



**Alternative report on the implementation of the
Convention on the Elimination of All Forms of Discrimination against
Women (CEDAW) in the Republic of Moldova**

Submitted by the Platform for Gender Equality from Moldova

Platform for Gender Equality from Moldova

Address: 60 A. Mateevici, 2009 Chisinau, Republic of Moldova

Phone: +373 69215456

Email: secretariat.platformadegen@gmail.com

Website: www.egalitadedegen.md

Contents

Executive summary	2
Introduction.....	3
1. National machinery for the advancement of women	4
1.1 Representation quota	4
1.2 Institutional mechanism	4
1.3. Coordination mechanism on Women Peace and Security Agenda implementation	6
Recommendations:	6
2.Equality in women’s public and political participation (Art. 3, 4, 7 CEDAW)	7
2.1 Electoral law	7
2.2 Violence against women in elections.....	8
Recommendations	10
3.Temporary special measures (Art. 4 CEDAW)	11
3.1 Legislative modifications and respect of the quota of 40 % during 2019 elections	11
3.2.Socio-economic sector	13
Recommendations	13
Annex 1	15

Executive summary

In February 2020, the Government of the Republic of Moldova will present the Sixth Periodic CEDAW Report of Moldova (CEDAW/C/MDA/6) at the 75th CEDAW Session. The Platform for Gender Equality from Moldova elaborated the current Alternative Report on CEDAW implementation in the Republic of Moldova.

The Report is focused on implementation of some CEDAW provisions, structured by the following components: National Machinery for the Advancement of Women; Equality in Women's Public and Political Participation; Temporary Special Measures.

The progress and challenges in ensuring gender equality are reflected here. Thus, during the reporting period, with the active contribution of the Platform and other CSOs, many legal measures dedicated to improving the structure and functionality of national machinery of women's rights/gender equality promotion were approved. These measures included prohibition of sexist language and sexist advertising and introduction of 40% gender quota in the electoral and decision making processes. The adoption of a National Program on Resolution 1325 and the implementation of the Action Plan contributed to increasing women's participation in the security sector. The implementation of the training programs with the support of development partners contributed to increasing women's political participation. Dialogue between public authorities and CSOs active in the gender equality field was established, but with different levels of efficiency.

Despite the progress made, many challenges and problems should be mentioned such as: low level of implementing legal provisions of national machinery on gender equality, lack of functionality and sustainability of the national machinery's activities, including the Women, Peace and Security Agenda, ignorance of gender quota at Government level, political inconsistency in gender quota implementation, insufficient awareness of gender equality issues of civil servants and public authorities, lack of sustainability in implementing gender policies at national and local levels, misunderstanding of the essence of gender equality etc.

The provided recommendations addressed to the Government of the Republic of Moldova are structured according to the mentioned components with a focus on: strengthening functionality and sustainability of national mechanism on gender equality and women's advancement, on women's equal opportunities to participate in the public and political spheres, and on prevention and elimination of sexism and violence against women in elections, in order to

ensure efficient implementation of legal provisions, including instruments for protecting women's human rights and ensuring "de facto" gender equality.

Introduction

In the last five years, with the support of civil society and external development partners, a series of important measures have been taken in the Republic of Moldova in order to improve the situation of women in many spheres of life. Examples of such legal measures to ensure gender equality are the following:

- 1) introduction of the 14-days paternity leave;
- 2) prohibition of sexist language and sexist advertising;
- 3) introduction of the 40% gender quota in electoral and decision making processes and funding from the state budget by 10% of political parties that will satisfy this requirement in parliamentary elections; sanctioning with deregistration of candidates who do not respect this legal provision; (Law no. 71);
- 4) approval of the National Strategy on Preventing and Combating Violence Against Women and Domestic Violence (2018 - 2023) and the Action plan for its implementation for 2018 – 2020 Law no. 196 with reference to the most vulnerable groups of women emergency restraining order;
- 5) introduction of a withholding allowance for parents who care for children up to 3 years of age, including reducing the unpaid period from 3 years to 1 year;
- 6) approval of the National Program for implementation of the UNSCR Resolution 1325 on Women, Peace and Security for 2018-2021 and the Action Plan for its implementation; as a result, the number of women in police and border police forces increased from 13% to 18,8% etc.

