment of drug dependency and associated comorbidities. Participants from both banks of the Nistru river agreed about the need to intensify efforts for combating the phenomena of stigmatization of patients with drug dependency and to increase the application of bio-psycho-social assistance methods in the process of PWID rehabilitation.

Outcome 3: Tolerant attitudes towards most in risk populations and HIV persons developed

Stigma and discrimination was addressed through two major communication and social campaigns, which are described in detail below. The campaigns reached thousands of persons from 8 major cities, including two from the Transnistrian region, Tiraspol and Ribnita. A number of key results were achieved by the campaigns: (1) attitudes among the general population towards people living with HIV improved, (2) a wide range of stakeholders (ministries, development partners, civil society from both banks of the Nistru river) were mobilized to counter stereotypes and fight and stigma and discrimination.

Output 3.1: Elaboration of information, education, communication (IEC) materials on HIV and TB prevention for health workers, police/militia, social workers

As a result of an assessment on needs of IEC undertaken by the Transnistrian NGO "Zdorovoie Buduscee" and the national AIDS coordinator in the Transnistrian region, several informative booklets addressed to youth and the general population on issues such as HIV prevention, voluntary counseling and testing for HIV and hepatitis, as well as anti-retroviral treatment (ARV) adherence were developed.

The following informational materials was developed and printed in the last trimester of 2015:

- Booklet "Change your view on HIV" – 20,000 copies;
- Booklet "Protect yourself from HIV" – 15,000 copies;
- Booklet "Voluntary Counseling and Testing in HIV and Hepatitis" – 15,000 copies;
- Brochure "Adherence to ARV therapy" – 1,000 copies;
- Brochure "About us. Information for women who inject drugs" – 5,000 copies.

The target was overachieved, without affecting the programme budget. The materials would be distributed to the beneficiaries in 2016-2017.

Output 3.2. Awareness events to fight stigma and discrimination organized on both banks of the Nistru river

The first major communication and social campaign to increase awareness among the general population and to reduce stigma and discrimination was organized in May 2015 on the occasion of the International Candlelight Day/Commemoration Day. To increase the impact, the technical working group on communication and prevention of the Country Coordination Mechanism on TB/AIDS (CCM) recommended a joint national communication campaign. The financial resources for the joint national campaign were provided by the Global Fund and the Government of Sweden. The programme provided small grants to NGOs active on both banks of the Nistru river for implementation of the campaign.

The campaign was built on the slogan "My status is not a secret". It aimed to improve the understanding among the general population that PLWH are not different from other people, that they can have families, good jobs and lead qualitative lives. Thus, eight persons living with HIV declared their status publicly, including one from the Transnistrian region. 41 billboards and 10 LCD screens were used to tell the stories of these courageous persons across the country. The campaign was launched at a press conference, organized in partnership with the Ministry of Health, the Ministry of Labour, Social Protection and Family, the UN Resident Coordinator/UNDP Resident Representative, the chairman of the NGO "Positive Initiative", as well as participants in the social campaign. As part of the campaign, the action "Safe Route" aimed at informing the general population about HIV/AIDS prevention through the distribution of informational materials in public places, on streets, public transport, etc. Car drivers were urged to show tolerance towards people living with HIV, and to stick a red ribbon on their cars. In Balti, community activities for commemoration of persons who died from AIDS and information actions for the general population about HIV and AIDS, including awareness and media events, were organized. The NGO "Zdorovoe Budushee" (Healthy Future) from Tiraspol organized an information campaign aimed at increasing tolerance towards people living with HIV. They succeeded to broadcast a spot on HIV prevention on outdoor screens and in cinemas in Tiraspol and Bender, and distributed information materials through different channels. The campaign resulted in a large number of comments, opinions, and reactions among the general population and in the field of HIV prevention professionals, as well as on the Internet. The reactions demonstrated improved attitudes and acceptance towards people living with HIV.