However, in spite of these positive changes in the national legislation and the efforts made in order to improve women's situation in Moldova, certain vulnerabilities and gaps are still to be tackled with. By submitting the present alternative report, the Platform for Gender Equality from Moldova (hereinafter: the Platform) - an informal network of 28 associations and civic activists, continues its work to promote gender equality in the public, professional and personal spheres. Established on 19 June 2015, the Platform has managed to become a recognizable name in the field of equality and gender in the country through advocacy and awareness raising activities. A full list of the members of the Platform is provided in Annex 1.

1. National machinery for the advancement of women

1.1 Representation quota

The Law no. 71 of 2016, introduced as an affirmative measure the quota of 40% representation of each sex, in order to increase the degree of women's representation in political and public decision-making processes. This law also referred to the Law on Government, complementing the latter with norms regarding the observance of the 40% minimum quota of representation for each sex when forming the Government.

However, the central public administration reform carried out in 2017 affected the institutional mechanism for promoting gender equality. The provisions on the 40% representation quota for each sex in the formation of the Government were excluded, stipulating instead that the candidate for Prime Minister must take into consideration legislation on gender equality in conjunction with criteria of professionalism and meritocracy. When the present report was being prepared, the impact of this change was immediately noticed in the Cabinet of Ministers formed in November 2019. The Government featured only two women (one was named upon the formation the new Government, and the other continued her previously elected function as Government leader of the Autonomous Territorial Unit of Gagauzia). This denotes the continued ignorance of the gender dimension and the under-representation of women in decision-making functions, and overall constitutes an important setback.

1.2 Institutional mechanism

Furthermore, according to the amendments introduced by the Law no. 71, the institutional mechanism for promoting gender equality should be an innovative one. Gender coordinating groups must be established at the level of ministries and other central administrative authorities with competencies to ensure a complex understanding of equality between women and men in policies and programs in all fields and at all levels of decision making and implementation. In addition, gender units at the level of local public administration must be created with competencies to ensure the integration of the principle of equality between women and men in policies, programmes, normative acts and financial investments at local level and to monitor the implementation of programs, organization of information campaigns, research and other activities on equality between women and men carried out locally.

When it comes to implementation the situation is different. If at the level of central public administration, the gender coordinating groups were set up, at the level of districts and the local

public administrations, the mechanism does not work and the aforementioned legal provisions continue to be ignored or unknown. Tasks related to strengthening and consolidating the capacity of civil servants regarding the attributions of the gender units as part of the institutional mechanism were left mainly to the external development partners and civil society organizations. Between June and July 2019, the Platform for Gender Equality held informative sessions on the institutional mechanism for promoting gender equality in 15 out of 33 districts of the country (with UNWomen support¹). The training sessions titled “Integration of the Gender Dimension in Public Policies” were attended by 394 representatives of the local public administration, civil society, business, and mass-media - in total, 392 women and 65 men. Our conclusion from having conducted these training sessions is that at the local level, the institutional mechanism for promoting gender equality is not known and almost no resources and capacity for implementation exists. Mentoring programs are required to make the mechanism applicable and to ensure its implementation. Unfortunately, 3 years after the institutional mechanism for promoting gender equality at the local level entered into force, these provisions are unknown, nor are any real actions undertaken to catalyze them. This conclusion was made following the testing of Gender Equality Seal in public institutions (for local and central government institutions) in 2018 by UNDP.

Only the Policy Department for ensuring equality between women and men within the Ministry of Health, Labor and Social Protection is currently functional. However, it has limited resources to ensure the adequate development and implementation of gender equality policies.

From a legal perspective, the Government Committee for Equality between Women and Men (hereafter The Committee) has a basic role in introducing a gender perspective in national policies and programs as well as making technical assistance more efficient. The Committee, as a national institutional mechanism, was meant to ensure gender equality, to solve a whole range of gender issues in society, and to improve the real situation of women in society and their social status. But political instability, frequent change of governments, lack of human and financial resources, as well as failure to comply with previous government commitments have conditioned the lack of continuity in the implementation of gender policies, have led to often formal and declarative activity, to the frequent change of structures and personnel, and as a result The Committee has not met since 2017. At the moment the national machinery is not functional.

¹ “Balanced Participation in Decision Making” Project, implemented by AO "Gender-Center" with the support of UN Women

1.3. Coordination mechanism on Women Peace and Security Agenda implementation

Based on international commitment (UNSCR 1325, General Recommendation Nr.30 on women in conflict prevention, conflict and post-conflict situations), the Government, with significant contribution of CSOs, adopted the National Programme on Resolution 1325 on Women, Peace and Security for 2018-2021 and its Action Plan. As a result, sectoral action plans were approved and many actions were implemented that contributed to increasing women's participation in the defence and security sector. Only in the police and border police sectors, the number of women increased from 13% to 18,8%. Therefore, the coordination mechanism, which actively involves the Platform and other CSOs, was established.

Unfortunately, due to political instability, the mentioned mechanism was affected. Thus, the Government's responsibility is to ensure an efficient coordination mechanism at the Government - State Chancellery level. The efficient Coordination mechanism can contribute to the protection of women's human rights at all times and to the advancement of gender equality.

Recommendations:

1. The Government should ensure the functionality and sustainability of National machinery on Gender Equality and public authorities and institutions responsible for women's effective protection against any act of discrimination (art.2 CEAW).
2. To restore the activity of the Governmental Committee for Equality between Women and Men, tasked with coordinating the institutional framework for ensuring gender equality. The Committee should enjoy increased authority in its work with relevant ministries, as well as greater human, financial, and technical resources, so as to ensure the implementation of the legal provisions made in Law no. 71;
3. To establish a specialised government agency for gender equality, tasked, among others, with fulfilling the commitments made by Moldova within the 2030 Sustainable Development Agenda, specifically Goal 5, as well as gender mainstreaming in all 17 SDGs. The government agency may ultimately take over the functions of the Governmental Committee for Equality between Women and Men, thereby ensuring greater representation, particularly of disadvantaged women, as well as increased stability of available resources;
4. To establish an efficient coordination mechanism on the National Program for the Implementation of the UNSCR Resolution 1325 on Women, Peace and Security for 2018-2021 at Government-State Chancellery level.

5. To create a Parliamentary Committee on Equal Opportunities. The tasks of the Committee would include: (i) mandatory endorsement of all relevant legislative acts from the perspective of the impact on gender equality; (ii) annual hearing of all central authorities regarding the progress on the implementation of the state policy in the field; (iii) prevention and combating of sexism in the activity of the Parliament;
6. To establish the position of Adviser on Gender Equality to the Presidency; that will have as tasks monitoring of gender equality implementation into public policies and contribution to strategic approach of gender equality.
7. To ensure the systematic collection of sex- and age- disaggregated data at the national level, so as to support decision-making (ex-ante), policy implementation at different stages, monitoring and evaluation (ex-post).