The second major communication campaign was launched on World AIDS Day, 1 December 2015. The same approach was used in the implementation – a nation-wide campaign, covering all regions, including Transnistria. The December campaign was designed around the first 90% from the global UNAIDS initiative 90%-90%-90%. It addressed HIV testing; currently only around 5% of persons in the groups with higher risk of infection in Moldova have been tested for HIV. The activities in Moldova were part of the Eastern Europe and Central Asia regional campaign, and were conducted under the slogan "It concerns you! It concerns everyone!". Eight well-known persons from Moldova joined the campaign: Dara (Moldovan Goodwill Ambassador), the music group Zdob&Zdub, Yan Feldman (chair of the Equality Council), Lucia Berdos (Owner of Felicia Pharmaceutical network), Natalia Morari (journalist), Victor Micusa (hairstylist), including two persons from the Transnistrian region, Elena Pahomova (journalist) and Tatiana Scripnic (de facto Minister of Health). A strong mobilization of efforts and financial resources (from UNAIDS core funds, the Global Fund, the Government of Sweden and the private sector in Moldova) resulted in a successful campaign. The campaign video was broadcast by three TV stations: Moldova 1, TVR Moldova and TV 7. The audio material was broadcast on Radio Zum, Super-Radio Moldova, and АвтоРадио-Молдова. NGOs were also involved in the implementation of the campaign; the main activities were organized in Chisinau, Balti, Tiraspol, Comrat and Cahul by the NGOs "Positive Initiative", "Youth for the Right to Live", and "Society, Human, Rights, Future". As an outcome of the campaign, the

Ministry of Health issued an order to ensure that all persons who approach health institutions for HIV testing are offered this service.

Challenges and lessons Learned

The key lessons drawn from the implementation of this programme include:

- Joint activities, such as study visits, trainings, and exchanges involving stakeholders from both banks of the Nistru river create bridges for confidence building;
- The programme targets technical level medical staff from both banks of the Nistru. To ensure effective change and full institutional commitment, involvement of senior management and high-level authorities is required. At the same time, every activity needs to be considered carefully and the involvement of senior administrative staff from Transnistrian *de facto* authorities balanced with political risks due to the sensitivity of the subject matter;
- Care should be exercised in the selection of the location for exposing staff from the Transnistrian region to international standards and best practices. For sensitive policies and practices, such as the use of methadone in the health sector, Belarus turned out to be a good choice, which was readily accepted by the Transnistrian counterparts;
- Establishing a dialogue with law enforcement authorities and civil society is instrumental for smooth implementation of the comprehensive package of services for HIV/AIDS prevention among those most at risk and vulnerable groups;
- The programme has not yet been able to present the assessment of integration of human rights into the HIV response in the Transnistrian region. This assessment was planned to be undertaken at the end of the programme, after the Transnistrian stakeholders had been exposed to human rights best practices. However, issues related to legislation are highly sensitive for the Transnistrian counterparts, thus the coordination of the exercise took more time than planned. As a solution, it was agreed to follow up on this activity in the second phase of the programme (2016-2017).

Indicator based performance assessment

	Achieved indicator targets	Reasons for variance with planned target (if any)	Source of verification
<p>Outcome 1 Four policy documents on integrated care developed</p> <p>Indicator: Number of documents on integrated care developed</p> <p>Baseline: 0</p> <p>Planned Target: 4</p>	Three documents developed	Work involving the Transnistrian region requires extensive and time consuming coordination, which poses challenges to the timely implementation of activities. However, one of the documents (the road map) was updated and revised, which had not been originally planned.	Narrative report
<p>Output 1.1.1 Needs assessed</p> <p>Indicator 1.1.1 Number of reports presented</p> <p>Baseline: 1</p> <p>Planned Target: 0</p>	None/a new activity was proposed: Improvement of prison health infrastructure (achieved)	It was agreed with the donor (the Government of Sweden) that an additional needs assessment would not give added value since the Hammarberg report already provides relevant information. In order to improve health conditions of prisoners and indirectly strengthen the dialogue between the <i>de facto</i> prison sector and NGOs (which implemented the activity), it was decided to revise the output to <i>improvement of prison health infrastructure</i> (achieved).	Narrative report
<p>Output 1.1.2 Knowledge and competencies of key stakeholders to provide TB treatment and care consolidated</p> <p>Indicator 1.1.2: Number of staff participating in study visit</p> <p>Baseline: 0</p> <p>Planned Target: 7</p> <p>Output 1.1.3: Knowledge and competencies of key stakeholders to provide integrated HIV/TB/drug addiction treatment consolidated</p> <p>Indicator 1.1.3: Number of staff participating in study visit</p> <p>Baseline: 0</p> <p>Planned Target: 7</p>	<p>Indicator 1.1.2: 7 staff participated</p> <p>Indicator 1.1.3: 7 staff participated</p>		<p>Narrative report</p> <p>Narrative report</p>