2.Equality in women’s public and political participation (Art. 3, 4, 7 CEDAW)

2.1 Electoral law

On 31 July 2019, the Parliament of Moldova voted a bill that amended the electoral law. First, the mixed electoral system was annulled and the proportional electoral system for party lists reinstated. Among the provisions introduced was also the change of procedures for drawing up the lists of candidates. The provisions regarding the application of the double quota system, which includes the 40% representation quota and list positioning provisions, were also approved. Thus, the lists of candidates for the parliamentary and local elections are to be drawn up by respecting the minimum quota of 40% for both sexes, while the positioning of the candidates on the lists is made according to the formula: at least 4 candidates of each sex for every 10 places. Despite the provisions of the legislation in force, for the general local elections on October 20, 2019, the lists of candidates were drawn up with the minimum representation quota of 40% for both sexes, but with at least 3 candidates of each sex for every 10 places, as a derogation. Failure to comply with the conditions set out in the provisions listed above entailed the refusal to register the candidates' lists by the electoral body².

²Still Underrepresented! A gender analysis of candidates for the 2019 local elections, Authors: Alina Andronache, Covrig Natalia, Buzu Alexei, Cantarji Vasile, see the link:

http://www.progen.md/?pag=n&opa=view&id=558&tip=publicatii&start=&l=http://www.progen.md/files/6400_analysiselectionsge_final.pdf

Statistical data on the dimension of promoting equality between women and men in the decision-making and political processes shows that the dimension experienced periods of ascension and descent.

At the legislative level, by 2016, the highest share of women was that of the eighteenth legislature (Parliament 2009-2010) - 24.8 % or 25 women MPs, while the XII legislature, between 1990-1994, had the lowest share - 3.7 %. The 2014-2018 legislature - 22.8%, and for the 2019-2023 legislature the representation of women is 25.7%.³

During the parliamentary elections in 2019, the share of women on the party lists of candidates for MPs stood at 41.8%. At the time of writing the present report, women represented 25.7% of MPs.

The last local elections carried out in 2019 rendered 11,580 local councilors and 898 mayors. As a result, we find that throughout the past 8 years, the representation of women in the electoral process at the local level has increased. Thus, the share of women candidates for mayor was 18.9% in the 2011 elections, 22.5% in the 2015 elections, and 27.1% in the elections from October 20, 2019. At the time of writing the present report, women represented 21.83% of mayors, 36.51% of the local councilors and 27.08% of the district councilors.

At the governmental level, the representation of women in the Cabinet of Ministries has been uneven, ranging from 54% (April 2019) to 16.6% (December 2019).

2.2 Violence against women in elections

One of the main barriers to women's participation in politics is violence, especially in elections. Along with women's increased political activity in Moldova, the Platform finds that this phenomenon is constantly on the rise. Throughout 2019, discrimination of women in elections remained a systemic issue, with an institutionalized and party-related character, especially with regard to independent candidates and those from marginalized groups. In 2019, serious cases of sexual harassment of women candidates were reported in the national and local electoral campaigns. Sexism and intimidation were also directed at the media, i.e. moderators and journalists.⁴

³ Report monitoring the respect of the gender quota by the political parties of the Republic of Moldova, author Cornelia Călin, see the report here :

<https://egalitadedegen.md/wp-admin/admin.php?page=memphis-documents.php&mdocs-cat=mdocs-cat-2&att=null>

⁴ Preliminary report on Violence against Women in the General Local Elections 2019, Author Olga Bitcă, see the report here:

<https://egalitadedegen.md/biblioteca/participarea-femeilor-in-politica/>

It is therefore unsurprising that civil society organizations chose to focus on violence against women in elections, approaching it for the first time in the electoral history of the country as an area of special concern. The shared hope was to address not just violence against women candidates, but also against all other women who participate in the electoral process: political activists, members of the observing staff, representatives, electoral officials, political journalists, commentators and analysts.

According to a mapping of violence against women in elections carried out as part of this effort, 52% of the 409 women respondents said that they were confronted with violence during the elections. The mapping concerned candidates at several parliamentary and local elections, including the February 2019 parliamentary elections. Out of the total number of respondents running for office, 31% ran for a MP position, 52% - for the local / district / municipal councilor position, and 18% ran for mayor position. The most widespread forms of violence against candidates in elections were found to be verbal and psychological violence. Thus, 49% of the candidates were subjected to verbal violence, 42% - psychological violence, 4% - economic violence, and 3% of the candidates - physical violence. Only the candidates for the position of MP mentioned economic violence.

With regard to electoral activists, according to the survey data, 43% of them were subjected to aggression, hate speech and violence during the same elections. It was found that the lower an electoral activist is in the political hierarchy, the more often she was subjected to direct violence. Most women participants had multiple experiences in elections and in different roles, including member of the electoral staff, observer, and assistant of a candidate.⁵

A particular form of violence is the use of sexist language when referring to women that participate in the electoral process, which has the combined effects of discriminating and harming them, as well as affecting their dignity. These effects go on to influence the public perception of women in positions of power and is concerning also to her entourage. As sexism has been increasing in the public space, it remains the focus of many international mechanisms and organizations, being considered a form of promoting hatred and intolerance⁶

⁵Monitoring and mapping report of Violence Against Women and Sexism in Elections, see the report here: <https://egalitadedegen.md/biblioteca/participarea-femeilor-in-politica/>

⁶ Analysis of the sexist language of the 2016 presidential election campaign in the Republic of Moldova, round two. Case study, Author author dr. Univ. Loreta HANDRABURA <http://mediacritica.md/wp-content/uploads/2016/12/Studiu-de-caz-Analiza-limbajului-sexist.pdf>

See also the report of 2019 "The public discourse from the gender perspective of the candidates in the parliamentary elections in the uninominal electoral constituencies no. 17, 33, 48 and 50. Author dr. univ. Loretta Handrabura <http://media-azi.md/ro/publicatii/raport-de-monitorizare-discursul-public-din-perspectiva-de-gen-aal-candidatelor-%C8%9Bilor-%C3%AEn>

It has been found that the rate of hate speech and incitement to hate during elections doubled in 2019 to four cases per day, compared to two in 2018. While the authors of hate speech are both women and men, most often, i.e. in 79% of cases, hate speech is used by men. The object of hate speech is women in the majority of the cases.⁷

Recommendations

1. To urgently adopt the draft law no. 301 of the Parliament of the Republic of Moldova for the modification and completion of some legislative acts regarding the regulation of the crimes of reasoning of the prejudices, in accordance with the international standards.
2. The government will develop a complex strategy for preventing and combating hateful discourse used by people. The strategy should include the creation of a mechanism for monitoring hate speech, and cooperation through authorization may indicate the law and other relevant institutions (for example, CPPEDAE), to facilitate the criminal prosecution of hate speech and to improve the mechanism for sanctioning the function.
3. To adopt and enforce codes of conduct or guidelines for non-discriminatory and non-sexist language in the office of the presidency, the parliament, central and local public administration;
4. To strengthen the competencies of the Council for Preventing and Eliminating Discrimination and Ensuring Equality with tasks related to the prevention and combating of discrimination, denigration or harassment online and on social media;
5. To provide women candidates, as well as holders of elected office or leadership functions in the public and private sectors with continuous training and capacity building;
6. To integrate a component on addressing violence against women in elections within systems of early warning on electoral violence, as well as monitoring violence in elections;
7. To provide election officials, including rapporteurs and observers, with training on behavioral ethics in the electoral process, so as to equip them with adequate response strategies and tools in cases of aggressive behavior on the part of fellow colleagues, candidates, or voters;

⁷ Hate speech and incitement to discrimination in public space and media, author Dumitru Sliusarenco, see the report here: https://promolex.md/wp-content/uploads/2019/12/A4_hate_ro_II_web.pdf

8. To ensure the universal use of the feminine forms for functions and professions⁸, in Romanian (the official language), as well as Russian (the language for inter-ethnic communication).