<p>Output 1.1.4 Health staff trained to provide integrated care services on HIV/TB, especially PMTCT</p> <p>Indicator: Number of staff trained</p> <p>Baseline: 0</p> <p>Planned Target: 60</p>	61 staff trained		Narrative report
<p>Outcome 2 The twinning platform between Moldova/Transnistria and Belarus created and consolidated</p> <p>Indicator: The twinning platform between Moldova/Transnistria and Belarus created and functional</p> <p>Baseline: 0</p> <p>Planned Target: Platform functional</p>	Platform functional		Narrative report
<p>Output 2.1.1 Narcological services from both banks of the Nistru river, including civil society providing services for IDUs, exposed to best practices</p> <p>Indicator: Number of staff participating in site visit</p> <p>Baseline: 0</p> <p>Planned Target: 7</p>	9 staff participated		Narrative report
<p>Output 2.1.2 Knowledge and competencies of narcological professionals to provide/drug addiction treatment consolidated</p> <p>Indicator: Number of staff trained</p> <p>Baseline: 0</p> <p>Planned Target: 50</p>	50 staff trained		Narrative report

<p>Output 2.1.3 Organize a series of trainings using TreatNet tool developed by UNODC for the narcologists drug dependency specialists from the Transnistrian region</p> <p>Indicator: Number of staff trained</p> <p>Baseline: 0</p> <p>Planned Target: 20</p>	20 staff trained		Narrative report
<p>Outcome 3 Tolerant attitudes towards most in risk populations and HIV persons developed</p> <p>Indicator: Number of persons reached by the events</p> <p>Baseline: 0</p> <p>Planned Target: 2,000</p>	More than 2,000 persons reached		Narrative report
<p>Output 3.1 Elaboration of information, education, communication (IEC) materials on HIV and TB prevention for health workers, police/militia, social workers</p> <p>Indicator: Number of informational materials distributed</p> <p>Baseline: 0</p> <p>Planned target: 1,000</p>	56,000		Narrative report
<p>Output 3.2 Awareness events to fight stigma and discrimination organized on both banks of the Nistru river</p> <p>Indicator: Number of campaigns organized</p> <p>Baseline: 0</p> <p>Target: 2</p>	2 campaigns organized		Narrative report

Conclusions

During the reporting period the programmes implemented under the Fund have made significant contributions to the development priorities of Moldova, as highlighted by the narrative and indicator based reports above. With the new programme “Contribution to the Confidence Building Measures Program in Transnistria - Health Sector (Phase 2)” the scope of the interventions has been expanded from the exclusive focus on governance and human rights to also include the wider health agenda. The increased diversification of the programmes under the Fund is a welcome development which reflects the broad focus of the UN-Republic of Moldova Partnership Framework 2013-2017 and the new global framework for development efforts – the 2030 Agenda for Sustainable Development and the associated Sustainable Development Goals.

The Fund is a core element of the Delivering as One approach and contributes to the UN’s efforts to work closer together in an integrated manner to deliver impactful and sustainable development results. An independent evaluation of the UN-Republic of Moldova Partnership Framework 2013-2017 was concluded in 2016 and it confirmed that the programmes implemented under the Fund are in line with the comparative advantages of the UN in Moldova. Moreover, the evaluation revealed that by working closely together in joint programmes and combining their respective mandates and skills, UN agencies can achieve better results. UN Moldova will therefore continue to advance the Delivering as One agenda and implement joint programmes in the foreseeable future. A key to enhanced UN cooperation is well-coordinated and transparent resource mobilization efforts. A Joint Resources Mobilization Strategy has therefore been developed to increase the transparency of resource mobilization and ensure an aligned approach towards donors.

The UN-Republic of Moldova Partnership Framework 2013-2017 is coming to an end in 2017 and will be succeeded by the Republic of Moldova-UN Partnership Framework for Sustainable Development 2018-2022. As per the terms of reference of the Fund, it shall be closed with the end of the UN-Republic of Moldova Partnership Framework 2013-2017, i.e. on 31 December 2017. However, since some of the disbursements from donors to the Fund are scheduled for 2018 and 2019, there will be a technical extension of the Fund until the final disbursement has been processed.