3. Temporary special measures (Art. 4 CEDAW)

The Committee urges the State party to expedite its efforts to adopt the proposed amendment to Law No. 64-XII on government and to raise the awareness of parliamentarians regarding the importance of the engagement of women in public life. The Committee recommends that the State party adopt temporary special measures, in accordance with article 4 (1) of the Convention, where women, including those from ethnic minorities and those with disabilities, are underrepresented or disadvantaged, and evaluate and publish gender impact analyses of the measures.

3.1 Legislative modifications and respect of the quota of 40 % during 2019 elections

On April 14, 2016, Law no.71 was adopted for the modification and completion of some legislative acts introducing, as an affirmative measure, the 40% representation quota of both sexes, in order to increase the degree of representation of women at the political and public decision-making levels. The Electoral Code was supplemented with provisions aiming to respect the minimum quota of representation of 40% for both genders when drawing up the lists of candidates for the parliamentary and local elections. On 15.08.2019, the Parliament of the Republic of Moldova approved Law no. 113 for the modification of some legislative acts entered into force on 17.08.2019. The provisions regarding the application of the double quota system (including the 40% representation quota and list positioning provisions) were also voted on. Thus, the lists of candidates for the parliamentary and local elections was drawn up respecting the minimum quota of 40% for both genders. The positioning of the candidates on the lists were made according to the formula: at least four candidates in every 10 seats.

At the same time, by derogation from the provisions of the legislation in force, at the general local elections on October 20, 2019, the lists of candidates were drawn up respecting the minimum representation quota of 40% for both sexes and at least three candidates in every 10 seats. Therefore, the following two conditions have been cumulatively complied with: (i) 40%

⁸ L.Handrabura, Al.Gherasim, M.Butuc, Non-existent language. Conceptual landmarks and practical recommendations. Study and Guide, UNDP, Ch., 94 p.

quota insurance; (ii) out of 10 candidates included in the list, 3 - representatives of a single-gender. Failure to comply with the conditions set out in the provisions listed above entails the refusal to register the candidates' lists by the electoral body.

In order to facilitate the activity of the lower electoral bodies, on 9 September 2019 the Central Electoral Commission approved a circular, setting out, by way of recommendation, the minimum number of candidates of the same sex needed to be included in lists in order to comply with the provisions on the gender quota. After performing calculations as per the circular, it was found that in a minimum of 21 cases, out of the 52 candidates indicated, the minimum result obtained based on the figures established by the CEC was below 40%. Thus, for example, for every 36 candidates at least 14 must be of the same sex, which constitutes 38.88% of the total number of candidates. After analyzing (where possible) the lists of candidates submitted to the electoral bodies, at least 92 cases were found in 21 electoral districts II of candidates having been registered with deviations from the provisions regarding the gender quota. According to the election monitoring report published by Promo-LEX, at least 30% of the registrations by political groups contained deviations from the said legal provisions. In electoral districts I, at least 1,300 cases were reported, in which the lists presented by political groups did not correspond to the legal provisions regarding the gender quota and the placement in the list of candidates⁹.

In the last three electoral cycles, the percentage of women candidates increased by only 5%. The overall share of women candidates for mayoral positions at the 20 October 2019 elections increased by only 4.6% compared to the elections in 2015 (the lowest number of women candidates in the electoral race having been recorded in 2011). The percentage of women candidates for this function is higher in small constituencies (usually villages) and lower for large constituencies (cities and municipalities). These points to the fact that political parties actively and consistently promote men rather than women for strategic constituencies. Where the process of selecting / appointing candidates within political parties is more decentralized, e.g. in villages, the share of women candidates is higher.

If the above trends are maintained, Moldova will reach 40% of women candidates for mayor positions over the following three electoral cycles, that is in 2031. This slow change shows

⁹Final report Observation mission of the new local and parliamentary elections of October 20 (November 3) 2019 https://promolex.md/wp-content/uploads/2019/12/Raport_ALG_2019_web.pdf

once again the need for additional measures, such as a double representation quota, without which the share of women in these positions would continue to increase very slowly¹⁰.

3.2.Socio-economic sector

In the last years the gender gap in pensions is constantly increasing. Only in 2018, the average pension of a woman at the national level was 22% lower than that of men, and in the Chisinau municipality this difference constituted just 33%. Thus, in 2018, under the conditions of a fair system of calculating the pension, in monetary terms, the women from Chisinau would have received an average of 11,430 MDL more, and those outside the municipality - with 5,038 MDL. We mention that at present about 70% of the pensioners for old age are women.

We consider that the respective provision regarding the establishment of the pension for the age limit, the period of the child care leave based on the minimum monthly wage is discriminatory towards women (who constitute the absolute majority of the beneficiaries of the child care leave) and significantly diminishes the value of their pension.

Adoption of the legislative initiative of a group of deputies, draft law no. 185 of 5.11.2019,¹¹ by which it is proposed that when establishing the pension for the age limit, the period of the child care leave, assimilated to the contribution period, should be calculated based on the average monthly salary in the economy at the date of the pension calculation and not the minimum wage, as the law provides, so it would reduce inequality and inequity.

Recommendations

1. To ensure women's fair representation at the leadership level of the Legislature as per the legal provisions in force, i.e. the 40% gender quota;
2. To ensure at least one Vice-President of the legislature to be a woman (in case if the President of the Parliament is a woman), and at least 2 Vice-Presidents of the legislature are women (in case the President of the Parliament is a Man);
3. To ensure that the number of men and women chairpersons of the parliamentary committees is equal;

¹⁰ Still Underrepresented! A gender analysis of candidates for the 2019 local elections, Authors: Alina Andronache, Covrig Natalia, Buzu Alexei, Cantarji Vasile,, see the link: http://www.progen.md/?pag=n&opa=view&id=558&tip=publicatii&start=&l=http://www.progen.md/files/6400_analysiselectionsge_final.pdf

¹¹ https://www.scribd.com/document/433883436/250-2019-ro?secret_password=sOgqFX541XRSjLuzcN0o

4. To ensure that election campaigns feature respectful and accurate depictions of women and men, thus avoiding the use of gender stereotypes;
5. To ensure accessibility for electoral and political offices for people with special needs
6. To establish electoral legislative affirmative measures for women from vulnerable groups, especially as ethnic groups and women with special needs;
7. For the Parliament and the Government of the Republic of Moldova to approve changes to the legal framework that will eliminate the discriminatory and unfair effects on women who have already retired. The establishment of the pension for the age limit, the period of the child care leave, assimilated to the contribution period, shall be calculated based on the average monthly salary in the economy at the date of the pension calculation and not the minimum wage, as provided by the legislation in force.
8. To mainstream gender equality in the work of Trade Unions, making them among the main promoters of gender equality in the workplace and within the framework of social partnership.

Annex 1

1. Association Against Violence in the Family “Casa Marioarei”
2. Modern Woman
3. Mildava
4. Voice of Roma Women “ROMANO ALAV”
5. Forum of Women's Organizations of the Republic of Moldova
6. Gender-Center
7. Institute for Conflict Resolution (InReCo)
8. Promo-Lex
9. Woman for the Future
10. Honor and Rights of the Contemporary Woman
11. Association of Women Entrepreneurs of Moldova
12. Center for Partnership for Development
13. Center for the Rights of People with Disabilities
14. Rehabilitation Center for Torture Victims “Memoria”
15. Resource Center for Human Rights
16. Women’s Political Club 50/50
17. Group of Feminist Initiatives in Moldova
18. Woman for the Contemporary Society
19. AFINA
20. Human Rights Association LEX XXI
21. Nata Scobioală, civic activist
22. Olga Nicolenco, gender expert
23. Tatiana Chebac, civic activist
24. Galina Precup, gender expert
25. Alina Andronache, civic activist
26. Georgeta Carasiucenco, journalist
27. Ana Gurau, civic activist
28. Alina Cebotari, civic activist